

**Proposal for Discussion
November 24, 2020**

Staff Salaries, RSP Contributions & Pension Plan Contributions

1. There has never been increases to ¹Elaine Allan or ²Jamie Maxwell salaries since 2017 & 2018 (respectively) as well no bonuses, RSP/Pension Plan contributions have ever been paid out to SCBC employees.

Suggested Staff Bonuses

2. Suggested bonuses for the 2020 calendar year are 10% of salary for Elaine Allan, Michelle Skelly and Jamie Maxwell. The total cost to SCBC would be \$24,000 less statutory deductions.

Keeping Operating Costs Low

3. The suggested staff bonuses are a one-time payment that will effectively serve as salary increases and/or RSP/Pension Plan contributions without increasing the operating costs of the organization in the year ahead. This is prudent financial planning in uncertain economic times.

4. The Other Skills Canada (Member Organizations)

³The other Skills Canada Member organizations are implementing staff wage increases this fiscal. This is because the Member Organizations are heavily funded by their Provincial/Territorial governments who have increased their funding so annual wage increases are expected by the staff. Skills BC has historically lagged behind the other Member Organizations in receiving financial support from its provincial government which has affected its ability to provide annual wage increases and implement an RSP/Pension Plan employer contribution.

Employee Recognition

5. ESDC staff have worked hard throughout the pandemic to keep SCBC viable, relevant and flush with cash. These were not easy feats to achieve during a downturned economy and times of unprecedented organization disruption throughout the calendar year.

The Year Ahead

6. Paying out the aforementioned bonuses will go a long way to keeping the SCBC staff motivated and focused during the upcoming 2021 competition season. As competition conditions are changing rapidly, more than ever the creativity of the staff, and their ability to work collaboratively has never been more important. Recognizing the work of the staff to keep the organization financially solvent and on the leading edge of designing competitions in an ever-

¹ Elaine Allan was hired by SCBC in May 2017.

² Jamie Maxwell was hired by SCBC in April 2018.

³ Skills Alberta, although financially solvent is concerned with the optics of increasing staff salaries during a downturned economy so are planning to pay out staff bonuses before the end of the calendar year.

changing environment is something the SCBC board can recognize with a bonus payment that does not commit the organization to increased operating costs for the year ahead.