



POLICY NO. 94

NON-UNION SALARY AND WAGE INCREASES

BE IT ENACTED by the Council of Region of Queens Municipality, under the authority of the Municipal Government Act, S.N.S. 1998, Chapter 18, as follows:

This policy shall be known as Policy Number 94 and may be cited as the “Non-Union Salary Policy”.

POLICY PURPOSE

The purpose of this policy is to establish a consistent annual method to provide salary increases to non-union staff, excluding Hillsview Acres, to account for inflationary pressures.

AUTHORITY

Section 47 of the Municipal Government Act provides that

(1) Council shall make decisions in the exercise of its powers and duties by resolution, by policy or by by-law.

(3) In addition to matters specified in this Act or another Act of the Legislature, the council may adopt policies on any matter that the council considers conducive to the effective management of the municipality.

SCOPE

This policy shall apply to all non-union staff, excluding Hillsview Acres and those employed in union positions, or are eligible to become union members.

DEFINITIONS

"Employee" shall mean any person employed by the Municipality either through direct employment or contract where wages or salaries are paid.

POLICY DETAILS

All non-union employees shall be granted two point-five percent (2.5%) salary increases each year on April 1st while they are employed by the Municipality as compensation for inflationary changes from the previous fiscal year, excluding 2022-2023 where the increase will be effective on October 1, 2022.

ACCOUNTABILITY

Responsibility for the oversight and implementation of this policy shall lie with the Municipality's Director of Corporate Services.

EFFECTIVE DATE

This policy shall take effect from the date of approval by Council.

Approved by Council: April 12, 2022