

0.5% COMMITTEE REPORT

Presented to the Government Licensed Professional Executive
October 2, 2001

(Adopted by Executive October 23, 2001)

By Nathan Stairs
Peter Davis
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INTRODUCTION

During the 2001 GLP bargaining, the following statement was agreed upon in the ratification package:

Market Adjustments

The parties agree to set aside 0.5% of payroll for market adjustments, to be applied on the pay period closest to October 1, 2001. If the parties are unable to reach agreement on how the adjustments are to be applied prior to that date, retroactivity shall apply. The parties agree to enter discussions on applying market adjustments, taking into account market comparators and areas with recruitment and retention problems. The intent is to apply market adjustments to specific positions, identified and agreed to by the PEA and the employer, for which recruitment and retention problems are particularly acute. Depending on the number of positions identified, the allowance may be 3% to 5%.

The final language include in the 12th Master Agreement states

The parties agree to enter discussions on applying market adjustments, taking into account market comparators and areas with recruitment and retention problems.

The GLP Executive appointed executive member Nathan Stairs, P. Eng (MOF) to chair a committee that would research the issue and report back to the Executive. PEA staff suggested that Peter Davis, P. Eng., a representative of the Oil & Gas commission be added to the committee, due to their input into the last round of bargaining. Staff also suggested adding Doug Nicol, P. Eng., (MOF) due to his extensive research into engineers salaries and his work in the last round of bargaining. Brigid Canil, P. Eng. (MOTH) was further suggested due to her input in bargaining and the issues regarding the problems recruiting lower mainland engineers. Nathan Stairs later added Bruce Letvak, P. Eng. (MELP) to ensure representation from the other large Ministry. (names of ministries were changing during this review)

The following Terms of Reference were passed for the committee by the GLP Executive:

- *The 0.5% committee is comprised of the following members: Nathan Stairs, Doug Nicol, Brigid Canil, Peter Davis, Bruce Letvak.*
- *The committee will work towards agreement with PSERC on direction of the 0.5% funds to GLP members, and report with recommendations, to the GLP Executive for final approval of the proposed direction.*
- *The role of the PEA staff is to provide information and guidance to the committee as and when requested by the committee. The committee, either in whole or in part, will communicate, meet with, and work towards agreement with the appropriate member(s) of PSERC.*
- *The committee will attempt to use consensus based decision making. If this fails, they will resort to a vote, with the chair voting in the case of a tie.*
- *The outcome of the committee's work, along with the GLP's endorsement, will be clearly communicated to the GLP members along with the rationale for the decision.*

METHODOLOGY

The committee began the process by meeting in Burnaby. The committee asked for clarification on several issues from Jodi Jensen and asked for rationales for why various groups received additional increases during the last round of bargaining. A general discussion ensued, that ultimately led to the conclusion that more data was required. As such, a request went out in the Professional, which asked for specific input from GLP members, to provide defensible salary data that could support a specific market adjustment. Shortly after, it was further decided that each of the members should do individual research on the five large professions within the GLP, those being the foresters, engineers, agrologists, geoscientists and psychologists in order to further support a decision.

RESULTS

Submissions

The committee received input from the MELP Contaminated Sites section (Lower Mainland Region), the Psychologists, the Veterinarians, and other individuals. The submissions that contained data are located in Appendix 1.

The Contaminated Sites section's request was based on a difficulty in retaining and hiring qualified staff. They identified lower salaries than federal counterparts, increased salaries for members who left the section, and higher salaries for recent comparative postings. The author further passed on the fact that their section is continuously being scouted by 'headhunters'. Their group consists of nine members including engineers, geoscientists and agrologists that range from LSO 2's to a LSO 4.

The psychologist's submission was primarily focused on the LP 2 classification as the LP 3's and 4's received additional grid adjustments in the last round of bargaining. It also noted that the LP classifications have the highest vacancy rate in the government. There are approximately twelve LP 2's.

The veterinarian's submission was specific to the Vet 3 classification, and stated that the salary level is simply inefficient to attract qualified applicants. It compared salaries with the US and various centers in Canada. It further compared the Canadian comparable salaries based on the additional cost of living in the Abbotsford area. There are approximately nine vets who are in this classification and are doing pathology work in the lab.

Committee Research

Completed committee research is located in Appendix 2.

Registered Professional Foresters

Nathan Stairs researched the RPF data. There are approximately 785 RPF's in the GLP with the majority in the LSO 3 classification within the Ministry of Forests. Recruitment of RPF's has not appeared to be a problem for the employer. The current LSO salary levels were compared to the Federal salary levels as well as the most recent Alberta salary levels. The 1999 Report on Members Compensation and Benefits by the ABCPF was also reviewed which provided information on RPF salaries (and other info) in BC. While there are many minor factors that come into play (hours worked, presence or absence of overtime, presence or absence of a foresters act, etc), it appears that GLP foresters are 10-15% underpaid.

Professional Engineers

Doug Nicol researched the P. Eng data. There are approximately 300 P. Eng.'s in the GLP with the majority split between the highways and the environment ministries. The majority of people are in the LSO 3 classification. Recruitment and retention of engineers has been a problem for the employer, with the highest current vacancy rate noted for MOTH engineers. The current LSO salaries were compared to various groups of engineers in BC, various groups of engineers in Alberta, various groups of engineers in

Ontario, as well as the federal government. While minor factors again come into play, the engineers are underpaid by 25-40%.

