

Employee Remuneration Policy

Policy No. 6.11

**Date of Policy:**

**Revision:** October 11, 2018

**Motion Number:** 2018-579

### **Wages**

#### **Union Employees**

Union employees shall be paid in accordance with the CUPE Local 777-01 Collective Agreement wage scale.

#### **Out of Scope Employees**

Out of Scope employees shall be paid in accordance with the current market-based remuneration system.

#### **Pool/Park/Play Program Staff Wages**

Set annually by Council upon recommendation by the Director of Parks & Recreation.

#### **Vacation Pay Accrual**

Vacation time shall not accrue when employees are on Long Term Disability.

#### **Christmas Bonus**

An annual Christmas bonus in the amount of \$100.00 shall be granted to all permanent and temporary employees as of December 1<sup>st</sup> of the current year. The Christmas bonus shall be presented at the annual Christmas celebration.

#### **Cost of Living Adjustment (COLA)**

The Cost of Living Adjustment is provided under the Union Contract to unionized employees, as of July 1<sup>st</sup> in each year.

#### **Boxing Day and Easter Monday**

are recognized as statutory holidays for all employees.

#### **Floating day holidays**

All employees receive one (1) floating day holiday annually.

#### **Health & Wellness Benefit**

All employees receive up to \$100.00 annually to promote health and wellness. This is a taxable benefit and is reimbursable based on actual receipts.

#### **Clothing Allowance**

In lieu of a clothing allowance, all full-time employees (excluding those employees provided with uniforms) shall receive \$200.00/year.