

Whistler Blackcomb Bike School Compensation Plan: Summer 2024

Introduction

The Whistler Blackcomb Bike School Compensation plan is used for the calculation of Bike Instructor Wages. It combines PMBI Certifications and other teaching experience to calculate an instructors hourly teaching rate.

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

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

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 chart below provides the details necessary for you to determine your wage band. 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

- *IDP certification will be given points to the same level as PMBI. For example, PMBIA level 2 = IDP level 2*
 - *No other MTB certification will be given equivalency without Manager Approval.*

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. It should be noted that education credits are CUMULATIVE and will be maintained throughout an instructor's employment at Whistler Blackcomb. 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 credits not 10 points for Level 1 + 15 points for the Level 2.

Educational Credits (Cumulative)		
Teaching Experience ¹	Each 250 Hours	1
Cycling BC	Club Coach	5
	Performance Coach	10
Adaptive ⁵		5
1st Aid	Standard	2
	40 hours	10
	80 hours	20
Examiner	PMBI Level 1	10
	PMBI Level 2	15
	PMBI Level 3+	20
B.Ed., ECE, NCCP ⁴		5
Language ³		15
Kids Experience (Hours) ²	100-500	5
	501-1,500	7
	>1,501	10

1. Teaching Experience includes winter and summer (Ski, SB, Bike) teaching at Whistler Blackcomb only. Exceptions for hours taught at other resorts can be made on hiring with the approval of the hiring Manager. Hours are calculated once prior to the beginning of each season.
2. Kids Experience is coaching/Teaching in a non-Ski/Board/Bike setting. Examples include: Classroom Teaching, Camp Counsellor, ECE and Municipal Rec programs. Private 'sitting/care', Nannying or shadowing are generally not eligible
3. Languages include Spanish, Portuguese, Mandarin and Cantonese and only one is given credit (max 15 points).
4. NCCP must be Canadian and connected to a sport other than skiing, snowboarding or biking.
5. Adaptive certification is awarded for PMBIA adaptive certification PLUS inhouse cognitive session

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
- The entry wage of the next band if achieved due to experience or certification change.

Below please see an example of how Merit would be calculated for Summer 2024.

Annual Merit Example			
Levels	Full Time (Hours)	Part Time (Hours)	Merit Estimate
A	more than 450	more than 200	4.50%
B	351-450	151 -200	3.50%
C	251 - 350	100 - 150	3.00%
D	201 - 250	41 - 99	2.00%
E	less than 200	less than 40	0%

Pay Calculation Examples:

The below are samples to help guide you to see how these rates are calculated.

1. Example 1

PMBI L3 Pro with 2927 hours teaching at Whistler Blackcomb

1. L3 Cert = Band 7
2. 2927 hours / 250 = 11 points
3. OFA L3 = 20 points

Total Credits = 31

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

2. Example 2

New kids Pro with PMBI Level 1

1. PMBI L1 = Band 2
2. 700 Hours of Kids Experience = 7 points
3. Standard First Aid = 2 points

Total Credits = 9

This instructor would be in band 3. Their starting wage would be \$21.75/hr

Request Rate:

The request rate is only paid out on request private lessons. The definition of a request private lesson is a returning guest that the instructor has taught at WB previously and the guest is requesting additional lessons from that instructor. We calculate your Request Rate once for the season based off last year's results. For FY24 this rate will be based off your number of request hours in 2023.

Private Request Pay

Request Hours (previous Year)	0-24	25-49	50-74	75-99	100-124	125-149	150-174	174-199
Pay	\$ 2.00	\$ 3.00	\$ 4.00	\$ 5.00	\$ 6.00	\$ 7.00	\$ 8.00	\$ 9.00
	200-224	225-249	250-274	275-299	300-324	325-349	350+	
	\$ 10.00	\$ 11.00	\$ 12.00	\$ 13.00	\$ 14.00	\$ 15.00	\$ 16.00	

- For example, if a return instructor had 30 request hours in 2023, their rate would be set at \$3.

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 5pm on the last Thursday of the pay cycle.

Late submission will not result in back pay.