

LF 2268

WAGE SCALE

North American Division
of the
GENERAL CONFERENCE OF
SEVENTH-DAY ADVENTISTS

Effective January 1, 1965

INTRODUCTION

In order that there may be an equitable basis for the remuneration of various classes of workers, a denominational wage scale has been adopted, which applies in principle in all the world. The philosophy of the wage scale is expressed in the following paragraphs:

A spirit of sacrifice and dedication should mark God's workers irrespective of the position or department they represent. The work of the church is a mission to which lives are dedicated, rather than a business or professional venture. Reasonable comfort, modesty, and good taste will distinguish Christian workers. It is, however, recognized that varying conditions affect different aspects of the work in different ways, and some facets of the work are more directly affected by economic factors outside of the church than are others, and by the differing economies of different areas of the country.

The church cannot fully compensate a dedicated ministry on a basis of reflecting adequately in dollars its talents, accomplishments, and contributions, but it does provide such ministry with a modest living wage in token recognition of responsibilities borne, preparation, professional certification or licensure, previous experience, and years of service.

It is further recognized that this very philosophy of remuneration calls for an adequate consideration of the element of individual need, unrelated to preparation, professional accomplishments, experience, responsibilities borne, or years of service.

This wage scale should be strictly adhered to, and no special appropriations of any kind should be made, except in cases of emergency as provided in the *General Conference Working Policy*.

The following principles are incorporated in the wage scale for the North American Division and are to be implemented in its operation:

a. The wage scale for the North American Division incorporates basic salary rates for various categories of service with recognition of the responsibility inherent in each position or category.

b. A spread between minimum and maximum rates in the various categories of from twenty-five per cent in the lowest rates to ten per cent in the highest rates has been incorporated in the wage scale. In setting rates of salary within this spread, employing organizations should take into consideration the following factors with respect to each worker:

- i. Preparation, education, and dedication
- ii. Previous experience, and achievement
- iii. Years of service

c. Because the differences in the financial responsibilities between single workers and those who are heads of families are recognized, a compensating factor of twenty-eight per cent has been added to the wage scale for single workers in determining the rates for heads of families.

d. "Head of family" is defined to mean a worker with one or more dependents who are members of the immediate family. Dependents who are members of the immediate family are defined as wife or husband, and/or unmarried dependent children not in regular employment.

e. In a case where a worker who, being head of a family, is left alone by the death of a spouse, the survivor may be continued at the "head of family" rate.

f. At the discretion of the institutional governing boards, the various factors determining the total salary and allowances may be paid in a uniform package rather than applied separately, provided the component parts making up the total figure are readily identifiable.

Allowances

Workers away from home on authorized travel may report the following:

Cost of hotel and/or motel accommodation.

Fixed travel allowance of \$5.00 daily, except where a worker is fully entertained the daily allowance is \$1.50.

When missionary families are on authorized trips the daily travel allowance for husband and wife when traveling together is \$7.00, for accompanying children \$1.25, and for children traveling alone \$3.00.

The *General Conference Working Policy* also makes provision under certain circumstances for rent subsidies, medical and dental and optical expense allowances, automobile expense, etc.

