

McGill University
PEC Evaluations

PED No	JOB TITLE	TOTAL POINTS	KNOW HOW	PROBLEM SOLVING	ACCOUNTABILITY	JOB CONTENT POINTS	STEPS	WORKING CONDITIONS				
								P	E	S	M	TOT

CAT.

AR100	PROFESSOR	1173	H	I	3	528	G	4+	66%	350	F+	IV	264	1142	-2	2	1	14	14	31
AR105	ASSOCIATE PROFESSOR	995	H-	I	3	460	G	4+	66%	304	F+	III	200	964	-3	2	1	14	14	31
AR110	ASSISTANT PROFESSOR	834	G	I	3	400	G	4	57%	230	F	III	175	805	-2	2	1	14	12	29
AU107	PROFESSIONAL ASSOCIATE (DOCTORATE)	825	G	I	3	400	F	4	50%	200	F-	IV	200	800	/	2	3	10	10	25
PERS4C	STAFF RELATIONS	821	F	II	3	400	E+	4	50%	200	E	V	200	800	/	1	1	7	12	21
ADM4C	UNIVERSITY SECRETARIAT LEGAL	819	F	II	3	400	E+	4	50%	200	E	V	200	800	/	1	1	7	10	19
LOG4C	PLANNING & DESIGN	798	F	II	3	400	E	4	43%	175	E	V	200	775	+1	2	2	7	12	23
FIN4C	AUDIT SECURITY	794	F	II	3	400	E+	4	50%	200	E+	IV	175	775	-1	1	1	7	10	19
LOG4A	FACILITIES OPERATIONS MAINTENANCE	780	F-	II	3	350	E+	4	50%	175	E+	V	230	755	+2	1	3	7	14	25
IS4B	TELECOMMUNICATIONS & OPERATIONS	748	F	II-	3	350	E+	4	50%	175	E	V	200	725	+1	1	1	7	14	23
SAF4A	ADMISSION & REGISTRAR	746	F-	II	3	350	E+	4	50%	175	E	V	200	725	+1	1	1	7	12	21
SAF4B	FINANCIAL AID, PLACEMENT, COUNSELL	744	F-	II	3	350	E+	4	50%	175	E	V	200	725	+1	1	1	7	10	19
AR120	LIBRARIAN	724	F+	I	3	350	E+	4	50%	175	E+	IV	175	700	/	1	1	12	10	24
IS4A	DEVELOPMENT	724	F	II-	3	350	E+	4	50%	175	E+	IV	175	700	/	1	1	10	12	24
ADM4A	ADMINISTRATION FACULTY DEPARTMEN	721	F	II-	3	350	E+	4	50%	175	E+	IV	175	700	/	1	1	7	12	21
PERS4B	COMPENSATION, BENEFITS, PAYROLL, PE	698	F	II-	3	350	E	4	43%	152	E+	IV	175	677	+1	1	1	7	12	21
ADM4B	RESEARCH ADMINISTRATION	696	F	II-	3	350	E	4	43%	152	E+	IV	175	677	+1	1	1	7	10	19
FIN4B	ACCOUNTING	696	F	II-	3	350	E	4	43%	152	E+	IV	175	677	+1	1	1	7	10	19
SAF4D	STUDENT AFFAIRS	696	F	II-	3	350	E	4	43%	152	E+	IV	175	677	+1	1	1	7	10	19
LOG4B	SECURITY SAFETY ENVIRONMENT	676	F	II-	3	350	E	4	43%	152	E	IV	152	654	/	2	3	7	10	22
AU110	RESEARCH ASSOCIATE	663	G	I	2	350	E+	4	50%	175	E+	III	115	640	-3	3	6	6	8	23
COM4C	DEVELOPMENT & ALUMNI RELATIONS	609	F	I	3	304	E	4	43%	132	E	IV	152	588	+1	1	1	7	12	21
COM4A	INT/EXT RELATIONS	607	F	I	3	304	E	4	43%	132	E	IV	152	588	+1	1	1	7	10	19
AU106	PROFESSIONAL ASSOCIATE (MASTERS)	593	F	I	3	304	E	4	43%	132	E+	III	132	568	/	2	3	10	10	25
AR125	ASSOCIATE LIBRARIAN	592	F	I	3	304	E	4	43%	132	E	III+	132	568	/	1	1	12	10	24
ADM4E	UNIVERSITY SECRETARIAT ARCHIVES CU	588	F	I	3	304	E	4	43%	132	E+	III	132	568	/	1	2	7	10	20
AR115	FACULTY LECTURER	580	F	I	3	304	E	4	43%	132	E+	III-	115	551	-1	2	1	14	12	29
LOG3A	FACILITIES OPERATIONS MAINTENANCE	580	E	II	3	304	D+	3	33%	100	E	IV	152	556	+3	2	3	7	12	24
PERS3C	STAFF RELATIONS	572	F	I	3	304	E	3+	38%	115	E+	III	132	551	+1	1	1	7	12	21
FIN3D	PURCHASING	514	E+	I	3	264	E	3+	38%	100	E+	III	132	496	+2	1	1	7	9	18
AR130	ASSISTANT LIBRARIAN	501	F-	I	3	264	E	3+	38%	100	E	III	115	479	+1	1	1	12	8	22
IS3B	TELECOMMUNICATIONS & OPERATIONS	498	E+	I	3	264	E	3+	38%	100	E	III	115	479	+1	1	1	7	10	19
PERS3A	STAFFING PLACEMENT TRANSITION PERS	498	F-	I	3	264	E	3+	38%	100	E	III	115	479	+1	1	1	7	10	19

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PED No	JOB TITLE	TOTAL POINTS	KNOW HOW	PROBLEM SOLVING	ACCOUNT-ABILITY	JOB CONTENT POINTS	STEPS	WORKING CONDITIONS					
								P	E	S	M	TOT	CAT.

