

ST. MICHAEL'S COLLEGE PAY EQUITY
APPENDIX 9 (USMC PROPOSAL)

2025-09-05 2:50 PM

Job Number	Job Class	Gender	July 1, 2023 Job Rate	Point Band	Male Comparator or PV	Comparator Wage	Pay Equity Adjustment	Internal Equity Adjustment	Point Band Range	Total Points
N/A	EMPTY BAND			18	EMPTY BAND					N/A
N/A	EMPTY BAND			17	EMPTY BAND					N/A
8	Advancement Manager, Annual Campaigns	M	\$ 47.86	16	N/A	N/A	N/A	nil	640-659	657
17	Associate Registrar [17]	F	\$ 47.86	16	Associate Registrar [18]	\$ 47.86	nil	nil	640-659	641
18	Associate Registrar [18]	M	\$ 47.86	16	Comparator	N/A	N/A	nil	640-659	641
66	Wellness Counsellor	F	\$ 45.79	15	HVAC Mechanic, Lead Hand	\$ 45.79	nil	nil	620-639	638
26	Electrician	M	\$ 45.79	15	N/A	N/A	N/A	nil	620-639	634
25	Editor	M	\$ 45.79	15	N/A	N/A	N/A	nil	620-639	632
32	HVAC Mechanic, Lead Hand	M	\$ 45.79	15	Comparator	N/A	N/A	nil	620-639	624
12	Assistant Dean - Residence Life	F	\$ 44.73	14	Senior Building Operator	\$ 44.73	nil	nil	600-619	616
54	Assistant Dean, Campus Life	F	\$ 44.73	14	Senior Building Operator	\$ 44.73	\$ 4.54	nil	600-619	615
53	Assistant Dean, Administration and Operations	F	\$ 44.73	14	Senior Building Operator	\$ 44.73	nil	nil	600-619	614
7	Advancement Associate, Stewardship	F	\$ 44.73	14	Senior Building Operator	\$ 44.73	nil	nil	600-619	606
65	Senior Building Operator	M	\$ 44.73	14	Comparator	N/A	N/A	\$ 7.59	600-619	604
2	Accountant II	F	\$ 42.66	13	Student Services Officer	\$ 42.66	nil	nil	580-599	592
21	Carpenter	M	\$ 42.66	13	N/A	N/A	N/A	nil	580-599	590
14	Assistant Registrar, Admissions & Financial Aid	F	\$ 42.66	13	Student Services Officer	\$ 42.66	nil	nil	580-599	587
48	Student Services Officer	M	\$ 42.66	13	Comparator	N/A	N/A	nil	580-599	582
15	Assistant Registrar, Advising and Recruitment	F	\$ 41.72	12	AV/IT Technician	\$ 41.72	nil	nil	560-579	570
60	IT Support Technician	M	\$ 41.72	12	N/A	N/A	N/A	\$ 9.73	560-579	568
19	AV/IT Technician	M	\$ 41.72	12	Comparator	N/A	N/A	\$ 6.56	560-579	560
52	Advancement Officer, Engagement	F	\$ 39.80	11	Building Operator	\$ 39.80	\$ 4.50	nil	540-559	557
13	Assistant Registrar, Academic Advising	F	\$ 39.80	11	Building Operator	\$ 39.80	nil	nil	540-559	555
39	Building Operator	M	\$ 39.80	11	Comparator	N/A	N/A	\$ 4.13	540-559	550
10	Advancement Officer, Prospect Management	F	\$ 39.80	11	Building Operator	\$ 39.80	nil	nil	540-559	548
42	Procurement & Budget Coordinator	F	\$ 39.80	11	Building Operator	\$ 39.80	nil	nil	540-559	546
56	Assistant Registrar, Academic Integrity (International)	F	\$ 39.80	11	Building Operator	\$ 39.80	nil	nil	540-559	545
49	Webmaster/Manager, Graphic Design	F	\$ 39.80	11	Building Operator	\$ 39.80	nil	nil	540-559	544
9	Advancement Officer, Alumni Engagement	F	\$ 39.80	11	Building Operator	\$ 39.80	nil	nil	540-559	542
11	Advancement Officer, Special Projects	M	\$ 39.80	11	N/A	N/A	N/A	nil	540-559	541
20	Campus Minister	F	\$ 38.51	10	Groundskeeper/Coordinator	\$ 38.51	nil	nil	520-539	534
59	Groundskeeper/Coordinator	M	\$ 38.51	10	Comparator	N/A	N/A	\$ 9.13	520-539	532
5	Administrative Assistant - Sheptytsky	F	\$ 38.51	10	Groundskeeper/Coordinator	\$ 38.51	nil	nil	520-539	531
