

Township of North Huron
2017 Pay Equity Analysis

Similar Value Group	Band Width			McD Job Code	Job Title	Job Class Gender	Total Points	Hours Annual	Current Pay Band	2017 Job Rate Annual	2017 Job Rate \$P.HR	2017 PAY EQUITY ANALYSIS			
												Job to Job \$P.HR	Pay Equity Adj. \$P.HR	PV using Total Points \$P.HR	Pay Equity Adj. \$P.HR
	From	To	Spread												
13	1095	1239	145	1	CAO/Deputy Clerk	M	1100	1,950	1	\$122,382	\$62.76				
12	960	1094	135												
11	835	959	125	6	Director of Public Works	M	845	2,080	2	\$110,427	\$53.09				
10	720	834	115	3	Director of Finance/Treasurer	F	815	1,950	3	\$97,910	\$50.21	\$47.34			
				4	Director of Recreation & Facilities	F	800	1,950	3	\$97,910	\$50.21	\$47.34			
				5	Director of Fire & Emergency Services	M	785	1,950	4	\$92,313	\$47.34				
9	615	719	105	7	Clerk/Manager of IT	M	630	1,950	5	\$86,736	\$44.48				
8	520	614	95	9	Manager of Child Care Services	F	550	1,950	8	\$69,947	\$35.87	\$44.48	\$8.61		
				8	Public Works Operations Supervisor	M	530	2,080	5	\$92,518	\$44.48				
7	435	519	85	12	Deputy Treasurer/Payroll Clerk	F	485	1,950	9	\$64,350	\$33.00	\$33.00			
				51	Building Inspector	M	470	1,950		\$68,250	\$35.00				
				11	Facility Manager - Blythe & Wingham	M	465	2,080	9	\$68,640	\$33.00				
				15	Principal of ESTC	M	440	1,950	9	\$64,350	\$33.00				
6	360	434	75	24	Aquatics Supervisor	F	410	1,950	12	\$47,561	\$24.39	\$30.12	\$5.73		
				19	Fire Prevention Officer (PT)	M	365	416	10	\$12,530	\$30.12				
				17	Lead Hand (Roads & PW)	M	360	2,080	10	\$62,650	\$30.12				
				43	Lead Hand Cemetery / Roads Operator	M	360	2,080	10	\$62,650	\$30.12				
				25	Fitness Supervisor	F	360	1,950	12	\$47,561	\$24.39	\$30.12	\$5.73		
5	295	359	65	22	Early Childhood Educator	F	355	1,950	12	\$47,561	\$24.39	\$24.39			
				30	Assistant to CAO	F	345	1,950	12	\$47,561	\$24.39	\$24.39			
				26	Rec. Admin. Assistant/Programmer	F	345	1,950	12	\$47,561	\$24.39	\$24.39			
				21	Treasury Assistant	F	320	1,950	12	\$47,561	\$24.39	\$24.39			
				39	Roads & Landfill Operator	M	310	2,080	12	\$50,731	\$24.39				
				16	Administrative Assistant Public Works	F	310	1,950	10	\$58,734	\$30.12	\$24.39			
				27	Roads Operator	M	310	2,080	12	\$50,731	\$24.39				
				20	Administrative Assistant	F	305	1,950	12	\$47,561	\$24.39	\$24.39			
				34	Recreation Clerical & Marketing Assistant	F	305	1,950	14	\$36,348	\$18.64	\$24.39	\$5.75		
				28	Recreation Operator 2	F	305	2,080	12	\$50,731	\$24.39	\$24.39			

