

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

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

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