

PEA AGM – 5 November 2025

Joint Job Evaluation Plan Working Group Report:

The Joint Job Evaluation Plan Working Group was created in 2022. The purpose of this working group is for the University of Victoria and the PEA to review the strengths and weaknesses of the current PEA Joint Job Evaluation Plan. The recommendations for change will be made to streamline user experience and promote a fair, equitable and transparent job evaluation plan that adequately reflects the work at the University of Victoria and the work of PEA members.

Members of the Joint Job Evaluation Plan Working Group for this past year included:

Professional Employees Association

Sandra Guerreiro

Stephen Portman

Kristen Ficke

Cliff Haman

Ori Granot

Katy Chan

University of Victoria

Vanessa Cartwright

Michael Lancaster

Belinda Fontes

Scott Thompson

Mundeep Grewall

Kirsten McMenamie

This year we invited Katy Chan back to this committee as an external consultant because of her extensive knowledge of the UVic Job Evaluation process. We also on-boarded our

new Labour Relations Officer (LRO) Stephen Portman and said goodbye to Sam Montgomery.

Early in 2024 the consultants from Mercer, an Human Resources (HR) consulting company, presented an updated Job Evaluation Raters Guide and the group selected a small set of benchmark positions to have Mercer rate using the new plan. Mercer rated the jobs in late 2024 and over the past year, our team, along with the UVic team, have carefully refined the benchmark position ratings that Mercer provided. This work included some training sessions with Mercer for our internal team to bring us up-to-speed us on the process of sore-thumbing.

The benchmark review was very detailed work that took more time than initially planned and has just wrapped up this Fall. This means that we did not complete the project on time, as outlined in Letter of Understanding (LOU) #7. But both parties are still committed to the process, and our bargaining team will propose continuation of the following LOUs to allow us time to complete the update process:

- #6 Re: Market Adjustments
- #7 Re: Job Evaluation and Salary Structure Update
- #8 Re: Introduction of Salary Steps

The process has been paused as we move through bargaining, and when bargaining is done, we anticipate that we will start work on compensation, salary grades, and the handling of market adjustments.

Respectfully submitted: Kristen Ficke, Joint Job Evaluation Plan Working Group Report