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												Band Width		McD Job Code	Job Title	Job Class Gender	Total Points	Hours Annual	Current Pay Band	2017 Job Rate Annual	2017 Job Rate \$P.HR	Job to Job \$P.HR	Pay Equity Adj. \$P.HR	PV using Total Points \$P.HR	Pay Equity Adj. \$P.HR
4	240	294	55	36	General Labourer	M	260	2,080	14	\$38,771	\$18.64														
				37	Wingham Airport Operator (PT)	M	^	260	832	14	\$15,508	\$18.64													
				38	Landfill Attendant (PT)	M	^	260	1,144	14	\$21,324	\$18.64													
				29	Recreation Operator 1 (PT)	M	^	255	1,032	-	\$18,875	\$18.29													
				31	Child Care Clerical Assistant (PT)	F		255	1,040	-	\$19,386	\$18.64	\$18.29												
				23	Early Childhood Educator (PT)	F		255	varies	-	-	\$18.29	\$18.29												
				32	Food Service Person (Daycare Centre)	F		250	1,482	14	\$27,624	\$18.64	\$18.29												
3	195	239	45	45	Senior Instructor Lifeguard (PT)	F	230	varies	-	-	\$15.25	PV		\$15.45	\$0.20										
				33	Fitness Instructor (PT)	F	230	780	-	\$12,355	\$15.84	PV		\$15.45											
				46	Head Instructor Lifeguard (PT)	F	220	varies	-	-	\$15.25	PV		\$14.36											
				35	Recreation Clerical Assistant (PT)	F	215	1,040	14	\$15,506	\$14.91	PV		\$13.82											
				49	Summer Day Camp Supervisor (PT)	F	210	varies	-	-	\$12.93	PV		\$13.27	\$0.34										
2	160	194	35	42	Concession Supervisor (PT)	F	185	varies	-	-	\$12.93	\$11.60													
				47	Instructor Lifeguard (PT)	F	180	varies	-	-	\$13.05	\$11.60													
				48	Recreation Facility Attendant (PT)	M	175	varies	-	-	\$11.60														
				50	Recreation Facility Attendant (Student)	M	175	varies	-	-	\$10.90														
1	135	159	25	44	Assistant Instructor Lifeguard (PT)	F	145	varies	-	-	\$10.90	PV		\$6.21											

Notes:

1. The male job class comparator job rate (for job-to-job comparison) within each Similar Value Group is highlighted in blue.
2. The male pay line (for proportional value comparison) for PT female job classes includes the PT male job classes indicated by ^.
3. The Recreation Facility Attendant (PT) has not been included in the PT male pay line given that the job class is typically held by a Student.
4. The job rate shown for the Fitness Instructor (PT) is for general fitness duties. This position has a premium rate for performing other duties.