WAGE SCALE FOR NORTH AMERICAN DIVISION

Per Week

GENERAL CONFERENCE

	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
President				\$102.00
General Vice-President				99.75
Vice-President, North American Division				99.75
Secretary				99.75
Associate Secretary	\$68.75	\$76.25	\$ 87.75	97.50
Treasurer				99.75
Undertreasurer				98.50
Assistant Treasurer	68.75	76.25	87.75	97.50
Field Secretary	68.75	76.25	87.75	97.50
Auditor	68.75	76.25	87.75	97.50
Associate Auditor	67.50	75.00	85.50	95.75
Department Secretary	68.75	76.25	87.75	97.50
Associate Department Secretary	67.50	75.00	85.50	95.75
Assistant Department Secretary	61.75	71.75	79.25	91.75
Statistical Secretary	67.50	75.00	85.50	95.75
Personnel Director	64.50	73.25	82.50	93.75
Cashier	60.00	70.50	77.25	90.25
Assistant Cashier	58.25	69.25	74.50	88.50
Chief Accountant	60.00	70.50	77.25	90.25
Accountant	58.25	69.25	74.50	88.50
Librarian	58.75	69.75	75.75	89.25
Administrative Office Secretary	55.50	67.50	71.50	86.50
Secretary	52.25	65.25	67.00	83.50
Receptionist	50.75	64.25	65.25	82.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	50.75	64.25	65.25	82.00
Assistant Switchboard Operator	49.25	63.00	63.00	80.75
Chief Mail Room Clerk	50.75	64.25	65.25	82.00
Mail Room Clerk	49.25	63.00	63.00	80.75
Shipping Clerk	49.25	63.00	63.00	80.75
Chauffeur	50.75	64.25	65.25	82.00
<i>Insurance Service</i>				
Manager	68.75	76.25	87.75	97.50
Branch Manager	64.50	73.25	82.50	93.75

	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
<i>Insurance Service (cont'd)</i>				
Assistant Manager	60.00	70.50	77.25	90.25
Underwriter	60.00	70.50	77.25	90.25
Technical Engineer	60.00	70.50	77.25	90.25
Chief Accountant	60.00	70.50	77.25	90.25
Accountant	58.25	69.25	74.50	88.50
Secretary (with agent's license)	53.75	66.25	68.75	84.75
Secretary	52.25	65.25	67.00	83.50
Stenographer	46.50	61.00	59.75	78.00
<i>Esda Sales and Service</i>				
General Manager	64.50	73.25	82.50	93.75
Manager	63.25	72.50	80.75	92.75
Treasurer	60.00	70.50	77.25	90.25
Cashier	56.75	68.25	73.00	87.50
Assistant Cashier	55.50	67.50	71.50	86.50
Accountant	55.50	67.50	71.50	86.50
Secretary	52.25	65.25	67.00	83.50
Stenographer	46.50	61.00	59.75	78.00
Department Head				
Export	54.00	66.50	69.50	85.00
Automobiles	54.00	66.50	69.50	85.00
Special Order	54.00	66.50	69.50	85.00
Shipping	54.00	66.50	69.50	85.00
Salesroom	54.00	66.50	69.50	85.00
Service Station	54.00	66.50	69.50	85.00
Sales Clerk	50.75	64.25	65.25	82.00
Crater and Packer	50.75	64.25	65.25	82.00
Shipping Clerk	49.25	63.00	63.00	80.75
Service Station Assistant	49.25	63.00	63.00	80.75
<i>Custodial Service</i>				
Manager	58.75	69.75	75.75	89.25
Assistant Manager	56.75	68.25	73.00	87.50
Cabinet Maker	54.00	66.50	69.50	85.00
Electrician	54.00	66.50	69.50	85.00
Painter	54.00	66.50	69.50	85.00
Plumber	54.00	66.50	69.50	85.00
Janitor	49.25	63.00	63.00	80.75
Night Watchman	49.25	63.00	63.00	80.75

	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
<i>Print Shop</i>				
Manager	60.00	70.50	77.25	90.25
Assistant Manager	56.75	68.25	73.00	87.50
Pressman	54.00	66.50	69.50	85.00
Typesetter	54.00	66.50	69.50	85.00
Mimeograph Operator	50.75	64.25	65.25	82.00
Clerk	49.25	63.00	63.00	80.75
<i>Transportation Service</i>				
Transportation Agent	61.75	71.75	79.25	91.75
Assistant Transportation Agent	58.75	69.75	75.75	89.25
Warehouse Foreman	54.00	66.50	69.50	85.00
Crater and Packer	50.75	64.25	65.25	82.00
Secretary	52.25	65.25	67.00	83.50
Stenographer	46.50	61.00	59.75	78.00
<i>Welfare Service Processing Centers</i>				
Manager	61.75	71.75	79.25	91.75
Packer and Bailer	50.75	64.25	65.25	82.00
Secretary	52.25	65.25	67.00	83.50
Stenographer	46.50	61.00	59.75	78.00

