

Whistler Blackcomb Snow School Compensation Plan – 2023/24

Introduction

The Whistler Blackcomb Snow School Instructor compensation plan recognizes Instructor Specific qualifications, relevant industry experience and some non-Instructing qualifications to calculate Instructor Pay rates. This document will provide an explanation of how the system works, the details necessary to understand and calculate your pay rates for this year and how you can work towards gaining higher compensation levels in the future.

Whistler Blackcomb Instructors have two rates that are applicable to their work:

- A Teaching Rate (your base hourly rate)
- A Private Incentive Rate (added to your Teaching Rate when you are teaching private lessons)

Overall Plan Objectives

1. To create a simple and easy to understand plan for our staff, administrators and supervisors.
2. Reward expertise (certification and other education) that more directly aligns to our guests' needs, and provides a clear pathway for future development for instructors.
3. Reward versatility within our pool of instructors.
4. Annual wage increases based on personal performance.
5. Attract newly certified and experienced pros into our school.
6. Retain certified and experienced pros who are vital to our high skilled programs.
7. Build a Private lesson incentive system that:
 - a. Creates more stability for long term Instructors;
 - b. Rewards true return guests; and
 - c. Eliminates daily pay variability.

Changes for 2023/24

- Private Ranking & Incentive has returned to the traditional system based on cumulative return hours and previous season hours worked.
- Merit has been applied based on number of Days taught (PT), number of hours worked (FT)

Teaching Rate

Wage Band System

The basic structure of the system is 12 wage bands. Your wage band will be determined by a combination of certification and the accumulation of education credits. The charts below provide the details necessary for you to determine your wage band. It should be noted that when entering a wage band your teaching rate will be established at the bottom rate of that band. You will be able to move to a higher wage band by increasing your certification and/or acquiring additional education credits.

Compensation Rates

Teaching Bands	1	2	3	4	5	6	7	8	9	10	11	12
Minimum Certification	0	1	1	2	2	2	3	3	3	4	4	4
Minimum Education Credits	0	0	5	0	10	20	0	35	45	0	60	75
Teach Start Rate	\$ 20.00	\$21.00	\$ 21.75	\$23.00	\$ 24.00	\$ 26.00	\$27.00	\$ 29.00	\$ 31.00	\$ 33.80	\$ 35.00	\$ 37.00

The minimum certification will either be your Ski, SB, CSCF or Adaptive certification (Adaptive will be recognized for those who primarily work in Adaptive).

Education Credits

Credits will be rewarded based on the chart below. Credit values for each course have been determined based on their relevance and their association with the needs of our School.

The table below shows the cumulative amount for various types of Education Credits.

For Example, a Level 2 Examiner will receive 15 points towards their educational credits, on obtaining a Level 3 examiner status credits will be updated to 20.

Experience Points(Cumulative amount shown)		
Teaching Experience ¹	Each 250 Hours	1
Dual Certification	Level 1	10
	Level 2+	15
CSCF/CSBC	Level 1	5
	Level 2+	10
CADS		5
Freestyle Ski/SB ²	Level 1	10
	Level 2	15
Avalanche ⁵		2
Examiner	CASI/CSIA Level 1	10
	CASI/CSIA Level 2	15
	CASI/CSIA Level 3+	20
	International Course Conductor	15
B.Ed., ECE, NCCP ⁵		5
Language ³		15
Kids Experience (Hours) ⁴	100-500	5
	501-1,500	7
	>1,501	10

¹ New staff are given their full hours elsewhere if proof provided, if not FT season = 250 hours, PT = 125hours

² Freestyle certification refers to EITHER CFSA, CASI or CSIA freestyle certification or Internationally NZSIA or PSIA

³ Languages include Spanish, Portugese, Mandarin and Cantonese and only one is given credit (max 15 points)

⁴ Kids Experience hours include Classroom teaching hours, Camp Counsellor, Non-Ski Coach (NCCP), ECE/IECE and Municipal Recreation Programs.

⁵NCCP must be Canadian and connected to a sport other than skiing

⁶ Avalanche applies to foreign certification as well

⁷ISIA stamp will be rewarded with CSIA/CASI Level 3, CSCF/CSBC Level 1 and Avi

⁸ Instructors with Full Certification (including Trainer Designation) from a country other than Canada may apply through an equivalency process to be paid at the Level 4 Wage band. Contact the WB Training Manager at tfraser@vailresorts to arrange evaluation.

