



Alberta Council of Disability Services

**ACDS Survey of Salaries and Selected
Human Resource Practices**

August 2015

Report prepared for ACDS by
Peter T. Boland & Associates

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I. Introduction

In 2013 the ACDS commissioned a survey of member organizations in order to assess member practices with regard to compensation and selected human resource practices. The 2013 survey report reflected data from fifty three member organizations.

An update of the 2013 findings has been commissioned and this report details the results of the current survey. The 2015 survey is consistent with the earlier survey with respect to positions surveyed and other content. As in 2013 five positions, representing the classifications of the standardized ACDS job classification structure have been surveyed.

The positions surveyed are:

Community Disability Service Worker
Community Disability Service Practitioner
Team Leader,
Coordinator,
Program Director.

Descriptions used for matching purposes may be found in the appendix.

This report discusses the methodology and summarizes the findings along with comparison to 2013 where practical. As only 45% of the current sample of 33 organizations were included in the 2013 survey a reliable comparison of much of the data is not possible.

II. Confidentiality, Survey methodology and General Information.

The ACDS office initially communicated with all member organizations requesting cooperation and willingness to participate in the survey. The forty six organizations that indicated that they would participate were then sent a package of information including access information for the on-line data submission system. Organizations have provided survey data with the understanding that their information will remain confidential and will not be identifiable in the report. In order to ensure confidentiality, data are presented in aggregated form. We have not reported statistics where there are fewer than three organizations reporting for a position. Further, in preparing the summary statistics, calculations have only been performed where there are sufficient data to ensure confidentiality. Where there are insufficient data to calculate the statistic a dash (-) is shown. Zeros and blanks have been ignored when calculating summary statistics.

Following are definitions of the statistics calculated and the calculation rules applied.

Average: The Average is the arithmetic average of the data set. Averages have been calculated where there are at least three data points available.

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Median: The Median is the value that represents the middle value of the data. (Sometimes referred to as the 50th percentile) Fifty percent of the observations are above the median and 50% are below. The median is often more representative of the central tendency of the data than is the average because it is less affected by extreme values. Medians have been calculated where there are at least five data points.

Percentiles: Percentiles provide valuable information about the distribution of the data and are helpful in determining where your organization falls. Percentile values have been calculated, where sufficient data exist, at the:

10th percentile: At the 10th percentile, 10% of the data falls below and 90% above the value shown. The 10th percentile has been calculated where there are at least ten data points.

25th percentile: The point that separates the lowest 25% of the sample from the highest 75%. The 25th percentile is calculated where there are at least six data points.

50th percentile: See Median above.

75th percentile: The point that separates the lowest 75% of the sample from the highest 25%. The 75th percentile is calculated where there are at least six data points.

90th percentile: At the 90th percentile, 90% of the data falls below and 10% above the value shown. The 90th percentile is calculated where there are at least ten data points.

The salary data have been analyzed in total and in five sub regions. Two salary tables displaying hourly rates and equivalent annual salaries are provided for all Alberta and for each region.

- All Alberta organizations
- Sub Regional samples
 - Calgary
 - Central
 - Edmonton
 - North central
 - South

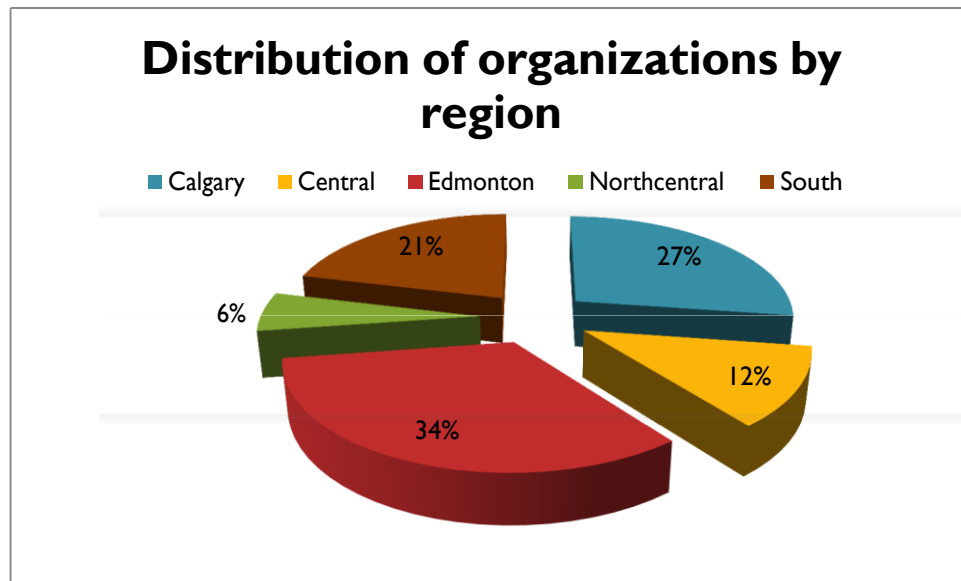
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- Human resource policy information and benefits are reported on an all Alberta basis.

In the following sections you will find profiles of the participants in each of the size based sub-groups, summarized salary and bonus information including year over year trends, general human resource practices and benefits.

III. Participant Profiles

Data were received from thirty three organizations. The following charts illustrate the distribution of responses by region and size.



