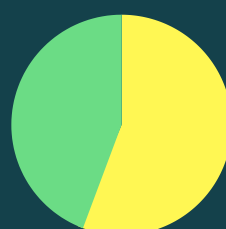
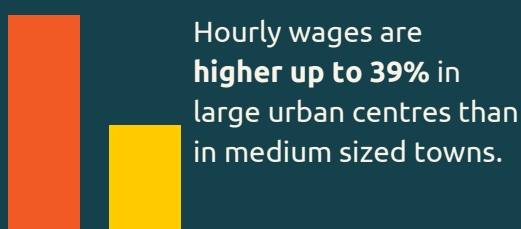


OCASI MEMBER AGENCIES SALARY SURVEY

69 member agencies responded to the online National Compensation Survey.

JANUARY 2019

GENERAL



Did you know:
Unionized hourly wages are higher than non-unionized ones.

15.2%

of responding agencies did not provide wage increases to employees in 2017-2018.

78.3%

of responding agencies do not have a collective agreement with their staff.

GENDER AND ETHNICITY IN LEADERSHIP



There are more CEOs that identify as women than CEOs that identify as men.*

Nonetheless, their general hourly wage is less (**\$57.46**) than their male counterpart (**\$60.53**)

The largest gap in the survey is between **racialized (\$64.16)** and **non-racialized (white) (\$112.50)** mens hourly wage at +\$8,000,001 revenue sized agencies. **This is a 75% difference.**



- There is a **13.47%** wage gap between racialized and non-racialized women in executive leadership.
- There is a **43.7%** wage gap between racialized and non-racialized men in executive leadership.

EMPLOYEE BENEFITS

For the 2017-2018 fiscal year:

29% of member agencies increased salaries **based on cost of living.**

25% of member agencies increased salaries **on base increases.**

13% of member agencies increased salaries **based on merit.**

9% of member agencies increased salaries **based on their collective bargaining agreement.**



51% of member agencies **only** provide benefits to permanent employees.

15% of member agencies **do not** pay premiums* for employees.

18% of member agencies **do not** expect to increase salaries at all for the 2018-2019 fiscal year.

85% of member agencies don't share a benefit plan with other sector agencies, **but 63.3% are interested in sharing one.**

*The data collected were insufficient to calculate hourly wage for non-binary people in this survey.

*Premiums are extended health plans including dental coverage.