

**Appendix B
MPAC - OPSEU
Pay Equity Plan**

	2002			2003			2004			2005		
Position Title	2002 Hrly Rate	PE Rate	2002 PE Adjustment	2003 Hrly Rate	PE Rate	2003 PE Adjustment	2004 Hrly Rate	PE Rate	2004 PE Adjustment	2005 Hrly Rate	PE Rate	2005 PE Adjustment
Accounts Coordinator	20.89	22.08	1.19	21.52	22.22	0.70	22.17	22.89	0.72	22.84	23.57	0.73
Accounts Payable Clerk	20.89	22.08	1.19	21.52	22.22	0.70	22.17	22.89	0.72	22.84	23.57	0.73
Accounts Receivable Clerk	20.89	22.08	1.19	21.52	22.22	0.70	22.17	22.89	0.72	22.84	23.57	0.73
Customer Contact Associate	17.77	18.21	0.44	18.30	18.76	0.46	18.85	19.32	0.47	19.42	19.90	0.48
Customer Contact Specialist	19.22	20.60	1.38	19.80	20.50	0.70	20.39	21.11	0.72	21.00	21.74	0.74
Customer Service Clerk	19.22	20.60	1.38	19.80	20.50	0.70	20.39	21.11	0.72	21.00	21.74	0.74
Data Verification Clerk	19.22	20.60	1.38	19.80	20.01	0.21	20.39	21.11	0.72	21.00	21.74	0.74
Data Verification Specialist	19.93	22.08	2.15	20.53	22.22	1.69	21.15	22.89	1.74	21.78	23.57	1.79
Intermediate Accountant	22.14	30.21	8.07	22.80	30.94	8.14	23.48	31.87	8.39	24.18	32.83	8.65
Land Parcel Unit Clerk	19.93	20.60	0.67									
Legislation Assistant	20.89	21.03	0.14									
Municipal Relations Assistant	19.93	22.08	2.15	20.53	22.22	1.69	21.15	22.89	1.74	21.78	23.57	1.79
Office Administrator	19.93	22.08	2.15	20.53	22.22	1.69	21.15	22.89	1.74	22.84	23.57	0.73
Payroll & Benefits Administrator												
Provincial Land Tax Clerk				19.80	20.01	0.21	20.39	21.11	0.72	21.00	21.74	0.74
Quality Assurance Clerk	19.93	22.08	2.15	20.53	22.22	1.69	21.15	22.89	1.74	21.78	23.57	1.79
Senior Administrative Clerk	19.93	20.60	0.67									

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	2006			2007			2008			2009		
Position Title	2006 Hrly Rate	PE Rate	2006 PE Adjustment	2007 Hrly Rate	PE Rate	2007 PE Adjustment	2008 Hrly Rate	PE Rate	2008 PE Adjustment	2009 Hrly Rate	PE Rate	2009 PE Adjustment
Accounts Coordinator	23.47	24.24	0.77	24.12	24.90	0.78	24.84	25.64	0.80	25.58	26.43	0.85
Accounts Payable Clerk	23.47	24.24	0.77	24.12	24.90	0.78	24.84	25.64	0.80	25.58	26.43	0.85
Accounts Receivable Clerk	23.47	24.24	0.77	24.12	24.90	0.78	24.84	25.64	0.80	25.58	26.43	0.85
Customer Contact Associate	19.95	20.45	0.50	20.50	21.01	0.51	21.11	21.64	0.53	21.75	22.29	0.54
Customer Contact Specialist	21.58	22.35	0.77	22.17	22.97	0.80	22.84	23.65	0.81	23.52	24.37	0.85
Customer Service Clerk	21.58	22.35	0.77	22.17	22.97	0.80	22.84	23.65	0.81	23.52	24.37	0.85
Data Verification Clerk	21.58	22.35	0.77	22.17	22.97	0.80	22.84	23.65	0.81	23.52	24.37	0.85
Data Verification Specialist	22.38	24.24	1.86	23.00	24.90	1.90	23.69	25.64	1.95	24.40	26.43	2.03
Intermediate Accountant	24.84	33.73	8.89	25.52	34.66	9.14	31.64	35.70	4.06	32.59	36.77	4.18
Land Parcel Unit Clerk												
Legislation Assistant												
Municipal Relations Assistant	23.47	24.24	0.77	24.12	24.90	0.78	24.84	25.64	0.80	25.58	26.43	0.85
Office Administrator	23.47	24.24	0.77	24.12	24.90	0.78	24.84	25.64	0.80	25.58	26.43	0.85
Payroll & Benefits Administrator	24.84	25.07	0.23	25.52	25.76	0.24	26.29	26.53	0.24	27.08	27.33	0.25
Provincial Land Tax Clerk	21.58	22.35	0.77	22.17	22.97	0.80	22.84	23.65	0.81	23.52	24.37	0.85
Quality Assurance Clerk	23.47	24.24	0.77	24.12	24.90	0.78	24.84	25.64	0.80	25.58	26.43	0.85
Senior Administrative Clerk												