

IN-CAMERA COUNCIL MEETING

APRIL 25, 2023

DECISION RELEASE

Exempt Total Compensation

- A. THAT Council approve effective April 1, 2023
 - a. A 4% market adjustment to all exempt salary ranges (including those positions that remain in salary range 10)
 - b. An additional 2% market adjustment to exempt salary ranges 121 and 131
- B. THAT Council approve effective July 1, 2023
 - a. Enhancements to the exempt extended health benefit as described in Appendix D, including:
 - i. paramedical services, hearing care, vision care, mental health services, and the lifetime maximum
- C. THAT Council approve effective January 1, 2025
 - a. The elimination of 7 weeks vacation entitlement for existing exempt staff who have not achieved this entitlement by 2024, and for new exempt staff effective July 1, 2023
- D. THAT Council approve effective July 1, 2023
 - a. Revisions to the exempt vacation entitlement as outlined in Appendix C. Existing employees who are entitled to vacation that exceeds the new eligibility schedule will maintain that entitlement.
- E. THAT, subject to approval of recommendations A-D, council approve adjustments to department line item budgets to reallocate budgeted general government contingency expenses of \$2.9 million to fund the exempt total compensation changes recommended in this report.

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