

2019 TREC Salary Survey

Canada Edition



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Introduction

Astron Solutions is pleased to present the results of the *2019 TREC Salary Survey*, sponsored by TREC – Training Resources for the Environmental Community, headquartered in Santa Fe, NM. This is the first time that Astron has conducted this survey. The survey results represent salary and benefits data reported by fifty-nine (59) organizations encompassing five hundred nineteen (519) incumbents in thirty-five (35) positions. All compensation data are effective as of July 1, 2019.

We would like to express our thanks to all of the organizations that participated in the survey. In addition, we would like to express our thanks to TREC for sponsoring the study. If you have any questions or suggestions for enhancements to the survey, please contact Jennifer Loftus or Brendan Williams at (800) 520-3889.

Survey Methodology

Astron consultants and TREC leadership jointly designed the web-based survey questionnaire, focusing on the collection of base salary, bonus data, and benefits data. The website address was distributed to all invited participants. Survey jobs were matched by participants on the basis of job responsibilities, organizational level, and scope information provided in survey job descriptions.

Completed survey questionnaires then were reviewed by Astron analysts for completeness and quality. Astron followed up as needed with participants to verify and clarify ambiguous responses and data anomalies. Astron then conducted statistical analyses regarding participants' pay and benefits practices, both of which are the foundation of this report.

Survey Participants

A Rocha Canada	Surrey, BC V3Z 9V2
Alberta Wilderness Association	Calgary, AB T2N 1Y9
Be The Change Earth Alliance	Vancouver, BC V5Z 2T1
Canadian Parks and Wilderness Society	Ottawa, ON K1R 6K7
Climate Action Network Canada	Ottawa, ON K1P 5E7
CPAWS British Columbia	Vancouver, BC V6B 3K6
CPAWS Manitoba	Winnipeg, MB R3G 1Y2
CPAWS Northern Alberta	Edmonton, AB T6G 2T5
CPAWS Southern Alberta	Calgary, AB T3B 5R5
CPAWS Yukon	Whitehorse, YT Y1A 2C9
Dogwood	Vancouver, BC V6A 2T2
Ecojustice	Vancouver, BC V6B 6E3
Ecology Ottawa	Ottawa, ON K1N 7B7
Ecoschools Canada	Toronto, ON M6K 1Z8
Edmonton and Area Land Trust	Edmonton, AB T5S 1R5
Équiterre	Montréal, QC H2X 3V4
Evidence for Democracy	Ottawa, ON K1P 5H2
Federation of Ontario Cottagers' Associations	Peterborough, ON K9J 2R8
Georgia Strait Alliance	Nanaimo, BC V9R 5B7
Glasswaters Foundation	Campbell River, BC V9W 2M2
Green Economy Canada	Waterloo, ON N2T 2S4
GreenPAC	Toronto, ON M5E 1R2
ICLEI Canada	Toronto, ON M5V 3A8
Keepers of the Athabasca	Slave Lake, AB T0G 2A3
Kootenay-Columbia Discovery Centre Society	Creston, BC V0B 1G0
Land Trust Alliance of British Columbia	Victoria, BC V8W 1R4
Miistakis Institute	Calgary, AB T3E 6K6
National Farmers Union-Ontario	Guelph, ON N1H 6J2
Nature Canada	Ottawa, ON K2P 1X4
Nature NB	Fredericton, NB E3B 1G8
The Nature Trust of British Columbia	Vancouver, BC V6C 3K4
Ontario Farmland Trust	Guelph, ON N1G 2W1
Ontario Nature	Toronto, ON M5H 3S6
Ottawa Riverkeeper	Ottawa, ON K1R 5Z5
Park People	Toronto, ON M5V 3A8
Pembina	Calgary, AB T2N 2H9
Peterborough Green-Up	Peterborough, ON K9H 3V8
Pollution Probe	Toronto, ON M3C 3E5
QUEST	Ottawa, ON K1R 1A4
Raincoast Conservation Foundation	Sidney, BC V8L 3Y3
Reep Green Solutions	Kitchener, ON N2H 2M8
Revelstoke Community Foundation	Revelstoke, BC V0E 2S0
Salt Spring Island Conservancy	Salt Spring Island, BC V8K 2B8
Saskatchewan Waste Reduction Council	Saskatoon, SK S7M 0W9
Saskatchewan Environmental Society	Saskatoon, SK S7K 3N9
SeaChange Marine Conservation Society	Brentwood Bay, BC V8M 1R3
Shediac Bay Watershed	Shédiac, NB E4P 2H3
Sierra Club of BC Foundation	Victoria, BC V8T 4N4
SkeenaWild Conservation Trust	Terrace, BC V8G 1M9
Sudbury Shared Harvest	Sudbury, ON P3C 3W9
Toronto Environmental Alliance	Toronto, ON M4C 3H4
Wellington Water Watchers	Toronto, ON M4K 2A4
West Coast Environmental Law	Vancouver, BC V6J 2B3

Survey Participants (continued)

Western Environment Centre
Wilderness Committee
Wildlife Conservation Society Canada
Wildsight
Y2Y
Yukon Conservation.org

Corner Brook, NL A2H 1C4
Vancouver, BC V5T 1J4
Toronto, ON M5S 3A7
Kimberley, BC V1A 3B9
Canmore, AB T1W 1P6
Whitehorse, YT Y1A 1X6

Survey Definitions

Annual compensation figures have been rounded to the nearest dollar. Percentage figures have been rounded to the nearest tenth of a percentage. Average figures have been rounded to the nearest tenth. The following statistical measures are included in the data analysis:

Degree of Match	The percent of organizations reporting that their job's responsibilities are equal to, greater than, or less than the survey job's responsibilities.
Number of Responses	The number of organizations reporting a match for the survey position.
Number of Employees	The number of individual employees matched to the survey position reported by all organizations.
Average (Mean)	The sum of all the rates reported divided by the number of organizations reporting data.
P25 (25th Percentile)	The rate within the sample that is higher than 25% of all the rates reported.
P50 (50th Percentile)	The rate within the sample that is the middle value of all the rates reported (also known as the median).
P75 (75th Percentile)	The rate within the sample that is higher than 75% of all the rates reported.
Actual Average Base Pay	The actual average base pay rate as of July 1, 2019.
Bonus Eligibility	The percentage of respondents in the survey with position incumbents that were eligible to receive a bonus payment in 2018.
Actual Bonus Paid	The actual bonus paid to position incumbents in 2018.
Average Years of Tenure	The average number of years incumbents in the position have been with the organization.
Average Years in the Position	The average number of years incumbents have been in the position.
σ	The standard deviation of the data in the sample. This indicates the amount of variability or "spread" within the sample in question.

Data Reporting Methodology

Base pay, bonus, and general position information are presented for each individual job for all incumbents in six separate tables. The first table provides an overall statistical analysis for all organizations reporting matches for the job. The second table breaks out the data by organization operating budget. The third table presents data by region. The fourth table presents data by city / province. The fifth table presents data by type of community. Finally, the sixth table presents the data by field of work breakouts.

The survey results for the benefits section are presented for each question in summary format. The summary displays the responses by their average for all respondents. For questions that required a "Yes" or "No" response, the summary displays the percentage of respondents that answered "Yes."

Questions regarding the gender and race / ethnicity were asked for the Chief Executive Officer / President / Executive Director and Chief Operating Officer / Associate Executive Director / Deputy Director positions in order to track demographic trends for executive roles.

Department of Justice Safe Harbor Guidelines

To ensure the confidentiality of all data and compliance with United States Department of Justice guidelines, a minimum number of responses is required in order for data statistics to be provided. **Five organizations must report data for a variable in order for percentile and average compensation data to be provided.** ***** is displayed when there are insufficient response data for a position. It is possible that no data are presented in a given category even though the number of employees is greater than five. This occurs when the incumbents reported represent fewer than five participating organizations. It also may be possible for data to be displayed when it appears as if there are not enough employees (5) in the job. This occurs when at least five organizations report data but one or more organizations do not report any employees currently in the position.

United States Department of Justice Safe Harbor Guidelines also require that all data presented be a minimum of three months old, and that any survey participant's data do not represent more than 25% of the total sample. The *2019 TREC Salary Survey* is an organization-weighted survey. However, in cases where a survey respondent provided more than 25% of the total number of reported employees in a position, the total number of employees reported for that position has been reduced to avoid dominance of that statistic.

Using Survey Data in Your Analyses

When comparing survey results to your current compensation levels, be sure to take note of the following:

- Base matches on job content rather than job title.
- Consider reporting relationships and years of experience when matching jobs to survey positions.
- Select positions and appropriate statistics wisely. In general, the average (mean) pay is a slightly higher figure than 50th percentile (median). Fiftieth (50th) percentile pay is the “middle” rate and is selected for use by many compensation professionals since it is less easily influenced by extremes. However, some organizations have a “market leader” compensation philosophy and instead use the 75th percentile.
- Age the data accordingly by increasing the survey data by a factor to bring it to the present. Alternatively, consider comparisons based on your own salaries being effective at the “as-of” date of the survey – July 1, 2019.
- Remember that where the number of participants in a given cut of data is low, use the statistics with caution. Smaller data sets are more easily influenced by extremes.

Aging Survey Data

Salaries in the market, as well as your own organization, are constantly moving due to merit and promotional increases, newly-hired employees, and termination of employees. In order to determine how your organization's rates of pay compare to the market, it is necessary to look at both sets of data at a specific point in time. This "snapshot" approach is accomplished by aging the survey data to the point in time of the market review.

Survey data can be aged to the current date to compare it to your organization's current rates of pay. In addition, survey data can be aged to a point of time in the future to estimate pay levels for the coming year.

The first step in aging data is to choose the point in time to be used. Once this is decided, the next step is to determine the percent to utilize in approximating competitive wage movement during the period of time in question.

To perform the aging calculation, first take the annual wage movement figure and divide it by 12 to determine the monthly wage movement amount. Next, determine the number of months between the effective date of the survey data and the point in time to which you wish to age the survey data. Multiply these two numbers together to determine the appropriate aging factor. Multiply this aging factor by the survey data to produce aged data.

Sample Aging Problem

Step 1: Determine the point in time to be used.

The data in this survey have an effective date of July 1, 2019. I need to know what the projected rate would be on February 1, 2020.

Step 2: Determine the wage movement percent.

My research shows that wages are moving, on average, 3% per year.

Step 3: Determine the aging factor.

Between July 1 and February 1 is 7 months.

$3\% \text{ movement} * (7 \text{ months} / 12 \text{ months in a year}) = 1.75\%$

Step 4: Apply the aging factor.

If the survey indicates that the 50th percentile for a given job on July 1, 2019 is \$50,000, the projected rate on February 1, 2020 is \$50,875. Use \$50,875 to compare to your organization's rate of pay on February 1, 2020.

