

Community Living Agencies Network - CLANBC		For help with this spreadsheet, write to smie@spectrumsociety.org or rogers@cla-bc.org																																																																																																																																																													
Pay Equity Uplift Calculations																																																																																																																																																															
December 2009		" CONFIDENTIAL INFORMATION "																																																																																																																																																													
Step One: Agency Name:		Spectrum Society for Community Living																																																																																																																																																													
Step Two: Your Benefits %		37.20% <small>(Calculate your current benefits cost as a percentage of scheduled hours using the second tab at the bottom, if you don't know that number, Line 33 on the tab below)</small>																																																																																																																																																													
Step Three: Your Hours and Rates:		<small>(In this column below (C) and (E))</small> Enter the numerical hours for each type of work that you pay weekly, in Column (C) <small>(Enter the average rate you pay for each type of work in Column (E))</small>																																																																																																																																																													
Step Four: Your Funding In \$/HR:		6,761,767.00 <small>(Confirm the funding number from the CLBC report or Contacts) Link to CLBC Report</small>																																																																																																																																																													
		<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2"></th> <th>37.20%</th> <th>42.20%</th> <th colspan="2">Summary of Wage Equity Increases</th> </tr> <tr> <th>(A)</th> <th>(B)</th> <th>(C)</th> <th>(D)</th> <th>(E)</th> <th>(F)</th> <th>(G)</th> <th>(H)</th> <th>(I)</th> <th>(J)</th> <th>(K)</th> <th>(L)</th> <th>(M)</th> <th>(N)</th> </tr> <tr> <th></th> <th>Position</th> <th>0809 Hours Weekly</th> <th>F0809 Hours</th> <th>Average Rate F0810</th> <th>Step 3</th> <th>Current Wages</th> <th>Step 3 Wages</th> <th>Current Agency Benefits</th> <th>Costing Tool Benefits 42.2%</th> <th></th> <th>Current</th> <th>Costing tool Benchmarks</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Day/Evening</td> <td>Supervisor / Coordinator</td> <td>723.71</td> <td>37,734.24</td> <td>26.53</td> <td>22.78</td> <td>774,683.93</td> <td>859,585.97</td> <td>288,182.42</td> <td>362,745.28</td> <td>Wages</td> <td>4,462,124.00</td> <td>4,864,361.89</td> </tr> <tr> <td>CSW / Case worker</td> <td>3282.14</td> <td>171,136.78</td> <td>16.67</td> <td>17.36</td> <td>2,852,750.10</td> <td>2,978,830.33</td> <td>1,061,223.04</td> <td>1,253,696.40</td> <td>Benefits</td> <td>1,659,910.13</td> <td>2,052,760.72</td> </tr> <tr> <td>Program Director / Senior Manager</td> <td>240</td> <td>12,513.60</td> <td>25.75</td> <td>22.78</td> <td>322,225.20</td> <td>285,858.81</td> <td>119,867.77</td> <td>120,295.24</td> <td></td> <td></td> <td></td> </tr> <tr> <td rowspan="3">Overnight</td> <td>Aidrop</td> <td>825.5</td> <td>43,256.13</td> <td>9.66</td> <td>14.88</td> <td>417,796.26</td> <td>643,561.53</td> <td>155,400.21</td> <td>271,583.14</td> <td>Wage & Benefits</td> <td>6,122,604.13</td> <td>6,917,122.61</td> </tr> <tr> <td>Semi-Assist</td> <td></td> <td></td> <td></td> <td>14.88</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Assist</td> <td>131</td> <td>6,836.34</td> <td>13.86</td> <td>15.42</td> <td>54,668.51</td> <td>105,323.84</td> <td>35,216.69</td> <td>44,446.66</td> <td>Program costs</td> <td>612,203.48</td> <td>612,203.41</td> </tr> <tr> <td>Totals</td> <td></td> <td>5206.35</td> <td>271,459.09</td> <td></td> <td></td> <td>4,462,124.00</td> <td>4,864,361.89</td> <td>1,659,910.13</td> <td>2,052,760.72</td> <td>admin (10% of costs)</td> <td>673,423.75</td> <td>752,932.60</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>total</td> <td>7,407,661.29</td> <td>8,282,258.63</td> <td>12%</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>new funding</td> <td></td> <td>874,597.33</td> <td></td> </tr> </tbody> </table>												37.20%	42.20%	Summary of Wage Equity Increases		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)		Position	0809 Hours Weekly	F0809 Hours	Average Rate F0810	Step 3	Current Wages	Step 3 Wages	Current Agency Benefits	Costing Tool Benefits 42.2%		Current	Costing tool Benchmarks	Day/Evening	Supervisor / Coordinator	723.71	37,734.24	26.53	22.78	774,683.93	859,585.97	288,182.42	362,745.28	Wages	4,462,124.00	4,864,361.89	CSW / Case worker	3282.14	171,136.78	16.67	17.36	2,852,750.10	2,978,830.33	1,061,223.04	1,253,696.40	Benefits	1,659,910.13	2,052,760.72	Program Director / Senior Manager	240	12,513.60	25.75	22.78	322,225.20	285,858.81	119,867.77	120,295.24				Overnight	Aidrop	825.5	43,256.13	9.66	14.88	417,796.26	643,561.53	155,400.21	271,583.14	Wage & Benefits	6,122,604.13	6,917,122.61	Semi-Assist				14.88								Assist	131	6,836.34	13.86	15.42	54,668.51	105,323.84	35,216.69	44,446.66	Program costs	612,203.48	612,203.41	Totals		5206.35	271,459.09			4,462,124.00	4,864,361.89	1,659,910.13	2,052,760.72	admin (10% of costs)	673,423.75	752,932.60											total	7,407,661.29	8,282,258.63	12%											new funding		874,597.33	
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If you have a pay grid and need to determine the average rate for that job category, you can enter the category titles above, the numerical hours paid at each level, and the rate of pay at each level. The average hourly wage for that grid will be calculated at the bottom right of the grid.																																																																																																																																																															