Participant profile by region

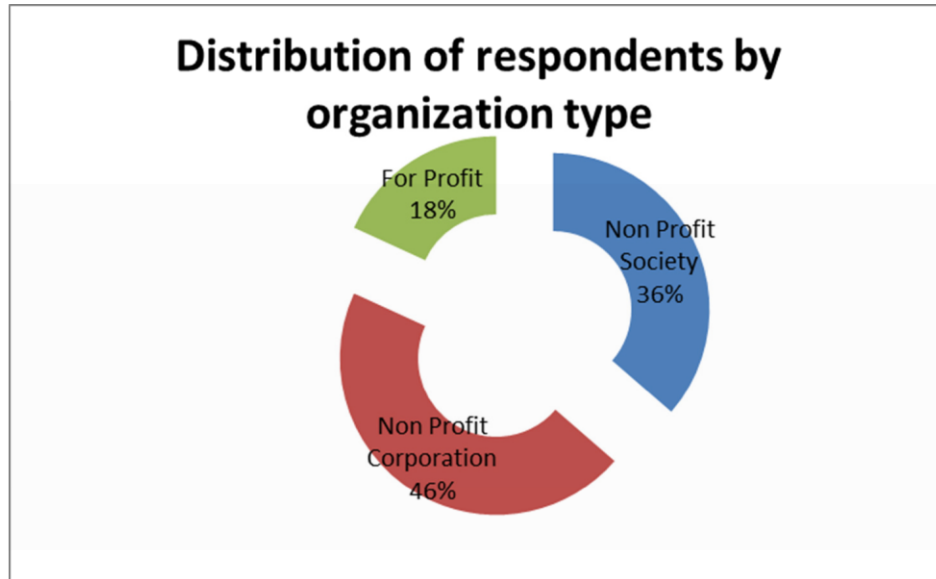
Region	N	Operating Budget		Total Revenue		Staff count	
		Average	Median	Average	Median	Average	Median
Calgary	9	\$ 6,329,448	\$ 2,600,000	\$ 6,964,960	\$ 3,968,197	90.6	44.0
Central	4	\$ 3,255,739	\$ 3,923,978	\$ 3,259,100	\$ 3,930,699	52.3	56.5
Edmonton	11	\$ 15,158,917	\$ 2,762,205	\$ 15,285,492	\$ 2,762,963	137.6	48.3
Northcentral	2	\$ 2,353,800	\$ 2,353,800	\$ 2,515,261	\$ 2,515,261	43.0	43.0
South	7	\$ 6,257,828	\$ 7,678,619	\$ 6,423,421	\$ 7,678,619	98.3	93.0
All Alberta	33	\$ 8,643,893	\$ 3,221,242	\$ 8,904,725	\$ 3,702,576	100.3	52.0

IV. ACDS Survey Participants

653603 Alberta Ltd. o/a Prince Charles Residence
Calgary Alternative Support Services Inc.
Calgary Community Day Services
Catholic Social Services
Chrysalis
Columbia Training Center
Connections Counselling
Cosmos Community Support Services Ltd.
Drumheller and Region Transition Society (DARTS)
Elves Special Needs Society
Employabilites
Lac La Biche Disability Services
McMan Youth, Family & Community Services Association
(Edmonton/North Region)
Mill Woods Society for Community Living
New Age Services
Newell Community Action Group
PROS Agency
Prospect Human Services Society
Quest Support Services Inc
REDI Enterprises Society
Rehabilitation Society of Southwestern Alberta
Selections Career Support Services
Southern Alberta Community Living Association
Southern Alberta Individualized Planning Association
Southern Alberta Society for the Handicapped (SASH)
Springboard Centre for Adults with Disabilities
The Dove Centre
The Support Services for Individual Client Endeavours
Transitions
Valid Association
Vantage Enterprises Ltd
Vecova Centre for Disability Services and Research
WJS Canada

V. Types of Organizations

Most of the responding organizations are non-profit corporations.



VI. Human Resource Practices

Vehicle Allowance: Six respondents reported paying a car allowance (other than per kilometre reimbursement) to at least some positions. The average annual allowances are as follows. Only the Program Director position had sufficient data to allow calculating statistics. Comparison to 2013 is not reliable as the samples are significantly different.

Vehicle allowances

Position	Number offering	Annual Allowance	
		Average	Median
Program Director	5	\$ 2,712	\$ 3,000
Team Leader	2	-	-
Coordinator	2	-	-

Vacation Practices: Organizations reported vacation practices as follows. Separate tables are shown for Management and Other Staff.

The percent value in each cell represents the number of organizations providing the vacation entitlement shown on the horizontal at the length of service shown on the vertical.

