

W.P. Bradley 208

WAGE SCALE

*Of the General Conference of
Seventh-day Adventists*



Revised
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WAGE SCALE

1. The General Conference has adopted the following wage scale for denominational workers, giving the minimum and maximum rates within which the employing organization is to set the wages of all workers.

Groups of Workers	Mini- mum	Maxi- mum
General Conference President		\$43.00
General Conference Secretary		42.00
General Conference Treasurer		
General Conference Vice-Presidents	\$38.00	42.00
General Conference Associate Secretary		
General Conference Associate Treasurer		
General Conference Department Sec- retaries and Associates	34.00	41.00
Union Conference Presidents		
Senior College Presidents		
Sanitarium Superintendents		
General Mgrs. of Large Pub. Houses		
Chief Editors of Major Periodicals		
General Conference and Division Field Secretaries		
General Conference Assistant Secretary		
General Conference Assistant Treasurer		
General Conference Auditor		
Division Secretary and Treasurer		
Local Conference Presidents	30.00	39.00
Sanitarium Business Managers		
Senior College Business Managers		
Assistant Physicians		
Publishing House Managers		
Publishing House Treasurers		
Publishing House Factory Supts.		
Publishing House Book Dept. Mgrs.		
Publishing House Periodical Dept. Managers		
Union Conference Secretary-Treasurers		
Assistant Auditors—Gen. and Division		
Junior College Presidents		
Division Department Secretaries		
Union Conference Dept. Secretaries		
Branch Publishing House Managers		

Groups of Workers	Minimum	Maximum
Ordained Ministers	28.00	37.00
Senior College Dept. Heads (Men)		
Senior College Assistant Business Managers and Treasurers		
Academy Principals		
Local Conference Treasurers	20.00	37.00
Local Conference Tract Society Sec's		
Local Conference Dept. Sec's (Men)		
Publishing House Foremen		
Junior College Dept. Heads (Men)	18.00	34.00
Junior College Asst. Bus. Mgrs.		
Sanitarium Assistant Business and Credit Managers		
Licensed Ministers	18.00	30.00
Bible Workers (Men)		
Sanitarium Superintendents of Training Schools (Women)		
Bible Workers (Women)	15.00	28.00
Sanitarium Supt. of Nurses (Women)		
Sanitarium Head Nurses (Women)		
Sanitarium Matrons		
Sanitarium Preceptresses		
College Matrons		
College Preceptresses		
Senior College Dept. Heads (Women)		
Local Conference Departmental Secretaries (Women)		
The following Groups of Workers are referred to their respective committees and boards for audit within the limit of the given rates, according to experience, ability, responsibilities:	10.00	35.00
	or hour rate	
	.20	.75
Stenographers and Clerks of all Organizations		
Publishing House Factory Workers		
Proof-readers		
Sanitarium Nurses and Helpers		
Assistant Editors		
School Teachers		
Miscellaneous Workers		

2. That this wage scale apply in principle in all the world, it being understood that the committee of each division field will make a wage scale for its territory in terms of local currency, and in harmony with the living costs and standards of the people of their respective territories.

3. That in placing the wage of officers and other leaders at a low rate, we recognize our inability, in justice to the rank and file of workers, to give more than nominal reward in remuneration to those who carry responsibility of leadership.

4. We recommend that this wage scale be strictly adhered to, and that no bonuses, special holiday allowances, year-end, or other special appropriations of any kind be made, except in cases of extreme emergency or serious illness.

MINIMUM AND MAXIMUM RATES

5. That in view of the wide range in training and experience of men and women in many of the classifications listed in this schedule, and inasmuch as minimum and maximum rates have been stated for these different classes,

We recommend, That men and women beginning their service be rated at or near the minimum and gradually advanced in harmony with the responsibility involved and efficiency developed, and that workers be not regarded as eligible to a maximum rating until they have had successful experience in their specific work over a period of years.

