



JUST – APPLICABLE SECTIONS:

- Gender Pay Equity

JOB DESCRIPTIONS, WAGES AND SALARIES

- A. **Wage and Salary Policy:** Wage and salary ranges will be established and maintained current with local conditions.

- B. Other wages of more qualified employees must be reviewed in relation to their productivity, capability and responsibility in light of the above minimum wage scale. This minimum is to be interpreted as the first step in raising compensation for professional employees in the firm of McCool Carlson Green.

- C. MCG maintains a fair and equitable pay scale policy and does not discriminate based on **gender** or race; compensation is based on competency and proficiency in areas of professional services.

MCG PAY EQUITY SUMMARY

POSITION	% PAY DIFFERENCE
Principal Architect	< 7%
Associate Architect	< 7%
Staff Architect	< 7%
Designer	< 7%
Project Assistant	< 7%
CAD Drafter	< 7%
Clerical	NA

Sincerely,

John Weir, Principal Architect
 AIA, NCARB, LEED-AP

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