

2022 TREC Salary and Benefits Survey

Canada Edition



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Introduction

Astron Solutions is pleased to present the results of the *2022 TREC Salary and Benefits Survey*, sponsored by TREC – Training Resources for the Environmental Community, headquartered in Santa Fe, NM. This is the second time that Astron has conducted this survey. The survey results represent salary and benefits data reported by forty-seven (47) organizations encompassing five hundred twenty-nine (529) incumbents in thirty-seven (37) positions. All compensation data are effective as of April 1, 2022.

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 John Sazaklis 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

Alberta Wilderness Association	Calgary, AB T2N 1Y9
Canadian Parks and Wilderness Society (CPAWS)	Ottawa, ON K2P 0A4
Canadian Parks and Wilderness Society (CPAWS) - British Columbia	Vancouver, BC V6A 2T2
Canadian Parks and Wilderness Society (CPAWS) - Manitoba	Winnipeg, MB R3G 1Y2
Canadian Parks and Wilderness Society (CPAWS) - New Brunswick	Fredericton, NB E3B 4A9
Canadian Parks and Wilderness Society (CPAWS) - Southern Alberta	Calgary, AB T3B 5R5
Canadian Parks and Wilderness Society (CPAWS) - Yukon	Whitehorse, YT Y1A 3C1
Climate Action Network - Réseau action climat Canada	Ottawa, ON K1P 5E7
Conservation Council of New Brunswick	Fredericton, NB E3B 4A9
Dogwood Initiative (Forest Futures)	Victoria, BC V8W 3S3
Ecojustice	Vancouver, BC V6B 6E3
Ecotrust Canada	Vancouver, BC V6A 2T2
Edmonton and Area Land Trust	Edmonton, AB T5S 1R5
eMERGE Guelph Sustainability	Guelph, ON N1H 3A2
Evergreen	Toronto, ON M4W 3X8
Evidence for Democracy	Ottawa, ON K1N 5J3
Georgia Strait Alliance	Nanaimo, BC V9R 5B7
Glasswaters Foundation	Campbell River, BC V9W 2M2
GreenUP	Peterborough, ON K9H 3V8
Land Trust Alliance of British Columbia	Victoria, BC V8W 1M2
LEAF	Toronto, ON M6G 4C7
Miistakis Institute	Calgary, AB T3E 6K6
Nature Canada	Ottawa, ON K2P 1X4
Nature Trust New Brunswick	Fredericton, NB E3B 1CS
Pollution Probe	Toronto, ON M5A 0P6
Raincoast Conservation Foundation	Sidney, BC V8L 3Y3
Reep Green Solutions	Kitchener, ON N2G 2Y3
ReForest London	London, ON N6C 1B6
Salt Spring Island Conservancy	Salt Spring Island, BC V8K 2B8
Sask Waste Reduction Council	Saskatoon, SK S7M 0W9
Saskatchewan Environmental Society	Saskatoon, SK S7K 3N9
Seachange Marine Conservation Society	Brentwood Bay, BC V8M 1R3
SeedChange	Ottawa, ON K2J 0J5
Sierra Club BC	Victoria, BC V8R 5A9
Skeena Watershed Conservation Coalition	Hazelton, BC V0J 1Y0
Sudbury Shared Harvest	Sudbury, ON P3C 4R5
Sustainability Network	Toronto, ON M6S 1J5
Sustainable Waterloo Region	Waterloo, ON N2L 0J6
Swim Drink Fish	Toronto, ON M5G 1M6
The Couchiching Conservancy	Orillia, ON L3V 3X8
Toronto Environmental Alliance	Toronto, ON M4C 3H4
Wellington Water Watchers	Toronto, ON M4K 2A4
West Coast Environmental Law	Vancouver, BC V6B 2Z6
Wilderness Committee	Vancouver, BC V5T 1J4
Wildsight	Kimberley, BC V1A 1Z6
Yellowstone to Yukon Conservation Initiative (Y2Y)	Canmore, AB T1W 1P6
Yukon Conservation Society	Whitehorse, YT Y1A 0L4

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 Full-time Employees (FTE)	The number of individual full-time employees matched to the survey position reported by all organizations.
Number of Part-time Employees (PTE)	The number of individual part-time 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 April 1, 2022.
Bonus Eligibility	The percentage of respondents in the survey with position incumbents that were eligible to receive a bonus payment in 2021.
Actual Bonus Paid	The actual bonus paid to position incumbents in 2021.
Average Years with the Organization	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.

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 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 as well as by location and budget size. 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 / Operations Director positions in order to track demographic trends for these 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 *2022 TREC Salary and Benefits 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 – April 1, 2022.
- 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 April 1, 2022. I need to know what the projected rate would be on November 1, 2022.

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 April 1 and November 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 April 1, 2022 is \$50,000, the projected rate on November 1, 2022 is \$50,875. Use \$50,875 to compare to your organization's rate of pay on November 1, 2022.

Participant Demographics

Fiscal Year 2021 Annual Budget (46 Participants)

Average	\$1,973,784
P25 – 25th Percentile	\$551,700
P50 – 50th Percentile (Median)	\$958,453
P75 – 75th Percentile	\$2,106,566

Fiscal Year 2022 Annual Budget (46 Participants)

Average	\$2,287,556
P25 – 25th Percentile	\$606,250
P50 – 50th Percentile (Median)	\$1,119,117
P75 – 75th Percentile	\$2,525,698

Region (47 Participants)

Atlantic, Ontario and Quebec	46.8%
British Columbia	31.9%
Far North (Northwest Territories, Nunavut, Yukon)	4.3%
Prairies Canada (Alberta, Manitoba, Saskatchewan)	17.0%

Type of Community (47 Participants)

Urban	78.7%
Suburban	8.5%
Rural	12.8%

Field of Work (47 Participants)

Consumption and Sustainable Behavior	8.5%
Energy and Climate Action	12.8%
Environmental Health, Environmental Justice	29.8%
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	48.9%

Employee Demographics

Number of Full-time Employees (47 Participants)

Average	13.5
P25 – 25th Percentile	5.0
P50 – 50th Percentile (Median)	8.0
P75 – 75th Percentile	15.0

Number of Part-time Employees (47 Participants)

Average	3.5
P25 – 25th Percentile	1.0
P50 – 50th Percentile (Median)	2.0
P75 – 75th Percentile	3.5

Number of Volunteers (43 Participants)

Average	102.5
P25 – 25th Percentile	1.0
P50 – 50th Percentile (Median)	12.0
P75 – 75th Percentile	50.0

Breakdown of Total Employee Population by Race / Ethnicity (44 Participants)

Indigenous	4.0%
Asian	4.8%
South-Asian	4.6%
Arab, West-Asian, Middle-Eastern, North-African, etc.	1.8%
Black	1.6%
Spanish, Hispanic, or Latino	1.8%
White	71.3%
Two or more races, mixed, multicultural, etc.	3.1%
Prefer not to identify	7.0%
Group not listed	0.0%

Breakdown of Total Employee Population by Gender (46 Participants)

Female	67.0%
Male	29.5%
Transgender	0.0%
Non-Binary / Non-Conforming	2.9%
Prefer not to identify	0.5%

Benefits Data

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
1. Organization offers health insurance	44	35	79.5%
	Total # of Orgs Responding	Average	Median
Average percent of monthly premium paid by the employer (%) for employee only coverage	31	79.8%	100.0%
Average percent of monthly premium paid by the employee (%) for employee only coverage	31	20.2%	0.0%
Average percent of monthly premium paid by the employer (%) for family coverage	29	70.9%	75.0%
Average percent of monthly premium paid by the employee (%) for family coverage	29	29.1%	25.0%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
2. Organization offers life insurance	44	28	63.6%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
3. Organization offers short-term disability	44	13	29.5%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
4. Organization offers long-term disability	44	28	63.6%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
5. Organization has a defined contribution plan such as a 401[k], 403[b], etc.	43	16	37.2%
Is there a matching percentage provided for participating employees?	16	14	87.5%
	Total # of Orgs Responding	Average	Median
Matching percentage provided (percentage)	14	10.9%	4.0%
Organization contribution percentage for all employees (employee contributions not required to receive a contribution)	5	4.2%	5.0%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
Is there automatic enrollment for new hires?	16	8	50.0%

Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
6. Offers Paid Time Off	43	36	83.7%
	Total # of Orgs Responding	Average	Median
PTO days per year (for new hires) (plans with combined vacation, sick, holiday, etc.)	1	*****	30.0
PTO days per year (for employees with 25 years of service) (plans with combined vacation, sick, holiday, etc.)	1	*****	42.0
Vacation days per year (for new hires)	36	14.1	15.0
Vacation days per year (for employees with 25 years of service)	36	23.1	25.0
Holidays per year	34	11.9	12.0
Sick days per year (for new hires)	34	9.8	10.0
Sick days per year (for employees with 25 years of service)	34	10.5	10.0
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
7. Organization currently has a sabbatical policy	44	9	20.5%
	Total # of Orgs Responding	# of Orgs Responding	% of Orgs Responding
Who is eligible to take a sabbatical?	9		
Only the CEO		0	0.0%
Only executive leadership		0	0.0%
Most employees		2	22.2%
All employees		7	77.8%
How many years does the employee have to be employed to be eligible to take sabbatical?	9		
Less than 1 Year		1	11.1%
1 to 2.9 Years		3	33.3%
3 to 4.9 Years		3	33.3%
5 to 6.9 Years		1	11.1%
7+ Years		1	11.1%
What is the length of the sabbatical?	7		
1 month		0	0.0%
2 months		1	14.3%
3 months		1	14.3%
4 to 6 months		3	42.9%
7 to 9 months		0	0.0%
10 to 12 months		1	14.3%
Over 1 year		1	14.3%

Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
Is the sabbatical paid?	9	1	11.1%
	Total # of Orgs Responding	# of Orgs Responding	% of Orgs Responding
If yes the sabbatical is paid, how much is the employee paid while on sabbatical?	1		
100% of salary		1	100.0%
75% - 99% of salary		0	0.0%
50% - 74% of salary		0	0.0%
25% - 49% of salary		0	0.0%
Less than 25% of salary		0	0.0%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
8. Organization currently has a remote work policy (e.g. telecommuting, working from home)	43	37	86.0%
Does the organization consider this a benefit?	37	13	35.1%
Was the remote work policy in place prior to COVID-19?	37	17	45.9%
Will the remote work policy remain in place following the COVID-19 pandemic?	37	36	97.3%
Can all employees work remotely?	37	25	67.6%
	Total # of Orgs Responding	# of Orgs Responding	% of Orgs Responding
How many days per week are employees allowed to work remotely?	36		
1 Day		0	0.0%
2 Days		6	16.7%
3 Days		4	11.1%
4 Days		2	5.6%
5 Days		24	66.7%

Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
What expenses does your organization contribute to the cost of, to support the remote worker's workspace?			
Laptop	37	30	81.1%
Keyboard/Mouse	37	28	75.7%
Cell Phone	37	19	51.4%
Internet Service	37	10	27.0%
Office Supplies	37	24	64.9%
Office Furniture (chair, desk, etc.)	37	14	37.8%
Software	37	33	89.2%
Comments			
Other	•Cell phone allowance. •Reimbursement for meeting or project related transportation and accommodation if needed. •The primary place of work is the office, however employees have the option to work from home. There is not a set number of days per week employees are allowed to work remotely. •To be approved by supervisor and ED, depending on operational and individual needs. •We are in the process of formalizing a policy regarding coverage of remote working fees for telecommunications because that currently exists for some staff, but not all. •We provide an allowance for employees that are using their personal computer.		
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
Does your organization provide a stipend for remote work?	37	2	5.4%
	Total # of Orgs Responding	# of Orgs Responding	% of Orgs Responding
What is the average amount of an annual stipend?	2		
Under \$100		0	0.0%
\$100 to \$200		1	50.0%
\$201 to \$300		1	50.0%
\$301 to \$400		0	0.0%
\$401 to \$500		0	0.0%
Over \$500		0	0.0%

Benefits Data (continued)

	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
9. Organization offers flexible schedules	43	38	88.4%
Flexible start and stop times with core hours	38	38	100.0%
Compressed workweek, such as 4/10 or 9/80 schedules	38	14	36.8%
Half-day summer Fridays every week	38	5	13.2%
Full-day summer Fridays every week	38	5	13.2%
Floating summer Fridays	38	6	15.8%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
10. Organization currently has a family leave policy	43	21	48.8%
	Total # of Orgs Responding	Average	Median
Maximum number of weeks paid	9	23.9	16.0
Compensation rate during paid leave - as a percentage of the employee's current salary (%)	10	85.4%	100.0%
Maximum number of weeks unpaid	18	51.8	52.0
	Total # of Orgs Responding	# of Orgs Responding	% of Orgs Responding
Who is eligible?	21		
Both parents		20	95.2%
Fathers		0	0.0%
Mothers		1	4.8%
	Total # of Orgs Responding	# of Orgs Responding Yes	% of Orgs Responding Yes
Is adoption covered?	21	17	81.0%
Can family leave be used for situations such as caring for a family member dealing with illness or injury?	21		
Yes, paid leave		2	9.5%
Yes, both paid and unpaid leave		14	66.7%
No		5	23.8%
	Total # of Orgs Responding	Average	Median
If family member leave is different from the amount reported above, number of weeks of paid leave	2	14.0	14.0
If family member leave is different from the amount reported above, percent of pay covered under the paid leave plan (%)	1	*****	100.0%

