

LF 2054

WAGE SCALE

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

Effective July 1, 1966

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				\$107.25
General Vice-President				104.75
Vice-President, North American Division				104.75
Secretary				104.75
Associate Secretary	\$72.25	\$80.25	\$92.25	102.50
Treasurer				104.75
Undertreasurer				103.50
Assistant Treasurer	72.25	80.25	92.25	102.50
Field Secretary	72.25	80.25	92.25	102.50
Auditor	72.25	80.25	92.25	102.50
Associate Auditor	71.00	78.75	90.00	100.75
Department Secretary	72.25	80.25	92.25	102.50
Associate Department Secretary	71.00	78.75	90.00	100.75
Assistant Department Secretary	65.00	75.50	83.25	96.50
Statistical Secretary	71.00	78.75	90.00	100.75
Personnel Director	67.75	77.00	86.75	98.50
Cashier	63.00	74.25	81.25	95.00
Assistant Cashier	61.25	72.75	78.25	93.00
Chief Accountant	63.00	74.25	81.25	95.00
Accountant	61.25	72.75	78.25	93.00
Librarian	61.75	73.25	79.75	93.75
Administrative Office Secretary	58.50	71.00	75.25	91.00
Secretary	55.00	68.75	70.50	87.75
Receptionist	53.50	67.50	68.75	86.25
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	53.50	67.50	68.75	86.25
Assistant Switchboard Operator	51.75	66.25	66.25	85.00
Chief Mail Room Clerk	53.50	67.50	68.75	86.25
Mail Room Clerk	51.75	66.25	66.25	85.00
Shipping Clerk	51.75	66.25	66.25	85.00
Chauffeur	53.50	67.50	68.75	86.25
<i>Insurance Service</i>				
Manager	72.25	80.25	92.25	102.50
Branch Manager	67.75	77.00	86.75	98.50

	<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	63.00	74.25	81.25	95.00
Underwriter	63.00	74.25	81.25	95.00
Technical Engineer	63.00	74.25	81.25	95.00
Chief Accountant	63.00	74.25	81.25	95.00
Accountant	61.25	72.75	78.25	93.00
Secretary (with agent's license)	56.50	69.75	72.25	89.00
Secretary	55.00	68.75	70.50	87.75
Stenographer	49.00	64.25	62.75	82.00
<i>Esda Sales and Service</i>				
General Manager	67.75	77.00	86.75	98.50
Manager	66.50	76.25	85.00	97.50
Treasurer	63.00	74.25	81.25	95.00
Cashier	59.75	71.75	76.75	92.00
Assistant Cashier	58.50	71.00	75.25	91.00
Accountant	58.50	71.00	75.25	91.00
Secretary	55.00	68.75	70.50	87.75
Stenographer	49.00	64.25	62.75	82.00
Department Head				
Export	56.75	70.00	73.00	89.25
Automobiles	56.75	70.00	73.00	89.25
Special Order	56.75	70.00	73.00	89.25
Shipping	56.75	70.00	73.00	89.25
Salesroom	56.75	70.00	73.00	89.25
Service Station	56.75	70.00	73.00	89.25
Sales Clerk	53.50	67.50	68.75	86.25
Crater and Packer	53.50	67.50	68.75	86.25
Shipping Clerk	51.75	66.25	66.25	85.00
Service Station Assistant	51.75	66.25	66.25	85.00
<i>Custodial Service</i>				
Manager	61.75	73.25	79.75	93.75
Assistant Manager	59.75	71.75	76.75	92.00
Cabinet Maker	56.75	70.00	73.00	89.25
Electrician	56.75	70.00	73.00	89.25
Painter	56.75	70.00	73.00	89.25
Plumber	56.75	70.00	73.00	89.25
Janitor	51.75	66.25	66.25	85.00
Night Watchman	51.75	66.25	66.25	85.00

