Ontario Compensation

Pilot Survey, 2004

Collected under the authority of the *Statistics Act*, Revised Statutes of Canada, 1985, Chapter S19.

Aussi disponible en français.

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101 Intervi e	ewer II) Num	ber		

The Purpose of the Pilot Survey

Statistics Canada is conducting the Ontario Compensation Pilot Survey on behalf of the Joint Compensation Advisory Committee (JCAC), a committee of the National Joint Council. This committee includes representatives from the Treasury Board of Canada, other Public Service employers and bargaining agents. The committee's mandate is to identify compensation research requirements for occupations in the federal public service. This Pilot survey will measure compensation paid to employees in various occupational categories in Ontario in both the private and public sectors and examine the feasibility of making this an on-going national survey. Information from a national survey will be used during contract negotiations, etween employers and bargaining agents in the Federal Government. It will also serve as a valuable source of information for independent businesses in assessing the current market compensation packages being offerred to occupational groups across Canada.

Your Participation is Important

While participation in this survey is voluntary, your co-operation is important to ensure the the information collected in this survey is as accurate and as comprehensive as possible.

Confidentiality

Statistics Canada is prohibited by law from publishing or releasing statistic. that could reveal information obtained from this survey relating to an identifiable individual person or business. The data reported on the questionnaire will be treated in strict confidence, and used only for statistical purposes. The confidentiality provisions of the Statistics Act are not affected by either the Access to Information Act or any other legislation.

Section 1: Changes to Respondent Information (if different from label)			
102 Business Activity			
103 Establishment Name			
104 105 106 107 Civic Number Street Suite City			
108 109 110 Province Postal Code CMA 111 112 Name of Contact Title			
113 114 115 Telephone Number Ext. Fax Number	-		
¹¹⁷ Name of Authorizing Person (if different from contact person)			
118 Title of Authorizing Person			
119 120 121 Telephone Number Ext. Fax Number 122 - - E-mail - -	-		
The data you are reporting are confidential.			
5-5200-1.1: 2004-02-04 STC/SBS-524-75344 Statistics Statistique Canada Canada	Ca	ina	dä



Sec	tion 2: Occup	ation Information (to be collected during pre-	contact)									
1a)	(minimum 30 hours place of employme (Excluding contract	ct, agency, casual, short term 202		yment have a t	formal							
	201	byees working outside Canada.) $1 \bigcirc Yes$	→ Plea	ase go to quest	ion 2a).							
		² O No		ase end intervie								
	Private sector: If le 50	ess than ³ ◯ Don't k employees: → please go to 1b).	now Plea	ase end intervie	ew.							
	Federal or other pu	ublic sector: \rightarrow please go to question 2a).										
2a).	Which of the follow	ving occupations are currently found at this place of employ	ment? (Follow	the pre-filled r	ank.)							
2b).	How many employ	ees are currently employed full time in this occupation?										
2c).	2c). How many distinct job positions do you recognize for this occupation?											
	National Occupational Classification Code	National Occupational Classification Title	2a) Pre-filled rank	2b) Employees	2c) Positions							
1.	0111 and 111	Financial Managers and Auditors, Accountants and Investment Professionals	203	204	205							
			206	207	208							
2. 3.	0213 122 and 1122	Computer and Information Systems Managers Administrative and Regulatory Occupations and	209	210	211							
5.	(excluding 1225, 1228)	Professional Occupations in Business Services to Management (excluding Purchasing Agents and Officers and Immigration, Employment Insurance and Revenue Officers)	0									
4.	1225	Purchasing Agents and Officers	212	213	214							
5.	1241	Secretaries (except Legal and Medical)	215	216	217							
6.	14 (excluding 1462 and 1472)	Clerical Occupations (excluding Storekeeper Parts Clerks and Letter Carriers)	218	219	220							
7.	2112	Chemists	221	222	223							
8.	213 and 214	Civil, Mechanical, Electrical and Chemical Engineers and Other Engineers	224	225	226							
9.	2171	Information Systems Analysts and Consultants	227	228	229							
10.	2174	Courter Programmers and Interactive Media Developers	230	231	232							
11.	2211, 2221 and 223	Che nical Technologists and Technicians, Biological Technologists and Technicians, Technical Occupations in Civil, Mechanical and Industrial Engineering	233	234	235							
12.	2241	Electrical and Electronics Engineering Technologists and Technicians	236	237	238							
13.	2262	Engineering Inspectors and Regulatory Officers	239	240	241							
14.	228	Computer and Network Operators and Web Technicians, User Support Technicians and Systems Testing Technicians	242	243	244							
15.	4163	Business Development Officers and Marketing Researchers and Consultants	245	246	247							
16.	5124	Professional Occupations in Public Relations and Communications	248	249	250							
17.	7241	Electricians (except Industrial and Power System)	251	252	253							
18.	7312	Heavy-Duty Equipment Mechanics	254	255	256							
19.	7313	Refrigeration and Air Conditioning Mechanics	257	258	259							
20.	7351	Stationary Engineers and Auxiliary Equipment Operators	260	261	262							

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Section 3: Position Selection	
1. Please indicate the start time and date of interview.	
Start Time: ³⁰¹	riewer: \longrightarrow Take the first selected NOC as indicated in Section 2
302	and complete the following. Complete a new section for each NOC for which a
year month day	position is to be levelled.
NOC 1 Title:	NOC 4 Title:
NOC 1 Title.	NOC 4 Title:
303	321
NOC 1 Code: Please ask respondent to confirm the number of distinct job positions 304	NOC 4 Code: Please ask respondent to confirm the number of distinct job positions 322
in the selected NOC (as indicated in Section 2).	in the selected NOC (as indicated in Section 2).
Position title:	Position title:
2.	2.
<u>3.</u> 4.	3.
<u>4.</u> <u>5.</u>	<u>4.</u> <u>5.</u>
6.	6.
7.	7.
8.	
9.	9.
10.	10. Randomly select position titles from above and record position
Randomly select position titles from above and record position number(s) selected in box(es) (minimum of 1, maximum of 5). These	number(s) selected in box(es) (minimum of 1, maximum of 2). These
positions will be profiled. 305 306 307 308 309	positions will be profiled.
NOC 2 Title:	NOC 5 Title:
NOC 2 Code: Please ask respondent to confirm	NOC 5 Ode: Please ask respondent to confirm
the number of distinct job positions in the selected NOC	the number of distinct job positions in the selected NOC
(as indicated in Section 2).	(as indicated in Section 2).
<u>1.</u>	1.
2.	2.
3.	3.
4.	4
	5.
6.	<u> 6. </u>
7.	<u>7.</u> 8
<u>8.</u> 9.	<u>8.</u> 9.
10.	
Randomly select position titles from above and record position number(s) selected in box(ϵ s) (m _k int in of 1, maximum of 4). These	Randomly select position titles from above and record position number(s) selected in box(es) (minimum of 1, maximum of 1). These
positions will be profiled	positions will be profiled.
312 313 315 315	
NOC 3 Title:	Comments
	328
316 NOC 3 Code: Please ask respondent to confirm	
the number of distinct job positions	
in the selected NOC (as indicated in Section 2).	
Position title:	
1.	
<u>2.</u> 3.	
<u> </u>	
5.	
6.	
7.	
8.	
9.	
10. Randomly select position titles from above and record position	
number(s) selected in box(es) (minimum of 1, maximum of 3). These positions will be profiled.	
318 319 320	