Participant Demographics

2019 Annual Budget (56 Participants)

Average	\$1,320,466
P25 – 25th Percentile	\$418,750
P50 – 50th Percentile (Median)	\$822,500
P75 – 75th Percentile	\$1,666,000

Region (59 Participants)

Atlantic, Ontario and Quebec	45.8%
British Columbia	32.2%
Far North (Northwest Territories, Nunavut, Yukon)	3.4%
Prairies Canada (Alberta, Manitoba, Saskatchewan)	18.6%

Type of Community (59 Participants)

Urban	79.7%
Suburban	6.8%
Rural	13.6%

Field of Work (59 Participants)

Consumption and Sustainable Behavior	10.2%
Energy and Climate Action	25.4%
Environmental Health, Environmental Justice	15.3%
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	49.2%

Employee Demographics

Number of Full-time Employees (59 Participants)

Average	10
P25 – 25th Percentile	3
P50 – 50th Percentile (Median)	7
P75 – 75th Percentile	13

Number of Part-time Employees (57 Participants)

Average	4
P25 – 25th Percentile	0
P50 – 50th Percentile (Median)	1
P75 – 75th Percentile	4

Number of Volunteers (57 Participants)

Average	58
P25 – 25th Percentile	10
P50 – 50th Percentile (Median)	20
P75 – 75th Percentile	50

Breakdown of Total Employee Population by Race / Ethnicity (51 Participants)

Asian (Not Hispanic or Latino)	6.6%
Black or African (Not Hispanic or Latino)	1.3%
Hispanic or Latino	1.9%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.6%
Two or More Races	1.1%
White (Not Hispanic or Latino)	69.2%
Group Not Listed	2.3%
Prefer Not to Identify	17.0%

Breakdown of Total Employee Population by Gender (55 Participants)

Female	61.5%
Male	28.2%
Non-Binary	0.1%
Prefer Not to Identify	10.2%

Benefits Data

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
1. Offers health insurance	52	35	67.3%
	Total # of Orgs Responding	Average	σ
Average percent of monthly premium paid by the employer	35	80.7%	25.7%
Average percent of monthly premium paid by the employee	35	19.3%	25.7%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
2. Offers life insurance	52	32	61.5%
3. Offers short-term disability	52	20	38.5%
4. Offers long-term disability	52	29	55.8%
5. Offers retirement	52	17	32.7%
	Total # of Orgs Responding	Average	σ
Organization contribution percentage for all employees (employee contributions not required)	14	3.0%	3.3%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
There is automatic enrollment for new hires	17	5	29.4%
There is a matching percentage provided	17	13	76.5%
	Total # of Orgs Responding	Average	σ
Matching percentage provided	13	4.5%	1.8%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
6. Offers paid time off combined (vacation, sick, holiday, etc.)	51	45	88.2%
	Total # of Orgs Responding	Average	σ
PTO days per year (for new hires)	42	20.2	10.3
PTO days per year (for employees with 25 years of service)	39	30.2	11.5
Vacation days per year	4	13.3	6.1
Holidays per year	3	9.3	3.8
Sick days per year	2	6.0	8.5
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
7. Organization currently has a sabbatical policy	52	13	25.0%
8. Organization currently have a remote work policy (e.g. telecommuting, working from home)	52	40	76.9%
Organization considers this a benefit	40	22	55.0%
9. There is a policy for flexible schedules	52	43	82.7%

Benefits Data (continued)

		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
10.	Organization currently has a family leave policy	52	16	30.8%
		Total # of Orgs Responding	Average	σ
	Maximum number of weeks paid	15	17.3	21.2
	Compensation rate during paid leave - as a percentage of the employee's current salary	11	65.5%	34.0%
	Maximum number of weeks unpaid	14	36.9	25.7
		Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
Eligibility		15		
	Both Parents		15	100.0%
	Fathers		0	0.0%
	Mothers		0	0.0%
Adoption is covered		15	12	80.0%

Administration Director

Plan, direct, or coordinate the administrative services of an organization, such as records and information management, mail distribution, transportation, facilities planning and maintenance, procurement, food services, human resources, information technology, risk management, and other office support services.

Degree of Match

More	48.0%
Equal	44.0%
Less	8.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	25	4	24	24
	Number of Employees	32	4	31	31
	Average	\$64,751	*****	7.8	5.4
	P25	\$54,600	*****	2.0	1.0
	P50	\$65,000	*****	7.0	3.0
	P75	\$75,000	*****	11.0	9.5
Bonus Eligibility	Eligible	20.0%			
	Not Eligible	80.0%			

Administration Director (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	12	3	12	12
	Number of Employees	13	3	13	13
	Average	\$63,892	*****	8.0	6.0
	P25	\$49,335	*****	1.8	1.0
	P50	\$58,406	*****	6.8	2.0
	P75	\$71,450	*****	11.3	10.1
>= \$1,000,000	Number of Responses	13	1	12	12
	Number of Employees	19	1	18	18
	Average	\$65,543	*****	7.7	4.9
	P25	\$56,000	*****	4.0	2.0
	P50	\$67,500	*****	7.0	3.0
	P75	\$75,000	*****	10.0	6.5

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	10	3	9	9
	Number of Employees	10	3	9	9
	Average	\$70,283	*****	7.5	3.5
	P25	\$63,275	*****	3.3	1.3
	P50	\$66,250	*****	7.5	2.0
	P75	\$78,750	*****	10.8	3.8
British Columbia	Number of Responses	10	0	10	10
	Number of Employees	17	0	17	17
	Average	\$60,180	*****	10.3	8.2
	P25	\$54,700	*****	4.3	2.3
	P50	\$57,156	*****	9.5	8.0
	P75	\$67,250	*****	14.3	12.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	2	1	2	2
	Number of Employees	2	1	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administration Director (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	8	2	7	7
	Number of Employees	8	2	7	7
	Average	\$70,500	*****	6.1	3.4
	P25	\$64,425	*****	2.8	1.0
	P50	\$66,250	*****	5.5	2.0
	P75	\$76,250	*****	8.5	2.5
Toronto	Number of Responses	5	2	4	4
	Number of Employees	5	2	4	4
	Average	\$73,760	*****	*****	*****
	P25	\$65,000	*****	*****	*****
	P50	\$75,000	*****	*****	*****
	P75	\$80,000	*****	*****	*****
Vancouver	Number of Responses	6	0	6	6
	Number of Employees	7	0	7	7
	Average	\$62,414	*****	8.4	6.3
	P25	\$55,250	*****	2.5	1.3
	P50	\$62,000	*****	6.8	4.3
	P75	\$70,577	*****	13.6	10.6

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	21	3	20	20
	Number of Employees	22	3	21	21
	Average	\$66,251	*****	7.5	5.0
	P25	\$55,000	*****	2.0	1.0
	P50	\$65,000	*****	4.0	2.0
	P75	\$75,000	*****	10.0	6.5
Suburban	Number of Responses	2	0	2	2
	Number of Employees	7	0	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	1	2	2
	Number of Employees	3	1	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administration Director (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	2	0	1	1
	Number of Employees	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	6	1	6	6
	Number of Employees	7	1	7	7
	Average	\$75,744	*****	9.9	4.9
	P25	\$66,609	*****	7.6	2.0
	P50	\$73,218	*****	9.8	2.5
	P75	\$78,996	*****	13.8	5.6
Environmental Health, Environmental Justice	Number of Responses	6	1	6	6
	Number of Employees	11	1	11	11
	Average	\$63,867	*****	7.7	5.7
	P25	\$54,950	*****	4.0	2.3
	P50	\$60,500	*****	4.5	3.5
	P75	\$67,250	*****	10.3	10.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	11	2	11	11
	Number of Employees	12	2	12	12
	Average	\$60,714	*****	8.1	6.4
	P25	\$49,270	*****	2.0	1.5
	P50	\$58,311	*****	8.0	4.0
	P75	\$66,250	*****	10.5	9.8

Administrative Assistant

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Degree of Match

More	28.6%
Equal	42.9%
Less	28.6%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	21	0	20	19
	Number of Employees	29	0	28	27
	Average	\$42,500	*****	3.6	2.9
	P25	\$39,000	*****	1.0	1.0
	P50	\$44,000	*****	2.0	2.0
	P75	\$46,333	*****	4.0	2.0
Bonus Eligibility	Eligible	9.5%			
	Not Eligible	90.5%			

Administrative Assistant (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	11	0	11	10
	Number of Employees	15	0	15	14
	Average	\$39,698	*****	2.9	2.2
	P25	\$38,000	*****	1.0	1.0
	P50	\$42,240	*****	2.0	2.0
	P75	\$45,843	*****	2.8	2.0
>= \$1,000,000	Number of Responses	10	0	9	9
	Number of Employees	14	0	13	13
	Average	\$45,582	*****	4.3	3.7
	P25	\$39,980	*****	1.0	1.0
	P50	\$44,000	*****	3.0	1.5
	P75	\$51,875	*****	4.8	3.5

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	7	0	6	5
	Number of Employees	10	0	9	8
	Average	\$42,189	*****	2.1	1.4
	P25	\$37,070	*****	1.0	0.5
	P50	\$44,000	*****	2.0	1.0
	P75	\$45,500	*****	3.0	2.0
British Columbia	Number of Responses	9	0	9	9
	Number of Employees	13	0	13	13
	Average	\$42,566	*****	4.1	3.1
	P25	\$42,240	*****	1.0	1.0
	P50	\$44,000	*****	2.5	2.0
	P75	\$50,000	*****	4.0	2.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	5	0	5	5
	Number of Employees	6	0	6	6
	Average	\$42,817	*****	4.7	4.7
	P25	\$37,000	*****	1.0	1.0
	P50	\$39,000	*****	2.0	2.0
	P75	\$45,686	*****	10.0	10.0

Administrative Assistant (continued)

City / Province

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Ontario	Number of Responses	6	0	5	4
	Number of Employees	6	0	5	4
	Average	\$43,607	*****	1.7	*****
	P25	\$40,355	*****	1.0	*****
	P50	\$44,500	*****	1.5	*****
	P75	\$45,750	*****	2.0	*****
Toronto	Number of Responses	4	0	3	2
	Number of Employees	4	0	3	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	5	0	5	5
	Number of Employees	8	0	8	8
	Average	\$47,567	*****	4.7	4.3
	P25	\$44,000	*****	1.0	1.0
	P50	\$46,333	*****	2.5	2.0
	P75	\$50,000	*****	4.0	2.5

Type of Community

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	18	0	17	16
	Number of Employees	26	0	25	24
	Average	\$43,825	*****	3.5	3.2
	P25	\$39,035	*****	1.0	1.0
	P50	\$44,000	*****	2.0	2.0
	P75	\$46,250	*****	4.0	2.4
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administrative Assistant (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	3
	Number of Employees	7	0	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	0	4	3
	Number of Employees	7	0	7	6
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	12	0	11	11
	Number of Employees	13	0	12	12
	Average	\$40,859	*****	4.4	3.8
	P25	\$36,500	*****	1.0	1.0
	P50	\$41,923	*****	2.0	1.8
	P75	\$45,855	*****	7.8	4.0

Office Manager

May supervise the work of other Administrative Assistants as part of their responsibilities. Performs routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Degree of Match

More	41.7%
Equal	33.3%
Less	25.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	12	0	12	12
	Number of Employees	14	0	14	14
	Average	\$49,552	*****	6.2	5.2
	P25	\$44,500	*****	2.0	1.0
	P50	\$48,830	*****	5.0	2.0
	P75	\$54,625	*****	7.5	7.5
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Office Manager (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	6	0	6	6
	Number of Employees	8	0	8	8
	Average	\$51,508	*****	6.3	5.1
	P25	\$46,605	*****	2.8	1.1
	P50	\$50,570	*****	5.0	1.8
	P75	\$59,875	*****	6.5	5.8
>= \$1,000,000	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$47,596	*****	6.0	5.3
	P25	\$43,500	*****	2.8	1.3
	P50	\$46,830	*****	6.0	4.5
	P75	\$48,915	*****	8.5	8.5

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$47,056	*****	5.0	4.3
	P25	\$43,500	*****	1.3	1.0
	P50	\$45,380	*****	3.5	1.5
	P75	\$47,936	*****	8.0	7.3
British Columbia	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	0	3	3
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Office Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$49,984	*****	5.0	5.0
	P25	\$45,000	*****	1.0	1.0
	P50	\$45,760	*****	2.0	2.0
	P75	\$48,661	*****	9.0	9.0
Toronto	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	12	0	12	12
	Number of Employees	14	0	14	14
	Average	\$49,552	*****	6.2	5.2
	P25	\$44,500	*****	2.0	1.0
	P50	\$48,830	*****	5.0	2.0
	P75	\$54,625	*****	7.5	7.5
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Office Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	5	5
	Number of Employees	6	0	6	6
	Average	\$48,765	*****	5.0	3.5
	P25	\$45,760	*****	5.0	1.0
	P50	\$49,000	*****	5.0	1.5
	P75	\$52,000	*****	7.0	7.0
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$48,050	*****	5.2	4.5
	P25	\$43,500	*****	2.0	1.3
	P50	\$46,830	*****	3.5	2.0
	P75	\$49,020	*****	8.0	7.3

Government Relations / Lobbyist / Policy Advocate / Policy Analyst

Represent the organization before congress, executive agencies, local and state/province governments, and coalition groups on assigned legislative and regulatory issues. Monitors relevant legislative and regulatory issues on a daily basis. Conducts background research for the purpose of preparing written material, preparation for meetings, etc. Develops and maintains solid relationships with appropriate congressional, federal regulatory, local and state/province governments, and coalition staffs. Develops and maintains effective working relationships with elected officials and lobbies on behalf of the organization's interests and goals. Develops and maintains a working knowledge of proposed legislation and analyzes its impact on the organization's programs. May provide research and policy analysis support to senior government relations staff. May provide services that influence the outcome of legislative, planning, and policy initiatives at the federal, state, province, county, and municipal levels.

