



Date: October 9, 2012

City Council Committee Report

To: Mayor Canfield & Members of Council

Fr: Sharen McDowall

Re: City of Kenora Benefit Policy (Non-Union) HR-3-6

Recommendation:

That Council hereby approves a City of Kenora Benefit Policy (Non-Union) #HR-3-6; and further

That Council give three readings to a by-law to amend the Comprehensive Policy Manual for this purpose

Background:

The non-union benefit package is designed to provide the best possible coverage. The non-union package is made up of the favorable benefits from CUPE, IBEW and KPFFA.

The attached policy HR-3-6 has been amended to change Service Pay for KPFFA to Responsibility/Recognition/Experience. Service Pay to the Deputy Fire Chief and Chief has been deleted since that benefit is no longer recognized in the KPFFA Collective Agreement.

Eligibility requirements for retirement benefits have been amended as follows:

- A minimum of ten (10) continuous length of service requirement.
- Benefits are available to the age of 65 or death whichever comes first
- If benefits are available from another source the employee is not entitled to City benefits

Communication Plan/Notice By-law Requirements:

Policy will be circulated to all staff and updated on the City Portal.