ACDS Vacation Entitlement in Weeks - Management

Service Requirement	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks	6 Weeks
End of Year 1	0.0%	24.2%	51.5%	15.2%	6.1%	3.0%
End of Year 2	0.0%	24.2%	51.5%	15.2%	6.1%	3.0%
End of Year 3	0.0%	15.2%	57.6%	15.2%	9.1%	3.0%
End of Year 4	0.0%	12.1%	54.5%	21.2%	9.1%	3.0%
End of Year 5	0.0%	0.0%	24.2%	51.5%	15.2%	9.1%
End of Year 9	0.0%	0.0%	6.1%	54.5%	21.2%	18.2%
End of Year 14	0.0%	0.0%	6.1%	27.3%	36.4%	30.3%
End of Year 19	0.0%	0.0%	6.1%	18.2%	30.3%	45.5%
Year 20+	0.0%	0.0%	6.1%	12.1%	24.2%	57.6%

ACDS Vacation Entitlement in Weeks - Non-Management

Service Requirement	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks	6 Weeks
At Hire	6.1%	27.3%	63.6%	0.0%	0.0%	3.0%
End of Year 1	0.0%	30.3%	66.7%	0.0%	0.0%	3.0%
End of Year 2	0.0%	30.3%	63.6%	3.0%	0.0%	3.0%
End of Year 3	0.0%	21.2%	66.7%	9.1%	0.0%	3.0%
End of Year 4	0.0%	15.2%	69.7%	12.1%	0.0%	3.0%
End of Year 5	0.0%	0.0%	33.3%	63.6%	0.0%	3.0%
End of Year 9	0.0%	3.0%	9.1%	66.7%	18.2%	3.0%
End of Year 14	0.0%	0.0%	9.1%	33.3%	45.5%	12.1%
End of Year 19	0.0%	0.0%	6.1%	27.3%	33.3%	33.3%
Year 20+	0.0%	3.0%	6.1%	18.2%	27.3%	45.5%

Vacation carry forward: The majority of responses (57.6%) report allowing vacation to be carried forward at a manager’s discretion. In many cases the amount of carry forward is limited. One or weeks’ vacation or one year’s entitlement is the most frequently cited maximum vacation carry forward. Other approaches include greater carry over flexibility based on years of service.

Vacation carry forward

Practice	Number reporting	Percent of total
No carry forward	5	15.2%
Carry forward at management discretion	19	57.6%
Carry forward at employee request	9	27.3%

Hours of Work: Hours of work range from 35 hours per week to 40 hours per week. The most common practice is 40 hours per week (2080 hours per year). The average work week reported is 38.2 hours.

Weekly Hours of Work

Weekly hours	number with policy	percent of total
less than 35	0	0.0%
35	7	21.2%
35 - 40	10	30.3%
40	16	48.5%
Greater than 40	0	0.0%

Personal days, defined for the purposes of this survey as a policy that provides paid days off taken at either the employee’s discretion or fixed are offered by 12 respondents. The number of personal days reported ranged from 1 to 15 with an average number available being 4.8 per year. Personal days do not include days off granted in lieu of overtime compensation.

The average total annual hours of work excluding statutory days off, but after “flex” days, is 1971.7 hours.

Flexible hours: Respondents were asked to report whether they had a policy that allows employees to work flexible hours, i.e. varying start and finish times. This practice is offered by 16 organizations (48.5%).

Working from home: Telecommuting is not commonly offered by ACDS members with 8 respondents (24.2%) reporting that they have a policy that permits employees to work from home.

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Sick Leave: The most common type of sick leave policy reported is to allocate a specified number of days per year. The policies grouped as “Wellness days” below include plans where sick days and personal days off are combined into a single number. Paid days granted for bereavement or compassionate leave have not been included in this summary.

Management

Sick Leave Practice	Organizations Providing (% of sample)
No Paid Sick Leave policy	9.1%
Full or partial Pay till beginning of EI or insured program	0.0%
Wellness days	3.0%
Days per year (earned or fixed):	84.8%
Less than 10	4 (12.1%)
10	4 (12.1%)
11	0 (0.0%)
12	14 (42.4%)
13	0 (0.0%)
15	3 (9.1%)
16	0 (0.0%)
17	0 (0.0%)
18	1 (3.0%)
More than 18	1 (3.0%)
Other	3.0%

Other Employees

Sick Leave Practice	Organizations Providing (% of sample)
No Paid Sick Leave policy	9.1%
Full or partial Pay till beginning of EI or insured program	0.0%
Wellness days	3.0%
Days per year (earned or fixed):	84.8%
Less than 10	4 (12.1%)
10	4 (12.1%)
11	0 (0.0%)
12	14 (42.4%)
13	0 (0.0%)
15	3 (9.1%)
16	0 (0.0%)
17	0 (0.0%)
18	1 (3.0%)
More than 18	1 (3.0%)
Other	3.0%

VII. Staff Development and Training

Twenty six respondents (78.8%) reported having a formal development and training budget.

Staff development budgets are surveyed as falling into one of three general types

- Global budget – An overall organizational budget expressed as a percentage of payroll. This type may be arrived at in several ways (e.g. overall budget is calculated as \$x.xx times number of employees) but for survey purposes is reported as a percent of payroll
- Individual allocation – Each employee is allocated a specific development budget.
- Other

Staff Development and Training practices

Policy	Percentage of organizations with a policy
Global Budget	69.2%
Individual Allocation	15.4%
Other	15.4%

The average Global Budget reported is 2.34% of payroll.

“Other” practices included:

- Funding constraints
- Allocation based on individual, program or department needs.

Individual training budgets averaged as follows:

Top Executive	Senior management	Other staff
\$262.50	\$237.50	\$1,112.5

VIII. Professional Fees

Sixty-six percent of respondents reported having no formal policy regarding the reimbursement of professional fees. Where fees are reimbursed the most common (88.9%) reimbursement is at 100%.