LOG3B	SECURITY SAFETY ENVIRONMENT	491	E I+ 3 264	D+ 3 33% 87	E III 115	466	+2	2	4	7	12	25	M
AR135	SESSIONAL LIBRARIAN	486	F- I 3 264	E 3 38% 100	E- III 100	464	/	1	1	12	8	22	A
LOG3D	SERVICES OPERATIONS	485	E I+ 3 264	E 3 33% 87	E III 115	466	+2	1	2	7	9	19	M
SAF3A	ADMISSION & REGISTRAR	483	E I+ 3 264	E 3+ 38% 100	E- III 100	464	/	1	1	7	10	19	M
IS3A	DEVELOPMENT	472	F- I+ 2 264	E 3+ 38% 100	D+ III 87	451	-1	1	1	10	9	21	M
ADM3A	ADMINISTRATION FACULTY DEPARTMEN	470	E II- 3 264	D+ 3 33% 87	E- III 100	451	+1	1	1	7	10	19	M
COM3D	PUBLICATIONS	470	E+ I 3 264	E 3 33% 87	E- III 100	451	+1	1	1	8	9	19	M
PERS3B	COMPENSATION, BENEFITS, PAYROLL, PE	470	E+ I 3 264	E 3 33% 87	E- III 100	451	+1	1	1	7	10	19	M
AU100	COURSE LECTURER	458	F- I 3 264	E 3 33% 87	E- II 76	427	-1	2	3	16	10	31	A
FIN3B	ACCOUNTING	457	E+ I 3 264	E 3 33% 87	D+ III 87	438	/	1	1	7	10	19	M
SAF3B	FINANCIAL AID, PLACEMENT, COUNSELL	457	E+ I 3 264	E 3 33% 87	D+ III 87	438	/	1	1	7	10	19	M
SAF3D	STUDENT AFFAIRS	457	E+ I 3 264	E 3 33% 87	D+ III 87	438	/	1	1	7	10	19	M
AU120	UNIVERSITY MUSIC INSTRUCTOR	440	F- I 3 264	E 3 33% 87	D+ II 66	417	-2	3	3	12	5	23	A
LOG3C	PLANNING & DESIGN	422	F- I 2 230	E 3+ 38% 87	D+ III 87	404	/	1	1	7	9	18	M
IS3C	TRAINING COMMUNICATIONS & HELP DE	414	E I 3 230	D+ 3 33% 76	D+ III 87	393	+1	1	1	10	9	21	M
ADM3D	UNIVERSITY SECRETARIAT TRANSLATION	413	E+ I 2 230	D+ 3 33% 76	D+ III 87	393	+1	1	1	8	10	20	M
COM3A	INT/EXT RELATIONS	411	E I 3 230	D+ 3 33% 76	D+ III 87	393	+1	1	1	7	9	18	M
COM3C	DEVELOPMENT & ALUMNI RELATIONS	411	E I 3 230	D+ 3 33% 76	D+ III 87	393	+1	1	1	7	9	18	M
AU116	RESEARCH ASSISTANT (MASTERS - MEDIC	398	F I- 2 230	E 3 33% 76	D+ II 66	372	-1	3	8	9	6	26	A
AU122	ACCOMPANIST - COACH	381	F- I 2 230	D 3 29% 66	D II 57	353	-1	6	3	12	7	28	A
156	NURSE COORDINATOR	374	E- I 3 200	D+ 3 33% 66	D III 76	342	+1	2	6	14	10	32	N
PERS2C	STAFF RELATIONS	363	E I 2 200	D+ 3 33% 66	D III 76	342	+1	1	1	7	12	21	M
COM2D	PUBLICATIONS	359	E I 2 200	D+ 3 33% 66	D III 76	342	+1	1	1	7	8	17	M
LOG2A	FACILITIES OPERATIONS MAINTENANCE	359	D+ I 3 200	D 3 29% 57	D III 76	333	+2	3	4	7	12	26	M
PERS2B	COMPENSATION, BENEFITS, PAYROLL, PE	353	E I 2 200	D+ 3 33% 66	D+ II 66	332	/	1	1	7	12	21	M
IS2B	*** TELECOMMUNICATIONS & OPERATIO	350	E I 2 200	D 3+ 33% 66	D+ II 66	332	/	1	2	7	8	18	M
SAF2B	FINANCIAL AID, PLACEMENT, COUNSELL	349	E I 2 200	D+ 3 33% 66	D+ II 66	332	/	1	1	7	8	17	M
AU105	PROFESSIONAL ASSOCIATE (BACHELOR)	346	E I 2 200	D+ 3 33% 66	D II 57	323	-1	2	3	10	8	23	A
AU115	RESEARCH ASSISTANT (NON-MEDICINE)	346	E I 2 200	E 3 33% 66	D II 57	323	-1	2	6	9	6	23	A
111	NURSE	344	E- I 3 200	D 3 29% 57	D II 57	314	/	2	6	14	8	30	N
ADM2G	ADMINISTRATION & AREA PERSONEL	342	E I 2 200	D 3 29% 57	D+ II 66	323	+1	1	1	7	10	19	M
PERS2D	AREA PERSONNEL	342	E I 2 200	D 3 29% 57	D+ II 66	323	+1	1	1	7	10	19	M
IS2A	DEVELOPMENT	341	E I 2 200	D 3+ 33% 66	D II 57	323	-1	1	1	10	6	18	M