Benefits Data by Region

	All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
1. Organization offers health insurance				
Total # of Orgs Responding	44	21	15	6
% of Orgs Responding Yes	79.5%	81.0%	80.0%	83.3%
Average percent of monthly premium paid by the employer (%) for employee only coverage	31	14	10	6
Average	79.8%	79.4%	87.3%	70.0%
Median	100.0%	100.0%	100.0%	85.0%
Average percent of monthly premium paid by the employee (%) for employee only coverage	31	14	10	6
Average	20.2%	20.6%	12.7%	30.0%
Median	0.0%	0.0%	0.0%	15.0%
Average percent of monthly premium paid by the employer (%) for family coverage	29	14	9	5
Average	70.9%	71.4%	85.2%	44.0%
Median	75.0%	81.5%	100.0%	50.0%
Average percent of monthly premium paid by the employee (%) for family coverage	29	14	9	5
Average	29.1%	28.6%	14.8%	56.0%
Median	25.0%	18.5%	0.0%	50.0%

Benefits Data by Region (continued)

		All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
2.	Organization offers life insurance				
	Total # of Orgs Responding	44	20	15	7
	% of Orgs Responding Yes	63.6%	55.0%	73.3%	71.4%
		All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
3.	Organization offers short-term disability				
	Total # of Orgs Responding	44	20	15	7
	% of Orgs Responding Yes	29.5%	15.0%	26.7%	71.4%
		All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
4.	Organization offers long-term disability				
	Total # of Orgs Responding	44	20	15	7
	% of Orgs Responding Yes	63.6%	50.0%	73.3%	85.7%

Benefits Data by Region (continued)

	All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
5. Organization has a defined contribution plan such as a 401[k], 403[b], etc.				
Total # of Orgs Responding	43	19	15	7
% of Orgs Responding Yes	37.2%	31.6%	33.3%	57.1%
Is there a matching percentage provided for participating employees?				
Total # of Orgs Responding	16	6	4	5
% of Orgs Responding Yes	87.5%	100.0%	75.0%	80.0%
Matching percentage provided (percentage)	14	6	3	4
Average	10.9%	3.8%	4.0%	28.3%
Median	4.0%	4.0%	4.0%	4.5%
Organization contribution percentage for all employees (employee contributions not required to receive a contribution)	5	2	2	1
Average	4.2%	5.5%	3.0%	4.0%
Median	5.0%	5.5%	3.0%	4.0%
Is there automatic enrollment for new hires?				
Total # of Orgs Responding	16	6	5	4
% of Orgs Responding Yes	50.0%	66.7%	60.0%	25.0%

Benefits Data by Region (continued)

		All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
6. Offers Paid Time Off	Total # of Orgs Responding	43	19	15	7
	% of Orgs Responding Yes	83.7%	84.2%	86.7%	71.4%
PTO days per year (for new hires) (plans with combined vacation, sick, holiday, etc.)		1	0	1	0
	Average	*****	*****	*****	*****
	Median	30.0	*****	30.0	*****
PTO days per year (for employees with 25 years of service) (plans with combined vacation, sick, holiday, etc.)		1	0	1	0
	Average	*****	*****	*****	*****
	Median	42.0	*****	42.0	*****
Vacation days per year (for new hires)		36	17	12	5
	Average	14.1	14.1	14.4	14.0
	Median	15.0	15.0	15.0	15.0
Vacation days per year (for employees with 25 years of service)		36	17	12	5
	Average	23.1	21.8	23.5	26.6
	Median	25.0	20.0	25.0	25.0
Holidays per year		34	17	10	5
	Average	11.9	10.8	13.8	10.6
	Median	12.0	10.0	12.0	10.0
Sick days per year (for new hires)		34	17	10	5
	Average	9.8	9.1	10.6	10.1
	Median	10.0	10.0	11.0	10.0
Sick days per year (for employees with 25 years of service)		34	17	10	5
	Average	10.5	9.9	10.6	12.0
	Median	10.0	10.0	10.0	10.0

Benefits Data by Region (continued)

	All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
7. Organization currently has a sabbatical policy				
Total # of Orgs Responding	44	20	15	7
% of Orgs Responding Yes	20.5%	20.0%	20.0%	14.3%
Who is eligible to take a sabbatical?				
Only the CEO	9	5	3	1
Only executive leadership	0.0%	0.0%	0.0%	0.0%
Most employees	0.0%	0.0%	0.0%	0.0%
All employees	22.2%	20.0%	33.3%	0.0%
	77.8%	80.0%	66.7%	100.0%
How many years does the employee have to be employed to be eligible to take sabbatical?				
	9	5	3	1
Less than 1 Year	11.1%	20.0%	0.0%	0.0%
1 to 2.9 Years	33.3%	40.0%	33.3%	0.0%
3 to 4.9 Years	33.3%	40.0%	33.3%	0.0%
5 to 6.9 Years	11.1%	0.0%	33.3%	0.0%
7+ Years	11.1%	0.0%	0.0%	100.0%
What is the length of the sabbatical?				
	7	3	3	1
1 month	0.0%	0.0%	0.0%	0.0%
2 months	14.3%	33.3%	0.0%	0.0%
3 months	14.3%	0.0%	0.0%	100.0%
4 to 6 months	42.9%	33.3%	66.7%	0.0%
7 to 9 months	0.0%	0.0%	0.0%	0.0%
10 to 12 months	14.3%	0.0%	33.3%	0.0%
Over 1 year	14.3%	33.3%	0.0%	0.0%
Is the sabbatical paid?				
Total # of Orgs Responding	9	5	3	1
% of Orgs Responding Yes	11.1%	0.0%	0.0%	100.0%
If yes the sabbatical is paid, how much is the employee paid while on sabbatical?				
	1	0	0	1
100% of salary	100.0%	*****	*****	100.0%
75% - 99% of salary	0.0%	*****	*****	0.0%
50% - 74% of salary	0.0%	*****	*****	0.0%
25% - 49% of salary	0.0%	*****	*****	0.0%
Less than 25% of salary	0.0%	*****	*****	0.0%

Benefits Data by Region (continued)

	All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
8. Organization currently has a remote work policy (e.g. telecommuting, working from home)				
Total # of Orgs Responding	43	19	15	7
% of Orgs Responding Yes	86.0%	94.7%	80.0%	71.4%
Does the organization consider this a benefit?				
Total # of Orgs Responding	37	18	12	6
% of Orgs Responding Yes	35.1%	44.4%	16.7%	50.0%
Was the remote work policy in place prior to COVID-19?				
Total # of Orgs Responding	37	18	12	6
% of Orgs Responding Yes	45.9%	38.9%	58.3%	33.3%
Will the remote work policy remain in place following the COVID-19 pandemic?				
Total # of Orgs Responding	37	18	12	6
% of Orgs Responding Yes	97.3%	94.4%	100.0%	83.3%
Can all employees work remotely?				
Total # of Orgs Responding	37	18	12	6
% of Orgs Responding Yes	67.6%	61.1%	75.0%	50.0%
How many days per week are employees allowed to work remotely?				
1 Day	0.0%	0.0%	0.0%	0.0%
2 Days	16.7%	11.8%	16.7%	20.0%
3 Days	11.1%	23.5%	0.0%	0.0%
4 Days	5.6%	5.9%	8.3%	0.0%
5 Days	66.7%	58.8%	75.0%	80.0%

Benefits Data by Region (continued)

			All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
What expenses does your organization contribute to the cost of, to support the remote worker's workspace?						
Laptop	Total # of Orgs		37	18	12	5
	Responding					
	% of Orgs		81.1%	66.7%	91.7%	100.0%
Keyboard/Mouse	Total # of Orgs		37	18	12	5
	Responding					
	% of Orgs		75.7%	61.1%	91.7%	80.0%
Cell Phone	Total # of Orgs		37	18	12	5
	Responding					
	% of Orgs		51.4%	44.4%	58.3%	80.0%
Internet Service	Total # of Orgs		37	18	12	5
	Responding					
	% of Orgs		27.0%	27.8%	33.3%	20.0%
Office Supplies	Total # of Orgs		37	18	12	5
	Responding					
	% of Orgs		64.9%	61.1%	66.7%	80.0%
Office furniture (chair, desk, etc.)	Total # of Orgs		37	18	12	5
	Responding					
	% of Orgs		37.8%	16.7%	66.7%	60.0%
Software	Total # of Orgs		37	18	12	5
	Responding					
	% of Orgs		89.2%	83.3%	91.7%	100.0%

Benefits Data by Region (continued)

	All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
Does your organization provide a stipend for remote work?				
Total # of Orgs Responding	37	18	12	5
% of Orgs Responding Yes	5.4%	5.6%	8.3%	0.0%
What is the average amount of an annual stipend?	2	1	1	0
Under \$100	0.0%	0.0%	0.0%	*****
\$100 to \$200	50.0%	0.0%	100.0%	*****
\$201 to \$300	50.0%	100.0%	0.0%	*****
\$301 to \$400	0.0%	0.0%	0.0%	*****
\$401 to \$500	0.0%	0.0%	0.0%	*****
Over \$500	0.0%	0.0%	0.0%	*****

Benefits Data by Region (continued)

		All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
9. Organization offers flexible schedules					
	Total # of Orgs Responding	43	19	15	7
	% of Orgs Responding Yes	88.4%	89.5%	80.0%	100.0%
Flexible start and stop times with core hours					
	Total # of Orgs Responding	38	17	12	7
	% of Orgs Responding Yes	100.0%	100.0%	100.0%	100.0%
Compressed workweek, such as 4/10 or 9/80 schedules					
	Total # of Orgs Responding	38	17	12	7
	% of Orgs Responding Yes	36.8%	29.4%	50.0%	14.3%
Half-day summer Fridays every week					
	Total # of Orgs Responding	38	17	12	7
	% of Orgs Responding Yes	13.2%	17.6%	16.7%	0.0%
Full-day summer Fridays every week					
	Total # of Orgs Responding	38	17	12	7
	% of Orgs Responding Yes	13.2%	5.9%	33.3%	0.0%
Floating summer Fridays					
	Total # of Orgs Responding	38	17	12	7
	% of Orgs Responding Yes	15.8%	11.8%	33.3%	0.0%

Benefits Data by Region (continued)

		All Canada	Atlantic, Ontario and Quebec	British Columbia	Prairies Canada
10. Organization currently has a family leave policy	Total # of Orgs Responding	43	19	15	7
	% of Orgs Responding Yes	48.8%	36.8%	60.0%	42.9%
	Maximum number of weeks paid	9	3	3	1
	Average	23.9	27.0	21.7	16.0
	Median	16.0	17.0	2.2	16.0
	Compensation rate during paid leave - as a percentage of the employee's current salary (%)	10	4	3	1
	Average	85.4%	74.8%	85.0%	100.0%
	Median	100.0%	90.0%	100.0%	100.0%
	Maximum number of weeks unpaid	18	8	6	2
	Average	51.8	41.3	66.3	70.5
	Median	52.0	44.5	77.5	70.5
Who is eligible?	Both parents	21	8	9	2
	Fathers	95.2%	87.5%	100.0%	100.0%
	Mothers	0.0%	0.0%	0.0%	0.0%
Is adoption covered?	Total # of Orgs Responding	21	8	9	2
	% of Orgs Responding Yes	81.0%	75.0%	77.8%	100.0%
	Can family leave be used for situations such as caring for a family member dealing with illness or injury?	21	8	9	2
	Yes, paid leave	9.5%	12.5%	11.1%	0.0%
	Yes, both paid and unpaid leave	66.7%	62.5%	66.7%	100.0%
	No	23.8%	25.0%	22.2%	0.0%
If family member leave is different from the amount reported above, number of weeks of paid leave	Average	2	1	1	0
	Median	14.0	*****	*****	*****
		14.0	1.0	27.0	*****
If family member leave is different from the amount reported above, percent of pay covered under the paid leave plan (%)	Average	1	1	0	0
	Median	*****	*****	*****	*****
		100.0%	100.0%	*****	*****

Benefits Data by Annual Budget

		All Canada	< \$1M	>= \$1M
1.	Organization offers health insurance			
	Total # of Orgs Responding	44	16	27
	% of Orgs Responding Yes	79.5%	62.5%	88.9%
	Average percent of monthly premium paid by the employer (%) for employee only coverage	31	8	22
	Average	79.8%	61.3%	88.0%
	Median	100.0%	70.0%	100.0%
	Average percent of monthly premium paid by the employee (%) for employee only coverage	31	8	22
	Average	20.2%	38.8%	12.0%
	Median	0.0%	30.0%	0.0%
	Average percent of monthly premium paid by the employer (%) for family coverage	29	7	21
	Average	70.9%	54.9%	77.4%
	Median	75.0%	70.0%	100.0%
	Average percent of monthly premium paid by the employee (%) for family coverage	29	7	21
	Average	29.1%	45.1%	22.6%
	Median	25.0%	30.0%	0.0%

Benefits Data by Annual Budget (continued)

