

2026 ANNUAL COMPENSATION REVIEW

FAQ

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What does “MPEX” mean?

MPEX stands for Management, Professional and Excluded positions. Positions in this category are non-academic and non-unionized.

MPEX contracts can be regular, term or casual. Regardless of the type of contract, no MPEX employee should be paid below the minimum of their grade.

Excluded positions are clerical positions which are not unionized as they have been “excluded” from the MUNACA union according to the definition of the bargaining unit.

What is the “midpoint”?

The midpoint represents 100 percent of the compensation grade. The midpoint of each grade is aligned with the median of the market and represents the market value of the position. Midpoints are reliable indicators of market value.

In other words, if an employee is being paid at the midpoint of their compensation grade they are being paid what an autonomous performer who consistently reaches objectives would be paid on the market.

Because markets are moving targets, salaries within the “target zone” (see [What are the zones?](#)) are considered to be paid at market.

What is a compa-ratio?

The compa-ratio is the *percentage* obtained by dividing an employee’s annual salary by the midpoint of their compensation grade. Therefore, a salary equivalent to the midpoint of a compensation grade represents 100% compa-ratio.

Compa-ratio is an important number in compensation because it is used to show the positioning of your salary within your compensation grade, including which “zone” you are in (see [What do the zones mean?](#)).

How does the MPEX Salary Scale Work?

The salary scale is composed of twelve (12) compensation grades grouped into four (4) levels. Each compensation grade has a minimum, midpoint and maximum. Once the midpoints are established, the minimums and maximums of each compensation grade are calculated as percentages of their midpoint. Therefore, when midpoints change, the minimums and maximums are adjusted accordingly.

How was the MPEX Salary Scale designed?

The MPEX Salary Scale was designed by benchmarking pay practices against those of other organizations in a “market” with comparable positions that have similar responsibilities.

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How and when is the MPEX Salary Scale Updated?

The salary scale is reviewed and may be adjusted annually to ensure continued alignment with the evolving market.

Effective June 1, 2026, the scale will be as follows:

Level	Grade	Min in % of the Mid	Minimum	Midpoint	Maximum	Max in % of the Mid
Level 4	11	80%	\$145,000	\$181,250	\$223,200	123%
	10	80%	\$129,460	\$161,820	\$199,290	123%
	09	80%	\$115,590	\$144,490	\$177,940	123%
Level 3	08	80%	\$103,210	\$129,010	\$154,810	120%
	07	80%	\$92,150	\$115,190	\$138,230	120%
	06	80%	\$82,280	\$102,850	\$123,420	120%
Level 2	05	80%	\$73,470	\$91,840	\$110,210	120%
	04	80%	\$66,190	\$82,740	\$99,290	120%
Level 1	03	85%	\$63,350	\$74,530	\$85,710	115%
	02	85%	\$57,090	\$67,160	\$77,230	115%
Excluded	01	90%	\$54,450	\$60,500	\$69,580	115%
	01a	90%	\$49,040	\$54,490	\$62,660	115%

The salary range for Excluded positions is narrower (90% to 115%) because learning and progression in these roles occur more quickly. Employees at this level are expected to become autonomous in a shorter timeframe.

In contrast, employees in Level 4 positions have a much broader salary range, reflecting the longer progression and ongoing evolution in these roles.

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What are the “zones”?

Each compensation grade is made up of three zones:

<i>ZONES</i>	<i>Range by compa-ratio</i>	<i>Description</i>
Entry/Beginner – zone 1	< 95%	<i>Employee is new in the role and gaining experience towards full autonomy</i>
Target – zone 2	95% - 110%	<i>Employee meets all requirements of the role, shows consistent achievements and possesses key competencies (technical and behavioural)</i>
Exception – zone 3	≥ 110%	<i>Employee significantly and consistently exceeds role requirements, possesses high demand skills and/or is recognized as an expert in their field</i>

What do the “zones” mean?

The positioning of your salary in your compensation grade (compa-ratio and corresponding zone) is based on your contribution, your performance, and your expertise. This is assessed by your Manager with the guidance of your Human Resources Advisor/Representative. There are guidelines to determine where an employee’s salary should be positioned:

- An employee who has been recently promoted (two years or less) is expected to be in *zone 1*.
- An employee who has been in the role for multiple years (approximately 5-7 years) and has been exceeding objectives (Significantly exceeds objectives or Exceeds objectives) for at least the past 3 years is expected to reach *zone 2* (95% compa-ratio or above).
- Employees whose salaries reach *zone 3* are an exception.

Performance is the main driver for progressing in the scale. Employees who are significantly exceeding objectives are expected to progress much faster than employees in the other categories.

Managers are encouraged to regularly evaluate their employees’ contribution levels and promptly address any concerns by consulting with their HR Advisor/Representative. Together, they can develop an effective action plan to support employee growth and performance while considering internal equity. This can be achieved through a Request for a Base Salary Adjustment or during the Internal Equity Assessment exercise.

What happens if my current salary is below the new minimum?

Any increases in the context of the Annual Compensation Review (ACR) will be applied first. However, employees whose salaries are below their grade’s new minimum as of June 1, 2026, following ACR, will be raised to the minimum of their compensation grade.

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Who is eligible for the 2026 Annual Compensation Review?

To be eligible for the 2026 Annual Compensation Review, staff must be regular or temporary employees who have started in a management, professional or excluded position by December 31, 2025, excluding temporary assignments.

Moreover, in order to receive the salary increase, eligible employees must also be active on the date of implementation.

What happens if I was on leave for part of 2025?

Per Quebec Labour Standards, employees on maternity/paternity/parental leave and short-term disability are entitled to the same wages and benefits as if they would have remained at work.

To receive the salary increase, there is a one-day-of-work rule. The one-day-of-work rule is based on the 18 months prior to the effective date of the Annual Compensation Review (i.e. January 1, 2025 to June 1, 2026).

1. Employees on maternity/paternity/parental leave or short-term disability who were active during this period are considered at work and should be given a performance assessment and category.
2. If, due to a maternity/paternity/parental leave or short-term disability, it is not possible to assess an incumbent's performance during the reference period, the salary increase attributed to performance will be calculated based on the average performance category of the last two years of active service.
3. If the incumbent has less than two years of active service, the assessment will be based on the period of active service.
4. "Not Applicable" can be used in the exceptional case where an employee's performance cannot be assessed. However, the performance increase should take into consideration the employee's positioning in the scale.

"Not Applicable" should **only** be used if the incumbent was absent in **all** of 2025 and 2026.

How is my increase calculated if I am in a temporary assignment?

Employees in a temporary assignment will receive their salary increase on their regular position. Their salary in the temporary assignment will then be recalculated accordingly.