Professional Agrologists

Bruce Letvak researched the P. Ag data. There are approximately 235 P. Ag's in the GLP with the majority split between the ministry of forests and the AFF. The majority of people are in the LSO 3 classification. Recruitment of agrologists has not appeared to be a problem for the employer. The current LSO salary levels were compared to a few Alberta job postings, to the Saskatchewan institute of agrologists salaries, and the federal government salaries. In general, salary information for agrologists was difficult to find and compare with GLP agrologists. Based on the available information, the agrologists appear to be fairly paid.

Geoscientists

Peter Davis researched the Geoscientist data, which includes geologists and geoscientists. There are approximately 74 Geoscientists in the GLP with the majority in the LSO 3 classification, and the vast majority in the ministry of energy and mines. Recruitment of geoscientists has not appeared to be a problem for the employer. It must be pointed out that there is a difference between geologists and other geoscientists such as, geomorphologists, etc, and that there are technical specialties such as the petroleum and the mining/mineral discipline. As such, salaries within the geoscientists profession vary greatly. Geoscientists salaries are lumped with engineer salaries in every source reviewed except the federal government and the APEGBC salary report. Sources reviewed included the 2000 APEGBC report on members' compensation and benefits, Alberta salary info, the Alberta energy and utilities board, the National Energy board and the Federal salaries. Based on the available information, the geoscientists are generally 10% underpaid, while those working in the oil and gas sector are underpaid by as much as 40%

Psychologists

Brigid Canil researched the psychologist's data. There are approximately 71 psychologists in the GLP with the majority working for the ministry of children and family development, within the LP 4 classification. There are approximately 30 vacancies for psychologists, but many are filled with 'contract' sessional psychologists who are paid at a much higher wage than the GLP psychologists. Therefore, while there is a recruitment problem with psychologists, the employer has been filling the void. The salaries were compared with the federal government salaries, the Alberta, Ontario, and Manitoba government salaries, as well as the BC WCB and HSA psychologist's salaries. While there are variations between provincial salaries (BC PEA salaries being higher and lower), the comparison within BC revealed that the LP 4 group are paid competitively. The LP 2 classification however, is not paid competitively. There is a memorandum of agreement within the 12th master agreement, which states the following:

' the parties agree to establish a joint committee to make recommendations to the principals on resolving the outstanding issue of employment of sessional psychologists. The committee will report back within six months of ratification of the 12th master agreement. The committee will consider applying the terms and conditions of the master agreement to the sessional psychologists, together with an appropriate set of pay rates to be applied both to sessional psychologists and established licensed psychologists.'

ISSUES

Not Enough Money

It is apparent from the review that the vast majority of professions within the GLP are grossly underpaid with respect to their respective market comparables. The allotment of this small amount will not begin to bring salaries up to a comparable level, and will most likely create more hard feelings than good. It will take a great deal more money to begin to address the issues of loss of people and the difficulties in attracting qualified people to the BC government. It is expected that these problems will become greater rather than smaller over the term of the 12th Master Agreement.

Retention and Recruitment versus Market Comparables

The committee felt it appropriate to focus on market comparables more than retention, and retention more than recruitment. It is apparent that the employer will be shrinking the public sector rather than maintaining the status quo or expanding. As such, there is little need to put an effort towards recruiting people when we are losing people due to poor wages, and the employer is looking towards lay-offs, buy-out packages, early retirement incentives, etc. Why attempt to attract new people at low salary levels when employees are being asked to leave?

Psychologists Memorandum of Agreement

It is evident that the employer is willing to discuss the psychologists' issues via the separate memorandum of agreement, which addresses rates of pay for all psychologists. As such, the committee felt that they did not have an onus to include psychologists within the scope of the 0.5% allotment of funds.

Geographical

It is apparent that the cost of living in the lower mainland and Victoria exceeds that of most/all locations in BC. While the committee does not discount this fact, due to the fact that other provincial and federal employers do not offer additional money to employees working in large expensive centers, it was felt that we did not want to vary from this approach due to the small amount of funds available.

Initial Bargaining Position and Settlement

The original position taken by the bargaining team during negotiations proposed 'extra' salary increases for a number of groups including engineers, teachers, psychologists, pharmacists, physiotherapists, veterinarians, and dental officers. The proposed increases were approximately 23% for engineers and approximately 16% for all other LSO classifications. The final outcome of negotiations was very different from the original position.

Recent Grid Adjustments

Numerous small classifications received an additional raise in the last round of bargaining through grid adjustments as follows:

Grid adjustments (April 1, 2001)

Classification	From grid	To Grid
Physio 1, Teacher 4	5	6
Pharm 2, Physio 3, Teacher 5	8	9
Pharm 3	10	11
LP 3	13	14
Vet 3, Pharm 4	12	14
LSO 5, Do 2, Vet 4	14	15
LP 4	16	16

Grid adjustments (March 31, 2002)

Classification	From Grid	To Grid	New Grid
Physio 1, Teacher 4	6	7	2
Pharm 2, Physio 3, Teacher 5	9	10	3
Pharm 3	11	12	4
LP 3, Vet 3, Pharm 4	14	15	5
Vet 4	15	17	6
LP 4	16	17	6

RECOMMENDATIONS

The committee recommends that any group that received a grid adjustment as shown above, do not receive any part of the 0.5% market adjustment.

