

Municipal Property Assessment Corporation (MPAC)

And

The Ontario Public Service Employees Union (OPSEU)

PAY EQUITY PLAN

Purpose of Plan

The Government of Ontario divested the Property Assessment Division from the Ministry of Finance effective December 31, 1998, thereby creating the Ontario Property Assessment Corporation (OPAC). In 1999, the Ontario Public Service Employees Union became the bargaining agent for all bargaining unit employees in the Corporation.

In 2001, The Ontario Property Assessment Corporation (OPAC) underwent a name change to The Municipal Property Assessment Corporation (MPAC).

In 2002, MPAC underwent a major restructuring of work affecting both bargaining unit and non-bargaining unit positions. For these reasons, MPAC and OPSEU have negotiated and agreed to an amended pay equity plan in accordance with the Pay Equity Act.

Date of posting and pay equity

The date of posting is as of February 9, 2009. This plan covers the period from January 1, 2002 to June 25, 2009, retroactively.

Establishment

This Plan covers all bargaining unit employees of The Municipal Property Assessment Corporation who are represented by the Ontario Public Service Employees Union throughout all locations of the employer in the Province of Ontario.

Female job classes with male comparators

The job-to-job comparison method was used to achieve pay equity for the following female job classes:

Female Job Classes

Customer Contact Associate
Legislative Assistant
Payroll and Benefits Administrator
Intermediate Accountant

Male Comparators

Male Services Clerk
Property Inspector
Property Inspector
Business Development Analyst

Female job classes without male comparators

The proportional value comparison method was used to achieve pay equity for the following female job classes:

Data Verification Clerk
Customer Contact Specialist
Land Parcel Unit Clerk
Provincial Land Tax Clerk
Customer Service Clerk
Accounts Receivable Clerk
Accounts Payable Clerk
Accounts Coordinator
Quality Assurance Clerk
Data Verification Specialist
Municipal Relations Assistant
Office Administrator

Representative group of male job classes

The following male job classes were used as the representative group of male job classes when applying the proportional value method:

Mail Services Clerk
Production Control Clerk - CPF
Web Administrator
Business Development Analyst
Statistical Analyst QS
Case Management Analyst
Valuation Analyst

Method of comparison

A gender-neutral job comparison system was used to measure the value of each job class. Points were assigned to each job class based on the following factors and sub-factors:

Factors	Sub-factors
Skill (57% weight)	Writing Skills (7% weight) Numeric Skills (8% weight) Technical & Professional Skills (16% weight) Analytical/Problem Solving Skills (15% weight) Communication (11% weight)
Effort (14% weight)	Manual effort (4% weight) Physical effort (4% weight) Audio Visual (5% weight)
Responsibility (23% weight)	Co-ordinating Skills (7% weight) Freedom of Action (10% weight) Guiding Others (6% weight)
Working conditions (6% weight)	Working Conditions (6% weight)

Job evaluations were carried out by a joint committee comprised of both Union and Management representatives.

Job-to-job and proportional value comparisons and calculations

Job-to-job comparisons were made for female job classes which found direct male comparators. Where there were female job classes that did not find a direct male comparator through job-to-job comparison then proportional value comparisons were calculated.

Female job classes that are paid less than their direct male comparator job rate receive an adjustment until pay equity is achieved. Female job classes that are paid more than their direct male comparator do not receive any pay equity adjustments and are pay equity compliant.

Proportional value comparisons were calculated by taking the job value and job rates of all bargaining unit male job classes and plotting the results on a graph. A representative group of male job classes was selected from these male job classes.

A statistical method called regression analysis was used to determine the relationship between the value of male job classes and their job rates. This produced a formula which was then used to calculate pay equity job rates for female job classes.

Pay equity is achieved when the female job class is paid the pay equity job rate. Female job classes that are paid less than the pay equity job rate receive an adjustment until pay equity is achieved. Female job classes that are paid more than the pay equity job rate do not receive a proportional value adjustment.

Adjustments – Job-to-job and Proportional Value

See attached Appendix “A” and “B” for list of female job classes, male comparators and pay equity adjustments.

This pay equity plan has been agreed to between the Municipal Property Assessment Corporation (Employer) and the Ontario Public Service Employees Union (OPSEU)

For the Employer

For the Union

Dated: February 4, 2009