

Meeting Date: February 18, 2025
Department: Human Resources
Report No.: HR-2025-04
Submitted by: Doug Payne, Director of Human Resources
Approved by: Trisha McKibbin, Chief Administrative Officer
SUBJECT: **Non-Union Market Compensation Review Tender Award**

RECOMMENDATION:

THAT: Report HR-2025-04 “Non-Union Market Compensation Review Tender Award” be received for information, and further;

THAT: Council approve the awarding of the Non-Union Market Compensation Review Tender to Pesce & Associates Human Resources Consultants for the value of \$13,447.00 inclusive of HST.

BACKGROUND:

At the December 2, 2024 Council meeting, Human Resources prepared a report for Council indicating the need to tender a market compensation study for the non-union staff as it is due for a comprehensive review. It was shared that the last non-union market compensation study was conducted in 2020 and, since then, there have been several changes in both the local labour market and within the Municipality itself.

COMMENTS:

The non-union market compensation review was advertised on the Municipality’s Bids and Tenders page of our Website and closed on Monday January 27, 2025 with six (6) proposals being received.

The proposals were ranked by the following criteria:

- Company Qualifications, Expertise and Resources
- Project Lead and Team Member
- Project Methodology
- Quality and Completeness of Proposal
- Cost

The final ranking of the proposals were:

Ranking Score	Company	Cost - including HST
92	Pesce & Associates Human Resources Consultants	\$ 13,447.00
75	Ward & Uptigrove Consulting & Human Resources	\$ 18,080.00
75	Gallagher Benefits (Canada) Services Group Inc	\$ 24,662.25
70	Stratford Managers	\$ 20,340.00
66	Good Rewards	\$ 16,667.50
62	Human Capital Investment Consulting Incorporated	\$ 33,815.25

After reviewing and scoring the proposals, staff recommend “Pesce & Associates Human Resources Consultants” for the tender award.

CONSULTATION:

Chief Administrative Officer
Director of Financial Services / IT
Human Resources Generalist / Payroll

FINANCIAL IMPLICATIONS:

The cost is under the \$25k budgeted for in 2025.

ALTERNATIVE(S) TO THE RECOMMENDATION:

1. Council to provide alternate direction.

STRATEGIC PLAN ALIGNMENT:

This matter is in accord with the following strategic priorities:

Economic Development, Industry, and Jobs: Strathroy-Caradoc will have a diverse tax base and be a place that offers a variety of economic opportunities to current and prospective residents and businesses.

ATTACHMENTS:

N/A