UNION CONFERENCES

President	68.75	76.25	87.75	97.50
Secretary-Treasurer	64.50	73.25	82.50	93.75
Assistant Treasurer	61.25	71.00	77.75	90.75
Auditor	63.25	72.50	80.75	92.75
Associate Auditor	61.75	71.75	79.25	91.75
Assistant Auditor	60.00	70.50	77.25	90.25
Department Secretary	63.25	72.50	80.75	92.75
Associate Department Secretary	61.75	71.75	79.25	91.75
Assistant Department Secretary	60.00	70.50	77.25	90.25
Elementary School Supervisor	61.25	71.00	77.75	90.75
Ordained Minister	58.75	69.75	75.75	89.25
Cashier	56.75	68.25	73.00	87.50
Assistant Cashier	55.50	67.50	71.50	86.50
Accountant	55.50	67.50	71.50	86.50
Editorial Secretary	52.25	65.25	67.00	83.50
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50

<i>Union Conferences (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Custodian	55.50	67.50	71.50	86.50
<i>Home Health Education Service</i>				
Manager	61.25	71.00	77.75	90.75
Treasurer	60.00	70.50	77.25	90.25
Assistant Treasurer	57.25	68.75	73.25	87.75
Chief Accountant (in charge of automated equipment and programming)	57.25	68.75	73.25	87.75
Cashier	56.75	68.25	73.00	87.50
Credit Manager	56.75	68.25	73.00	87.50
Accountant	55.50	67.50	71.50	86.50
Secretary	52.25	65.25	67.00	83.50
Clerk	46.50	61.00	59.75	78.00
Receptionist	46.50	61.00	59.75	78.00
Custodian	55.50	67.50	71.50	86.50

LOCAL CONFERENCES

President	64.50	73.25	82.50	93.75
Secretary-Treasurer	60.00	70.50	77.25	90.25
Assistant Secretary-Treasurer	57.25	68.75	73.25	87.75
Department Secretary	58.75	69.75	75.75	89.25
Associate Department Secretary	57.25	68.75	73.25	87.75
Assistant Department Secretary	55.75	67.75	71.75	86.75
Elementary School Supervisor	55.75	67.75	71.75	86.75
Book and Bible House Manager	58.75	69.75	75.75	89.25
Asst. Book and Bible House Mgr.	55.75	67.75	71.75	86.75
Association Manager and/or Secretary-Treasurer	58.75	69.75	75.75	89.25
Ordained Minister	58.75	69.75	75.75	89.25
Licensed Minister	50.75	64.25	65.25	82.00
Ministerial Intern—1st Year (Student)		41.25		52.50
—2nd Year (Student)		41.25		52.50
—2nd Year		55.25		70.50
—3rd Year		59.25		75.75
Bible Instructor	55.25	65.25	67.00	83.50
Bible Instructor Intern—1st Year		47.25		60.75
—2nd Year		50.25		64.50

<i>Local Conferences (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Cashier	54.00	66.50	69.50	85.00
Assistant Cashier	52.25	65.25	67.00	83.50
Accountant	52.25	65.25	67.00	83.50
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Custodian	55.50	67.50	71.50	86.50