	<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	63.00	74.25	81.25	95.00
Assistant Manager	59.75	71.75	76.75	92.00
Pressman	56.75	70.00	73.00	89.25
Typesetter	56.75	70.00	73.00	89.25
Mimeograph Operator	53.50	67.50	68.75	86.25
Clerk	51.75	66.25	66.25	85.00
<i>Transportation Service</i>				
Transportation Agent	65.00	75.50	83.25	96.50
Assistant Transportation Agent	61.75	73.25	79.75	93.75
Warehouse Foreman	56.75	70.00	73.00	89.25
Crater and Packer	53.50	67.50	68.75	86.25
Secretary	55.00	68.75	70.50	87.75
Stenographer	49.00	64.25	62.75	82.00
<i>Welfare Service Processing Centers</i>				
Manager	65.00	75.50	83.25	96.50
Packer and Bailer	53.50	67.50	68.75	86.25
Secretary	55.00	68.75	70.50	87.75
Stenographer	49.00	64.25	62.75	82.00

UNION CONFERENCES

President	72.25	80.25	92.25	102.50
Secretary-Treasurer	67.75	77.00	86.75	98.50
Assistant Treasurer	64.50	74.75	81.75	95.50
Auditor	66.50	76.25	85.00	97.50
Associate Auditor	65.00	75.50	83.25	96.50
Assistant Auditor	63.00	74.25	81.25	95.00
Department Secretary	66.50	76.25	85.00	97.50
Associate Department Secretary	65.00	75.50	83.25	96.50
Assistant Department Secretary	63.00	74.25	81.25	95.00
Elementary School Supervisor	64.50	74.75	81.75	95.50
Ordained Minister	61.75	73.25	79.75	93.75
Cashier	59.75	71.75	76.75	92.00
Assistant Cashier	58.50	71.00	75.25	91.00
Accountant	58.50	71.00	75.25	91.00
Editorial Secretary	55.00	68.75	70.50	87.75
Administrative Office Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75

<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	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Custodian	58.50	71.00	75.25	91.00
<i>Home Health Education Service</i>				
Manager	64.50	74.75	81.75	95.50
Treasurer	63.00	74.25	81.25	95.00
Assistant Treasurer	60.25	72.25	77.00	92.25
Chief Accountant (in charge of automated equipment and pro- graming)	60.25	72.25	77.00	92.25
Cashier	59.75	71.75	76.75	92.00
Credit Manager	59.75	71.75	76.75	92.00
Accountant	58.50	71.00	75.25	91.00
Secretary	55.00	68.75	70.50	87.75
Clerk	49.00	64.25	62.75	82.00
Receptionist	49.00	64.25	62.75	82.00
Custodian	58.50	71.00	75.25	91.00

LOCAL CONFERENCES

President	67.75	77.00	86.75	98.50
Secretary-Treasurer	63.00	74.25	81.25	95.00
Assistant Secretary-Treasurer	60.25	72.25	77.00	92.25
Department Secretary	61.75	73.25	79.75	93.75
Associate Department Secretary	60.25	72.25	77.00	92.25
Assistant Department Secretary	58.75	71.25	75.50	91.25
Elementary School Supervisor	58.75	71.25	75.50	91.25
Book and Bible House Manager	61.75	73.25	79.75	93.75
Asst. Book and Bible House Mgr.	58.75	71.25	75.50	91.25
Association Manager and/or Secretary-Treasurer	61.75	73.25	79.75	93.75
Ordained Minister	61.75	73.25	79.75	93.75
Licensed Minister	53.50	67.50	68.75	86.25
Ministerial Intern—1st Year (Student)		43.50		55.25
—2nd Year (Student)		43.50		55.25
—2nd Year		58.25		74.25
—3rd Year		62.25		79.75
Bible Instructor	55.00	68.75	70.50	87.75
Bible Instructor Intern—1st Year		49.75		64.00
—2nd Year		53.00		67.75

<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	56.75	70.00	73.00	89.25
Assistant Cashier	55.00	68.75	70.50	87.75
Accountant	55.00	68.75	70.50	87.75
Administrative Office Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75
Receptionist	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Custodian	58.50	71.00	75.25	91.00

