

Wheatland County

Request for Decision

Regular Council Meeting

December 15, 2020

Report prepared by: Vinod Jasra



2021 Pay Grid and Cost of Living Allowance

Recommendation from Administration

That Wheatland County Council approve the 2021 Pay Grid (Section 6.2.1 of the Human Resources Policies) with a zero percent cost of living allowance.

Chief Administrative Officer's Comments

N/A

Report

Division County-wide

Wheatland County's 2021 Pay Grid, Section 6.2.1 of the Human Resources Policies, is being recommended with a zero percent cost of living allowance. If Council approves, this will be added to the Human Resources Policies on the website and the internal server.

Relevant Policies, Practices, and Legislation

Section 6.2.1 – Pay Structure of the Human Resources Policies

Alignment with the Strategic Plan

The updated pay grid will help reflect the current positional structure of the organization, as well as best serve the employees and ratepayers within Wheatland County.

Response Options

Option 1: THAT the proposed recommendation is accepted/approved.

Option 2: THAT the proposed recommendation is not accepted/approved.

Option 3: THAT an alternate recommendation is accepted/approved.

Implications of Recommendation

General

If Council approves, this will be added to the Human Resources Policies on the website and the internal server.

Organizational

Policy changes will be communicated and presented to current Wheatland County employees. New employees will be shown pay grid during the orientation process.

Financial

This will have no financial impact on the 2021 budget.

Environmental, Staff, and Public Safety

N/A

Follow-up Action / Communications

If approved, Administration will communicate all pay grid changes to staff.

Report Approval Details

Document Title:	2021 Pay Grid and COLA .docx
Attachments:	- 2021_Pay_Grid.pdf
Final Approval Date:	Dec 7, 2020

This report and all of its attachments were approved and signed as outlined below:

A handwritten signature in black ink, appearing to read "Brian Henderson", written in a cursive style.

Brian Henderson