

**Meeting Date:** March 17, 2025  
**Department:** Human Resources  
**Report No.:** HR-2025-06  
**Submitted by:** Doug Payne, Director of Human Resources  
**Approved by:** Rob Browning, Chief Administrative Officer  
**SUBJECT:** **Market Compensation Review Project – Comparator Information**

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## RECOMMENDATION:

**THAT: Report HR-2025-06 “Market Compensation Review Project – Comparator Information” be received for information.**

## BACKGROUND:

At the February 18, 2025 Council meeting, Human Resources prepared a tender award report and Council approved the recommended vendor of Pesce & Associates to conduct the Non Union Market Compensation Study.

## COMMENTS:

In order to conduct the compensation study, the Municipality needs to review and select appropriate comparator municipalities. The study aims to ensure fair and competitive compensation that supports employee retention, recruitment, and fiscal responsibility.

The primary objective of the compensation study include:

- Assessing the competitiveness of municipal wages relative to similar jurisdictions.
- Ensuring fair compensation that aligns with market standards.
- Supporting budgetary planning and long-term financial sustainability.
- Enhancing employee satisfaction and reducing turnover.

Selecting appropriate comparator municipalities is critical to ensuring fair and relevant wage comparison. The following criteria has been used to guide the selection process:

- **Population size:** Municipalities with similar population sizes to ensure comparability in service delivery demands.
- **Geographic Proximity:** Preference for municipalities within the same region to reflect similar economic conditions and cost of living.

- **Economic Base:** Consideration of municipalities with similar tax bases and economic activities.
- **Service Levels:** Ensuring the selected municipalities provide similar levels of municipal services and infrastructure.
- **Workforce Composition:** Comparison of municipalities with similar workforce structures and job classifications.

Below is a listing of the comparators selected for the purpose of the compensation study:

Municipality	Popl'n	Total Prive Dwellings	Land Area	Popl'n Per Km	FT	PT	Casual
Municipality of Strathroy-Caradoc	23,871	9,982	270.86	88.10	81.00	3.00	101.00
<b>Local</b>							
Municipality of Thames Centre	13,980	5,316	433.99	32.20	62.00	25.00	59.00
Municipality of Middlesex Centre	18,928	6,845	588.16	32.20	78.00	50.00	-
<b>Similar Sized</b>							
Town of Amherstburg	23,524	9,548	183.76	128.00	106.00	52.00	33.00
Town of Essex	21,216	8,880	277.53	76.40	82.00	22.00	148.00
Town of Kingsville	22,119	8,635	246.08	89.90	85.00	5.00	25.00
Town of Lincoln	25,719	9,826	162.74	158.00	126.00	21.00	134.00
Town of Tecumseh	23,300	9,111	94.59	246.30	80.00	46.00	33.00
Town of Tillsonburg	18,615	8,494	22.20	838.60	125.00	51.00	36.00
Town of Cobourg	20,519	9,520	22.41	915.70	134.00	56.00	28.00
Township of Essa	22,970	8,232	279.92	82.10	58.00	19.00	18.00
Town of Huntsville	21,147	11,214	705.18	30.00	140.00	100.00	96.00
Township of Wilmot	21,429	8,035	263.81	81.20	85.00	165.00	35.00
Township of Centre Wellington	31,093	12,701	409.41	75.90	133.00	133.00	37.00
Town of Ingersoll	13,693	5,627	12.73	1,075.30	64.00	103.00	-

#### **CONSULTATION:**

Chief Administrative Officer  
 Director of Finance / Treasurer  
 Human Resources Generalist / Payroll

#### **FINANCIAL IMPLICATIONS:**

N/A

#### **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:**  
NONE