OCASI MEMBERS AGENCIES SALARY SURVEY

69 member agencies responded to the online National Compensation Survey. JANUARY 2019

GENERAL

Hourly wages are higher up to 39% in large urban centres than in medium sized towns.

Of those surveyed, 55.7% do not have a salary administration structure with defined grades and steps.

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 inceases.
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 provide benefits to permanent employees.
18% of member agencies do not expect to increase salaries at all for the 2018-2019 fiscal year.
85% of member agencies do not 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.