

## welcome to brighter

# CANADA OMCS | Ontario Municipal Compensation Survey

Public sector data you can rely on



To evaluate your strategies and ensure you remain competitive, you need to attract and retain employees in a legislatively compliant and fiscally responsible manner. As such, organizations across the broader public sector need to stay informed on compensation and policy trends. In collaboration with the Ontario Municipal Human Resources Association (OMHRA), this compensation survey shows you exactly how much you should be paying your local government employees based on their position and your company's compensation philosophy.

#### # of specialized positions published 257

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#### Top 20 matched positions

- 1. Administrative Assistant
- 2. Executive Assistant to the CAO
- 3. Accounting Clerk
- 4. Senior Planner
- 5. Help Desk Analyst
- 6. Mechanic
- 7. Treasurer/Director of Finance
- 8. CAO/City Manager
- 9. Payroll Clerk
- 10. Purchasing Agent/Buyer
- 11. Geographic Information Systems (GIS) Analyst
- 12. Manager, Finance
- 13. Manager, IT
- 14. Manager, Planning
- 15. Communications Officer
- 16. Customer Service Representative
- 17. Heavy Equipment Operator
- 18. Manager, Engineering
- 19. Network Analyst
- 20. By-law Enforcement Office

# Position families analyzed

- Community services
- Corporate services
- Development services

#### **Sub families**

- Administration
- Administrative support roles
- Airport services
- Aquatics
- Arts
- Building
- By-law enforcement
- Camp
- CAO/city manager's office
- Clerk's office
- Customer service
- Economic development
- EMS
- Energy management
- Engineering

- Emergency services
- Municipal administration
- Public works
- Finance
- Fire
- Fitness
- Human resources
- Information technology
- Legal
- Libraries
- Long-term care
- Maintenance
- Mayor/chair & council's office
- Municipal properties maintenance
- Museums and culture
- Operations
- Parks & recreation
- Planning

- Part-time
- Police
- Preschool
- Provincial offences administration
- Purchasing
- Public health
- Quality management
- Recreation
- Retail
- Roads
- Social services
- Security
- Supply chain
- Traffic
- Transit
- Wastes & water
- Other

#### **Data collected**

- Job minimum
- Job rate
- Municipal data

- Number steps/years from job minimum to job rate
- Overtime eligibility

- Short-term incentive eligibility
- Unionized status

#### Participation

Mercer surveys are built using employee data collected from organizations. The act of submitting data to a survey is known as survey participation and your organization is then viewed as a participant that is entitled to receive these great benefits:

- A discount on survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer organizations that you select.



#### Survey schedule

Participation runs from May through June with results available in the fall.



**Participants** 3,000 CAD

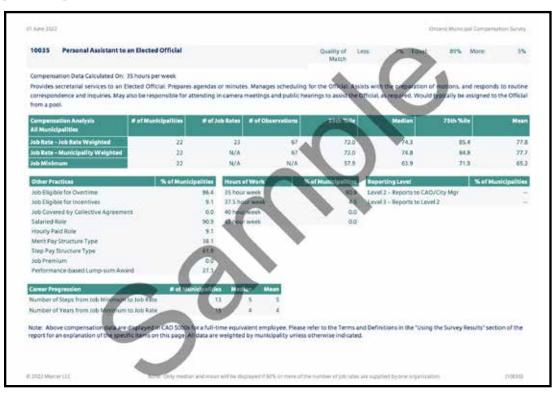
Non-participants 9,000 CAD

#### **Mercer WIN®**

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.

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## Sample report



### Contact us to order or for more information

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