

2021 SALARY SURVEY

These findings are based on a survey conducted by the Saskatchewan Economic Development Alliance (SEDA).

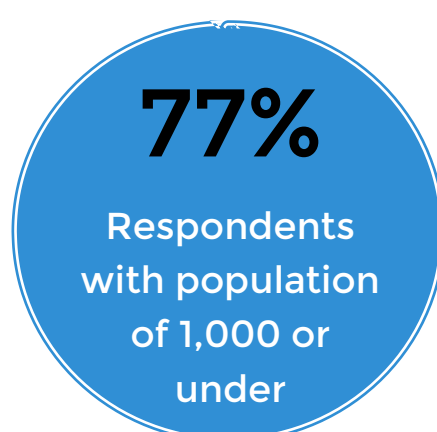
The 13-question survey was distributed on June 14, 2021 with a response deadline of July 6, 2021. As an incentive to participate, respondents were able to enter a draw for a complimentary group registration to the virtual 2021 Saskatchewan Economic Development & Leadership Forum.

There were 176 respondents, and 166 completed the full survey, for a 23 percent response rate.

As with any research, the results should be interpreted with the potential of non-response bias in mind. It is unknown how those who responded to the survey may be different from those who did not respond. In general, the higher the response rate, the lower the probability of estimation errors due to non response and thus, the more stable the results.

MOST RESPONDENTS FROM SMALL COMMUNITIES

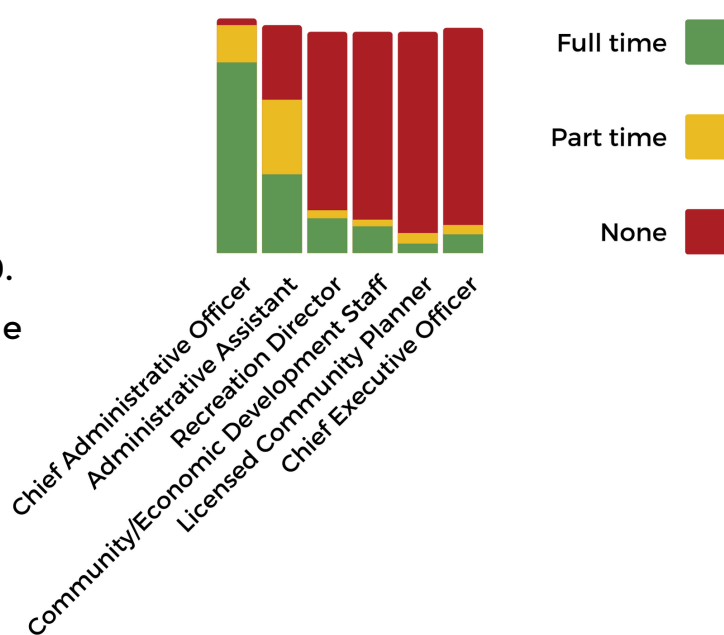
- Self-reported populations ranged from 10 to 250,000.



- Only 3% of respondents reported a population of more than 5,000.

CAO TOP STAFF

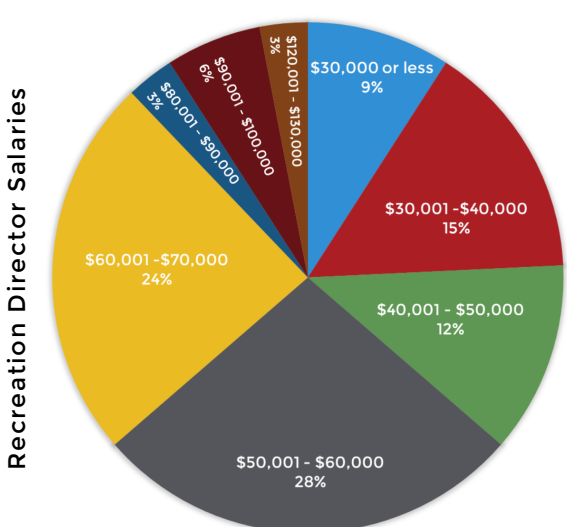
- The Chief Administrative Officer (CAO) was the most commonly filled position among respondents, with 97% reporting having either a full-time or part-time CAO.
- Almost half (48.49%) of respondents reported paying their CAO between \$50,001 and \$80,000.
- The \$70,001-\$80,000 pay band for CAOs was the most common (18.18%).



