



Request for Proposal HR 24-02

Addendum #2

November 5th, 2024

- 1. Does the Municipality have a budget allocated for this project or a budget target in mind?**

The Municipality has a budget allocation of \$100,000 for this project.

- 2. For the compensation review, is there an expectation that job evaluation be conducted or is it primarily an external market review with recommendations for updating the salary grids to be market competitive?**

The expectation of the project would be to conduct both a job evaluation as well as an external market review with recommendations for updates to the salary grid to ensure market competitiveness.

- 3. How many unique positions are at the Municipality?**

The Municipality has 77 unique positions.

- 4. Can you please share the established budget for this project?**

The Municipality has a budget allocation of \$100,000 for this project.

- 5. Does the compensation review relate to exempt employees solely or unionized positions as well?**

Our municipality is non-union (for all employees).

- 6. What is the scope of the benefits review? For example, is it to focus on ancillary pay practices or health, dental and life benefits, etc.?**

Please include our entire benefits package in the review including STD, LTD, maternity leave, health, dental etc.