



Spectrum Society for Community Living Wage Equity Update # 24 April 28, 2011

The Policy and Procedures committee had two recent meetings, on February and again on April 20th, to review the existing wage and benefits components and decide upon the best application of new funding to the overall compensation package. Initially, we proposed a survey of all employees to consider a number of options, including:

- A 2% wage increase to all grids, or
- A 1% wage increase plus changes to specific grids, benefits, and/or vacation time.

In early April, we received notification of the new rate for employee and employer contributions to the Municipal Pension Plan and were informed that the Employee rate would be increasing by 0.81% to 7.8% from the old rate of 6.99% and the employer rate would be increasing by 0.91% to 7.79% from the old rate of 6.88%. Policy committee members were concerned that if the 1% increase was chosen (with additional benefit changes) employees would not be happy to see their small increase disappear on July 15th, when the first MPP deduction at the new rate appears on our paystubs. The policy representatives felt that providing the 2% increase to all grids would provide more money in people's pockets right now and keep the positive effect even after July 1st. Spectrum will get increased funding from CLBC to cover the employer rate increase for the Municipal Pension Plan.

This wage increase was made possible due to the agreement that the Community Living Agencies Network (www.clanbc.ca) made with Community Living BC around service redesign and the sharing of savings between CLBC and the agency finding the savings. Our share of the savings is applied to our wage and benefits package to improve our ability to recruit and retain the excellent staff team we have. We have always actively planned with individuals to provide the most appropriate supports and will continue that process in the coming year.

The rates reviewed and approved by the Policy Committee are below and take effect April 9, 2011:

Position	Start	1,500 hours	3,000 hours	4,500 hours
Asleep Night	9.50/hr	9.65/hr	9.80/hr	10.20/hr
Awake Night	13.15/hr	14.05/hr	14.70/hr	15.40/hr
CSW	15.45/hr	16.00/hr	16.60/hr	17.85/hr
Key Worker	15.70/hr	16.25/hr	16.85/hr	18.10/hr
Manager	19.30/hr	20.05/hr	20.80/hr	21.80/hr