FEW EMPLOY SPECIALIZED STAFF

The majority of respondents reported not having:

- a recreation director;
- community/economic development staff;
- a licensed community planner; or
- a CEO.

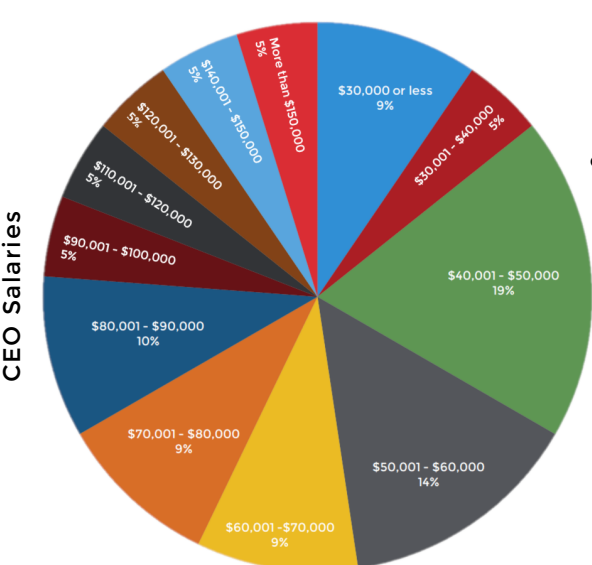
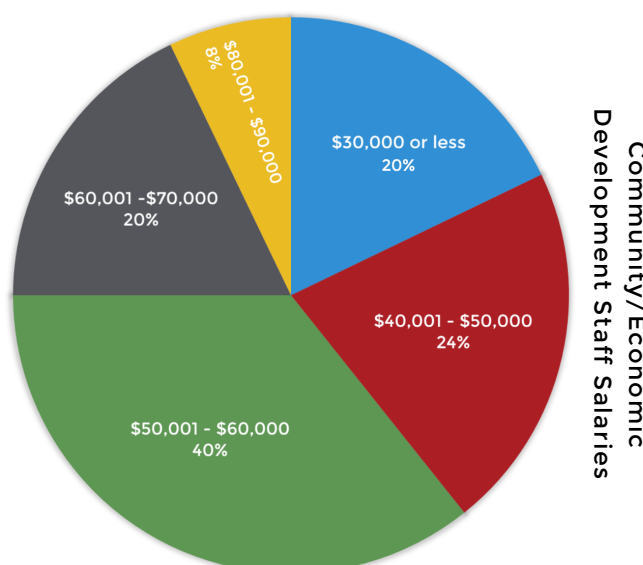


Rec Director Trends

- There were **four times** the number of full-time recreation directors (26) reported as there were part-time directors (6).
- Reported pay varied, with 87.87% making \$70,000 or less.