The committee recommends that the 0.5% market adjustment be distributed in the order in which the groups are most noticeably underpaid. The first group identified is the petroleum geoscientists (6), followed by the engineers (approximately 300, less those in the LSO 5 classification who received a grid adjustment, approximately 17). The result is an increase of approximately 2% for the ~289 people based on an even split of the available funds. It was felt that the data was not strong enough to support a weighted distribution of funds.

The committee is aware that this 'broad brush' approach may not be agreeable to PSERC but is found to be the most defensible position to take based on the relevant principles and available information. It is recognized that this approach creates small differences in salary for those groups where various professionals do similar work. However, it follows the lead of other government employers and the initial bargaining position and is further supported by all of the research.

The committee believes that the foresters also have a case for a market adjustment. However, due to the small amount of money involved and the decision to direct the funds to the professions that are underpaid in a descending order beginning with the greatest need, in order for the dollars to have even a small affect, the line was drawn under the engineers and above the foresters.

Final Note:

Licensed Science Officer Classification

It is apparent to the committee that separating job functions and duties by profession is a desirable manner in which to proceed. The various ministries have recruited positions allowing for up to four professions to fill a position. This may be due to the ministry not knowing exactly what profession is best suited for the position, but is more likely because they are unsure they will be able to recruit the best suited profession, and wishing to save time, open the door to a number of professionals. The grouped LSO classification has condoned this practice. This has created difficulties in providing increased salaries for specific professions let alone specialists. The grouped classification has also created an unknown number of positions where different people with different professions may be carrying out a similar function. If the employer wishes to maintain the professionals which are most disadvantaged by this method, it must take the necessary steps to move to a profession based classification system similar to other provincial and federal governments. As such, the committee suggests that job classifications be separated into the forester, engineer, agrologist, and geoscientist classifications. Each classification can then be reimbursed more accurately in relation to their respective market comparable salary.

Appendix 1

Justification for Temporary Salary Adjustments to PEA
Affiliated Position – Veterinarian 3.

SUMMARY

The current Veterinarian 3 salary of \$67,800 is simply insufficient to attract qualified candidates. The current maximum salary range needs to be in the \$87,000 to \$98,000 range to make the Government of British Columbia competitive with other Canadian diagnostic laboratories when the higher cost of living in Abbotsford is taken into account. This salary level would also begin to address the discrepancy with salaries in the USA, our biggest competitor for the services of veterinary specialists.

BACKGROUND

The recruitment and retention of veterinary specialists (Veterinarian 3) has been and continues to be a concern. There is currently a need for a Fish Pathologist. When this position was previously advertised, the one candidate who was interviewed was deemed unsuitable. Another potential candidate withdrew from the competition when he learned that the salary offered was not in US dollars. At present, there are 3 vacant positions for fish pathologists in Canada (PEI, Guelph and Abbotsford).

The recruitment of qualified veterinary pathologists is proving difficult in many laboratories in Canada. Dr. Grant Maxie, head of the Guelph laboratory, attributes the recruitment problem to low Canadian salaries comparable to the US and the resultant shortage of applicants. This problem is well illustrated by the privately owned Central Laboratory for Veterinarians in Langley, which had a vacancy for a veterinary pathologist for 2 years despite offering a salary of \$80,000 to \$85,000 (excluding bonuses).

Similar problems have been encountered at the Animal Health Centre (AHC). Last year, a search for a pathologist/epidemiologist yielded only one qualified candidate who declined the position because of the low salary and high cost of housing in Abbotsford. Due to a lack of candidates, the position was split into two part-time positions to accommodate two qualified specialists who were already resident in the lower mainland and preferred part-time employment. Recently, the veterinary microbiologist position had to be filled by a public health microbiologist, who was again already a resident of Vancouver, because no other qualified candidates applied for this position. The successful candidate for the last fulltime pathologist position was, also, a resident of the lower mainland.

Applicants from outside the lower mainland consistently cite low salary in relation to the high cost of living as their major concern. The Government of BC cannot rely indefinitely on hiring qualified specialists who are already resident in the lower mainland. To attract the high quality specialists needed now and in the future, the BC Government of BC must offer a more competitive salary.

SALARY COMPARISON

The following salary ranges represent positions similar in qualifications to Veterinarian 3 in government and university diagnostic laboratories. The range indicated is from absolute minimum starting salary to absolute maximum salary.

Canada - \$51,000 to \$84,000

US - \$39,000 to over \$100,000 USD

Most pathologists in Canada are presently earning a salary between \$62,000 (Nova Scotia) and \$79,000 (Manitoba). At \$67,800, pathologists in Abbotsford are earning in the middle of the range. (It must be noted that veterinarians in the Veterinarian 3 positions at the AHC also supervise a department in addition to their pathology duties and that this has not been factored into the comparison. Most pathologists at other laboratories do not have supervisor responsibilities).

Most pathologists in US are earning \$60,000 to \$90,000 USD, significantly more than Canadian pathologists.

