

**CLASSIFICATION
FACTOR WORKSHEET**

Benchmark Classifications	Factors						Total Points	Grade Level
	1	2	3	4	5	6		
Director, Public Works	95	95	100	85	20	80	888	19
Deputy Director, Public Works	80	85	100	75	20	75	793	17
Director, Water Works	80	80	75	65	20	70	733	16
Director, Field Services	80	75	85	70	20	65	730	16
Director, Engineering Services	80	75	55	70	20	70	705	15
Director, Winter Operations	70	75	80	70	20	65	695	15
Director, Traffic Services	75	75	55	70	20	65	685	15
Director, Property Services	75	75	55	65	20	65	678	15
Director, Equipment Services Division	70	65	75	65	20	65	653	14
Director, Solid Waste and Recycling	70	70	50	70	20	65	650	14
PROPOSED CLASSIFICATION								
Director, Surface Water and Sewers Division	80	75	60	65	20	70	703	15