PT Male Pay Line

slope 0.1086
intercept -9.5408
r-sq 0.9998
count 4

Township of North Huron

2017 Market Analysis

Similar Value Group	McD Job Code	Job Title (listed in alphabetical order within Similar Value Group)	Hours Annual	Current Pay Grade	2017 Job Rate Annual	2017 Job Rate \$P.HR	2017 MARKET SUMMARY - ANNUAL JOB RATE (_) = above market +_ % = below market					2017 MARKET SUMMARY - HOURLY JOB RATE (_) = above market +_ % = below market				
							No. of Obs.	Market Average Annual	% Diff.	Market Median/ P50 Annual	% Diff.	No. of Obs.	Market Average \$P.HR	% Diff.	Market Median/ P50 \$P.HR	% Diff.
13	1	CAO/Deputy Clerk	1,950	1	\$122,382	\$62.76	5	\$137,280	+12.2%	\$137,171	+12.1%	5	\$73.67	+17.4%	\$75.37	+20.1%
12																
11	6	Director of Public Works	2,080	2	\$110,427	\$53.09	6	\$104,371	(5.5%)	\$104,280	(5.6%)	6	\$55.08	+3.8%	\$56.09	+5.7%
10	3	Director of Finance/Treasurer	1,950	3	\$97,910	\$50.21	10	\$99,603	+1.7%	\$98,587	+0.7%	10	\$52.75	+5.1%	\$52.66	+4.9%
	5	Director of Fire & Emergency Services	1,950	4	\$92,313	\$47.34	5	\$93,373	+1.1%	\$92,173	(0.2%)	5	\$48.75	+3.0%	\$50.34	+6.3%
	4	Director of Recreation & Facilities	1,950	3	\$97,910	\$50.21	3					3				
9	7	Clerk/Manager of IT	1,950	5	\$86,736	\$44.48	7	\$91,235	+5.2%	\$91,628	+5.6%	7	\$47.38	+6.5%	\$47.73	+7.3%
8	9	Manager of Child Care Services	1,950	8	\$69,947	\$35.87	2					2				
	8	Public Works Operations Supervisor	2,080	5	\$92,518	\$44.48	5	\$84,844	(8.3%)	\$85,047	(8.1%)	5	\$43.08	(3.2%)	\$43.82	(1.5%)
7	51	Building Inspector	1,950		\$68,250	\$35.00	4	\$65,948	(3.4%)	\$65,984	(3.3%)	4	\$34.53	(1.3%)	\$35.98	+2.8%
	12	Deputy Treasurer/Payroll Clerk	1,950	9	\$64,350	\$33.00	8	\$67,896	+5.5%	\$71,447	+11.0%	8	\$36.97	+12.0%	\$37.93	+14.9%
	11	Facility Manager - Blythe & Wingham	2,080	9	\$68,640	\$33.00	7	\$69,224	+0.9%	\$69,528	+1.3%	8	\$34.30	+3.9%	\$33.02	+0.1%
	15	Principal of ESTC	1,950	9	\$64,350	\$33.00	0					0				
6	24	Aquatics Supervisor	1,950	12	\$47,561	\$24.39	0					1				
	19	Fire Prevention Officer (PT)	416	10	\$12,530	\$30.12	3					3				
	25	Fitness Supervisor	1,950	12	\$47,561	\$24.39	0					0				
	17	Lead Hand (Roads & PW)	2,080	10	\$62,650	\$30.12	1					1				
	43	Lead Hand Cemetery / Roads Operator	2,080	10	\$62,650	\$30.12	2					3				
5	20	Administrative Assistant	1,950	12	\$47,561	\$24.39	7	\$49,196	+3.4%	\$49,490	+4.1%	8	\$25.93	+6.3%	\$26.79	+9.8%
	16	Administrative Assistant Public Works	1,950	10	\$58,734	\$30.12	5	\$51,547	(12.2%)	\$54,236	(7.7%)	6	\$27.69	(8.1%)	\$27.78	(7.8%)
	30	Assistant to CAO	1,950	12	\$47,561	\$24.39	3					3				
	22	Early Childhood Educator	1,950	12	\$47,561	\$24.39	1					2				
	26	Rec. Admin. Assistant/Programmer	1,950	12	\$47,561	\$24.39	2					2				
	34	Recreation Clerical & Marketing Assistant	1,950	14	\$36,348	\$18.64	2					2				
	28	Recreation Operator 2	2,080	12	\$50,731	\$24.39	5	\$54,038	+6.5%	\$56,222	+10.8%	6	\$24.74	+1.4%	\$23.93	(1.9%)
	39	Roads & Landfill Operator	2,080	12	\$50,731	\$24.39	0					0				
	27	Roads Operator	2,080	12	\$50,731	\$24.39	8	\$56,795	+12.0%	\$56,909	+12.2%	9	\$25.90	+6.2%	\$25.38	+4.1%
	21	Treasury Assistant	1,950	12	\$47,561	\$24.39	7	\$50,658	+6.5%	\$50,924	+7.1%	8	\$27.18	+11.5%	\$27.15	+11.3%

Township of North Huron

2017 Market Analysis

							2017 MARKET SUMMARY - ANNUAL JOB RATE (_) = above market +_ % = below market					2017 MARKET SUMMARY - HOURLY JOB RATE (_) = above market +_ % = below market				
Similar Value Group	McD Job Code	Job Title (listed in alphabetical order within Similar Value Group)	Hours Annual	Current Pay Grade	2017 Job Rate Annual	2017 Job Rate \$P.HR	No. of Obs.	Market Average Annual	% Diff.	Market Median/ P50 Annual	% Diff.	No. of Obs.	Market Average \$P.HR	% Diff.	Market Median/ P50 \$P.HR	% Diff.
4	31	Child Care Clerical Assistant (PT)	1,040	-	\$19,386	\$18.64	0					0				
	23	Early Childhood Educator (PT)	varies	-	-	\$18.29	1					2				
	32	Food Service Person	1,482	14	\$27,624	\$18.64	0					2				
	36	General Labourer	2,080	14	\$38,771	\$18.64	1					3				
	38	Landfill Attendant (PT)	1,144	14	\$21,324	\$18.64	0					7	\$18.51	(0.7%)	\$18.67	+0.2%
	29	Recreation Operator 1 (PT)	1,032	-	\$18,875	\$18.29	0					3				
	37	Wingham Airport Operator (PT)	832	14	\$15,508	\$18.64	0					0				
3	33	Fitness Instructor (PT)	780	-	\$12,355	\$15.84	0					0				
	46	Head Instructor Lifeguard (PT)	varies	-	-	\$15.25	0					0				
	35	Recreation Clerical Assistant (PT)	1,040	14	\$15,506	\$14.91	0					0				
	45	Senior Instructor Lifeguard (PT)	varies	-	-	\$15.25	0					2				
	49	Summer Day Camp Supervisor (PT)	varies	-	-	\$12.93	0					0				
2	42	Concession Supervisor (PT)	varies	-	-	\$12.93	0					3				
	47	Instructor Lifeguard (PT)	varies	-	-	\$13.05	0					1				
	48	Recreation Facility Attendant (PT)	varies	-	-	\$11.60	0					0				
	50	Recreation Facility Attendant (Student)	varies	-	-	\$10.90	0					0				
1	44	Assistant Instructor Lifeguard (PT)	varies	-	-	\$10.90	0					0				
Average % Differential									+1.8%		+2.9%			+4.3%		+5.1%

