

**MPAC - OPSEU
Pay Equity Job Evaluation**

Position Number: P41

Position Title	Database Administrator		
Date Evaluated	May 11, 2006	Date Revised	
Notes Taken By	Jane Mizanski		

EVALUATION

Factor	Level	Explanatory Notes
1. Writing Skills	3	Prepares statistical reports, weekly documentation on applications, document how problems are resolved with applications; occasionally drafts proposals for new technology.
2. Numeric Skills	4	Design and implement logical and physical data models; developing reports to illustrate database performance/ health.
3. Technical Skills/Professional Knowledge	7	Knowledge in relational database design, including data architecture strategies, systems configuration, etc. at the senior level; acquired through university/professional training.
4. Analytical/Problem-Solving Skills	6	Analyzing database performance, eg. database is running slow, must understand the clients' work, the database, the application, review application performance, hardware, etc. Should this be a level 7 followup with Antoni re: comparison in complexity to WAN analyst
5. Communication Skills	3	Liaise with peers/other IT staff regarding technical issues.
6. Co-ordinating Skills	3	Daily database activities re: design, data integrity, security, performance optimization; Check with Antoni on what is being coordinated
7. Freedom of Action	6	EG. new patch is being released by the vendor, incumbent will investigate if the patch is applicable and when to dispatch the patch.
8. Guiding Others	1	No formal responsibility for guiding others. Occasionally supports application development.
9. Physical Effort	1	Normal physical requirements.
10. Manual Dexterity	2	Keyboarding 1 – 2 hours daily, but can lessen the strain;
11. Audio/Visual Effort	2	Computer monitor, >2 hours daily, but can lessen strain;
12. Working Conditions	1	Occasionally dealing with impatient rude people.
General Notes		