57	Campus Life Coordinator	F	\$ 38.51	10	Groundskeeper/Coordinator	\$ 38.51	\$ 4.94	nil	520-539	530
43	Program Coordinator	F	\$ 38.51	10	Groundskeeper/Coordinator	\$ 38.51	nil	nil	520-539	530
38	Mailroom & Planning Coordinator	M	\$ 36.42	9	Comparator	N/A	N/A	\$ 1.21	500-519	519
6	Administrative Assistant II - Principal's Office	F	\$ 36.42	9	Mailroom & Planning Coordinator	\$ 36.42	nil	nil	500-519	517
64	Recruitment & Enrolment Officer	F	\$ 36.42	9	Mailroom & Planning Coordinator	\$ 36.42	nil	nil	500-519	516
39	Office Support	M	\$ 36.42	9	N/A	N/A	N/A	nil	500-519	515
40	Physical Plant Coordinator	F	\$ 36.42	9	Mailroom & Planning Coordinator	\$ 36.42	nil	nil	500-519	513
23	Content Specialist	M	\$ 36.42	9	N/A	N/A	N/A	nil	500-519	511
22	Cataloguing Technician	F	\$ 36.42	9	Mailroom & Planning Coordinator	\$ 36.42	nil	nil	500-519	509
33	InfoExpress Liaison	F	\$ 36.42	9	Mailroom & Planning Coordinator	\$ 36.42	nil	nil	500-519	508
45	Residence Operations Coordinator	F	\$ 36.42	9	Mailroom & Planning Coordinator	\$ 36.42	nil	nil	500-519	501
4	Acquisitions Technician	F	\$ 35.38	8	Advancement Assistant	\$ 35.38	nil	nil	480-499	497
47	Student Life Coordinator	M	\$ 35.38	8	N/A	N/A	N/A	nil	480-499	494
41	PIMS Library Technician	M	\$ 35.38	8	N/A	N/A	N/A	nil	480-499	493
34A-C	Library Technician - Access & Information	F	\$ 35.38	8	Advancement Assistant	\$ 35.38	\$ 9.57	nil	480-499	490
51	Advancement Assistant	M	\$ 35.38	8	Comparator	N/A	N/A	\$ 6.24	480-499	488
46	Special Collections Library Technician	F	\$ 35.38	8	Advancement Assistant	\$ 35.38	nil	nil	480-499	486
37	Library Technician C	F	\$ 34.34	7	Accounts Payable Clerk	\$ 34.34	nil	nil	460-479	479
38	Mailroom Coordinator	M	\$ 34.34	7	N/A	N/A	N/A	nil	460-479	476
3	Accounts Payable Clerk	M	\$ 34.34	7	Comparator	N/A	N/A	nil	460-479	475
19	AV Technician	M	\$ 34.34	7	N/A	N/A	N/A	nil	460-479	473
44	Registrarial Clerk	M	\$ 34.34	7	N/A	N/A	N/A	nil	460-479	471
1	Accountant I	F	\$ 34.34	7	Accounts Payable Clerk	\$ 34.34	nil	nil	460-479	468
29	Groundskeeper	M	\$ 33.28	6	Comparator	N/A	N/A	nil	440-459	459
69	Conference Services & Hospitality Assistant	F	\$ 33.28	6	Groundskeeper	\$ 33.28	\$ 8.94	nil	440-459	459
34	Library Technician #40	F	\$ 33.28	6	Groundskeeper	\$ 33.28	nil	nil	440-459	457
36	Library Technician B	F	\$ 33.28	6	Groundskeeper	\$ 33.28	nil	nil	440-459	454
35	Library Technician A	F	\$ 33.28	6	Groundskeeper	\$ 33.28	nil	nil	440-459	452
16	Associate Editor	F	\$ 30.53	5	General Support - Janitor	\$ 30.53	nil	nil	420-439	438
28	General Support - Janitor	M	\$ 30.53	5	Comparator	N/A	N/A	\$ 4.05	420-439	426
28	General Support - Janitor (Phase I)	M	\$ 27.04	4	N/A	N/A	N/A	nil	400-419	410
31	Housekeeper, Lead Hand	F	\$ 27.04	4	PV	\$ 27.70	\$ 0.66	nil	400-419	401
N/A	EMPTY BAND			3	EMPTY BAND					N/A
27A-B	Evening Janitor	M	\$ 23.93	2	N/A	N/A	N/A	nil	360-379	371
24A-D	Day Janitor	M	\$ 23.93	2	Comparator	N/A	N/A	nil	360-379	370

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30A-I	Housekeeper	F	\$ 23.93	2	Day Janitor	\$ 23.93	nil	nil	360-379	369
N/A	EMPTY BAND			1	EMPTY BAND					N/A

For the Union
 Sept 6/5/25

For the University
 Sugamun R

 Sept 5, 25

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