

CONFIDENTIAL ATTACHMENT # 2

CONFIDENTIAL INFORMATION OR ADVICE

Representatives for the City and CUPE Local 79 met on several occasions to discuss the matter of talent retention and attraction in the City Planning division and to seek ratification of a Memorandum of Agreement. The parties were able to reach an agreement, subject to ratification by City Council, to amend the hourly rates of pay for Assistant Planner, Planner and Senior Planner classifications in the City Planning division.

CUPE Local 79 has agreed to a temporary wage rate adjustment until the end of the current collective agreement. The parties have committed to review this matter during the next round of negotiations. This provides the City a two year period to evaluate the market-adjusted wage rates and their impact on attraction and retention in the City Planning division.

The union has indicated, however, that they also plan to pursue increases for all planner classifications (not just those in City Planning) through the job evaluation process – an existing right they have under the collective agreement.

A job evaluation review will examine all planner jobs in relations to all other classifications in the collective agreement to ensure that the assigned wage grades for planner jobs reflect the current skills and knowledge required to perform the job. A job evaluation does not take into account market conditions, rather it is used to ensure consistency of rankings amongst positions within a bargaining unit. It is also used to ensure on-going compliance with the Pay Equity Act.