Section 4: Profile 1

NOC Title: —

4002	
NOC	Code:

4003 Selected position title:

	Profile 1: Position Levelling			
For e	ach of the levelling criteria, please select the response			
-	onses should pertain to the <u>position</u> and NOT to the in			
A. Kno	owledge (please choose one) 4004	E1		4008
	Knowledge to perform simple tasks; requires little or no previous education/training.	E2	\bigcirc	Little impact beyond immediate organization.
^{A2} ()	Knowledge of commonly used procedures; requires some previous training or experience.	E3	\bigcirc	Work impacts future processes.
^{A3} ()	Knowledge of standardized rules. Requires	E4	\bigcirc	Work affects the operation of the program.
A4 ()	considerable training or experience. Knowledge of extensive rules in a generic field to	E5	\bigcirc	Work affects wide range of establishment activities or operations of other establishments.
A5 🔿	perform a wide variety of tasks. Knowledge of specialized, complicated, techniques,		\bigcirc	Work affects work of other experts or development of major program aspects.
\bigcirc	such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.	E6	\bigcirc	Work is essential to the mission of the establishment.
A6 ()	Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded			
	professional knowledge acquired through relevant graduate study (such as Master's degree) or		Per	sonal Contacts (please choose one,
A7 ()	equivalent experience. Knowledge level A6 supplemented by expanded	F1	\bigcirc	4009 Contacts are with employees in immediate office or with public; highly structured situations.
\smile	professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or	F2	\bigcirc	Contacts are with em, loyees in the same
A8 ()	equivalent experience. Mastery of professional field to apply experimental			establishment (i. /out of office) or with public in moderately structured situations.
A9	theories/new developments.	F3	\bigcirc	Contacts are with individuals/groups outside the crganization. Each contact is different.
\bigcirc	Mastery of professional field to develop new hypotheses and theories.	F4	\bigcirc	Contects are with high ranking officials in
	pervision Received (please choose one) 4005	<	$\overline{\ }$	u, structured settings.
^{B1} ()	Supervisor makes specific assignments; employee closely monitored.	G.	Pur	pose of Contacts (please choose one)
^{B2} ()	Employee handles ongoing assignments; supervisor makes decisions.	G1	\bigcirc	4010 The purpose is to obtain, clarify or give facts.
^{B3} ()	Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to rolicy.	G2	\bigcirc	The purpose is to plan, coordinate or advise on work efforts.
^{B4} ()	Supervisor sets objectives; employee se's deadlines/plans tasks. Review based on meeting	G3	\bigcirc	The purpose is to influence, motivate, interrogate or control persons or groups.
^{B5} ()	requirements. Supervisor defines mission; em, loyee responsible for all planning. Review in terms of meeting program objectives.	G4	\bigcirc	The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.
C. Gu	idelines (please choose cre)	H.	Phy	vsical Demands (please choose one)
C1 ()	4006 Guidelines are spec fic and detailed. Employee	H1	\bigcirc	4011 Work is sedentary.
C2 ()	follows them s ricky.	H2	\bigcirc	Work requires physical exertion.
\bigcirc	There is a list of guidelines; employee chooses most appropriate.	H3	\bigcirc	Work requires considerable and strenuous physical
^{C3} ()	Guidelines are not always applicable; employee uses judgement in adapting them.			exertion.
^{C4} ()	Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to		Wor	k Environment (please choose one)
C5 🔿	develop new methods.	11	\bigcirc	4012 Work involves everyday risks - normal safety precautions.
\bigcirc	Guidelines are broadly stated; employee is a technical authority in development of guidelines.	12	\bigcirc	Work involves moderate risk - special safety precautions.
	mplexity (please choose one) 4007	13	\bigcirc	Work involves high risk.
	Tasks are clear cut and easily mastered. No decision making.		<u> </u>	
D2 ()	Tasks involve related steps requiring employee to recognize different steps.			
D3 ()	Tasks involve unrelated methods, employee must recognize them and choose based on relationships.			
D4 ()	Tasks involve unrelated methods, employee must assess approach.			
D5 ()	Tasks involve unrelated methods, decisions deal with uncertainty.			
D6 ()	Tasks involve broad functions; decision making involves undefined issues.			
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	. Profile 1: S				USITION					
1.	In total, how ma	ny employ	ees are th	nere in this	position at thi	s place of emplo	yment?			
	4013									
2.	What is the base	a salary rar	ago for th	a position	in Canadian de	allare?				
۷.	(Note: Base sala	ries include	e commiss	ions, piece	work payments,	cost of living adju				
	certification pay. payments, unifori				ises, merit awai	ds, bilingual bonu	ses, ovenime a	na sniπ aiπerei	าขลเ	
	4014			4015		Normal Maximum	4016		erit aximum	
	\$ 4017	• Mir	nimum	\$	•	(Job rate)	\$. (if	applicable)	
			² Ow	3 eekly	Bi-Weekly	⁴ Monthly	⁵ Annual			
					-					
3.	What is the aver	age numbe	er of hour	rs worked	per week for th	is position?				
	4018	hours/wee	ŀ					1		
	· · ·	nours/wee	ĸ							
4.	Is this position	unionized?	,						-	
	4019	\sim								
	'⊖ _{Yes} [∠] (Unkr	IOWN		~				
5.	On what date di	d the base	salary ra	nge come	into effect und	er the collective :	agreement or o	employee pay	plan?	
	4020		4021	N	4022 1	\mathbf{V}				
	year	month		⁾ Unknown		ore than one date	applies.			
_										
6.		Has the base salary range for this position every seen adjusted in accordance with a pay equity plan?								
	$\begin{array}{c}4023\\1\\0\end{array}$ $\begin{array}{c}2\\1\\0\end{array}$ $\begin{array}{c}3\\0\end{array}$ $\begin{array}{c}1\\1\\0\end{array}$ $\begin{array}{c}3\\0\end{array}$ $\begin{array}{c}1\\1\\0\end{array}$ $\begin{array}{c}1\\0\end{array}$ $\begin{array}{c}1\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\\0\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\\0\\0\\0\\0\\0\end{array}$ $\begin{array}{c}1\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0\\0$									
	¹ Yes ² (³ Unkr	own		a in accordance	with a pay equ	uity plan?		
	¹ Yes ² (⊃ _{No} ³		nwer		a in accordance	with a pay equ	uity plan?		
4C.	¹ _{Yes} ² (. Profile 1: \$					a in accordance	with a pay equ	uity plan?		
For	. Profile 1: S	Salary In n this pusi.	format	ion by E s place of	imployee employment, p	lease provide the	eir base salary	, the amount	of any	
For	. Profile 1: S	Salary In n this pusi.	format	ion by E s place of	imployee employment, p	lease provide the	eir base salary	, the amount	of any	
For addi	. Profile 1: S	Salary In n this pusi. nce bon. is .	for mat ion at thi oceived i	ion by E s place of in the last	employment, p 12 months, the	lease provide the	eir base salary	, the amount	of any	
For addi	. Profile 1: S each employee in itional performan	Salary In n this pusi. nce bon is . tually exclus	for mat ion at thi oceived i	on by E s place of in the last dditional to	employment, p 12 months, the	lease provide the	eir base salary per week and t	, the amount	of any Gender	
For addi (Not 4030	. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In n this pusi. nce bon is . tually exclus	for nat ion at thi oceived i sive and a se Salary U	ion by E s place of in the last dditional to	employee employment, p 12 months, the the base salary Bonus 4032	lease provide the ir hours worked amount.)	eir base salary per week and t	, the amount their gender.	-	
For addi (Not	. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In n this pusi. ice bon is tually exclus 4031 1 _ H	for nat the at thi sive and a se Salary U ² w	on by E s place of in the last dditional to	employment, p 12 months, the the base salary Bonus 4032 1 Yes	elease provide the ir hours worked amount.) Bonus Amour 4033	eir base salary per week and t nt Bonus Units 4035 1\$, the amount their gender. Hours / Week	Gender 4037 1 Male	
For addi (Not 4030	. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In n this pusi nce bon is tually exclus Bas	for nat ion at thi oceived i sive and a se Salary U	ion by E s place of in the last dditional to	employment, p 12 months, the 12 months, the the base salary Bonus 4032 1 Yes 2 No	elease provide the ir hours worked amount.) Bonus Amour 4033	eir base salary per week and the nt Bonus Units 4035 1	, the amount their gender. Hours / Week	Gender 4037 ¹ Male ² Female	
For addi (Not 4030	. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In n this pusi. ice bon is tually exclus 4031 1 _ H	for nat the at thi sive and a se Salary U ² w	ion by E s place of in the last dditional to	employment, p 12 months, the the base salary Bonus 4032 1 Yes	elease provide the ir hours worked amount.) Bonus Amour 4033	eir base salary per week and t nt Bonus Units 4035 1\$, the amount their gender. Hours / Week	Gender 4037 ¹ Male ² Female 3	
For addi (<i>Not</i> 4030 \$. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In n this pusi. ice bon is tually exclus 4031 1 _ H	for nat the sive and a sive and a se Salary U 2 w 5 A	ion by E s place of in the last dditional to Inits ³ _{B-W}	employment, p 12 months, the 12 months, the the base salary Bonus 4032 1 Yes 2 No 3 Unknown 4042	elease provide the ir hours worked amount.) Bonus Amour 4033	eir base salary per week and t nt Bonus Units 4035 1\$, the amount their gender. Hours / Week	Gender 4037 ¹ Male ² Female 3	
For addi (Not 4030	. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In In this pusi- fice bon. is a trually exclusion 4031 $1 \bigcirc_{H}$ $4 \bigcirc_{M}$ 4041 $1 \bigcirc_{H}$	for nat ion at thi sive and a se Salary U 2 w 5 A 2 w	ion by E s place of in the last dditional to	Employee employment, p 12 months, the the base salary Bonus 4032 1 Yes 2 No 3 Unknown 4042 1 Yes	elease provide the ir hours worked amount.) Bonus Amour 4033 4034 1 Unknown	eir base salary per week and $\frac{1}{2}$ 	the amount their gender.	Gender 4037 ¹ Male ² Female ³ Unknown	
For addi (<i>Not</i> 4030 \$. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In In this pusi- ince bon is a trually exclusion 4031 1 _ H 4 _ M	for nat ion at thi sive and a se Salary U 2 w 5 A 2 w	ion by E s place of in the last dditional to Inits ³ _{B-W}	Employee employment, p 12 months, the the base salary Bonus 4032 1 Yes 2 No 3 Unknown 4042 1 Yes 2 No	elease provide the ir hours worked amount.) Bonus Amour 4033 4034 1 Unknown 4043	eir base salary per week and the nt Bonus Units 4035 1\$ 2%	the amount their gender.	Gender 4037 1 Male 2 Female 3 Unknowr 4047 1 Male 2 Female	
For addi (Not 4030 \$ 4040	. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In In this pusi- fice bon. is a trually exclusion 4031 $1 \bigcirc_{H}$ $4 \bigcirc_{M}$ 4041 $1 \bigcirc_{H}$	for nat ion at thi sive and a se Salary U 2 w 5 A 2 w	ion by E s place of in the last dditional to Inits ³ _{B-W}	Employee employment, p 12 months, the the base salary Bonus 4032 1 Yes 2 No 3 Unknown 4042 1 Yes	elease provide the ir hours worked amount.) Bonus Amour 4033 4034 1 Unknown	eir base salary per week and $\frac{1}{2}$ 	the amount their gender.	Gender 4037 1 Male 2 Female 3 Unknown 4047 1 Male 2	
For addi (<i>Not</i> 4030 \$ 4040 \$. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In In this pusi- fice bon. is a trually exclusion 4031 $1 \bigcirc_{H}$ $4 \bigcirc_{M}$ 4041 $1 \bigcirc_{H}$	for nat ion at thi sive and a se Salary U 2 w 5 A 2 w 5 A	ion by E s place of in the last dditional to Inits ³ _{B-W}	Employee employment, p 12 months, the the base salary Bonus 4032 1 Yes 2 No 3 Unknown 4042 1 Yes 2 No 3 Unknown 4052	elease provide the ir hours worked amount.) Bonus Amour 4033 4034 1 Unknown 4043	eir base salary per week and $\frac{1}{2}$ 	the amount their gender.	Gender 4037 1 Male 2 Female 3 Unknown 4047 1 Male 2 Female 3 Female 3	
For add (<i>Not</i> 4030 \$. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In In this pusi- field bon, is a triadily exclusion 4031 $1 \bigcirc H$ 4041 $1 \bigcirc H$ 4041 $1 \bigcirc H$ 4051 $1 \odot H$ 4051 $1 \odot H$ $1 \odot H$ 4051 $1 \odot H$ $1 \odot H$	for nat in at this sive and a se Salary U 2 w 5 A 2 w 5 A 2 w 5 A	ion by E s place of in the last dditional to Inits ³ _{B-W}	Employee employment, p 12 months, the the base salary Bonus 4032 1 Yes 2 No 3 Unknown 4042 1 Yes 2 No 3 Unknown 4052 1 Yes	elease provide the ir hours worked amount.) Bonus Amour 4033 4034 1 Unknown 4043 4044 1 Unknown	eir base salary per week and $\frac{1}{2}$ $\frac{4035}{1}$ $\frac{4045}{1}$ $\frac{4045}{1}$ $\frac{2}{6}$ % $\frac{4055}{1}$ $\frac{4055}{1}$ $\frac{1}{6}$	the amount their gender. Hours / Week 4036 4046 4056 .	Gender 4037 1 Male 2 Female 3 Unknown 4047 1 Male 2 Female 3 Unknown 4057 1 Male	
For addi (<i>Not</i> 4030 \$ 4040 \$. Profile 1: S each employee in itional performan te: A bonus is m.m	Salary In In this pusi- field bon, is a triadily exclusion 4031 $1 \bigcirc H$ 4041 $1 \bigcirc H$ 4041 $1 \bigcirc H$ 4051 $1 \odot H$ 4051 $1 \odot H$ $1 \odot H$ 4051 $1 \odot H$ $1 \odot H$	for nat ion at thi sive and a se Salary U 2 w 5 A 2 w 5 A	ion by E s place of in the last dditional to Inits ³ _{B-W}	Employee employment, p 12 months, the the base salary Bonus 4032 1 Yes 2 No 3 Unknown 4042 1 Yes 2 No 3 Unknown 4052	amount.) Bonus Amour 4033 1 Unknown	eir base salary per week and $\frac{1}{2}$ $\frac{4035}{1}$ $\frac{2}{3}$ % $\frac{4045}{1}$ $\frac{4045}{1}$ $\frac{2}{3}$ %	the amount their gender. Hours / Week 4036 4046 4056 .	Gender 4037 1 Male 2 Female 3 Unknowr 4047 1 Male 2 Female 3 Unknowr 4057 1	

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4C. Profile 1: S	alary Info	ormatio	n by E	mployee -	Continued			
Base Salary	Base	Salary Uni	ts	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
4060	4061		3 -	4062	4063	4065	4066	4067
\$.		²0 _w 3		¹ O _{Yes}		¹ O _{\$}		¹ _{Male}
	4 O M 5	5 A		² O _{No}	4064 1	² 0%		² O _{Female}
				³ O Unknown	Unknown			³ O Unknown
4070	4071			4072	4073	4075	4076	4077
\$.	¹ O _H ²	² O _w ³	³ О _{в-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}
	4 O M 5	⁵ O _A		² O _{No}	4074	² 0%		² O Female
				³ O Unknown	Unknown			
4080	4081			4082	4083	4085	4086	4087
\$.	1 О _Н 2	$^{2}\bigcirc_{W}$	³ О _{в-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}
		⁵ 🔾 A		² O _{No}	4084	² () %		² O Female
					Unknown	C 70	1	
4090	4091			4092	4093	4095	4096	4097
\$		² O _w ³	³ О _{в-W}	¹ O _{Yes}		1		¹ Male
				$^{2}\bigcirc_{No}$	4094	20%	7	
	₩	∪ A		3				² Female
								Unknown
4100 \$	4101 1 2	$2 \bigcirc 3$	3	4102 1	4103	4105 1	4106	4107 1
ψ			³ O _{B-W}	¹ O _{Yes}	410		·	Male
	4 O M 5	⁵ 🔾 A		² O _{N0}	1 Unknown	² 0%		² Female
				³ O Ur.ki. vwn				³ O Unknown
4110	4111			4 12	4113	4115	4116	4117
\$.		² O _w ³	³ O _{B-W}			¹ O _{\$}	L	¹ Male
	4 O M 5	⁵ O A		² O _{No}	4114 1 	² O _%		² Female
		\sim		³ O Unknown	Unknown			
4120	4121			4122	4123	4125	4126	4127
\$				¹ O _{Yes}		¹ O _{\$}	<u> </u>	¹ O _{Male}
		⁵ 🔾 A		² O _{No}	4124 1	² 0%		² Female
				³ O Unknown	Unknown			³ O Unknown
4130	4131			4132	4133	4135	4136	4137
\$.	1 О _Н 2	²0 _w 3	³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}
	4 0 M			² O _{No}	4134	² () %		² Female
					Unknown	- 70		
4140	4141			4142	4143	4145	4146	4147
\$	$1 \bigcirc H$	² O _W 3	³ О _{в-w}	¹ Yes		⁴ 145		¹ Male
				² No	4144	2 %		
	₩	\bigcirc A		∪ No 3		○ %		² _{Female}
				³ O Unknown				³ O Unknown
4150 \$	4151 1 H	² O _w ³	3	4152 1	4153	4155 1	4156	4157 1
			³ O _{B-W}	$^{1}\bigcirc_{\text{Yes}}$	4154	$1 \bigcirc $		¹ Male
	4 O M 5	A		² O _{No}		² 0%		² _{Female}
				³ O Unknown				
Page 06								5-5200-1.1

