	<b>Report Title</b>	Pay Equity and Compensation Plan
	<b>Report No.</b>	HR 19-11
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	<b>Meeting Type</b>	Council Meeting
	<b>Council Date</b>	September 23, 2019
	<b>Attachments</b>	

## RECOMMENDATION

THAT Council receives HR 19-11 Pay Equity and Compensation Plan as information.

## EXECUTIVE SUMMARY

A pay equity and compensation review was identified through the 2018 and 2019 Human Resources business plans.

## BACKGROUND

The Pay Equity Act requires public sector employers to value and compare jobs usually done by women to jobs that are usually done by men in order to ensure that the female job class receives compensation that is at least equal to the compensation paid to a male job class of equal or comparable value. In order to ensure that we remain in compliance with legislation, all new positions, and any existing positions that have had a significant change, are evaluated using the approved job evaluation tool. This is done internally. It is a best practice to have the plan reviewed by an external compensation consultant every three to five years. Prior to 2017, our most recent review by an external consultant took place in 2012. At this time the Town reviewed and updated the pay equity plan and finalized the implementation of the current compensation grid. The Town has an obligation to not only implement a pay equity plan, but to continue to maintain that plan as well.

## DISCUSSION

In 2017, we began the process of updating job descriptions and evaluating them with the Job Evaluation Tool. Upon completion of this internally, the Town hired compensation specialist Marianne Love to review our plan, ensure that we are in compliance with pay equity, and conduct an external market survey to allow for comparison with similar sized municipalities.

Significant findings of the review found that we may have some pay equity liabilities with regard to a few positions; that although some of our pay bands are in line with the market comparators, others are paid substantially less than their comparators; and that our compensation grid takes significantly more time to reach the top rate than most other municipalities.

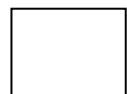
Recommendations for an updated compensation grid to ensure we are in compliance with pay equity and competitive in the market will be brought forward through the 2020 budget process.

**FINANCIAL IMPACT/FUNDING SOURCE**

The anticipated financial impact will be brought forward with the 2020 budget for Council consideration.

**COMMUNITY STRATEGIC PLAN (CSP) IMPACT**

- 1. Excellence in Local Government
  - Demonstrate strong leadership in Town initiatives
  - Demonstrate accountability



## Report Approval Details

Document Title:	HR 19-11 - Pay Equity and Compensation Plan.docx
Attachments:	
Final Approval Date:	Sep 19, 2019

This report and all of its attachments were approved and signed as outlined below:



**Ron Shaw - Sep 19, 2019 - 10:52 AM**