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AU121	CONSERVATORY MUSIC INSTRUCTOR	337	E I- 3 200	D 3 29% 57	D II 57	314	/	3	3	12	5	23
ADM2E	UNIVERSITY SECRETARIAT ARCHIVES CU	330	E I 2 200	D 3 29% 57	D II 57	314	/	1	2	7	6	16
FIN2B	ACCOUNTING	329	E I 2 200	D 3 29% 57	D II 57	314	/	1	1	7	6	15
LOG2B	SECURITY SAFETY ENVIRONMENT	318	D I 3 175	D 3 29% 50	D+ II 66	291	+2	3	7	7	10	27
119	*** LAB COORDINATOR	312	E- I 2 175	D 3 29% 50	D II 57	282	+1	3	7	12	8	30
185	SHOP COORDINATOR	311	D+ I 2 175	D 3 29% 50	D II 57	282	+1	5	9	8	7	29
206	ANIMAL HEALTH COORDINATOR	310	D+ I 2 175	D 3 29% 50	D II 57	282	+1	5	8	8	7	28
LOG2D	SERVICES OPERATIONS	309	D I 3 175	D 3 29% 50	D+ II 66	291	+2	1	2	7	8	18
TECX	CHIEF ANIMAL TECH. /LAB. SUPERINTEND	309	E- I 2 175	D 3 29% 50	D II 57	282	+1	3	7	9	8	27
190	ELECTRON MICROSCOPY COORDINATOR	309	E- I 2 175	D 3 29% 50	D II 57	282	+1	3	6	10	8	27
186	AUDIOVISUAL COORDINATOR	308	D+ I 2 175	D 3 29% 50	D II 57	282	+1	3	6	10	7	26
189	IMAGING & COMPUTER COORDINATOR	308	E- I 2 175	D 3 29% 50	D II 57	282	+1	3	6	10	7	26
191	ELECTRONICS COORDINATOR	308	E- I 2 175	D 3 29% 50	D II 57	282	+1	3	6	10	7	26
192	PATHOLOGY COORDINATOR	308	E- I 2 175	D 3 29% 50	D II 57	282	+1	3	10	10	3	26
LOG2C	PLANNING & DESIGN	307	E I- 2 175	D 3 29% 50	D II 57	282	+1	2	4	7	12	25
205	COURSE COORDINATOR	307	E- I 2 175	D 3 29% 50	D II 57	282	+1	3	6	8	8	25
194	CHIEF RESEARCH TECHNICIAN	304	E- I 2 175	D 3 29% 50	D- II 50	275	/	3	7	12	7	29
ADM2D	UNIVERSITY SECRETARIAT TRANSLATION	302	E I- 2 175	D 3 29% 50	D II 57	282	+1	1	1	8	10	20
IS2C	TRAINING COMMUNICATIONS & HELP DE	302	E I- 2 175	D 3 29% 50	D II 57	282	+1	1	1	10	8	20
ADM2A	ADMINISTRATION FACULTY DEPARTMEN	299	E- I 2 175	D 3 29% 50	D II 57	282	+1	1	1	7	8	17
SAF2D	STUDENT AFFAIRS	299	E I- 2 175	D 3 29% 50	D II 57	282	+1	1	1	7	8	17
FIN2D	PURCHASING	297	E I- 2 175	D 3 29% 50	D- II+ 57	282	+1	1	1	7	6	15
211	BUILDING PROJECT COORDINATOR	295	D+ I 2 175	D 3 29% 50	D- II 50	275	/	2	4	8	6	20
SAF2A	ADMISSION & REGISTRAR	294	E- I 2 175	D 3 29% 50	D- II 50	275	/	1	3	7	8	19
ADM2B	RESEARCH ADMINISTRATION	292	E I- 2 175	D 3 29% 50	D- II 50	275	/	1	1	7	8	17
COM2C	DEVELOPMENT & ALUMNI RELATIONS	291	E- I 2 175	D 3 29% 50	D- II 50	275	/	1	2	7	6	16
COM2A	INT/EXT RELATIONS	290	E I- 2 175	D 3 29% 50	D- II 50	275	/	1	1	7	6	15
224	CHIEF THANATOLOGY TECHNICIAN	290	D+ I- 2 152	D 3 29% 43	D- II 50	245	+1	9	16	12	8	45
82	PETROLOGY COORDINATOR	272	D I 2 152	D 3 29% 43	D- II 50	245	+1	6	6	8	7	27
202	CHIEF AGRONOMY TECHNICIAN	271	D I 2 152	C 3 25% 38	C+ II 43	233	+1	7	16	8	7	38
237	SENIOR REFERENCE ASSST. & CATALOGU	267	D I 2 152	C+ 3 29% 43	D- II 50	245	+1	3	2	12	5	22
198	CHIEF EM TECHNICIAN	266	D+ I- 2 152	C 3 25% 38	C+ II 43	233	+1	3	8	16	6	33
ADM1A	ADMINISTRATION FACULTY DEPARTMEN	263	D I 2 152	D 3 29% 43	D- II 50	245	+1	1	2	7	8	18

