



**Compensation and Benefits
Operator Workshop – October 8/20**

**Carl Yates
Interim – Chief Executive Officer**

Overview

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- AFNWA Board has approved two policies to guide Compensation and Benefits:
 - ✦ HR Policy
 - ✦ Compensation Policy

Compensation Policy

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- **Objectives**
 - Ensure fair and equitable salary treatment of AFNWA's employees;
 - Establish salary levels which will enable AFNWA to recruit and
 - retain qualified employees; and
 - Provide guidelines for ongoing salary administration.
- **Methodology**
 - The AFNWA utilizes the HAY methodology has licensed through
 - Korn Ferry for job evaluations.
 - Jobs will be evaluated through a Personnel Committee
 - Ensures both internal and external equity.
- **Salary Target**
 - Pay at P50 compared to National Broader Public Sector.

Operator Salaries

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- 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
- Pay to recognize experience
- Corporate Initiatives to Support Certification start now

Overtime/Banked Time

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- **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

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- **Pension**

- The interim 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.

Wela'lin!

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Questions?