

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
- Emergency services
- Municipal administration
- Public works
- Part-time

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
- 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
- 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.



Pricing

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.



Sample report

01 June 2022 Ontario Municipal Compensation Survey

10035 Personal Assistant to an Elected Official Quality of Match: Less 1% Total 89% More 5%

Compensation Data Calculated On: 35 hours per week
 Provides secretarial services to an Elected Official. Prepares agendas or minutes. Manages scheduling for the Official. Assists with the preparation of motions, and responds to routine correspondence and inquiries. May also be responsible for attending in camera meetings and public hearings to assist the Official, as required. Would typically be assigned to the Official from a pool.

Compensation Analysis	# of Municipalities	# of Job Rates	# of Observations	25th %ile	Median	75th %ile	Mean
All Municipalities							
Job Rate - Job Rate Weighted	22	23	67	72.0	74.3	85.4	77.8
Job Rate - Municipality Weighted	22	N/A	67	73.0	74.8	84.8	77.7
Job Minimum	22	N/A	N/A	57.9	63.9	71.9	65.2

Other Practices	% of Municipalities	Hours of Work	% of Municipalities	Reporting Level	% of Municipalities
Job Eligible for Overtime	86.4	35 hour week	90.9	Level 2 - Reports to CAD/City Mgr	--
Job Eligible for Incentives	9.1	37.5 hour week	4.5	Level 3 - Reports to Level 2	--
Job Covered by Collective Agreement	0.0	40 hour/week	0.0		
Salaried Role	90.9	40 hour week	0.0		
Hourly Paid Role	9.1				
Ment Pay Structure Type	38.1				
Step Pay Structure Type	61.9				
Job Premium	0.0				
Performance-based Lump-sum Award	27.3				

Career Progression	# of Municipalities	Median	Mean
Number of Steps from Job Minimum to Job Rate	13	5	5
Number of Years from Job Minimum to Job Rate	15	4	4

Note: Above compensation data are displayed in CAD \$000s for a full-time equivalent employee. Please refer to the Terms and Definitions in the "Using the Survey Results" section of the report for an explanation of the specific items on this page. All data are weighted by municipality unless otherwise indicated.

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