		All Canada	< \$1M	>= \$1M
2. Organization offers life insurance	Total # of Orgs Responding	44	16	27
	% of Orgs Responding Yes	63.6%	50.0%	70.4%
		All Canada	< \$1M	>= \$1M
3. Organization offers short-term disability	Total # of Orgs Responding	44	16	27
	% of Orgs Responding Yes	29.5%	43.8%	22.2%
		All Canada	< \$1M	>= \$1M
4. Organization offers long-term disability	Total # of Orgs Responding	44	16	27
	% of Orgs Responding Yes	63.6%	56.3%	66.7%

Benefits Data by Annual Budget (continued)

		All Canada	< \$1M	>= \$1M
5.	Organization has a defined contribution plan such as a 401[k], 403[b], etc.			
	Total # of Orgs Responding	43	15	27
	% of Orgs Responding Yes	37.2%	26.7%	44.4%
	Is there a matching percentage provided for participating employees?			
	Total # of Orgs Responding	16	5	11
	% of Orgs Responding Yes	87.5%	80.0%	90.9%
	Matching percentage provided (percentage)	14	4	10
	Average	10.9%	28.0%	4.0%
	Median	4.0%	4.0%	4.0%
	Organization contribution percentage for all employees (employee contributions not required to receive a contribution)	5	1	4
	Average	4.2%	*****	4.3%
	Median	5.0%	4.0%	5.0%
	Is there automatic enrollment for new hires?			
	Total # of Orgs Responding	16	4	12
	% of Orgs Responding Yes	50.0%	25.0%	58.3%

Benefits Data by Annual Budget (continued)

		All Canada	< \$1M	>= \$1M
6. Offers Paid Time Off				
	Total # of Orgs Responding	43	15	27
	% of Orgs Responding Yes	83.7%	53.3%	100.0%
PTO days per year (for new hires) (plans with combined vacation, sick, holiday, etc.)		1	0	1
	Average	*****	*****	*****
	Median	30.0	*****	30.0
PTO days per year (for employees with 25 years of service) (plans with combined vacation, sick, holiday, etc.)		1	0	1
	Average	*****	*****	*****
	Median	42.0	*****	42.0
Vacation days per year (for new hires)		36	9	26
	Average	14.1	12.8	14.6
	Median	15.0	15.0	15.0
Vacation days per year (for employees with 25 years of service)		36	9	26
	Average	23.1	25.0	22.3
	Median	25.0	25.0	21.5
Holidays per year		34	9	24
	Average	11.9	11.6	12.1
	Median	12.0	10.0	12.0
Sick days per year (for new hires)		34	9	24
	Average	9.8	9.9	9.5
	Median	10.0	10.0	10.0
Sick days per year (for employees with 25 years of service)		34	9	24
	Average	10.5	11.6	9.8
	Median	10.0	10.0	10.0

Benefits Data by Annual Budget (continued)

	All Canada	< \$1M	>= \$1M
7. Organization currently has a sabbatical policy			
Total # of Orgs Responding	44	16	27
% of Orgs Responding Yes	20.5%	0.0%	25.9%
Who is eligible to take a sabbatical?	9	0	8
Only the CEO	0.0%	*****	0.0%
Only executive leadership	0.0%	*****	0.0%
Most employees	22.2%	*****	12.5%
All employees	77.8%	*****	87.5%
How many years does the employee have to be employed to be eligible to take sabbatical?	9	0	8
Less than 1 Year	11.1%	*****	12.5%
1 to 2.9 Years	33.3%	*****	25.0%
3 to 4.9 Years	33.3%	*****	37.5%
5 to 6.9 Years	11.1%	*****	12.5%
7+ Years	11.1%	*****	12.5%
What is the length of the sabbatical?	7	0	6
1 month	0.0%	*****	0.0%
2 months	14.3%	*****	16.7%
3 months	14.3%	*****	16.7%
4 to 6 months	42.9%	*****	33.3%
7 to 9 months	0.0%	*****	0.0%
10 to 12 months	14.3%	*****	16.7%
Over 1 year	14.3%	*****	16.7%
Is the sabbatical paid?			
Total # of Orgs Responding	9	0	7
% of Orgs Responding Yes	11.1%	*****	14.3%
If yes the sabbatical is paid, how much is the employee paid while on sabbatical?	1	0	1
100% of salary	100.0%	*****	100.0%
75% - 99% of salary	0.0%	*****	0.0%
50% - 74% of salary	0.0%	*****	0.0%
25% - 49% of salary	0.0%	*****	0.0%
Less than 25% of salary	0.0%	*****	0.0%

Benefits Data by Annual Budget (continued)

		All Canada	< \$1M	>= \$1M
8. Organization currently has a remote work policy (e.g. telecommuting, working from home)	Total # of Orgs Responding	43	15	27
	% of Orgs Responding Yes	86.0%	80.0%	92.6%
Does the organization consider this a benefit?				
	Total # of Orgs Responding	37	12	25
	% of Orgs Responding Yes	35.1%	25.0%	40.0%
Was the remote work policy in place prior to COVID-19?				
	Total # of Orgs Responding	37	12	25
	% of Orgs Responding Yes	45.9%	41.7%	48.0%
Will the remote work policy remain in place following the COVID-19 pandemic?				
	Total # of Orgs Responding	37	12	25
	% of Orgs Responding Yes	97.3%	100.0%	96.0%
Can all employees work remotely?				
	Total # of Orgs Responding	37	12	25
	% of Orgs Responding Yes	67.6%	75.0%	64.0%
How many days per week are employees allowed to work remotely?				
	1 Day	36	12	24
	2 Days	0.0%	0.0%	0.0%
	3 Days	16.7%	16.7%	16.7%
	4 Days	11.1%	8.3%	12.5%
	5 Days	5.6%	0.0%	8.3%
		66.7%	75.0%	62.5%

Benefits Data by Annual Budget (continued)

		All Canada	< \$1M	>= \$1M
What does expenses your organization contribute to the cost of, to support the remote worker's workspace?				
Laptop	Total # of Orgs	37	12	25
	Responding			
	% of Orgs	81.1%	75.0%	84.0%
Keyboard/Mouse	Responding Yes			
	Total # of Orgs	37	12	25
	Responding			
Cell Phone	% of Orgs	75.7%	66.7%	80.0%
	Responding Yes			
	Total # of Orgs	37	12	25
Internet Service	Responding			
	% of Orgs	51.4%	50.0%	52.0%
	Responding Yes			
Office Supplies	Total # of Orgs	37	12	25
	Responding			
	% of Orgs	27.0%	25.0%	28.0%
Office Furniture (chair, desk, etc.)	Responding Yes			
	Total # of Orgs	37	12	25
	Responding			
Software	% of Orgs	64.9%	75.0%	60.0%
	Responding Yes			
	Total # of Orgs	37	12	25
	Responding			
	% of Orgs	37.8%	33.3%	40.0%
	Responding Yes			
	Total # of Orgs	37	12	25
	Responding			
	% of Orgs	89.2%	91.7%	88.0%
	Responding Yes			

Benefits Data by Annual Budget (continued)

		All Canada	< \$1M	>= \$1M
Does your organization provide a stipend for remote work?				
	Total # of Orgs Responding	37	12	25
	% of Orgs Responding Yes	5.4%	0.0%	8.0%
What is the average amount of an annual stipend?		2	0	2
	Under \$100	0.0%	*****	0.0%
	\$100 to \$200	50.0%	*****	50.0%
	\$201 to \$300	50.0%	*****	50.0%
	\$301 to \$400	0.0%	*****	0.0%
	\$401 to \$500	0.0%	*****	0.0%
	Over \$500	0.0%	*****	0.0%

Benefits Data by Annual Budget (continued)

		All Canada	< \$1M	>= \$1M
9. Organization offers flexible schedules				
	Total # of Orgs Responding	43	15	27
	% of Orgs Responding Yes	88.4%	86.7%	92.6%
Flexible start and stop times with core hours				
	Total # of Orgs Responding	38	13	25
	% of Orgs Responding Yes	100.0%	100.0%	100.0%
Compressed workweek, such as 4/10 or 9/80 schedules				
	Total # of Orgs Responding	38	13	25
	% of Orgs Responding Yes	36.8%	30.8%	40.0%
Half-day summer Fridays every week				
	Total # of Orgs Responding	38	13	25
	% of Orgs Responding Yes	13.2%	7.7%	16.0%
Full-day summer Fridays every week				
	Total # of Orgs Responding	38	13	25
	% of Orgs Responding Yes	13.2%	7.7%	16.0%
Floating summer Fridays				
	Total # of Orgs Responding	38	13	25
	% of Orgs Responding Yes	15.8%	7.7%	20.0%

Benefits Data by Annual Budget (continued)

	All Canada	< \$1M	>= \$1M
10. Organization currently has a family leave policy			
Total # of Orgs Responding	43	15	27
% of Orgs Responding Yes	48.8%	40.0%	51.9%
Maximum number of weeks paid	9	4	5
Average	23.9	17.5	29.0
Median	16.0	8.5	17.0
Compensation rate during paid leave - as a percentage of the employee's current salary (%)	10	4	6
Average	85.4%	100.0%	75.7%
Median	100.0%	100.0%	90.0%
Maximum number of weeks unpaid	18	6	11
Average	51.8	40.7	55.5
Median	52.0	44.5	53.0
Who is eligible?	21	6	14
Both parents	95.2%	100.0%	92.9%
Fathers	0.0%	0.0%	0.0%
Mothers	4.8%	0.0%	7.1%
Is adoption covered?			
Total # of Orgs Responding	21	6	14
% of Orgs Responding Yes	81.0%	83.3%	78.6%
Can family leave be used for situations such as caring for a family member dealing with illness or injury?	21	6	14
Yes, paid leave	9.5%	16.7%	7.1%
Yes, both paid and unpaid leave	66.7%	50.0%	71.4%
No	23.8%	33.3%	21.4%
If family member leave is different from the amount reported above, number of weeks of paid leave	2	0	2
Average	14.0	*****	14.0
Median	14.0	*****	14.0
If family member leave is different from the amount reported above, percent of pay covered under the paid leave plan (%)	1	0	1
Average	*****	*****	*****
Median	100.0%	*****	100.0%

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	12.5%
Equal	50.0%
Less	37.5%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	8	0	7	5
	Number of FTE	5	0	4	4
	Number of PTE	2	0	2	0
	Average	\$60,941	*****	5.2	3.8
	P25	\$50,247	*****	2.0	2.0
	P50	\$60,000	*****	2.5	2.5
	P75	\$67,507	*****	7.0	4.0
Bonus Eligibility	Eligible	25.0%			
	Not Eligible	75.0%			
Majority of incumbents in this position work	On-site	25.0%			
	Hybrid	37.5%			
	Remote	37.5%			
Workweek Hours	Average	36.4			
	P25	36.3			
	P50	37.5			
	P75	37.5			

Administration Director (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	3	0	3	1
	Number of FTE	1	0	1	1
	Number of PTE	2	0	2	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	5	0	4	4
	Number of FTE	4	0	3	3
	Number of PTE	0	0	0	0
	Average	\$67,840	*****	*****	*****
	P25	\$60,000	*****	*****	*****
	P50	\$65,000	*****	*****	*****
	P75	\$75,027	*****	*****	*****

Administration Director (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	6	0	5	3
	Number of FTE	3	0	2	2
	Number of PTE	2	0	2	0
	Average	\$59,696	*****	4.7	*****
	P25	\$43,500	*****	2.0	*****
	P50	\$60,000	*****	2.0	*****
	P75	\$63,750	*****	4.0	*****
British Columbia	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administration Director (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	5	0	5	3
	Number of FTE	2	0	2	2
	Number of PTE	2	0	2	0
	Average	\$59,635	*****	4.7	*****
	P25	\$38,000	*****	2.0	*****
	P50	\$60,000	*****	2.0	*****
	P75	\$65,000	*****	4.0	*****
Toronto	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administration Director (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	8	0	7	5
	Number of FTE	5	0	4	4
	Number of PTE	2	0	2	0
	Average	\$60,941	*****	5.2	3.8
	P25	\$50,247	*****	2.0	2.0
	P50	\$60,000	*****	2.5	2.5
	P75	\$67,507	*****	7.0	4.0
Suburban	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administration Director (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	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	2	2
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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	44.4%
Equal	44.4%
Less	11.1%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	9	2	9	8
	Number of FTE	8	2	8	7
	Number of PTE	3	0	3	3
	Average	\$52,470	*****	5.4	3.8
	P25	\$46,801	*****	1.0	1.0
	P50	\$50,000	*****	3.0	2.5
	P75	\$54,790	*****	6.0	5.3
Bonus Eligibility	Eligible	25.0%			
	Not Eligible	75.0%			
Majority of incumbents in this position work	On-site	33.3%			
	Hybrid	22.2%			
	Remote	44.4%			
Workweek Hours	Average	32.6			
	P25	32.3			
	P50	37.5			
	P75	37.5			

Administrative Assistant (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of FTE	0	0	0	0
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	7	2	7	6
	Number of FTE	8	2	8	7
	Number of PTE	1	0	1	1
	Average	\$51,119	*****	5.9	3.9
	P25	\$46,576	*****	1.5	1.3
	P50	\$47,000	*****	3.0	2.5
	P75	\$52,395	*****	8.5	4.5