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187	ANIMAL SCIENCE COORDINATOR	262	D I 2 152	C 3 25% 38	C+ II 43	233	+1	7	8	8	6	29
207	CHIEF ANIMAL HEALTH TECHNICIAN	262	D I 2 152	C 3 25% 38	C+ II 43	233	+1	7	8	8	6	29
239	SPECIALIZED CATALOGUING EDITOR & A	261	D I 2 152	C+ 3 29% 43	C+ II 43	238	/	4	2	12	5	23
153	RESEARCH TECHNICIAN (BIO-MED)	261	E- I- 1 152	C+ 3 29% 43	C II 38	233	-1	4	8	12	4	28
188	HORTICULTURE COORDINATOR	260	D I 2 152	C 3 25% 38	C+ II 43	233	+1	7	8	8	4	27
200	CHIEF SHOP TECHNICIAN	260	D I 2 152	C 3 25% 38	C+ II 43	233	+1	7	8	8	4	27
195	CHIEF ELECTRONICS TECHNICIAN	259	D+ I- 2 152	C 3 25% 38	C+ II 43	233	+1	3	6	10	7	26
197	CHIEF AV GRAPHIC DESIGN, & PHOTOGR.	258	D I 2 152	C 3 25% 38	C+ II 43	233	+1	3	6	10	6	25
LOG1A	FACILITIES OPERATIONS MAINTENANCE	257	D- I 3 152	C 3 25% 38	C+ II 43	233	+1	3	4	7	10	24
154	COURSE TECHNICIAN	257	D+ I- 2 152	C 3 25% 38	C+ II 43	233	+1	3	6	8	7	24
IS1B	TELECOMMUNICATIONS & OPERATIONS	256	D+ I 1 152	C 3+ 29% 43	C+ II 43	238	/	1	1	10	6	18
228	SENIOR DOCUMENTATION TECHNICIAN	256	D I 2 152	C+ 3 29% 43	C+ II 43	238	/	3	2	8	5	18
210	BUILDING TECHNOLOGY COORDINATOR	256	D I 2 152	C+ 3 29% 43	C+ II 43	238	/	2	4	8	4	18
ADM1B	RESEARCH ADMINISTRATION	255	D+ I- 2 152	D 3 29% 43	C+ II 43	238	/	1	1	7	8	17
ADM1F	UNIVERSITY SECRETARIAT ADMINISTRATION	255	D I 2 152	D 3 29% 43	C+ II 43	238	/	1	1	7	8	17
PERS1A	STAFFING PLACEMENT TRANSITION PERS	255	D+ I- 2 152	C+ 3 29% 43	C+ II 43	238	/	1	1	7	8	17
PERS1B	COMPENSATION, BENEFITS, PAYROLL, PE	255	D+ I- 2 152	C+ 3 29% 43	C+ II 43	238	/	1	1	7	8	17
113	THANATOLOGY TECHNICIAN	253	D+ I- 1 132	C+ 3 29% 38	C II 38	208	/	9	16	12	8	45
FIN1C	AUDIT SECURITY	251	E- I 1 152	C+ 3 29% 43	C+ II 43	238	/	1	1	7	4	13
IS1A	DEVELOPMENT	251	D+ I 1 152	C 3+ 29% 43	C II 38	233	-1	1	1	10	6	18
SAF1A	ADMISSION & REGISTRAR	251	D+ I- 2 152	C 3 25% 38	C+ II 43	233	+1	1	1	8	8	18
SAF1B	FINANCIAL AID, PLACEMENT, COUNSELL	250	D I 2 152	C 3 25% 38	C+ II 43	233	+1	1	1	7	8	17
SAF1D	STUDENT AFFAIRS	250	D+ I- 2 152	C 3 25% 38	C+ II 43	233	+1	1	1	8	8	17
179	PATHOLOGY TECHNICIAN	246	D+ I- 1 132	C+ 3 29% 38	C II 38	208	/	5	10	16	7	38
38	DOCUMENTATION TECHNICIAN	240	D I 2 152	C 3 25% 38	C+ I 33	223	-1	3	2	8	4	17
105	STAGE MANAGER	230	D- I 2 132	C 3 25% 33	C+ II 43	208	+2	3	3	6	10	22
199	CHIEF ANIMAL SCIENCE TECHNICIAN	230	D I- 2 132	D 3 25% 33	C II 38	203	+1	7	8	8	4	27
U0003	WORKING FOREMAN (PLUMBING)	230	D I- 2 132	C 3 25% 33	C II 38	203	+1	6	10	5	6	27
209	CHIEF HORTICULTURE TECHNICIAN	229	D I- 2 132	C 3 25% 33	C II 38	203	+1	7	8	8	3	26
FIN1B	ACCOUNTING	228	D I 1 132	C+ 3 29% 38	C+ II 43	213	+1	1	1	7	6	15
39	ELECTRONICS TECHNICIAN	228	D+ I- 1 132	C 3 25% 33	C II 38	203	+1	3	8	10	4	25
201	CHIEF PLANT SCIENCE TECHNICIAN	228	D I- 2 132	C 3 25% 33	C II 38	203	+1	5	8	8	4	25
196	CHIEF LOCAL AREA NETWORK TECHNICAL	226	D I- 2 132	C 3 25% 33	C II 38	203	+1	5	3	10	5	23

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203	CHIEF NETWORK TECHNICIAN	226	D I- 2 132	C 3 25% 33	C II 38	203	+1	5	3	10	5	23
208	CHIEF DENTAL TECHNICIAN	226	D I- 2 132	C 3 25% 33	C II 38	203	+1	5	6	8	4	23
72	ELECTRON MICROSCOPY TECHNICIAN	225	D+ I- 1 132	C 3 25% 33	C- II 33	198	/	3	8	12	4	27
170	SENIOR ADMIN STUDENT AFFAIRS COORD	224	D- I 2 132	C 3 25% 33	C II 38	203	+1	1	2	9	9	21
110	CURATORIAL TECHNICIAN	224	D I- 2 132	C 3 25% 33	C II 38	203	+1	4	5	8	4	21
71	ANIMAL HEALTH TECHNICIAN	223	D I 1 132	C 2+ 22% 29	C- II 33	194	+1	8	10	8	3	29
IS1C	TRAINING COMMUNICATIONS & HELP DE	221	D I- 2 132	C 3 25% 33	C II 38	203	+1	1	1	10	6	18
169	SENIOR ADMINISTRATIVE COORDINATOR	221	C+ I 2 132	C 3 25% 33	C II 38	203	+1	1	2	7	8	18
79	AV, GRAPHIC DESIGN & PHOTO TECH.	221	D I 1 132	C 3 25% 33	C II 38	203	+1	3	3	9	3	18
LIBX	LIBRARY ASSISTANT	220	C I+ 2 132	C 3 25% 33	C II 38	203	+1	3	2	6	6	17
213	SENIOR CATALOGUING EDITOR & ACQUIS	220	D I- 2 132	C 3 25% 33	C+ I 33	198	/	5	2	8	7	22
234	HEAD LIBRARY CLERK	220	C I+ 2 132	C 3 25% 33	C II 38	203	+1	3	2	6	6	17
LOG1C	PLANNING & DESIGN	219	D I 1 132	C 3 25% 33	C II 38	203	+1	2	1	7	6	16
LOG1D	SERVICES OPERATIONS	219	D- I 2 132	C 3 25% 33	C II 38	203	+1	2	2	5	7	16
COM1D	PUBLICATIONS	218	D I- 2 132	C 3 25% 33	C II 38	203	+1	1	1	8	5	15
FIN1D	PURCHASING	218	D I- 2 132	C 3 25% 33	C II 38	203	+1	1	1	7	6	15
COM1A	INT/EXT RELATIONS	217	D I- 2 132	C 3 25% 33	C II 38	203	+1	1	1	7	5	14
COM1C	DEVELOPMENT & ALUMNI RELATIONS	217	D I- 2 132	C 3 25% 33	C II 38	203	+1	1	1	7	5	14
135	AGRONOMY TECHNICIAN	204	D I- 1 115	C 2+ 22% 25	C I 29	169	+1	8	16	8	3	35
U0013	PLUMBER	204	D I- 1 115	C 3 25% 29	C- II 33	177	+1	8	10	5	4	27
117	ADMIN STUDENT AFFAIRS COORDINATOR	201	C+ I- 2 115	C 3 25% 29	C II 38	182	2	1	2	8	8	19
162	NETWORK TECHNICIAN	201	D I- 1 115	C 3 25% 29	C- II 33	177	+1	6	3	10	5	24
U0010	ELECTRICIAN	201	D I- 1 115	C 3 25% 29	C- II 33	177	+1	6	10	5	3	24
81	SHOP TECHNICIAN	200	D I- 1 115	C 3 25% 29	C I 29	173	/	7	9	8	3	27
U0088	REFRIGERATION MECHANIC	200	D I- 1 115	C 3 25% 29	C- II 33	177	+1	4	7	5	7	23
46	*** STUDENT AFFAIRS COORDINATOR	197	C+ I- 2 115	C 3 25% 29	C- II 33	177	+1	1	2	9	8	20
182	CATALOGUING EDITOR & ACQUISITIONS	196	D I- 1 115	C 3 25% 29	C I 29	173	/	5	2	10	6	23
U0020	CARPENTER	196	D I- 1 115	C 3 25% 29	C I 29	173	/	6	9	5	3	23
ADMX	ADMINISTRATIVE SEC./COORDINATOR	195	C+ I- 2 115	C 3 25% 29	C- II 33	177	+1	1	2	7	8	18
217	SENIOR ACCOUNTS ADMINISTRATOR	195	C+ I 1 115	C 3 25% 29	C+ I 33	177	+1	1	1	8	8	18
68	BUILDING TECHNOLOGIST	195	D N 1 115	C 3 25% 29	C- II 33	177	+1	3	4	8	3	18
163	DENTAL HYGIENIST	195	D I- 1 115	C 2+ 22% 25	C I 29	169	+1	5	8	9	4	26
U0021	CABINET MAKER	195	D+ N 1 115	C 3 25% 29	C I 29	173	/	6	8	5	3	22