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4C. Profile 1: S	alary In	formati	on by E	mployee -	Concluded			
Base Salary	Bas	e Salary U	nits	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
4160	4161			4162	4163	4165	4166	4167
\$	¹ О _н	² O _W	³ O _{B-W}	¹ O _{Yes}	· · · ·	¹ O _{\$}		¹ O _{Male}
	4 () M	⁵ O A		² _{No}	4164	² O _%		² O Female
	- 101				Unknown	- 70		
4170 \$.	4171 1H	² O _W	³ O _{B-W}	4172 ¹ _{Yes}	4173	4175 1	4176	4177 1 Male
			∪ B-W		4174	Ψ		
	⁴ O _M	A		² O _{No}		² 0%		U Female
4180	4181	2	3	4182	4183	4185 1 —	4186	4187
\$.		² O _W	³ O _{B-W}	¹ O _{Yes}	· · · ·	\bigcirc	· · · ·	'O Male
	⁴ O _M	⁵ O _A		² _{No}	4184	² () %		² Female
				³ O Unknown	Unknown		1	³ O _{Unknown}
4190	4191			4192	4193	4195	4196	4197
\$.	¹ О _н	² O _W	³ O _{B-W}	¹ O _{Yes}	L	1 ().		¹ O _{Male}
	4 () M			² O _{No}	4194	² () %		² _{Female}
	₩	∪ A		3				3
								Unknown
4200 ¢	4201	2	3	4202	4203	4205	4206	4207
\$.		² O _W	³ O _{B-W}			¹ O _{\$}	· · · ·	Male
	⁴ O _M	⁵ O _A		² O _{No}	420- 1 Unknown	² () %		² O _{Female}
				³ O Ur.ki				³ O Unknown
4210	4211			4]12	4213	4215	4216	4217
\$.	¹ О _н	² O _W	³ B-W	'O _{Yes}	·	¹ O _{\$}		¹ O _{Male}
		⁵ O A		² O _{No}	4214	² %		² _{Female}
	↓ M							³ Unknown
		$ \rightarrow $						
4220 \$.	4221	²⊖w	³ O _{B-W}	4222 ¹ Yes	4223	4225 ¹ \$	4226	4227 ¹ Male
			∪ B-W		4224	2		
	, in	⁵ A		² O _{No}		² 0%		² Female
				³ O Unknown				³ O Unknown
4230	4231	0 -	0 -	4232	4233	4235	4236	4237
\$.			³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}		¹ Male
	⁴ O _M	⁵ O _A		² _{No}	4234	²⊖ _%		² _{Female}
				³ O Unknown	Unknown			
4240	4241			4242	4243	4245	4246	4247
\$.		² O _W	³ O _{B-W}	¹ O _{Yes}	·	¹ O _{\$}		¹ Male
	4 M			² O _{No}	4244	² 0%		² Female
	₩	<u></u> → A		³ Unknown		₩ ₩		³ Unknown
4250 \$	4251 1H	² O _W	3	4252 1	4253	4255 ¹ \$	4256	4257 1
			³ O _{B-W}	$^{1}\bigcirc_{\text{Yes}}$	4254	\bigcirc		¹ Male
	⁴ O _M	°⊖ _A		² O _{No}		² 0 %		² Female
5-5200-1.1							•	Page 07

Section 5: Profile 2

NOC Title: —

5002	
NOC	Code:

5003 Selected position title:

		Profile 2: Position Levelling			
			tha	t mo	st closely applies to the requirements for this position.
Re	espo	onses should pertain to the <u>position</u> and NOT to the in	cum	nben	
A.		wledge (please choose one) 5004	E1		ope and Effect (please choose one) 5008
A2 (\bigcirc	Knowledge to perform simple tasks; requires little or no previous education/training.	E2	\bigcirc	Little impact beyond immediate organization.
~~ (\bigcirc	Knowledge of commonly used procedures; requires some previous training or experience.	E3	\bigcirc	Work impacts future processes.
A3 (С	Knowledge of standardized rules. Requires	E4	$\cdot \cap$	Work affects the operation of the program.
^{A4} (С	considerable training or experience. Knowledge of extensive rules in a generic field to perform a wide variety of tasks.	E5		Work affects wide range of establishment activities or operations of other establishments.
^{A5} (С	Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor	E6		Work affects work of other experts or development of major program aspects.
A6 (\frown	degree, or equivalent experience, training or study.		\bigcirc	Work is essential to the mission of the establishment.
(\bigcirc	Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded	-	Bor	ronal Contacto (alesso share an
		professional knowledge acquired through relevant graduate study (such as Master's degree) or	F1		sonal Contacts (please choose one,
A7 (С	equivalent experience. Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired	F2	\bigcirc	Contacts are with employees in immediate office or with public; highly structured situations.
A8 (\frown	through extended graduate study (such as Ph.D.) or equivalent experience.	12	\bigcirc	Contacts are with employees in the same establishment (/out of office) or with public in moderately structured situations.
A9 (\bigcirc	Mastery of professional field to apply experimental theories/new developments.	F3	\bigcirc	Contacts are with individuals/groups outside the organization. Each contact is different.
	\bigcirc	Mastery of professional field to develop new hypotheses and theories.	F4	C	Contects are with high ranking officials in unstructured settings.
	Sup	5005			ur videtared settings.
^{B1} (\bigcirc	Supervisor makes specific assignments; employee closely monitored.	G		rpose of Contacts (please choose one)
^{B2} (С	Employee handles ongoing assignments; supervisor makes decisions.	G1	\bigcirc	5010 The purpose is to obtain, clarify or give facts.
^{B3} (С	Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.	G3	U	The purpose is to plan, coordinate or advise on work efforts.
^{B4} (\bigcirc	Supervisor sets objectives; employee se's deadlines/plans tasks. Review based on reeting requirements.	G4	\bigcirc	The purpose is to influence, motivate, interrogate or control persons or groups.
^{B5} (С	Supervisor defines mission; em, loyee responsible for all planning. Review in terms c ^c meeting program objectives.		U	The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.
C. (Gui	delines (please choose ore)			ysical Demands (please choose one)
^{C1} (С	5006 Guidelines are specific and detailed. Employee follows them siricly.	H1	\bigcirc	Work is sedentary.
C2 (\bigcirc	There is a list of guidelines; employee chooses most	НЗ	\bigcirc	Work requires physical exertion.
^{C3} (С	appropriate. Guidelines are not always applicable; employee uses	110	$^{\prime}$	Work requires considerable and strenuous physical exertion.
C4 (\frown	judgement in adapting them.		Wo	rk Environment (please choose one)
C	\bigcirc	Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to develop new methods.	11	\bigcirc	⁵⁰¹² Work involves everyday risks - normal safety
^{C5} (С	Guidelines are broadly stated; employee is a technical authority in development of guidelines.	12	\bigcirc	precautions. Work involves moderate risk - special safety
D. (Con	nplexity (please choose one)	13	\bigcirc	precautions.
D1 (С	5007 Tasks are clear cut and easily mastered. No decision making.		\bigcirc	Work involves high risk.
D2 (С	Tasks involve related steps requiring employee to recognize different steps.			
D3 (D4 /	С	Tasks involve unrelated methods, employee must recognize them and choose based on relationships.			
(С	Tasks involve unrelated methods, employee must assess approach.			
D5 (C	Tasks involve unrelated methods, decisions deal with uncertainty.			
D6 (\bigcirc	Tasks involve broad functions; decision making involves undefined issues.			
			1		

