

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. Pathways strives to maintain a minimum percentage differential of 10% between the highest paid bargaining unit position and exempt management personnel. Service contracts dictated the capacity to maintain the differential.

Wages and overall compensation are reviewed annually in the month of January. Additional compensation provided is based on the organization's financial position, contracts, 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 start at BC's current minimum wage. Team Leads start at BC's current minimum wage plus an additional \$1.00 per hour.

Wages are increased as outlined in the table below. In order to be entitled to the wage increases the person must have worked a minimum of 80 hours annually after their anniversary date. The percentage increase after the initial hire is based on the minimum wage rate at that time. The increase takes effect the first pay period after the qualification period.

Job Classification	1 Year of Employment Increase	3 year of Employment Increase	5 Year of Employment Increase	10 Years of Employment Increase
Community Bottle Sorter	1.5%	2 %	3 %	4%
Janitor	1.5%	2 %	3 %	4%
BikeWays	1.5%	2 %	3 %	4%
Shredding	1.5%	2 %	3 %	4%

Team Lead	1 Year of Employment Increase	3 year of Employment Increase	5 Year of Employment Increase	10 Years of Employment Increase
Community Bottle Sorter	1.5%	2 %	3 %	4%
Janitor	1.5%	2 %	3 %	4%
Bikeways	1.5%	2 %	3 %	4%
Shredding	1.5%	2 %	3 %	4%

Effective/Revision Date

January 27, 2003
September 12, 2011
December 20, 2012
July 4, 2016
July 8, 2019
June 24, 2020
October 19, 2020
April 26, 2021

Board Approval

Date Approved

January 27, 2003
September 12, 2011
December 20, 2012
July 4, 2016
July 8, 2019
June 24, 2020
October 19, 2020
April 26, 2021