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PED No	JOB TITLE	TOTAL POINTS	KNOW HOW	PROBLEM SOLVING	ACCOUNT-ABILITY	JOB CONTENT POINTS	STEP S	WORKING CONDITIONS				
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34	*** ADMINISTRATIVE COORDINATOR	194	C+ I- 2 115	C 3 25% 29	C- II 33	177	+1	1	2	7	7	17
U0032	STATIONARY ENGINEMAN - CLASS 2	194	D I- 1 115	C 3 25% 29	C- II 33	177	+1	2	5	3	7	17
PERSX	PERSONNEL COORDINATOR	193	C+ I- 2 115	C 3 25% 29	C- II 33	177	+1	1	1	7	7	16
97	CUSTOMER SERVICES COORD	193	C I 2 115	C 3 25% 29	C I 29	173	+1	3	2	8	7	20
116	PLANT SCIENCE TECHNICIAN	193	D I- 1 115	C 2+ 22% 25	C I 29	169	+1	5	8	8	3	24
U0071	SENIOR COMPUTER OPERATOR	193	C+ I- 1 115	C 3 25% 29	C- II 33	177	+1	1	2	6	7	16
37	LABORATORY TECHNICIAN	192	D I- 1 115	C 2+ 22% 25	C- I 25	165	/	4	8	12	3	27
75	ANIMAL SCIENCE TECHNICIAN	192	D I- 1 115	C 2+ 22% 25	C- I 25	165	/	7	9	8	3	27
44	ACCOUNTING COORDINATOR	191	D- I 1 115	C 2+ 22% 25	C I 29	169	+1	3	3	8	8	22
112	ASSISTANT STAGE MANAGER	191	C+ I- 2 115	C 2+ 22% 25	C I 29	169	+1	5	5	4	8	22
236	LIBRARY SYSTEMS ASSISTANT	191	D I- 1 115	C 3 25% 29	C I 29	173	/	3	2	10	3	18
227	SR. PATIENT SERVICES COORDINATOR	189	C I 2 115	C 2+ 22% 25	C I 29	169	+1	1	3	8	8	20
14	ADMISSION AND REGISTRATION CLERK	188	C I 2 115	C 2+ 22% 25	C I 29	169	+1	3	2	8	6	19
40	LOCAL AREA NET TECHNICIAN	188	D I- 1 115	C 3 25% 29	C I 29	173	/	3	1	7	4	15
133	FOOD SERVICES COORDINATOR	187	C I 2 115	C 2+ 22% 25	C I 29	169	+1	3	2	5	8	18
101	LIBRARY CONSERVATION TECHNICIAN	187	D I- 1 115	C 2+ 22% 25	C I 29	169	+1	3	2	8	5	18
65	DENTAL TECHNICIAN	187	D I- 1 115	C 2+ 22% 25	C- I 25	165	/	5	6	8	3	22
152	CLINICAL TECHNICIAN	187	D I- 1 115	C 2 19% 22	C- I 25	162	+1	3	8	10	4	25
U0038	MAINTENANCE MAN (MAINTENANCE CRR)	187	D I- 1 115	C 2+ 22% 25	C I 29	169	+1	5	5	3	5	18
235	STUDENT PLACEMENT COORDINATOR	186	C I 2 115	C 2+ 22% 25	C I 29	169	+1	1	2	7	7	17
214	EXAMINATIONS COORDINATOR	185	C I 2 115	C 2+ 22% 25	C I 29	169	+1	1	1	8	6	16
18	SENIOR LIBRARY CLERK - CIRCULATION	184	C I 2 115	C 2+ 22% 25	C I 29	169	+1	3	2	6	4	15
193	SENIOR LIBRARY CLERK - TECHNICAL SE	184	C I 2 115	C 2+ 22% 25	C I 29	169	+1	3	2	7	3	15
91	CONFERENCES AND SPECIAL EVENTS COO	183	C I 2 115	C 2+ 22% 25	C I 29	169	+1	1	2	3	8	14
225	CHIEF WASTE DISPOSAL TECHNICIAN	183	C I- 2 100	B 2+ 19% 19	B+ I 22	141	+2	9	19	6	8	42
U0052	SOUS-CHEF	177	C I- 2 100	C 2+ 22% 22	C- I 25	147	1	4	8	8	10	30
93	PRINTING MAIL SHOP COORD	174	C I- 2 100	C 2+ 22% 22	C I 29	151	+2	3	4	8	8	23
U0008	WORKING FOREMAN (GROUNDS)	174	C I- 2 100	C 2+ 22% 22	C- I 25	147	+1	6	10	6	5	27
92	MEDICAL RESEARCH PROGRAM COORD	173	C I- 2 100	C 2+ 22% 22	C I 29	151	+2	1	3	8	10	22
U0053	MAITRE D'HOTEL	172	C I- 2 100	C 3 25% 25	C- I 25	150	/	4	3	6	9	22
94	TIMETABLE SCHEDULE COORDINATOR	171	C I- 2 100	C 2+ 22% 22	C I 29	151	+2	2	2	8	8	20
241	TIMETABLE & SCHEDULING SECRETARY	171	C I- 2 100	C 2+ 22% 22	C I 29	151	+2	2	2	8	8	20
184	ELECTRONICS TECHNOLOGIST	170	D N 1 100	C 2+ 22% 22	C- I 25	147	+1	4	6	10	3	23

