

## **GCRC Performance and Salary Review Committee**

The **GCRC Performance and Salary Review Committee** shall consist of 3 or 4 members to be appointed by the Council Executive (CE). These candidates, one CE member and two GCRC members in good standing, must be approved by full council. (An addition member of Council could also be appointed, as needs dictate).

### **The mandate of this committee is:**

- To prepare a written **performance review** for each staff member after approximately six months of service, and annually thereafter. These evaluations may include commendations for good work, as well as specific recommendations for improvement.
- To determine and prepare a fair **wage compensation** package based on salary grids, Cost-of-living index and GCRC's financial position to be approved by Full Council.
- These performance and reviews shall be completed by May 31 to be presented to the Full Council in June.
- To present the approved performance and wage reviews to each staff member before the end of August. A satisfactory performance evaluation does not guarantee a salary increase.
- Any other tasks as requested by the CE.

Approved Jan. 2015