Reimbursement policy	Number reporting	% of total
none/no policy	15	45.5%
when required	18	54.5%
all	0	0.0%

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IX. Employee Benefit Practices

Organizations were asked to report the availability of various benefits to employees. In most cases all benefits are available to all employees however in a few cases certain benefits are limited to the top executive or senior managers. Two organizations reported not having an employee benefit plan.

Benefit Description	Percent of organizations offering benefit to each level		
	All Employees	Top Executive only	Senior Manager Only
Employee Life Insurance	87.9%	0.0%	0.0%
Dependent Life Insurance	75.8%	0.0%	0.0%
Accidental Death & Dismemberment (24 Hour)	84.8%	0.0%	0.0%
Travel Accident (only in the event of business travel related loss)	66.7%	0.0%	0.0%
Extended Healthcare	84.8%	0.0%	0.0%
Prescription Drugs	90.9%	0.0%	0.0%
Dental Care	90.9%	0.0%	0.0%
Vision Care	54.5%	0.0%	3.0%
Healthcare Spending Account	27.3%	0.0%	3.0%
Optional/Voluntary Benefits	30.3%	0.0%	0.0%
Short Term Disability	42.4%	0.0%	0.0%
Long Term Disability	72.7%	0.0%	3.0%
Employee & Family Assistance Plan (counselling programs)	63.6%	0.0%	0.0%
Pension Plan (Defined Benefit)	0.0%	0.0%	0.0%
Pension/ RRSP	51.5%	3.0%	6.1%
Savings Plan	9.1%	0.0%	0.0%
Company Car	3.0%	3.0%	6.1%
reimbursement)	6.1%	6.1%	15.2%
Fitness/Social Club Membership	9.1%	0.0%	3.0%
Business Club Membership	0.0%	0.0%	3.0%
Business Class Travel	0.0%	3.0%	0.0%
Spouse Travel	0.0%	0.0%	0.0%
Educational Assistance (tuition, books, etc.)	24.2%	0.0%	3.0%
Child Care	0.0%	0.0%	0.0%
Cell Phone/Blackberry/PDA	12.1%	0.0%	30.3%
Laptop Computer	12.1%	3.0%	24.2%
Parking paid or subsidy	48.5%	0.0%	0.0%
Transit pass	3.0%	0.0%	0.0%
Home Internet Connection	0.0%	3.0%	0.0%
Personal Financial Planning	0.0%	0.0%	0.0%
Individual Coaching/Counselling	21.2%	0.0%	3.0%

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Benefit Cost Sharing between the employee and employer was reported as follows.

Employee Benefits Cost Sharing Practices

Employer share of benefit costs	Number of organizations	Percent of those with plans
less than 50%	2	6.5%
50%	10	32.3%
51% to 74%	11	35.5%
75%	0	0.0%
76% to 99%	4	12.9%
100%	4	12.9%

Benefit costs as percent of base salary. In addition to providing the above detail regarding the cost sharing of employee benefits, respondents were asked to provide the total cost of all statutory and other benefits (exclusive of paid time off) as a percentage of base pay.

Responses ranged from 14% to 38% with a median value of 17% and an average of 18.4%.

X. Wage comparison 2015 to 2013

As the samples were considerably different in 2013 from the current year the most reliable comparison of the results over the two years requires isolating only those organizations that participated in both years. The table following shows the overall average hourly rates in 2013 and 2015 for each of the survey positions.

ACDS Comparison of 2015 average hourly rates with 2013

Survey Title	Number reporting both years	2013 Average hourly rate	2015 Average hourly rate	Increase
Community Disability Service Worker	15	\$15.98	\$18.04	12.9%
Community Disability Service Practitioner	12	\$18.44	\$21.33	15.7%
Team Leader	12	\$21.43	\$26.21	22.3%
Coordinator	14	\$26.08	\$30.96	18.7%
Program Director	14	\$35.85	\$41.52	15.8%

XI. Wage and Bonus Tables

This section summarizes the salary/wage and bonus information for each of the five positions surveyed. Separate tables are included, for All Alberta and each of the regions. Two tables are included for each region. The first shows hourly rates and the second equivalent annual salaries. The conversion between hourly to annual is based on the hours reported for each position and are therefore based on actual practice not an assumed average work week.

Five types of data are displayed in each table:

- Salary/wage range information,
- Actual wages/salaries
- Funded rates
- Bonus plan eligibility
- Actual bonus awards
- Employer contributions to pension plans
- Vehicle allowances

Not all respondents reported all items and the statistics shown are based on the data reported. The following glossary defines the approach used in calculating each of these values.

Number of Organizations:	This is the number of organizations that reported data on the position.
Median Gross Budget:	To provide an indication of the size of the organizations reporting on the position a median operating budget is shown.
Number of incumbents	The number of employees employed in the position.
Wage Range Data:	Averages and Medians are shown for the salary range Minimums and Maximums.
Actual Wage Rates:	Each participant reported the current average actual salary for all incumbents in the matched position(s). The reader should note that the data are organizationally weighted. This means that each organization contributes equally to the statistic regardless of the number of incumbents they may have.
Bonus Data:	% Bonus Eligible. - The percentage of reporting organizations that indicated that the position is either eligible under a formal bonus plan or where an <i>ad hoc</i> bonus had been paid in the prior period.

