

SAMPLE DATA SHEET -- Boland Survey of Not For Profit Sector Salaries and Human Resource Practices

Survey Position Code: 105 - Senior Manager / Dept. Head

Salary and Bonus Summary Data

Job Match Quality: Good: <input type="text" value="80 %"/> Fair: <input type="text" value="20 %"/>			Analysis by Group				Analysis by Region		
			All Organizations	Group 1	Group 2	Group 3	Group 4	Calgary	Edmonton & Other
Number of Agencies Reporting			84	16	29	23	16	65	19
Median Gross Budget of Agencies Reporting			\$2,897,826	\$527,972	\$2,104,554	\$5,377,000	\$13,900,000	\$3,000,000	\$2,500,000
Salary Range Data	Minimum	Average	\$51,580	\$36,783	\$46,288	\$55,572	\$62,192	\$52,464	\$48,927
		Median	\$50,627	\$38,500	\$46,107	\$55,198	\$60,458	\$50,502	\$51,375
	Maximum	Average	\$68,657	\$46,640	\$60,830	\$71,524	\$88,481	\$69,648	\$65,684
		Median	\$67,634	\$50,000	\$60,126	\$69,500	\$76,980	\$67,634	\$67,674
Total Incumbents			84	16	29	23	16	65	19
Actual Salary Data	Percentiles	10th	\$42,008	\$30,638	\$42,743	\$48,900	\$64,220	\$43,347	\$36,588
		25th	\$50,788	\$39,992	\$51,250	\$56,036	\$66,462	\$51,250	\$45,560
		Median (50th)	\$59,470	\$43,886	\$55,000	\$61,200	\$72,500	\$60,844	\$54,756
		75th	\$71,574	\$51,189	68331	\$75,374	\$84,594	\$73,440	\$68,678
		90th	\$83,007	\$56,000	\$74,000	\$88,544	\$97,432	\$82,942	\$79,876
		Average	\$61,410	\$44,808	\$58,263	\$66,309	\$76,675	\$62,620	\$57,272
Bonus Data	% Bonus Eligible	35	38	45	26	25	35	32	
	Average	\$3,073	\$2,400	\$2,159	\$4,644	\$4,095	\$3,613	\$1,019	
	Median	\$2,000	\$2,000	\$1,950	\$5,584	\$4,000	\$3,000	\$500	
Pension Contribution	Average	\$3,363	\$1,531	\$2,583	\$3,689	\$4,693	\$3,426	\$3,050	
	Median	\$3,021	\$1,382	\$2,563	\$3,271	\$4,516	\$3,040	\$2,931	
Total Cash Compensation	Average	\$64,450	\$45,941	\$60,700	\$70,568	\$80,963	\$66,048	\$58,985	
	Median	\$62,451	\$44,935	\$59,115	\$65,492	\$76,250	\$64,700	\$56,118	