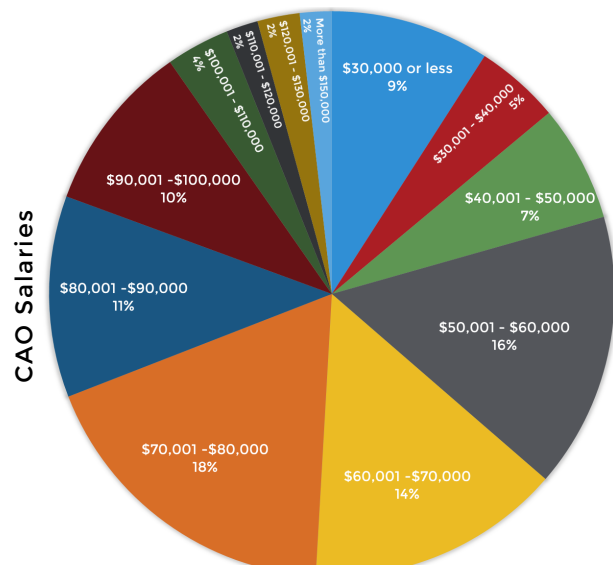
Community/Ec Dev Staff Trends

- There were **four times** the number of full-time community/economic development staff reported as there were part time.
- Only two** respondents had multiple community/economic development roles filled.
- Pay topped out at \$90,000 with the most common pay band being \$50,001-\$60,000.



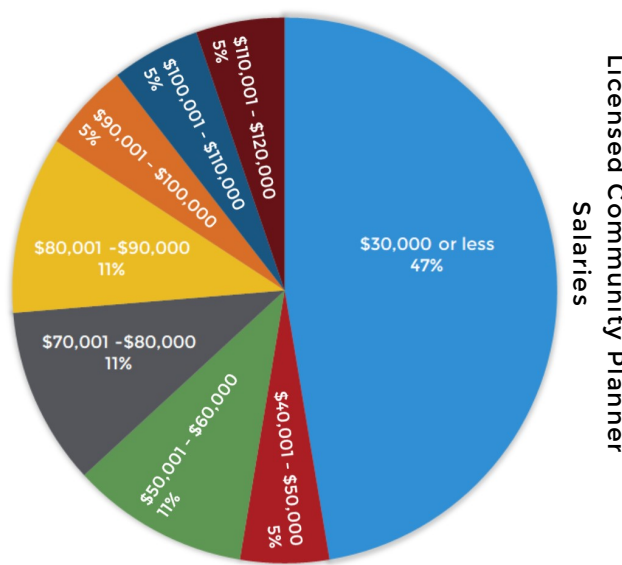
CEO Trends

- Few respondents reported having a CEO (12.42%), but the pay band is wide, similar to CAO pay.



Community Planner Trends

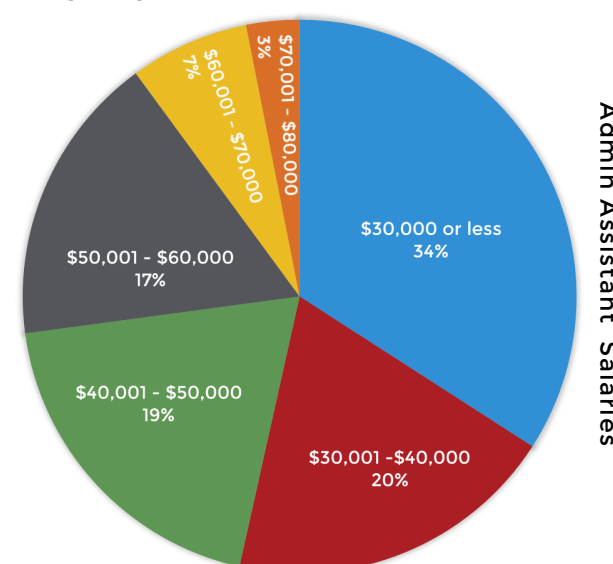
- Part-time positions (4.82%) slightly outweighed full-time positions (4.22%).
- The majority (56.25%) of licensed community planners were reported to make \$30,000 or less.



ADMIN ASSISTANTS EVENLY SPLIT

- A strong majority (68%) reported employing an admin assistant.
- Respondents were fairly evenly split between no admin assistant (34%), at least one full-time admin assistant (35%), and at least one part-time AA (33%)

- Admin assistants received the lowest salaries, with 40% making \$30,000 or less and no salaries over \$80,000 reported.



SEDA is the provincial backbone organization for those engaged in community economic development in Saskatchewan.

From local development to regional development, we work hand-in-hand with communities to strengthen people, places, and economies.

We help communities thrive.