

Human Resources and Compensation Committee
Board of Directors
 March 20 - 21, 2012

s.18(a) **Subject matter**

s.18(b) 2012-2013 salary increase budgets for Executive / Management / Confidential and APS employees.
 s.21(1)(b)

Background

A salary planning budget of 1.4% + 0.1% (Health Care Fund) is being proposed, for a total of 1.5% which will be funded from existing operations. This increase has been included in the Corporation's financial planning for fiscal 2012-2013.

Information on the matter

Employee Group	Proposed Salary Budget ¹	Effective Date	2012/2013 Cost
Executive	1.4% + 0.1% to Health Care Fund (Total 1.5%)	January 1, 2012	
Management & Conf			
APS		June 18, 2012	
TOTAL Estimated Cost			\$2.60M

¹ To be funded from operations due to Treasury Board budget freeze

For decision: For information:

Prepared by

Name: Roula Zaarour, Vice-President, People and Culture
 Date: March 2, 2012

Management Recommendation & Resolution

That the Human Resources and Compensation Committee recommend to the Board of Directors that the salary increase budget for Executives, Management, Confidential and APS be approved as presented.

Last discussed at the Board

Date: March 16-17, 2011

Decision made: Approved

Next steps

Implement the salary review process.