COMPARISON OF SALARIES WITH COST OF LIVING ADJUSTMENT FACTORED IN

Figures from Statistics Canada and the Fraser Institute indicate that housing costs in Abbotsford are 25% higher than those in Guelph and 100% greater than those in the prairie and maritime provinces. When total cost of living is accounted for (goods and services with rental not home ownership), Abbotsford is 12% higher than Guelph and 25% higher than the prairies and maritimes. This has a significant impact on the purchasing power of the salary offered.

Please see attached

Salaries adjusted for cost of living differences alone, not taking into account the significantly higher cost of purchasing a home in Abbotsford, dramatically illustrate the recruiting problem. In terms of purchasing power, Government of BC salaries for veterinary specialists are just not competitive. Even when the 7% allowance for Overtime, Shift Work And Standby (OSS) provision is taken into consideration the extra \$4,746, for those who elect not to take the benefit in time off, does not make the remuneration competitive.

SALARY RECOMMENDATION

Realistically, to attract talent to the AHC, the salary must be at least equivalent in purchasing power to the higher paid centers of Guelph, Saskatoon and Manitoba. This would equate to a maximum salary range (Table 1) of \$87,000 to \$98,000. This salary range would make us highly competitive for qualified specialists in Canada and would definitely begin to address the problem of competition from laboratories in the US. It would also serve to make Government of British Columbia competitive with the privately owned Central Laboratory for Veterinarians, who pay bonuses in addition to a generous benefits package.

RISK THE GOVERNMENT

- The lack of qualified specialists will compromise British Columbia's ability to monitor and protect the livestock and aquaculture industry from indigenous and foreign animal diseases. This has both economic and public health consequences. A disease outbreak, even a local one, affects export of products. For example, the *Salmonella pullorum* infection in Vancouver Island poultry that was diagnosed at the AHC resulted in quarantine of the island and the export prohibition of poultry from the island. This threatened the whole poultry industry in British Columbia, as well as, Canada.
- Currently, the overseas export of poultry parts requires certification that the poultry were from premises free of ILT, ornithosis, fowl cholera, and avian encephalomyelitis. All these diseases have occurred in British Columbia poultry and are monitored for by specialists at the AHC. Also monitored for are diseases such as BSE and Foot and Mouth Disease, both which have serious export and domestic economic significance. Many of these diseases are of ever mounting concern with respect to the threat of bioterrorism.
- In addition, other diseases routinely monitored for (e.g. BSE, salmonella, rabies, cryptosporidiosis) are important in protecting human health.
- The AHC has a central role to play in the aquaculture industry by monitoring the health of farmed fish.
- The information provided from the routine submissions of approximately 5,000 samples a year to the AHC is used by veterinarians and livestock owners to treat and control animal diseases on farms throughout British Columbia.

Table 1

EQUIVALENT SALARY COMPARISON BETWEEN CANADIAN LABORATORIES

For purposes of comparison, salaries close to the maximum from each centre have been employed in computation of the figures

These represent the prevailing salaries paid at present in Canada

CITY	SALARY	COL ADJUSTMENT	ADJUSTED SALARY
Fredericton	66,000	1.25	82,500
Charlottetown	63,000	1.25	78,750
Winnipeg	79,000	1.25	98,750
Saskatoon	75,000	1.25	93,750
Guelph	78,000	1.12	87,360
Abbotsford	67,800	1	67,800
Abbotsford-OSS	67,800	1.07 OSS	72,546

Notes:

Adjusted salary indicates the salary required to maintain the purchasing power of salaries from other cities in Abbotsford

Computation: Salary X COL adjustment factor or factor for OSS

August 29, 2001

Market Adjustment Committee: Nathan Stairs, P.Eng. (Chair)
Brigid Canil, P.Eng.
Peter Davis, P. Eng.
Bruce Letvak, P.Eng.
Doug Nicol, P.Eng.

Dear Committee members:

In response to your request for information regarding salary data for specific market adjustments, we would like to provide you with some data on current salary rates for Licensed Psychologists in the public and private sectors in British Columbia. These are uniformly higher than the rates we receive under the current contract, *particularly in the case of LP2s* who did not receive the upward grid adjustments which other LPs received under the new contract. We have been advised by PEA staff that psychologist classifications generally have the highest vacancy rates in government, a fact we feel is a direct result of our remarkably low salaries in comparison to other public sector employers and rates for private practitioners.

All LP2s are employed by the Ministry of Children and Family Development, Mental Health Services. There are a total of 10 working LP2s in the province; other LP2 positions are vacant, and a few are "red-circled" as the incumbents are being paid at LP4 rates. All other psychologists within MCFD are LP3s or LP4s. LP4 was originally a supervisory position, but it is being used increasingly to attract psychologists to some areas. It is the only classification used in Youth Forensic Services, MCFD, for work very similar to Mental Health psychologists.

To be hired as a psychologist within government, one must be registered with the College of Psychologists of British Columbia. The College registration requirements are a Ph.D. in psychology from an accredited university, a minimum of 1600 hours supervised internship period, and successful completion of an internationally administered competency examination as well as a locally administered oral examination. There are a few "grandfathered" registered psychologists who are practising with a Master's degree, but the standards are the same in the public sector as they are in the private sector.