EDUCATIONAL INSTITUTIONS

Universities

President	68.75	76.25	87.75	97.50
Vice-President				
Academic Affairs	68.25	75.75	87.50	97.00
Financial Affairs	68.25	75.75	87.50	97.00
Development	68.25	75.75	87.50	97.00
Corporation	68.25	75.75	87.50	97.00
Assistant to Vice-President	64.50	73.25	82.50	93.75
Controller	64.50	73.25	82.50	93.75
Treasurer	63.25	72.50	80.75	92.75
Assistant Treasurer	58.75	69.75	75.75	89.25
Cashier	58.75	69.75	75.75	89.25
Chief Accountant	58.75	69.75	75.75	89.25
Accountant	58.25	69.25	74.50	88.50
Dean of Schools	67.75	75.25	86.75	96.25
Dean of Students	66.25	74.25	84.00	94.75
Registrar	63.25	72.50	80.75	92.75
Associate Registrar	61.75	71.75	79.25	91.75
Assistant Registrar	61.25	71.00	77.75	90.75
Hospital Administrator				
School of Medicine	67.75	75.25	86.75	96.25
Campus Business Administrator	64.50	73.25	82.50	93.75
Assistant Campus Business Admin.	62.75	72.00	80.25	92.25
Secretary of Corporation Board	63.25	72.50	80.75	92.75
Treasurer of Corporation	63.25	72.50	80.75	92.75
Internal Auditor	63.25	72.50	80.75	92.75
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50

<i>Universities (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00
<i>Graduate School and Theological Seminary</i>				
Professor and Chairman of Dept.	66.00	74.00	83.75	94.50
Professor	64.25	73.00	82.25	93.50
Associate Professor	61.75	71.75	79.25	91.75
Assistant Professor	60.25	70.75	77.50	90.50
Instructor	57.25	68.75	73.25	87.75
Librarian	60.25	70.75	77.50	90.50
Associate Librarian	58.75	69.75	75.75	89.25
Assistant Librarian	57.25	68.75	73.25	87.75
<i>Senior Colleges</i>				
President	68.00	75.50	87.00	96.50
Dean of Academic Affairs	64.50	73.25	82.50	93.75
Dean of Student Affairs	64.50	73.25	82.50	93.75
Business Manager	64.50	73.25	82.50	93.75
Assistant Business Manager	60.25	70.75	77.50	90.50
Director of College Relations and Development	63.25	72.50	80.75	92.75
Treasurer	58.75	69.75	75.75	89.25
Assistant Treasurer	58.25	69.25	74.50	88.50
Cashier	58.25	69.25	74.50	88.50
Accountant	58.25	69.25	74.50	88.50
Head of Major Industrial Dept.	63.25	72.50	80.75	92.75
Industrial Head	58.75	69.75	75.75	89.25
Registrar	58.75	69.75	75.75	89.25
Associate Registrar	57.25	68.75	73.25	87.75
Assistant Registrar	55.50	67.50	71.50	86.50
Residence Hall Dean	58.75	69.75	75.75	89.25
Associate Residence Hall Dean	57.25	68.75	73.25	87.75
Assistant Residence Hall Dean	55.50	67.50	71.50	86.50
Director of Food Service	58.75	69.75	75.75	89.25
Assistant Director of Food Service	55.50	67.50	71.50	86.50
Director of Health Service	58.75	69.75	75.75	89.25
Professor and Chairman of Dept.	63.25	72.50	80.75	92.75

<i>Senior Colleges (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Professor	61.75	71.75	79.25	91.75
Associate Professor*	60.00	70.50	77.25	90.25
Assistant Professor*	58.75	69.75	75.75	89.25
Instructor	55.50	67.50	71.50	86.50
Librarian	58.75	69.75	75.75	89.25
Associate Librarian	57.25	68.75	73.25	87.75
Assistant Librarian	55.50	67.50	71.50	86.50
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00
Head Custodian	58.75	69.75	75.75	89.25
 <i>Junior Colleges</i>				
President	63.25	72.50	80.75	92.75
Manager	60.00	70.50	77.25	90.25
Assistant Manager	55.50	67.50	71.50	86.50
Treasurer	55.50	67.50	71.50	86.50
Cashier	52.75	65.75	68.25	84.00
Accountant	52.75	65.75	68.25	84.00
Registrar	55.50	67.50	71.50	86.50
Residence Hall Dean	55.50	67.50	71.50	86.50
Director of Food Service	55.50	67.50	71.50	86.50
Director of Health Service	55.50	67.50	71.50	86.50
Professor and Chairman of Dept.	58.75	69.75	75.75	89.25
Professor	58.25	69.25	74.50	88.50
Associate Professor	56.75	68.25	73.00	87.50
Assistant Professor	55.75	67.75	71.75	86.75
Instructor	55.50	67.50	71.50	86.50
Industrial Head	58.75	69.75	75.75	89.25
Librarian	55.50	67.50	71.50	86.50
Secretary	52.25	65.25	67.00	83.50
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00
Head Custodian	55.50	67.50	71.50	86.50

* Plus \$1.00 if head of department.

