

## 2016 M&P Compensation Review Phase 3 (July 1, 2018)

### Sample Situations

The Compensation Review did not result in a “general wage increase” (GWI) that applies to all employees; rather, it is a targeted increase for specific levels in job families that were shown to be most behind the comparator market.

The following implementation rules determine how individual salaries are adjusted based on where employees are currently being paid within the pay grade. For the purpose of all implementation rules, the salary that will be considered is the salary effective July 1, 2018, which is inclusive of the July 1, 2018 General Wage Increase. This is compared to the updated pay grades, which are also inclusive of adjustments from the General Wage Increase.

**[1]** If the staff member’s salary fell below the minimum of the “new pay grade”, then it will be increased to the minimum of the “new pay grade”. This will occur effective July 1, 2018.

**[2]** If the staff member’s salary was at or above the midpoint of the “old pay grade”, but fell below the midpoint of the “new pay grade”, then it will be increased to the midpoint of the “new pay grade”. This will occur effective July 1, 2018.

**[3]** Staff members who were above the midpoint of the “old pay grade”, and who remain above the midpoint of the “new pay grade” will not receive a salary increase.

**[4]** Staff members who were between the minimum and midpoint of the “old pay grade” and who remain between the minimum and midpoint of the “new pay grade” will not receive a salary increase.

Due to the current provincial government wage constraints, excluded management & professional staff (i.e., those not part of the AAPS bargaining unit) are not eligible for increases at this time.

To help M&P staff and HR Administrators understand the implementation rules, we have provided a few samples on the following pages.

## SAMPLE 1

The M&P employee is in the Accounting job family, at Level E, pay grade 11. Level E is adjusted from pay grade 11 to pay grade 12, effective July 1, 2018.

The following table illustrates if the employee is affected by the implementation.

Actual HRMS Record Prior to Implementation					Effect of Implementation				
Date	Pay Grade	Action	“Old” Midpoint	Salary	Date	Pay Grade	Action	“New” Midpoint	Salary
7/1/2018	11		\$101,100	<b>\$101,100</b>	7/1/2018	12	2018 Comp Review	\$110,199	<b>\$110,199</b>

### Interpretation Notes:

- Accounting job family Level E is adjusted from pay grade 11 to pay grade 12 effective July 1, 2018.
- As per Implementation rule #2: *“If the staff member’s salary was at or above the midpoint of the “old pay grade”, but fell below the midpoint of the “new pay grade”, then it will be increased to the midpoint of the “new pay grade”.* The employee’s old salary of \$101,100 which was at the midpoint of pay grade 11 and fell below the new midpoint of pay grade 12 of \$110,199, therefore, the salary is adjusted to the midpoint of pay grade 12.

## SAMPLE 2

The M&P employee is in the Accounting job family, at Level A, pay grade 5. Level A is adjusted from pay grade 5 to pay grade 6, effective July 1, 2018.

The following table illustrates if this employee is affected by the implementation.

Actual HRMS Record Prior to Implementation					Effect of Implementation				
Date	Pay Grade	Action	“Old” Midpoint	Salary	Date	Pay Grade	Action	“New” Midpoint	Salary
7/1/2018	5		\$62,548	<b>\$68,000</b>	7/1/2018	6	2018 Comp Review	\$67,550	<b>\$68,000</b>

### Interpretation Notes:

- Accounting job family level A is adjusted from pay grade 5 to pay grade 6 effective July 1, 2018.
- As per Implementation Rule #3: *“Staff members who were above the midpoint of the “old pay grade”, and who remain above the midpoint of the “new pay grade” will not receive a salary increase”.* The employee’s salary remains above the new midpoint of pay grade 6 of \$67,550, therefore, there is no change to the salary of the employee.

### SAMPLE 3

The M&P employee is in the Information Services job family at Level D, pay grade 11. Level D is adjusted from pay grade 11 to pay grade 12, effective July 1, 2018.

The following table illustrates if this employee is affected by the implementation.

Actual HRMS Record Prior to Implementation					Effect of Implementation				
Date	Pay Grade	Action	“Old” Minimum	Salary	Date	Pay Grade	Action	“New” Minimum	Salary
7/1/2018	11		\$80,880	<b>\$85,000</b>	7/1/2018	12	2018 Comp Review	\$88,161	<b>\$88,161</b>

**Interpretation Notes:**

- 1) The M & P employee is in the Information Services job family at Level D, pay grade 11, which is adjusted from pay grade 11 to pay grade 12.
- 2) As per Implementation Rule #1: *“If the staff member’s salary fell below the minimum of the “new pay grade”, then it will be increased to the minimum of the “new pay grade”.* The employee’s salary of \$85,000 fell below the new minimum of pay grade 12 of \$88,161, therefore, the employee’s salary is adjusted to the minimum of pay grade 12.