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62	ADMINISTRATIVE AFFAIRS ASSISTANT	169	C I- 2 100	C 2+ 22% 22	C- I 25	147	+1	3	3	8	8	22
166	INFECTION CONTROL TECHNICIAN	169	C I- 2 100	C 2+ 22% 22	C- I 25	147	+1	3	8	8	3	22
70	PATIENT SERVICES COORDINATOR	167	C I- 2 100	C 2+ 22% 22	C- I 25	147	+1	3	3	7	7	20
109	OCCUPATIONAL HYGIENE TECHNICIAN	167	C+ N 2 100	C 2+ 22% 22	C- I 25	147	+1	5	6	6	3	20
134	HORTICULTURE TECHNICIAN	167	D N 1 100	C 2+ 22% 22	B I 19	141	+1	7	8	8	3	26
33	SECRETARY	166	C I- 2 100	C 2+ 22% 22	C- I 25	147	+1	3	2	7	7	19
220	SR. COMMUNICATIONS PUBL. COORD	165	C I- 2 100	C 2+ 22% 22	C- I 25	147	+1	1	1	8	8	18
103	ACCOUNTS ADMINISTRATOR	163	C+ I- 1 100	C 2+ 22% 22	C- I 25	147	+1	1	1	8	6	16
161	SHIPPING RECEIVING COORDINATOR	162	C I- 2 100	C 2 19% 19	B+ I 22	141	/	5	5	5	6	21
73	GLASS BLOWING TECHNICIAN	160	D N 1 100	C 2 19% 19	B I 19	138	/	6	6	7	3	22
95	RECORDS COORDINATOR	157	C I- 2 100	C 2 19% 19	B+ I 22	141	+1	2	2	6	6	16
126	CASHIER COORDINATOR	153	C I- 2 100	C 2 19% 19	B I 19	138	/	2	1	4	8	15
165	RECRUITMENT PLACEMENT CLERK	153	C+ N 2 100	C 2 19% 19	B+ I 22	141	+1	1	1	6	4	12
U0057	COOK	152	C I- 1 87	B 2+ 19% 16	B I 19	122	+1	6	8	8	8	30
215	SECURITY COORDINATOR (GAULT EST.)	152	C N 2 87	C 2+ 22% 19	B+ I 22	128	+1	5	6	5	8	24
U0025	BUILDING OPERATOR	151	C I- 1 87	C 2+ 22% 19	B+ I 22	128	+1	4	7	5	7	23
U0083	OPERATIONAL REFRIGERATION MECHAN	151	C I- 1 87	C 2+ 22% 19	C+ I 22	128	+1	4	7	5	7	23
U0087	*** DUPLICATING OPERATOR	151	C+ N 1 87	C+ 2 22% 19	B+ I 22	128	+1	4	5	8	6	23
9	*** DENTAL ASSISTANT	148	C N 2 87	B+ 2 19% 16	B I 19	122	+1	5	8	7	6	26
142	TELECOMMUNICATIONS TECHNICIAN	148	D- N 1 87	C 2+ 22% 19	B I 19	125	/	5	6	8	4	23
U0027	PAINTER	148	C+ N 1 87	C 2+ 22% 19	B+ I 22	128	+1	6	9	3	2	20
U0076	HEAD COUNTER PERSON	146	C- I- 1 87	B 2+ 19% 16	B I 19	122	+1	6	5	5	8	24
104	PIANO TECHNICIAN	145	D- N 1 87	C 2 19% 16	B I 19	122	+1	6	5	9	3	23
23	STOREKEEPER	144	C+ N 1 87	C 2 19% 16	B I 19	122	+1	6	8	5	3	22
125	ACCOUNTING CLERK/SECRETARY	144	C+ N 1 87	C 2+ 22% 19	B+ I 22	128	+1	2	1	8	5	16
108	WASTE DISPOSAL TECHNICIAN	143	C N 1 76	B 2 16% 12	B M 14	102	+1	10	19	6	6	41
U0050	COMPUTER OPERATOR	142	C I- 1 87	C 2+ 22% 19	B+ I 22	128	+1	1	2	6	5	14
U0058	STATIONARY ENGINEMAN CLASS 4	140	C N+ 1 87	B+ 2 19% 16	B I 19	122	+1	5	5	3	5	18
106	DISPATCHER	140	C N 2 87	B+ 2 19% 16	B I 19	122	+1	3	3	6	6	18
56	SENIOR PAYROLL CLERK	139	D- N 1 87	C 2 19% 16	B I 19	122	+1	2	1	8	6	17
176	COMMUNICATION PUBLICATIONS COORD	138	C I- 1 87	C 2 19% 16	B I 19	122	/	1	1	8	6	16
U0055	BAKER	138	C N 1 76	B 2+ 19% 14	B- I 16	106	+1	6	8	10	8	32
157	CUSTOMER SERVICE ASSISTANT	137	C N 2 87	C 2+ 22% 19	C I 19	125	/	3	1	4	4	12