Degree of Match

More	33.3%
Equal	50.0%
Less	16.7%

All Organizations

Data as of July 1, 2019		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$72,531	*****	3.6	2.3
	P25	\$56,851	*****	1.6	1.6
	P50	\$61,650	*****	2.0	2.0
	P75	\$83,750	*****	4.3	2.0
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$76,434	*****	4.0	2.4
	P25	\$58,300	*****	2.0	2.0
	P50	\$65,000	*****	2.0	2.0
	P75	\$90,000	*****	5.0	2.0
British Columbia	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$72,531	*****	3.6	2.3
	P25	\$56,851	*****	1.6	1.6
	P50	\$61,650	*****	2.0	2.0
	P75	\$83,750	*****	4.3	2.0
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Government Relations / Lobbyist / Policy Advocate / Policy Analyst (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Grassroots Advocacy / Campaign Manager

Provides strategic grassroots consultation and training to field staff and/or volunteers in order to support and expand the organization's grassroots organizing capacity which includes recruitment, engagement and retention of field staff and/or volunteers. Is involved with national and affiliate volunteer leadership, senior management, government and other nonprofit organizations with which the organization might partner or network.

Degree of Match

More	33.3%
Equal	44.4%
Less	22.2%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	9	0	9	8
	Number of Employees	16	0	16	15
	Average	\$54,634	*****	2.9	2.2
	P25	\$49,840	*****	1.0	1.0
	P50	\$53,000	*****	2.0	2.0
	P75	\$60,000	*****	3.0	3.0
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Grassroots Advocacy / Campaign Manager (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	5	0	5	4
	Number of Employees	9	0	9	8
	Average	\$52,473	*****	1.8	*****
	P25	\$48,000	*****	1.0	*****
	P50	\$53,000	*****	2.0	*****
	P75	\$59,400	*****	2.0	*****
>= \$1,000,000	Number of Responses	4	0	4	4
	Number of Employees	7	0	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	6	0	6	5
	Number of Employees	8	0	8	7
	Average	\$52,793	*****	3.2	2.2
	P25	\$48,460	*****	1.3	1.3
	P50	\$51,420	*****	2.0	2.0
	P75	\$57,800	*****	2.8	2.8
British Columbia	Number of Responses	2	0	2	2
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Grassroots Advocacy / Campaign Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	5	0	5	4
	Number of Employees	7	0	7	6
	Average	\$53,384	*****	1.8	*****
	P25	\$48,000	*****	1.0	*****
	P50	\$53,000	*****	2.0	*****
	P75	\$59,400	*****	2.0	*****
Toronto	Number of Responses	2	0	2	1
	Number of Employees	2	0	2	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	9	0	9	8
	Number of Employees	16	0	16	15
	Average	\$54,634	*****	2.9	2.2
	P25	\$49,840	*****	1.0	1.0
	P50	\$53,000	*****	2.0	2.0
	P75	\$60,000	*****	3.0	3.0
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Grassroots Advocacy / Campaign Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	6	0	6	6
	Number of Employees	10	0	10	10
	Average	\$53,201	*****	3.1	2.1
	P25	\$48,460	*****	1.3	1.0
	P50	\$54,620	*****	2.0	1.5
	P75	\$59,850	*****	2.8	2.8
Environmental Health, Environmental Justice	Number of Responses	2	0	2	1
	Number of Employees	5	0	5	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Marketing Coordinator

Coordinate marketing programs in support of an organization's programs and services. Participate in the development and implementation of marketing activities including advertising creation and placement, market research and analysis, brand management and promotion, and customer identification and segmentation.

Degree of Match

More	43.8%
Equal	37.5%
Less	18.8%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	16	0	15	15
	Number of Employees	19	0	18	18
	Average	\$47,257	*****	4.1	2.7
	P25	\$43,339	*****	0.9	0.9
	P50	\$44,628	*****	2.5	2.0
	P75	\$48,188	*****	6.0	3.3
Bonus Eligibility	Eligible	13.3%			
	Not Eligible	86.7%			

Marketing Coordinator (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	6	0	5	5
	Number of Employees	8	0	7	7
	Average	\$44,664	*****	4.3	2.8
	P25	\$39,189	*****	1.3	1.0
	P50	\$45,128	*****	2.5	1.5
	P75	\$48,063	*****	8.3	2.8
>= \$1,000,000	Number of Responses	10	0	10	10
	Number of Employees	11	0	11	11
	Average	\$48,813	*****	4.0	2.6
	P25	\$43,512	*****	0.9	0.9
	P50	\$44,623	*****	4.0	2.0
	P75	\$47,250	*****	6.0	3.5

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	8	0	8	8
	Number of Employees	9	0	9	9
	Average	\$45,298	*****	5.4	3.7
	P25	\$42,925	*****	2.8	2.0
	P50	\$43,594	*****	6.0	2.5
	P75	\$45,250	*****	7.0	4.5
British Columbia	Number of Responses	6	0	5	5
	Number of Employees	6	0	5	5
	Average	\$47,792	*****	1.7	1.7
	P25	\$44,248	*****	0.5	0.5
	P50	\$44,628	*****	0.8	0.8
	P75	\$47,250	*****	1.8	1.8
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	2
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Marketing Coordinator (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	7	0	7	7
	Number of Employees	8	0	8	8
	Average	\$45,565	*****	4.8	3.9
	P25	\$42,784	*****	2.5	2.0
	P50	\$43,758	*****	6.0	3.0
	P75	\$45,500	*****	6.0	5.0
Toronto	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	4	0	3	3
	Number of Employees	4	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	15	0	14	14
	Number of Employees	18	0	17	17
	Average	\$45,608	*****	4.0	2.4
	P25	\$43,249	*****	0.8	0.8
	P50	\$44,255	*****	2.0	2.0
	P75	\$47,000	*****	6.0	2.5
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Marketing Coordinator (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	4	4
	Number of Employees	6	0	6	6
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	0	2	2
	Number of Employees	3	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	6	0	6	6
	Number of Employees	7	0	7	7
	Average	\$51,616	*****	5.3	4.7
	P25	\$43,550	*****	3.0	2.0
	P50	\$45,500	*****	6.0	4.0
	P75	\$57,347	*****	6.0	6.0

Public Relations Director

Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for an organization's mission, programs, fundraising activities, services, and brand. May be responsible for brand management and promotion. Responsible for managing media events and activities, press and media contacts, public image campaigns, spokesperson training, and the creation of communication materials and public position statements. Often serves as a spokesperson for the organization with the media. May supervise other communication/public relations staff.

Degree of Match

More	16.7%
Equal	75.0%
Less	8.3%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	12	1	12	12
	Number of Employees	12	1	12	12
	Average	\$75,311	*****	6.4	4.3
	P25	\$67,575	*****	3.1	2.8
	P50	\$72,000	*****	4.5	3.3
	P75	\$83,314	*****	9.3	4.3
Bonus Eligibility	Eligible	18.2%			
	Not Eligible	81.8%			

Public Relations Director (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	10	1	10	10
	Number of Employees	10	1	10	10
	Average	\$76,683	*****	6.7	4.8
	P25	\$68,756	*****	3.6	3.0
	P50	\$72,000	*****	4.5	3.8
	P75	\$82,125	*****	9.0	4.8

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	6	1	6	6
	Number of Employees	6	1	6	6
	Average	\$76,971	*****	6.0	2.8
	P25	\$71,269	*****	2.5	2.3
	P50	\$75,750	*****	4.0	3.0
	P75	\$82,125	*****	8.5	3.8
British Columbia	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$77,851	*****	7.9	6.7
	P25	\$68,000	*****	5.0	3.5
	P50	\$72,000	*****	6.0	5.0
	P75	\$84,254	*****	9.0	6.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Director (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	5	1	5	5
	Number of Employees	5	1	5	5
	Average	\$78,160	*****	4.2	2.8
	P25	\$72,000	*****	2.0	2.0
	P50	\$79,500	*****	4.0	3.0
	P75	\$83,000	*****	4.0	4.0
Toronto	Number of Responses	2	1	2	2
	Number of Employees	2	1	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	11	1	11	11
	Number of Employees	11	1	11	11
	Average	\$75,612	*****	6.4	4.1
	P25	\$67,150	*****	2.8	2.5
	P50	\$72,000	*****	4.0	3.0
	P75	\$83,627	*****	9.5	4.0
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Director (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	1	3	3
	Number of Employees	3	1	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	7	0	7	7
	Number of Employees	7	0	7	7
	Average	\$78,736	*****	5.7	4.7
	P25	\$72,000	*****	1.5	1.5
	P50	\$79,500	*****	4.0	3.0
	P75	\$86,500	*****	8.0	5.0

Public Relations Manager

Plan, direct, or coordinate the communications/public relations activities for a specific program, division, or region within the organization, or a small organization. Markets and promotes the organization's goals and objectives to develop community support. Develops and oversees execution of public and media relations programs, including writing and distributing press releases and alerts; creating and maintaining media contact lists; cultivating ongoing and special-events coverage; supporting and working collaboratively with communications practitioners on PR/media opportunities; tracking results of PR efforts; and providing media training for organizational representatives. May serve as a spokesperson for official response to media inquiries. Typically does not supervise other staff.

Degree of Match

More	33.3%
Equal	60.0%
Less	6.7%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	15	0	15	15
	Number of Employees	21	0	21	21
	Average	\$55,357	*****	2.8	1.9
	P25	\$53,284	*****	1.7	1.0
	P50	\$55,000	*****	2.0	1.5
	P75	\$57,698	*****	3.3	2.8
Bonus Eligibility	Eligible	7.7%			
	Not Eligible	92.3%			

Public Relations Manager (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	5	0	5	5
	Number of Employees	7	0	7	7
	Average	\$57,586	*****	2.4	2.1
	P25	\$54,000	*****	2.0	1.0
	P50	\$58,230	*****	2.0	1.5
	P75	\$62,700	*****	3.0	3.0
>= \$1,000,000	Number of Responses	10	0	10	10
	Number of Employees	14	0	14	14
	Average	\$54,242	*****	3.0	1.8
	P25	\$52,967	*****	1.6	1.0
	P50	\$54,969	*****	2.3	1.7
	P75	\$55,938	*****	3.4	2.4

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	7	0	7	7
	Number of Employees	11	0	11	11
	Average	\$56,290	*****	3.9	2.3
	P25	\$54,500	*****	2.3	1.5
	P50	\$55,000	*****	3.0	2.5
	P75	\$56,708	*****	3.8	3.0
British Columbia	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$54,681	*****	1.5	1.2
	P25	\$51,413	*****	1.0	1.0
	P50	\$53,794	*****	1.2	1.0
	P75	\$58,734	*****	1.9	1.3
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	6	0	6	6
	Number of Employees	7	0	7	7
	Average	\$56,686	*****	2.8	2.2
	P25	\$55,000	*****	2.1	1.3
	P50	\$55,625	*****	2.8	2.3
	P75	\$56,936	*****	3.4	2.9
Toronto	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	14	0	14	14
	Number of Employees	20	0	20	20
	Average	\$55,387	*****	2.9	2.0
	P25	\$52,967	*****	2.0	1.0
	P50	\$55,000	*****	2.3	1.8
	P75	\$57,964	*****	3.4	2.9
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	5	5
	Number of Employees	10	0	10	10
	Average	\$55,699	*****	3.9	2.0
	P25	\$52,650	*****	2.0	1.5
	P50	\$53,917	*****	3.0	1.5
	P75	\$58,230	*****	3.0	3.0
Environmental Health, Environmental Justice	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$55,700	*****	1.9	1.1
	P25	\$54,000	*****	1.0	1.0
	P50	\$55,000	*****	2.0	1.0
	P75	\$60,000	*****	2.0	1.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	4	0	4	4
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Community Organizer

Facilitate the recruitment, organization, and engagement of a broad base of individuals, groups, and organizations in support of a cause, movement, or initiative. May be responsible for developing strategies and action plans, creating informational materials, building relationships with community leaders, public officials, media, business leaders, and consumer groups, coordinating advocacy events, organizing campaigns and coalitions, and training volunteers.