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Total Cash Compensation:	The total of the actual salary and bonus. This value represents the total amount of cash compensation received by the employee.
Pension Data:	These data reflect amounts paid by the employer to a Defined Contribution pension plan or RRSP on behalf of the employee.

Wage and Salary Tables

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta

Salary Type: Hourly

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: 86%	Fair: 14%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget			Median	28	7	11	4	6
				\$3,461,909	\$675,000	\$2,799,909	\$7,608,060	\$15,000,000
			Total Incumbents	1682	90	345	198	1049
Salary Range Data (Hourly)	Minimum (\$)		Average	\$16.37	\$16.56	\$16.03	\$16.50	\$16.71
	Maximum (\$)		Median	\$16.53	\$17.00	\$16.00	\$16.53	\$17.08
Actual Salary Data (Hourly)			Average	\$21.16	\$22.34	\$20.79	\$20.30	\$21.02
			Median	\$20.25	\$21.00	\$20.25	\$20.61	\$20.11
			10th	\$16.98	-	\$15.08	-	-
			25th	\$17.58	\$17.79	\$17.00	-	\$17.92
			Median (50th)	\$18.91	\$19.18	\$18.82	\$18.15	\$18.72
			75th	\$19.74	\$19.50	\$19.35	-	\$19.48
			90th	\$20.80	-	\$20.65	-	-
			Average	\$18.71	\$19.56	\$18.29	\$18.36	\$18.72
			Eligible (%)	29%	43%	36%	0%	17%
Bonus Data	Paid (\$)		Average	\$2,654	\$4,967	\$1,300	-	-
	Target (%)		Median	\$1,066	-	\$1,250	-	-
			Average	2.3%	-	-	-	-
			Median	-	-	-	-	-
			Average	4.3%	-	-	-	-
			Median	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)			Average	\$36,700	\$40,542	\$36,270	\$34,270	\$34,628
			Median	\$36,104	\$36,670	\$38,090	\$35,262	\$32,626
Pension Contribution			Average	\$1,505.4	-	\$1,488.6	\$1,220.8	\$1,920.0
			Median	\$1,541.5	-	\$1,565.0	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta

Salary Type: **Hourly**

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

		Job Match Quality: Good: <input type="checkbox"/> 65% Fair: <input type="checkbox"/> 35%		Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
		Median		23	4	9	4	6
Operating Budget		Total Incumbents		\$4,145,381	\$485,999	\$2,799,909	\$7,608,060	\$21,767,161
		Average		859	70	86	216	487
Salary Range Data (Hourly)	Minimum (\$)			\$19.27	\$17.49	\$19.80	\$18.69	\$20.05
	Maximum (\$)			\$19.09	\$18.14	\$19.78	\$18.14	\$20.27
Actual Salary Data (Hourly)	Percentiles (\$)	Average		\$23.38	\$19.49	\$24.29	\$25.18	\$23.39
		Median		\$23.38	\$20.60	\$24.48	\$24.73	\$23.09
	10th		\$19.26	-	\$18.55	-	\$18.55	-
	25th		\$19.59	-	\$20.43	-	\$20.43	\$21.84
	Average		\$21.35	\$19.54	\$21.98	\$19.54	\$21.98	\$20.51
Bonus Data	Paid (\$)	75th		\$22.15	-	\$23.55	-	\$22.13
		90th		\$23.66	-	\$24.54	-	\$24.54
	Average		\$21.15	\$18.48	\$21.91	\$18.48	\$21.20	\$21.76
	Eligible (%)		26%	25%	33%	25%	25%	17%
	Maximum (%)		\$1,186	-	\$1,500	-	\$1,500	-
Total Cash Compensation (Salary + Bonus)	Target (%)	Average		\$1,307	-	-	-	-
		Median		-	-	-	-	-
	Maximum (%)		-	-	-	-	-	-
Pension Contribution	Average	Average		\$41,432	\$36,110	\$43,897	\$42,398	\$39,750
		Median		\$41,798	-	\$43,355	\$41,554	\$43,611
	Maximum (%)		\$2,019.2	-	\$2,032.8	\$1,640.6	\$2,375.4	
		Average		\$1,929.0	-	\$1,876.0	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta

Salary Type: **Hourly**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="checkbox"/> 60%	Fair: <input type="checkbox"/> 40%	Analysis by - Operating Budget			
		Number of Agencies Reporting		Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
		Median		5	10	4	6
Operating Budget		All Organization					
		\$ 25					
		\$3,988,197		\$658,000	\$3,010,576	\$7,608,060	\$21,767,161
		341		12	41	154	134
		Total Incumbents					
		Average		\$22.17	\$22.78	\$23.97	\$22.44
		Median		\$21.13	\$22.68	\$24.06	\$21.72
		Average		\$24.27	\$27.33	\$31.46	\$28.92
		Median		\$23.75	\$26.41	\$31.13	\$28.73
		10th		-	\$21.10	-	-
		25th		-	\$23.00	-	\$25.15
		Median (50th)		\$23.50	\$24.83	\$28.39	\$25.98
		75th		-	\$25.89	-	\$27.01
		90th		-	\$27.79	-	-
		Average		\$25.40	\$24.65	\$28.08	\$25.96
		Eligible (%)		40%	40%	25%	33%
		Average		-	\$1,988	-	-
		Median		-	\$2,225	-	-
		Average		-	-	-	-
		Median		-	-	-	-
		Average		-	-	-	-
		Median		-	-	-	-
		Average		\$48,826	\$51,090	\$55,576	\$53,384
		Median		\$48,880	\$51,636	\$57,834	\$53,823
		Average		-	\$1,974.4	\$2,295.4	\$2,483.6
		Median		-	\$2,080.0	-	\$2,305.2
		Total Cash Compensation (Salary + Bonus)					
		Average					
		Median					
		Average					
		Median					
		Pension Contribution					
		Average					
		Median					

