

To: David Creery, Chief Administrative Officer
From: Beth Robson, Director of Human Resources
Re: Non-Union Employee Compensation Adjustment

AIM

To recommend Council's consideration for a compensation adjustment for non-union employees pursuant to the settlements between the City of Woodstock and C.U.P.E. Local 1146 Bargaining Units.

BACKGROUND

Typically, non-union employees are awarded compensation and benefit changes that mirror the negotiated agreements with the C.U.P.E. Local 1146 Inside and Outside Units.

COMMENTS

Providing our non-union employees with compensation and benefit changes that mirror the negotiated union settlements maintains an appropriate equity amongst our employee groups. As such, it is requested that Council give consideration of adjustment to non-union employee compensation and benefits based on settlements with the C.U.P.E. Local Bargaining Units. These changes include wage increases and increases in Vision, Orthodontic, Hearing Aids, Paramedical and Psychological Services coverage.

Wages:

Retroactive to January 1, 2024 - 3.9% across all wage groups
January 1, 2025 - 3.5% across all wage groups
January 1, 2026 - 3.5 % across all wage groups

RECOMMENDATION

That Woodstock City Council approve compensation and benefit adjustments for non-union employees for 2024, 2025 and 2026 that is consistent with the Memorandum of Settlement negotiated with the C.U.P.E. Local 1146 Bargaining Units.

Authored by: Beth Robson, Director of Human Resources

Approved by: David Creery, Chief Administrative Officer