As we understand it, our current salaries under the new contract, as of April 1, 2001, are:

LP2: Grid level 12 in PEA contract	
Max. salary: Biweekly: 2451.93	Hourly: 35.03 approx.
LP3: Grid level 14	
Max. salary: Biweekly: 2606.61	Hourly: 37.24 approx.
LP4: Grid level 16	
Max. salary: Biweekly: 2832.06	Hourly: 40.46 approx.

Here are some comparisons from other employers:

- HSA rates (HEABC/Paramedical Prof. Bargaining Assn. Wage Schedule)
(Taking the previous contract and adding 5.5% as per the government imposed settlement):

"B" level psychologists (equivalent to LP2 and nonsupervisory LP4 in PEA) H.S.A. Grid level 18
Max. salary: Biweekly: 3118.58 Hourly: 43.32 approx.

"A" level psychologists (equivalent to supervisory LP4 in PEA) H.S.A Grid level 20
Max. salary: Biweekly: 3360.18 Hourly: 46.66 approx.

- Gov't. of B.C. Min. of Children and Family Development – Fees for sessional psychologists (negotiated between government and the Division of Consulting Psychologists)

Junior clinician (registered for less than two years) / Senior clinician (registered for two+ years)

Psychological services: 64.00 per hour/ 75.14 per hour
Expert witness; 97.00 per hour/ 114.00 per hour
Travel time 58.00 per hour/ 69.00 per hour

- School District No. 61 (Victoria) – Allied Specialists Association
Salary grid expiring June 30, 2001:
Maximum annual salary 65,745 (please note that this is a ten-month position)

- Criminal Injuries Compensation Board
Therapy services 105.00 per hour

- British Columbia Psychological Association
Recommended rates for practitioners in private practice:
Individual psychotherapy 130.00 per hour

We have documentation of these rates and can fax them to you if you send us your fax number.

Thanks very much for your advocacy.

Best regards,

Mary Anne Leason, Ph.D., R.Psych.
Psychologist, Saanich Child and Youth Mental Health Services
Ministry of Children and Family Development

Louise Costello, Ph.D., R.Psych.
Psychologist, Victoria Child and Youth Mental Health Services
Ministry of Children and Family Development

Cc: Tom Volkers, President, PEA Executive
Doug Hensby, Executive Director, PEA
Jodi Jensen, Senior Staff Officer, PEA

Note: the Contaminated Sites Section input was faxed and was not included here electronically.

Appendix 2

Registered Professional Forester Information

Employment & Recruitment Info

As of Feb 14, 2001, there were 785 registered professional foresters working for the B.C. provincial government. Their breakdown by LSO classification and Ministry is as follows:

LSO 1	LSO 2	LSO 3	LSO 4	LSO 5
31	273	379	95	7

Table 1- #RPF breakdown by classification

MOF	MELP	BCAL
759	10	15

Table 2 - #RPF breakdown by Ministry

As of June 18, 2001, there were 57 RPF vacancies with 11 competitions underway.

LSO 2	LSO 3	LSO 4
23	23	11

Table 3 - # RPF vacancies

Recruitment of RPF's has not been a problem for the employer, to the best of my knowledge.

Salary Information

The current salary paid to BC government RPF's as of April 1, 2001 is as follows:

LSO 1	LSO 2	LSO 3	LSO 4	LSO 5
44,844	53,701	59,693	63,969	70,779

Table 4 – Max salaries by classification. LSO 2-3 are working level.

The salary paid to the Federal Government RPF's (Applied Sci & Eng) as of October 1, 2001 is as follows:

FO 1	FO 2	FO 3	FO 4
57,035	66,079	74,547	82,515

Table 5 – Max salaries by classification. FO 2-3 are working level. Source: www.tbs-sct.gc.ca

The salary paid up to the expiration of the Aug 11, 2001 contract by the Alberta government is as follows:

FOR I	FOR II	FOR III
47,808	56,652	60,504
	*59,232	*63,276

Table 6 – Max salaries by classification. FOR II & III are working level. * denotes a long service increment. Source: HR contact in Alta government.

The 1999 Report on Members Compensation and Benefits by the ABCPF had 580 full time RPF respondents from approximately 4000 total members (14.5%). Of the 580, 197 were provincial gov't employees, 280 were from industry, 9 were federal, 75 were consulting and 19 were other. Their 1999 median salaries are as follows:

All employers	Federal Gov't	Provincial Gov't	Industry	Consulting	Other
61,250	62,000	57,000	68,300	58,000	67,000

Table 7 – ABCPF Report on members compensation and benefits – Fig C.

