

2016 Pay Equity Report

Management Committee 2-10-16



Why is this pay equity report needed?

- Required by law
 - Local Government Pay Equity Act
 - Completed every three years
 - Last completed 2013
 - Tests gender-based pay equity
 - Data reported as of December 31, 2016
 - Data uploaded into MMB software

Pay Equity Report

Four tests to achieve compliance

1. Completeness and accuracy test
2. Statistical analysis test
3. Salary range test
4. Exceptional service pay test

Results & Comparison, 2010, 2013, 2016

Tests	Compliance Standards	2016 Report	2013 Report	2010 Report
Completeness & Accuracy Test	Data complete; submitted on time	Yes	Yes	Yes
Statistical Analysis Test (Underpayment Ratio) (T-Test)	80% or higher DF>Value of T	110.10% DF = 1,922, T= -11.24	75.80% DF=1,775, T=6.016	81.47%
Salary Range Test	80% or higher	97.09%	100.76%	101.67%
Exceptional Service Test	0% or 80% +	0%	0%	0%
		Compliant After Informal Review	Compliant	Compliant

Next Steps

- Council approval to finalize submission
- Post official notices of pay equity filing and results
- Notify all bargaining unit representatives
- Ensure availability to the public