



# Overview of AFNWA Total Compensation and Training Update

Operators Workshop

July 27, 2021

Carl Yates, interim CEO

# Overview

- AFNWA Board Passed resolution on July 18, 2018 that Operators working in water and wastewater operations in First Nations communities will be offered employment with AFNWA
- AFNWA Board has approved two policies to guide Compensation and Benefits:
  - HR Policy
  - Compensation Policy

# Compensation Policy

- **Objectives**

- Ensure fair and equitable salary treatment of employees;
- Establish salary levels to recruit and retain qualified employees; and
- Provide guidelines for ongoing salary administration.

- **Methodology**

- The AFNWA utilizes formal methodology licensed through Korn Ferry for job evaluations.
- Jobs are evaluated through a Personnel Committee
- Ensures both internal and external equity.

- **Salary Target**

- Pay at P50 compared to National Broader Public Sector Organizations.
- Survey every three years to recalibrate to target
- Adjusted for inflation annually based on Canada Consumer Price Index

# Skill Based Pay

- AFNWA has a compensation policy approved by the AFNWA Board
- Base Salary for all Operators [Salary expectation that you will have Level One certification or commitment to achieve it with corporate support; in at least one of four categories]
- Additional Pay for additional certification

# Operator Salaries

- The salary range for an Operator is \$44,726 to \$55,907 depending on level of certification. There are eight steps in the range starting at Operator in Training with increments after each subsequent certification
- The maximum salary is \$55,907 for an Operator with Level 2 certification in all four categories

# Supervisor/Lead Operator

- There will be a Supervisor/Lead Operator assigned to each Service Area
- The Operations Supervisor salary will range from \$49,869 to \$62,336
- There are eight steps in the range with a maximum pay of \$62,336 when Level 2 certification is obtained in all four categories

# Overtime/Banked Time

- **Overtime**

- Unless due to an operational emergency, overtime must be pre-approved by the Manager before undertaken. Overtime outside the normal hours of work is paid in relation to an employee's salary at 1.5 times the regular rate. For time worked on a statutory holiday, overtime will be paid at 2 times the regular rate.

- **Banking of Time**

- An employee is given the option of:

- A. banking the overtime hours worked to a maximum of 80 hours in a calendar year. All banked time that is not used in a calendar year shall be paid out after March 31st
- B. Taking time off with pay in a subsequent pay period if approved in advance by the Manager, however, time-off-in-lieu cannot exceed one week.

# Pension and Benefits

- **Pension**

- The AFNWA Pension Plan is a defined contribution plan and pension contributions are cost shared on a 50/50 basis. Participation in the pension plan is mandatory for all employees.
- 5.6% of Salary up to CRA Yearly Maximum Pensionable Earning [YMPE]
- 7.6% above YMPE [currently \$58,700]

- **Medical and Dental Benefits**

- Employees are required to participate in the AFNWA Medical and Dental Plans **unless** they provide proof of coverage under a partner/spouse's plan



# Vacation Benefits

- Three weeks up to Ten years of service
- Four weeks after Ten years of service
- Five weeks after Fifteen years of service
- Six weeks after Twenty Years of service
- Current service with First Nation Community will be used for calculation of vacation as an employee of AFNWA

# Medical/Personal Leave Benefits

- Paid medical leave credits for employees at the rate of 1-1/4 days per month for each month employed up to a maximum of 15 days per fiscal year
- Medical leave credits can be carried over from year to year to a maximum of 90 working days
- An employee is entitled to a maximum of five days of paid leave per year for personal reasons, to be used at their own discretion
- AFNWA will participate in Provincial Workers Compensation Programs
- There are many other Leave Benefits under the HR Policy [Maternity/Paternity, Bereavement, Education, etc.] – Please refer to the Policy for specific benefits

# Training Update

- With Covid travel restrictions being lifted, more opportunities for in person training through ACWWA, MPWWA
- On-line courses are still an option
- AFNWA will also coordinate training session based on need
- AFNWA will pay for courses, study guides, tutoring, etc. to obtain Operator certification or work related courses

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Questions?