A further breakdown on a comparison between the \$/hr paid to the Industry RPF's and the Provincial Government RPF's is as follows:

Comparison based on actual hrs worked

Median salary based on yrs experience - Full time RPF's - Industry

Employers

Yrs of Exp	actual hrs/wk	total hrs per yr	vacation weeks per yr	vacation hours per yr	total hrs worked per yr	salary	\$/hr	Difference
3 to 4	48.50	2522	2.90	120.35	2401.65	55,746.00	\$23.21	
5 to 6	49.90	2594.8	3.10	128.65	2466.15	59,500.00	\$24.13	
7 to 8	49.90	2594.8	3.50	145.25	2449.55	65,500.00	\$26.74	
9 to 10	49.50	2574	3.30	136.95	2437.05	68,000.00	\$27.90	
11 to 12	49.70	2584.4	3.70	153.55	2430.85	76,500.00	\$31.47	
13 to 14	48.70	2532.4	4.00	166.00	2366.40	72,000.00	\$30.43	
15 to 16	49.10	2553.2	4.30	178.45	2374.75	71,900.00	\$30.28	
17 to 18	50.50	2626	4.20	174.30	2451.70	67,368.00	\$27.48	
19 to 20	49.10	2553.2	4.60	190.90	2362.30	85,000.00	\$35.98	
21 to 22	50.30	2615.6	4.30	178.45	2437.15	80,880.00	\$33.19	
23 to 24	49.80	2589.6	4.70	195.05	2394.55	93,000.00	\$38.84	
25 +	50.90	2646.8	5.30	219.95	2426.85	90,500.00	\$37.29	

Median salary based on yrs experience - Full time RPF's - Prov. Gov't Employers

3 to 4	44.00	2288	4.00	141.60	2146.40	47,000.00	\$21.90	-6.00
5 to 6	42.00	2184	4.10	145.14	2038.86	50,000.00	\$24.52	1.62
7 to 8	40.70	2116.4	4.00	141.60	1974.80	53,162.00	\$26.92	0.67
9 to 10	48.50	2522	4.40	155.76	2366.24	54,000.00	\$22.82	-22.27
11 to 12	40.90	2126.8	4.30	152.22	1974.58	55,500.00	\$28.11	-11.97
13 to 14	43.60	2267.2	4.30	152.22	2114.98	56,900.00	\$26.90	-13.09
15 to 16	40.30	2095.6	4.70	166.38	1929.22	56,600.00	\$29.34	-3.20
17 to 18	41.60	2163.2	5.10	180.54	1982.66	57,095.00	\$28.80	4.58
19 to 20	42.50	2210	6.00	212.40	1997.60	60,970.00	\$30.52	-17.89
21 to 22	43.10	2241.2	5.00	177.00	2064.20	60,883.00	\$29.49	-12.52
23 to 24	41.40	2152.8	5.10	180.54	1972.26	57,500.00	\$29.15	-33.22
25 +	42.30	2199.6	6.00	212.40	1987.20	61,000.00	\$30.70	-21.48

Source : 1999 Report on Members Compensation and Benefits ABCPF - Fig's O & P

Note: It was also shown that approx. 75% of industry foresters are provided with a company vehicle.

Professional Engineering Salaries

B.C. Gov. Classification *	B.C. Prov. Gov. Eng. (2000)	B.C. Engineers 1999 (all)	B.C. Government (excluding provincial, 1999)	B.C. Crown Corps - 1999	Alberta Engineers 2000(all)	Alberta Government 2000 (all)	Alberta Provincial Government (2000)	Ontario Engineers (All, 2000)	Ontario Provincial Government (2000)	Federal Government (2001)
LSO 1 EIT	43.7k	54k (median)			56k	40k-50k	50.6k - 62k	52k - 62k	38k - 45.7k (levels 1,2,3)	Up to 54.5k (eng 1 and eng 2)
LSO 2	52.4k	64k (median)			63k – 70k	50k-60k	58k - 60.7k	67k - 77k	50k - 61.3k (levels 4,5,6)	70.4k (Eng 3 - includes 15% TA)
LSO 3	58.2k	77k (median)	71.6k	83.8k (non-BC Hydro) to 88.9k (BC Hydro)	76.7k – 80k	60k-70k	66.8k - 70.1k	83k	70.2k - 84.2k (levels 7,8,9)	79.2k (Eng 4 - includes 15%TA)
LSO 4	62.4k	90k ? (20yrs exp)			90k - 100k	80k	75.3k - 78.8k	83k - 96k (level E)	89k (level 10)	91.2k (Eng 5 - includes 15% TA)
LSO 5	66.3	100k+			100k ++	90k		100K ++ (level F)	96k (level 11)	101.3k (Eng 6 - includes 15% TA)

* For comparison purposes, the top salary range for GLP Engineers was used at each LSO level. This roughly corresponds to years of experience or description as follows: LSO 1 – 4 years; LSO 2 – 8+ years; LSO 3 – 8+ years and specialization/expertise; LSO 4 – expertise and supervisory requirements; LSO 5 – recognized authority/provincial expert. Likewise for other comparable groups similar years of experience and level of responsibility were used.

Sept. 14/01:

1. I reviewed all Institute of Agrologist websites for Canada. Only the Alberta site has any job information. Manitoba site had link button, but with no content. Example data from AIA (Alberta) website: Alberta government postings:

Ag 3 Specialist \$44,544 - 55,776
AG4? Advanced Specialist \$48,708 - \$61,188

2. Committee has received no information from members re Agrologist salaries in response to request in Professional (July 30/01 issue). Nathan did receive a letter on behalf of staff in Contaminated Sites (Victoria, MWLAP) regarding their specialized jobs.

3. PEA staff supplied info from bargaining groups in other provinces (for all professions, not just Agrologists). Committee members all received this spreadsheet, so I will not attach it here.