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1. In total, how many employees are there in this position at this place o	f employment?	
5013		
2. What is the base salary range for the position in Canadian dollars? (Note: Base salaries include commissions, piecework payments, cost of liv	ing adjustments marke	t premiums and
certification pay. Excluded are performance bonuses, merit awards, bilingu payments, uniform and tool allowances.)		
5014 5015 Normal	5010	Merit
\$ · Minimum \$. (Job ra		Maximum . (if applicable)
5017 Please $\xrightarrow{1}$ 1 \bigcirc 2 \bigcirc 3 \bigcirc 4 \bigcirc	5	
$\frac{Please}{check} \longrightarrow \ ^{1} \bigcirc \text{Hourly} \ \ ^{2} \bigcirc \text{Weekly} \ \ ^{3} \bigcirc \text{Bi-Weekly} \ \ ^{4} \bigcirc \text{Mo}$	onthly OAnnual	
. What is the success number of hours worked not weak for this positic		
3. What is the average number of hours worked per week for this positio	11 <i>f</i>	
. hours/week		4
		<u> </u>
4. Is this position unionized?		Y
⁵⁰¹⁹ ¹ Yes ² No ³ Unknown		
	$ \rightarrow $	
5. On what date did the base salary range come into effect under the ol	lective agreement or e	employee pay plan?
5020 5021 5022		
year month	one date applies.	
6. Has the base salary range for this position ever been adjusted in acco	rdance with a pay equ	uity plan?
5023 1 Yes 2 No 3 Unknown		
5C. Profile 2: Salary Information by Employee		
For each employee in this pusition at this place of employment, please pro		
For each employee in this pusition at this place of employment, please pro additional performance box is received in the last 12 months, their hours w		
For each employee in this pusition at this place of employment, please pro	vorked per week and t	
For each employee in this pusition at this place of employment, please productional performance box is received in the last 12 months, their hours we (Note: A bonus is mitually exclusive and additional to the base salary amount.) Base Salary Base Salary Units Bonus Bonus	vorked per week and t s Amount Bonus Units	their gender. Hours / Week Gender
For each employee in this pusition at this place of employment, please pro- additional performance boil is received in the last 12 months, their hours of (Note: A bonus is maturally exclusive and additional to the base salary amount.)Base SalaryBase Salary UnitsBonusBonu5030503150325033	s Amount 5035 1	Hours / Week Gender
For each employee in this pusition at this place of employment, please productional performance boil is received in the last 12 months, their hours we (Note: A bonus is in itually exclusive and additional to the base salary amount.) Base Salary Base Salary Units Bonus 5030 5031 \$ - 10 For each employment, please product of the base salary amount.)	s Amount S Amount Bonus Units 5035 1\$	Hours / Week Gender 5036 5037 1 Male
For each employee in this pusition at this place of employment, please productional performance boil is precived in the last 12 months, their hours of (Note: A bonus is in vitually exclusive and additional to the base salary amount.) Base Salary Base Salary Units Bonus 5030 5031 \$ - - \$ - Solution of the base salary amount.) Solution of the base salary amount.) Base Salary Base Salary Units Bonus Bonu \$ 1 - - 3 - <td< td=""><td>s Amount 5035 1</td><td>Hours / Week Gender 5036 5037 1 Male 2 Femal</td></td<>	s Amount 5035 1	Hours / Week Gender 5036 5037 1 Male 2 Femal
For each employee in this pusition at this place of employment, please provadditional performance box is precived in the last 12 months, their hours we (Note: A bonus is in itually exclusive and additional to the base salary amount.) Base Salary Base Salary Units Bonus Bonus 5030 5031 \$ - - Solution and additional to the base salary amount.) Base Salary Units Bonus Bonu \$ - - - \$ - - Solution and additional to the base salary amount.) - Bonus Bonu \$ - - - - - 5030 - - - - - - - - - - - - - - - - - <	s Amount Bonus Units 5035 1\$. 2%	Hours / Week Gender
For each employee in this pusition at this place of employment, please productional performance box is precived in the last 12 months, their hours of (Note: A bonus is in itually exclusive and additional to the base salary amount.)Base SalaryBonusBonusBase SalaryBase Salary UnitsBonusBonus50305031 5031 5032 5032 \$ $1 \bigcirc H$ $2 \bigcirc W$ $3 \bigcirc B-W$ $9 \bigcirc Yes$ 5034 $1 \bigcirc H$ $2 \bigcirc W$ $3 \bigcirc B-W$ $2 \bigcirc No$ 5034 $1 \bigcirc H$ $5 \bigcirc A$ $2 \bigcirc No$ 5034 $1 \bigcirc Unknown$ 5040 5041 5042 5043	s Amount S Amount Bonus Units 5035 1 \$ 2 %	Hours / Week Gender
For each employee in this plot of employment, please productional performance bol, is precived in the last 12 months, their hours of (Note: A bonus is in vitrally exclusive and additional to the base salary amount.)Base SalaryBonusBonus50305031\$Solution of the base salary amount.) $Solution (Note: A bonus is in vitrally exclusive and additional to the base salary amount.)Base SalaryBase Salary UnitsBonusBonus$030$031$032$032$033$.12W3B-W$032$$0412W3B-W$042$043$$.12W3B-W$042$043$$0412W3B-W$042$043$$0411Yes$043$$042$043$$$$$$$$$$	s Amount Bonus Units 5035 1 2 % nown 5045 1 \$	Hours / Week Gender 5036 5037 1 Male 2 Femal 3 Unkno 5046 5047 1 Male
For each employee in this pusition at this place of employment, please productional performance box is received in the last 12 months, their hours of (Note: A bonus is mitually exclusive and additional to the base salary amount.) Base Salary Units Bonus Bonus 5030 5031 \$5030 \$5031 \$5031 \$5032 \$5033 \$\$. 1 4 0 3 B-W \$5032 \$5033 \$\$. \$5031 2 No \$5032 \$5033 \$ \$\$. 1 4 5 A 2 No \$	s Amount Bonus Units 5035 1\$. 2%	Hours / Week Gender 5036 5037 1 Male 2 Femal 3 Unkno 5046 5047 1 Male 2 Femal 3 Unkno 5046 5047 2 Femal 2 Femal 2 Femal
For each employee in this pusition at this place of employment, please productional performance box is received in the last 12 months, their hours of (Note: A bonus is metally exclusive and additional to the base salary amount.) Base Salary Units Bonus Bonus Solution of the base salary amount.) Solution of the base	s Amount Bonus Units 5035 1 2 % nown 5045 1 \$ 2 %	Hours / Week Gender 5036 5037 1 Male 2 Femal 3 Unkno 5046 5047 1 Male
For each employee in this place of employment, please productional performance box is checked in the last 12 months, their hours of (Note: A bonus is in it vally exclusive and additional to the base salary amount.) Base Salary Units Bonus Bonus Base Salary Units Bonus Bonus 5030 5031 \$ - Base Salary Units Bonus Bonus \$ - Bonus Bonus Bonus \$ - Bonus Bonus Bonus 5030 5031 - Solution of the base salary amount.) Solution of the base salary amount.) \$ - Bonus Bonus 5033 - \$ - - Solution of the base salary amount.) \$ - Solution of the base salary amount.) \$ - Solution of the base salary amount.) Solution of the base salary	s Amount Bonus Units 5035 1 2 % nown 5045 1 \$ 2 %	Hours / Week Gender
For each employee in this position at this place of employment, please productional performance box. is including the last 12 months, their hours with the last 12 months with the last 12 months, the last 12 month	s Amount Bonus Units 5035 1 2 $\%$ nown 5045 1 $\$$ 2 $\%$ $\%$ 2 $\%$ 2 $\%$ 5045 1 $\$$ 2 $\%$ $\%$ 2 $\%$ 3055 1 $\$$ $\%$ 3055 1 $\$$	Hours / Week Gender 5036 5037 1 Male 2 Femal 3 Unkno 5046 5047 1 Male 2 Femal 3 Unkno 5046 5047 1 Male 2 Femal 3 Unkno 5056 5057 1 Male
For each employee in this pusition at this place of employment, please productional performance box. is precived in the last 12 months, their hours of (Note: A bonus is in it vally exclusive and additional to the base salary amount.) Base Salary Base Salary Units Bonus Bonus 5030 5031 \$\$ - Base Salary Units Bonus Bonus \$\$ - Bonus Bonu \$\$ - - - - <td>s Amount Bonus Units 5035 1 2 % nown 5045 1 \$ 2 % 2 %</td> <td>Hours / Week Gender 5036 5037 1 Male 2 Femal 3 Unkno 5046 5047 1 Male 2 Femal 3 Unkno 5046 5047 1 Male 2 Femal 3 Unkno 5056 5057 1 Male</td>	s Amount Bonus Units 5035 1 2 % nown 5045 1 \$ 2 % 2 %	Hours / Week Gender 5036 5037 1 Male 2 Femal 3 Unkno 5046 5047 1 Male 2 Femal 3 Unkno 5046 5047 1 Male 2 Femal 3 Unkno 5056 5057 1 Male

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5C. Profile 2: Salary Information by Employee - Continued									
Base Salary	Ba	se Salary U	Inits	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender	
5060	5061			5062	5063	5065	5066	5067	
\$.	¹ О _Н	² O _W	³ O _{B-W}	¹ O _{Yes}	·	¹ O _{\$}		¹ O _{Male}	
	⁴ O _M	⁵ O _A		² O _{No}	5064 1	² O _%		² O Female	
				³ O Unknown	Unknown			³ O Unknown	
5070	5071			5072	5073	5075	5076	5077	
\$		$^{2}\bigcirc$ w	³ O _{B-W}			¹ _ \$		¹ Male	
	4 O M		2		5074	² %		2	
	∽м	∪ A		3		♥ %		Female	
								Unknown	
5080 \$.	5081	² O _W	³ _{B-W}	5082 1 Yes	5083	5085	5086	5087 1	
			∪ B-W		5084	\smile \$		² Male	
	⁴ O _M	A		² O _{No}		² 0%		Female	
5090	5091	2	3	5092	5093	5095	5096	5097	
\$.	¹ О _н		³ O _{B-W}		·	10.	· · ·	'O Male	
	⁴ O _M	⁵ O _A		² _{No}	5094 1	² 0%		² O _{Female}	
				³ O Unknown	Unknown				
5100	5101			5102	5103	5105	5106	5107	
\$	¹ О _н	² O _W	³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}	
	⁴ O _M	⁵ O _A		2	510-	² 0 %		² Female	
	U W	O K) /0			
				_					
5110 \$.	5111 1H	² O _W	3	t 12	5113	5115 ¹ \$	5116	5117 1	
			³ B-W		5114	2 ()		¹ Male	
	⁴ O _M	⁵ O A	X	² O _{No}		² () %		² \bigcirc Female	
				³ O Unknown				³ O Unknown	
5120 \$.	5121	2	3	5122	5123	5125 1 —	5126	5127 1	
φ	<u>с</u> ч	²⊖ w	³ O _{B-W}		5124	¹ O _{\$}	· · ·	¹ Male	
	N:O	⁵ A		² O _{No}		² () %		² Female	
5130	5131			5132	5133	5135	5136	5137	
\$	¹ О _н	² O _W	³ O _{B-W}			¹ O _{\$}	└───	¹ O _{Male}	
	⁴ O _M	⁵ O _A		² O _{No}	5134 1	²⊖ _%		² Female	
					Unknown				
5140	5141			5142	5143	5145	5146	5147	
\$.	¹ О _н	² O _W	³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}	
	4 O M			² O _{No}	5144	² 0%		² Female	
		<u> </u>				₩ 10			
5150	E1E1				E1E2	545F	5156	5157	
\$	5151 1H	² (),	³ _{B-W}	5152 1 Yes	5153	5155 ¹ \$		¹ Male	
					5154	2 %			
	₩	⁵ O _A		² O _{No}		₩ %		² Female	
Page 10				Unknown				Unknown 5-5200-1.1	

5C. Profile 2: S	alary Information by E	mployee -	Concluded			
Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
5160	5161	5162	5163	5165	5166	5167
\$.	$1 \bigcirc H 2 \bigcirc W 3 \bigcirc B-W$	¹ O _{Yes}	· · · ·	¹ O _{\$}		¹ O _{Male}
	⁴ O _M ⁵ O _A	² O _{No}	5164 1	² 0%		² O _{Female}
		³ O Unknown	Unknown			³ O Unknown
5170	5171	5172	5173	5175	5176	5177
\$.	$1 \bigcirc H 2 \bigcirc W 3 \bigcirc B-W$			¹ 0 _{\$}		1
			5174			2
	⁴ O _M ⁵ O _A	$^{2}\bigcirc_{No}$		² 0 %		
5180	5181	5182	5183	5185	5186	5187
\$	$1 \bigcirc H$ $2 \bigcirc W$ $3 \bigcirc B-W$		· · ·	¹ O _{\$}		¹ Male
	⁴ O _M ⁵ O _A	² O _{No}	5184 1	20%		² O _{Female}
		³ O Unknown	Unknown			³ O Unknown
5190	5191	5192	5193	5195	5196	5197
\$.	$1 \bigcirc H 2 \bigcirc W 3 \bigcirc B-W$	¹ O _{Yes}	·	10.		¹ O _{Male}
	⁴ O _M ⁵ O _A	² _{No}	5194	² 0%		² O Female
		3				$3 \frown$
5200 \$.	$\begin{bmatrix} 5201 \\ 1 \\ H \end{bmatrix} = \begin{bmatrix} 2 \\ W \end{bmatrix} = \begin{bmatrix} 3 \\ B \\ W \end{bmatrix}$	5202 1	5203	5205 1\$	5206	5207 1
<u>ψ</u> .			520		·	Male
	⁴ O _M ⁵ O _A		1 Unknown	² () %		² Female
		³ O Ur.ki. rwn	,			
5210	5211	5 12	5213	5215	5216	5217
\$.		Yes		¹ O _{\$}		¹ O _{Male}
	4 M 5 A	² O _{No}	5214 1	² 0 %		² _{Female}
		³ O Unknown	Unknown			³ O Unknown
5220	5221	5222	5223	5225	5226	5227
\$.				¹ O _{\$}		¹ Male
		$^{2}\bigcirc$ No	5224	² 0%		² Female
				○ %		³
	<i>Y</i>	³ O Unknown				³ O Unknown
5230 \$.	$ \begin{array}{c} 5231 \\ 1 \\ 0 \\ H \end{array} \begin{array}{c} 2 \\ W \end{array} \begin{array}{c} 3 \\ B \\ W \end{array} $	5232 1	5233	5235 1	5236	5237 1
<u>φ</u> .			5234	¹ O _{\$}	· · · ·	
	⁴ O _M ⁵ O _A	² O _{No}		² 0%		² Female
			C Onknown			
5240	5241	5242	5243	5245	5246	5247
\$	$1 \bigcirc H 2 \bigcirc W 3 \bigcirc B-W$	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}
	⁴ O _M ⁵ O _A	² _{No}	5244 1	² () %		² Female
		³ O Unknown	Unknown			³ O Unknown
5250	5251	5252	5253	5255	5256	5257
\$.	$1 \bigcirc H \qquad 2 \bigcirc W \qquad 3 \bigcirc B-W$		· · ·	¹ 0 _{\$}		¹ Male
	$\begin{array}{c} \begin{array}{c} \begin{array}{c} \begin{array}{c} \\ \end{array} \\ \end{array} \\ \begin{array}{c} \\ \\ \end{array} \\ \end{array} \\ \begin{array}{c} \\ \end{array} \\ \end{array} \\ \end{array} \\ \begin{array}{c} \\ \end{array} \\ \end{array} \\ \begin{array}{c} \\ \end{array} \\ $	² O _{No}	5254	2 %		² Female
				₩ %		Female
		³ O Unknown				
5-5200-1.1						Page 11

