

WAGE SCALE

*of the General Conference of
Seventh-day Adventists*



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INTRODUCTORY

"IN order that there may be a uniform basis for the remuneration of various classes of workers, a denominational wage scale has been adopted, which applies in principle in all the world.

"Minimum and maximum rates have been set for different classes of workers, with the suggestion that men of long experience and tried service be rated at or near the maximum, while those of less experience receive during their early terms of service, more nearly the minimum rates.

"Besides the regular wage, provision is made for meeting hotel room rates, with a fixed allowance for incidental expenses where workers are traveling; for rent subsidies where necessary; and for a supplementary rate to medical superintendents of sanitariums and assistant physicians."—*General Conference Working Policy*, pp. 205, 206.

WAGE SCALE

1. The General Conference Committee at its Spring Meeting in New York, N. Y., held April 14 to 19, 1943, adopted the following wage scale to become effective as of April 1, 1943, it being understood that institutions affected by the Federal or State wage and hour law make adjustments in the wages of their workers as nearly as possible in harmony with the provisions of the General Conference Wage Scale.

<i>Groups of Workers</i>	<i>Minimum</i>	<i>Maximum</i>
General Conference President		52.25
General Conference Secretary		
General Conference Treasurer		51.00
General Conference Vice-Presidents		
General Conference Associate Secretaries		
General Conference Undertreasurer	46.25	51.00
General Conference and Division Field Secretaries		
General Conference Office Secretary		
General Conference Assistant Treasurers		
General Conference Auditor and Associates		
General Conference Department Secretaries and Associates		
Division Secretaries and Treasurers		
Statistical Secretary		
Union Conference Presidents		
Senior College Presidents		
Sanitarium Medical Directors		
General Managers of large publishing houses		
Chief Editors of major periodicals	41.25	50.00

General Conference and Division As- sistant Auditors		
Division Department Secretaries		
Union Conf. Secretary-Treasurers		
Union Conference Auditors		
Union Conf. Department Secretaries		
Local Conference Presidents		
Business Managers of Medical Institutions		
Senior College Business Managers		
Staff Physicians of Medical Institu- tions (Men)		
Publishing House Managers		
Publishing House Treasurers		
Publishing House Factory Superintend- ents		
Publishing House Book Department Managers		
Publishing House Periodical Dept. Man- agers		
Junior College Presidents		
Senior College Dept. Heads (Men)		
Branch Publishing House Managers	36.50	47.50
Ordained Ministers		
Senior College Assistant Business Man- agers and Treasurers		
Academy Principals	36.50	45.00
Local Conference Treasurers		
Local Conference Book and Bible House Secretaries		
Local Conference Department Secretaries (Men)		
Publishing House Foremen	27.50	45.00
Junior College Dept. Heads (Men)		
Junior College Asst. Business Managers		
Assistant Business and Credit Managers of Medical Institutions		
Purchasing Agents of Medical Institutions	24.75	41.25

Licensed Ministers (except Ministerial Interns)		
Bible Workers (Men)		
Academy Teachers (Men)		
Staff Physicians Medical Inst. (Women)		
Directors of Schools of Nursing		
Assistant Directors of Schools of Nursing		
Supervisors of Instruction of Schools of Nursing		
Senior College Depart. Heads (Women)	24.75	36.50
Bible Workers (Women)		
Academy Teachers (Women)		
Directors of Nursing Services		
Assts. to Directors of Nursing Services		
Supervisors of Clinical Services		
Head Nurses of Medical Institutions		
Matrons of Medical Institutions		
Preceptresses of Medical Institutions		
College Matrons		
Local Conf. Dept. Secretaries (Women)		
Office Secretaries (Women)	20.50	34.25
*Church School Teachers	20.50	33.00
Stenographers (Women)	19.00	30.25

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:

Clerks of all Organizations		
Editors of other than major periodicals		
Publishing House Factory Workers		
Proof Readers		
Nurses and Helpers of Medical Institutions		
Assistant Editors		
Miscellaneous Workers	19.00	42.50

The salary for the foregoing group of workers to be fixed on a weekly basis, or the equivalent of an hourly rate.

*It is understood that for the school year 1943-44, in exceptional cases where contracts between churches

and teachers have been made before date of the adoption of this wage scale, and the church or conference is unable to raise the salary to the minimum, the conference shall not be deprived of the financial assistance on the church school teachers' salary received from the Come Back Fund.

2. This wage scale shall serve as a basis throughout the world for determining the wages to be paid the various classes of workers in relation to one another. It is 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 prevailing in their respective territories.

3. 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. This wage scale should be strictly adhered to, and no bonuses, special holiday allowances, year-end, or other special appropriations of any kind should be made, except in cases of emergency or serious illness.

MINIMUM AND MAXIMUM RATES

5. 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. In view of the heavy expense incurred in securing their education, and the necessity of keeping in close touch with the latest methods of clinical practice, the rate for sanitarium and hospital medical directors, and for men and women staff physicians, be supplemented, according to their experience and years of service, as follows:

a. The rate for medical directors shall be determined by their years of service and efficiency, the maximum base rate to be \$50.00 plus thirty per cent supplementary rate, making a maximum net total of \$65.00 per week.

b. Men physicians. The following is the graduated maximum wage scale for men physicians based on years of experience after completion of their internship:

	<i>Per Week</i>
First year	\$42.00
Second year	46.25
Third year	50.50
Fourth year	54.50
Fifth year	61.75*

c. Women physicians. The following is the graduated maximum wage scale for women physicians based on years of experience after completion of their internship:

First year	\$41.00
Second year	42.50
Third year	44.00
Fourth year	46.25
Fifth year	48.50*

*These rates are established by adding thirty per cent supplementary rate to the maximum base rate for staff physicians in medical institutions, which base is \$47.50 for men and \$36.50 for women.

BOARD AND HOTEL ALLOWANCE

8. *It is recommended,* a. That hotel room rates be allowed our workers when traveling.

b. That a traveling allowance of from \$2.00 to \$2.50

a day be made to the General Conference, and division 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.

c. That (a) and (b) of section eight apply in union and local conferences as their respective committees may deem just.

OTHER ALLOWANCES

NOTE.—See General Conference Working Policy for information relative to Rent Subsidies, Medical and Dental Allowances, Automobile Expense, etc.

MINISTERIAL INTERNS

In harmony with the internship principle, the salary rate per week shall be on the basis of a limited wage.

	<i>First Year</i>	<i>Second Year</i>
Married Men	\$23.25 - \$28.00	\$28.00 - \$31.50
Unmarried Men	20.50 - 22.50	22.50 - 27.00
Bible Workers —	18.00 - 21.75	21.75 - 24.00

It is recommended that interns who have been graduated from our senior college ministerial courses and who have had field laboratory experience in evangelism during their college work, be paid at or near the maximum set for interns in the respective years, and that upon completion of their intern period they be placed at or near the maximum for licensed preachers.

When these ministerial interns are placed in cities where rents and other expenses are high, the principle of rent subsidy operative in the General Conference Working Policy shall apply.