Administrative Assistant (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	4	2	4	4
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administrative Assistant (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	4	2	4	4
	Number of FTE	4	2	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administrative Assistant (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	7	2	7	6
	Number of FTE	7	2	7	6
	Number of PTE	2	0	2	2
	Average	\$52,749	*****	5.4	3.3
	P25	\$46,901	*****	1.0	1.0
	P50	\$50,000	*****	2.0	1.5
	P75	\$53,395	*****	7.5	2.8
Suburban	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Administrative Assistant (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	1	3	3
	Number of FTE	4	1	4	4
	Number of PTE	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	1	6	5
	Number of FTE	4	1	4	3
	Number of PTE	2	0	2	2
	Average	\$54,015	*****	7.3	5.2
	P25	\$47,601	*****	2.8	2.0
	P50	\$51,000	*****	5.5	5.0
	P75	\$59,800	*****	10.5	6.0

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	9.1%
Equal	54.5%
Less	36.4%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	11	1	11	11
	Number of FTE	9	1	9	9
	Number of PTE	2	0	2	2
	Average	\$63,296	*****	8.6	7.7
	P25	\$58,000	*****	1.5	1.5
	P50	\$63,000	*****	8.0	8.0
	P75	\$71,264	*****	13.0	11.0
Bonus Eligibility	Eligible	27.3%			
	Not Eligible	72.7%			
Majority of incumbents in this position work	On-site	36.4%			
	Hybrid	54.5%			
	Remote	9.1%			
Workweek Hours	Average	36.4			
	P25	35.0			
	P50	35.0			
	P75	38.8			

Office Manager (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	9	1	9	9
	Number of FTE	8	1	8	8
	Number of PTE	1	0	1	1
	Average	\$67,756	*****	9.4	8.3
	P25	\$60,000	*****	1.0	1.0
	P50	\$65,000	*****	10.0	10.0
	P75	\$76,179	*****	14.0	12.0

Office Manager (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	5	1	5	5
	Number of FTE	3	1	3	3
	Number of PTE	1	0	1	1
	Average	\$66,336	*****	8.2	8.2
	P25	\$63,000	*****	1.0	1.0
	P50	\$65,000	*****	8.0	8.0
	P75	\$76,179	*****	12.0	12.0
British Columbia	Number of Responses	4	0	4	4
	Number of FTE	4	0	4	4
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Office Manager (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	4	1	4	4
	Number of FTE	3	1	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Office Manager (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	9	1	9	9
	Number of FTE	8	1	8	8
	Number of PTE	1	0	1	1
	Average	\$64,029	*****	8.9	8.2
	P25	\$56,000	*****	2.0	2.0
	P50	\$65,000	*****	8.0	8.0
	P75	\$76,179	*****	12.0	12.0
Suburban	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Office Manager (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	1	4	4
	Number of FTE	4	1	4	4
	Number of PTE	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 FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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	10.0%
Equal	60.0%
Less	30.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	10	1	10	9
	Number of FTE	18	2	18	17
	Number of PTE	2	0	2	2
	Average	\$67,989	*****	6.4	6.8
	P25	\$61,313	*****	2.5	4.0
	P50	\$66,900	*****	4.5	5.0
	P75	\$74,790	*****	10.3	10.0
Bonus Eligibility	Eligible	20.0%			
	Not Eligible	80.0%			
Majority of incumbents in this position work	On-site	11.1%			
	Hybrid	44.4%			
	Remote	44.4%			
Workweek Hours	Average	37.3			
	P25	37.5			
	P50	37.5			
	P75	37.5			

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

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	3	0	3	2
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	6	1	6	6
	Number of FTE	14	2	14	14
	Number of PTE	2	0	2	2
	Average	\$73,629	*****	5.3	5.3
	P25	\$64,375	*****	2.5	2.5
	P50	\$74,193	*****	4.5	4.5
	P75	\$79,324	*****	7.3	7.3

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

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	5	1	5	4
	Number of FTE	6	2	6	5
	Number of PTE	0	0	0	0
	Average	\$70,057	*****	6.2	*****
	P25	\$61,500	*****	2.0	*****
	P50	\$67,500	*****	5.0	*****
British Columbia	P75	\$75,386	*****	11.0	*****
	Number of Responses	4	0	4	4
	Number of FTE	11	0	11	11
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0

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

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	4	1	4	3
	Number of FTE	5	2	5	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of FTE	10	0	10	10
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	8	1	8	7
	Number of FTE	15	2	15	14
	Number of PTE	2	0	2	2
	Average	\$67,574	*****	5.9	6.3
	P25	\$59,913	*****	3.5	4.0
	P50	\$64,500	*****	4.5	5.0
	P75	\$76,699	*****	8.8	9.0
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	2
	Number of FTE	4	0	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	0	5	5
	Number of FTE	11	0	11	11
	Number of PTE	2	0	2	2
	Average	\$67,895	*****	10.0	9.8
	P25	\$61,250	*****	8.0	8.0
	P50	\$66,300	*****	11.0	10.0
	P75	\$75,386	*****	12.0	12.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	2	1	2	2
	Number of FTE	3	2	3	3
	Number of PTE	0	0	0	0
	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	66.7%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	3	1	3	2
	Number of FTE	5	3	5	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	33.3%			
	Not Eligible	66.7%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	66.7%			
	Remote	33.3%			
Workweek Hours	Average	38.3			
	P25	*****			
	P50	37.5			
	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	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	9	1	9	8
	Number of FTE	15	5	15	14
	Number of PTE	2	0	2	2
	Average	\$51,039	*****	1.9	1.7
	P25	\$45,000	*****	1.0	1.0
	P50	\$55,000	*****	1.0	1.5
	P75	\$56,160	*****	3.0	2.3
Bonus Eligibility	Eligible	12.5%			
	Not Eligible	87.5%			
Majority of incumbents in this position work	On-site	12.5%			
	Hybrid	37.5%			
	Remote	50.0%			
Workweek Hours	Average	35.6			
	P25	37.5			
	P50	37.5			
	P75	37.5			

Community Organizer (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	3	0	3	2
	Number of FTE	2	0	2	1
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	5	1	5	5
	Number of FTE	12	5	12	12
	Number of PTE	0	0	0	0
	Average	\$49,197	*****	1.3	1.5
	P25	\$45,000	*****	1.0	1.0
	P50	\$49,440	*****	1.0	1.0
	P75	\$55,000	*****	1.0	2.0

Community Organizer (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	5	1	5	4
	Number of FTE	10	5	10	9
	Number of PTE	0	0	0	0
	Average	\$46,425	*****	1.4	*****
	P25	\$40,924	*****	1.0	*****
	P50	\$45,000	*****	1.0	*****
	P75	\$55,000	*****	1.0	*****
British Columbia	Number of Responses	3	0	3	3
	Number of FTE	5	0	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Community Organizer (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	4	1	4	3
	Number of FTE	9	5	9	8
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	2	0	2	1
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Community Organizer (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	7	1	7	6
	Number of FTE	13	5	13	12
	Number of PTE	2	0	2	2
	Average	\$50,346	*****	1.8	1.8
	P25	\$47,220	*****	1.0	1.0
	P50	\$55,000	*****	1.0	1.5
	P75	\$55,890	*****	2.0	2.8
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Community Organizer (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	0	5	4
	Number of FTE	7	0	7	6
	Number of PTE	0	0	0	0
	Average	\$52,454	*****	1.3	*****
	P25	\$49,440	*****	1.0	*****
	P50	\$55,620	*****	1.0	*****
	P75	\$60,000	*****	1.0	*****
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	4	1	4	4
	Number of FTE	8	5	8	8
	Number of PTE	2	0	2	2
	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	9.1%
Equal	72.7%
Less	18.2%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	11	1	11	9
	Number of FTE	10	1	10	9
	Number of PTE	2	0	2	1
	Average	\$52,910	*****	2.4	2.5
	P25	\$46,750	*****	1.3	1.0
	P50	\$53,248	*****	2.0	2.0
	P75	\$56,955	*****	2.0	2.0
Bonus Eligibility	Eligible	22.2%			
	Not Eligible	77.8%			
Majority of incumbents in this position work	On-site	9.1%			
	Hybrid	45.5%			
	Remote	45.5%			
Workweek Hours	Average	36.6			
	P25	37.5			
	P50	38.8			
	P75	40.0			

Marketing Coordinator (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	3	0	3	1
	Number of FTE	1	0	1	0
	Number of PTE	2	0	2	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	8	1	8	8
	Number of FTE	9	1	9	9
	Number of PTE	0	0	0	0
	Average	\$54,168	*****	2.8	2.8
	P25	\$47,500	*****	1.6	1.6
	P50	\$54,674	*****	2.0	2.0
	P75	\$58,688	*****	2.3	2.3

Marketing Coordinator (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	6	1	6	5
	Number of FTE	6	1	6	6
	Number of PTE	1	0	1	0
	Average	\$50,563	*****	3.1	3.4
	P25	\$45,345	*****	1.8	1.8
	P50	\$47,000	*****	2.0	2.0
	P75	\$55,313	*****	2.0	2.0
British Columbia	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Marketing Coordinator (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	6	1	6	5
	Number of FTE	6	1	6	6
	Number of PTE	1	0	1	0
	Average	\$50,563	*****	3.1	3.4
	P25	\$45,345	*****	1.8	1.8
	P50	\$47,000	*****	2.0	2.0
	P75	\$55,313	*****	2.0	2.0
Toronto	Number of Responses	3	1	3	2
	Number of FTE	2	1	2	2
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Marketing Coordinator (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	10	1	10	8
	Number of FTE	9	1	9	8
	Number of PTE	2	0	2	1
	Average	\$52,876	*****	2.4	2.6
	P25	\$46,375	*****	1.1	0.9
	P50	\$52,050	*****	1.9	1.9
	P75	\$57,353	*****	2.0	2.3
Suburban	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Marketing Coordinator (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	0
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	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	6
	Number of FTE	7	0	7	6
	Number of PTE	1	0	1	1
	Average	\$51,698	*****	3.0	3.2
	P25	\$46,750	*****	1.6	1.8
	P50	\$53,248	*****	2.0	2.0
	P75	\$56,130	*****	2.5	2.8

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	28.6%
Equal	57.1%
Less	14.3%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	7	0	7	6
	Number of FTE	8	0	8	7
	Number of PTE	0	0	0	0
	Average	\$81,256	*****	8.7	9.3
	P25	\$67,407	*****	3.0	3.8
	P50	\$72,500	*****	3.0	6.5
	P75	\$93,542	*****	10.0	7.8
Bonus Eligibility	Eligible	14.3%			
	Not Eligible	85.7%			
Majority of incumbents in this position work	On-site	14.3%			
	Hybrid	42.9%			
	Remote	42.9%			
Workweek Hours	Average	37.9			
	P25	37.5			
	P50	37.5			
	P75	38.8			

Public Relations Director (continued)

2022 Annual Budget		Actual	Actual Bonus	Average	Average
Data as of April 1, 2022		Average	Paid	Years with	Years in the
		Base Pay		the	Position
		Organization			
< \$1,000,000	Number of Responses	2	0	2	1
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	5	0	5	5
	Number of FTE	5	0	5	5
	Number of PTE	0	0	0	0
	Average	\$86,380	*****	11.0	10.6
	P25	\$69,192	*****	3.0	6.0
	P50	\$82,000	*****	8.0	7.0
	P75	\$105,084	*****	12.0	8.0

Public Relations Director (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Director (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Director (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	6	0	6	6
	Number of FTE	7	0	7	7
	Number of PTE	0	0	0	0
	Average	\$84,066	*****	9.6	9.3
	P25	\$70,019	*****	3.0	3.8
	P50	\$77,250	*****	5.5	6.5
	P75	\$99,313	*****	11.0	7.8
Suburban	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Director (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	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	4	0	4	3
	Number of FTE	5	0	5	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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	18.8%
Equal	62.5%
Less	18.8%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	16	1	16	15
	Number of FTE	17	1	17	16
	Number of PTE	1	0	1	1
	Average	\$60,507	*****	3.5	3.3
	P25	\$50,000	*****	2.8	2.0
	P50	\$56,500	*****	3.0	3.0
	P75	\$64,489	*****	5.0	5.0
Bonus Eligibility	Eligible	12.5%			
	Not Eligible	87.5%			
Majority of incumbents in this position work	On-site	13.3%			
	Hybrid	20.0%			
	Remote	66.7%			
Workweek Hours	Average	37.7			
	P25	37.5			
	P50	37.5			
	P75	37.5			

Public Relations Manager (continued)

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	4	0	4	3
	Number of FTE	3	0	3	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	11	1	11	11
	Number of FTE	13	1	13	13
	Number of PTE	0	0	0	0
	Average	\$63,489	*****	3.6	3.4
	P25	\$55,000	*****	2.5	2.5
	P50	\$60,180	*****	3.0	3.0
	P75	\$70,006	*****	5.0	5.0

Public Relations Manager (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	7	1	7	6
	Number of FTE	7	1	7	6
	Number of PTE	0	0	0	0
	Average	\$58,289	*****	3.9	3.5
	P25	\$50,000	*****	3.0	3.0
	P50	\$55,000	*****	3.0	3.5
	P75	\$59,492	*****	5.0	4.8
British Columbia	Number of Responses	6	0	6	6
	Number of FTE	8	0	8	8
	Number of PTE	0	0	0	0
	Average	\$62,953	*****	3.0	3.0
	P25	\$58,545	*****	2.0	2.0
	P50	\$61,340	*****	2.5	2.5
	P75	\$65,131	*****	4.5	4.5
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Manager (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	6	1	6	5
	Number of FTE	6	1	6	5
	Number of PTE	0	0	0	0
	Average	\$59,671	*****	3.7	3.2
	P25	\$51,250	*****	3.0	3.0
	P50	\$55,000	*****	3.0	3.0
	P75	\$61,737	*****	4.5	4.0
Toronto	Number of Responses	4	1	4	3
	Number of FTE	4	1	4	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Manager (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	13	1	13	12
	Number of FTE	14	1	14	13
	Number of PTE	1	0	1	1
	Average	\$60,354	*****	3.8	3.6
	P25	\$50,000	*****	3.0	2.8
	P50	\$55,000	*****	3.0	3.5
	P75	\$63,983	*****	5.0	5.0
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Public Relations Manager (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	9	1	9	8
	Number of FTE	11	1	11	10
	Number of PTE	0	0	0	0
	Average	\$62,582	*****	4.1	3.8
	P25	\$55,000	*****	3.0	2.8
	P50	\$60,180	*****	5.0	4.0
	P75	\$66,008	*****	5.0	5.0
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 FTE	4	0	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Social Media Manager

Oversees a company's interactions with the public through implementing content strategies on social media platforms. Their duties include analyzing engagement data, identifying trends in customer interactions and planning digital campaigns to build community online.