	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
<i>Secondary Schools*</i>				
Principal	58.75	69.75	75.75	89.25
Business Manager	55.75	67.75	71.75	86.75
Assistant Business Manager	53.50	66.00	68.50	84.50
Treasurer	53.50	66.00	68.50	84.50
Cashier	50.75	64.25	65.25	82.00
Accountant	52.75	65.75	68.25	84.00
Guidance Director	55.50	67.50	71.50	86.50
Registrar	55.50	67.50	71.50	86.50
Teacher	55.50	67.50	71.50	86.50
Librarian	55.50	67.50	71.50	86.50
Residence Hall Dean	55.50	67.50	71.50	86.50
Director of Food Service	55.50	67.50	71.50	86.50
Director of Health Service	55.50	67.50	71.50	86.50
Industrial Head	55.50	67.50	71.50	86.50
Secretary	52.25	65.25	67.00	83.50
Stenographer	46.50	61.00	59.75	78.00
<i>Intermediate and Elementary Schools*</i>				
Principal-Major Schools **	56.75	68.25	73.00	87.50
Principal	55.50	67.50	71.50	86.50
Teacher ***	55.50	67.50	71.50	86.50
<i>Home Study Institute</i>				
President	67.50	75.00	85.50	95.75
Treasurer	57.25	68.75	73.25	87.75
Accountant	52.75	65.75	68.25	84.00
Registrar	57.25	68.75	73.25	87.75
Editor of Courses of Study	58.75	69.75	75.75	89.25
Examination Supervisor	55.50	67.50	71.50	86.50
Secretary	52.25	65.25	67.00	83.50
Stenographer	46.50	61.00	59.75	78.00
Mimeograph Operator	46.50	61.00	59.75	78.00
Clerk	44.25	59.00	56.75	75.50
Custodian	47.00	61.75	61.25	79.00

* Plus \$1.00 for secondary, intermediate, or elementary teachers and administrators holding professional or administrator certificates.

** When there are four or more full-time teachers.

*** Plus \$1.25 when serving as supervisor teachers in teacher education laboratory schools on or in the immediate community of the college or university department of education campus.

PUBLISHING HOUSES

	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
General Manager	68.00	75.50	87.00	96.50
Assistant General Manager	64.50	73.25	82.50	93.75
Editor of Review and Herald	67.50	75.00	85.50	95.75
Associate Editor of Review and Herald	63.25	72.50	80.75	92.75
Periodical Editor	64.50	73.25	82.50	93.75
Associate Periodical Editor	63.25	72.50	80.75	92.75
Assistant Periodical Editor	61.75	71.75	79.25	91.75
Minor Periodical Editor	57.25	68.75	73.25	87.75
Book Editor	64.50	73.25	82.50	93.75
Associate Book Editor	63.25	72.50	80.75	92.75
Assistant Book Editor	61.75	71.75	79.25	91.75
Treasurer	64.50	73.25	82.50	93.75
Assistant Treasurer	61.75	71.75	79.25	91.75
Cashier	59.50	70.00	76.00	89.50
Chief Accountant	58.25	69.25	74.50	88.50
Accountant	55.50	67.50	71.50	86.50
Book Department Manager	64.50	73.25	82.50	93.75
Associate Book Dept. Manager	63.25	72.50	80.75	92.75
Assistant Book Dept. Manager	61.75	71.75	79.25	91.75
Periodical Department Manager	64.50	73.25	82.50	93.75
Associate Periodical Dept. Manager	63.25	72.50	80.75	92.75
Assistant Periodical Dept. Manager	61.75	71.75	79.25	91.75
Factory Superintendent	64.50	73.25	82.50	93.75
Assistant Factory Superintendent	61.75	71.75	79.25	91.75
Branch Manager	61.75	71.75	79.25	91.75
Foreman	60.00	70.50	77.25	90.25
Assistant Foreman	55.25	67.25	71.25	86.25
Librarian	58.75	69.75	75.75	89.25
Assistant Librarian	55.50	67.50	71.50	86.50
Head Proofreader	58.75	69.75	75.75	89.25
Proofreader	55.00	67.00	70.25	85.75
Copy Editor	60.00	70.50	77.25	90.25
Factory Crew Leader	52.25	65.25	67.00	83.50
		or per hour		\$2.08½
Factory Worker	52.25	65.25	67.00	83.50
		or per hour		\$2.08½