Degree of Match

More	27.3%
Equal	63.6%
Less	9.1%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	11	0	11	11
	Number of Employees	22	0	22	22
	Average	\$47,898	*****	4.2	4.0
	P25	\$40,754	*****	1.2	1.0
	P50	\$46,000	*****	2.0	1.8
	P75	\$54,217	*****	5.8	4.8
Bonus Eligibility	Eligible	10.0%			
	Not Eligible	90.0%			

Community Organizer (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	5	0	5	5
	Number of Employees	7	0	7	7
	Average	\$41,021	*****	1.7	1.5
	P25	\$40,000	*****	1.0	1.0
	P50	\$41,507	*****	1.0	1.0
	P75	\$45,000	*****	2.0	1.0
>= \$1,000,000	Number of Responses	6	0	6	6
	Number of Employees	15	0	15	15
	Average	\$53,629	*****	6.4	6.0
	P25	\$46,184	*****	1.9	1.9
	P50	\$50,285	*****	5.0	4.0
	P75	\$54,708	*****	9.5	9.0

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	3	0	3	3
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	5	0	5	5
	Number of Employees	12	0	12	12
	Average	\$54,015	*****	5.6	5.2
	P25	\$46,000	*****	1.8	1.8
	P50	\$46,736	*****	2.0	2.0
	P75	\$53,833	*****	8.0	6.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Community Organizer (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	2	0	2	2
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of Employees	7	0	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	9	0	9	9
	Number of Employees	20	0	20	20
	Average	\$46,765	*****	3.3	3.1
	P25	\$41,507	*****	1.0	1.0
	P50	\$46,000	*****	1.8	1.8
	P75	\$53,833	*****	3.5	3.5
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Community Organizer (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	4	4
	Number of Employees	10	0	10	10
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	6	0	6	6
	Number of Employees	11	0	11	11
	Average	\$54,018	*****	4.0	4.0
	P25	\$45,250	*****	1.1	1.1
	P50	\$50,300	*****	1.7	1.7
	P75	\$54,900	*****	3.1	3.1

Environmental Sustainability Educator

Responsible for making people aware of environmental issues, promoting conservation and sustainability. Often charged with enhancing the public's enjoyment of the environment through teaching and interpreting the natural world. Involved in curriculum design; promotes programs to target audiences through flyers, websites, and newsletters; teaches groups and interprets the natural environment for them on-site by leading guided walks and answering visitors' questions or teaches sustainability principles; organizes educational events and activities to raise awareness of environmental issues; trains others in the use of resources and in delivering educational sessions; recruits, supervises, and works with volunteers; acts as a point of contact for teachers responding to requests for information on educational issues; evaluates the effectiveness of programs; and manages budgets for projects and educational programs.

Degree of Match

More	11.1%
Equal	44.4%
Less	44.4%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Survey Data	Number of Responses	9	0	9	9
	Number of Employees	17	0	17	17
	Average	\$48,787	*****	3.6	3.1
	P25	\$40,000	*****	3.0	1.0
	P50	\$52,000	*****	3.0	3.0
	P75	\$56,160	*****	4.0	3.0
Bonus Eligibility	Eligible	12.5%			
	Not Eligible	87.5%			

Environmental Sustainability Educator (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	4	0	4	4
	Number of Employees	10	0	10	10
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	5	0	5	5
	Number of Employees	7	0	7	7
	Average	\$45,185	*****	2.7	1.9
	P25	\$40,000	*****	3.0	1.0
	P50	\$42,848	*****	3.0	2.0
	P75	\$52,000	*****	3.0	3.0

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	3	0	3	3
	Number of Employees	8	0	8	8
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	0	3	3
	Number of Employees	6	0	6	6
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Environmental Sustainability Educator (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	7	0	7	7
	Number of Employees	12	0	12	12
	Average	\$51,012	*****	4.0	3.5
	P25	\$41,424	*****	3.0	1.5
	P50	\$55,000	*****	3.0	3.0
	P75	\$58,080	*****	4.0	3.5
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Environmental Sustainability Educator (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	7	0	7	7
	Number of Employees	15	0	15	15
	Average	\$49,550	*****	2.6	2.3
	P25	\$41,424	*****	2.0	1.5
	P50	\$52,000	*****	3.0	3.0
	P75	\$57,500	*****	3.5	3.0

Land Easement Steward Specialist / Coordinator

The primary work is to monitor the conditions on the ground of conservation properties, easements, and trails. Monitoring often includes: invasive species, poaching, garbage dumping, road problems, squatting, illegal recreation development, and baseline scientific information. Duties typically include trail clearing, trail improvement (including building steps and erosion control structures), boundary marking, painting of structures, basic carpentry, and vegetation control (brush saw work, clipping, etc.). Often oversees a crew of volunteers. Although not directly responsible for public education, is often expected to interact positively with the public when there is an opportunity. With a crew, can move frequently, although occasionally works at the same site for more than one week.

Degree of Match

More	100.0%
Equal	0.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Land Easement Steward Specialist / Coordinator (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Land Easement Steward Specialist / Coordinator (continued)

City / Province

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Ontario	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Land Easement Steward Specialist / Coordinator (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Land Protection Specialist / Coordinator

Serve as the main point-of-contact and project lead with private and public landowners for purposes of identifying and protecting natural areas. Works on both fee title and conservation easement projects. Responsibilities often include fostering relationships with public and private landowners interested in permanent land protection; preparing all baseline documentation for land projects; working with conservancy lawyers to draft, revise, finalize, and record conservation easements and fee title transactions; and serving as conservancy liaison in key partnership with municipalities, ENGOS, and state/provincial and federal agencies. Often works with Executive Director and Stewardship Director to develop landowner outreach communication materials, participates in grant writing for land acquisition opportunities, and manages budgets and writes grants.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations

Data as of July 1, 2019		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Land Protection Specialist / Coordinator (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Land Protection Specialist / Coordinator (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Land Protection Specialist / Coordinator

(continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Assistant

Responsible for assisting and supporting the planning and execution of the organization's programs. Provides general administrative support as well as customer service to all clients. Duties include correspondence, mailings, filings, inputting data and maintaining computer databases.

Degree of Match

More	44.4%
Equal	44.4%
Less	11.1%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	8	1	9	9
	Number of Employees	12	3	15	15
	Average	\$36,699	*****	2.5	2.4
	P25	\$34,133	*****	1.0	1.0
	P50	\$37,000	*****	1.0	1.0
	P75	\$39,475	*****	3.0	2.0
Bonus Eligibility	Eligible	11.1%			
	Not Eligible	88.9%			

Program Assistant (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	5	1	6	6
	Number of Employees	8	3	11	11
	Average	\$36,106	*****	2.9	2.8
	P25	\$35,000	*****	1.0	1.0
	P50	\$36,000	*****	1.5	1.5
	P75	\$38,000	*****	2.8	2.0
>= \$1,000,000	Number of Responses	3	0	3	3
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	6	1	6	6
	Number of Employees	9	3	9	9
	Average	\$35,631	*****	1.3	1.1
	P25	\$32,398	*****	1.0	1.0
	P50	\$36,500	*****	1.0	1.0
	P75	\$38,975	*****	1.0	1.0
British Columbia	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	1	1
	Number of Employees	0	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Assistant (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	5	1	5	5
	Number of Employees	8	3	8	8
	Average	\$36,766	*****	1.3	1.1
	P25	\$35,000	*****	1.0	1.0
	P50	\$38,000	*****	1.0	1.0
	P75	\$39,300	*****	1.0	1.0
Toronto	Number of Responses	3	1	3	3
	Number of Employees	5	3	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	7	1	8	8
	Number of Employees	11	3	14	14
	Average	\$36,799	*****	1.6	1.4
	P25	\$33,266	*****	1.0	1.0
	P50	\$38,000	*****	1.0	1.0
	P75	\$39,650	*****	2.3	2.0
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Assistant (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	1	4	4
	Number of Employees	7	3	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	3	0	4	4
	Number of Employees	4	0	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Coordinator

Responsible for assisting and supporting the planning and execution of the organization's programs or a specific program. Provides general administrative support to these programs. Duties include research, initial data analysis, correspondence, mailings, filings, inputting data and maintaining program databases. Often engaged in program client communication.

Degree of Match

More	30.4%
Equal	47.8%
Less	21.7%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	23	3	22	22
	Number of Employees	59	13	58	58
	Average	\$46,414	*****	2.7	2.5
	P25	\$40,500	*****	1.0	1.0
	P50	\$45,250	*****	2.0	2.0
	P75	\$50,500	*****	3.0	3.0
Bonus Eligibility	Eligible	17.4%			
	Not Eligible	82.6%			

Program Coordinator (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	11	1	10	10
	Number of Employees	18	2	17	17
	Average	\$45,499	*****	2.3	2.2
	P25	\$39,500	*****	1.0	1.0
	P50	\$45,000	*****	1.5	1.0
	P75	\$51,825	*****	3.5	3.0
>= \$1,000,000	Number of Responses	12	2	12	12
	Number of Employees	41	11	41	41
	Average	\$47,252	*****	3.0	2.8
	P25	\$44,000	*****	1.0	1.0
	P50	\$46,125	*****	2.8	2.8
	P75	\$50,000	*****	3.0	3.0

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	11	2	10	10
	Number of Employees	35	12	34	34
	Average	\$46,100	*****	2.9	2.6
	P25	\$40,000	*****	1.0	1.0
	P50	\$45,250	*****	3.0	3.0
	P75	\$52,000	*****	4.5	3.0
British Columbia	Number of Responses	5	1	5	5
	Number of Employees	6	1	6	6
	Average	\$48,465	*****	3.4	3.4
	P25	\$45,000	*****	1.0	1.0
	P50	\$48,924	*****	2.0	2.0
	P75	\$50,000	*****	3.0	3.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	6	0	6	6
	Number of Employees	16	0	16	16
	Average	\$44,240	*****	1.8	1.8
	P25	\$41,250	*****	1.0	1.0
	P50	\$45,000	*****	1.5	1.5
	P75	\$47,250	*****	2.8	2.8

Program Coordinator (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	10	2	9	9
	Number of Employees	30	12	29	29
	Average	\$47,090	*****	2.7	2.6
	P25	\$41,000	*****	1.0	1.0
	P50	\$46,125	*****	2.8	2.8
	P75	\$52,500	*****	3.8	3.0
Toronto	Number of Responses	5	2	4	4
	Number of Employees	16	12	15	15
	Average	\$44,650	*****	*****	*****
	P25	\$41,000	*****	*****	*****
	P50	\$45,250	*****	*****	*****
	P75	\$47,000	*****	*****	*****
Vancouver	Number of Responses	2	1	2	2
	Number of Employees	2	1	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	20	3	19	19
	Number of Employees	55	13	54	54
	Average	\$46,510	*****	2.8	2.6
	P25	\$40,750	*****	1.0	1.0
	P50	\$45,125	*****	2.3	2.3
	P75	\$51,413	*****	3.3	3.0
Suburban	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Coordinator (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	9	0	9	9
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	1	5	5
	Number of Employees	11	2	11	11
	Average	\$44,579	*****	2.7	2.1
	P25	\$37,440	*****	1.0	1.0
	P50	\$45,250	*****	2.5	2.5
	P75	\$51,000	*****	4.0	3.0
Environmental Health, Environmental Justice	Number of Responses	4	2	3	3
	Number of Employees	13	11	12	12
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	13	0	13	13
	Number of Employees	26	0	26	26
	Average	\$47,998	*****	2.3	2.3
	P25	\$45,000	*****	1.0	1.0
	P50	\$48,000	*****	2.0	2.0
	P75	\$50,000	*****	3.0	3.0

Program Director

Responsible for planning, coordination, and implementation of a comprehensive program to protect natural areas and habitat for rare and endangered plants, animals, and natural communities using a range of protection tools including gift, easement, purchase, lease registry, conservation brokerage, and cooperative projects with federal, state, and local government, conservation organizations, and other partners. Responsible for representing the organization in relationships and negotiations with government agencies and advisory committees.