Degree of Match

More	7.7%
Equal	61.5%
Less	30.8%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	13	1	11	10
	Number of FTE	13	1	11	10
	Number of PTE	3	0	2	2
	Average	\$58,481	*****	3.6	3.4
	P25	\$55,620	*****	1.5	2.3
	P50	\$60,344	*****	3.0	3.0
	P75	\$67,147	*****	5.5	4.8
Bonus Eligibility	Eligible	18.2%			
	Not Eligible	81.8%			
Majority of incumbents in this position work	On-site	9.1%			
	Hybrid	27.3%			
	Remote	63.6%			
Workweek Hours	Average	36.7			
	P25	35.0			
	P50	37.5			
	P75	37.5			

Social Media Manager (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	4	0	3	2
	Number of FTE	3	0	3	2
	Number of PTE	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	8	1	7	7
	Number of FTE	9	1	7	7
	Number of PTE	1	0	1	1
	Average	\$65,364	*****	3.9	3.3
	P25	\$59,508	*****	2.0	2.0
	P50	\$66,073	*****	3.0	3.0
	P75	\$70,000	*****	5.6	4.5

Social Media Manager (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	5	1	5	4
	Number of FTE	4	1	4	3
	Number of PTE	0	0	0	0
	Average	\$58,909	*****	4.8	*****
	P25	\$50,000	*****	3.0	*****
	P50	\$60,344	*****	6.0	*****
British Columbia	P75	\$70,000	*****	6.2	*****
	Number of Responses	6	0	4	4
	Number of FTE	7	0	5	5
	Number of PTE	1	0	0	0
	Average	\$57,200	*****	*****	*****
	P25	\$55,965	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	P50	\$61,504	*****	*****	*****
	P75	\$66,862	*****	*****	*****
	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	2	0	2	2
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Social Media Manager (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	4	1	4	3
	Number of FTE	3	1	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Social Media Manager (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	10	1	10	9
	Number of FTE	10	1	10	9
	Number of PTE	2	0	2	2
	Average	\$59,681	*****	3.6	3.5
	P25	\$55,965	*****	1.3	2.0
	P50	\$58,922	*****	3.0	3.0
	P75	\$66,610	*****	5.8	5.0
Suburban	Number of Responses	3	0	1	1
	Number of FTE	3	0	1	1
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Social Media Manager (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	0	5	5
	Number of FTE	6	0	6	6
	Number of PTE	0	0	0	0
	Average	\$56,435	*****	3.6	3.6
	P25	\$55,620	*****	3.0	3.0
	P50	\$57,000	*****	3.0	3.0
	P75	\$66,008	*****	5.0	5.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	7	1	5	5
	Number of FTE	6	1	4	4
	Number of PTE	3	0	2	2
	Average	\$61,153	*****	4.0	3.2
	P25	\$58,922	*****	2.0	2.0
	P50	\$65,000	*****	3.0	3.0
	P75	\$70,000	*****	6.2	4.0

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	12.5%
Equal	62.5%
Less	25.0%

All Organizations

Data as of April 1, 2022

		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 FTE	9	0	8	8
	Number of PTE	3	0	3	3
	Average	\$49,356	*****	5.3	5.3
	P25	\$44,821	*****	1.0	1.0
	P50	\$49,720	*****	5.0	5.0
	P75	\$53,730	*****	7.0	7.0
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	57.1%			
	Remote	42.9%			
Workweek Hours	Average	35.6			
	P25	33.8			
	P50	37.5			
	P75	37.5			

Environmental Sustainability Educator (continued)

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	5	0	4	4
	Number of FTE	7	0	6	6
	Number of PTE	2	0	2	2
	Average	\$49,964	*****	*****	*****
	P25	\$45,500	*****	*****	*****
	P50	\$50,000	*****	*****	*****
	P75	\$56,500	*****	*****	*****
>= \$1,000,000	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Environmental Sustainability Educator (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	3	0	2	2
	Number of FTE	3	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	0	3	3
	Number of FTE	5	0	5	5
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Environmental Sustainability Educator (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Environmental Sustainability Educator (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	7	0	6	6
	Number of FTE	9	0	8	8
	Number of PTE	2	0	2	2
	Average	\$48,863	*****	6.0	6.0
	P25	\$44,142	*****	2.0	2.0
	P50	\$49,440	*****	5.0	5.0
	P75	\$53,250	*****	8.0	8.0
Suburban	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Environmental Sustainability Educator (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	0	4	4
	Number of FTE	3	0	3	3
	Number of PTE	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	2	2
	Number of FTE	5	0	4	4
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	1	0	1	1
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	100.0%			
	Remote	0.0%			
Workweek Hours	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	33.3%
Less	66.7%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	3	0	0	0
	Number of FTE	4	0	0	0
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	33.3%			
	Not Eligible	66.7%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	0.0%			
	Remote	100.0%			
Workweek Hours	Average	38.3			
	P25	*****			
	P50	37.5			
	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	8.3%
Equal	75.0%
Less	16.7%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	12	0	8	8
	Number of FTE	17	0	11	11
	Number of PTE	9	0	5	5
	Average	\$40,580	*****	2.0	2.0
	P25	\$37,360	*****	1.0	1.0
	P50	\$40,000	*****	2.0	1.8
	P75	\$43,200	*****	2.0	2.0
Bonus Eligibility	Eligible	18.2%			
	Not Eligible	81.8%			
Majority of incumbents in this position work	On-site	16.7%			
	Hybrid	41.7%			
	Remote	41.7%			
Workweek Hours	Average	36.4			
	P25	35.0			
	P50	37.5			
	P75	37.5			

Program Assistant (continued)

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	3	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	9	0	7	7
	Number of FTE	15	0	10	10
	Number of PTE	8	0	5	5
	Average	\$42,082	*****	2.2	2.1
	P25	\$38,837	*****	1.5	1.3
	P50	\$41,000	*****	2.0	2.0
	P75	\$42,000	*****	2.0	2.0

Program Assistant (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	9	0	6	6
	Number of FTE	15	0	9	9
	Number of PTE	7	0	4	4
	Average	\$40,701	*****	1.4	1.4
	P25	\$38,837	*****	1.0	1.0
	P50	\$41,000	*****	1.5	1.3
	P75	\$42,000	*****	2.0	1.9
British Columbia	Number of Responses	3	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	2	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Assistant (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	6	0	5	5
	Number of FTE	10	0	8	8
	Number of PTE	7	0	4	4
	Average	\$40,585	*****	1.5	1.4
	P25	\$38,878	*****	1.0	1.0
	P50	\$40,000	*****	2.0	1.5
	P75	\$41,450	*****	2.0	2.0
Toronto	Number of Responses	2	0	2	2
	Number of FTE	4	0	4	4
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Assistant (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	10	0	7	7
	Number of FTE	17	0	11	11
	Number of PTE	7	0	4	4
	Average	\$42,106	*****	2.0	1.9
	P25	\$38,878	*****	1.0	1.0
	P50	\$41,300	*****	2.0	1.5
	P75	\$45,600	*****	2.0	2.0
Suburban	Number of Responses	1	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Assistant (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	0	0
	Number of FTE	2	0	0	0
	Number of PTE	3	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	0	4	4
	Number of FTE	6	0	6	6
	Number of PTE	4	0	4	4
	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	4	4
	Number of FTE	9	0	5	5
	Number of PTE	2	0	1	1
	Average	\$38,844	*****	*****	*****
	P25	\$36,240	*****	*****	*****
	P50	\$39,000	*****	*****	*****
	P75	\$41,800	*****	*****	*****

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	17.2%
Equal	79.3%
Less	3.4%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	29	1	26	25
	Number of FTE	57	6	51	50
	Number of PTE	10	0	10	10
	Average	\$50,370	*****	2.6	2.3
	P25	\$43,297	*****	1.0	1.0
	P50	\$48,415	*****	2.0	2.0
	P75	\$55,000	*****	3.0	2.5
Bonus Eligibility	Eligible	19.2%			
	Not Eligible	80.8%			
Majority of incumbents in this position work	On-site	19.2%			
	Hybrid	53.8%			
	Remote	26.9%			
Workweek Hours	Average	37.2			
	P25	37.5			
	P50	37.5			
	P75	38.1			

Program Coordinator (continued)

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	10	0	9	8
	Number of FTE	14	0	13	12
	Number of PTE	3	0	3	3
	Average	\$47,204	*****	2.1	1.9
	P25	\$41,053	*****	1.0	0.9
	P50	\$46,708	*****	1.0	1.0
	P75	\$51,188	*****	2.0	2.5
>= \$1,000,000	Number of Responses	18	1	16	16
	Number of FTE	42	6	37	37
	Number of PTE	7	0	7	7
	Average	\$52,111	*****	2.9	2.5
	P25	\$45,105	*****	1.5	1.0
	P50	\$49,750	*****	2.0	2.0
	P75	\$57,500	*****	3.3	2.6

Program Coordinator (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	14	1	12	12
	Number of FTE	32	6	27	27
	Number of PTE	5	0	5	5
	Average	\$46,746	*****	2.3	2.1
	P25	\$42,250	*****	1.0	1.0
	P50	\$45,210	*****	1.8	1.8
	P75	\$47,500	*****	3.3	3.0
British Columbia	Number of Responses	8	0	7	7
	Number of FTE	15	0	14	14
	Number of PTE	2	0	2	2
	Average	\$54,582	*****	3.4	2.9
	P25	\$48,126	*****	2.0	1.5
	P50	\$52,374	*****	2.0	2.0
	P75	\$60,450	*****	3.0	2.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	5	0	5	5
	Number of FTE	8	0	8	8
	Number of PTE	3	0	3	3
	Average	\$50,950	*****	2.4	2.0
	P25	\$48,750	*****	1.0	1.0
	P50	\$52,000	*****	1.0	1.0
	P75	\$53,000	*****	2.5	2.5

Program Coordinator (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	11	1	11	11
	Number of FTE	25	6	25	25
	Number of PTE	5	0	5	5
	Average	\$48,222	*****	2.4	2.1
	P25	\$42,649	*****	1.0	1.0
	P50	\$45,420	*****	2.0	2.0
	P75	\$51,500	*****	3.5	3.0
Toronto	Number of Responses	4	1	4	4
	Number of FTE	15	6	15	15
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of FTE	8	0	8	8
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Coordinator (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	21	1	19	19
	Number of FTE	45	6	40	40
	Number of PTE	8	0	8	8
	Average	\$48,652	*****	2.7	2.6
	P25	\$43,297	*****	1.0	1.0
	P50	\$48,000	*****	2.0	2.0
	P75	\$53,000	*****	3.5	3.0
Suburban	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	6	0	6	5
	Number of FTE	10	0	10	9
	Number of PTE	2	0	2	2
	Average	\$52,225	*****	2.3	1.3
	P25	\$41,658	*****	2.0	1.0
	P50	\$49,334	*****	2.0	1.0
	P75	\$63,168	*****	2.8	2.0

Program Coordinator (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	4	0	4	4
	Number of FTE	8	0	8	8
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	7	1	7	7
	Number of FTE	16	6	16	16
	Number of PTE	5	0	5	5
	Average	\$48,785	*****	3.3	3.3
	P25	\$45,649	*****	1.5	1.5
	P50	\$50,700	*****	2.0	2.0
	P75	\$53,250	*****	3.0	3.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	16	0	13	12
	Number of FTE	30	0	24	23
	Number of PTE	4	0	4	4
	Average	\$50,043	*****	2.0	1.5
	P25	\$42,750	*****	1.0	1.0
	P50	\$46,000	*****	2.0	1.3
	P75	\$53,936	*****	2.5	2.0

