

POSITION CHANGES AND PAY BAND

Scenario	Examples	Overview/ Compensation Pre-Approval
Same Job <ul style="list-style-type: none"> - Same Job Code - Same Career Stream Level - Same Pay Band 	<u>Same Job</u> Current: P2 Academic Advisor (S055 pay band) New: P2 Academic Advisor (S055 pay band)	While position-specific tasks may vary, from an institutional perspective, the positions are considered equivalent. Contact compensation for consultation.
Same Pay Band <ul style="list-style-type: none"> - Any movement from one job to another job that has the same pay band 	<u>Same Career Stream Same Pay Band</u> Current: P2 Program Administration Specialist (S060 pay band) New: P2 Operations Administrator (S060 pay band) <u>Different Career Stream Same Pay Band</u> Current: P2 Research Account Administrator (S065 pay band) New: M2 Business Manager, Manager (S065 pay band) <u>Different Level Same Pay Band</u> Current: M3 Benefits, Senior Manager (S080 pay band) New: M4 Human Resources, Assistant Director (S080 pay band)	The jobs are comparable from a market value perspective. Contact compensation for consultation.
Same Level Higher Pay Band/ Higher Level Higher Pay Band	<u>Same Level Higher Pay Band</u> Current: P4 Web Designer, Lead (S075 pay band) New: P4 Application Developer, Lead (S080 pay band) <u>Higher Pay Band Higher Level</u> Current: P2 Operations Administrator (S060 pay band) New: P3 Operations Administrator, Senior (S065 pay band)	Consider the following and if proposed offer is above midpoint of new pay band, consult with compensation first: <ul style="list-style-type: none"> - Pay band and career stream level of the new job - Degree of job responsibilities - Demonstrated, sustained performance, knowledge, skills, and/or experience - Salaries of other similarly situated employees in the same or similar job - Market conditions in relationship to the job
Same Level Lower Pay Band / Lower Level Higher Pay Band	<u>Same Level Lower Pay Band</u> Current: M3 Research, Senior Manager (S075 pay band) New: P3 Sponsored Funding Administrator, Senior (S065 pay band) <u>Lower Level Higher Pay Band</u> Current: S3 Facilities Assistant, Senior (S045 pay band) New: SK2 Electronics Technician (S050 pay band)	Contact compensation for consultation.