Section 6: Profile 3

6001 NOC Title:

6002	
NOC	Code:

6003 Selected position title

	ted position title: Profile 3: Position Levelling			
Fore	each of the levelling criteria, please select the response ponses should pertain to the position and NOT to the in			
	owledge (please choose one)			ope and Effect (please choose one)
A1 ()	6004 Knowledge to perform simple tasks; requires little or no previous education/training.	E1	\bigcirc	6008 Little impact beyond immediate organization.
^{A2} ()	Knowledge of commonly used procedures; requires some previous training or experience.	E2 E3	\bigcirc	Work impacts future processes.
^{A3} ()	Knowledge of standardized rules. Requires	E4	\bigcirc	Work affects the operation of the program.
A4 ()	considerable training or experience. Knowledge of extensive rules in a generic field to	E5		Work affects wide range of establishment activities or operations of other establishments.
^{A5} ()	perform a wide variety of tasks. Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.	E6	\bigcirc	Work affects work of other experts or development of major program aspects. Work is essential to the mission of the
A6	Knowledge level A5 supplemented by either job		U	establishment.
C	experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.	F .		sonal Contacts (please choose one)
A7 ()	Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or	F2	\odot	Contacts are with employees in immediate office or with public; highly structured situations. Contacts are with employees in the same
A8 ()	equivalent experience. Mastery of professional field to apply experimental			establishment (i. 'out of office) or with public in moderately structured situations.
A9	theories/new developments. Mastery of professional field to develop new	F3	\bigcirc	Contacts are with individuals/groups outside the organization: Each contact is different.
D Cu	hypotheses and theories.	F4	\bigcirc	Contacts are with high ranking officials in unstructured settings.
B. Su	pervision Received (please choose one) 6005 Supervisor makes specific assignments; employee			
B2	closely monitored.	G	· ·	6010
B3 (Employee handles ongoing assignments; supervisor makes decisions.	G2	2 2	The purpose is to obtain, clarify or give facts. The purpose is to plan, coordinate or advise on work
B4 \com	Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.	G3		efforts.
54 ()	Supervisor sets objectives; employee se's deadlines/plans tasks. Review based on relating requirements.	G4	\bigcirc	The purpose is to influence, motivate, interrogate or control persons or groups.
^{B5} ()	Supervisor defines mission; er, 'oyee responsible for all planning. Review in terms of mexting program objectives.		\bigcirc	The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.
C. Gu	idelines (please choose ore)	H.		ysical Demands (please choose one)
^{C1} ()	6006 Guidelines are specific and detailed. Employee follows them similarly.	H2	\bigcirc	Work is sedentary.
^{C2} ()	There is a list of guidelines; employee chooses most appropriate.	НЗ		Work requires physical exertion. Work requires considerable and strenuous physical
^{C3} ()	Guidelines are not always applicable; employee uses judgement in adapting them.		\bigcirc	exertion.
^{C4} ()	Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to	Ι.	Wo	rk Environment (please choose one)
^{C5} ()	develop new methods. Guidelines are broadly stated; employee is a	1 2	\bigcirc	6012 Work involves everyday risks - normal safety precautions.
D Co	technical authority in development of guidelines. mplexity (please choose one)		\bigcirc	Work involves moderate risk - special safety precautions.
	6007 Tasks are clear cut and easily mastered. No	13	\bigcirc	Work involves high risk.
	decision making. Tasks involve related steps requiring employee to			
D3 ()	recognize different steps. Tasks involve unrelated methods, employee must			
^{D4} ()	recognize them and choose based on relationships. Tasks involve unrelated methods, employee must			
D5 ()	assess approach. Tasks involve unrelated methods, decisions deal			
D6 ()	with uncertainty. Tasks involve broad functions; decision making			
	involves undefined issues.			

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6B	Profile 3: S	Salary Ir	nformati	ion by P	osition				
1.	In total, how ma	ny employ	yees are th	ere in this	position at th	s place of employ	/ment?		
	6013								
2.	What is the base (Note: Base sala	-	-	-		ollars? cost of living adjus	stments, marke	t premiums a	nd
		Excluded	are perforn	nance boni		ds, bilingual bonus			
	6014			6015		Normal	6016		lerit
	\$	· Mi	nimum	\$	•	Maximum (Job rate)	\$		laximum f applicable)
	6017 Please 1 (2	3	\frown	4	5		
	check	✓ Hourly	∪ we	eekly	O Bi-Weekly	⁴ Monthly	\bigcirc Annual		
					n a n una a la fa n 4k	in nonition?			
3.	What is the aver	age numb	er of nour	's worked	per week for tr	is position?			
		hours/wee	ek					4	
								<u> </u>	
4.	Is this position u	unionized	?				~	Y	
	⁶⁰¹⁹ ¹ Yes ²			IOWD		1	$()^{\vee}$		
	\bigcirc res \bigcirc	_ NU		IOWIT		\sim			
5.	On what date di	d the base	salary rai	nde come	into effect und	er the collective a	areement or a	emplovee na	/ nlan?
0.			, outury ru	ige come				sinpleyee pa	, plan
	6020		6021	Unknown	6022 1	ore than one date	applies		
	year	mont		UTIKITOWIT			applies.		
6.	Has the base sa	lary range	for this p	osition et	er Deen ädjuste	ed in accordance v	with a pay equ	uity plan?	
	$^{1}\bigcirc$ Yes $^{2}($			nwo)				
6C	. Profile 3: S	Salary Ir	nformati	on by E	mployee				
						lease provide the			of any
add	itional performan	ice boil is	. oceived i	n the last	12 months, the	ir hours worked p	er week and t	their gender.	
(No	te: A bonus is mut	tually exclu	isive and a	dditional to	the base salary	r amount.)			
	Base Salary	Ва	ise Salary U	nits	Bonus	Bonus Amoun	t Bonus Units	Hours / Weel	Gender
6030		6031	2 ~	3	6032	6033 	6035	6036	6037
\$		'⊖ _н	² O _W	³ O _{B-W}	¹ O _{Yes}			· .	Male
		⁴ O _M	⁵ A		² O _{No}	6034 1	² _ _%		² Female
					³ O Unknown	Unknown			
6040	I	6041	0	0	6042	6043	6045	6046	6047
\$			² O _W	³ О _{в-w}				L	¹ O _{Male}
		4 () M	⁵ O _A		² O _{No}	6044 1	² _ _%		² Female
						Unknown			
6050		6051			6052	6053	6055	6056	6057
\$		¹ O _H	² O _W	³ O _{B-W}					¹ O _{Male}
		⁴ O _M	⁵ O _A		² O _{No}	6054 1	² 0%		² Female
						Unknown			
		1			- CHRHOWH				

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6C. Profile 3: Salary Information by Employee - Continued									
Base Salary	Ba	se Salary U	Inits	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender	
6060	6061		_	6062	6063	6065	6066	6067	
\$.	¹ О _н	$^{2}\bigcirc$ W	³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}	<u> </u>	¹ O _{Male}	
	⁴ O _M	⁵ O _A		² O _{No}	6064 1	² () %		² O _{Female}	
				³ O Unknown	Unknown	,,,			
6070 \$.	6071 1H	²	³ O _{B-W}	6072 1 Yes	6073	6075 1	6076	6077 1Male	
			∪ B-W		6074	∪ \$		² Male	
	⁴ O _M	A		² O _{No}		² 0 %		⁻ Female	
				³ O Unknown					
6080	6081	2 ~	2 0	6082	6083	6085	6086	6087	
\$.	¹ О _н	² O _W	³ O _{B-W}		· · ·	¹ O _{\$}		'O Male	
	⁴ O _M	⁵ O _A		² O _{No}	6084 1	² 0%		² O _{Female}	
					Unknown		1		
6090	6091			6092	6093	6095	6096	6097	
\$.	¹ О _н	² O _W	³ O _{B-W}	¹ O _{Yes}	·	1 ().		¹ O _{Male}	
		⁵ O _A		² O _{No}	6094	² 0%		² Female	
	∪ M	<u> </u>		3	Unknown			3	
								Unknown	
6100 \$.	6101 ¹ н	2	3	6102 1	6103	6105 1	6106	6107 1	
φ		² O _W	³ O _{B-W}			' () _{\$}	· · · ·	Male	
	⁴ O _M	⁵ O _A		² O _{No}	1 Unknown	² O _%		² Female	
					y Chikilown			³ O Unknown	
6110	6111		4	t '12	6113	6115	6116	6117	
\$.	¹ О _н	² O _W	³ B-W	Yes	· · · ·	¹ O _{\$}		¹ O _{Male}	
	⁴ O _M	⁵ O A	$\langle \cdot \rangle$	² O _{No}	6114 1	²⊖ _%		² O _{Female}	
				³ O Unknown	Unknown				
6120	6121	\rightarrow	/	6122	6123	6125	6126	6127	
\$.	1 _ ч	²⊖w	³ _{B-W}		. I	¹ O _{\$}	<u> </u>	¹ O _{Male}	
		⁵ O A		² O _{No}	6124	² 0%		² _{Female}	
		∪ A		No 3		₩		³	
	7			³ O Unknown				³ O Unknown	
6130 \$.	6131 1H	² O _W	3	6132 1	6133	6135 1	6136	6137 1	
ιΨ			³ O _{B-W}		6134	$^{1}\bigcirc$	· · · · · ·	¹ Male	
	⁴ O _M	°() _A		² O _{No}		² 0%		² Female	
								³ O Unknown	
6140	6141			6142	6143	6145	6146	6147	
\$.	¹ О _н	² O _W	³ O _{B-W}		<u> </u>	¹ O _{\$}		¹ O _{Male}	
	⁴ O _M	⁵ O _A		² O _{No}	6144 1	²⊖ _%		² O _{Female}	
					Unknown				
6150	6151			6152	6153	6155	6156	6157	
\$		² O _W	³ O _{B-W}			¹ 0 _{\$}		¹ Male	
		5 A			6154	² %		² Female	
	₩	\bigcirc A		3		₩ %		3	
Page 14				Unknown				Unknown 5-5200-1.1	

6C. Profile 3: S					Ponue		
Base Salary	Base Salary U	Inits	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
6160 \$	1^{6161} 1^{1} H^{2} W	³ O _{B-W}	6162 1 Yes	6163	6165 1\$	6166	6167 1 Male
	⁴ O _M ⁵ O _A		² No ³ Unknown	6164 ¹ OUnknown	² 0%		² Female ³ Unknown
6170 \$	$\begin{array}{c} 6171 \\ 1 \\ H \end{array} \begin{array}{c} 2 \\ W \end{array}$	³ _{B-W}	6172 ¹ Yes ² No	6173 	6175 1\$	6176	6177 1 Male
	⁴ O _M ⁵ O _A		No ³ Unknown	¹ O Unknown	20%		³ Unknown
6180 \$	$\begin{array}{c} 6181 \\ 1 \\ H \end{array} \begin{array}{c} 2 \\ W \end{array}$	³ _{B-W}	6182 ¹ Yes	6183	6185 1\$	6186	6187 ¹ Male
	⁴ O _M ⁵ O _A		² No ³ Unknown	6184 1 O Unknown	20%	1	² Female ³ Unknown
6190 \$	6191 ¹ H ² W	³ O _{B-W}	6192 ¹ _{Yes}	6193	6195 1	6196	6197 ¹ Male
	⁴ O _M ⁵ O _A		² O _{No} ³ O _{Unknown}	6194 1 Unknown	20%		² Female ³ Unknown
6200 \$	$\begin{array}{c} 6201 \\ 1 \\ H \end{array} \xrightarrow{2} \\ W \end{array}$	³ _{B-W}		6203	6205 1\$	6206	6207 ¹ Male
	⁴ O _M ⁵ O _A		² O _{No} ³ OUr.ki. hwn	1 Unknown	² 0 %		² Female ³ Unknown
6210 \$	$1 \bigcirc H \qquad 2 \bigcirc W$		c :12	6213	6215 1\$	6216	6217 ¹ Male
	⁴ O _M ⁵ O _A		² No ³ Unknown	6214 1 Unknown	20%		² Female ³ Unknown
6220 \$.	6221 1 4 2 W	³ О _{в-W}		6223	6225 1\$	6226	6227 ¹ Male
	5 A		² O _{No} ³ O _{Unknown}	6224 1 Unknown	20%		² Female ³ Unknown
6230 \$	6231 ¹ H ² W	³ _{B-W}		6233	6235 1\$	6236	6237 ¹ Male
	⁴ O _M ⁵ O _A		² No ³ Unknown	6234 ¹ OUnknown	20%		² Female ³ Unknown
6240 \$	6241 ¹ H ² W	³ O _{B-W}	6242 ¹ _{Yes}	6243	6245 1\$	6246	6247 ¹ Male
	⁴ O _M ⁵ O _A		² No ³ Unknown	6244 1 Unknown	20%		² Female ³ Unknown
6250 \$	6251 1	³ _{B-W}	6252 1 ₁ Yes	6253	6255 1\$	6256	6257 ¹ Male
	⁴ O _M ⁵ O _A		² O _{No} ³ O _{Unknown}	6254 1 Unknown	20%		² Female ³ Unknown
5-5200-1.1	1		1	1	<u> </u>	1	Page 15