<i>Publishing Houses (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00

CHRISTIAN RECORD BRAILLE FOUNDATION

General Manager	66.25	74.25	84.00	94.75
Assistant General Manager	62.75	72.00	80.25	92.25
Treasurer	62.75	72.00	80.25	92.25
Cashier	55.50	67.50	71.50	86.50
Accountant	54.25	66.75	70.00	85.50
Editor	62.75	72.00	80.25	92.25
Assistant Editor	60.25	70.75	77.50	90.50
Director of Field Service	62.75	72.00	80.25	92.25
District Representative	60.25	70.75	77.50	90.50
Factory Superintendent	62.75	72.00	80.25	92.25
Foreman	58.75	69.75	75.75	89.25
Librarian	57.25	68.75	73.25	87.75
Assistant Librarian	54.25	66.75	70.00	85.50
Head Proofreader	57.25	68.75	73.25	87.75
Proofreader	53.75	66.25	68.75	84.75
Factory Worker	52.25	65.25	67.00	83.50
			or per hour	\$2.08½
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00
Custodian	55.50	67.50	71.50	86.50

FAITH FOR TODAY

Program Director and Speaker	66.25	74.25	84.00	94.75
Assistant Director of Film Production	60.25	70.75	77.50	90.50
Business Manager	64.50	73.25	82.50	93.75
Treasurer and/or Assistant Business Manager	62.75	72.00	80.25	92.25
Assistant Treasurer	59.75	70.25	76.25	89.75

<i>Faith for Today (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Cashier	55.50	67.50	71.50	86.50
Accountant	54.25	66.75	70.00	85.50
Public Relations Director	60.25	70.75	77.50	90.50
Asst. Public Relations Director	58.25	69.25	74.50	88.50
Editor of Publications	62.75	72.00	80.25	92.25
Stations Relations Director	60.25	70.75	77.50	90.50
Director of Bible School	60.25	70.75	77.50	90.50
Bible School Pastor	60.25	70.75	77.50	90.50
Bible School Teacher	58.25	69.25	74.50	88.50
Quartet Personnel	60.25	70.75	77.50	90.50
Music Arranger	60.25	70.75	77.50	90.50
Organist or Pianist	60.25	70.75	77.50	90.50
Sound Engineer	60.25	70.75	77.50	90.50
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00
Custodian	55.50	67.50	71.50	86.50
<i>Print Shop</i>				
Manager	60.00	70.50	77.25	90.25
Assistant Manager	56.75	68.25	73.00	87.50
Art Director	58.75	69.75	75.75	89.25
Pressman	54.00	66.50	69.50	85.00
Typesetter	54.00	66.50	69.50	85.00
Factory Worker	52.25	65.25	67.00	83.50
		or per hour		\$2.08½
Clerk	49.25	63.00	63.00	80.75