EDUCATIONAL INSTITUTIONS

Universities

President	72.25	80.25	92.25	102.50
Vice-President				
Academic Affairs	71.75	79.75	92.00	102.00
Financial Affairs	71.75	79.75	92.00	102.00
Development	71.75	79.75	92.00	102.00
Corporation	71.75	79.75	92.00	102.00
Assistant to Vice-President	67.75	77.00	86.75	98.50
Controller	67.75	77.00	86.75	98.50
Treasurer	66.50	76.25	85.00	97.50
Assistant Treasurer	61.75	73.25	79.75	93.75
Cashier	61.75	73.25	79.75	93.75
Chief Accountant	61.75	73.25	79.75	93.75
Accountant	61.25	72.75	78.25	93.00
Dean of Schools	71.25	79.25	91.25	101.25
Dean of Students	69.75	78.00	88.25	99.50
Registrar	66.50	76.25	85.00	97.50
Associate Registrar	65.00	75.50	83.25	96.50
Assistant Registrar	64.50	74.75	81.75	95.50
University Medical Center				
Administrator	71.50	79.50	91.50	101.50
Campus Business Administrator	67.75	77.00	86.75	98.50
Assistant Campus Business Admin.	66.00	75.75	84.50	97.00
Secretary of Corporation Board	66.50	76.25	85.00	97.50
Treasurer of Corporation	66.50	76.25	85.00	97.50
Internal Auditor	66.50	76.25	85.00	97.50
Administrative Office Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75

<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	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00

*Graduate School and
Theological Seminary*

Professor and Chairman of Dept.	69.50	77.75	88.00	99.25
Professor	67.50	76.75	86.50	98.25
Associate Professor	65.00	75.50	83.25	96.50
Assistant Professor	63.50	74.50	81.50	95.25
Instructor	60.25	72.25	77.00	92.25
Librarian	63.50	74.50	81.50	95.25
Associate Librarian	61.75	73.25	79.75	93.75
Assistant Librarian	60.25	72.25	77.00	92.25

Senior Colleges

President	71.50	79.50	91.50	101.50
Dean of Academic Affairs	67.75	77.00	86.75	98.50
Dean of Student Affairs	67.75	77.00	86.75	98.50
Business Manager	67.75	77.00	86.75	98.50
Assistant Business Manager	63.50	74.50	81.50	95.25
Director of College Relations and Development	66.50	76.25	85.00	97.50
Treasurer	61.75	73.25	79.75	93.75
Assistant Treasurer	61.25	72.75	78.25	93.00
Cashier	61.25	72.75	78.25	93.00
Accountant	61.25	72.75	78.25	93.00
Head of Major Industrial Dept.	66.50	76.25	85.00	97.50
Industrial Head	61.75	73.25	79.75	93.75
Registrar	61.75	73.25	79.75	93.75
Associate Registrar	60.25	72.25	77.00	92.25
Assistant Registrar	58.50	71.00	75.25	91.00
Residence Hall Dean	61.75	73.25	79.75	93.75
Associate Residence Hall Dean	60.25	72.25	77.00	92.25
Assistant Residence Hall Dean	58.50	71.00	75.25	91.00
Director of Food Service	61.75	73.25	79.75	93.75
Assistant Director of Food Service	58.50	71.00	75.25	91.00
Director of Health Service	61.75	73.25	79.75	93.75
Professor and Chairman of Dept.	66.50	76.25	85.00	97.50