Section 7: Profile 4

NOC Title: —

7002	
NOC	Code:

7003 Selected position title

		ed position title:			
7/	A. I	Profile 4: Position Levelling			
		ach of the levelling criteria, please select the response onses should pertain to the <u>position</u> and NOT to the inc			st closely applies to the requirements for this position. t.
Α.	Kno	wledge (please choose one)	E.	. Sc	ope and Effect (please choose one)
A1	\bigcirc	7004 Knowledge to perform simple tasks; requires little or no previous education/training.	E1 E2	\bigcirc	7008 Little impact beyond immediate organization.
A2	\bigcirc	Knowledge of commonly used procedures; requires some previous training or experience.	E3	\bigcirc	Work impacts future processes.
A3	\bigcirc	Knowledge of standardized rules. Requires considerable training or experience.	E4	\odot	Work affects the operation of the program. Work affects wide range of establishment activities
A4	\bigcirc	Knowledge of extensive rules in a generic field to perform a wide variety of tasks.	E5	\bigcirc	or operations of other establishments.
A5	\bigcirc	Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.	E6	\odot	Work affects work of other experts or development of major program aspects. Work is essential to the mission of the
A6	\bigcirc	Knowledge level A5 supplemented by either job			establishment.
	C	experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.	F .		rsonal Contacts (please choose one, 7009
A7	\bigcirc	Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or	F2	\bigcirc	Contacts are with employees in immediate office or with public; highly structured situations. Contacts are with employees in the same
A8	\bigcirc	equivalent experience. Mastery of professional field to apply experimental			establishment (i. 'out of office) or with public in moderately structured situations.
A9	\bigcirc	theories/new developments. Mastery of professional field to develop new	F3	\bigcirc	Contacts are with individuals/groups outside the organization. Each contact is different.
B	Sur	hypotheses and theories.	F4	C	Contects are with high ranking officials in unstructured settings.
B1		7005			
B2	\bigcirc	Supervisor makes specific assignments; employee closely monitored.	G		rpose of Contacts (please choose one) 7010
	\bigcirc	Employee handles ongoing assignments; supervisor makes decisions.	G2	\bigcirc	The purpose is to obtain, clarify or give facts.
B3	\bigcirc	Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.	G3		The purpose is to plan, coordinate or advise on work efforts.
B4	\bigcirc	Supervisor sets objectives; employee se's deadlines/plans tasks. Review based on reeting requirements.	G4	\bigcirc	The purpose is to influence, motivate, interrogate or control persons or groups.
B5	\bigcirc	Supervisor defines mission; em, loyee responsible for all planning. Review in terms c [*] mecting program objectives.		\bigcirc	The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.
C.	Gui	delines (please choose are)			ysical Demands (please choose one) 7011
C1	\bigcirc	7006 Guidelines are spec ^{-f} ic and detailed. Employee follows them s ⁻ ric ¹ .y.	H1 H2	\bigcirc	Work is sedentary.
C2	\bigcirc	There is a list of guidelines; employee chooses most	НЗ	\bigcirc	Work requires physical exertion.
C3	\bigcirc	appropriate. Guidelines are not always applicable; employee uses		\bigcirc	Work requires considerable and strenuous physical exertion.
C4	\bigcirc	judgement in adapting them. Guidelines are scarce, but policies are stated;	١.	Wo	rk Environment (please choose one)
C.F.	\bigcirc	employees may deviate from traditional methods to develop new methods.	11	\bigcirc	7012 Work involves everyday risks - normal safety precautions.
C5	\bigcirc	Guidelines are broadly stated; employee is a technical authority in development of guidelines.	12	\bigcirc	Work involves moderate risk - special safety precautions.
D.	Cor	nplexity (please choose one)	13	\bigcirc	
D1	\bigcirc	7007 Tasks are clear cut and easily mastered. No decision making.		\bigcirc	Work involves high risk.
D2	\bigcirc	Tasks involve related steps requiring employee to recognize different steps.			
D3	\bigcirc	Tasks involve unrelated methods, employee must recognize them and choose based on relationships.			
D4	\bigcirc	Tasks involve unrelated methods, employee must assess approach.			
D5	\bigcirc	Tasks involve unrelated methods, decisions deal with uncertainty.			
D6	\bigcirc	Tasks involve broad functions; decision making involves undefined issues.			

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7B	. Profile 4: S	alary Ir	nformat	ion by P	osition				
1.	In total, how ma	ny employ	yees are tl	here in this	s position at th	is place of emplo	yment?		
	7013								
2.		ries includ Excluded	e commiss are perforr	sions, piece mance bonu	work payments,	ollars? cost of living adju rds, bilingual bonu			
	7014			7015		Normal Maximum	7016 \$	Ma	erit aximum
	\$ 7017 Please 1 c		nimum			」(Job rate)		(If	applicable)
	check) Hourly	-Ow	/eekly	O Bi-Weekly	⁴ Monthly			
8.	What is the aver	age numb	per of hou	rs worked	per week for th	is position?		1	
		hours/wee	ek					4	
	Is this position u	unionized	?						
	⁷⁰¹⁹		³ O Unkr	· · ·					
	⊖ Yes () No	Unkr	nown					
 ò.	year Has the base sa	mont) Unknown		ore than one date		uity plan?	
	7023		³ O Unkr		, von udjuok		inin a pay oq		
					~				
7C	. Profile 4: S	alary Ir	nfónnat	ion by E	mployee				
	each employee ir itional performan								of any
	te: A bonus is m, t		/				-		
	Base Salary	Ba	ise Salary U	Jnits	Bonus	Bonus Amour	nt Bonus Units	Hours / Week	Gender
030		7031			7032	7033	7035	7036	7037
\$		1Он	² O _W	³ O _{B-W}				<u> </u>	¹ Male
		⁴ O _M	⁵ A		² O _{No}	¹ OUnknown	20%		² _{Female}
					³ O Unknown				
040 \$.	7041 1	²	³ O _{B-W}	7042 1	7043	7045	7046	7047 1
		↓ H 4 ()	5 A	₩ B-W	2	7044			² ²
		₩	<u> </u>		No No Unknown		<i>○</i> %		³ Unknow
7050		7051	2 -	3 ~	7052	7053	7055	7056	7057
\$			² O _W	³ O _{B-W}	Yes	7054	$ ^{1} \bigcirc_{\$} $		
		⁴ O _M	⁵ O _A			7054 1 Unknown	20%		² _{Female}
									3

7C. Profile 4: S	alary Ir	nformat	ion by E	mployee -	Continued			
Base Salary	Ва	se Salary U	Inits	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
7060	7061		_	7062	7063	7065	7066	7067
\$.	¹ О _н	$^{2}\bigcirc$ W	³ O _{B-W}	¹ O _{Yes}	·	¹ O _{\$}		¹ Male
	⁴ O _M	⁵ O _A		² O _{No}	7064	² 0%		² O _{Female}
				³ O Unknown	Unknown			
7070	7071			7072	7073	7075	7076	7077
\$		² O _W	³ O _{B-W}					¹ Male
	4 О _М		<u>с</u> в-w	² No	7074	² 0%		
	₩	∪ a		3	¹ O Unknown	₩		Female
								Unknown
⁷⁰⁸⁰	7081	2	3	7082	7083	7085	7086	7087 1
φ	¹ О _Н	² O _W	³ O _{B-W}			○ \$	· · · ·	Male
	⁴ O _M	⁵ O _A		² O _{No}	7084 1 Unknown	²⊖ _%	1	² Female
							1	
7090	7091			7092	7093	7095	7096	7097
\$.	¹ О _н	² O _W	³ O _{B-W}	¹ O _{Yes}	·	10.		¹ O _{Male}
	⁴ O _M	⁵ O _A		² O _{No}	7094	² 0%		² O _{Female}
				³ O Unknown	Unknown			
7100	7101			7102	7103	7105	7106	7107
\$		² O _W	³ _{B-W}					¹ Male
		5 A	<u> </u>	2	710	² 0%		² Female
	₩	∪ a			1 Unknown	₩		Female
								³ O Unknown
7110 \$	7111	2	3	112	7113	7115	7116	7117
<u>φ</u> .		² O _W	³ B-W		7114	¹ 0 _{\$}	· · · ·	¹ Male
	⁴ O _M	⁵ O A	X	² O _{No}		² 0%		² Female
								³ O Unknown
7120	7121		0	7122	7123	7125	7126	7127
\$.	1 _ ч	²⊖ w	³ O _{B-W}		·	¹ O _{\$}		¹ Male
	N: O	⁵ O _A		² _{No}		² 0%		² _{Female}
					Unknown			³ O Unknown
7130	7131			7132	7133	7135	7136	7137
\$	¹ О _н	² O _W	³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}
	4 () M	⁵ O _A		² _{No}	7134	²⊖ _%		² Female
					Unknown			
7140	7141			7142	7143	7145	7146	7147
\$.		² O _W	³ O _{B-W}			¹ 0 _{\$}		¹ Male
		5 A	∽ в-М	² No	7144	2 %		
	₩	∪ a		No 3		₩		² Female
				³ O Unknown				³ O Unknown
7150 ¢	7151	2	3	7152	7153	7155	7156	7157 1
\$.		² O _W	³ O _{B-W}			¹ O _{\$}		¹ Male
	⁴ О _М	⁵ O _A		² O _{No}	7154 1 Unknown	20%		² Female
				³ O Unknown	- Chikilowii			
Page 18	1			1	I	1	1	5-5200-1.1

7C. Profile 4: S	alary Information by E	mployee -	Concluded			
Base Salary	Base Salary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
7160 \$	7161 $^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$ $^{3}\bigcirc_{B-W}$ $^{4}\bigcirc_{M}$ $^{5}\bigcirc_{A}$	² O _{No}	7163 7164 1 Unknown	7165 ¹ { ² _ _%	7166	$\begin{array}{c} 7167 \\ 1 \\ 0 \\ Male \end{array}$ $\begin{array}{c} 2 \\ Female \end{array}$
7170 \$.	$\begin{array}{c} 7171 \\ 1 \\ H \\ 4 \\ M \end{array} \begin{array}{c} 2 \\ W \\ 4 \\ A \end{array} \begin{array}{c} 3 \\ B-W \\ B-W \\ A \end{array}$	² O _{No}	7173 7174 ¹ Unknown	7175 1	7176	³ Unknown 7177 ¹ Male ² Female ³
7180 \$.	7181 1 1 1 2 3 $^$	7182	7183 	7185 1	7186	Unknown 7187 ¹ Male ² Female ³ Unknown
7190 \$	7191 $^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$ $^{3}\bigcirc_{B-W}$ $^{4}\bigcirc_{M}$ $^{5}\bigcirc_{A}$	7192	7193 7194 1 O Unknown	7195 1 2%	7196	7197 ¹ Male ² Female ³ Unknown
7200 \$	7201 1 1 1 2 3 3 3 $^{B-W}$ 4 5 4 5 4		7203 720- 1 Unknown	7205 ¹ \$ ² %	7206	7207 $1 \bigcirc Male$ $2 \bigcirc Female$ $3 \bigcirc Unknown$
7210 \$.	7211 $1 \bigcirc_{H} 2 \bigcirc_{W} 3 \bigcirc_{B-W}$ $4 \bigcirc_{M} 5 \bigcirc_{A}$	² Yes ² No ³ Unknown	7213 	7215 ¹ ² %	7216	7217 ¹ Male ² Female ³ Unknown
7220 \$.	7221 1	7222 ¹ Yes ² No ³ Unknown	7223 	7225 ¹	7226	7227 ¹ Male ² Female ³ Unknown
7230 \$	7231 1 1 1 2 1 3 3 3 $^{B-W}$ 4 5 4 5 4	7232 ¹ _{Yes} ² _{No} ³ _{Unknown}	7233 7234 1Unknown	7235 ¹ \$ ² %	7236	7237 $1 \bigcirc Male$ $2 \bigcirc Female$ $3 \bigcirc Unknown$
7240 \$	7241 $^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$ $^{3}\bigcirc_{B-W}$ $^{4}\bigcirc_{M}$ $^{5}\bigcirc_{A}$	7242 ¹ Yes ² No ³ Unknown	7243 	7245 ¹ \$ ² %		7247 ¹ Male ² Female ³ Unknown
7250 \$	7251 $^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$ $^{3}\bigcirc_{B-W}$ $^{4}\bigcirc_{M}$ $^{5}\bigcirc_{A}$	7252 ¹ ² No ³ Unknown	7253 	7255 ¹	7256	7257 $1 \bigcirc Male$ $2 \bigcirc Female$ $3 \bigcirc Unknown$
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Section 8: Profile 5

