

SALARY COMMITTEE  
January 14, 1974

Present situation:

<u>Coordinator</u>	<u>Weekly salary</u>	<u># Dependts</u>	<u>Coord's</u>	<u>Weekly Salary</u>	<u># Dep's</u>
Beckman	\$100.00	0	With no dep's	\$97.50	0
Blackstock	"	0	Betts	119.54	1
Chamberlin	"	0	Kuenzli	119.54	1
Coull	"	0	Linklater	119.54	1
Lorimer	"	0	Mullens	119.54	1
McManus	"	0	Persky	119.54	1
Palmær	"	0	Phillips	178.16	4
Pelzman	"	0	Servant	139.08	2
D. Smith	"	0			
N. Smith	"	0			
Stewart	"	0			
Walker	"	0			
Betts	\$125.00	1			
Kuenzli	"	1			
Linklater	"	1			
Mullens	"	1			
Persky	"	1			
Phillips	"	4			
Servant	"	2			
(4 positions unfilled)					

Note that in this plan, all but 2 coordinators take a cut and 2 receive more.

Plan 2: Simply divide the \$175 per week allotted for coordinators with dependents (\$25 x 7). As there are a total of 11 dependents, each would receive \$15.91 (\$175 divided by 11). The salary scale would be:

<u>Coord's</u>	<u>Weekly Salary</u>	<u># Dep's</u>
With no dep's	\$100.00	0
Betts	115.91	1
Kuenzli	115.91	1
Linklater	115.91	1
Mullens	115.91	1
Persky	115.91	1
Phillips	163.64	4
Servant	131.82	2

Note that in this plan 5 coordinators take a cut and 2 receive more.

Plan 3: Same as Plan 2, but personal circumstances are taken into account. Namely, Linklater and Mullens stay at \$125 per week since each is supporting a dependent child living with them. Divide the remaining \$125 by 9 dependents = \$13.88. This salary scale would be:

<u>Coord's</u>	<u>Weekly Salary</u>	<u># Dep's</u>
With no dep's	\$100.00	0
Betts	<del>113.88</del> 115.62	1
Kuenzli	<del>113.88</del> 100.00	1
Linklater	125.00	1
Mullens	125.00	1
Persky	<del>113.88</del> 115.62	1
Phillips	<del>155.52</del> 162.48	4
Servant	<del>127.76</del> 131.24	2

Note that 3 Co's get less, 2 get more.

MPA receives 23 salaries (20 from LEAP, 2 from CYC and 1 from BC Gov't). Salary income is for 16 positions for coordinators with zero dependents at \$100 per week and 7 for coordinators with some dependents at \$125 per week. Concern has been expressed that it is unfair to have only one income level for coordinators with dependents, no matter how many dependents they have. It is felt that the salary level should take into account the number of dependents and personal circumstances.

Here are some possible plans to make the salary scale fairer. (all plans involve not exceeding the present income for salaries.)

Plan 1: Each coordinator without dependents would take a cut of \$2.50 per week in gross salary and this amount of \$40 (\$2.50 x 16) would be added to the \$175 of extra weekly salary for coordinators with dependents (\$25 x 7). This total amount would be divided proportionately according to the number of dependents. Each dependent would be allotted \$19.54 (\$175 plus \$40 divided by 11--the number of dependents).

The salary scale would be: