



Executive Director Salary and Compensation in the Social Profit Sector

Fort McMurray

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INTRODUCTION

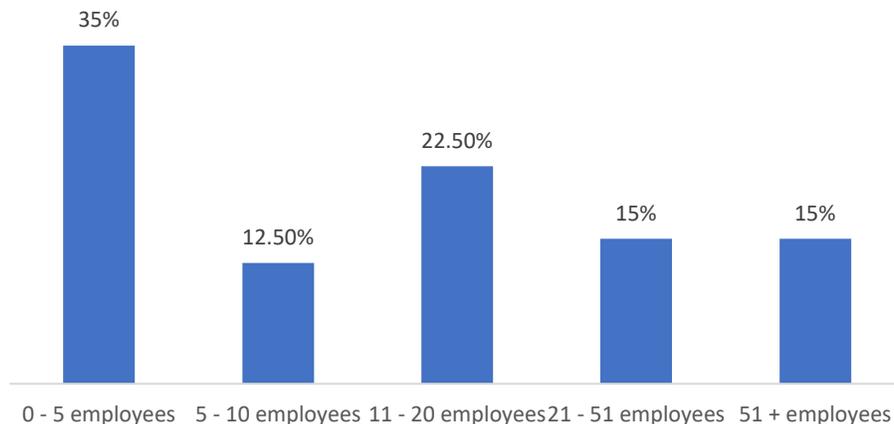
FuseSocial is a social profit organization located in Fort McMurray, Alberta. Our mandate is to address the social profit sector's needs to ensure community well-being. FuseSocial's mandate is based on two pillars: advance the culture of social innovation and support capacity building. After receiving numerous requests for information on Executive Director compensation packages, a survey was conducted to find out what compensation amounts are common around the Regional Municipality of Wood Buffalo. The survey consisted of 8 basic questions that covered several aspects of a compensation package for an Executive Director position within a social profit sector. This report details the findings of this survey covering areas such as: size, annual operating budget, base rate per year, and benefits. It will also illustrate salary ranges based on the previous aspects. In addition, it will serve as a guideline for organizations to refer to when recruiting new Executive Directors or changing/upgrading current salaries.

FINDINGS

For ease of reading and following, the findings will be organized in accordance with the questions as titles. The survey was completed by up to 40 social profit organizations as not all surveys were 100% complete, and some questions were skipped. The findings will be presented based on the number of respondents for each question.

Organizations size

In question one, the respondents were asked to indicate the size of their organization in terms of how many employees work there. This question was asked in order to assess the capacity of responding organizations.

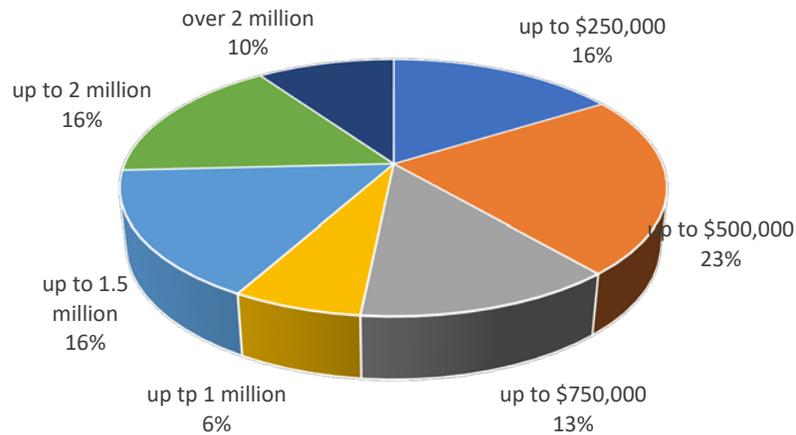


The majority of responding agencies have less than 20 employees in the organization. This indicates that responding agencies could have low human resource capacity.

Annual Operating Budget of Organization

In question two, the respondents were asked to indicate “what is their organization’s annual operating budget”. All 40 respondents completed this question except for three respondents who chose “other” as an option.

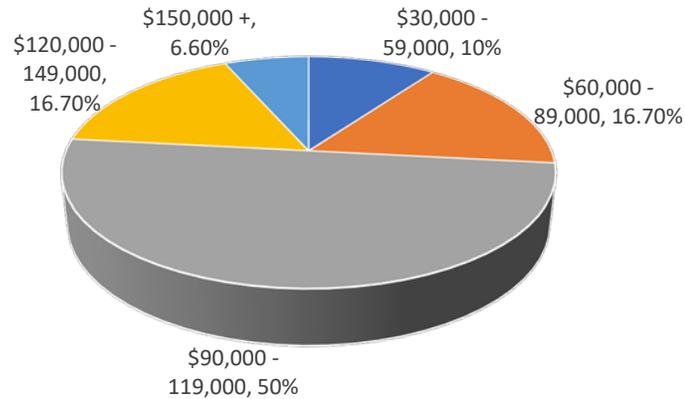
Respondent	Other
1	\$3,300,000
2	Less than \$250,000
3	\$ 6,741,039 for 2016/2017



The graph above shows that the responding organizations have varying annual budgets. Over half of those agencies responding (52%) have annual budgets less than 1 million dollars. This seems to indicate that the responding organizations represent smaller social profit agencies. This is consistent to the finding in question one.