Notes:

1. The market analysis consist of 10 municipal comparators: Bluewater, Brockton, Central Huron, Howick, Huron East, Huron-Kinloss, Mono, Morris-Turnberry, Perth East, and South Huron.
2. Market statistics are shown for 4 or more observations.
3. The % differential is the % to add/subtract to North Huron's job rate to meet the market statistic.
4. The grouping of jobs is based on the proposed banding structure for pay equity and salary grid.

Township of North Huron
2018 Proposed Salary Grid

Similar Value Group	McD Job Code	Job Title (listed in alphabetical order within Similar Value Group)	Hours Annual	2018 PROPOSED SALARY RANGES - HOURLY \$ (2017 PROPOSED SALARY RANGES + 1.5%)					Job Rate Step 5 100%	Band Spread Diff %
				Step 1 80%	Step 2 85%	Step 3 90%	Step 4 95%			
13	1	CAO/Deputy Clerk	1,950	\$111,384	\$118,346	\$125,307	\$132,269	\$139,230		
			hourly	\$57.12	\$60.69	\$64.26	\$67.83	\$71.40	14%	
12			hourly	\$50.12	\$53.25	\$56.39	\$59.52	\$62.65	16%	
11	6	Director of Public Works	2,080	\$89,673	\$95,278	\$100,882	\$106,487	\$112,091		
			hourly	\$43.11	\$45.81	\$48.50	\$51.20	\$53.89	6%	
10	3	Director of Finance/Treasurer	1,950	\$79,498	\$84,466	\$89,435	\$94,403	\$99,372		
	5	Director of Fire & Emergency Services	1,950	\$79,498	\$84,466	\$89,435	\$94,403	\$99,372		
	4	Director of Recreation & Facilities	1,950	\$79,498	\$84,466	\$89,435	\$94,403	\$99,372		
			hourly	\$40.77	\$43.32	\$45.86	\$48.41	\$50.96	7%	
9	7	Clerk/Manager of IT	1,950	\$74,396	\$79,046	\$83,696	\$88,346	\$92,996		
			hourly	\$38.15	\$40.54	\$42.92	\$45.31	\$47.69	6%	
8	9	Manager of Child Care Services	1,950	\$70,434	\$74,836	\$79,238	\$83,640	\$88,043		
	8	Public Works Operations Supervisor	2,080	\$75,130	\$79,825	\$84,521	\$89,216	\$93,912		
			hourly	\$36.12	\$38.38	\$40.64	\$42.89	\$45.15	25%	
7	51	Building Inspector	1,950	\$56,160	\$59,670	\$63,180	\$66,690	\$70,200		
	12	Deputy Treasurer/Payroll Clerk	1,950	\$56,160	\$59,670	\$63,180	\$66,690	\$70,200		
	11	Facility Manager - Blythe & Wingham	2,080	\$59,904	\$63,648	\$67,392	\$71,136	\$74,880		
	15	Principal of ESTC	1,950	\$56,160	\$59,670	\$63,180	\$66,690	\$70,200		
			hourly	\$28.80	\$30.60	\$32.40	\$34.20	\$36.00	18%	
6	24	Aquatics Supervisor	1,950	\$47,689	\$50,670	\$53,650	\$56,631	\$59,612		
	19	Fire Prevention Officer (PT)	416	\$10,174	\$10,810	\$11,445	\$12,081	\$12,717		
	25	Fitness Supervisor	1,950	\$47,689	\$50,670	\$53,650	\$56,631	\$59,612		
	17	Lead Hand (Roads & PW)	2,080	\$50,868	\$54,048	\$57,227	\$60,406	\$63,586		
	43	Lead Hand Cemetery / Roads Operator	2,080	\$50,868	\$54,048	\$57,227	\$60,406	\$63,586		
			hourly	\$24.46	\$25.98	\$27.51	\$29.04	\$30.57	15%	
5	20	Administrative Assistant	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	16	Administrative Assistant Public Works	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	30	Assistant to CAO	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	22	Early Childhood Educator	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	26	Rec. Admin. Assistant/Programmer	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	34	Recreation Clerical & Marketing Assistant	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
	28	Recreation Operator 2	2,080	\$44,246	\$47,011	\$49,776	\$52,542	\$55,307		
	39	Roads & Landfill Operator	2,080	\$44,246	\$47,011	\$49,776	\$52,542	\$55,307		
	27	Roads Operator	2,080	\$44,246	\$47,011	\$49,776	\$52,542	\$55,307		
	21	Treasury Assistant	1,950	\$41,480	\$44,073	\$46,665	\$49,258	\$51,851		
			hourly	\$21.27	\$22.60	\$23.93	\$25.26	\$26.59	40%	
4	31	Child Care Clerical Assistant (PT)	1,040		\$16,752	\$17,737	\$18,723	\$19,708		
	23	Early Childhood Educator (PT)	varies		\$16.11	\$17.06	\$18.00	\$18.95		
	32	Food Service Person	1,482		\$23,871	\$25,276	\$26,680	\$28,084		
	36	General Labourer	2,080		\$33,504	\$35,474	\$37,445	\$39,416		
	38	Landfill Attendant (PT)	1,144		\$18,427	\$19,511	\$20,595	\$21,679		
	29	Recreation Operator 1 (PT)	1,032		\$16,623	\$17,601	\$18,579	\$19,556		
	37	Wingham Airport Operator (PT)	832		\$13,401	\$14,190	\$14,978	\$15,766		
			hourly		\$16.11	\$17.06	\$18.00	\$18.95	18%	

