



# Staff Report

## Human Resources

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**Report To:** Committee of the Whole  
**Meeting Date:** October 2, 2017  
**Report Number:** FAF.17.115  
**Subject:** 2017 Compensation Review Consultant Update  
**Prepared by:** Jennifer Moreau, Manager of Human Resources

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### A. Recommendations

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THAT Council receive the Staff Report FAF.17.115 "2017 Compensation Review Consultant Update" for information purposes.

### B. Overview

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This is a staff report that details the change of consultant firm for the Compensation Review.

### C. Background

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Staff Report FAF.17.83 detailed the Compensation Review plan and process and indicated Marianne Love would be performing the work for McDowall and Associates. The Town has utilized the services of Marianne Love as a compensation expert since 2012. Marianne Love was the lead of the full compensation review conducted by McDowall and Associates in 2012. Since 2012 Marianne has performed maintenance of the program since 2013 under her consulting firm, Marianne Love Consulting Services Inc. Marianne Love has semi-retired from McDowall and Associates and will be continuing her work for the Town as an independent consultant. Due to the knowledge and expertise that Marianne holds of the Town's compensation plan and practices we elected to single source her services to continue the compensation review with her as the lead. Attached to this report is Marianne Love's curriculum vitae (CV). Marianne Love is a provincial expert in compensation and pay equity and sits on the Board of OMERS.

### D. Analysis

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The Town is electing to single source the services of Marianne Love Consulting to complete the compensation review. Upcoming changes to the Pay Equity act under Bill 148 will require increased documentation and record keeping. Marianne Love retains the technical expertise, historical data and maintenance of our pay equity plan.

### E. The Blue Mountains Strategic Plan

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Goal #4: Promote a Culture of Organizational & Operational Excellence

- To be an Employer of Choice
- To Consistently Deliver Excellent Customer Service
- To be a Financially Responsible Organization
- Constantly Identify Opportunities to Improve Efficiencies and Effectiveness

## **F. Environmental Impacts**

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N/A

## **G. Financial Impact**

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Human Resources has allocated \$25,000 from current budget funding for this project.

## **H. In consultation with**

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Ruth Prince, Director Finance & IT Services  
Shawn Everitt, Acting Chief Administrative Officer  
Serena Wilgress, Manager of Purchasing & Risk Management  
Marianne Love, Marianne Love Consulting Services Inc.

## **I. Attached**

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Marianne Love, Curriculum Vitae

Respectfully submitted,

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Jennifer Moreau  
Human Resources Manager

For more information, please contact:  
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## Marianne Love, BA, LLB, CMC

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Marianne Love is a Senior Consultant, with more than 30 years in the human resources field. Marianne brings her clients a unique perspective with her collective experience as a consultant, human resources practitioner, and legal counsel. Prior to establishing Marianne Love Consulting Services Inc., Marianne held the position of Senior Consultant and Municipal Practice Lead with McDowall Associates as well as a number of senior management positions including Legal Counsel for the City of Toronto and the Municipality of Metropolitan Toronto, as well as the positions of Commissioner of Corporate Services, Corporation Counsel, and Director of Human Resources for the City of Brampton.

### **Job Evaluation, Pay Equity and Compensation Expert**

Marianne has developed, implemented, and defended job evaluation, pay equity and compensation systems in a variety of unionized and non-unionized environments. Specifically, she has conducted salary administration studies, benefits surveys, and competitive compensation analysis. Marianne has also helped clients determine the most appropriate pay methods to meet organizational goals as well as develop job competencies to support competency-based pay and performance appraisal systems. Marianne has prepared and defended pay equity plans covering jobs in a wide spectrum of work environments in the public and private sector; and has prepared expert reports and analyses on various job classifications for arbitration and pay equity purposes.

### **Human Resources Generalist**

Marianne has performed organizational studies and operational reviews, developed and led bargaining mandates, and mediated employment disputes. She has sat as employer nominee on a number of arbitration panels. Her previous management consulting experience also includes executive coaching, executive search, business planning, and project management. She has extensive experience in team facilitation and dispute resolution for clients in a broad range of industries, including municipalities, healthcare, public education and financial services.

### **Board Governance**

In addition to her current role at McDowall Associates, Marianne provides labour and pension advice to the Association of Municipalities of Ontario and serves as Co-Chair on the OMERS Sponsors Corporation representing municipal employer interests. Marianne regularly speaks at a variety of pension and stakeholder conferences on pension and governance practices.

### **Credentials**

Marianne has a Law Degree from Osgoode Hall Law School, York University, and a Bachelor of Arts Degree from the University of Windsor. She is a Certified Management Consultant and holds Certificates in Public Pension Plan Policy from DePaul University in Chicago, Trustee Management from the University of California, Berkeley, Executive Compensation from the Harvard Business School and Public Pension Plan Administration from Humber College. She has earned the designation of Chartered Director from the Degroote School of Business, McMaster University and is Human Resources and Compensation Committee Certified.