

### Job Evaluation Plan - Factor Weightings

| Factor                    | Subfactor  | Weight | Degree Levels      |     |    |     |    |     |    |     |     |     |     |     |             |            | Total Points |
|---------------------------|--|--------|--------------------|-----|----|-----|----|-----|----|-----|-----|-----|-----|-----|-------------|------------|--------------|
|                           |  | %      | 1                  | 1.5 | 2  | 2.5 | 3  | 3.5 | 4  | 4.5 | 5   | 5.5 | 6   | 6.5 | 7           |            |              |
| <b>Skill</b>              | 1. Applied Reasoning and Analytical Skills   | 15%    | 15                 | 26  | 38 | 49  | 60 | 71  | 83 | 94  | 105 | 116 | 128 | 139 | 150         | <b>150</b> |              |
|                           | 2. Breadth of Knowledge  | 2%     | 5                  |     | 13 |     | 20 |     |    |     |     |     |     |     |             | <b>20</b>  |              |
|                           | 3. Adaptation to Change/Updating of Learning   | 3%     | 3                  | 8   | 12 | 17  | 21 | 26  | 30 |     |     |     |     |     |             | <b>30</b>  |              |
|                           | 4. Interpersonal Skill   | 7%     | 7                  | 15  | 23 | 31  | 39 | 46  | 54 | 62  | 70  |     |     |     |             | <b>70</b>  |              |
|                           | 5. Education and Experience  | 15.5%  | See Attached Chart |     |    |     |    |     |    |     |     |     |     |     |             | <b>155</b> |              |
|                           | 6. Dexterity and Coordination  | 3%     | 3                  |     | 12 |     | 21 |     | 30 |     |     |     |     |     |             | <b>30</b>  |              |
| <b>Effort</b>             | 7. Physical Effort   | 2.5%   | 3                  | 7   | 11 | 15  | 18 | 22  | 25 |     |     |     |     |     |             | <b>25</b>  |              |
|                           | 8. Mental Effort   | 10%    | 10                 | 21  | 33 | 44  | 55 | 66  | 78 | 89  | 100 |     |     |     |             | <b>100</b> |              |
| <b>Responsibility</b>     | 9. Planning and Coordination   | 10%    | 10                 | 19  | 28 | 37  | 46 | 55  | 64 | 73  | 82  | 91  | 100 |     |             | <b>100</b> |              |
|                           | 10. Responsibility for Others  | 10%    | 10                 |     | 33 |     | 55 |     | 78 |     | 100 |     |     |     |             | <b>100</b> |              |
|                           | 11. Accountability for Decisions and Actions Affecting People, Assets, and Information | 12%    | 12                 | 26  | 39 | 53  | 66 | 80  | 93 | 107 | 120 |     |     |     |             | <b>120</b> |              |
| <b>Working Conditions</b> | 12. Physical Environment   | 2.5%   | 3                  | 6   | 10 | 14  | 18 | 21  | 25 |     |     |     |     |     |             | <b>25</b>  |              |
|                           | 13. Psychological Environment  | 2.5%   | 3                  | 6   | 10 | 14  | 18 | 21  | 25 |     |     |     |     |     |             | <b>25</b>  |              |
|                           | 14. Health and Safety  | 5%     | 5                  | 11  | 16 | 22  | 28 | 33  | 39 | 44  | 50  |     |     |     |             | <b>50</b>  |              |
| <b>Total Points</b>       |  |        |                    |     |    |     |    |     |    |     |     |     |     |     | <b>1000</b> |            |              |

**Education and Experience  
(Level Rating and Points Chart)**

| Minimum Experience<br><br>Minimum Formal Education  | Total Pre-Job and On-the-Job Experience |   |  |  |                         |
|---|---|---|--|--|-------------------------|
|   | 6 months<br>or less*                    | More than<br>6 months<br>up to 2<br>years | More<br>than 2<br>years up<br>to 4 years | More<br>than 4<br>years up<br>to 6 years | More<br>than 6<br>years |
| Partial secondary school  | A1<br><b>4</b>                          | A2<br><b>8</b>                            | A3<br><b>12</b>                          | A4<br><b>16</b>                          | A5<br><b>20</b>         |
| Secondary school diploma  | B1<br><b>24</b>                         | B2<br><b>28</b>                           | B3<br><b>32</b>                          | B4<br><b>36</b>                          | B5<br><b>40</b>         |
| Secondary school diploma plus completion of up to 1 year post-secondary training program (eg. vocational, office administration, technical, athletic) | C1<br><b>44</b>                         | C2<br><b>48</b>                           | C3<br><b>52</b>                          | C4<br><b>56</b>                          | C5<br><b>60</b>         |
| Completion of a 2 year formal post-secondary program at a community college (or formal apprenticeship)  | D1<br><b>52</b>                         | D2<br><b>56</b>                           | D3<br><b>60</b>                          | D4<br><b>64</b>                          | D5<br><b>68</b>         |
| Completion of a 3 year formal post-secondary program at a community college (or formal apprenticeship)  | D6<br><b>64</b>                         | D7<br><b>68</b>                           | D8<br><b>72</b>                          | D9<br><b>76</b>                          | D10<br><b>80</b>        |
| Completion of a 4 year formal post-secondary program at a community college (or formal apprenticeship)  | D11<br><b>74</b>                        | D12<br><b>78</b>                          | D13<br><b>82</b>                         | D14<br><b>86</b>                         | D15<br><b>90</b>        |
| Bachelor's degree   | E1<br><b>92</b>                         | E2<br><b>96</b>                           | E3<br><b>100</b>                         | E4<br><b>104</b>                         | E5<br><b>108</b>        |
| Master's degree or equivalent professional designation (eg. MSW, MSc, CMA)  | F1<br><b>115</b>                        | F2<br><b>119</b>                          | F3<br><b>123</b>                         | F4<br><b>127</b>                         | F5<br><b>131</b>        |
| Doctoral level  | G1<br><b>139</b>                        | G2<br><b>143</b>                          | G3<br><b>147</b>                         | G4<br><b>151</b>                         | G5<br><b>155</b>        |