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	10.0%
Equal	85.0%
Less	5.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	20	3	19	16
	Number of FTE	31	6	29	25
	Number of PTE	6	1	6	3
	Average	\$80,066	*****	7.6	5.8
	P25	\$63,750	*****	3.0	2.9
	P50	\$77,514	*****	7.0	3.0
	P75	\$94,500	*****	10.0	7.0
Bonus Eligibility	Eligible	21.1%			
	Not Eligible	78.9%			
Majority of incumbents in this position work	On-site	5.0%			
	Hybrid	55.0%			
	Remote	40.0%			
Workweek Hours	Average	37.5			
	P25	37.5			
	P50	37.5			
	P75	40.0			

Program Director (continued)

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	4	1	4	3
	Number of FTE	4	1	4	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	16	2	15	13
	Number of FTE	27	5	25	22
	Number of PTE	5	0	5	2
	Average	\$81,083	*****	6.5	4.3
	P25	\$63,750	*****	3.0	2.7
	P50	\$80,094	*****	5.0	3.0
	P75	\$96,690	*****	10.0	6.0

Program Director (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	11	2	11	10
	Number of FTE	15	5	15	14
	Number of PTE	1	0	1	1
	Average	\$75,340	*****	5.7	3.7
	P25	\$58,614	*****	2.9	2.2
	P50	\$70,000	*****	3.0	3.0
	P75	\$90,179	*****	9.5	4.5
British Columbia	Number of Responses	5	0	4	3
	Number of FTE	11	0	9	8
	Number of PTE	4	0	4	1
	Average	\$84,964	*****	*****	*****
	P25	\$75,000	*****	*****	*****
	P50	\$75,027	*****	*****	*****
	P75	\$103,000	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	4	1	4	3
	Number of FTE	5	1	5	3
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Director (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	11	2	11	10
	Number of FTE	15	5	15	14
	Number of PTE	1	0	1	1
	Average	\$75,340	*****	5.7	3.7
	P25	\$58,614	*****	2.9	2.2
	P50	\$70,000	*****	3.0	3.0
	P75	\$90,179	*****	9.5	4.5
Toronto	Number of Responses	5	2	5	4
	Number of FTE	8	5	8	7
	Number of PTE	0	0	0	0
	Average	\$82,232	*****	3.8	*****
	P25	\$70,000	*****	3.0	*****
	P50	\$85,161	*****	3.0	*****
	P75	\$96,000	*****	3.0	*****
Vancouver	Number of Responses	3	0	3	3
	Number of FTE	8	0	8	8
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Director (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	17	3	17	15
	Number of FTE	24	6	24	21
	Number of PTE	3	1	3	3
	Average	\$80,196	*****	7.9	6.0
	P25	\$65,000	*****	3.0	2.9
	P50	\$80,000	*****	9.0	3.0
	P75	\$94,000	*****	10.0	8.0
Suburban	Number of Responses	1	0	0	0
	Number of FTE	2	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	0	2	1
	Number of FTE	5	0	5	4
	Number of PTE	3	0	3	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Director (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	3
	Number of FTE	7	0	7	7
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	7	2	7	6
	Number of FTE	13	5	13	12
	Number of PTE	2	0	2	2
	Average	\$83,673	*****	7.0	5.2
	P25	\$66,377	*****	3.0	3.5
	P50	\$85,161	*****	9.0	5.5
	P75	\$100,500	*****	10.0	6.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	10	1	9	7
	Number of FTE	11	1	9	6
	Number of PTE	4	1	4	1
	Average	\$79,262	*****	9.7	7.7
	P25	\$71,250	*****	5.0	2.9
	P50	\$77,500	*****	10.0	3.0
	P75	\$90,728	*****	10.0	10.0

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 regional planning teams with information for site portfolios, and develops and implements conservation strategies.

Degree of Match

More	8.7%
Equal	78.3%
Less	13.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	23	2	22	18
	Number of FTE	46	8	40	32
	Number of PTE	2	0	2	1
	Average	\$62,571	*****	4.7	2.6
	P25	\$55,500	*****	2.0	1.0
	P50	\$60,000	*****	3.0	2.5
	P75	\$70,750	*****	6.5	4.0
Bonus Eligibility	Eligible	28.6%			
	Not Eligible	71.4%			
Majority of incumbents in this position work	On-site	15.0%			
	Hybrid	55.0%			
	Remote	30.0%			
Workweek Hours	Average	37.8			
	P25	37.5			
	P50	37.5			
	P75	40.0			

Program Manager (continued)

2022 Annual Budget		Actual	Actual Bonus	Average	Average
Data as of April 1, 2022		Average	Paid	Years with	Years in the
		Base Pay		the	Position
				Organization	
< \$1,000,000	Number of Responses	5	0	5	3
	Number of FTE	6	0	6	3
	Number of PTE	1	0	1	0
	Average	\$57,063	*****	7.0	*****
	P25	\$51,538	*****	3.0	*****
	P50	\$56,000	*****	4.0	*****
	P75	\$57,778	*****	13.0	*****
>= \$1,000,000	Number of Responses	17	2	16	14
	Number of FTE	39	8	33	28
	Number of PTE	1	0	1	1
	Average	\$63,989	*****	3.8	2.3
	P25	\$59,000	*****	1.9	1.0
	P50	\$60,721	*****	3.0	2.0
	P75	\$72,000	*****	4.9	3.0

Program Manager (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	11	2	10	10
	Number of FTE	28	8	22	22
	Number of PTE	0	0	0	0
	Average	\$65,588	*****	4.6	2.8
	P25	\$59,500	*****	2.0	1.2
	P50	\$64,148	*****	3.5	3.0
	P75	\$74,876	*****	7.3	3.8
British Columbia	Number of Responses	6	0	6	5
	Number of FTE	8	0	8	7
	Number of PTE	1	0	1	1
	Average	\$59,705	*****	3.2	2.3
	P25	\$52,500	*****	2.0	0.5
	P50	\$60,361	*****	2.5	2.0
	P75	\$64,686	*****	4.4	2.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	2	0	2	1
	Number of FTE	3	0	3	1
	Number of PTE	1	0	1	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	4	0	4	2
	Number of FTE	7	0	7	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Manager (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	10	2	10	10
	Number of FTE	22	8	22	22
	Number of PTE	0	0	0	0
	Average	\$66,147	*****	4.6	2.8
	P25	\$59,250	*****	2.0	1.2
	P50	\$66,324	*****	3.5	3.0
	P75	\$76,314	*****	7.3	3.8
Toronto	Number of Responses	4	2	4	4
	Number of FTE	12	8	12	12
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Program Manager (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	17	2	16	14
	Number of FTE	36	8	30	25
	Number of PTE	1	0	1	1
	Average	\$62,924	*****	4.1	2.5
	P25	\$55,000	*****	1.5	1.0
	P50	\$60,000	*****	3.0	3.0
	P75	\$72,000	*****	4.9	4.0
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	5	0	5	3
	Number of FTE	9	0	9	6
	Number of PTE	1	0	1	0
	Average	\$60,685	*****	6.2	*****
	P25	\$57,778	*****	2.0	*****
	P50	\$60,000	*****	3.0	*****
	P75	\$64,148	*****	11.0	*****

Program Manager (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	3
	Number of FTE	8	0	8	8
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	2	5	5
	Number of FTE	10	8	10	10
	Number of PTE	1	0	1	1
	Average	\$66,146	*****	4.7	3.3
	P25	\$60,721	*****	3.0	0.5
	P50	\$66,008	*****	4.9	3.0
	P75	\$72,000	*****	7.0	6.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	15	0	14	10
	Number of FTE	28	0	22	14
	Number of PTE	1	0	1	0
	Average	\$60,894	*****	5.2	2.4
	P25	\$53,769	*****	2.3	1.2
	P50	\$60,000	*****	3.0	2.5
	P75	\$67,074	*****	7.3	3.8

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	7.3%
Equal	90.2%
Less	2.4%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	41	2	37	34
	Number of FTE	38	2	35	32
	Number of PTE	4	1	3	3
	Average	\$98,386	*****	10.9	9.6
	P25	\$75,000	*****	3.0	4.0
	P50	\$91,841	*****	8.0	7.5
	P75	\$110,000	*****	19.6	14.4
Bonus Eligibility	Eligible	15.0%			
	Not Eligible	85.0%			
Majority of incumbents in this position work	On-site	18.4%			
	Hybrid	50.0%			
	Remote	31.6%			
Workweek Hours	Average	36.8			
	P25	35.0			
	P50	37.5			
	P75	37.5			
Gender	Female	69.7%			
	Male	27.3%			
	Transgender	0.0%			
	Non-Binary	3.0%			
	Prefer not to Identify	0.0%			
Race / Ethnicity	Indigenous				3.0%
	Asian				0.0%
	South-Asian				0.0%
	Middle-Eastern				0.0%
	Black or African American (Not Hispanic or Latino)				3.0%
	Hispanic or Latino				0.0%
	White (Not Hispanic or Latino)				84.8%
	Two or More Races				6.1%
	Group not Listed				0.0%
	Prefer not to Identify				3.0%

Chief Executive Officer / President / Executive Director (continued)

2022 Annual Budget		Actual	Actual Bonus	Average	Average
Data as of April 1, 2022		Average	Paid	Years with	Years in the
		Base Pay		the	Position
				Organization	
< \$1,000,000	Number of Responses	17	1	14	11
	Number of FTE	16	1	14	11
	Number of PTE	2	1	1	1
	Average	\$78,733	*****	13.3	12.3
	P25	\$65,000	*****	3.8	4.5
	P50	\$74,100	*****	8.5	8.0
	P75	\$97,000	*****	23.3	19.0
>= \$1,000,000	Number of Responses	23	1	22	22
	Number of FTE	21	1	20	20
	Number of PTE	2	0	2	2
	Average	\$112,950	*****	9.8	8.5
	P25	\$86,285	*****	3.5	4.3
	P50	\$100,000	*****	9.0	7.0
	P75	\$140,000	*****	14.5	12.8

Chief Executive Officer / President / Executive Director (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	19	0	17	15
	Number of FTE	17	0	16	14
	Number of PTE	1	0	0	0
	Average	\$98,189	*****	8.3	7.6
	P25	\$75,000	*****	2.6	2.8
	P50	\$85,000	*****	7.0	7.0
	P75	\$112,500	*****	10.0	10.0
British Columbia	Number of Responses	13	1	11	11
	Number of FTE	12	1	10	10
	Number of PTE	2	0	2	2
	Average	\$100,887	*****	12.6	10.0
	P25	\$87,570	*****	5.0	4.5
	P50	\$97,000	*****	11.5	11.0
	P75	\$110,000	*****	20.8	14.3
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	7	1	7	7
	Number of FTE	7	1	7	7
	Number of PTE	1	1	1	1
	Average	\$102,778	*****	16.7	13.5
	P25	\$83,300	*****	7.5	4.5
	P50	\$101,000	*****	16.0	16.0
	P75	\$108,000	*****	26.0	19.0

Chief Executive Officer / President / Executive Director (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	15	0	15	13
	Number of FTE	14	0	14	12
	Number of PTE	0	0	0	0
	Average	\$105,706	*****	8.8	8.1
	P25	\$78,000	*****	2.8	3.0
	P50	\$95,000	*****	7.0	7.0
	P75	\$125,000	*****	11.5	10.0
Toronto	Number of Responses	5	0	5	4
	Number of FTE	5	0	5	4
	Number of PTE	0	0	0	0
	Average	\$116,416	*****	12.8	*****
	P25	\$103,080	*****	5.0	*****
	P50	\$105,000	*****	10.0	*****
	P75	\$120,000	*****	21.0	*****
Vancouver	Number of Responses	5	1	5	5
	Number of FTE	5	1	5	5
	Number of PTE	0	0	0	0
	Average	\$129,676	*****	12.9	8.0
	P25	\$100,000	*****	6.0	5.0
	P50	\$120,000	*****	11.5	5.0
	P75	\$163,541	*****	22.0	12.0

Chief Executive Officer / President / Executive Director (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	32	2	30	28
	Number of FTE	30	2	29	27
	Number of PTE	2	1	1	1
	Average	\$99,147	*****	11.5	9.6
	P25	\$74,775	*****	3.5	4.5
	P50	\$92,171	*****	8.5	7.5
	P75	\$112,500	*****	19.9	14.6
Suburban	Number of Responses	4	0	2	2
	Number of FTE	4	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	5	0	5	4
	Number of FTE	4	0	4	3
	Number of PTE	2	0	2	2
	Average	\$103,907	*****	6.6	*****
	P25	\$87,570	*****	2.0	*****
	P50	\$89,310	*****	6.0	*****
	P75	\$97,000	*****	10.0	*****

Chief Executive Officer / President / Executive Director (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	4	0	3	2
	Number of FTE	3	0	3	2
	Number of PTE	1	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	5	0	5	4
	Number of FTE	5	0	5	4
	Number of PTE	0	0	0	0
	Average	\$92,800	*****	8.4	*****
	P25	\$75,000	*****	6.0	*****
	P50	\$78,000	*****	7.0	*****
	P75	\$95,000	*****	8.0	*****
Environmental Health, Environmental Justice	Number of Responses	11	1	11	11
	Number of FTE	11	1	11	11
	Number of PTE	0	0	0	0
	Average	\$102,635	*****	10.4	7.9
	P25	\$81,351	*****	3.5	4.5
	P50	\$97,500	*****	8.0	5.0
	P75	\$111,540	*****	17.3	13.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	21	1	18	17
	Number of FTE	19	1	16	15
	Number of PTE	3	1	3	3
	Average	\$101,579	*****	9.0	9.0
	P25	\$78,000	*****	2.7	2.6
	P50	\$92,500	*****	7.5	6.0
	P75	\$110,000	*****	12.3	13.0