8001 NOC Title:

8002	
NOC	Code:

8003 Selected position title

		ted position title:			
8	A. I	Profile 5: Position Levelling			
	For e Resp	ach of the levelling criteria, please select the response onses should pertain to the <u>position</u> and NOT to the inc	that cum	t mos ibent	st closely applies to the requirements for this position.
A	Kno	wledge (please choose one)	E.	Sco	ope and Effect (please choose one)
A1	\bigcirc	8004 Knowledge to perform simple tasks; requires little or no previous education/training.	E1	\bigcirc	8008 Little impact beyond immediate organization.
A2	\bigcirc	Knowledge of commonly used procedures; requires some previous training or experience.	E2 E3	\bigcirc	Work impacts future processes.
A3	\bigcirc	Knowledge of standardized rules. Requires considerable training or experience.	E4	\bigcirc	Work affects the operation of the program. Work affects wide range of establishment activities
A4	\bigcirc	Knowledge of extensive rules in a generic field to perform a wide variety of tasks.	E5	\bigcirc	or operations of other establishments.
A5	\bigcirc	Knowledge of specialized, complicated, techniques, such as those acquired through a pertinent bachelor degree, or equivalent experience, training or study.	E6	\bigcirc	Work affects work of other experts or development of major program aspects. Work is essential to the mission of the
A6	\bigcirc	Knowledge level A5 supplemented by either job experience permitting autonomy or by expanded professional knowledge acquired through relevant graduate study (such as Master's degree) or equivalent experience.	F. F1		establishment. sonal Contacts (please choose one), 8009 Contacts are with omployr os unit prodicto office or
A7	\bigcirc	Knowledge level A6 supplemented by expanded professional knowledge and applicable skill acquired through extended graduate study (such as Ph.D.) or equivalent experience.	F2	\bigcirc	Contacts are with employees in immediate office or with public; highly structured situations. Contacts are with employees in the same establishment (i. 'out of office) or with public in moderately structured situations.
A8 A9	\bigcirc	Mastery of professional field to apply experimental theories/new developments.	F3	\bigcirc	Contacts are with individuals/groups outside the
Að	\bigcirc	Mastery of professional field to develop new hypotheses and theories.	F4	\bigcirc	crganization: Each contact is different.
	Sup	pervision Received (please choose one) 8005	<		u structured settings.
B1	\bigcirc	Supervisor makes specific assignments; employee closely monitored.	G		rpose of Contacts (please choose one)
B2	\bigcirc	Employee handles ongoing assignments; supervisor makes decisions.	G1 G2	\bigcirc	8010 The purpose is to obtain, clarify or give facts.
B3	\bigcirc	Supervisor provides objectives/deadlines; employee plans tasks. Review based on conformity to policy.	G3	\bigcirc	The purpose is to plan, coordinate or advise on work efforts.
B4	0	Supervisor sets objectives; employee se's deadlines/plans tasks. Review based on reeting requirements.	G4	\bigcirc	The purpose is to influence, motivate, interrogate or control persons or groups.
B5	\bigcirc	Supervisor defines mission; em, loyee responsible for all planning. Review in terms of meching program objectives.		\bigcirc	The purpose is to justify, defend, negotiate or settle matters involving significant/controversial issues.
C.	Gui	delines (please choose are)	H.	Phy	ysical Demands (please choose one)
C1	\bigcirc	8006 Guidelines are specific and detailed. Employee follows them siricly.	H1 H2	\bigcirc	8011 Work is sedentary.
C2	\bigcirc	There is a list of guidelines; employee chooses most appropriate.	НЗ	\bigcirc	Work requires physical exertion. Work requires considerable and strenuous physical
C3	\bigcirc	Guidelines are not always applicable; employee uses judgement in adapting them.		\bigcirc	exertion.
C4	\bigcirc	Guidelines are scarce, but policies are stated; employees may deviate from traditional methods to	I. 11	Wo	rk Environment (please choose one) 8012
C5	\bigcirc	develop new methods. Guidelines are broadly stated; employee is a	12	\bigcirc	Work involves everyday risks - normal safety precautions.
	Cor	technical authority in development of guidelines. nplexity (please choose one)		\bigcirc	Work involves moderate risk - special safety precautions.
D1		8007	13	\bigcirc	Work involves high risk.
D2	\bigcirc	Tasks are clear cut and easily mastered. No decision making.			
D3	\bigcirc	Tasks involve related steps requiring employee to recognize different steps.			
D4	\bigcirc	Tasks involve unrelated methods, employee must recognize them and choose based on relationships.			
D5	\bigcirc	Tasks involve unrelated methods, employee must assess approach.			
D5 D6	\bigcirc	Tasks involve unrelated methods, decisions deal with uncertainty.			
	\bigcirc	Tasks involve broad functions; decision making involves undefined issues.			

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1.					osition				
	In total, how ma	ny employ	yees are th	ere in this	position at thi	s place of emplo	oyment?		
	8013								
2.	What is the base (Note: Base sala	-	-	-			istments. marke	t premiums a	nd
	certification pay. payments, uniform	Excluded	are perforn	nance boni					
	8014			8015		Normal	8016		<i>l</i> erit
	\$	· Mi	nimum	\$	•	Maximum _ (Job rate)	\$		/laximum if applicable)
	8017 Please 1.7		2	3	\frown	4	5		
	$\begin{array}{c} Please \longrightarrow {}^{1}(\\ check \end{array}$) Hourly	∪ we	eekly	O Bi-Weekly	Monthly	\bigcirc Annual		
	What is the over				norwook for th	ia nasitian?			
3.	What is the aver	age numb	er of nour	s worked	per week for th	is position?			
		hours/wee	∍k					4	
								<u> </u>	
4.	Is this position u	inionized	?				\rightarrow	Y	
	⁸⁰¹⁹ ¹ Yes ²	No		iown			N Y		
				o mi					
5.	On what date di	d the base	e salary ra	nge come	into effect und	er the collect ve	agreement or o	employee pa	y plan?
				J			J		
	8020		8021	Unknown	8022 1	ore than one date	applies.		
	year	mont				Y			
6.	Has the base sa	lary range	for this n	osition or		d in accordance	with a pay or	uity plan?	
0.	8023				in Neen aujuste		with a pay eq		
	$^{1}\bigcirc$ Yes $^{2}\bigcirc$			nwo)				
	. Profile 5: S								
8C		alary Ir	nfórmat	on by E	mployee				
For	each employee ir	n this pus	ition at this	s place of	employment, p				
For add	itional performan	n this pusi Icf bon is	ition at this received i	s place of n the last ⁻	employment, p 12 months, the	ir hours worked			
For add		n this pusi Icf bon is	ition at this received i	s place of n the last ⁻	employment, p 12 months, the	ir hours worked			
For add	itional performan	n this pusi ice boil is tually exclu	ition at this received i	s place of n the last ⁻ dditional to	employment, p 12 months, the	ir hours worked	per week and		
For add (Not 8030	itional performante: A bonus is mathematication	n this pusi ice boil is tually exclu	ition at this seceived i usive and ad	s place of n the last ⁻ dditional to nits	employment, p 12 months, the the base salary Bonus ⁸⁰³²	ir hours worked amount.)	per week and	their gender.	
For add (Noi	itional performante: A bonus is mathematication	n this pusi- nce bon is <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i>	Lion at this sceived i usive and ad use Salary U	s place of n the last ⁻ dditional to	employment, p 12 months, the the base salary Bonus 8032 1 Yes	ir hours worked amount.) Bonus Amoun ⁸⁰³³	nt Bonus Units 	their gender Hours / Wee	k Gender 8037 1 Male
For add (Not	itional performante: A bonus is mathematication	n this pust ice boil is tually exclu Ba	ition at this seceived i usive and ad	s place of n the last ⁻ dditional to nits	employment, p 12 months, the the base salary Bonus 8032 1 Yes 2 No	ir hours worked amount.) Bonus Amount 8033 8034	nt Bonus NUnits 8035 1	their gender Hours / Wee	k Gender 8037 1 Male 2 Female
For add (Not	itional performante: A bonus is mathematication	n this pusi- nce bon is <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i>	Lion at this sceived i usive and ad use Salary U	s place of n the last ⁻ dditional to nits	employment, p 12 months, the the base salary Bonus 8032 1 Yes 2	ir hours worked amount.) Bonus Amoun ⁸⁰³³	nt Bonus Units 	their gender Hours / Wee	k Gender 8037 1 Male 2 Female 3
For add (Not 8030 \$ 3040	itional performante: A bonus is mathematication	n this pusi- nce bon is <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i> <i>ince bon is</i>	ilion at this poceived i usive and ad use Salary U ² w ⁵ A	s place of n the last ⁻ dditional to nits ³ _{B-W}	employment, p 12 months, the the base salary Bonus 8032 1 Yes 2 No 3 Unknown 8042	ir hours worked amount.) Bonus Amount 8033 8034	nt Bonus Units 	their gender Hours / Wee	k Gender 8037 1 Male 2 Female 3
For add (Not 8030 \$	itional performante: A bonus is mathematication	h this pustice boil is the second se	ition at this pecived i usive and ad res Salary U 2 w 5 A 2 w	s place of n the last ⁻ dditional to nits	employment, p 12 months, the the base salary Bonus ⁸⁰³² ¹ Yes ² No ³ Unknown ⁸⁰⁴² ¹ Yes	ir hours worked amount.) Bonus Amoun 8033 8034 1 Unknown 8043	Bonus Units 8035 1 0 2 0 % 8045 1 0 8045 1 0	Hours / Wee	k Gender 8037 1 Male 2 Female 3 Unknown
For add (Not 8030 \$ 3040	itional performante: A bonus is mathematication	h this pustice boil is the second se	ilion at this poceived i usive and ad use Salary U ² w ⁵ A	s place of n the last ⁻ dditional to nits ³ _{B-W}	employment, p 12 months, the the base salary Bonus 8032 1 Yes 2 No 3 Unknown 8042 1 Yes 2 No	ir hours worked amount.) Bonus Amoun 8033 1 0 Unknown 8043 8044	nt Bonus Units 8035 1\$ 2%	Hours / Wee	k Gender 8037 1 Male 2 Female 3 Unknowr 8047 1 Male 2 Female
For add (Not 8030 \$ 8040	itional performante: A bonus is mathematication	h this pustice boil is the second se	ition at this pecived i usive and ad res Salary U 2 w 5 A 2 w	s place of n the last ⁻ dditional to nits ³ _{B-W}	employment, p 12 months, the the base salary Bonus ⁸⁰³² ¹ Yes ² No ³ Unknown ⁸⁰⁴² ¹ Yes	ir hours worked amount.) Bonus Amoun 8033 8034 1 Unknown 8043	per week and the set of the set	Hours / Wee	k Gender 8037 $1 \bigcirc Male$ $2 \bigcirc Female$ $3 \bigcirc Unknown$ 8047 $1 \bigcirc Male$ $2 \bigcirc Male$ $2 \bigcirc Male$
For add (Not 8030 \$ 8040 \$ 8050	itional performante: A bonus is mathematication	h this pustice boil is the second se	ition at this pecived i asive and ad ase Salary U 2 w 5 A 2 w 5 A	s place of n the last dditional to nits ³ _{B-W}	employment, p 12 months, the the base salary Bonus 8032 1 Yes 2 No 3 Unknown 8042 1 Yes 2 No 3 Unknown 8052	ir hours worked amount.) Bonus Amoun 8033 1 0 Unknown 8043 8044	per week and the set of the set	Hours / Wee	K Gender 8037 1 1 Male 2 Female 3 Unknown 8047 1 1 Male 2 Female 3 Unknown
For add (Not 8030 \$ 8040 \$	itional performante: A bonus is mathematication	h this p. since bon. is to ally exclusion $1 \bigcirc H$ $1 \bigcirc H$ 1 @ H 1	ition at this pecived i asive and ad ase Salary U 2 w 5 A 2 w 5 A 2 w 5 A	s place of n the last dditional to nits ³ _{B-W} ³ _{B-W}	employment, p 12 months, the the base salary Bonus 8032 1 Yes 2 No 3 Unknown 8042 1 Yes 2 No 3 Unknown 8052 1 Yes	ir hours worked amount.) Bonus Amour 8033 8034 1 Unknown 8043 1 Unknown 8043 8044	Bonus Units 8035 1 2 % 8045 1 2 % 1 2 % 1 2 %	Hours / Wee 8036 8046 . 8056 .	K Gender 8037 1 1 Male 2 Female 3 Unknown 8047 1 1 Male 2 Female 3 Unknown 8047 1 Male 2 Female 3 Unknown Male 3 Unknown Male 3 Male Male
For add (Not 8030 \$ 8040 \$ 8050	itional performante: A bonus is mathematication	h this p. since bon. is to ally exclusion $1 \bigcirc H$ $1 \bigcirc H$ 1 @ H 1	ition at this pecived i asive and ad ase Salary U 2 w 5 A 2 w 5 A 2 w 5 A	s place of n the last dditional to nits ³ _{B-W} ³ _{B-W}	employment, p 12 months, the the base salary Bonus 8032 1 Yes 2 No 3 Unknown 8042 1 Yes 2 No 3 Unknown 8052	ir hours worked amount.) Bonus Amoun 8033 ⁸⁰³⁴ ¹ Unknown 8043 ⁸⁰⁴⁴ ¹ Unknown	per week and the set of the set	Hours / Wee 8036 8046 . 8056 .	K Gender 8037 1 1 Male 2 Female 3 Unknown 8047 1 1 Male 2 Female 3 Unknown 8047 1 Male 2 Female 3 Unknown 8057 1 1

