

## TIPS: Remuneration for Smaller Organizations

The following tips are from CARFAC Ontario and are ideas that were initiated by management and approved by the board of directors.

1. **Cost of Living Allowance:** A Cost of Living Allowance adjustment will be made to the salary annually on the anniversary of employment, in line with Bank of Canada recommended rates. The Cost of Living increase is designed to provide staff with a modest sum of money for those years when the budget will not allow for salary increases. In a year when the budget will provide for salary increases, the COLA policy remains in addition to any bonuses or raises.
2. **Professional Development:** The organization will reimburse up to \$200 for employee professional development, which can be used for materials (books, manuals, etc.) or attendance at courses, seminars, workshops or conferences.
3. **Benefits:** The organization will reimburse the employee for up to \$200 annually towards medical, dental or vision care expenses. A receipt must be provided to the Executive Director prior to receiving payment.
4. **Employee Art Exhibition:** The organization will support a minimum of one employee exhibition in the (blank) gallery per fiscal year and space permitting.