

Supplementary Budget – Briefing Note

2022 Budget

Job Evaluation Tool

Briefing Note required for:

- items +/- \$50,000 or more
- changes in FTE
- Council Priority requests

Dept	Division	Item	Base Supp	Amount	FTE Impact
CS	HROD	New Job Evaluation Tool	Supp	\$100,000	0.00
CS	HROD	Funding from Employee and Labour Related Reserve #17196	Supp	(\$100,000)	0.00
		Total		<u>\$0.00</u>	

Background:

Under Ontario's Pay Equity Act, "pay equity" requires an assessment of all jobs in an organization and an unbiased comparison of the work done by women to the work done by men in order to determine whether the women are being compensated equitably. The Pay Equity Act requires an employer to compensate work done by female job classes at least equally to work done by comparable male job classes.

The assessment of all jobs are conducted by using a gender neutral Job Evaluation (JE) tool based on the values of the organization. When a job comparison system is gender neutral, it accurately captures the content of skill, effort, responsibility, and working conditions of the work that is done in both male and female job classes.

In 1998, Watson Wyatt (Consultant) was retained to develop Chatham-Kent's JE tool, facilitate the job evaluation process, and design a new compensation plan. The Executive Management Team, along with the Consultant, established 12 factors and weightings, which have consistently been used since 1998.

The average lifespan of a JE tool is typically 15 years. The life of our tool is currently 23 years and counting. Therefore, we recommend that we invest in a new JE tool to maintain compliance with the Ontario Pay Equity Act.

Comment:

It is recommended that one time supplemental funding, in the amount of \$100,000, come from the Employee and Labour Related Reserve #17196.

