

Trent Lakes Public Library



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| Policy Title: | Compensation and Benefits | Initial Policy Approval Date: | 27-09-2019 |
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In accordance with the **Public Libraries Act**, R.S.O. 1990, c. P44, s. 15(1) *A board may appoint and remove such employees as it considers necessary, determine the terms of their employment, fix their remuneration and prescribe their duties.* In addition, Section 22 of the **Act** gives boards authority to provide employee benefits including pensions and sick leave credits.

The library board provides competitive compensation by establishing job classes and setting wage rates and ranges of pay for those job classes. This begins with compliance with pay equity legislation, and ongoing review of market competitiveness to ensure that the library has the capacity to recruit qualified employees by offering competitive salaries.

Section1: Pay Equity Legislation

1. The library board has a pay equity plan which follows Ontario's **Pay Equity Act**.¹
2. The library board follows current pay equity legislation to score all jobs and place them into appropriate job classes.
3. Jobs are evaluated using a method that is compatible with pay equity legislation. For each job, the analysis covers:

| Factors | Sub-factors |
|--------------------|---|
| Skill | Formal education and experience |
| Responsibility | Freedom to act, complexity and consequences of error |
| Effort | Contacts, supervision, leadership, physical demands and sensory demands |
| Working Conditions | Disagreeable conditions |

4. The library board will maintain the pay equity plan on an on-going basis, as new positions are created or positions altered, with significant changes to job responsibilities for an employee. A complete review of the library pay equity plan will be completed once every five years in cooperation with the Municipality of Trent Lakes.

Section 2: Salary/Pay Grid

1. The library has a salary/pay grid which covers every job class and all progression steps within the job class.

¹ All libraries regardless of size must comply with the **Pay Equity Act** which covers both full-time and part-time workers. For the purposes of pay equity, many libraries are included in the job evaluation process of municipal employees. That is, at some point in time, for the employees of specific libraries, the Pay Equity Hearing Tribunal arrived at the determination that, for the purposes of Pay Equity, the municipality is the employer. As a result, the job classifications and salary grid are tied to those of the municipality. This relationship exists for pay equity purposes only.

2. The library salary/pay grid will be reviewed annually with a view to possible cost of living adjustments (also known as annual economic adjustments).
3. While maintaining the overall structure of the job classes, the library pay grid will be reviewed every four years with a view to ensuring that the overall wages remain competitive within the market.

Section 3: Step Increases

1. While the salary/pay grid provides a framework for compensation by defining the internal structure hierarchy and placing each job on the appropriate grade as determined by the job evaluation process, there are four (4) steps within each pay grade, moving from the minimum (or probationary) to a maximum amount (or job rate).
2. The starting salary for new employees will normally be at the minimum of the salary range for the designated pay grade. There may be circumstances in which a candidate is highly experienced and would quickly become fully competent; brings advanced credentials not required for the position, but which the CEO deems will benefit the organization; or where market pressures may necessitate hiring at a higher step. These circumstances must be discussed and agreed upon between the CEO.
3. All new employees are subject to a three (6) month probationary review for full-time staff (prorated for part-time staff). The CEO or designate will complete a formal probationary review with the employee, prior to the end of the probationary period. If the probationary review is successful, the new employee is designated permanent.
4. Once an employee has surpassed 850 hours, and has successfully passed the probationary period, the employee will move to the next step within their designated pay grade.
5. The library employees will continue to move up the grid in alignment with the Municipality of Trent Lakes' policies and procedures.

Section 4: Reclassification or Change of Position

1. A person who has been employed at the library, and who changes their job to a higher pay level, will not necessarily start at Step 1 in their new pay level. If the person has completed the EXCEL program, the modified path of movement through the steps would be that they would start at Step 2 of their new pay grade.
2. In the event that an existing position has undergone significant and/or material changes, an employee may request review and consideration in consultation with the CEO to determine if the magnitude of changes warrants a re-evaluation, in accordance with job evaluation standards.
3. An employee whose job is reclassified to a higher pay grade will be placed in the new grade at a level which is no less than their current salary. Any increase will be effective the date the job evaluation is finalized. Any salary change resulting from an organizational restructuring will be effective on the date the organizational changes take effect.
4. An employee, whose job is reclassified to a lower pay grade, will have their salary red-circled if their salary is higher than the maximum rate of the position in the lower pay grade for the legislated notice period, or as otherwise approved by the CEO. After which, the employee's salary will be amended to reflect the maximum rate of the lower salary range of the position. A red-circled position will not be affected by cost of living adjustments applied to the salary/pay grid until such time as the position and salary level match.

HR-05- Compensation & Benefits (continued)

Section 5: Benefits

1. The library board contributes to the following legislated insurance plans for all full-time and part-time employees:
 - a) Workplace Safety and Insurance
 - b) Employment Insurance
 - c) Canada Pension Plan

2. For all permanent full-time employees, the library offers the municipality's group insurance coverage with premiums to be shared by the library board and employees:
 - a) accidental death and dismemberment
 - b) dependent life insurance
 - c) extended health care insurance,
 - d) dental coverage
 - e) life insurance
 - f) long term disability.

3. To assist employees in preparing for a secure retirement, the library co-contributes with permanent full-time employees to the Ontario Municipal Employees Retirement System (OMERS). All other employees are eligible to join OMERS should they meet the eligibility requirement.

Related Documents:

Pay Equity Act. R.S.O. 1990, Chapter p. 7

Trent Lakes Public Library HR-11 – Payment of Job-Related Expenses