Base rate of pay per year

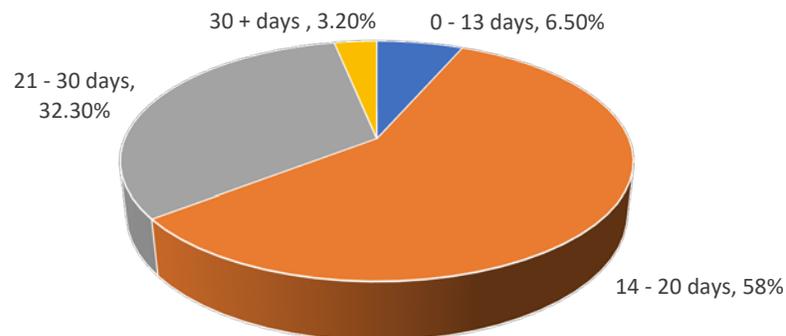
In question three, we asked respondents to indicate “what the base rate pay of their Executive Director is per year”. This question was completed by 30 respondents while 10 preferred to not answer. Based on the complete responses the following salaries were indicated.



Per the data presented, this would indicate that the average salary range would start anywhere between \$48.34 - \$62.07/hour.

Vacation days received annually

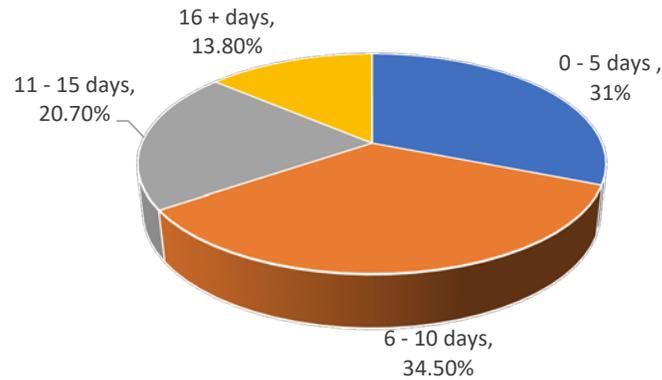
In question four, respondents were asked how many days of vacation they receive as an Executive Director. A total of 31 respondents completed this question while 9 skipped it.



The most common average of vacation days received was between 14 – 20 days with 18 respondents choosing this option

Sick days received annually

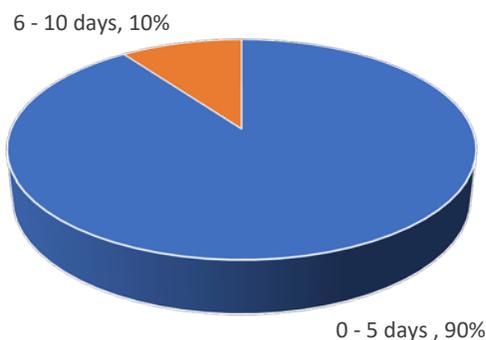
In question five, we asked respondents how many sick days they receive annually (as an executive director). A total of 29 respondents completed this question except for 11.



The most common ranges were 0 – 5 days and 6 – 10 days received annually.

Personal time received annually

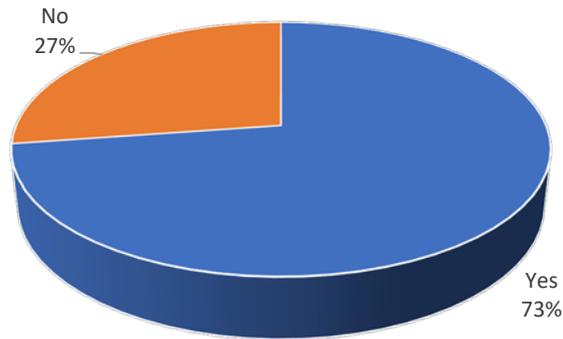
In question six, we asked respondents to indicate how many days of personal time (as an Executive Director) they receive annually. A total of 22 respondents completed this question while 18 did not.



