

## Salary and Bonus Data Summary - 2009 Boland Survey of Salaries and Human Resource Practices

Report Level: Survey: Alberta

### Survey Position 312 - Volunteer Coordinator

This position is accountable for the delivery of volunteer related activities including recruitment, selection, training, orientation and leadership of a group of volunteers engaged in program activities. Specific accountabilities may include contributing to the development of volunteer policies and practices for the organization, co-ordination of administrative functions relating to volunteers, performance evaluation, participation in budget development and monitoring, developing and administering volunteer recognition program, establishing and maintaining partnerships with other organizations, community development activities and liaison between management, direct service providers and volunteers.

			Analysis by - Operating Budget					
Job Match Quality: Good: <input type="text" value="84%"/> Fair: <input type="text" value="16%"/>			All Organizations	Less than \$1 Million	\$1Million - \$3 Million	\$3 Million - \$10 million	\$10 million - \$20 million	\$20 million or more
Number of Agencies Reporting			57	10	15	12	14	6
Operating Budget		Median	\$3,542,000	\$506,412	\$1,880,000	\$3,908,168	\$12,873,488	\$39,423,464
Total Incumbents			76	11	17	17	23	8
Salary Range Data	Minimum (\$)	Average	\$38,632	\$31,623	\$40,065	\$39,983	\$39,337	\$39,909
		Median	\$37,355	\$31,000	\$39,894	\$37,210	\$40,000	\$40,600
	Maximum (\$)	Average	\$48,265	\$40,452	\$48,109	\$49,646	\$49,556	\$52,662
		Median	\$49,196	\$38,775	\$49,392	\$50,677	\$48,000	\$54,346
Actual Salary Data	Percentiles (\$)	10th	\$32,800	\$29,749	\$33,540	\$37,167	\$37,052	-
		25th	\$37,525	\$32,750	\$37,980	\$39,349	\$38,661	\$38,207
		Median (50th)	\$41,080	\$36,775	\$40,000	\$46,347	\$44,995	\$39,410
		75th	\$46,347	\$41,210	\$43,561	\$49,290	\$46,592	\$41,213
		90th	\$49,394	\$41,998	\$49,073	\$51,220	\$49,297	-
		Average	\$41,627	\$36,671	\$42,083	\$44,153	\$42,994	\$40,506
Bonus Data	Eligible (%)		25%	20%	27%	42%	7%	33%
	Paid (\$)	Average	\$1,703	-	\$2,025	\$1,977	-	-
		Median	\$1,000	-	\$2,000	\$1,970	-	-
	Target (%)	Average	4.9	-	-	-	-	-
		Median	3.8	-	-	-	-	-
	Maximum (%)	Average	5.1	-	-	-	-	-
Median		3.8	-	-	-	-	-	
Total Cash Compensation (Salary + Bonus) (\$)		Average	\$42,045	\$36,691	\$42,623	\$44,977	\$43,048	\$41,323
		Median	\$41,600	\$36,775	\$40,494	\$46,347	\$44,995	\$40,635
Pension Contribution (\$)		Average	\$1,698	\$1,584	\$1,279	\$1,455	\$1,871	\$2,492
		Median	\$1,800	\$1,360	\$1,275	\$1,579	\$1,872	\$2,307