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta

Salary Type: **Hourly**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="checkbox"/> 68% Fair: <input type="checkbox"/> 32%		Analysis by - Operating Budget					
Operating Budget	Number of Agencies Reporting			All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
	Minimum (\$)	Maximum (\$)	Median						
Salary Range Data (Hourly)	Total Incumbents			25	4	11	5	5	0
	Average			\$3,988,197	\$875,501	\$2,799,909	\$7,678,619	\$25,534,322	-
	Median			91	7	32	15	37	0
	Average			\$26.55	\$25.92	\$26.23	\$26.99	\$27.32	-
	Median			\$25.81	\$24.46	\$25.41	\$26.51	\$28.56	-
Actual Salary Data (Hourly)	Average			\$33.17	\$31.23	\$32.65	\$34.34	\$34.67	-
	Median			\$32.97	\$31.75	\$31.77	\$34.88	\$36.55	-
	10th			\$25.60	-	\$25.70	-	-	-
	25th			\$25.89	-	\$25.81	-	-	-
	Median (50th)			\$30.28	\$29.58	\$29.95	\$29.89	\$31.67	-
Bonus Data	75th			\$33.44	-	\$31.25	-	-	-
	90th			\$37.22	-	\$37.16	-	-	-
	Average			\$30.77	\$29.61	\$30.65	\$30.62	\$32.14	-
	Eligible (%)			32%	25%	36%	20%	40%	-
	Average			\$2,275	-	\$2,675	-	-	-
Total Cash Compensation (Salary + Bonus)	Median			\$2,700	-	\$2,850	-	-	-
	Average			3.0%	-	-	-	-	-
	Median			-	-	-	-	-	-
	Average			5.0%	-	-	-	-	-
	Median			-	-	-	-	-	-
Pension Contribution	Average			\$62,276	\$57,740	\$63,181	\$60,752	\$65,437	-
	Median			\$61,982	\$57,676	\$62,280	\$59,155	\$64,896	-
	Average			\$2,627.1	-	\$2,491.8	\$2,042.0	\$3,518.7	-
Median			\$2,480.0	-	\$2,480.0	\$2,323.5	-	-	

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta

Salary Type: **Hourly**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 68%	Fair: <input type="checkbox"/> 32%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$	7	8	4	6
		Total Incumbents		25	\$675,000	\$3,461,909	\$7,608,060	\$21,767,161
		Average		\$3,988,197				
		Median		41				
Salary Range Data (Hourly)	Minimum (\$)			\$35.94	\$32.68	\$33.68	\$41.80	\$38.86
	Maximum (\$)			\$36.03	\$35.00	\$36.93	\$39.95	\$40.88
Actual Salary Data (Hourly)	Average			\$45.09	\$40.16	\$43.13	\$49.67	\$50.39
	Median			\$45.58	\$38.30	\$44.28	\$49.35	\$48.05
	10th			\$32.92	-	\$31.17	-	-
	25th			\$35.86	\$33.68	\$32.76	-	\$43.54
	Median (50th)			\$42.15	\$37.14	\$37.24	\$45.04	\$45.26
Bonus Data	75th			\$46.44	\$40.43	\$45.63	-	\$46.86
	90th			\$48.59	-	\$46.32	-	-
	Average			\$40.85	\$36.65	\$38.02	\$45.88	\$46.20
	Eligible (%)			24%	14%	25%	25%	33%
Total Cash Compensation (Salary + Bonus)	Average			\$2,557	-	-	-	-
	Median			\$2,300	-	-	-	-
	Maximum (%)			3.8%	-	-	-	-
Pension Contribution	Average			5.8%	-	-	-	-
	Median			-	-	-	-	-
	Maximum (%)			\$81,589	\$70,714	\$77,757	\$88,776	\$94,593
	Average			\$83,831	\$73,583	\$77,609	\$87,818	\$92,022
	Median			\$4,468.0	-	\$3,298.9	\$3,332.3	\$6,684.2
	Maximum (%)			\$3,815.5	-	\$3,631.0	-	\$4,727.0

