

Stacy Wine and Spirits Wage Increase Proposal for 2023

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By Rod Olson (mgr)

I would like to open up discussions on wages for myself and my staff please. Starting wages and inflation have been climbing as we all know so Michelle and I have been looking at numbers to see how things may hopefully go in the new year. Two years ago it was decided that I'd handle raises for my staff without Council approval going forward so I'll just overview what we think is workable. The larger amount in increases would go to the keyholders. Then other staff would get an extra quarter an hour. The total for ask for part-timers would sum to \$3K/year.

My assistant, Christian, is a very reliable and hard worker. He continues to educate himself and increases in value to the operation every year. When the new pay matrix was approved he fell below the minimum for his pay grade. We pulled him up to the bottom of the pay grade, but he should not be sitting at the bottom of it with his experience and value to the company. To bring him in between the bottom and the middle of the range would be an increase of \$4600/year.

With regards to my salary, I would like to ask that I get to \$75K next year which would be a 7% increase. That would still keep me under the max of the range. I know I bring a lot to the table for this operation and I also know I'm still under the wage many local managers of municipal stores are getting. Reminder that inflation rate at 8.2% is over what I'm hopeful for in the next year and that this increase would only bring staff up to what they are out year to date with cost of living increases and inflation, and both of those areas are still on the rise. The sum total I'm hoping for in the next year would be \$13,000, which would be an 8% increase. It's a little higher than in other years but I feel it's justified to keep the great staff we have at the store.

Thank you for your time on this matter,

Rod Olson