<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	65.00	75.50	83.25	96.50
Associate Professor*	63.00	74.25	81.25	95.00
Assistant Professor*	61.75	73.25	79.75	93.75
Instructor	58.50	71.00	75.25	91.00
Librarian	61.75	73.25	79.75	93.75
Associate Librarian	60.25	72.25	77.00	92.25
Assistant Librarian	58.50	71.00	75.25	91.00
Administrative Office Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75
Receptionist	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00
Head Custodian	61.75	73.25	79.75	93.75
 <i>Junior Colleges</i>				
President	66.50	76.25	85.00	97.50
Business Manager	63.00	74.25	81.25	95.00
Assistant Business Manager	58.50	71.00	75.25	91.00
Treasurer	58.50	71.00	75.25	91.00
Cashier	55.50	69.25	71.75	88.25
Accountant	55.50	69.25	71.75	88.25
Registrar	58.50	71.00	75.25	91.00
Residence Hall Dean	58.50	71.00	75.25	91.00
Director of Food Service	58.50	71.00	75.25	91.00
Director of Health Service	58.50	71.00	75.25	91.00
Professor and Chairman of Dept.	61.75	73.25	79.75	93.75
Professor	61.25	72.75	78.25	93.00
Associate Professor	59.75	71.75	76.75	92.00
Assistant Professor	58.75	71.25	75.50	91.25
Instructor	58.50	71.00	75.25	91.00
Industrial Head	61.75	73.25	79.75	93.75
Librarian	58.50	71.00	75.25	91.00
Secretary	55.00	68.75	70.50	87.75
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00
Head Custodian	58.50	71.00	75.25	91.00

* 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	61.75	73.25	79.75	93.75
Business Manager	58.75	71.25	75.50	91.25
Assistant Business Manager	56.25	69.50	72.00	88.75
Treasurer	56.25	69.50	72.00	88.75
Cashier	53.50	67.50	68.75	86.25
Accountant	55.50	69.25	71.75	88.25
Guidance Director	58.50	71.00	75.25	91.00
Registrar	58.50	71.00	75.25	91.00
Teacher	58.50	71.00	75.25	91.00
Librarian	58.50	71.00	75.25	91.00
Residence Hall Dean	58.50	71.00	75.25	91.00
Director of Food Service	58.50	71.00	75.25	91.00
Director of Health Service	58.50	71.00	75.25	91.00
Industrial Head	58.50	71.00	75.25	91.00
Secretary	55.00	68.75	70.50	87.75
Stenographer	49.00	64.25	62.75	82.00
<i>Intermediate and Elementary Schools*</i>				
Principal-Major Schools **	59.75	71.75	76.75	92.00
Principal	58.50	71.00	75.25	91.00
Teacher ***	58.50	71.00	75.25	91.00
<i>Home Study Institute</i>				
President	71.00	78.75	90.00	100.75
Treasurer	60.25	72.25	77.00	92.25
Accountant	55.50	69.25	71.75	88.25
Registrar	60.25	72.25	77.00	92.25
Editor of Courses of Study	61.75	73.25	79.75	93.75
Examination Supervisor	58.50	71.00	75.25	91.00
Secretary	55.00	68.75	70.50	87.75
Stenographer	49.00	64.25	62.75	82.00
Mimeograph Operator	49.00	64.25	62.75	82.00
Clerk	46.50	62.00	59.75	79.50
Custodian	49.50	65.00	64.50	83.00

* 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	71.50	79.50	91.50	101.50
Assistant General Manager	67.75	77.00	86.75	98.50
Editor of Review and Herald	71.00	78.75	90.00	100.75
Associate Editor of Review and Herald	66.50	76.25	85.00	97.50
Periodical Editor	67.75	77.00	86.75	98.50
Associate Periodical Editor	66.50	76.25	85.00	97.50
Assistant Periodical Editor	65.00	75.50	83.25	96.50
Minor Periodical Editor	60.25	72.25	77.00	92.25
Book Editor	67.75	77.00	86.75	98.50
Associate Book Editor	66.50	76.25	85.00	97.50
Assistant Book Editor	65.00	75.50	83.25	96.50
Treasurer	67.75	77.00	86.75	98.50
Assistant Treasurer	65.00	75.50	83.25	96.50
Cashier	62.50	73.50	80.00	94.00
Chief Accountant	61.25	72.75	78.25	93.00
Accountant	58.50	71.00	75.25	91.00
Book Department Manager	67.75	77.00	86.75	98.50
Associate Book Dept. Manager	66.50	76.25	85.00	97.50
Assistant Book Dept. Manager	65.00	75.50	83.25	96.50
Periodical Department Manager	67.75	77.00	86.75	98.50
Associate Periodical Dept. Manager	66.50	76.25	85.00	97.50
Assistant Periodical Dept. Manager	65.00	75.50	83.25	96.50
Factory Superintendent	67.75	77.00	86.75	98.50
Assistant Factory Superintendent	65.00	75.50	83.25	96.50
Branch Manager	65.00	75.50	83.25	96.50
Foreman	63.00	74.25	81.25	95.00
Assistant Foreman	58.25	70.75	75.00	90.75
Librarian	61.75	73.25	79.75	93.75
Assistant Librarian	58.50	71.00	75.25	91.00
Head Proofreader	61.75	73.25	79.75	93.75
Proofreader	57.75	70.50	74.00	90.25
Copy Editor	63.00	74.25	81.25	95.00
Factory Crew Leader	55.00	68.75	70.50	87.75
		or per hour		\$2.19
Factory Worker	55.00	68.75	70.50	87.15
		or per hour		\$2.19