4. PEA staff supplied a salary survey from the Saskatchewan Institute of Agrologists. The format of data presentation makes it very hard to compare directly with BC GLP salaries. A simple overview is as follows:

Bachelor's degree	\$39,510 / 49,529
Master's	\$44,966 / 59,093
PhD	\$59,133 / 86,902

5. I have obtained a paper copy of federal government salaries (PIPSC) for all professions, which I have sent to Nathan and could send to committee members. Agrologist salaries (October 2001, after 2.5% raise). Top of range:

AG1	\$48,205
AG2	\$55,888
AG3	\$63,423
AG4	\$70,672
AG5	\$79,432

Note: in the federal government, higher level professional classifications often do work that would be classified as management exclusion in the BC civil service.

Also note that in the federal government contract, a number of professions received a "terminable allowance" (pensionable) in addition to salary, to address market issues. Agrologists did not receive such an allowance.

Geologist and Geoscientist Salary Comparisons

A) Petroleum Discipline

PEA	PEA Year	PEA 2001	APEGBC (1) 2000	APEGGA (2) 2000	APEGGA (3) 2000	NEB (4) 2001	AEUB (5) 1999
LSO-2		\$ 53,518		\$ 63,600	\$ 63,689	\$63,404	\$ 69,780
LSO-3		\$ 59,489		\$ 79,900	\$ 71,211	\$78,323	\$ 81,228
LSO-4		\$ 63,750		\$ 98,400	\$ 79,218	\$85,764	\$ 90,048
LSO-5		\$ 70,536		\$ 117,540	\$ 90,024	\$93,911	\$ 95,520
Median, 2000			\$ 95,750				

B) Mining/Mineral Discipline

PEA	PEA Year	PEA 2001	APEGBC (6) 2000	APEGGA (7) 2000	APEGGA (3) 2000	PIPSC (8) 2001
LSO-2		\$ 53,518		\$ 66,800	\$ 63,689	\$63,118
LSO-3		\$ 59,489		\$ 78,171	\$ 71,211	\$70,703
LSO-4		\$ 63,750		\$ 97,575	\$ 79,218	\$81,313
LSO-5		\$ 70,536		\$ 109,800	\$ 90,024	\$90,259
Median, 2000			\$ 83,100			

Notes:

- (1) Primary and Resource Industries, Oil and Gas.
- (2) Resource Exploitation, Oil and Gas, fringe benefits and profit sharing not included.
- (3) Service, Not for Profit (Gov't.)
- (4) Remuneration includes retention bonus.
- (5) Substantial changes subsequent to 1999, including signing and retention bonuses.
- (6) Primary and Resource Industries, Mining.
- (7) Resource Exploitation, Except Oil and Gas, fringe benefits and profit sharing not included.
- (8) Federal Engineering salaries. Assumed similar for non-NEB geologists.

0.5% Committee – Licensed Psychologists

Introduction

The 0.5% Committee has been tasked with collecting information about various professions within the GLP, to determine which profession or group of employees is most deserving of 0.5% or \$400,000/year going toward pay increases. I have been asked to collect information about the Licensed Psychologists.

Recent Changes to the LP Series

There have been some changes within the group of Licensed Psychologists during the last round of bargaining. The LP3s, LP4s and LP5s will be paid the same rate by the end of the collective agreement; they will be at the new pay grid 5. The LP2s will be paid at the new pay grid 4 by the end of the collective agreement. To explain the difference between the different LP levels, an LP5 is intended to be a provincial specialist on policy issues, or responsible for managing and coordinating a significant provincial program. An LP4 is a supervising level psychologist with PhD qualifications. The LP3s have the same responsibilities as LP4s, except they have MA qualifications rather than a PhD. (I have been told by Jodi Jensen that the MA / PhD distinction is about to be erased by the Psychologists licensing body, thereby providing a reason for the LP3 and LP4 groups to be combined.) The LP2s are working level psychologists with PhD's.

Below is Table 1, which shows the number of psychologists within the PEA in their various classification levels, as well as the vacancy rates at those classification levels.

Vacancy Rates

PEA Classification	No. of Employees	No. of Vacancies	Vacancy Rate
LP 2	12	8	40%
LP 3	5		
LP 4	52	21	27%
LP 5	2	1	33%

Table 1. Psychologists by classification and vacancy rates.

Discussion of Pay Rates

When discussing psychologists pay rates with Mary Anne Leason, who is a psychologist with the Ministry of Children and Family Development, she said that it was very common for positions originally at an LP2 level to be classified at an LP4 level just to fill them. She also mentioned that many of the vacancies are staffed with 'contract' sessional psychologists, who are paid at a much higher wage, although they are working side by side with employee psychologists. Therefore, although the vacancy rates are high, the Ministry has found a way to get the work done through sessional psychologists.

Below are three tables that were assembled to show some comparative pay differences with other psychologists. Table 2 compares psychologists with their counterparts in the federal government. I was not able to find more recent data for federal government employees, since their union, PSAC, is now currently negotiating with their employer. The federal government wages for psychologists were lower than BC Ministry psychologist wages. .

PEA Classification	PEA bi-weekly salary (April 2000)	Cdn. Federal Gov't Adjusted to 35hrs/wk (October 1999)
LP 2	\$2232.23	\$1976.19 (-11.5%)
LP 4	\$2543.03	\$2517.37 (-1.0%)
LP 5	\$2879.18	\$2815.96 (-2.2%)

Table 2. Psychologist Bi-Weekly data compared to the Canadian Federal Government

Table 3 compares salary data of licensed psychologists with their counterparts in other provinces. Ontario pays their psychologists 14 to 16 percent higher than the Ministries in BC, although Manitoba and Alberta pay their psychologists the same or less than the Ministries in BC.

