

Appendix 1: Performance Management Program

Table 1: Performance reward for the 2019 performance year (effective April 1, 2020)

2019 Performance Plan Rating	2019 Merit	2019 Economic Adjustment	Definition
Exceptional	5.25%	1.75%	Significantly exceeded expectations in every way. Proactively seeks extra responsibility and out-performs goals. Demonstrates role model with an outstanding reputation organization-wide.
Exceeds Expectations	4.25%		All work exceeds the City's standards and expectations for your position in both quality and method of achievement.
Meets Expectations	2.25%		Delivers on all objectives, and may have excelled in one or more areas. Conduct aligns with Corporate Values, and fosters valuable contributions to their and the City.
Meets Most Expectations	1.75%		Achieves some goals, but not all. May need to adjust conduct, or demonstrate an increased level of consistency to meet expectations.
Needs Improvement	1.75%		Does not achieve goals. Regularly demonstrates undesirable behaviours. Performance does not meet expected standards.

Table 2: Distribution of ratings for the 2019 performance year

Performance Plan Rating	2019	
Exceptional	8	1%
Exceeds Expectations	150	21%
Meets Expectations	535	75%
Meets Most Expectations	19	3%
Needs Improvement	1	0%
Total Employees	713	100%

Appendix 2: Municipal Benchmarking

City of Brampton Non-Union Salary Ranges compared to 3 neighbouring Municipalities Effective April 1, 2021

Standard Jobs	Grades	City of Brampton Ranges			Municipal Grade Max. Average	% Difference
		Min	Mid	Max		
CAO	14	266,194	299,469	332,743	300,815	10.6%
Reserve	13	229,131	257,772	286,414	NA	NA
Commissioners	12	183,303	206,215	229,128	230,542	-0.6%
City Clerk, Director, City Solicitor	11	160,820	180,923	201,025	202,419	-0.7%
Director	10	148,882	167,492	186,102	184,940	0.6%
Sr Manager, Legal Counsel	9	131,453	147,884	164,316	163,707	0.4%
Manager	8	118,329	133,120	147,911	148,037	-0.1%
Mgr, Spvsr, Sr. Advisor, Project Leader	7	105,313	118,477	131,642	128,854	2.2%
Prosecutor , Spvsr, Coord, Advisor, Proj. Leader	6	92,190	103,713	115,237	117,183	-1.7%
Admin., Analyst , Spvsr, Foreperson, Coord, Advisor, Proj. Coord.	5	81,325	91,490	101,656	102,107	-0.4%
Analyst, Coord.	4	72,611	81,687	90,764	89,373	1.6%
Admin to Mayor, CAO, Leg Asst, Coord.	3	63,791	71,765	79,739	79,971	-0.3%
Admin to Commissioner, Dir, Mgr	2	55,079	61,964	68,849	69,164	-0.5%
Admin Asst/Clerks	1	46,364	52,160	57,956	57,461	0.9%

NA – Not available, as none of the 3 neighbouring municipalities had a similar grade level to compare against.

A full regression analysis against all the City's standard municipal com