<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	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75
Receptionist	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00

CHRISTIAN RECORD BRAILLE FOUNDATION

General Manager	69.75	78.00	88.25	99.50
Assistant General Manager	66.00	75.75	84.50	97.00
Treasurer	66.00	75.75	84.50	97.00
Cashier	58.50	71.00	75.25	91.00
Accountant	57.00	70.25	73.50	90.00
Editor	66.00	75.75	84.50	97.00
Director of Foreign Language Service	66.00	75.75	84.50	97.00
Assistant Editor	63.50	74.50	81.50	95.25
General Director of Field Service	66.00	75.75	84.50	97.00
District Representative *	63.50	74.50	81.50	95.25
Bible School Teacher	61.25	72.75	78.25	93.00
Factory Superintendent	66.00	75.75	84.50	97.00
Foreman	61.75	73.25	79.75	93.75
Librarian	60.25	72.25	77.00	92.25
Assistant Librarian	57.00	70.25	73.50	90.00
Head Proofreader	60.25	72.25	77.00	92.25
Proofreader	56.50	69.75	72.25	89.00
Stereo-type Operator	56.50	69.75	72.25	89.00
Factory Worker	55.00	68.75	70.50	87.75
		or per hour		\$2.19
Administrative Office Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75
Receptionist	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00
Custodian	58.50	71.00	75.25	91.00

FAITH FOR TODAY

Program Director and Speaker	69.75	78.00	88.25	99.50
Assistant Director of Film Production	63.50	74.50	81.50	95.25

* Rate applicable if on salary rather than commission.

<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>
Business Manager	67.75	77.00	86.75	98.50
Treasurer and/or Assistant Business Manager	66.00	75.75	84.50	97.00
Assistant Treasurer	62.75	74.00	80.25	94.25
Cashier	58.50	71.00	75.25	91.00
Accountant	57.00	70.25	73.50	90.00
Public Relations Director	63.50	74.50	81.50	95.25
Asst. Public Relations Director	61.25	72.75	78.25	93.00
Editor of Publications	66.00	75.75	84.50	97.00
Stations Relations Director	63.50	74.50	81.50	95.25
Director of Bible School	63.50	74.50	81.50	95.25
Bible School Pastor	63.50	74.50	81.50	95.25
Bible School Teacher	61.25	72.75	78.25	93.00
Quartet Personnel	63.50	74.50	81.50	95.25
Music Arranger	63.50	74.50	81.50	95.25
Organist or Pianist	63.50	74.50	81.50	95.25
Sound Engineer	63.50	74.50	81.50	95.25
Administrative Office Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75
Receptionist	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00
Custodian	58.50	71.00	75.25	91.00

Print Shop

Manager	63.00	74.25	81.25	95.00
Assistant Manager	59.75	71.75	76.75	92.00
Art Director	61.75	73.25	79.75	93.75
Pressman	56.75	70.00	73.00	89.25
Typesetter	56.75	70.00	73.00	89.25
Factory Worker	55.00	68.75	70.50	87.75
			or per hour	\$2.19
Clerk	51.75	66.25	66.25	85.00

VOICE OF PROPHECY

Program Director and Speaker	69.75	78.00	88.25	99.50
Assistant	63.50	74.50	81.50	95.25
Business Manager	67.75	77.00	86.75	98.50
Treasurer and/or Assistant Business Manager	66.00	75.75	84.50	97.00

