

Thursday, September 13, 2012

To: OCASA Members

Enclosed are the 2012 Salary Recommendations for administrative staff, released by the College Employer Council on July 27, 2012. OCASA makes these available to members, with the permission of Council.

OCASA meets with Council throughout the year as part of provincial consultations. Compensation is often on the agenda to provide input and updates about market research, and compensation policy. For more information about OCASA's advocacy, visit the Members Services section of the OCASA website. OCASA's concerns are best articulated in the Pre-Budget Submission, March 2012 found on the Advocacy/Compensation page.

Here are some notes that OCASA has put together regarding compensation recommendations:

- These Recommendations are retroactive to April 1, 2012.
- Wage restraint measures are continuing for those positions designated as "executive positions" – therefore there is no grid adjustment for those paybands. However, Performance pay may still be implemented.
- These recommendations provide grid adjustments to positions not included in wage freeze legislation at 1.5% (paybands 5 – 12).
- Positions falling in paybands 13, 14, and 15 may or may not be included in wage freeze depending on individual college structures and implementation. Therefore, the grid has included two scales – designated executive positions and non-executive positions. It should be noted that some Colleges may consider a freeze at paybands 14 and above or 15 and above for purposes of internal equity with respect to the designated executive wage freeze.
- The total envelope for performance compensation at each college may be frozen, so individual performance pay might be affected by that restriction.
- EPI refers to Exceptional Performance Incentive, which is a lump sum payment for those at their max, based on performance. The range of those incentives is included on the grid.
- Compensation principles and practices over the past few years are expected to continue. Those meeting satisfactory performance and who are not a designated executive or affected by a local college freeze may continue to move through their payband.
- Your local HR department will develop a compensation policy for administrative staff. If you have not already been notified about this, you might inquire as to when it will be communicated in writing.

For specific inquiries about your compensation, contact your HR department for clarification.

If you have general questions about compensation practices, feel free to contact Diane Posterski, Executive Director: 1-866-742-5429 ext. 102 or diane.posterski@ocasa.on.ca.

Designated “Executive” Positions					College Non-Executive Administrative Positions (+ 1.5%)				
Salary Band	Minimum	Maximum	EPI*	Maximum Base + EPI	Salary Band	Minimum	Maximum	EPI	Maximum Base + EPI
17	\$142,935	\$190,580	Up to 15%	\$219,168					
16	\$126,716	\$168,954	Up to 15%	\$194,297					
15	\$112,299	\$149,732	Up to 15%	\$172,192	15	\$113,983	\$151,978	Up to 15%	\$174,775
14	\$99,542	\$132,723	Up to 10%	\$145,723	14	\$101,035	\$134,714	Up to 10%	\$148,185
13	\$88,254	\$117,672	Up to 10%	\$129,439	13	\$89,578	\$119,437	Up to 10%	\$131,381
					12	\$79,654	\$106,206	Up to 10%	\$116,826
					11	\$75,121	\$93,901	Up to 7%	\$100,474
					10	\$66,603	\$83,254	Up to 7%	\$89,082
					9	\$59,207	\$74,009	Up to 7%	\$79,189
					8	\$53,406	\$66,758	Up to 4%	\$69,428
					7	\$47,350	\$59,188	Up to 4%	\$61,555
					6	\$41,979	\$52,476	Up to 4%	\$54,575
					5	\$38,674	\$48,342	Up to 4%	\$50,276