Degree of Match

More	29.4%
Equal	58.8%
Less	11.8%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	17	1	17	17
	Number of Employees	31	3	31	31
	Average	\$75,342	*****	8.0	4.6
	P25	\$68,000	*****	4.0	2.0
	P50	\$74,756	*****	7.0	4.0
	P75	\$86,000	*****	11.0	5.0
Bonus Eligibility	Eligible	11.8%			
	Not Eligible	88.2%			

Program Director (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	6	1	6	6
	Number of Employees	14	3	14	14
	Average	\$68,777	*****	6.1	3.1
	P25	\$53,000	*****	3.3	2.0
	P50	\$68,200	*****	4.8	2.3
	P75	\$73,917	*****	8.1	3.6
>= \$1,000,000	Number of Responses	11	0	11	11
	Number of Employees	17	0	17	17
	Average	\$78,922	*****	9.0	5.5
	P25	\$70,890	*****	5.0	2.5
	P50	\$76,320	*****	10.0	4.0
	P75	\$88,000	*****	11.5	5.0

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	7	0	7	7
	Number of Employees	11	0	11	11
	Average	\$78,109	*****	7.1	3.7
	P25	\$73,700	*****	3.0	1.5
	P50	\$76,320	*****	10.0	3.0
	P75	\$84,750	*****	10.5	4.0
British Columbia	Number of Responses	5	0	5	5
	Number of Employees	7	0	7	7
	Average	\$81,049	*****	11.8	6.4
	P25	\$68,000	*****	7.0	2.0
	P50	\$73,780	*****	14.0	4.0
	P75	\$90,000	*****	14.0	5.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	1	1	1
	Number of Employees	3	3	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	4	0	4	4
	Number of Employees	10	0	10	10
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Director (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	6	0	6	6
	Number of Employees	10	0	10	10
	Average	\$78,408	*****	6.7	3.8
	P25	\$72,550	*****	2.0	1.3
	P50	\$79,750	*****	7.5	3.0
	P75	\$85,375	*****	10.8	4.0
Toronto	Number of Responses	3	0	3	3
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	16	1	16	16
	Number of Employees	30	3	30	30
	Average	\$74,426	*****	7.2	3.7
	P25	\$67,250	*****	4.0	2.0
	P50	\$74,268	*****	6.3	3.5
	P75	\$84,125	*****	10.3	4.3
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Director (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	5	5
	Number of Employees	11	0	11	11
	Average	\$74,795	*****	7.1	2.7
	P25	\$71,400	*****	5.0	2.0
	P50	\$74,756	*****	5.5	2.5
	P75	\$76,320	*****	10.0	3.0
Environmental Health, Environmental Justice	Number of Responses	4	0	4	4
	Number of Employees	6	0	6	6
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	8	1	8	8
	Number of Employees	14	3	14	14
	Average	\$72,949	*****	7.9	6.8
	P25	\$51,250	*****	3.8	3.5
	P50	\$75,500	*****	7.0	4.5
	P75	\$90,750	*****	10.3	8.0

Program Manager

Responsible for developing, managing, and advancing the organization's programs, plans, and methods by region. Provides technical leadership and support to the operating unit, region, or organization. Plans and directs preserve management programs and stewardship. Addresses critical threats to natural systems and individual species, fosters cross-site learning among conservation community, supplies eco-regional planning teams with information for site portfolios, and develops and implements conservation strategies.

Degree of Match

More	29.4%
Equal	64.7%
Less	5.9%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	17	1	16	16
	Number of Employees	36	3	35	35
	Average	\$60,238	*****	5.1	3.7
	P25	\$49,023	*****	2.0	1.5
	P50	\$60,320	*****	4.0	3.0
	P75	\$65,803	*****	6.0	5.0
Bonus Eligibility	Eligible	11.8%			
	Not Eligible	88.2%			

Program Manager (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	5	0	5	5
	Number of Employees	12	0	12	12
	Average	\$64,165	*****	7.0	5.5
	P25	\$48,264	*****	4.0	3.0
	P50	\$60,320	*****	5.0	3.0
	P75	\$75,000	*****	8.0	5.0
>= \$1,000,000	Number of Responses	12	1	11	11
	Number of Employees	24	3	23	23
	Average	\$58,602	*****	4.3	2.9
	P25	\$52,756	*****	1.8	1.0
	P50	\$59,750	*****	4.0	2.5
	P75	\$65,201	*****	5.3	4.3

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	8	1	7	7
	Number of Employees	18	3	17	17
	Average	\$56,817	*****	5.3	3.6
	P25	\$47,288	*****	2.0	1.9
	P50	\$57,753	*****	5.0	3.5
	P75	\$64,076	*****	6.0	5.0
British Columbia	Number of Responses	4	0	4	4
	Number of Employees	8	0	8	8
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	5	0	5	5
	Number of Employees	10	0	10	10
	Average	\$71,944	*****	6.2	4.3
	P25	\$65,000	*****	3.0	1.0
	P50	\$70,000	*****	4.0	1.5
	P75	\$75,000	*****	8.0	3.0

Program Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	7	1	6	6
	Number of Employees	14	3	13	13
	Average	\$57,148	*****	3.7	2.9
	P25	\$46,735	*****	2.0	1.8
	P50	\$61,000	*****	5.0	3.0
	P75	\$64,652	*****	5.5	4.5
Toronto	Number of Responses	4	1	4	4
	Number of Employees	9	3	9	9
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	16	1	15	15
	Number of Employees	35	3	34	34
	Average	\$60,628	*****	5.2	3.7
	P25	\$48,833	*****	2.0	1.4
	P50	\$60,660	*****	4.5	3.0
	P75	\$66,852	*****	6.0	5.0
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	5	5
	Number of Employees	12	0	12	12
	Average	\$60,218	*****	7.9	6.0
	P25	\$49,023	*****	3.0	1.5
	P50	\$54,505	*****	5.0	5.0
	P75	\$60,320	*****	15.0	8.0
Environmental Health, Environmental Justice	Number of Responses	2	1	2	2
	Number of Employees	5	3	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	9	0	8	8
	Number of Employees	16	0	15	15
	Average	\$61,425	*****	3.8	2.6
	P25	\$54,000	*****	2.0	1.0
	P50	\$65,000	*****	4.0	3.0
	P75	\$70,000	*****	5.0	4.0

Chief Executive Officer / President / Executive Director

Senior most staff position in the organization. Responsible for formulating policies while providing strategic direction for an organization within guidelines set up by a board of directors. Plan, direct, or manage income development, advocacy, programs and services, finance, human resources, volunteerism, communications, marketing, information technology, and administration activities at the highest level of management with the help of subordinate executives and staff managers.

Degree of Match

More	22.4%
Equal	67.3%
Less	10.2%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Survey Data	Number of Responses	49	4	49	49
	Number of Employees	56	4	56	56
	Average	\$90,702	*****	9.3	7.6
	P25	\$70,000	*****	3.0	2.0
	P50	\$81,840	*****	7.0	5.0
	P75	\$105,000	*****	15.0	11.0
Bonus Eligibility	Eligible	14.6%			
	Not Eligible	85.4%			
Gender	Female	65.3%			
	Male	30.6%			
	Non-Binary	0.0%			
	Prefer not to Identify	4.1%			
Race / Ethnicity	Asian (Not Hispanic or Latino)				2.0%
	Black or African (Not Hispanic or Latino)				0.0%
	Hispanic or Latino				0.0%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)				0.0%
	Two or More Races				2.0%
	White (Not Hispanic or Latino)				83.7%
	Group not Listed				0.0%
	Prefer not to Identify				12.2%

Chief Executive Officer / President / Executive Director (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	28	3	28	28
	Number of Employees	32	3	32	32
	Average	\$79,411	*****	9.8	8.1
	P25	\$65,000	*****	3.0	2.8
	P50	\$75,760	*****	7.5	5.5
	P75	\$89,000	*****	15.5	11.0
>= \$1,000,000	Number of Responses	21	1	21	21
	Number of Employees	24	1	24	24
	Average	\$105,756	*****	8.6	6.9
	P25	\$84,400	*****	3.0	2.0
	P50	\$96,000	*****	7.0	5.0
	P75	\$112,000	*****	13.0	10.0

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	23	2	23	23
	Number of Employees	23	2	23	23
	Average	\$90,326	*****	7.4	6.0
	P25	\$67,500	*****	3.0	2.5
	P50	\$90,000	*****	5.0	4.0
	P75	\$102,665	*****	10.0	8.0
British Columbia	Number of Responses	14	0	14	14
	Number of Employees	17	0	17	17
	Average	\$87,570	*****	10.9	8.5
	P25	\$70,250	*****	7.0	5.0
	P50	\$78,680	*****	8.5	7.5
	P75	\$89,313	*****	17.8	10.8
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	2	1	2	2
	Number of Employees	2	1	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	10	1	10	10
	Number of Employees	14	1	14	14
	Average	\$100,078	*****	12.8	11.1
	P25	\$72,488	*****	3.5	2.3
	P50	\$93,250	*****	11.5	11.5
	P75	\$110,000	*****	19.5	17.0

Chief Executive Officer / President / Executive Director (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	21	2	21	21
	Number of Employees	21	2	21	21
	Average	\$91,976	*****	7.0	5.4
	P25	\$70,000	*****	3.0	2.0
	P50	\$90,000	*****	5.0	4.0
	P75	\$100,000	*****	10.0	8.0
Toronto	Number of Responses	9	2	9	9
	Number of Employees	9	2	9	9
	Average	\$107,778	*****	8.3	7.1
	P25	\$90,000	*****	5.0	2.0
	P50	\$100,000	*****	8.0	8.0
	P75	\$147,250	*****	14.0	10.0
Vancouver	Number of Responses	6	0	6	6
	Number of Employees	9	0	9	9
	Average	\$106,380	*****	11.2	6.7
	P25	\$77,725	*****	7.1	5.0
	P50	\$94,700	*****	8.6	6.0
	P75	\$131,798	*****	16.0	9.3

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	43	4	43	43
	Number of Employees	50	4	50	50
	Average	\$93,762	*****	9.1	7.2
	P25	\$70,659	*****	3.0	2.0
	P50	\$87,000	*****	7.0	5.0
	P75	\$107,665	*****	14.5	10.5
Suburban	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Chief Executive Officer / President / Executive Director (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	13	1	13	13
	Number of Employees	20	1	20	20
	Average	\$85,643	*****	8.6	6.0
	P25	\$66,560	*****	3.0	2.0
	P50	\$76,000	*****	6.0	5.0
	P75	\$100,000	*****	10.0	8.0
Environmental Health, Environmental Justice	Number of Responses	7	1	7	7
	Number of Employees	7	1	7	7
	Average	\$90,033	*****	10.0	5.7
	P25	\$70,250	*****	6.5	3.0
	P50	\$90,000	*****	8.0	4.0
	P75	\$100,500	*****	14.0	9.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	25	2	25	25
	Number of Employees	25	2	25	25
	Average	\$96,166	*****	9.1	8.7
	P25	\$75,520	*****	3.0	3.0
	P50	\$87,000	*****	7.0	7.0
	P75	\$110,000	*****	15.0	14.0

Chief Operating Officer / Associate Executive Director / Deputy Director

Directs and manages the activities of the organization in accordance with policies, goals and objectives established by the CEO/President/Executive Director and the Board of Directors. Ensures the achievement of short- and long-range goals for operations, human resources, financial performance, and growth. Reports to the CEO/President/Executive Director.

Degree of Match

More	100.0%
Equal	0.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	2	2	2	2
	Number of Employees	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	100.0%			
	Not Eligible	0.0%			
Gender	Female	100.0%			
	Male	0.0%			
	Non-Binary	0.0%			
	Prefer not to Identify	0.0%			
Race / Ethnicity	Asian (Not Hispanic or Latino)				0.0%
	Black or African (Not Hispanic or Latino)				0.0%
	Hispanic or Latino				0.0%
	Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)				0.0%
	Two or More Races				0.0%
	White (Not Hispanic or Latino)				100.0%
	Group not Listed				0.0%
	Prefer not to Identify				0.0%

Chief Operating Officer / Associate Executive Director / Deputy Director (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	1	1	1
	Number of Employees	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	1	1	1	1
	Number of Employees	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	2	2	2	2
	Number of Employees	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Chief Operating Officer / Associate Executive Director / Deputy Director (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	2	2	2	2
	Number of Employees	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	2	2	2	2
	Number of Employees	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	2	2	2	2
	Number of Employees	2	2	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Chief Operating Officer / Associate Executive Director / Deputy Director (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	1	1	1
	Number of Employees	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	1	1	1
	Number of Employees	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Clerk

Perform a variety of routine and some non-routine clerical/accounting functions in accordance with standard procedures in one or more of the following areas: general accounting, accounts payable, accounts receivable or related financial area. Reconciles bank accounts, posts information and balances general or subsidiary ledgers, processes payments and compiles segments of monthly closings, annual reports, etc. Contacts other departments and/or outside agencies to resolve problems.