<i>Voice of Prophecy (cont'd)</i>	<i>Single Workers</i>		<i>Heads of Families</i>	
	<i>Min.</i>	<i>Max.</i>	<i>Min.</i>	<i>Max.</i>
Assistant Treasurer	62.75	74.00	80.25	94.25
Cashier	58.50	71.00	75.25	91.00
Accountant	57.00	70.25	73.50	90.00
Public Relations Director	63.50	74.50	81.50	95.25
Asst. Public Relations Director	61.25	72.75	78.25	93.00
Editor of Publications	66.00	75.75	84.50	97.00
Stations Relations Director	63.50	74.50	81.50	95.25
Director of Bible School	63.50	74.50	81.50	95.25
Bible School Pastor	63.50	74.50	81.50	95.25
Bible School Teacher	61.25	72.75	78.25	93.00
Quartet Personnel	63.50	74.50	81.50	95.25
Music Arranger	63.50	74.50	81.50	95.25
Organist or Pianist	63.50	74.50	81.50	95.25
Sound Engineer	63.50	74.50	81.50	95.25
Administrative Office Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75
Receptionist	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00
Custodian	58.50	71.00	75.25	91.00
<i>Print Shop</i>				
Manager	63.00	74.25	81.25	95.00
Assistant Manager	59.75	71.75	76.75	92.00
Pressman	56.75	70.00	73.00	89.25
Typesetter	56.75	70.00	73.00	89.25
Factory Worker	55.00	68.75	70.50	87.75
		or per hour		\$2.19
Clerk	51.75	66.25	66.25	85.00

MEDICAL INSTITUTIONS

Sanitariums and Hospitals

Administrator*	71.50	79.50	91.50	101.50
Administrator	67.75	77.00	86.75	98.50
Assistant Administrator*	67.75	77.00	86.75	98.50
Assistant Administrator	65.00	75.50	83.25	96.50
Controller	65.00	75.50	83.25	96.50

* 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>
Treasurer	61.75	73.25	79.75	93.75
Cashier	61.25	72.75	78.25	93.00
Assistant Cashier	58.50	71.00	75.25	91.00
Accountant	61.25	72.75	78.25	93.00
Director of Patients' Business	61.25	72.75	78.25	93.00
Purchasing Agent	61.25	72.75	78.25	93.00
Personnel Director	61.25	72.75	78.25	93.00
Medical Records Librarian	61.25	72.75	78.25	93.00
Medical Director		96.50		123.25
Physicians and Dentists —1st Year		88.25		109.25
(After completing —2nd Year		92.25		113.75
internship) —3rd Year		96.00		118.50
Director—School of Nursing	66.50	76.25	85.00	97.50
Assistant Director—School of Nursing	64.75	75.25	83.00	96.25
Supervisor of Nursing Instruction	61.25	72.75	78.25	93.00
Director of Nursing Service	64.75	75.25	83.00	96.25
Asst. Director of Nursing Service	63.00	74.25	81.25	95.00
Nurse Anesthetist	63.00	74.25	81.25	95.00
Head Nurse	57.00	70.25	73.50	90.00
General Duty Nurse	53.75	67.75	69.25	86.75
Administrative Dietitian	64.75	75.25	83.00	96.25
Dietitian	58.75	71.25	75.50	91.25
Pharmacist	64.75	75.25	83.00	96.25
Technician	62.50	73.50	80.00	94.00
Residence Hall Dean	58.50	71.00	75.25	91.00
Executive Housekeeper	59.75	71.75	76.75	92.00
Assistant Executive Housekeeper	57.00	70.25	73.50	90.00
Administrative Office Secretary	56.75	70.00	73.00	89.25
Medical Secretary	56.75	70.00	73.00	89.25
Secretary	55.00	68.75	70.50	87.75
Receptionist	49.00	64.25	62.75	82.00
Stenographer	49.00	64.25	62.75	82.00
Switchboard Operator	49.00	64.25	62.75	82.00
Custodian	61.75	73.25	79.75	93.75