

2019 Pay Equity Report

Management Committee 12-12-2018



Why is this pay equity report needed?

- Required by law
 - Local Government Pay Equity Act
 - Completed every three years
 - Last completed 2016
 - Tests gender-based pay equity
 - Data reported as of December 2018
 - 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 2013, 2016, 2019

Tests	Compliance Standards	2019 Report	2016 Report	2013 Report
Completeness & Accuracy Test	Data complete; submitted on time	Will submit after Council approval	Yes	Yes
Statistical Analysis Test (Underpayment Ratio) (T-Test)	80% or higher DF>Value of T	138.34% DF = 2,192, T= -13.56	110.46% DF = 1,921, T= -11.26	75.80% DF=1,775, T=6.016
Salary Range Test	80% or higher	96.16%	97.06%	100.76%
Exceptional Service Test	0% or 80% +	0%	0%	0%
Status		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