Pay Calculation Examples

a. 7 year WB pro with the following experience and education:

- a. CSIA Level 2 (Main Certification)
- b. 3850 hours at 15 credits ($3850/250 = 15$)
- c. CASI Level 1 (Dual Level 1) at 10 credits
- d. Freestyle Level 1 at 10 credits

Total Credits = 35

This instructor would be in band 6. Their starting teaching wage would be \$26/hr.

b. 5 year pro with the following experience:

- a. CSIA Level 3
- b. 2100 hours at 8 credits
- c. CSCF level 2 at 10 credits
- d. Avalanche at 2

Total credits = 20

This instructor would be in band 7, their starting wage would be \$27/hr.

c. New Instructor to Whistler Blackcomb with 4 full time seasons elsewhere

- a. CSIA Level 2
- b. 1280 Hours at 5 credits
- c. 700 Hours of Kids Experience at 7

Total credits = 12

This instructor would be in band 5, their starting wage would be \$24/hr.

Submission Guidelines

All Qualifications and documents submitted as proof of Qualifications and Experience should be submitted directly to wbsspay@vailresorts.com.

Letters from previous employers should be scanned copies or emails directly from the employer and preferably include number of hours taught, Full Time or Part Time status and the years/dates that you worked.

Kids Experience letters – must detail their role in which they were working with children and how many hours they worked in this position. (Preferably on Letterhead paper and/or emails directly from the reference - not forwarded emails).

Deadline for submission to have your credits included in the current pay cycle is midday of the last Thursday of the pay cycle.

Annual Merit Increase

All returning employees are eligible for a merit increase based on fulfilling their work commitment.

This is determined using hours worked for Full Time staff and Days worked (or “Called Off”) for Part Time staff. Actual Levels, Categories and rates are determined annually and applied to your finishing Teach rate of the previous season.

Annual Merit 2023/24 - actual			
Levels	Full Time (Hours)	Part Time (Days)	Increase
A	650 +	30 plus	4.50%
B	550 - 649	25 - 29	3.50%
C	450- 549	17 -24	3.00%
D	250 - 449	14 - 16	2.00%
E	less than 250	less than 14	0.00%

Please note that merit is based on business levels and can be adjusted up or down at any time.

Compensation Plan Changes

Season to Season the compensation rates are subject to change. When this occurs, we adjust an employee's wage on the better of:

- Merit earned on last year's wage
- New Minimum wage for the employees current Band, or
- The entry wage of the next band if achieved due to experience or certification change.

Private Lesson Incentive Rate

The private lesson incentive rate is designed to reward *performance* measured through return clientele hours as well as *availability* measured by total hours.

There are five groups that an instructor can qualify for based on either their life time return hours or their previous season return hours. The better of the two metrics will be taken to place the instructor into their grouping.

Once an instructor is placed in a group, there are then five rates of pay, increasing with the number of total hours worked in the previous season.

Group Instructors who do not have the opportunity to secure significant return guests are placed in a group based on their Primary Certificate Level and hiring status.

You can use the following chart to determine your incentive rate:

Group	5					4					3					2					1				
Cumulative Return Hours	< 750					750 - 1249					1250 - 2000					2001 -2500					2500 + AND L3				
Previous Season Return Hours	or > 50					or > 100					or >150					or >200					or >300 AND L3				
Previous Season Total Hours	<400	401-500	501-600	601-700	701+	<400	401-500	501-600	601-700	701+	<400	401-500	501-600	601-700	701+	<400	401-500	501-600	601-700	701+	<400	401-500	501-600	601-700	701+
Incentive Rate	\$2.00	\$ 3.00	\$ 4.00	\$ 5.00	\$6.00	\$3.00	\$ 4.00	\$ 5.00	\$ 6.00	\$7.00	\$5.00	\$ 7.00	\$ 9.00	\$10.00	\$11.00	\$6.00	\$ 8.00	\$10.00	\$11.00	\$13.00	\$6.00	\$ 8.00	\$10.00	\$11.00	\$13.00

- a. *The incentive rate is paid on ALL private lessons regardless of whether it is a return or assigned lesson*
- b. *New instructors will be given a rate of:*
 - *Level 1 and 2 at \$2/hour*
 - *Level 3 and 4 at \$4/hour*

Return Student Definition

A Return Student is defined as a guest, or a member(s) of their immediate family, who has had a lesson given by the same Instructor in the past at Whistler Blackcomb. This could either be in the previous season or within the same season.

Private Instructor Rank

The rank for Instructors teaching Private lessons is based on a combination of Status (Full time, Part Time), area hired (Private Instructor or Group Instructor) and your history of 'Return' guests.

For example, a Full Time Private Instructor will be ranked above a Full Time Group Instructor for the purpose of assigning private lessons. Within the Private departments – those with the highest number of return hours will rank higher than employees with a lower number of return hours.