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8C. Profile 5: S	alarv Infor	mation by E	mplovee -	Continued			
Base Salary	<u> </u>	alary Units	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
8060	8061		8062	8063	8065	8066	8067
\$.	1 1 2 2	O _W ³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}	<u> </u>	¹ O _{Male}
	4 M 5		2	8064	2 %		2
	Ом С	J A	No No	¹ O Unknown	₩		Female
			Unknown				Unknown
8070	8071		8072	8073	8075	8076	8077
\$.		⊖ _W ³ ⊖ _{B-W}		· · · ·	\bigcirc		' Male
	⁴ O _M ⁵ (A	² O _{No}	8074	² 0%		² O _{Female}
			³ O Unknown	Unknown			³ O Unknown
8080	8081		8082	8083	8085	8086	8087
\$.	¹ O _H ² (O _W ³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}	<u> </u>	¹ O _{Male}
			2	8084	2 %		2
	Ом С) A	3		♥ %	4	Female
			Unknown				Unknown
8090	8091	→ 3 <i>←</i>	8092	8093	8095 1	8096	8097
\$		⊖ _W ³ ⊖ _{B-W}		· · · · ·	O_{\bullet}	· · · ·	Male
	⁴ O _M ⁵ (\supset_{A}	² O _{No}	8094	² 0%		² _{Female}
			³ O Unknown	Unknown			
8100	8101		8102	8103	8105	8106	8107
\$.		O _W ³ O _{B-W}	1		¹ O _{\$}	<u> </u>	¹ Male
	4 M 5			810	² %		
	Ом	A		1 Unknown	○ %		² \bigcirc Female
			³ OUr,ki, wn				
8110	8111		٤ '12	8113	8115	8116	8117
\$.		⊖ _W ³ ⊖ _{B-W}		· · ·	¹ O _{\$}		¹ O _{Male}
	⁴ O _M ⁵ (² O _{No}	8114	² O _%		² O _{Female}
			³ O Unknown	Unknown			
8120	8121	\rightarrow —	8122	8123	8125	8126	8127
\$.		³ ⊖ _{B-W}			¹ O _{\$}		¹ Male
				8124	2 ()		
	M C	A	² O _{No}		² () %		² \bigcirc Female
			³ O Unknown				³ O Unknown
8130	8131		8132	8133	8135	8136	8137
\$.	$^{1}\bigcirc_{H}$ $^{2}\bigcirc$	⊖ _W ³ ⊖ _{B-W}		<u>└───</u> .	¹ O _{\$}	└─────│	¹ O _{Male}
	⁴ O _M ⁵ (\supset_{A}	² O _{No}	8134 1	² 0 %		² O _{Female}
			³ O Unknown	Unknown			
8140	8141		8142	8143	8145	8146	8147
\$.	$1 \bigcirc H 2$	О _W ³ О _{В-W}		· · ·	¹ 0 _{\$}		1
	$4 \bigcirc M \qquad 5$			8144	⊃\$ 2○		
	Ом (JA	² O _{No}		² () %		² \bigcirc Female
			³ O Unknown				
8150	8151		8152	8153	8155	8156	8157
\$.		⊖ _W ³ ⊖ _{B-W}		· · · · ·	¹ O _{\$}	└──── │	¹ Male
		A	² O _{No}	8154	² 0 %		² O Female
			³ O Unknown	Unknown			³ O Unknown
Page 22							5-5200-1.1

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8C. Profile 5: S	alary Informati	on by E	mployee -	Concluded			
Base Salary	Base Salary U	nits	Bonus	Bonus Amount	Bonus Units	Hours / Week	Gender
8160	8161		8162	8163	8165	8166	8167
\$.	$^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$	³ O _{B-W}	¹ O _{Yes}	·	¹ O _{\$}		¹ _{Male}
	⁴ O _M ⁵ O _A		² O _{N0}	8164 1	² () %		² O _{Female}
			³ O Unknown	Unknown			³ O Unknown
8170	8171		8172	8173	8175	8176	8177
\$.	¹ O _H ² O _W	³ O _{B-W}			¹ O _{\$}		¹ Male
	$4 \bigcirc M \qquad 5 \bigcirc A$		2	8174	2 0 %		2
	M CA		3		♥ %		3
8180 \$	$ \begin{array}{c} 8181 \\ 1 \\ H \end{array} \begin{array}{c} 2 \\ W \end{array} $	³ O _{B-W}	8182	8183	8185 1	8186	8187 1
· · · ·		∪ B-W		8184	$^{\prime}\bigcirc_{\$}$	<u> </u>	Male
	⁴ O _M ⁵ O _A		² O _{No}		² () %		² Female
							³ O Unknown
8190	8191	3	8192	8193	8195	8196	8197
\$	$^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$	³ O _{B-W}		·	10.	· · · ·	¹ Male
	⁴ O _M ⁵ O _A		² _{No}	8194	² 0%		² Female
				Unknown			
8200	8201		8202	8203	8205	8206	8207
\$	$^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$	³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}
	⁴ O _M ⁵ O _A			820	² 0%		² Female
				1 Unknown	0 /0		
				0010	0045	0010	
8210 \$.	⁸²¹¹ ¹ _H ² _W	³ O _{B-W}	د !12 ک Yes	8213	8215 ¹ \$	8216	8217
	$\begin{array}{c} \bigcirc H \\ 4 \\ M \end{array} \xrightarrow{5} A \end{array}$			8214	20%		
	U _M U _A	X-	² O _{No}		∪ %		² Female
			³ O Unknown				³ O Unknown
8220 \$.	8221 1 4 2 W	³ O _{B-W}	8222 1 Yes	8223	8225 1\$	8226	8227 1
		∪ B-W		8224	2	· · · ·	¹ Male
<u> </u>	5 A		² O _{No}	1 Unknown	² () %		² Female
	Y		³ O Unknown				³ O Unknown
8230	8231	3	8232	8233	8235	8236	8237
\$	$^{1}\bigcirc_{H}$ $^{2}\bigcirc_{W}$	³ O _{B-W}		· · · ·	¹ O _{\$}		¹ O Male
	⁴ O _M ⁵ O _A		² O _{No}	8234 1 Unknown	² 0 %		² Female
				Olikilowi			
8240	8241		8242	8243	8245	8246	8247
\$		³ O _{B-W}			¹ O _{\$}		¹ Male
	⁴ O _M ⁵ O _A		² O _{No}	8244	² 0 %		² Female
			³ O Unknown	Unknown			
8250	8251		8252	8253	8255	8256	8257
\$	¹ O _H ² O _W	³ O _{B-W}	¹ O _{Yes}		¹ O _{\$}		¹ O _{Male}
	⁴ O _M ⁵ O _A		² O _{No}	8254	² %		² Female
				Unknown	_ /0		
5 5200 1 1	<u> </u>						Unknown

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1a)	In subsequent compensation surveys would you be able to readily provide age or date of birth information for <u>each</u> individual employee covered by the survey?
	⁹¹⁰⁰ ¹ \bigcirc Yes \longrightarrow Please go to question 2a).
	² O _{No}
	³ \bigcirc Don't know \longrightarrow Please go to question 2a).
1b)	Please indicate why you would be unable to provide this information? (More than one option may apply.)
	⁹¹¹⁰ Data on age not available.
	2 \bigcirc Need to access individual employee files/too time consuming.
	³ O Privacy concerns.
	⁴ Other, <i>please specify.</i>
2a)	In subsequent compensation surveys would you be able to readily provide education information for <u>each</u> individual employee covered by the survey?
	⁹²⁰⁰ ¹ \bigcirc Yes \longrightarrow Please go to question 3a).
	² O _{N0}
	³ \bigcirc Don't know \longrightarrow Please go to question 3a).
2b)	Please indicate why you would be unable to provide this information? (More than one option may apply.)
	9210
	Data on education level not available.
	² Need to access individual employee files, to time consuming.
	³ O Privacy concerns.
	⁴ Other, <i>please specify</i> .
	5
3a)	In subsequent contrees ition surveys would you be able to readily provide employer costs for pension benefits for <u>each</u> individual employee covered by the survey?
	⁹³⁰⁰ ¹ Yes \longrightarrow Please go to question 4a).
	2 No
	³ \bigcirc Don't know \longrightarrow Please go to question 4a).
3b)	Please indicate why you would be unable to provide this information? (More than one option may apply.)
	⁹³¹⁰ Do not have an employer sponsored pension plan.
	2 \bigcirc Need to access individual employee files/too time consuming.
	3 \bigcirc Can only provide data for our establishment as a whole.
	4 \bigcirc Can only provide data on a bargaining unit basis.
	⁵ \bigcirc Other, <i>please specify</i> .
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Section 9: Supplementary Information

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4a)	In subsequent compensation surveys would you be able to readily provide employer costs for health benefits for <u>each</u> individual employee covered by the survey?
	10
	Yes \longrightarrow Please go to question 5a).
	² O _{No}
	³ \bigcirc Don't know \longrightarrow Please go to question 5a).
4b)	Please indicate why you would be unable to provide this information? (More than one option may apply.) 9410
	1 \bigcirc Do not have an employer sponsored health plan.
	2 \bigcirc Need to access individual employee files/too time consuming.
	3 \bigcirc Can only provide data for our establishment as a whole.
	⁴ Can only provide data on a bargaining unit basis.
	⁵ Other, <i>please specify</i> .
5a)	In subsequent compensation surveys would you be able to readily provide employer costs for dental benefits for <u>each</u> individual employee covered by the survey?
	² O _{No}
	³ \bigcirc Don't know \longrightarrow Please go to question 6.
5b)	Please indicate why you would be unable to provide this in transition? (More than one option may apply.)
	⁹⁵¹⁰ Do not have employer sponsored dental pic n.
	² Need to access individual employee file the consuming.
	³ Can only provide data for our establishment as a whole.
	⁴ Can only provide at ta on a bargaining unit basis.
	⁵ Other, <i>please</i> . <i>necif</i> .
	6
6.	Are there other types of monetary payments made to these employees that are not included in either base salary or performance bonus?
	9600 9610 9610 Yes, <i>please specify</i>
	² O _{No}
	³ O Don't know
	Thank you for your time and participation.
-5200	

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