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171	COMPUTER LABORATORY COORDINATOR	137	C I- I 87	B 2+ 19% 16	B I 19	122	+1	3	3	6	3	15
15	SENIOR ACCOUNTING CLERK	136	C+ N 1 87	C 2 19% 16	B I 19	122	+1	2	1	8	3	14
U0035	DRIVER / MAIL ATTENDANT	136	C N 1 76	B 2+ 19% 14	B- I 16	106	+1	10	8	6	6	30
147	SENIOR RESIDENCES COORDINATOR	135	C I- 1 87	B 2+ 19% 16	B I 19	122	+1	3	2	3	5	13
69	TELECOMMUNICATIONS CLERK	134	C+ N I 87	C 2 19% 16	B I 19	122	+1	2	1	6	3	12
183	COMPUTER SUPPORT TECHNICIAN	134	C+ N 1 87	B 2+ 19% 16	B- I 16	119	/	3	3	6	3	15
U0059	SECOND COOK	134	C N 1 76	B 2 16% 12	B- I 16	104	+2	6	8	8	8	30
219	DEPUTY BUILDING DIRECTOR	134	C+ N 1 87	B+ 2 19% 16	B I 19	122	+1	2	2	4	4	12
114	FURNITURE MOVING COORDINATOR	133	C I- 1 87	B+ 2 19% 16	B- I 16	119	/	2	3	5	4	14
U0039	DRIVER	132	C N 1 76	B 2 16% 12	A+ I 14	102	+1	10	8	6	6	30
U0042	MESSENGER/DELIVERY	132	C N 1 76	B 2 16% 12	A+ I 14	102	+1	10	8	6	6	30
U0084	TRUCKER DRIVER (CATERING)	132	C N 1 76	B 2 16% 12	A+ I 14	102	+1	10	8	6	6	30
6	TECHNICAL ASSISTANT	129	C N 1 76	B+ 2 19% 14	B- I 16	106	+1	5	8	8	2	23
66	SHIPPING RECEIVING CLERK	128	C N 1 76	B+ 2 19% 14	B- I 16	106	+1	8	8	3	3	22
160	SENIOR ATHLETIC FACILITY ATTENDANT	128	B+ N 2 76	B+ 2 19% 14	B+ M 16	106	+1	5	8	6	3	22
5	BUILDINGS & GROUNDS MAINTENANCE W	128	C N 1 76	B 2 16% 12	A+ I 14	102	+1	10	8	5	3	26
229	SHOP TECHNICIAN ASSISTANT	124	C N 1 76	B+ 2 19% 14	B- I 16	106	+1	6	6	3	3	18
130	COMPUTER PRODUCTION COORDINATOR	123	C N 1 76	C 2 19% 14	B+ M 16	106	+1	3	3	8	3	17
138	LIBRARY CLERK (TECHNICAL SERVICES)	122	C N 1 76	B+ 2 19% 14	B I- 16	106	+1	4	2	7	3	16
181	DATA PROCESSING COORDINATOR	122	C N 1 76	B 2 16% 12	B M 14	102	+1	3	3	8	6	20
U0047	STOREKEEPER	122	C N 1 76	B+ 2 19% 14	B- I 16	106	+1	5	5	3	3	16
137	LIBRARY CLERK (CIRCULATION SERVICE)	121	C N 1 76	B+ 2 19% 14	B I 16	106	+1	3	2	6	4	15
232	ACQUISITIONS & CIRCULATION ASSISTAN	121	C N 1 76	B+ 2 19% 14	B- I 16	106	+1	3	2	6	4	15
178	WASTE DISPOSAL ASSISTANT	121	B+ N 1 66	B 1+ 14% 9	A+ M 10	85	+1	12	14	6	4	36
223	SENIOR BUILDING SUPERINTENDENT	119	C N 1 76	B 2 16% 12	A+ I 14	102	+1	6	5	3	3	17
13	ACCOUNTING CLERK	118	C N 1 76	B+ 2 19% 14	B- I 16	106	+1	2	1	6	3	12
47	PAYROLL CLERK	118	C N 1 76	B 2 16% 12	B- I 16	104	+2	2	1	6	5	14
238	ACQUISITIONS & SERVICES ASSISTANT	118	C N 1 76	B+ 2 19% 14	A+ I 14	104	/	3	2	6	3	14
U0089	GROUNDSMAN	118	B+ N 1 66	B 2 16% 10	B- M 12	88	+1	12	9	6	3	30
88	CUSTOMER SERVICES CLERK	115	C- N 2 76	B+ 2 19% 14	B I- 16	106	+1	3	1	2	3	9
141	RESIDENCES COORDINATOR	115	C N 1 76	B 2 16% 12	A+ I 14	102	+1	3	2	3	5	13
45	RECORDS CLERK	114	C N 1 76	B 2 16% 12	B I- 16	104	+2	3	2	2	3	10
216	ASSISTANT BUILDING DIRECTOR	114	C N 1 76	B 2 16% 12	B M 14	102	+1	3	2	4	3	12

