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To: **Governance Committee**
From: Tanvir Singh, President
Date: March 2018
cc:
re: **Executive Committee Stipend**

I. Background

The members of the Executive Committee of the Kwantlen Student Association are given a bi-weekly stipend for the work and time they contribute to the society. Executive officers are expected, through the regulations, to work 40 hours per week of which 20 are expected to be office hours. As of the 2017/2018 term, executives are paid the equivalent of $15.00 per hour for 40 hours per week. Executive officers do not have "sick days" as they are salaried, however they are expected to make up missed time at later dates. While executive officers may (or may not) legally be employees of the society, the society is expected to treat executive officers with fair and reasonable workplace expectations, as such they receive up to two weeks of paid vacation per year.

II. Comparison across Canada

The following are executive officer salaries across student unions in Canada as of late 2015:

BC
UBC - **$32,500** = $27,500 base + $5,000 bonus based on performance = $15.63 * 40 hours
SFU - **$31,500** = $21,000 for exec work + $10,500 for Council work = $15.14 * 40 hours
UVic - **$27,027** = based on Student Supervisor in Collective Agreement = $14.85 * 35 hours
KSA - **$24,920** = $31,200 annual of of 2016 = $15.00 * 40 hours

AB (see report, adjusted for inflation)
UofC - **$38,000** = $20.88 * 35 hours
UofA - **$36,000** = $18.46 * 37.5 hours
MR - **$37,000** = $20.33 * 35 hours
SAIT - **$41,000** = $29.53 * 35 hours

SK
US - **$33,000** = $18.13 * 35 hours
UR - **$29,000** = $13.94 * 40 hours

MB (**based on article from 2009**:
UM - **$29,000** = $15.93 * 35 hours
UW - **$29,000** = $15.93 * 35 hours

ON
Waterloo = **$46,000** = $22.12 * 40 hours
Laurier = **$33,000** = $15.86 * 40 hours
Brock = **$30,960** = $14.88 * 40 hours

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III. Recommendation

I recommend that council increase executive officer salaries to both stay in comparison with other comparable student unions and to keep up with positive increases in CPI.

Assuming a steady increase in CPI of about 2% per year in British Columbia executive officer pay:

2015 - $15.00
2016 - $15.30
2017 - $15.61
2018 - $15.92 = $33,113.60

Section X, Article 3 be change from "…$1,200" to "…1,273.60"

The president, who is also the chairperson of the executive committee, is given an additional stipend of $100 bi-weekly. I recommend that the president's additional stipend be increased to $200 bi-weekly in recognition to the development of the role over the last seven years since the last set of bylaws were introduced.

IV. Future Considerations

I recommend that Executive Officer salaries be tied to positive increases in provincial CPI so as to keep up with inflation. I further recommend that Executive Officer compensation be reviewed every three years (at a minimum).