6. That the wages of young men starting in the work as secretaries of departments be audited the same as young men starting in the ministry, and that they be advanced according to their development, about equally.

SUPPLEMENTARY RATE TO PHYSICIANS

7. That in view of the heavy expense incurred in their education, and of the necessity of keeping in touch with latest methods of operating practice, the rate for sanitarium superintendents and assistant physicians be supplemented, according to the experience and service of the physician, by an amount not less than 10 per cent and not more than 30 per cent of the rate named in the wage scale for their respective classes.

a. That in interpreting this provision for supplementary rate, our sanitarium boards shall set the rate of assistant physicians for the first year after internship at a base rate of \$30, plus a supplementary rate of from 10 to 15 per cent, according to environment.

b. That the rate for second-year assistant physicians be a base rate of \$33, and a supplementary rate of from 10 to 15 per cent, according to environment.

c. That for the first-year medical superintendents the base rate be \$34, plus 10 to 15 per cent, according to environment.

d. That second-year medical superintendents' base rate be \$38 plus a supplementary rate of from 10 to 15 per cent, according to environment.

e. That the boards in holding to this schedule for first and second-year assistant physicians and medical superintendents, take into consideration any previous experience in the service of the cause that these classes of medical workers have had prior to their qualifying as physicians.

f. That in the years of service beyond these first two years it be left with the boards to set the compensation on a graduated scale according to the years of service and efficiency, the maximum base rate of \$41 plus 30 per cent supplementary rate, making a net rate of \$53.50 in the case of medical superintendents, and a base rate of \$39 plus 30 per cent supplementary rate, making a net rate of \$50.70 in the case of assistant physicians to be paid only in exceptional cases of experience and need.

BOARD AND HOTEL ALLOWANCE

8. That hotel room rates be allowed our workers when traveling.

9. That a traveling allowance of from \$1.00 to \$1.50 a day be made to the General Conference, Division Conference, and general and divisional institutional workers, whenever a laborer is on his personal expense, it being understood that this allowance shall not apply when a worker is entertained without charge.

10. That Nos. 8 and 9 apply in union and local conferences as their respective committees may deem just.

SUBSIDIES FOR RENT

11. *a.* That where, in the opinion of the conference committee, conditions require a worker to pay as rent, exclusive of gas, water, light, and heat, more than 20 per cent of his monthly salary, he may be subsidized by the conference on the basis of a flat rate not to exceed \$30 per month; if additional amount is required, such amount shall be divided between the conference and the worker on a fifty-fifty basis.

b. That no subsidies for rent be given when the monthly rental is not in excess of 20 per cent of the laborer's monthly wage. Any subrenting of apartments to be deducted from the total rental allowed.

c. That no allowance be made for rental on property to which the worker holds title.

MEDICAL EXPENSE

12. When workers require major operations or have other serious illnesses, involving heavy expense, provision may be made for rendering some financial help. If the worker has such medical expenses in excess of one week's wages the employing organization may pay one half of the bill above that amount, and in very exceptional cases where it is evident to the committee that special consideration should be given, further help may be pro-

vided at the discretion of the committee. This shall not be interpreted to include dental or maternity expense. This is not intended to cover an accumulation of small items.

AUTOMOBILE EXPENSE

13. In order to safeguard the cause against excessive or unnecessary automobile expense,

We recommend, a. That we advise against conference ownership of automobiles for the use of conference workers.

b. We recommend the mileage plan as an equitable basis of operating automobiles, with four cents a mile as the minimum and six cents as the maximum, according to the purchase price of cars and the expense of operating in any one territory. That no charge be made for carrying conference workers, and no other allowances or appropriations be made to apply on the purchase price or operation of cars, except sharing reasonably in liability insurance. The above assistance in operating cars shall be given only where the worker has first secured approval of the conference committee. Each conference committee shall set a mileage limit for each individual worker, according to the situation in each field and the duties required of the worker.