

1 TRE/ADCOM/GCDO03SM/03SM to REL

2

3 120-03G GENERAL CONFERENCE REMUNERATION PLAN

4

5 In preparing a new wage scale for the General Conference headquarters, the General
6 Conference Remuneration Committee (ADCOM-S) followed the structure of the North
7 American Division* and used the same formula for interpolating between the old packaged plan
8 and the new plan. There are two departments of the General Conference whose wage scales
9 require approval under the Alternate Remuneration Plans provision of General Conference
10 *Working Policy* Y 05 05, paragraph 6. c. These are the Health Ministries Department and the
11 Office of General Counsel, and they will be dealt with in separate actions. It was
12

13 VOTED, To approve the following remuneration scales for the General Conference
14 headquarters, effective July 1, 2003:

REMUNERATION SCALES

General Conference

2002		2003		
Min	Max	Min	Max	
	168	118		President
	165	115		General Vice President
	165	115		Secretary
	165	115		Treasurer
	163	113		Undersecretary
	163	113		Undertreasurer
142	162	95	112	Administrative Assistant to President
142	162	95	112	Associate Treasurer
142	162	95	112	Associate Secretary
142	162	95	112	Department Director
142	162	95	112	Director—GCAS
142	162	95	112	Director—Human Resource Services
142	162	95	112	Director—White Estate
142	162	95	112	Executive Secretary—Global Mission

120-03G GENERAL CONFERENCE REMUNERATION
 PLAN - 2

*For the purpose of calculating the maximums, it should be understood that the pastor's rate for NAD is set at 102%

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
142	162	95	112	Field Secretary (General)
142	162	95	112	General Counsel
140	160	93	110	Associate Department Director
140	160*	93	110	Associate Director—GCAS
140	160	93	110	Associate Director—Human Resource Services
140	160	93	110	Associate Director—White Estate
140	160	93	110	Associate General Counsel
140	160	93	110	Associate Investment Manager
140	160	93	110	Controller
140	160	93	110	Director—Archives and Statistics
140	160	93	110	Director—In-House Operations
140	160	93	110	Director—Information Systems Services
140	160	93	110	Editor—Adult Sabbath School Bible Study Guides
140	160	93	110	Special Assistant to President
138	158	92	108	Special Assistant to Treasurer
138	158	92	108	Director of Accounting
138	158	92	108	Senior Portfolio Manager—Investments
137	157*	91	107	Assistant Director—GCAS
137	157*	91	107	District Director—GCAS
137	157	91	107	Editor—Journal of Adventist Education
136	156	91	106	Associate Director—Archives and Statistics
136	156	91	106	Director—Ministerial Association Field Services
136	156	91	106	Managers—In-House Services
136	156	91	106	Portfolio Manager—Investments
135	155*	90	105	Senior Staff Auditor—GCAS

120-03G GENERAL CONFERENCE REMUNERATION
PLAN - 3

*Auditors who are not certified, or do not have CPA, CA, or CIA have a maximum one point lower than these rates.

2002		2003		
Percentage		Percentage		
Min	Max	Min	Max	
134	154	89	104	Assistant Department Director
134	154	89	104	Assistant Director—Archives and Statistics
134	154	89	104	Assistant Director—Human Resource Services
134	154	89	104	Assistant Secretary
134	154	89	104	Assistant Treasurer
134	154	89	104	Curator—E G White Research Center
134	154	89	104	Money Fund Manager—Investments
134	154*	89	104	Staff Auditor—GCAS

*Auditors who are not certified, or do not have CPA, CA, or CIA have a maximum one point lower than these rates.

Adventist Review

142	162	95	112	Editor
140	160	93	110	Associate Editor
135	155	90	105	Managing Editor
134	154	89	104	Assistant Editor

Ministry

140	160	93	110	Editor
136	156	91	106	Associate Editor

Transportation and International Personnel Service

138	158	92	108	Home Office Director
-----	-----	----	-----	----------------------

120-03G GENERAL CONFERENCE REMUNERATION
 PLAN - 4

GC Non-Exempt Positions and Positions Below 104%

Below 104 Refer to Page 13, "Remuneration Rates for Employees Based at the GC Complex."

1
2
3
4
5
6
7
8
9
10
11
12
13
14

TRE/ADCOM/GCDO03SM/03SM to REL

121-03G PHYSICIANS AND DENTISTS REMUNERATION
 PLAN

VOTED, To approve the Physicians and Dentists remuneration scale for the General Conference headquarters, under the Alternative Remuneration Plans provision of General Conference *Working Policy Y 05 05*, paragraph 6. c., as follows:

2002		2003	
Percentage		Percentage	
Min	Max	Min	Max

Physicians and Dentists*

172	192	120	140	Department Director
170	190	118	138	Associate Department Director

*Physicians and dentists called to serve in positions requiring such training and credentials in the Health Ministries Department shall be remunerated at this level.

15