

PATHWAYS ABILITIES SOCIETY

POLICY: EXEMPT COMPENSATION

Applies to: Executive Director, Board of Directors and Exempt Personnel

POLICY

Management Personnel

New hires will start at 90% of their predecessor's annual salary or at the rate identified in the contract the person is hired to manage. A minimum percentage differential of 10% will be maintained between the highest paid bargaining unit position and exempt management personnel.

Wages will be reviewed annually in the month of January and additional compensation provided based on the organization's financial position, contract dollars, job performance and length of employment.

The Executive Director's salary shall fall within the following percentiles according to CSSEA Data:

- CSSEA Member Community living between 25th and 60th percentile.
- CSSEA Member Agency funding between 25th and 60th percentile.
- CSSEA Member FTE count between 25th and 60th percentile.
- CSSEA Member by Region between 50th and 65th percentile.

Social Ventures Personnel

New hires will start at BC's current minimum wage. After one year of continuous employment an increase of 2.5% will be applied and maintained with future BC minimum increases.

Effective/Revision Date

January 27, 2003
September 12, 2011
December 20, 2012
July 4, 2016
July 8, 2019
June 24, 2020

Board Approval

Date Approved

January 27, 2003
September 12, 2011
December 20, 2012
July 4, 2016
July 8, 2019
June 24, 2020