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta

Salary Type: Annual

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: 86%	Fair: 14%	Analysis by - Operating Budget			
		Number of Agencies Reporting		Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
		Median		7	11	4	6
		Total Incumbents		All Organization			
Operating Budget				\$3,461,909	\$2,799,909	\$7,608,060	\$15,000,000
				1682	345	198	1049
Salary Range Data (Annual)	Minimum (\$)		Average	\$30,929	\$31,374	\$30,744	\$30,612
	Maximum (\$)		Median	\$30,995	\$33,155	\$30,992	\$30,355
Actual Salary Data (Annual)	Percentiles (\$)		Average	\$40,019	\$40,648	\$38,078	\$38,856
			Median	\$38,432	\$42,120	\$38,865	\$35,654
		10th	\$28,251	\$30,482	-	-	
		25th	\$31,255	\$30,940	-	\$31,445	
		Median (50th)	\$35,545	\$36,608	\$35,490	\$35,262	\$32,250
		75th	\$39,168	\$39,176	-	\$35,073	
		90th	\$41,596	\$40,111	-	-	
		Average	\$35,347	\$35,797	\$34,270	\$34,439	
Bonus Data	Eligible (%)			29%	36%	0%	17%
	Paid (\$)		Average	\$2,654	\$1,300	-	-
	Target (%)		Median	\$1,066	\$1,250	-	-
Total Cash Compensation (Salary + Bonus)	Maximum (%)		Average	2.3%	-	-	-
			Median	-	-	-	-
Pension Contribution			Average	4.3%	-	-	-
			Median	-	-	-	-
			Average	\$36,700	\$36,270	\$34,270	\$34,628
			Median	\$36,104	\$38,090	\$35,262	\$32,626
			Average	\$1,505.4	\$1,488.6	\$1,220.8	\$1,920.0
			Median	\$1,541.5	\$1,565.0	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta

Salary Type: Annual

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

		Job Match Quality: Good: <input type="checkbox"/> 65% Fair: <input type="checkbox"/> 35%		Analysis by - Operating Budget					
		Number of Agencies Reporting		All	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
		Median		Organization					
Operating Budget				\$ 23	4	9	4	6	0
				\$4,145,381	\$485,999	\$2,799,909	\$7,608,060	\$21,767,161	-
		Total Incumbents		859	70	86	216	487	0
Salary Range Data (Annual)		Minimum (\$)		\$36,774	\$31,996	\$39,123	\$37,066	\$36,242	-
		Maximum (\$)		\$38,002	\$32,370	\$38,563	\$36,604	\$38,832	-
		Percentiles (\$)		\$44,844	\$35,868	\$47,999	\$49,908	\$42,719	-
				\$47,463	\$35,466	\$50,071	\$49,856	\$47,530	-
				\$30,576	-	\$35,490	-	-	-
				\$38,435	-	\$39,294	-	\$40,882	-
Actual Salary Data (Annual)				\$41,355	\$34,024	\$42,218	\$41,380	\$43,611	-
				\$45,843	-	\$48,516	-	\$45,885	-
				\$47,823	-	\$51,043	-	-	-
		Average		\$40,508	\$33,908	\$43,397	\$42,023	\$39,564	-
		Eligible (%)		26%	25%	33%	25%	17%	-
Bonus Data		Paid (\$)		\$1,186	-	\$1,500	-	-	-
		Target (%)		\$1,307	-	-	-	-	-
		Maximum (%)		-	-	-	-	-	-
				-	-	-	-	-	-
				-	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		\$41,432	\$36,110	\$43,897	\$42,398	\$39,750	-
		Median		\$41,798	-	\$43,355	\$41,554	\$43,611	-
		Average		\$2,019.2	-	\$2,032.8	\$1,640.6	\$2,375.4	-
		Median		\$1,929.0	-	\$1,876.0	-	-	-
Pension Contribution									

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta

Salary Type: **Annual**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 60% Fair: <input type="checkbox"/> 40%		Analysis by - Operating Budget					
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
	Total Incumbents		25	5	10	4	6	0
			\$3,988,197	\$658,000	\$3,010,576	\$7,608,060	\$21,767,161	-
			341	12	41	154	134	0
Salary Range Data (Annual)	Minimum (\$)	Average	\$46,077	\$44,771	\$46,430	\$46,782	\$45,888	-
	Maximum (\$)	Median	\$45,698	\$43,243	\$46,397	\$48,373	\$44,959	-
			\$56,422	\$49,014	\$55,727	\$61,421	\$59,185	-
			\$56,784	\$49,400	\$54,579	\$62,633	\$58,274	-
		10th	\$44,637	-	\$43,703	-	-	-
		25th	\$46,654	-	\$47,559	-	\$51,079	-
Actual Salary Data (Annual)		Median (50th)	\$51,181	\$48,880	\$50,528	\$57,064	\$53,203	-
		75th	\$55,557	-	\$52,148	-	\$55,375	-
		90th	\$58,402	-	\$57,807	-	-	-
		Average	\$51,298	\$48,326	\$50,295	\$54,826	\$53,094	-
			36%	40%	40%	25%	33%	-
Bonus Data		Eligible (%)	\$1,688	-	\$1,988	-	-	-
		Average	\$2,000	-	\$2,225	-	-	-
		Median	2.5%	-	-	-	-	-
		Maximum (%)	2.0%	-	-	-	-	-
			4.8%	-	-	-	-	-
			5.0%	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Average	Average	\$51,905	\$48,826	\$51,090	\$55,576	\$53,384	-
	Median	Median	\$52,234	\$48,880	\$51,636	\$57,834	\$53,823	-
Pension Contribution	Average	Average	\$2,195.1	-	\$1,974.4	\$2,295.4	\$2,483.6	-
	Median	Median	\$2,080.0	-	\$2,080.0	-	\$2,305.2	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta