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42	INFORMATION CLERK	112	C- N 2 76	B 2 16% 12	B M 14	102	+1	2	1	3	4	10
57	RECEIVING CLERK	110	B+ N 1 66	B 2 16% 10	A I 12	88	+1	8	8	3	3	22
31	ATHLETIC FACILITY ATTENDANT	110	B N 2 66	B 2 16% 10	A+ M 10	86	/	7	8	6	3	24
U0033	MAIL ATTENDANT II	110	B+ N 1 66	B 2 16% 10	B- M 12	88	+1	8	5	6	3	22
90	DATA ENTRY CLERK	108	B+ N 1 66	B 2 16% 10	A+ M 10	86	/	5	2	9	6	22
U0037	TRAINEE - AIR CONDITIONING & REFRIGE	108	C- N 1 66	B 2 16% 10	B- M 12	88	+1	8	6	3	3	20
U0075	COUNTERPERSON	108	B+ N 1 66	B 2 16% 10	B M 12	88	+1	6	5	3	6	20
21	SECURITY GUARD	108	B+ N 1 66	B 2 16% 10	A I 12	88	+1	5	5	4	6	20
212	PHYTOTRON TECHNICAL ASSISTANT	107	B+ N 1 66	B 2 16% 10	A+ M 10	86	/	6	6	6	3	21
U0009	SERVICEPERSON "A"	107	B+ N 1 66	B 2 16% 10	B- M 12	88	+1	5	5	3	6	19
U0062	BRUNING & ITEK (CAMERA OPERATOR)	107	B+ N 1 66	B 2 16% 10	B M 12	88	+1	3	5	8	3	19
51	CASHIER - BOOKSTORE	106	B+ N 1 57	B 1+ 14% 8	A+ M 10	86	/	8	2	5	5	20
84	COMPUTER TECHNICAL ASSISTANT	106	B+ N 1 66	B 2 16% 10	A+ M 10	86	/	6	3	8	3	20
U0043	TRADE HELPER	105	C- N 1 66	B 1+ 14% 9	A+ M 10	85	+1	8	6	3	3	20
U0018	PORTER	104	B+ N 1 66	B 2 16% 10	B- M 12	88	+1	5	5	3	3	16
127	HEAD PORTER	104	B+ N 1 66	B 2 16% 10	B- M 12	88	+1	5	5	3	3	16
U0065	BARMAN	103	C- N 1 66	B 2 16% 10	A I 12	88	+1	4	3	6	2	15
221	CLEANING SERVICE COORDINATOR	103	B N 2 66	B 2 16% 10	A I 12	88	+1	5	4	3	3	15
80	AUDIOVISUAL TECHNICAL ASSISTANT	102	B+ N 1 66	B 2 16% 10	A+ M 10	86	/	5	3	5	3	16
U0069	COOK'S HELPER	102	B N 1 57	B 1+ 14% 8	A M 9	74	+1	8	8	6	6	28
226	BUILDING SUPERINTENDENT(S)	102	B+ N 1 66	B 1+ 14% 9	A+ M 10	85	+1	6	5	3	3	17
U0022	SERVICEPERSON "F"	100	B+ N 1 66	B 2 16% 10	A I 12	88	+1	3	3	3	3	12
U0061	WAITER/WAITRESS	99	B N 1 57	B 1+ 14% 8	A M 9	74	+1	8	5	5	7	25
8	ANIMAL ATTENDANT	98	B N 1 57	B 1+ 14% 8	A M 9	74	+1	8	10	3	3	24
41	SWITCHBOARD OPERATOR/RECEPTIONIS	97	B N 2 66	B 2 16% 10	A+ M 10	86	/	3	2	2	4	11
87	LIBRARY SERVICES ASSISTANT	97	C- N 1 66	B 2 16% 10	A+ M 10	86	/	3	2	3	3	11
32	COMPUTER PRODUCTION OPERATOR	96	B N 1 57	B 2 16% 9	A+ M 10	76	+1	3	3	8	6	20
U0031	MAIL ATTENDANT I	96	B N 1 57	B 1+ 14% 8	A M 9	74	+1	8	5	6	3	22
U0012	SERVICEPERSON "B"	95	B N 1 57	B 2 16% 9	B- M 12	78	+1	6	5	3	3	17
U0090	SERVICEPERSON "H"	95	B N 1 57	B 2 16% 9	A+ M 10	76	+1	6	6	4	3	19
U0029	BINDERY WORKER	94	B N 1 57	B 2 16% 9	A M 9	75	/	4	5	5	5	19
27	DUPLICATION SERVICE OPERATOR	93	B N 1 57	B 2 16% 9	A M 9	75	/	3	4	6	5	18
115	COMPUTER CODES COORDINATOR	93	B N 1 57	B 2 16% 9	A+ M 10	76	+1	3	3	8	3	17

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U0014	*** SERVICEPERSON "C"	92	B N I 57	B 1+ 14% 8	A+ M 10	75	+2	6	5	3	3	17
U0023	CLEANER	92	B N I 57	B 1+ 14% 8	A+ M 10	75	+2	6	5	3	3	17
U0072	STOCK CLERK	92	B N I 57	B 2 16% 9	A M 9	75	/	5	3	5	4	17
30	SERVICEPERSON	92	B N I 57	B 1+ 14% 8	A+ M 10	75	+2	6	5	3	3	17
128	PORTER	92	B N I 57	B 1+ 14% 8	A+ M 10	75	+2	6	5	3	3	17
230	CLEANER	92	B N I 57	B 1+ 14% 8	A+ M 10	75	+2	6	5	3	3	17
164	BOOK MENDER	91	B N I 57	B 2 16% 9	A M 9	75	/	4	2	7	3	16
61	LANGUAGE LABORATORIES ATTENDANT	89	B N I 57	B 1+ 14% 8	A M 9	74	+1	3	3	6	3	15
U0079	JUNIOR STOCK CLERK	87	B N I 57	B 1+ 14% 8	A M 9	74	+1	4	3	3	3	13
4	LABORATORY ASSISTANT	82	A+ N I 50	B 1 12% 6	A- M 8	64	+2	6	6	3	3	18
17	STACK ASSISTANT	79	A+ N I 50	A+ 1 12% 6	R M 6	62	/	8	3	3	3	17
U0016	SERVICEPERSON "D"	79	A+ N I 50	B 1+ 14% 7	A- M 8	65	+1	3	5	3	3	14
U0080	GENERAL HELP "C"	79	A N I 43	A 1 10% 4	R M 6	53	+2	12	8	3	3	26
222	CAFÉ CLERK	77	A+ N I 50	B 1 12% 6	R+ M 7	63	+1	5	2	4	3	14
U0078	GENERAL HELP "B"	77	A N I 43	A 1 10% 4	R M 6	53	+2	8	8	5	3	24
U0082	GENERAL HELP "E"	76	A N I 43	A 1 10% 4	R M 6	53	+2	9	8	3	3	23
43	OFFICE CLERK	75	A+ N I 50	B 1+ 14% 7	A- M 8	65	+1	3	2	2	3	10
U0063	DISHWASHER	75	A N I 43	A 1 10% 4	R M 6	53	+2	8	8	3	3	22
U0077	GENERAL HELP "A"	75	A N I 43	A 1 10% 4	R M 6	53	+2	8	8	3	3	22
U0068	LINEN MAID	74	A N I 43	A+ 1 12% 5	R M 6	54	+1	6	7	4	3	20

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