

CITY OF HAMILTON

NOTICE OF MOTION

City Council: June 7, 2023

MOVED BY COUNCILLOR C. KROETSCH.....

Recruitment and Retention Impacts to Ward Office Budgets

WHEREAS, the Human Resources Recruitment and Retention Strategy approved by Council during the 2023 Budget Process amended the municipal market comparators, resulting in an adjustment to the rates of pay for positions within the non-union salary grid, and in accordance with the Total Compensation Policy requiring maintenance of the 50th percentile, effective July 1, 2023;

WHEREAS, the approved budget related to recruitment and retention reflects increases for budgeted positions and does not include increases for positions paid outside the non-union salary grid, as determined at the time of hire; and,

WHEREAS, elected officials' offices with a complement greater than budgeted complement will have a 2023 budget pressure resulting from recruitment and retention increases;

THEREFORE, BE IT RESOLVED:

That elected officials offices be provided with the necessary additional funding for 2023, reflecting increases related to unbudgeted positions eligible for recruitment and retention compensation adjustments, to be funded from Tax Stabilization Reserve # 110046.