Degree of Match

More	8.3%
Equal	83.3%
Less	8.3%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	12	0	12	12
	Number of Employees	15	0	15	15
	Average	\$49,249	*****	5.7	5.3
	P25	\$44,431	*****	2.0	2.0
	P50	\$46,880	*****	4.5	3.5
	P75	\$53,500	*****	7.0	7.0
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Accounting Clerk (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	8	0	8	8
	Number of Employees	11	0	11	11
	Average	\$48,655	*****	6.3	5.8
	P25	\$44,431	*****	3.5	2.0
	P50	\$46,880	*****	5.5	4.5
	P75	\$53,095	*****	7.0	7.0

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	2	0	2	2
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	7	0	7	7
	Number of Employees	8	0	8	8
	Average	\$48,470	*****	7.4	7.4
	P25	\$44,750	*****	3.5	3.5
	P50	\$45,760	*****	6.0	6.0
	P75	\$49,730	*****	11.0	11.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Clerk (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	4	0	4	4
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	10	0	10	10
	Number of Employees	13	0	13	13
	Average	\$49,748	*****	6.0	5.6
	P25	\$44,144	*****	2.3	2.0
	P50	\$48,610	*****	4.5	3.5
	P75	\$56,500	*****	9.0	8.8
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Clerk (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	5	5
	Number of Employees	6	0	6	6
	Average	\$49,268	*****	4.0	3.2
	P25	\$45,760	*****	1.0	1.0
	P50	\$51,461	*****	3.0	2.0
	P75	\$52,000	*****	6.0	3.0
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	5	0	5	5
	Number of Employees	6	0	6	6
	Average	\$51,615	*****	6.2	6.2
	P25	\$45,500	*****	2.0	2.0
	P50	\$48,000	*****	4.0	4.0
	P75	\$58,000	*****	6.0	6.0

Accounting Manager

Manage and performs various accounting activities such as developing, implementing and maintaining the accounting systems, policies and procedures; compiling, analyzing and reporting accounting data for management reports and decision-making purposes; may act as primary liaison with outside auditors and government agencies on contract issues. Manages monthly closings. May also oversee the work of accounts payable and/or accounts receivable. Often supervises staff members.

Degree of Match

More	33.3%
Equal	66.7%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	12	0	12	12
	Number of Employees	12	0	12	12
	Average	\$66,515	*****	7.6	6.7
	P25	\$53,932	*****	3.0	2.8
	P50	\$61,550	*****	6.0	5.0
	P75	\$69,725	*****	10.4	9.7
Bonus Eligibility	Eligible	9.1%			
	Not Eligible	90.9%			

Accounting Manager (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	10	0	10	10
	Number of Employees	10	0	10	10
	Average	\$66,608	*****	6.8	5.9
	P25	\$51,923	*****	3.3	3.0
	P50	\$58,620	*****	6.0	5.0
	P75	\$75,750	*****	9.8	8.3

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$67,750	*****	9.4	9.4
	P25	\$51,923	*****	3.8	3.8
	P50	\$57,518	*****	8.8	8.8
	P75	\$64,370	*****	11.9	11.9
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	10	0	10	10
	Number of Employees	10	0	10	10
	Average	\$69,524	*****	8.2	7.2
	P25	\$57,880	*****	3.3	2.3
	P50	\$64,397	*****	7.5	5.0
	P75	\$76,575	*****	11.2	11.0
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Manager (continued)

Field of Work

Actual
Average
Base Pay

Bonus Paid

Average Years
with the
OrganizationAverage Years
in the
Position

Data as of July 1, 2019

Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$64,339	*****	6.5	6.3
	P25	\$56,227	*****	3.8	3.8
	P50	\$61,550	*****	6.0	6.0
	P75	\$75,750	*****	8.3	8.3

Director of Finance

Manage the activities and personnel for all aspects of banking, cash transaction processing and short-term investment. Responsible for oversight of cash receipting, cash disbursement (inclusive of expense report processing), cash management (inclusive of banking, reconciliation, forecasting, and short-term investment), and note management (both receivables and payables). Oversees the organization's banking relationships, including commercial banking, wires, lockboxes, lines/letters of credit, and relevant treasury policies and procedures.

Degree of Match

More	50.0%
Equal	50.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	10	0	8	8
	Number of Employees	10	0	8	8
	Average	\$83,420	*****	8.2	5.6
	P25	\$68,000	*****	1.8	1.0
	P50	\$82,500	*****	8.5	2.5
	P75	\$101,250	*****	14.8	11.5
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Director of Finance (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	1	1
	Number of Employees	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	8	0	7	7
	Number of Employees	8	0	7	7
	Average	\$85,025	*****	8.8	6.9
	P25	\$75,000	*****	3.3	1.8
	P50	\$82,500	*****	9.5	3.5
	P75	\$106,241	*****	15.0	14.3

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	6	0	5	5
	Number of Employees	6	0	5	5
	Average	\$84,200	*****	6.8	4.3
	P25	\$80,000	*****	1.8	1.3
	P50	\$82,500	*****	4.5	2.5
	P75	\$100,000	*****	12.5	3.8
British Columbia	Number of Responses	4	0	3	3
	Number of Employees	4	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Director of Finance (continued)

City / Province

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Ontario	Number of Responses	5	0	4	4
	Number of Employees	5	0	4	4
	Average	\$85,041	*****	*****	*****
	P25	\$80,000	*****	*****	*****
	P50	\$85,000	*****	*****	*****
	P75	\$105,000	*****	*****	*****
Toronto	Number of Responses	4	0	3	3
	Number of Employees	4	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	2	2
	Number of Employees	3	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	10	0	8	8
	Number of Employees	10	0	8	8
	Average	\$83,420	*****	8.2	5.6
	P25	\$68,000	*****	1.8	1.0
	P50	\$82,500	*****	8.5	2.5
	P75	\$101,250	*****	14.8	11.5
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Director of Finance (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	2	0	1	1
	Number of Employees	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	1	1
	Number of Employees	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Associate (Generalist)

Plan, direct, or coordinate a wide variety of activities designed to raise income for a nonprofit organization. This position does not supervise other income development staff or manage a department. May be responsible for special events, direct mail, online giving, annual funds, memberships, foundation and corporate grants, sponsorships, major gifts, or planned giving.

Degree of Match

More	0.0%
Equal	81.8%
Less	18.2%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	11	1	11	11
	Number of Employees	20	1	20	20
	Average	\$50,958	*****	2.6	1.9
	P25	\$44,523	*****	1.8	1.0
	P50	\$46,000	*****	2.0	2.0
	P75	\$55,000	*****	3.5	2.0
Bonus Eligibility	Eligible	20.0%			
	Not Eligible	80.0%			

Development Associate (Generalist)

(continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	7	0	7	7
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	9	1	9	9
	Number of Employees	13	1	13	13
	Average	\$49,061	*****	2.5	1.7
	P25	\$44,800	*****	1.5	1.0
	P50	\$46,000	*****	2.0	1.5
	P75	\$55,000	*****	4.0	2.0

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	6	1	6	6
	Number of Employees	7	1	7	7
	Average	\$51,050	*****	3.3	2.1
	P25	\$46,225	*****	2.0	1.1
	P50	\$52,750	*****	3.0	1.8
	P75	\$55,000	*****	4.8	2.0
British Columbia	Number of Responses	3	0	3	3
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	2
	Number of Employees	9	0	9	9
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Associate (Generalist) (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	6	1	6	6
	Number of Employees	7	1	7	7
	Average	\$51,050	*****	3.3	2.1
	P25	\$46,225	*****	2.0	1.1
	P50	\$52,750	*****	3.0	1.8
	P75	\$55,000	*****	4.8	2.0
Toronto	Number of Responses	4	1	4	4
	Number of Employees	4	1	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	11	1	11	11
	Number of Employees	20	1	20	20
	Average	\$50,958	*****	2.6	1.9
	P25	\$44,523	*****	1.8	1.0
	P50	\$46,000	*****	2.0	2.0
	P75	\$55,000	*****	3.5	2.0
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Associate (Generalist)

(continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of Employees	6	0	6	6
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	1	4	4
	Number of Employees	5	1	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	5	0	5	5
	Number of Employees	9	0	9	9
	Average	\$47,460	*****	3.2	2.4
	P25	\$44,800	*****	2.0	2.0
	P50	\$45,000	*****	2.0	2.0
	P75	\$50,500	*****	5.0	2.0

Development Director

Responsible for the development, planning, design and implementation of various fundraising programs. Responsible for actively cultivating and soliciting new funding opportunities and development strategies for a broader base of donors. May be responsible for the cultivation, solicitation and acquisition of major gifts. May have responsibility for identifying potential grant opportunities and oversees the proposal preparation. May supervise employees or manage a department.

Degree of Match

More	11.8%
Equal	58.8%
Less	29.4%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	17	0	16	16
	Number of Employees	17	0	16	16
	Average	\$81,799	*****	6.1	4.3
	P25	\$69,640	*****	1.0	1.0
	P50	\$80,000	*****	4.0	3.0
	P75	\$96,800	*****	8.0	5.0
Bonus Eligibility	Eligible	6.3%			
	Not Eligible	93.8%			

Development Director (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	5	0	4	4
	Number of Employees	5	0	4	4
	Average	\$78,290	*****	*****	*****
	P25	\$63,653	*****	*****	*****
	P50	\$71,400	*****	*****	*****
	P75	\$90,000	*****	*****	*****
>= \$1,000,000	Number of Responses	12	0	12	12
	Number of Employees	12	0	12	12
	Average	\$83,261	*****	7.8	5.2
	P25	\$70,435	*****	2.8	1.0
	P50	\$81,000	*****	7.5	3.0
	P75	\$98,100	*****	10.5	8.5

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	9	0	8	8
	Number of Employees	9	0	8	8
	Average	\$82,928	*****	6.2	3.8
	P25	\$71,280	*****	1.0	1.0
	P50	\$80,000	*****	3.0	3.0
	P75	\$90,000	*****	8.0	5.0
British Columbia	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$80,372	*****	6.6	6.1
	P25	\$64,285	*****	3.3	2.5
	P50	\$74,590	*****	4.0	4.0
	P75	\$97,250	*****	8.5	8.5
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Director (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	8	0	7	7
	Number of Employees	8	0	7	7
	Average	\$84,589	*****	6.0	3.9
	P25	\$71,370	*****	1.0	1.0
	P50	\$81,000	*****	2.0	2.0
	P75	\$91,700	*****	9.0	5.8
Toronto	Number of Responses	6	0	5	5
	Number of Employees	6	0	5	5
	Average	\$84,752	*****	4.2	4.2
	P25	\$73,460	*****	1.0	1.0
	P50	\$81,000	*****	2.0	2.0
	P75	\$88,000	*****	6.8	6.8
Vancouver	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$83,716	*****	7.1	6.6
	P25	\$66,179	*****	3.0	2.0
	P50	\$83,000	*****	4.0	4.0
	P75	\$102,000	*****	10.0	10.0

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	17	0	16	16
	Number of Employees	17	0	16	16
	Average	\$81,799	*****	6.1	4.3
	P25	\$69,640	*****	1.0	1.0
	P50	\$80,000	*****	4.0	3.0
	P75	\$96,800	*****	8.0	5.0
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Director (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	0	4	4
	Number of Employees	5	0	4	4
	Average	\$85,516	*****	*****	*****
	P25	\$82,000	*****	*****	*****
	P50	\$83,000	*****	*****	*****
	P75	\$90,000	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	7	0	7	7
	Number of Employees	7	0	7	7
	Average	\$87,181	*****	9.3	6.0
	P25	\$67,467	*****	3.5	2.0
	P50	\$96,800	*****	7.0	4.0
	P75	\$102,000	*****	14.0	8.5

Events Manager / Specialist

Plan, create or manage one or more fundraising special events for an organization. Responsibilities may include: designing and developing new events; planning and scheduling; recruiting, training and managing volunteers; securing event venues, media coverage, equipment, entertainment, food, supplies, and security; promoting and marketing; obtaining corporate sponsorships and donated items/services; handling ticket sales; processing cash, credit cards or checks; budgeting; and donor acknowledgements.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Events Manager / Specialist (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Events Manager / Specialist (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Events Manager / Specialist (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Major / Planned Gifts Director / Manager

Identify, cultivate and motivate donors to make major gifts to an organization. May be responsible for collaborating with staff and volunteers to identify giving opportunities for major donors, recruiting, training and supporting volunteers during major gift initiatives, organizing events to involve and cultivate prospects, and tracking and reporting on the progress of all major gift activities.

