Implementation Timeline

Attachment 5

2021

May

Adopt new pay grades
Lump sum salary adjustments 2020 pay
Compensation of 1.9% to non-union staff
Revised job grades to updated 60th percentile
.Recruitment of vacant funded FT positions

June

New Organizational Structure.

July

New Director Development Services
New Corporate Strategic Coordinator
New contract positions (term & task)
Clerk reclassification and pay adjustment
By-Law Enforcement Strategy.

September

Review job descriptions and titles of select staff

2022

January

Pay for performance plan

April

By-Law Enforcement Strategy

2023

February

Create new Economic Development / Tourism / Heritage Coordinator position