Chief Operating Officer / Associate Executive Director / Deputy Director / Operations 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	16.7%
Equal	75.0%
Less	8.3%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	12	1	12	11
	Number of FTE	12	1	12	11
	Number of PTE	0	0	0	0
	Average	\$87,950	*****	5.8	5.3
	P25	\$71,825	*****	1.0	1.3
	P50	\$89,377	*****	2.5	2.0
	P75	\$107,750	*****	8.5	6.5
Bonus Eligibility	Eligible	30.0%			
	Not Eligible	70.0%			
Majority of incumbents in this position work	On-site	18.2%			
	Hybrid	27.3%			
	Remote	54.5%			
Workweek Hours	Average	37.0			
	P25	37.5			
	P50	37.5			
	P75	37.5			
Gender	Female	63.6%			
	Male	36.4%			
	Transgender	0.0%			
	Non-Binary	0.0%			
	Prefer not to Identify	0.0%			
Race / Ethnicity	Indigenous				0.0%
	Asian				0.0%
	South-Asian				0.0%
	Middle-Eastern				0.0%
	Black or African American (Not Hispanic or Latino)				0.0%
	Hispanic or Latino				0.0%
	White (Not Hispanic or Latino)				100.0%
	Two or More Races				0.0%
	Group not Listed				0.0%
	Prefer not to Identify				0.0%

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

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	8	1	8	7
	Number of FTE	8	1	8	7
	Number of PTE	0	0	0	0
	Average	\$96,791	*****	4.6	4.6
	P25	\$78,966	*****	1.0	1.5
	P50	\$102,900	*****	2.0	2.0
	P75	\$110,500	*****	6.3	6.0

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

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	5	1	5	5
	Number of FTE	5	1	5	5
	Number of PTE	0	0	0	0
	Average	\$92,360	*****	3.7	3.1
	P25	\$76,000	*****	1.0	1.0
	P50	\$98,800	*****	2.0	2.0
	P75	\$110,000	*****	5.0	2.0
British Columbia	Number of Responses	3	0	3	2
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	5	1	5	5
	Number of FTE	5	1	5	5
	Number of PTE	0	0	0	0
	Average	\$92,360	*****	3.7	3.1
	P25	\$76,000	*****	1.0	1.0
	P50	\$98,800	*****	2.0	2.0
Toronto	P75	\$110,000	*****	5.0	2.0
	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
Vancouver	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	10	1	10	10
	Number of FTE	10	1	10	10
	Number of PTE	0	0	0	0
	Average	\$87,430	*****	6.0	5.7
	P25	\$67,750	*****	1.3	1.3
	P50	\$89,377	*****	2.5	2.0
	P75	\$107,500	*****	8.8	8.3
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	0
	Number of FTE	1	0	1	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	3	0	3	2
	Number of FTE	3	0	3	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	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	1	7	7
	Number of FTE	7	1	7	7
	Number of PTE	0	0	0	0
	Average	\$93,336	*****	4.3	4.3
	P25	\$80,400	*****	0.9	0.8
	P50	\$100,000	*****	2.0	2.0
	P75	\$111,000	*****	2.5	2.5

DEI / Culture Executive / Director

Develop, implement and monitor programs that promote DEI within the company. Responsible for developing training and initiatives to create and foster an open and inclusive environment.

Degree of Match

More	0.0%
Equal	66.7%
Less	33.3%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	3	1	3	3
	Number of FTE	2	1	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	33.3%			
	Not Eligible	66.7%			
Majority of incumbents in this position work	On-site	50.0%			
	Hybrid	0.0%			
	Remote	50.0%			
Workweek Hours	Average	36.7			
	P25	*****			
	P50	40.0			
	P75	*****			

Accounting Clerk / Bookkeeper

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	50.0%
Equal	50.0%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	8	0	8	8
	Number of FTE	7	0	7	7
	Number of PTE	3	0	3	3
	Average	\$55,641	*****	6.1	6.1
	P25	\$51,404	*****	1.8	1.8
	P50	\$52,988	*****	5.0	5.0
	P75	\$59,525	*****	8.1	8.1
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			
Majority of incumbents in this position work	On-site	71.4%			
	Hybrid	0.0%			
	Remote	28.6%			
Workweek Hours	Average	31.8			
	P25	32.3			
	P50	37.5			
	P75	37.5			

Accounting Clerk / Bookkeeper (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	2	0	2	2
	Number of FTE	0	0	0	0
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	5	0	5	5
	Number of FTE	6	0	6	6
	Number of PTE	1	0	1	1
	Average	\$56,131	*****	5.9	5.9
	P25	\$49,614	*****	2.0	2.0
	P50	\$52,000	*****	5.0	5.0
	P75	\$62,600	*****	6.5	6.5

Accounting Clerk / Bookkeeper (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	4	0	4	4
	Number of FTE	3	0	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	0	3	3
	Number of FTE	2	0	2	2
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Clerk / Bookkeeper (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	1	0	1	1
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Clerk / Bookkeeper (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	6	0	6	6
	Number of FTE	5	0	5	5
	Number of PTE	3	0	3	3
	Average	\$53,272	*****	5.1	5.1
	P25	\$50,211	*****	1.3	1.3
	P50	\$52,000	*****	3.5	3.5
	P75	\$53,482	*****	6.1	6.1
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Accounting Clerk / Bookkeeper (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	3	0	3	3
	Number of FTE	2	0	2	2
	Number of PTE	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 FTE	4	0	4	4
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

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	25.0%
Equal	25.0%
Less	50.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	4	0	4	3
	Number of FTE	3	0	3	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	25.0%			
	Not Eligible	75.0%			
Majority of incumbents in this position work	On-site	33.3%			
	Hybrid	66.7%			
	Remote	0.0%			
Workweek Hours	Average	36.7			
	P25	*****			
	P50	37.5			
	P75	*****			

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	9.1%
Equal	81.8%
Less	9.1%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	11	3	10	10
	Number of FTE	9	3	8	8
	Number of PTE	2	0	2	2
	Average	\$92,371	*****	8.6	6.8
	P25	\$65,678	*****	5.0	3.0
	P50	\$108,779	*****	5.5	4.5
	P75	\$112,125	*****	7.8	5.8
Bonus Eligibility	Eligible	27.3%			
	Not Eligible	72.7%			
Majority of incumbents in this position work	On-site	27.3%			
	Hybrid	27.3%			
	Remote	45.5%			
Workweek Hours	Average	37.5			
	P25	37.5			
	P50	37.5			
	P75	37.5			

Director of Finance (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	11	3	10	10
	Number of FTE	9	3	8	8
	Number of PTE	2	0	2	2
	Average	\$92,371	*****	8.6	6.8
	P25	\$65,678	*****	5.0	3.0
	P50	\$108,779	*****	5.5	4.5
	P75	\$112,125	*****	7.8	5.8

Director of Finance (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	5	3	5	5
	Number of FTE	4	3	4	4
	Number of PTE	1	0	1	1
	Average	\$96,997	*****	5.3	4.1
	P25	\$85,000	*****	5.0	3.0
	P50	\$110,000	*****	5.0	4.0
	P75	\$110,250	*****	7.0	5.0
British Columbia	Number of Responses	5	0	5	5
	Number of FTE	4	0	4	4
	Number of PTE	1	0	1	1
	Average	\$83,219	*****	11.8	9.4
	P25	\$64,350	*****	5.0	3.0
	P50	\$65,622	*****	6.0	5.0
	P75	\$108,779	*****	15.1	6.0
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	0	0
	Number of FTE	1	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Director of Finance (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	5	3	5	5
	Number of FTE	4	3	4	4
	Number of PTE	1	0	1	1
	Average	\$96,997	*****	5.3	4.1
	P25	\$85,000	*****	5.0	3.0
	P50	\$110,000	*****	5.0	4.0
	P75	\$110,250	*****	7.0	5.0
Toronto	Number of Responses	2	2	2	2
	Number of FTE	2	2	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of FTE	2	0	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Director of Finance (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	9	3	8	8
	Number of FTE	7	3	6	6
	Number of PTE	2	0	2	2
	Average	\$93,081	*****	9.3	7.1
	P25	\$65,734	*****	4.5	3.0
	P50	\$108,779	*****	6.0	3.5
	P75	\$110,250	*****	9.8	5.5
Suburban	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Director of Finance (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	6	2	6	6
	Number of FTE	4	2	4	4
	Number of PTE	2	0	2	2
	Average	\$87,954	*****	11.4	8.3
	P25	\$65,650	*****	5.5	3.0
	P50	\$87,256	*****	7.5	3.5
	P75	\$109,882	*****	13.3	6.3
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	4	1	3	3
	Number of FTE	4	1	3	3
	Number of PTE	0	0	0	0
	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	27.3%
Equal	45.5%
Less	27.3%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	11	2	10	10
	Number of FTE	20	4	17	17
	Number of PTE	2	0	2	2
	Average	\$59,505	*****	2.8	3.5
	P25	\$55,092	*****	1.3	2.6
	P50	\$60,000	*****	2.8	3.0
Bonus Eligibility	Eligible	27.3%			
	Not Eligible	72.7%			
Majority of incumbents in this position work	On-site	20.0%			
	Hybrid	30.0%			
	Remote	50.0%			
Workweek Hours	Average	37.3			
	P25	37.5			
	P50	37.5			
	P75	37.5			

Development Associate (Generalist)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	10	2	9	9
	Number of FTE	19	4	16	16
	Number of PTE	2	0	2	2
	Average	\$59,342	*****	2.8	3.6
	P25	\$54,921	*****	1.0	3.0
	P50	\$58,000	*****	3.0	3.0
	P75	\$62,987	*****	3.0	3.0

Development Associate (Generalist)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	6	2	6	6
	Number of FTE	7	4	7	7
	Number of PTE	2	0	2	2
	Average	\$60,997	*****	2.7	3.8
	P25	\$57,000	*****	1.3	3.0
	P50	\$60,000	*****	2.5	3.0
	P75	\$62,987	*****	3.0	3.0
British Columbia	Number of Responses	4	0	4	4
	Number of FTE	10	0	10	10
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	0	0
	Number of FTE	3	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Associate (Generalist)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	6	2	6	6
	Number of FTE	7	4	7	7
	Number of PTE	2	0	2	2
	Average	\$60,997	*****	2.7	3.8
	P25	\$57,000	*****	1.3	3.0
	P50	\$60,000	*****	2.5	3.0
	P75	\$62,987	*****	3.0	3.0
Toronto	Number of Responses	3	1	3	3
	Number of FTE	3	2	3	3
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of FTE	9	0	9	9
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Associate (Generalist)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	10	2	9	9
	Number of FTE	19	4	16	16
	Number of PTE	2	0	2	2
	Average	\$59,342	*****	2.8	3.6
	P25	\$54,921	*****	1.0	3.0
	P50	\$58,000	*****	3.0	3.0
	P75	\$62,987	*****	3.0	3.0
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Associate (Generalist)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	6	1	6	6
	Number of FTE	13	2	13	13
	Number of PTE	0	0	0	0
	Average	\$57,550	*****	3.1	2.9
	P25	\$54,921	*****	1.4	2.6
	P50	\$57,717	*****	2.8	3.0
	P75	\$60,849	*****	4.5	3.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	5	1	4	4
	Number of FTE	7	2	4	4
	Number of PTE	2	0	2	2
	Average	\$61,850	*****	*****	*****
	P25	\$56,000	*****	*****	*****
	P50	\$60,000	*****	*****	*****
	P75	\$67,250	*****	*****	*****

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	15.4%
Equal	76.9%
Less	7.7%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	13	1	12	11
	Number of FTE	14	1	13	12
	Number of PTE	0	0	0	0
	Average	\$83,276	*****	5.5	4.8
	P25	\$70,000	*****	3.5	2.5
	P50	\$74,100	*****	6.0	4.0
	P75	\$100,000	*****	7.0	7.0
Bonus Eligibility	Eligible	23.1%			
	Not Eligible	76.9%			
Majority of incumbents in this position work	On-site	16.7%			
	Hybrid	33.3%			
	Remote	50.0%			
Workweek Hours	Average	37.7			
	P25	37.5			
	P50	37.5			
	P75	37.5			

Development Director (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	11	1	10	9
	Number of FTE	12	1	11	10
	Number of PTE	0	0	0	0
	Average	\$85,771	*****	5.8	5.7
	P25	\$70,250	*****	4.3	3.0
	P50	\$78,000	*****	6.0	5.0
	P75	\$106,939	*****	7.0	7.0