Instructor Bucket	Method	Example Ranges
Return FT Private Instructor	Rank using incentive group and previous season return hours	1 -> 299
New FT Private Instructor	Rank based on Certifications	300 -> 500
Return FT Group Instructor	Rank using incentive group and previous season return hours	1000 -> 1600
New FT Group Instructor	Rank based on Certifications	1600 -> 1999
Return PT Private Instructor	Rank using incentive group and previous season return hours	2000 -> 2099
New PT Private Instructor	Rank based on Certifications	2100 -> 2400
Return PT Group Instructor	Rank using incentive group and previous season return hours	3000 -> 3099
New PT Group Instructor	Rank based on Certifications	3100 +

FAQ's

If I attain a higher level of certification and/or enough credits to move into a higher wage band sometime during the season when will my rate of pay change?

Once you have emailed your certification to WB SS Pay we will begin processing the change. Documents need to be submitted by Midday on a Thursday to be considered for the current pay week. We do not issue backpay for late submissions of cert changes.

Will my Private lesson Incentive rate go down?

Your incentive rate can go up or down depending on your number of return hours and total hours from the previous season. This happens annually.

What if I move up a band to start a season, will I still receive a merit?

You will receive the higher of **either** your merit increase, or your increase due to moving up a band.

Will there be any other changes to the pay Structure?

The pay structure is reviewed annually and updated in October/November. We attempt to keep it stable year on year, though in season updates may occur to clarify the document. The most current version will be posted to the WB Snow School Instructor Portal: www.wbsnowschoo.ca

Contact Info

Please submit all pay change requests directly to WB SS Pay at wbspay@vailresorts.com. For help guiding you through this document please work directly with your supervisor.

Snow school Certification Conversions

The top row refers to the Canadian Equivalent that will be awarded for our pay scale.

The rows below refer to the certifying body and certification held by an employee certified in another country than Canada.

Note that WB aligns with the CSIA in what is awarded in each certification level and this chart will change with changes to certification content. Any inquiries in regards to this chart can be addressed to wbsspay@vailresorts.com.

CSIA = Canadian Ski Instructors' Alliance | CSCF refers to a Canadian Coaching level

	<u>CSIA 1</u>	<u>CSIA 2</u>	<u>CSIA 3</u>	<u>CSIA 3 + CSCF 1</u>
Argentina AADIDES www.aadides.org	AADIDES 1	AADIDES 2	AADIDES 3	AADIDES 4 AADIDES 5
Australia APSI www.apsi.net.au	Level 1	Level 2	Level 3	Level 4
Austria OSV www.skilehrer.at		Lehrer Anwaerter	Landes Skilehrer	Staatlich - Diplomskilehrer
Czech APUL www.apul.cz	APUL D	APUL C	APUL B	APUL A APUL L
Denmark DAPSI www.dendanskeskiskole.dk	BSI 1	BSI 2	PSI 3	Euro Ski Pro Euro Trainer
France ENSA www.ensa.sport.gouv.fr				Moniteur du Ski (Plus AST 1)
Germany DSV- www.deutscherskiverband.de		Grundstufe/C	Instructor/B	Skilehrer/A
DSL - www.skilehrerverband.de	Level 1	Level 2	Level 3	Level 4
Great Britan BASI www.basi.org.uk	Level 1	Level 2	Level 3	Level 4
Italy AMSI www.amsi.it				Maestro di Sci Alpino
Japan				
KOREA (KSIA)	1		2 (ISIA Stamp no AST)	3/demonstrator
New Zealand NZSIA and SBINZ www.nzsia.net	NZSIA 1 SBINZ 1	NZSIA 2 SBINZ 2	NZSIA 3 SBINZ 3	Trainer Trainer
Quebec	Level 1	Not recognized	Not recognized	Not recognized

PESQ www.??				
Spain AEPEDI www.aepedi.org		Grado Medio Tecnico Deportivo (1)	Tecnico Deportivo (2)	Grado Superior Tecnico Deportivo (3)
Sweden SLAO -www.slao.se	Level 1	Level 2 Level 3	Level 4	
APUL this is not called APUL? – www.skidlararforeningen.se	Level 1	Level 2	Level 3 or Svensk skidlärare	Skidlärare med ISIA Card
Switzerland SIVS/IASS www.snowsports.ch		Aspirant	Instructor	Snow Pro
Korea	Level 1		Level 2	Level 3 Demonstrator
USA (PSIA)	PSIA 1	PSIA 2	PSIA 3	Examiner

Freestyle - We only accept CSIA/CASI, CFSA, PSIA, and NZSIA/SBINZ

CSCF – Entry Level is CSCF 1, Development Level is CSCF 2 (Now ACA)

BASI UKCP Freeski Coach is equivalent to CSCF 1 Certification.

AST Course – We accept Canadian and Foreign courses of 2 days or longer in length

Canadian SB Coaching – Award Points same as Level 1 CSCF.

CADS – Accepted as primary discipline for WASP instructors only.

NCCP – We only accept this Canadian Certification. No PMBI (Bike Cert), no other instructor certifications or foreign equivalencies.