VOICE OF PROPHECY

Program Director and Speaker	66.25	74.25	84.00	94.75
Assistant	60.25	70.75	77.50	90.50
Business Manager	64.50	73.25	82.50	93.75
Treasurer and/or Assistant Business Manager	62.75	72.00	80.25	92.25
Assistant Treasurer	59.75	70.25	76.25	89.75
Cashier	55.50	67.50	71.50	86.50
Accountant	54.25	66.75	70.00	85.50

	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
<i>Voice of Prophecy (cont'd)</i>				
Public Relations Director	60.25	70.75	77.50	90.50
Asst. Public Relations Director	58.25	69.25	74.50	88.50
Editor of Publications	62.75	72.00	80.25	92.25
Stations Relations Director	60.25	70.75	77.50	90.50
Director of Bible School	60.25	70.75	77.50	90.50
Bible School Pastor	60.25	70.75	77.50	90.50
Bible School Teacher	58.25	69.25	74.50	88.50
Quartet Personnel	60.25	70.75	77.50	90.50
Music Arranger	60.25	70.75	77.50	90.50
Organist or Pianist	60.25	70.75	77.50	90.50
Sound Engineer	60.25	70.75	77.50	90.50
Administrative Office Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00
Custodian	55.50	67.50	71.50	86.50
<i>Print Shop</i>				
Manager	60.00	70.50	77.25	90.25
Assistant Manager	56.75	68.25	73.00	87.50
Pressman	54.00	66.50	69.50	85.00
Typesetter	54.00	66.50	69.50	85.00
Factory Worker	52.25	65.25	67.00	83.50
		or per hour	\$2.08½	
Clerk	49.25	63.00	63.00	80.75

MEDICAL INSTITUTIONS

Sanitariums and Hospitals

Administrator*	68.00	75.50	87.00	96.50
Administrator	64.50	73.25	82.50	93.75
Assistant Administrator*	64.50	73.25	82.50	93.75
Assistant Administrator	61.75	71.75	79.25	91.75
Controller	61.75	71.75	79.25	91.75
Treasurer	58.75	69.75	75.75	89.25
Cashier	58.25	69.25	74.50	88.50
Assistant Cashier	55.50	67.50	71.50	86.50

* The maximum rate will apply only to those institutions of over 100 beds.

<i>Sanitariums & Hospt. (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Accountant	58.25	69.25	74.50	88.50
Credit Manager	58.25	69.25	74.50	88.50
Purchasing Agent	58.25	69.25	74.50	88.50
Personnel Director	58.25	69.25	74.50	88.50
Medical Records Librarian	58.25	69.25	74.50	88.50
Medical Director		91.75		117.25
Physicians and Dentists —1st Year		84.00		104.00
(After completing —2nd Year		87.75		108.25
internship) —3rd Year		91.25		112.75
Director—School of Nursing	63.25	72.50	80.75	92.75
Assistant Director—School of Nursing	61.50	71.50	79.00	91.50
Supervisor of Nursing Instruction	58.25	69.25	74.50	88.50
Director of Nursing Service	61.50	71.50	79.00	91.50
Asst. Director of Nursing Service	60.00	70.50	77.25	90.25
Nurse Anesthetist	60.00	70.50	77.25	90.25
Head Nurse	54.25	66.75	70.00	85.50
General Duty Nurse	51.00	64.50	65.75	82.50
Administrative Dietitian	61.50	71.50	79.00	91.50
Dietitian	55.75	67.75	71.75	86.75
Pharmacist	61.50	71.50	79.00	91.50
Technician	59.50	70.00	76.00	89.50
Residence Hall Dean	55.50	67.50	71.50	86.50
Executive Housekeeper	56.75	68.25	73.00	87.50
Assistant Executive Housekeeper	54.25	66.75	70.00	85.50
Administrative Office Secretary	54.00	66.50	69.50	85.00
Medical Secretary	54.00	66.50	69.50	85.00
Secretary	52.25	65.25	67.00	83.50
Receptionist	46.50	61.00	59.75	78.00
Stenographer	46.50	61.00	59.75	78.00
Switchboard Operator	46.50	61.00	59.75	78.00
Custodian	58.75	69.75	75.75	89.25