Degree of Match

More	25.0%
Equal	75.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	8	0	7	7
	Number of Employees	9	0	8	8
	Average	\$71,342	*****	4.5	4.1
	P25	\$64,732	*****	2.8	2.0
	P50	\$66,650	*****	3.0	3.0
	P75	\$69,000	*****	4.3	3.3
Bonus Eligibility	Eligible	12.5%			
	Not Eligible	87.5%			

Major / Planned Gifts Director / Manager (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	7	0	6	6
	Number of Employees	7	0	6	6
	Average	\$71,962	*****	4.7	4.3
	P25	\$63,285	*****	2.5	2.0
	P50	\$66,300	*****	3.0	3.0
	P75	\$70,000	*****	4.5	3.5

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	4	0	3	3
	Number of Employees	4	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	4	0	4	4
	Number of Employees	5	0	5	5
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Major / Planned Gifts Director / Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	3	0	2	2
	Number of Employees	3	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	0	0
	Number of Employees	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	8	0	7	7
	Number of Employees	9	0	8	8
	Average	\$71,342	*****	4.5	4.1
	P25	\$64,732	*****	2.8	2.0
	P50	\$66,650	*****	3.0	3.0
	P75	\$69,000	*****	4.3	3.3
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Major / Planned Gifts Director / Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	4	0	3	3
	Number of Employees	4	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Membership Director / Manager

Plan, direct, or manage the membership program for an organization. Responsible for developing membership programs, benefits, and offerings, soliciting and attracting new members, retaining members and expanding participation, identifying new benefit offerings and unmet member needs, achieving revenue goals, database management, and member communication and engagement strategies. May supervise other staff members.

Degree of Match

More	16.7%
Equal	66.7%
Less	16.7%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	6	0	6	6
	Number of Employees	6	0	6	6
	Average	\$55,494	*****	6.5	5.7
	P25	\$47,375	*****	3.5	3.0
	P50	\$50,433	*****	6.0	4.0
	P75	\$61,916	*****	9.3	8.8
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Membership Director / Manager (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Membership Director / Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$58,593	*****	7.2	6.2
	P25	\$50,000	*****	5.0	3.0
	P50	\$50,865	*****	7.0	5.0
	P75	\$65,600	*****	10.0	10.0
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Membership Director / Manager (continued)

Field of Work

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Volunteer Coordinator

Coordinate operational and administrative activities for an organization's volunteer engagement program. May be responsible for identifying volunteer service opportunities, recruiting and training volunteers, recognizing volunteer contributions, equipping volunteers for leadership roles and new assignments, soliciting volunteer feedback, maintaining volunteer records, and producing communication materials.

Degree of Match

More	0.0%
Equal	66.7%
Less	33.3%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	3	0	2	2
	Number of Employees	3	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Volunteer Coordinator (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	0	0	0
	Number of Employees	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	3	0	2	2
	Number of Employees	3	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Volunteer Coordinator (continued)

City / Province

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Ontario	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	1	1
	Number of Employees	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	3	0	2	2
	Number of Employees	3	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Volunteer Coordinator (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	1	1
	Number of Employees	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Human Resources Director / Manager

Plan, direct, or manage human resources activities of an organization. Position may encompass a broad range of responsibilities including staffing, training and development, compensation, payroll, benefits, performance management, employee policies and procedures, employee assistance, compliance with federal, state and local employment laws, or providing guidance to managers on HR related issues. May supervise other staff.

Degree of Match

More	25.0%
Equal	50.0%
Less	25.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Human Resources Director / Manager (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Human Resources Director / Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Human Resources Director / Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Information Technology Director / Manager

Plan, direct, or manage the information technology activities for an organization. Areas of technical responsibility may include computer hardware, software applications, networks, databases, data processing, computer programming, system security, project management, user system training, and help desk. May be responsible for managing budgets, maintaining systems, planning, system implementation and staffing. May supervise technical staff.

Degree of Match

More	0.0%
Equal	60.0%
Less	40.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$62,574	*****	3.8	2.1
	P25	\$52,800	*****	3.0	2.0
	P50	\$59,071	*****	4.0	2.0
	P75	\$69,000	*****	4.5	2.5
Bonus Eligibility	Eligible	20.0%			
	Not Eligible	80.0%			

Information Technology Director / Manager (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Information Technology Director / Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	5	0	5	5
	Number of Employees	5	0	5	5
	Average	\$62,574	*****	3.8	2.1
	P25	\$52,800	*****	3.0	2.0
	P50	\$59,071	*****	4.0	2.0
	P75	\$69,000	*****	4.5	2.5
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Information Technology Director / Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Attorney / Lawyer

Provide legal counsel or guidance to the organization; provides legal services to clients of advocacy or legal aid/legal defense organization; or provides legal services or counsel to individuals or organizations served by the nonprofit's mission. Requires admission to practice law/membership in the province bar.

Degree of Match

More	50.0%
Equal	50.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	50.0%			
	Not Eligible	50.0%			

Attorney / Lawyer (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Attorney / Lawyer (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Attorney / Lawyer (continued)

Field of Work

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Senior Attorney / Lawyer

Responsible for a team of attorneys and other legal staff providing expert legal services and assistance in structuring complex, high-risk activities. Provides legal consultation and advisory work on complex legal matters and projects. Reviews organizational documents that have legal significance, offering opinions on modifications that will enhance the organization's position legally. Counsels, assists, and trains staff in various legal matters involving the organization.

Degree of Match

More	0.0%
Equal	0.0%
Less	100.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	100.0%			
	Not Eligible	0.0%			

Senior Attorney / Lawyer (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Senior Attorney / Lawyer (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Senior Attorney / Lawyer (continued)

Field of Work

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

GIS Analyst

Build and maintain GIS databases. Use GIS software to analyze the spatial and non-spatial information in the databases. Analyze spatial data through mapping software. Design digital maps with geographic data and various other data sets.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	7	1	7	7
	Number of Employees	8	1	8	8
	Average	\$58,411	*****	6.4	5.4
	P25	\$47,875	*****	1.5	1.5
	P50	\$52,000	*****	3.5	3.5
	P75	\$62,564	*****	10.0	6.5
Bonus Eligibility	Eligible	42.9%			
	Not Eligible	57.1%			

GIS Analyst (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	1	2	2
	Number of Employees	2	1	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	5	0	5	5
	Number of Employees	6	0	6	6
	Average	\$54,576	*****	5.2	3.8
	P25	\$48,000	*****	2.0	2.0
	P50	\$52,000	*****	3.5	3.5
	P75	\$58,000	*****	5.0	5.0

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	1	2	2
	Number of Employees	2	1	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

GIS Analyst (continued)

City / Province

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Ontario	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	7	1	7	7
	Number of Employees	8	1	8	8
	Average	\$58,411	*****	6.4	5.4
	P25	\$47,875	*****	1.5	1.5
	P50	\$52,000	*****	3.5	3.5
	P75	\$62,564	*****	10.0	6.5
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

GIS Analyst (continued)

Field of Work

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	5	1	5	5
	Number of Employees	6	1	6	6
	Average	\$61,776	*****	5.9	5.9
	P25	\$47,750	*****	2.0	2.0
	P50	\$58,000	*****	3.5	3.5
	P75	\$67,128	*****	5.0	5.0

Researcher

Direct or manage the data collection, data analysis, report development, and project evaluation as part of an organization's research function. Responsibilities may include recruiting and screening research participants, designing and conducting surveys, collecting data through interviews and focus groups, performing statistical analysis on data, analyzing and interpreting qualitative and quantitative data, completing literature reviews, and preparing research findings for reports, presentations and publication.

Leads the organization's research programs. Provides strategic direction and oversight for the implementation of all research programs including design, implementation, analysis and product development. May oversee the dissemination and publishing of research findings. Investigates grant opportunities, writes and develops grant proposals.

Translates research findings into new initiatives.

Degree of Match

More	0.0%
Equal	66.7%
Less	33.3%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Researcher (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Researcher (continued)

City / Province

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Ontario	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Researcher (continued)

Field of Work

Actual
Average
Base Pay

Bonus Paid

Average Years
with the
OrganizationAverage Years
in the
Position

Data as of July 1, 2019

Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Scientist

Perform routine scientific work evaluating, selecting and applying standardized scientific procedures and techniques to assignments with clear, specific objectives. Assignments require investigation of a limited number of variables and few complex features. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of alternatives. Collaborates with other scientists and scientific institutions to enhance the organization's practices.

Degree of Match

More	50.0%
Equal	50.0%
Less	0.0%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	4	0	4	4
	Number of Employees	4	0	4	4
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			

Scientist (continued)

2019 Annual Budget

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Region

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Scientist (continued)

City / Province

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Ontario	Number of Responses	2	0	2	2
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Urban	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Scientist (continued)

Field of Work

Data as of July 1, 2019

		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Senior Scientist / Scientific Program Manager

Determine scientific program priorities and funding levels as well as tracking research progress of funded grants. Assists in planning and managing research and industry grants, program projects, training award programs, and collaborations for the program. Helps in determining program priorities, goals and milestones that serve to drive performance of the portfolio to reach research goals. This position is in part responsible for tracking scientific progress as well as preparing analyses of research requirements and coordinating committees and programs.

Degree of Match

More	16.7%
Equal	50.0%
Less	33.3%

All Organizations

Data as of July 1, 2019

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Survey Data	Number of Responses	6	0	6	6
	Number of Employees	8	0	8	8
	Average	\$88,333	*****	8.8	7.3
	P25	\$82,500	*****	2.3	2.0
	P50	\$92,500	*****	6.5	2.0
	P75	\$95,000	*****	15.3	13.3
Bonus Eligibility	Eligible	20.0%			
	Not Eligible	80.0%			

Senior Scientist / Scientific Program Manager (continued)

2019 Annual Budget

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	5	0	5	5
	Number of Employees	6	0	6	6
	Average	\$87,000	*****	7.2	5.4
	P25	\$80,000	*****	2.0	2.0
	P50	\$90,000	*****	3.0	2.0
	P75	\$95,000	*****	10.0	2.0

Region

Data as of July 1, 2019		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Atlantic, Ontario and Quebec	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	2	0	2	2
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Senior Scientist / Scientific Program Manager (continued)

City / Province		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Ontario	Number of Responses	3	0	3	3
	Number of Employees	3	0	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of Employees	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Type of Community		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Urban	Number of Responses	5	0	5	5
	Number of Employees	7	0	7	7
	Average	\$88,000	*****	6.6	4.8
	P25	\$80,000	*****	2.0	2.0
	P50	\$95,000	*****	3.0	2.0
	P75	\$95,000	*****	10.0	2.0
Suburban	Number of Responses	1	0	1	1
	Number of Employees	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Senior Scientist / Scientific Program Manager (continued)

Field of Work		Actual Average Base Pay	Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of July 1, 2019					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	0	0	0	0
	Number of Employees	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	6	0	6	6
	Number of Employees	8	0	8	8
	Average	\$88,333	*****	8.8	7.3
	P25	\$82,500	*****	2.3	2.0
	P50	\$92,500	*****	6.5	2.0
	P75	\$95,000	*****	15.3	13.3

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- **Complete Packages** – Astron Solutions is able to offer organizations a complete, customized human resources package including advice, innovative program design, and user-friendly cloud-based software.
- **Flat Fee Pricing** – Astron Solutions is unique in that it offers one price consulting, a set price for a project that includes all fees and expenses.
- **Reasonable Pricing** – Astron Solutions provides human resource management consulting services equivalent to those provided by large consulting firms, at a cost similar to those charged by sole practitioner consultants.
- **Focus** – Astron Solutions' focus is on the design and implementation of programs that impact an organization's two most important human resource concerns: rising human resource costs and the ability to remain free of organized labor influence.
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 - **Performance management**
 - **Pay for performance distributions**
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 - **Employee opinion surveys**
 - **HR audit surveys**
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TREC has a vision of leaders, organizations and diverse coalitions working effectively for environmental protection, conservation, and sustainability in Western North America. TREC cultivates our clients' effectiveness by providing premier capacity-building services, delivered in-depth and over time.

At TREC we understand that any organization is only as strong as the human systems that underlie the work itself. We know that the culture of the organization sets the tone for staff and for the community's view of what we do. We also know that it takes tremendous focus to be known as a leader who creates and maintains the systems that attract, motivate, and retain our people. Check out TREC's resources on topics such as, hiring and orientation; job descriptions and workplans; compensation and benefits systems; staff policies and procedures; and effective feedback and evaluation on our website www.trec.org.

Appendix - Job Descriptions

Administrative

Administration Director

Plan, direct, or coordinate the administrative services of an organization, such as records and information management, mail distribution, transportation, facilities planning and maintenance, procurement, food services, human resources, information technology, risk management, and other office support services.

