

	Factor				
Position	1	2	3	4	5
City Clerk/Solicitor	7	5	4	3	6
Director, Engineering Services (new)	6	4	4	3	5
Director, Financial Services	6	5	6	3	6
Director, Park and Recreation	6	3	4	3	5
Director, Human Resources	6	4	4	3	6
Director, Planning and Development	6	4	5	3	4
Director, Information Technology	6	4	4	3	5
Director, Public Works/Utilities (new)	6	3	5	3	6
Manager of Engineering	5	4	3	3	5
City Comptroller	5	5	4	2	5
City Treasurer	5	5	4	3	5
Assistant City Solicitor	5	5	3	3	5
Manager, Information Technology	4	3	3	2	5
Utilities Manager (vacant)	5	3	3	3	5
Manager, Economic Development	5	4	3	3	5
Transportation Manager (vacant)	5	3	3	3	5
Design Project Engineer (vacant)	4	4	3	2	5
Legal Counsel	4	5	1	3	5
Manager, Recreation Services	4	3	3	3	4
Manager, Operations	5	3	3	2	4
Manager, Water & Wastewater	4	2	4	2	4
Deputy City Treasurer	4	5	3	2	4
Deputy City Comptroller	4	5	3	2	4
Assistant City Clerk	4	2	4	2	4
Safety Supervisor	4	2	3	2	4
Parks Supervisor	3	2	2	2	4
Facilities & Buildings Supervisor	3	2	2	2	4
Utilities Supervisor - Water & Wastewater	4	2	3	2	4
Public Works Supervisor - Streets & Roads	3	2	3	2	4
Utilities Supervisor - Environmental Services	3	2	3	2	4
Transit Supervisor (new)	3	2	3	2	4
Fleet Services Supervisor	3	3	3	2	4
Manager, Taxation & Assessment	3	3	3	2	3
Human Resource Consultant	4	3	3	2	3
Recreation Supervisor - Yara Centre	3	2	2	3	4
Recreation Supervisor - Kinsmen	3	2	2	3	4
Land Administrator	3	2	2	2	3
Communication Manager	4	3	2	2	3
City Manager's Executive Assistant	3	2	3	2	3
Administrative Assistant - Human Resources	3	2	3	1	3
Mayor's Administrative Assistant	2	2	3	1	2
Human Resource Advisor	2	2	2	1	3
Administrative Assistant - Finance	3	2	3	1	3
Administrative Assistant - Engineering Services	3	2	3	1	3
Human Resource Clerk (vacant)	1	2	2	1	2

Ratings					Current	New		
6	7	8	9	10	Level	Points	Level	Impact
5	5	4	1	4	11	675.0	11	0
5	5	4	2	4	10	620.0	10	0
5	5	4	2	4	10	685.0	11	1
6	5	4	2	4	10	625.0	10	0
6	5	4	2	4	10	655.0	10	0
6	4	4	2	4	9	635.0	10	1
5	4	4	2	3	9	600.0	10	1
5	4	4	2	4		630.0	10	
4	4	3	2	2	8	510.0	8	0
4	4	3	2	3	8	510.0	8	0
4	4	3	2	3	8	540.0	9	1
4	3	3	1	3	8	505.0	8	0
4	3	3	2	3	7	425.0	7	0
4	4	4	2	3	7	520.0	8	1
4	4	3	1	2	7	505.0	8	1
4	4	3	2	3	7	500.0	8	1
3	3	3	1	2	7	420.0	6	-1
4	3	2	1	2	7	425.0	7	0
3	3	3	1	2	6	420.0	6	0
3	3	3	2	3	6	430.0	7	1
3	3	4	2	3	6	410.0	6	0
3	3	3	1	2	6	415.0	6	0
3	3	3	1	2	5	415.0	6	1
3	3	3	2	3	5	390.0	6	1
3	2	3	2	2	5	355.0	5	0
3	2	2	3	2	4	300.0	4	0
3	2	2	3	3	4	305.0	4	0
3	2	2	3	3	4	340.0	5	1
3	2	2	3	3	4	315.0	4	0
3	2	2	3	3	4	315.0	4	0
3	2	2	2	2	4	305.0	4	0
3	2	2	3	2	4	335.0	4	0
3	3	3	2	2	4	355.0	5	1
3	2	3	2	2	4	365.0	5	1
3	2	2	2	2	4	325.0	4	0
3	2	2	2	2	4	325.0	4	0
3	1	3	1	2	3	275.0	3	0
3	2	3	2	2	3	355.0	5	2
2	1	1	2	1	3	230.0	3	0
1	1	1	2	1	3	200.0	3	0
2	0	1	2	2	2	155.0	2	0
1	0	1	2	1	2	145.0	2	0
1	1	1	2	1	2	200.0	3	1
2	1	1	2	1	2	210.0	3	1
1	0	1	2	1	1	110.0	1	0

Level	Point Range	
1	1	129
2	130	199
3	200	299
4	300	335
5	336	375
6	376	420
7	421	471
8	472	528
9	529	591
10	592	662
11	663	742
12	743	910

Level	Planning
1	15
2	35
3	65
4	90
5	120
6	150
7	185
8	220
Weight	24%

total 220

	Education
1	10
2	25
3	50
4	65
5	75
6	85
7	95
	10%

total 95

	Experience
1	5
2	15
3	25
4	40
5	65
6	80
	9%

total 80

	Comms
1	10
2	30
3	60
4	90
	10%

total 90

	Relationship
1	5
2	15
3	25
4	35
5	55
6	75
7	90
	10%

90

	Leadership
0	0
1	15
2	40
3	55
4	70
5	85
6	100
	11%

100

	Accountability
1	10
2	30
3	55
4	75
5	100
6	
	11%

100

	Demand
1	5
2	10
3	15
4	20
5	25
	3%

25

Consequence	
1	5
2	15
3	30
4	45
5	60
6	75
7	90
10%	
total	90

Level

1	1	238
2	239	267
3	268	299
4	300	335
5	336	375
6	376	420
7	421	471
8	472	528
9	529	591
10	592	662
11	663	742
12	743	910

Environment	
1	5
2	10
3	15
4	20
2%	
20	