



**Budget09**

Human Resources and  
Organizational Development  
Budget Options

November 17, 2008

# Departmental Submissions

Description	Staffing	Permanent	One-time	2009 Increase
Convert one year round temporary position to permanency	1		\$0	\$0



## Departmental Submissions

- CGS employs one (1) Full Time Employee to manage our six (6) Compensation Plans (\$165 MM in Salaries, 2300 Employees), supplemented by Temporary staff.
- Area handles three (3) Job Evaluation Plans, all Pay Equity Plans, all Pay Grievances and conducts market reviews as needed.

 Greater Grand  
Sudbury  
**Budget09**

## Departmental Submissions

- One (1) Permanent staff too few to manage workload, leaves CGS vulnerable.
- Council expressed willingness to consider Temporary to Permanent conversions if all costs (Salaries and Benefits) covered.

# Departmental Submissions

- This Option is \$0 cost.
- Reduce Part Time Wages proportionally to cover cost.