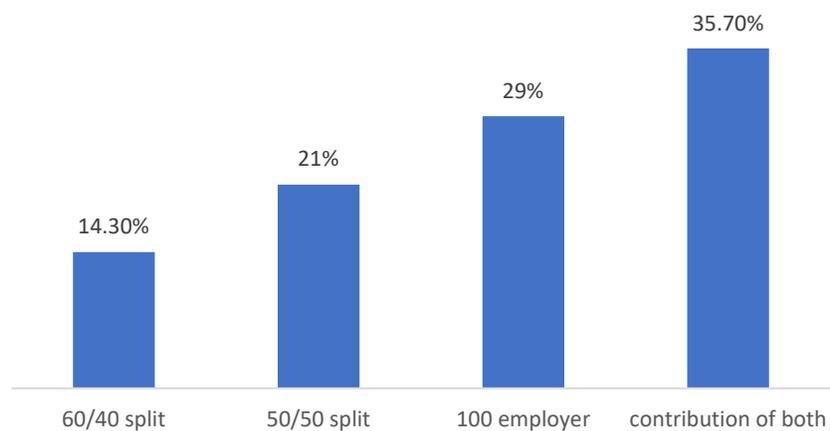
It appeared that the majority of organizations do not receive any personal time off. Personal days is used when some time is needed off for a personal reason such as: a child at home sick, a death in the family, religious holiday. In contrast, vacation days and sick days are accrued while working in the organization and increase every year based on the organization. Personal days are less days than vacation days and are usually more flexible.

Benefits

In question seven, we asked the respondents if they receive benefits or not in their organization. If they did, we asked for them to identify how they are paid for. A total of 33 respondents answered this question while 7 skipped it.

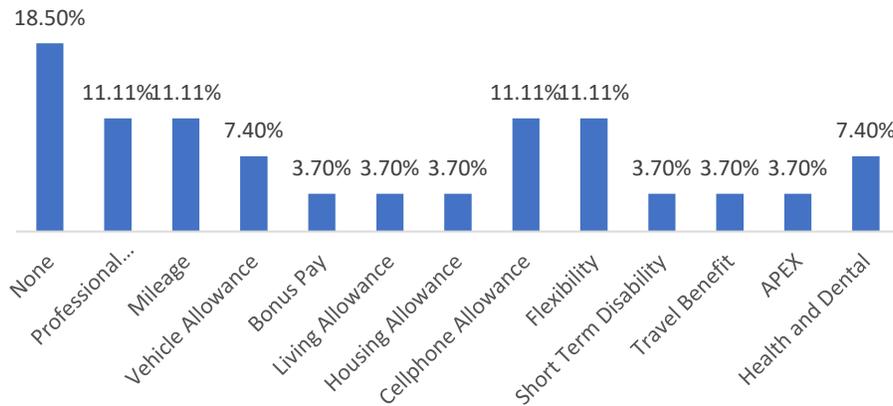


Out of the 33 respondents, 15 determined how their benefits are paid for which accounts for 45%. Out of the 15 organizations that responded: 2 stated that their agency paid 60% while the employee paid the other 40%, 3 agencies stated that benefits are split in half between the employer and employee, 4 agencies stated that they pay 100% of employee benefits, and lastly 5 agencies stated “contribution of both” not identifying what each party paid towards the benefits nor what was the split.



Other benefits associated with the organizations compensation package

Finally, in our last question, we asked respondents if they could identify what other benefits are a part of their compensation package. A total of 22 respondents answered this question with multiple different answers while 18 skipped the question.



Based on the findings of this question, 18.5% indicated that organizations did not receive any “other benefits”. There were several “other benefits” that were equal at 11.11% including: professional development allowance, mileage, cellphone allowance, and flexibility of schedule. At 3.7%, “other benefits” included: bonus pay, living allowance, housing allowance, travel benefits, APEX (Executive Pension Plan), and lastly short term disability.

CONCLUSION

The goal of this survey was to identify what the salaries and compensation packages are for an Executive Director position in the social profit sector in the Regional Municipality of Wood Buffalo. The majority of responding agencies have less than 20 employees in the organization. This indicates that responding agencies could have low human resource capacity. Over half of agencies who indicated their annual operating budget, 52% have annual budgets less than 1 million dollars. This seems to indicate that the responding organizations represent smaller social profit agencies which is consistent to the finding in question one. The average salary appeared to be between \$90,000 - \$119,000 with a starting hourly rate at the minimum of \$48.34 to \$62.07/hour. The most common average of vacation days received was between 14 – 20 days while the most common ranges were 0 – 5 days and 6 – 10 for sick received annually. Personal time appeared to obtain 90% for 0 – 5 days received to take personal days off noting that this time is not accrued compared to vacation time. With 73% of agencies receiving benefits from

their organization, this leaves 27% who do not receive any benefits from their organization. There was a variety of other benefits that the agencies mentioned in their comments in the survey including but not limited to: living allowance, mileage, cellphone allowance, professional development, etc. The findings of this survey serve as a guide to the social profit sector for organizations looking to hire Executive Directors or changing/updating the current salaries and packages they have in place.

