

MARKET ANALYSIS OF NON-UNION SALARIES

In the year Two Thousand Nine.....

Resolved by the City Council of the City of Burlington, as follows:

That WHEREAS, the City system for compensation of management has become fragmented and inconsistent in the compensation of management and technical positions; and

WHEREAS, the City has experienced significant difficulty in attracting and retaining qualified employees in certain critical management and technical positions; and

WHEREAS, the City Council authorized the CAO and GM of BED to commission a Study to review the competitiveness of the compensation of management and technical positions; and

WHEREAS, the City commissioned Gallagher, Flynn & company to conduct a market review of salaries of its non-union positions; and

WHEREAS, the Market Analysis of the Salaries of the Non-Union Positions in the City of Burlington has now been completed; and

WHEREAS, of the approximately thirty per cent positions studied (not including Burlington Telecom or Burlington Electric) the current rate of compensation of 34 of the positions was significantly less than the competitive ranges;

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby requests that the Board of Finance and HR committee jointly prepare an implementation plan to adjust the non-competitive salaries described in the Gallagher Flynn Report to competitive ranges; and

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BE IT FURTHER RESOLVED that the implementation plan shall include the following changes to the non-union employee retirement benefits:

- Revise the current three year basis of Average Final Compensation to a five year basis
- Adoption of the Social Security definition of disability for eligibility for disability benefits; and

BE IT FURTHER RESOLVED that the Board of Finance and HR Committee shall provide their recommended implementation plan to the City Council for review and approval at the August 10, 2009 City Council meeting.