PEA Classification	PEA bi-weekly salary (March 2001)	Alberta (Sept. 2000)	Ontario (March 2001)	Manitoba (March 2001)
LP 2	\$2392.13	\$2266.60 (-5.2%)	\$2789.36 (+16.6%)	\$1976.10 (-17.4%)
LP 4	\$2646.79		\$3031.20 (+14.5%)	\$2674.00 (+1.0%)
LP 5	\$2832.06			

Table 3. Psychologist Bi-Weekly data compared with other Provincial Government sectors for 2001.

Table 4 below compares salary data of the PEA psychologists with their counterparts within BC and also Manitoba. WCB pay their LP2 equivalents approximately the same and pay their LP4 equivalents about 13% less. The HSA pay their LP2 equivalents about 12% more, but pay their LP4 equivalents about the same. It should also be noted that the WCB pay their engineers significantly higher wages than their psychologists, although in the BC Ministries the engineers are on average paid less than psychologists.

Assumption

I assumed for the purposes of comparing classification levels between the PEA and the HAS, that the LP2's work is similar to a Class 'C' Psychologist from the HSA, that an LP4's work is similar to a Class 'B' Psychologist, and an LP5's work is similar to a Class 'A' Psychologist.

PEA Classification	PEA bi-weekly salary (March 2002)	WCB adjusted to 35 hrs/wk (March 2002)	HSA. adjusted to 35hrs/wk (April 2002)	Manitoba (March 2002)
LP 2	\$2542.65	\$2554.83 (+0.5%)	\$2773.47 (+9.1%)	\$2021.60 (-20.5%)
LP 4	\$3060.35	\$2656.29 (-13.2%)	\$2988.84 (-2.3%)	\$2735.60 (-10.6%)
LP 5	\$3060.35		\$3220.38 (+5.2%)	

Table 4. Psychologist Bi-Weekly data compared with other Government Organizations for 2002.

Given the above comparisons, I believe that the LP4s are paid competitively here in BC, and they have definitely surpassed Ontario within one year because of grid adjustments. The LP2s are not paid as competitively in BC, but they are paid more when compared to Manitoba or Alberta.

Letter to the 0.5% Committee

As part of my report, I felt that I should address the letter that was sent to the 0.5% Committee from Mary Anne Leason and Louise Costello dated August 29th, 2001. There were some very valid points raised in the letter such as the fact that the 'LP2s did not receive upward grid adjustments' that the other LPs received, and that the LP classifications have the 'highest vacancy rates in the government'. Although there are a high number of vacancies in the LP series, these vacancies were filled by higher paid contract 'sessional psychologists'.

I do not feel that public service employees and private practitioners can be compared on the same level. Private practitioners have overhead costs, non-billable time, and take more business risks than public service employees. In fact engineering consultants charge significant higher rates (\$90 - \$250/hour) than public sector engineers are paid.

Mary Anne Leason and Louise Costello also stated in their letter that Class 'A' psychologists were equivalent to LP4's, whereas my research shows that the responsibility of the Class 'A' psychologist exceeds the LP4 level and slightly exceeds an LP 5 level. The spreadsheet sent to me from Mike Madill, that was prepared originally by Jodi Jensen, equates Class 'A' psychologists with LP5s rather than LP4s. Therefore, Class 'B' psychologists, which are supervisory level psychologists, were compared with PEA LP4s for the purposes of this report. Class 'C' psychologists who are working level psychologists were compared to PEA LP2s.

Jodi Jensen informed me that during bargaining, they tried to move the LP2's up to the new grid 5 (which would have given them an increase of an additional 12%, and would exceed the HSA wages), however the employer did not agree to this bargaining item.

On page 13 of the Memorandum sent to Government Licensed Professionals regarding the Tentative 12th Master Agreement there was a Memorandum of Agreement on the topic of Sessional Psychologists. The new provision is that 'the parties agree to establish a joint committee to make recommendations to the principals on resolving the outstanding issue of employment of sessional psychologists. The committee will report back within six months of ratification of the 12th Master Agreement. The committee will consider applying the terms and conditions of the master agreement to sessional psychologists, together with an appropriate set of pay rates to be applied both to sessional psychologists and established licensed psychologists.'

Conclusion

In conclusion, I believe that it will not be possible for the 0.5% Committee to solve all inequalities between pay rates. Although it was inequitable to apply market adjustments to the LP4s and not the LP2s, this committee is not the place to rectify this particular inequality. As mentioned previously there is a joint committee working on some of these problems under the 'Memorandum of Agreement – Sessional Psychologists'. I recommend that the 'Memorandum of Agreement – Sessional Psychologists' Committee deal with resolving the inequalities between LP2s and LP4s when setting appropriate pay rates for both the sessional psychologists and the established licensed psychologists.

Prepared by Brigid McGoran Canil, P. Eng.
Member of 0.5% Committee

Note: Additional information showing GLP breakdowns by classification, ministry, and vacancies can be inserted if warranted.