Administrative Assistant

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Office Manager

May supervise the work of other Administrative Assistants as part of their responsibilities. Performs routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

Advocacy / Government Affairs

Government Relations / Lobbyist / Policy Advocate / Policy Analyst

Represent the organization before congress, executive agencies, local and state/province governments, and coalition groups on assigned legislative and regulatory issues. Monitors relevant legislative and regulatory issues on a daily basis. Conducts background research for the purpose of preparing written material, preparation for meetings, etc. Develops and maintains solid relationships with appropriate congressional, federal regulatory, local and state/province governments, and coalition staffs. Develops and maintains effective working relationships with elected officials and lobbies on behalf of the organization's interests and goals. Develops and maintains a working knowledge of proposed legislation and analyzes its impact on the organization's programs. May provide research and policy analysis support to senior government relations staff. May provide services that influence the outcome of legislative, planning, and policy initiatives at the federal, state, province, county, and municipal levels.

Appendix - Job Descriptions (continued)

Grassroots Advocacy / Campaign Manager

Provides strategic grassroots consultation and training to field staff and/or volunteers in order to support and expand the organization's grassroots organizing capacity which includes recruitment, engagement and retention of field staff and/or volunteers. Is involved with national and affiliate volunteer leadership, senior management, government and other nonprofit organizations with which the organization might partner or network.

Communications / Marketing

Marketing Coordinator

Coordinate marketing programs in support of an organization's programs and services. Participate in the development and implementation of marketing activities including advertising creation and placement, market research and analysis, brand management and promotion, and customer identification and segmentation.

Public Relations Director

Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for an organization's mission, programs, fundraising activities, services, and brand. May be responsible for brand management and promotion. Responsible for managing media events and activities, press and media contacts, public image campaigns, spokesperson training, and the creation of communication materials and public position statements. Often serves as a spokesperson for the organization with the media. May supervise other communication/public relations staff.

Public Relations Manager

Plan, direct, or coordinate the communications/public relations activities for a specific program, division, or region within the organization, or a small organization. Markets and promotes the organization's goals and objectives to develop community support. Develops and oversees execution of public and media relations programs, including writing and distributing press releases and alerts; creating and maintaining media contact lists; cultivating ongoing and special-events coverage; supporting and working collaboratively with communications practitioners on PR/media opportunities; tracking results of PR efforts; and providing media training for organizational representatives. May serve as a spokesperson for official response to media inquiries. Typically does not supervise other staff.

Appendix - Job Descriptions (continued)

Conservation / Environmental Programs

Community Organizer

Facilitate the recruitment, organization, and engagement of a broad base of individuals, groups, and organizations in support of a cause, movement, or initiative. May be responsible for developing strategies and action plans, creating informational materials, building relationships with community leaders, public officials, media, business leaders, and consumer groups, coordinating advocacy events, organizing campaigns and coalitions, and training volunteers.

Environmental Sustainability Educator

Responsible for making people aware of environmental issues, promoting conservation and sustainability. Often charged with enhancing the public's enjoyment of the environment through teaching and interpreting the natural world. Involved in curriculum design; promotes programs to target audiences through flyers, websites, and newsletters; teaches groups and interprets the natural environment for them on-site by leading guided walks and answering visitors' questions or teaches sustainability principles; organizes educational events and activities to raise awareness of environmental issues; trains others in the use of resources and in delivering educational sessions; recruits, supervises, and works with volunteers; acts as a point of contact for teachers responding to requests for information on educational issues; evaluates the effectiveness of programs; and manages budgets for projects and educational programs.

Land Easement Steward Specialist / Coordinator

The primary work is to monitor the conditions on the ground of conservation properties, easements, and trails. Monitoring often includes: invasive species, poaching, garbage dumping, road problems, squatting, illegal recreation development, and baseline scientific information. Duties typically include trail clearing, trail improvement (including building steps and erosion control structures), boundary marking, painting of structures, basic carpentry, and vegetation control (brush saw work, clipping, etc.). Often oversees a crew of volunteers. Although not directly responsible for public education, is often expected to interact positively with the public when there is an opportunity. With a crew, can move frequently, although occasionally works at the same site for more than one week.

Appendix - Job Descriptions (continued)

Land Protection Specialist / Coordinator

Serve as the main point-of-contact and project lead with private and public landowners for purposes of identifying and protecting natural areas. Works on both fee title and conservation easement projects. Responsibilities often include fostering relationships with public and private landowners interested in permanent land protection; preparing all baseline documentation for land projects; working with conservancy lawyers to draft, revise, finalize, and record conservation easements and fee title transactions; and serving as conservancy liaison in key partnership with municipalities, ENGOS, and state/provincial and federal agencies. Often works with Executive Director and Stewardship Director to develop landowner outreach communication materials, participates in grant writing for land acquisition opportunities, and manages budgets and writes grants.

Program Assistant

Responsible for assisting and supporting the planning and execution of the organization's programs. Provides general administrative support as well as customer service to all clients. Duties include correspondence, mailings, filings, inputting data and maintaining computer databases.

Program Coordinator

Responsible for assisting and supporting the planning and execution of the organization's programs or a specific program. Provides general administrative support to these programs. Duties include research, initial data analysis, correspondence, mailings, filings, inputting data and maintaining program databases. Often engaged in program client communication.

Program Director

Responsible for planning, coordination, and implementation of a comprehensive program to protect natural areas and habitat for rare and endangered plants, animals, and natural communities using a range of protection tools including gift, easement, purchase, lease registry, conservation brokerage, and cooperative projects with federal, state, and local government, conservation organizations, and other partners. Responsible for representing the organization in relationships and negotiations with government agencies and advisory committees.

Appendix - Job Descriptions (continued)

Program Manager

Responsible for developing, managing, and advancing the organization's programs, plans, and methods by region. Provides technical leadership and support to the operating unit, region, or organization. Plans and directs preserve management programs and stewardship. Addresses critical threats to natural systems and individual species, fosters cross-site learning among conservation community, supplies eco-regional planning teams with information for site portfolios, and develops and implements conservation strategies.

Executive

Chief Executive Officer / President / Executive Director

Senior most staff position in the organization. Responsible for formulating policies while providing strategic direction for an organization within guidelines set up by a board of directors. Plan, direct, or manage income development, advocacy, programs and services, finance, human resources, volunteerism, communications, marketing, information technology, and administration activities at the highest level of management with the help of subordinate executives and staff managers.

Chief Operating Officer / Associate Executive Director / Deputy Director

Directs and manages the activities of the organization in accordance with policies, goals and objectives established by the CEO/President/Executive Director and the Board of Directors. Ensures the achievement of short- and long-range goals for operations, human resources, financial performance, and growth. Reports to the CEO/President/Executive Director.

Finance

Accounting Clerk

Perform a variety of routine and some non-routine clerical/accounting functions in accordance with standard procedures in one or more of the following areas: general accounting, accounts payable, accounts receivable or related financial area. Reconciles bank accounts, posts information and balances general or subsidiary ledgers, processes payments and compiles segments of monthly closings, annual reports, etc. Contacts other departments and/or outside agencies to resolve problems.

Accounting Manager

Manage and performs various accounting activities such as developing, implementing and maintaining the accounting systems, policies and procedures; compiling, analyzing and reporting accounting data for management reports and decision-making purposes; may act as primary liaison with outside auditors and government agencies on contract issues. Manages monthly closings. May also oversee the work of accounts payable and/or accounts receivable. Often supervises staff members.

Appendix - Job Descriptions (continued)

Director of Finance

Manage the activities and personnel for all aspects of banking, cash transaction processing and short-term investment. Responsible for oversight of cash receipting, cash disbursement (inclusive of expense report processing), cash management (inclusive of banking, reconciliation, forecasting, and short-term investment), and note management (both receivables and payables). Oversees the organization's banking relationships, including commercial banking, wires, lockboxes, lines/letters of credit, and relevant treasury policies and procedures.

Fund Development

Development Associate (Generalist)

Plan, direct, or coordinate a wide variety of activities designed to raise income for a nonprofit organization. This position does not supervise other income development staff or manage a department. May be responsible for special events, direct mail, online giving, annual funds, memberships, foundation and corporate grants, sponsorships, major gifts, or planned giving.

Development Director

Responsible for the development, planning, design and implementation of various fundraising programs. Responsible for actively cultivating and soliciting new funding opportunities and development strategies for a broader base of donors. May be responsible for the cultivation, solicitation and acquisition of major gifts. May have responsibility for identifying potential grant opportunities and oversees the proposal preparation. May supervise employees or manage a department.

Events Manager / Specialist

Plan, create or manage one or more fundraising special events for an organization. Responsibilities may include: designing and developing new events; planning and scheduling; recruiting, training and managing volunteers; securing event venues, media coverage, equipment, entertainment, food, supplies, and security; promoting and marketing; obtaining corporate sponsorships and donated items/services; handling ticket sales; processing cash, credit cards or checks; budgeting; and donor acknowledgements.

Major / Planned Gifts Director / Manager

Identify, cultivate and motivate donors to make major gifts to an organization. May be responsible for collaborating with staff and volunteers to identify giving opportunities for major donors, recruiting, training and supporting volunteers during major gift initiatives, organizing events to involve and cultivate prospects, and tracking and reporting on the progress of all major gift activities.

Appendix - Job Descriptions (continued)

Membership Director / Manager

Plan, direct, or manage the membership program for an organization. Responsible for developing membership programs, benefits, and offerings, soliciting and attracting new members, retaining members and expanding participation, identifying new benefit offerings and unmet member needs, achieving revenue goals, database management, and member communication and engagement strategies. May supervise other staff members.

Volunteer Coordinator

Coordinate operational and administrative activities for an organization's volunteer engagement program. May be responsible for identifying volunteer service opportunities, recruiting and training volunteers, recognizing volunteer contributions, equipping volunteers for leadership roles and new assignments, soliciting volunteer feedback, maintaining volunteer records, and producing communication materials.

Human Resources

Human Resources Director / Manager

Plan, direct, or manage human resources activities of an organization. Position may encompass a broad range of responsibilities including staffing, training and development, compensation, payroll, benefits, performance management, employee policies and procedures, employee assistance, compliance with federal, state and local employment laws, or providing guidance to managers on HR related issues. May supervise other staff.

Information Technology

Information Technology Director / Manager

Plan, direct, or manage the information technology activities for an organization. Areas of technical responsibility may include computer hardware, software applications, networks, databases, data processing, computer programming, system security, project management, user system training, and help desk. May be responsible for managing budgets, maintaining systems, planning, system implementation and staffing. May supervise technical staff.

Legal

Attorney / Lawyer

Provide legal counsel or guidance to the organization; provides legal services to clients of advocacy or legal aid/legal defense organization; or provides legal services or counsel to individuals or organizations served by the nonprofit's mission. Requires admission to practice law/membership in the state bar.

Appendix - Job Descriptions (continued)

Senior Attorney / Lawyer

Responsible for a team of attorneys and other legal staff providing expert legal services and assistance in structuring complex, high-risk activities. Provides legal consultation and advisory work on complex legal matters and projects. Reviews organizational documents that have legal significance, offering opinions on modifications that will enhance the organization's position legally. Counsels, assists, and trains staff in various legal matters involving the organization.

Science

GIS Analyst

Build and maintain GIS databases. Use GIS software to analyze the spatial and non-spatial information in the databases. Analyze spatial data through mapping software. Design digital maps with geographic data and various other data sets.

Researcher

Direct or manage the data collection, data analysis, report development, and project evaluation as part of an organization's research function. Responsibilities may include recruiting and screening research participants, designing and conducting surveys, collecting data through interviews and focus groups, performing statistical analysis on data, analyzing and interpreting qualitative and quantitative data, completing literature reviews, and preparing research findings for reports, presentations and publication. Leads the organization's research programs. Provides strategic direction and oversight for the implementation of all research programs including design, implementation, analysis and product development. May oversee the dissemination and publishing of research findings. Investigates grant opportunities, writes and develops grant proposals. Translates research findings into new initiatives.

Scientist

Perform routine scientific work evaluating, selecting and applying standardized scientific procedures and techniques to assignments with clear, specific objectives. Assignments require investigation of a limited number of variables and few complex features. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of alternatives. Collaborates with other scientists and scientific institutions to enhance the organization's practices.

Appendix - Job Descriptions (continued)

Senior Scientist / Scientific Program Manager

Determine scientific program priorities and funding levels as well as tracking research progress of funded grants. Assists in planning and managing research and industry grants, program projects, training award programs, and collaborations for the program. Helps in determining program priorities, goals and milestones that serve to drive performance of the portfolio to reach research goals. This position is in part responsible for tracking scientific progress as well as preparing analyses of research requirements and coordinating committees and programs.