



MEMO

From the office of the...
General Manager

TO: Members of the Executive Board
FROM: John McGowan
SUBJECT: Bylaw 4/A – Executive Remuneration
DATE: August 22, 2023

Dear Members of the Executive Board,

This memo is to provide background information related to the matter of Executive Remuneration and to recommend next steps to ensure we are providing our elected officials a fair, market competitive wage that aligns with our compensation philosophy.

Background

In 2021 discussions commenced regarding equitable compensation for our Board of Directors and also, transparency of compensation for all MSU team members. After much dialogue, the result was going out to tender (Request for Proposal) to find a third-party consultant to assist in reviewing the following areas of the MSU: job evaluation process, compensation, benefits, and pay equity compliance.

Gallagher was selected and the work commenced. At this time, much of the market research data has been completed and the focus now is on reviewing our current job evaluation processes and tools. The last step would be ensuring pay equity compliance.

Update

The working group consisting of the VP Finance, Director of Human Resources and General Manager foresee the remaining work concluding in 2023. However, this will be contingent on what path the organization takes in updating our tools and processes.

In parallel, Board member compensation has been raised by the 2023-2024 SRA. In addition, we have two new Board members joining the organization. I would like to prioritize this matter while the organizational review continues.

Recommendation

To bring conclusion to this in a timely matter, I recommend the following steps:

1. The Executive Board to strike an Ad-Hoc Committee to review Bylaw 4/A – Executive Remuneration, market comparators and provide recommendations to the applicable Bylaw. The committee would be comprised of:
 - Two SRA Members
 - MSU Director of Finance

- MSU General Manager
- MSU Director of Human Resources

2. Impose a deadline of October 8th, 2023 to provide recommendations.

Please note I am not recommending a Board of Directors member to sit on the committee due to the perception of a conflict of interest.

Sincerely,

A handwritten signature in black ink, appearing to read "J. McGowan", written in a cursive style.

John McGowan
General Manager
McMaster Students Union