

**Report to / Rapport au:**

**Ottawa Public Library Board  
Conseil d'administration de la bibliothèque publique d'Ottawa**

**September 14, 2015 / 14 septembre 2015**

**Submitted by / Soumis par:**

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File Number: OPLB-2015-0073

**SUBJECT: OPL Management and Professional Exempt (MPE) Group – Economic  
Increases**

**OBJET: Groupe exclu, Direction et professionnels de la BPO –  
Augmentations économiques**

#### **REPORT RECOMMENDATIONS**

**That the Ottawa Public Library Board authorize the following:**

- 1. Economic increases for the Library Management and Professional Exempt Group as identified in this report;**
- 2. That on a go-forward basis, economic increases for the Library Management and Professional Exempt Group mirror those of the City of Ottawa Management and Professional Exempt Group.**

#### **RECOMMANDATIONS DU RAPPORT**

**Que le Conseil d'administration de la Bibliothèque publique d'Ottawa autorise ce qui suit :**

- 1. Des augmentations économiques pour le Groupe exclu, Direction et professionnels de la BPO, décrites dans le présent rapport;**
- 2. Que, à long terme, les augmentations économiques pour le Groupe exclu, Direction et professionnels de la BPO reflètent celles du Groupe exclu, Direction et professionnels de la Ville d'Ottawa.**

## **BACKGROUND**

Shortly after amalgamation, the Library Board approved that the Library's MPE Group mirror those of the City of Ottawa MPE Group in relation to Job Evaluation, Pay Equity, and the Terms and Conditions of Employment. Since then, the Library MPE Group has received the same economic increases as those of the City MPE Group in order to ensure compliance with their comparators at the City of Ottawa. The Library's MPE Group also continues to benefit from the same terms and conditions of employment as the City of Ottawa MPE Group.

While the Board approved linking the two groups regarding Job Evaluation, Pay Equity, and the Terms and Conditions of Employment, it did not want to bind future Library Boards regarding economic increases and as such, staff have brought forward cost of living adjustments for its MPE Group for approval on a regular basis.

## **DISCUSSION**

On November 28, 2012, City Council carried the motion that the City of Ottawa MPE economic adjustments "mirror those awarded to the Civic Institute of Professional Personnel (CIPP), until such time as Committee and Council have had the opportunity to review the results of a comprehensive review of MPE compensation." The City of Ottawa MPE Group has recently been awarded economic increases aligned to CIPP as follows: 1.93% (2014), 2% (2015), and 2% (2016).

The OPL's MPE Group has not received an economic increase since January 1, 2013. It is recommended that the Board approve that OPL MPE employees receive the same economic increases as approved by City Council, effective January 1, 2014.

In addition, given the recent Pay Equity Tribunal Decision relating to OPL's unionized employees, which ties their economic increases to those of CUPE Inside/Outside, and given that all other OPL MPE Group Terms and Conditions align with those of the City

MPE, it is recommended that the Board approve that the OPL MPE Group economic increases mirror those of the City MPE Group on a go-forward basis.

## **CONSULTATION**

The City's Compensation and Benefits Branch, Legal Services, and Financial Services Unit were consulted.

## **LEGAL IMPLICATIONS**

There are no legal implications associated with the recommendations contained in this report.

## **RISK MANAGEMENT IMPLICATIONS**

As noted in the discussion of the report, the mirroring of economic increases for the MPE Group at the OPL with those awarded to the MPE Group at the City of Ottawa, will serve to limit the risk of non-compliance with pay equity legislation, recognizing that the OPL and City MPE Groups form part of the same pay equity plan.

## **FINANCIAL IMPLICATIONS**

The estimated cost to provide economic increases to OPL MPE employees is \$45,000 (2014), \$51,000 (2015) and \$50,000 (2016). The cost is based on the number of MPE employed at the Library: 25 including the Chief Executive Officer. The total costs are factored into the City's overall budget at 2% for both 2014 and 2015, and another 2% budget pressure for 2016. As a result, there is no budget impact since the costs are in the existing base budget.

## **ACCESSIBILITY IMPACTS**

There are no accessibility impacts related to this report.

## **TECHNOLOGY IMPLICATIONS**

There are no technology implications related to this report.

## **BOARD PRIORITIES**

This report complies with Board Policy 2. Delegation of Authority, item 30: Set general compensation policies and salary levels for the organization.

**DISPOSITION**

Upon approval of this report, staff will work with partners at the City of Ottawa to make the necessary compensation adjustments to the Library's MPE employees.