Township of North Huron
2018 Proposed Salary Grid

Similar Value Group	McD Job Code	Job Title (listed in alphabetical order within Similar Value Group)	Hours Annual	2018 PROPOSED SALARY RANGES - HOURLY \$ (2017 PROPOSED SALARY RANGES + 1.5%)					Job Rate Step 5 100%	Band Spread Diff %
				Step 1	Step 2	Step 3	Step 4			
				80%	85%	90%	95%			
3	33	Fitness Instructor (PT)	780			\$11,700	\$12,090	\$12,480		
	46	Head Instructor Lifeguard (PT)	varies			\$15.00	\$15.50	\$16.00		
	35	Recreation Clerical Assistant (PT)	1,040			\$15,600	\$16,120	\$16,640		
	45	Senior Instructor Lifeguard (PT)	varies			\$15.00	\$15.50	\$16.00		
	49	Summer Day Camp Supervisor (PT)	varies			\$15.00	\$15.50	\$16.00		
			hourly			\$15.00	\$15.50	\$16.00	7%	
2	42	Concession Supervisor (PT)	varies			\$14.00	\$14.50	\$15.00		
	47	Instructor Lifeguard (PT)	varies			\$14.00	\$14.50	\$15.00		
	48	Recreation Facility Attendant (PT)	varies			\$14.00	\$14.50	\$15.00	7%	
1	44	Assistant Instructor Lifeguard (PT)	varies					\$14.00		

Notes:

1. The 2018 proposed salary ranges are based on the 2017 proposed salary ranges plus 1.5% increase, except for Similar Value Groups 1 to 3 for part-time jobs.
2. The part-time 2018 proposed salary ranges for Similar Value Groups 1 to 3 have been established to reflect minimum wage and relativity to the pay rates of the adjacent pay bands.
3. For Similar Value Groups 4 to 14, there is a 5% differential between the pay rates (based on a % of step 5/job rate).
4. For Similar Value Groups 1 to 3 (part-time jobs), there is a \$0.50 differential between the pay rates.
5. Where applicable, the student minimum wage is \$13.15 in 2018.