Development Director (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	4	1	4	4
	Number of FTE	5	1	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	7	0	6	6
	Number of FTE	7	0	6	6
	Number of PTE	0	0	0	0
	Average	\$78,485	*****	5.5	4.1
	P25	\$70,250	*****	5.0	2.3
	P50	\$71,302	*****	6.0	4.0
	P75	\$79,550	*****	7.0	6.5
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Director (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	4	1	4	4
	Number of FTE	5	1	5	5
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	2	0	2	2
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Director (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	10	1	10	9
	Number of FTE	11	1	11	10
	Number of PTE	0	0	0	0
	Average	\$88,506	*****	5.0	4.7
	P25	\$70,701	*****	2.5	3.0
	P50	\$81,500	*****	5.0	4.0
	P75	\$110,409	*****	7.0	7.0
Suburban	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Development Director (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	7	0	7	7
	Number of FTE	7	0	7	7
	Number of PTE	0	0	0	0
	Average	\$85,199	*****	4.9	3.9
	P25	\$70,901	*****	3.5	2.5
	P50	\$74,100	*****	5.0	3.0
	P75	\$99,439	*****	7.0	6.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	6	1	5	4
	Number of FTE	7	1	6	5
	Number of PTE	0	0	0	0
	Average	\$81,032	*****	6.5	*****
	P25	\$66,250	*****	4.0	*****
	P50	\$74,000	*****	7.0	*****
	P75	\$94,500	*****	10.0	*****

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		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	1	1	1	1
	Number of FTE	3	3	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	100.0%			
	Not Eligible	0.0%			
Majority of incumbents in this position work	On-site	100.0%			
	Hybrid	0.0%			
	Remote	0.0%			
Workweek Hours	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	14.3%
Equal	57.1%
Less	28.6%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	7	2	6	6
	Number of FTE	8	2	6	6
	Number of PTE	0	0	0	0
	Average	\$76,059	*****	8.0	6.0
	P25	\$72,250	*****	5.0	3.5
	P50	\$75,000	*****	5.5	5.5
	P75	\$78,821	*****	10.5	8.3
Bonus Eligibility	Eligible	42.9%			
	Not Eligible	57.1%			
Majority of incumbents in this position work	On-site	14.3%			
	Hybrid	28.6%			
	Remote	57.1%			
Workweek Hours	Average	36.4			
	P25	35.0			
	P50	37.5			
	P75	37.5			

Major / Planned Gifts Director / Manager (continued)

2022 Annual Budget		Actual		Average	
Data as of April 1, 2022		Average	Actual Bonus	Years with	Average
		Base Pay	Paid	the	Years in the
				Organization	Position
< \$1,000,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	7	2	6	6
	Number of FTE	8	2	6	6
	Number of PTE	0	0	0	0
	Average	\$76,059	*****	8.0	6.0
	P25	\$72,250	*****	5.0	3.5
	P50	\$75,000	*****	5.5	5.5
	P75	\$78,821	*****	10.5	8.3

Major / Planned Gifts Director / Manager (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	4	1	4	4
	Number of FTE	4	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	1	0	0	0
	Number of FTE	2	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Major / Planned Gifts Director / Manager (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	2	1	2	2
	Number of FTE	2	1	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	4	1	4	4
	Number of FTE	4	1	4	4
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Major / Planned Gifts Director / Manager (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	7	2	6	6
	Number of FTE	8	2	6	6
	Number of PTE	0	0	0	0
	Average	\$76,059	*****	8.0	6.0
	P25	\$72,250	*****	5.0	3.5
	P50	\$75,000	*****	5.5	5.5
	P75	\$78,821	*****	10.5	8.3
Suburban	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Major / Planned Gifts Director / Manager (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	5	2	5	5
	Number of FTE	5	2	5	5
	Number of PTE	0	0	0	0
	Average	\$73,428	*****	5.8	5.4
	P25	\$70,500	*****	5.0	3.0
	P50	\$74,000	*****	5.0	5.0
	P75	\$77,642	*****	6.0	6.0
Species and Habitat Conservation (Public Lands, Private Lands, Ecosystems, Watersheds, Wildlife Smart Growth, Land Use, Recreation)	Number of Responses	2	0	1	1
	Number of FTE	3	0	1	1
	Number of PTE	0	0	0	0
	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	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	2	0	1	1
	Number of FTE	2	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			
Majority of incumbents in this position work	On-site	50.0%			
	Hybrid	50.0%			
	Remote	0.0%			
Workweek Hours	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	100.0%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	2	0	2	2
	Number of FTE	2	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	100.0%			
	Remote	0.0%			
Workweek Hours	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	20.0%
Equal	60.0%
Less	20.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	5	1	5	5
	Number of FTE	3	1	3	3
	Number of PTE	1	0	1	1
	Average	\$83,565	*****	3.5	1.7
	P25	\$71,949	*****	1.0	1.0
	P50	\$78,000	*****	2.0	1.0
	P75	\$101,175	*****	5.0	3.0
Bonus Eligibility	Eligible	20.0%			
	Not Eligible	80.0%			
Majority of incumbents in this position work	On-site	25.0%			
	Hybrid	25.0%			
	Remote	50.0%			
Workweek Hours	Average	36.9			
	P25	*****			
	P50	36.3			
	P75	*****			

Human Resources Director / Manager (continued)

2022 Annual Budget		Actual	Actual Bonus	Average	Average
Data as of April 1, 2022		Average	Paid	Years with	Years in the
		Base Pay		the	Position
				Organization	
< \$1,000,000	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	4	1	4	4
	Number of FTE	2	1	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Human Resources Director / Manager (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	2	1	2	2
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	3	0	3	3
	Number of FTE	2	0	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Human Resources Director / Manager (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	2	1	2	2
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	1	1	1	1
	Number of FTE	1	1	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Human Resources Director / Manager (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	4	1	4	4
	Number of FTE	2	1	2	2
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Suburban	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Human Resources Director / Manager (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	4	1	4	4
	Number of FTE	3	1	3	3
	Number of PTE	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 FTE	0	0	0	0
	Number of PTE	0	0	0	0
	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	75.0%
Less	25.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	4	1	4	3
	Number of FTE	2	1	2	2
	Number of PTE	3	1	3	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	50.0%			
	Not Eligible	50.0%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	50.0%			
	Remote	50.0%			
Workweek Hours	Average	36.9			
	P25	*****			
	P50	37.5			
	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	66.7%
Less	33.3%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	3	0	3	3
	Number of FTE	3	0	3	3
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	33.3%			
	Not Eligible	66.7%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	66.7%			
	Remote	33.3%			
Workweek Hours	Average	35.0			
	P25	*****			
	P50	37.5			
	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 state bar.

Degree of Match

More	0.0%
Equal	100.0%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	2	0	2	2
	Number of FTE	23	0	23	23
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	50.0%			
	Not Eligible	50.0%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	50.0%			
	Remote	50.0%			
Workweek Hours	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	100.0%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	1	0	1	1
	Number of FTE	10	0	10	10
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	100.0%			
	Remote	0.0%			
Workweek Hours	Average	*****			
	P25	*****			
	P50	*****			
	P75	*****			

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	14.3%
Equal	85.7%
Less	0.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	7	1	7	6
	Number of FTE	6	2	6	5
	Number of PTE	5	1	5	5
	Average	\$55,759	*****	6.1	7.0
	P25	\$45,000	*****	1.0	2.0
	P50	\$60,000	*****	5.0	5.5
Bonus Eligibility	Eligible	14.3%			
	Not Eligible	85.7%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	42.9%			
	Remote	57.1%			
Workweek Hours	Average	36.3			
	P25	37.5			
	P50	37.5			
	P75	37.5			

Researcher (continued)

2022 Annual Budget

Data as of April 1, 2022

		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
< \$1,000,000	Number of Responses	4	1	4	3
	Number of FTE	4	2	4	3
	Number of PTE	3	1	3	3
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
>= \$1,000,000	Number of Responses	3	0	3	3
	Number of FTE	2	0	2	2
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Researcher (continued)

Region		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Atlantic, Ontario and Quebec	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	0
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
British Columbia	Number of Responses	2	0	2	2
	Number of FTE	1	0	1	1
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Far North (Northwest Territories, Nunavut, Yukon)	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Prairies Canada (Alberta, Manitoba, Saskatchewan)	Number of Responses	3	1	3	3
	Number of FTE	4	2	4	4
	Number of PTE	1	1	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Researcher (continued)

Province		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Ontario	Number of Responses	2	0	2	1
	Number of FTE	1	0	1	0
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Toronto	Number of Responses	0	0	0	0
	Number of FTE	0	0	0	0
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Vancouver	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Researcher (continued)

Type of Community		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Urban	Number of Responses	5	1	5	4
	Number of FTE	5	2	5	4
	Number of PTE	3	1	3	3
	Average	\$55,080	*****	4.9	*****
	P25	\$51,000	*****	1.0	*****
	P50	\$60,000	*****	1.0	*****
	P75	\$62,400	*****	5.0	*****
Suburban	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	2	0	2	2
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Rural	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****

Researcher (continued)

Field of Work		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Consumption and Sustainable Behavior	Number of Responses	1	0	1	1
	Number of FTE	1	0	1	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Energy and Climate Action	Number of Responses	2	0	2	1
	Number of FTE	2	0	2	1
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Environmental Health, Environmental Justice	Number of Responses	1	0	1	1
	Number of FTE	0	0	0	0
	Number of PTE	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	3	1	3	3
	Number of FTE	3	2	3	3
	Number of PTE	3	1	3	3
	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	0.0%
Equal	50.0%
Less	50.0%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	2	0	1	1
	Number of FTE	2	0	0	0
	Number of PTE	1	0	1	1
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	50.0%			
	Not Eligible	50.0%			
Majority of incumbents in this position work	On-site	0.0%			
	Hybrid	0.0%			
	Remote	100.0%			
Workweek Hours	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	0.0%
Equal	66.7%
Less	33.3%

All Organizations		Actual Average Base Pay	Actual Bonus Paid	Average Years with the Organization	Average Years in the Position
Data as of April 1, 2022					
Survey Data	Number of Responses	3	0	2	2
	Number of FTE	6	0	2	2
	Number of PTE	0	0	0	0
	Average	*****	*****	*****	*****
	P25	*****	*****	*****	*****
	P50	*****	*****	*****	*****
	P75	*****	*****	*****	*****
Bonus Eligibility	Eligible	0.0%			
	Not Eligible	100.0%			
Majority of incumbents in this position work	On-site	33.3%			
	Hybrid	33.3%			
	Remote	33.3%			
Workweek Hours	Average	37.5			
	P25	*****			
	P50	37.5			
	P75	*****			

Credits

Written by:

Jennifer C. Loftus, MBA, SPHR, PHRca, GPHR, SHRM-SCP, CCP, CBP, GRP
National Director

John Sazaklis
Director

For more information on this survey, or for special data analysis, please contact

Jennifer C. Loftus, MBA, SPHR, PHRca, GPHR, SHRM-SCP, CCP, CBP, GRP
Astron Solutions
505 8th Avenue, Suite 2200
New York, NY 10018
Phone: (800) 520-3889 x8885
Fax: (212) 792-8256
E-mail: jcloftus@astronsolutions.com

or

John Sazaklis
Astron Solutions
505 8th Avenue, Suite 2200
New York, NY 10018
Phone: (800) 520-3889 x8882
Fax: (212) 792-8256
E-mail: jesazaklis@astronsolutions.com

About Astron Solutions

- **Expertise** – Astron Solutions is a human resources and compensation consulting firm dedicated to the delivery of consulting services and supportive technology. Astron's focus is to develop and implement compensation and performance management programs that support the strategic direction of organizations through the creation of a positive employee relations environment.
- **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.
- **Consulting Specialties** – Astron Solutions' consulting services focus on the areas of total cash compensation, internal job-based pay, external market-based pay, reward and recognition, performance management, communication tools, and employee surveys.
- **Talent Management Technology** – Astron Solutions' Flare® provides the human resource professional with a series of cloud-based tools to aid in the day-to-day administration of several human resources programs:
 - **Job description development**
 - **Performance management**
 - **Pay for performance distributions**
 - **Exit interview analysis**
 - **Employee opinion surveys**
 - **HR audit surveys**
 - **Learn more at: <https://www.FlareTM.com>**
- **Finders Keepers™** – Are you afraid that your star employees will "jump ship?" Astron Solutions' Finders Keepers™ Easy Employee Retention Kit will help you every step of the way in your efforts in finding and keeping the best. It's hard to say goodbye to great employees. Our 5-step kit will help you say it less often.

To learn more about Astron Solutions, our services, or our clients, visit our website at <http://www.astronsolutions.com/>

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About Our Survey Sponsor TREC



TREC's vision is leaders, organizations, and diverse networks collaborating to support the well-being and interconnectedness of Western North America's lands, peoples, and animals. TREC's mission is to amplify the innate capacity of individuals, organizations, and networks by providing inclusive, responsive, holistic, and in-depth capacity-building services.

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, equitable and inclusive 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.

Appendix - Job Descriptions (continued)

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.

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

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.

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.

Appendix - Job Descriptions (continued)

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.

Social Media Manager

Oversees a company's interactions with the public through implementing content strategies on social media platforms. Their duties include analyzing engagement data, identifying trends in customer interactions and planning digital campaigns to build community online.

Appendix - Job Descriptions (continued)

Conservation / Environmental Programs

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 / Operations 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.

DEI / Culture Executive / Director

Develop, implement and monitor programs that promote DEI within the company. Responsible for developing training and initiatives to create and foster an open and inclusive environment.

Appendix - Job Descriptions (continued)

Finance

Accounting Clerk / Bookkeeper

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.

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.

Appendix - Job Descriptions (continued)

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

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.

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.

Appendix - Job Descriptions (continued)

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.

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

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.