

## PATHWAYS ABILITIES SOCIETY

### **POLICY: EXEMPT COMPENSATION**

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

Original Approval Date: January 27, 2003

Date Board Approved: September 12, 2022

Replaces Policy Dated: April 26, 2021

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Board Member's Signature

### **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 25<sup>th</sup> and 90<sup>th</sup> percentile.
- CSSEA Member Agency funding between 25<sup>th</sup> and 90<sup>th</sup> percentile.
- CSSEA Member FTE count between 25<sup>th</sup> and 90<sup>th</sup> percentile.
- CSSEA Member by Region between 50<sup>th</sup> and 90<sup>th</sup> 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.

<b>Job Classification</b>	<b>1 Year of Employment Increase</b>	<b>3 year of Employment Increase</b>	<b>5 Year of Employment Increase</b>	<b>10 Years of Employment Increase</b>
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%

<b>Team Lead</b>	<b>1 Year of Employment Increase</b>	<b>3 year of Employment Increase</b>	<b>5 Year of Employment Increase</b>	<b>10 Years of Employment Increase</b>
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%