Salary Type: **Annual**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="checkbox"/> 68%	Fair: <input type="checkbox"/> 32%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$				
		Total Incumbents		25	4	11	5	5
				\$3,988,197	\$875,501	\$2,799,909	\$7,678,619	\$25,534,322
				91	7	32	15	37
		Average		\$53,242	\$50,782	\$53,279	\$53,006	\$55,366
		Median		\$51,675	\$47,733	\$52,520	\$51,675	\$59,405
		Average		\$66,398	\$60,973	\$66,244	\$67,286	\$70,191
		Median		\$65,000	\$61,425	\$62,400	\$65,749	\$72,170
		10th		\$51,347	-	\$52,684	-	-
		25th		\$53,539	-	\$53,394	-	-
		Median (50th)		\$61,334	\$57,676	\$59,280	\$59,155	\$64,896
		75th		\$68,713	-	\$65,000	-	-
		90th		\$75,689	-	\$77,297	-	-
		Average		\$61,639	\$57,740	\$62,209	\$60,052	\$65,092
		Eligible (%)		32%	25%	36%	20%	40%
		Average		\$2,275	-	\$2,675	-	-
		Median		\$2,700	-	\$2,850	-	-
		Average		3.0%	-	-	-	-
		Median		-	-	-	-	-
		Average		5.0%	-	-	-	-
		Median		-	-	-	-	-
		Average		\$62,276	\$57,740	\$63,181	\$60,752	\$65,437
		Median		\$61,982	\$57,676	\$62,280	\$59,155	\$64,896
		Average		\$2,627.1	-	\$2,491.8	\$2,042.0	\$3,518.7
		Median		\$2,480.0	-	\$2,480.0	\$2,323.5	-
		Total Cash Compensation (Salary + Bonus)						
		Average						
		Median						
		Pension Contribution						
		Average						
		Median						

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta

Salary Type: **Annual**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 68%	Fair: <input type="checkbox"/> 32%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Total Incumbents		\$ 25	7	8	4	6
		Median		\$3,988,197	\$675,000	\$3,461,909	\$7,608,060	\$21,767,161
Salary Range Data (Annual)	Minimum (\$)	Average		\$71,174	\$62,491	\$67,864	\$80,929	\$79,213
	Maximum (\$)	Median		\$73,827	\$70,054	\$72,014	\$77,893	\$82,274
Actual Salary Data (Annual)	Percentiles (\$)	Average		\$89,357	\$77,394	\$86,842	\$96,091	\$102,177
		Median		\$91,520	\$79,664	\$89,177	\$94,692	\$96,845
	10th		\$63,835	-	\$63,832	-	-	-
	25th		\$70,127	\$62,098	\$65,270	-	\$86,136	-
	50th		\$83,831	\$73,583	\$75,109	\$87,818	\$90,522	\$94,988
Bonus Data	Paid (\$)	75th		\$93,171	\$77,251	\$90,787	-	-
		90th		\$97,814	-	\$91,341	-	-
	Eligible (%)	Average		\$80,975	\$70,486	\$76,569	\$88,776	\$93,886
Total Cash Compensation (Salary + Bonus)	Target (%)	Average		24%	14%	25%	25%	33%
		Median		\$2,557	-	-	-	-
	Maximum (%)	Average		\$2,300	-	-	-	-
Pension Contribution	Maximum (%)	Average		3.8%	-	-	-	-
		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Average	Average		5.8%	-	-	-	-
		Median		-	-	-	-	-
Pension Contribution	Average	Average		\$81,589	\$70,714	\$77,757	\$88,776	\$94,593
		Median		\$83,831	\$73,583	\$77,609	\$87,818	\$92,022
Pension Contribution	Average	Average		\$4,468.0	-	\$3,298.9	\$3,332.3	\$6,684.2
		Median		\$3,815.5	-	\$3,631.0	-	\$4,727.0

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Hourly**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: <input type="checkbox"/> 86%	Fair: <input type="checkbox"/> 14%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		7	3	0	0	1
		Total Incumbents		\$2,164,292	-	-	-	-
Salary Range Data (Hourly)	Minimum (\$)	Average		135	37	0	0	38
	Maximum (\$)	Median		\$17.20	\$18.12	-	-	-
Actual Salary Data (Hourly)	Average		Average		\$21.09	\$22.64	\$19.83	-
	Median		Median		\$20.25	-	-	-
	10th		10th		-	-	-	-
	25th		25th		\$17.12	-	-	-
	Percentiles (\$)		Median (50th)		\$19.00	-	-	-
		75th		\$19.02	-	-	-	
		90th		-	-	-	-	
		Average		\$19.01	\$20.21	\$17.71	-	
		Eligible (%)		57%	33%	67%	-	
Bonus Data	Paid (\$)		Average		\$4,608	-	-	
			Median		\$1,316	-	-	
	Target (%)		Average		-	-	-	
		Median		-	-	-		
		Average		-	-	-		
		Median		-	-	-		
Total Cash Compensation (Salary + Bonus)		Average		\$38,758	\$44,317	\$35,354	-	
		Median		\$36,670	-	-		
		Average		-	-	-		
		Median		-	-	-		

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Hourly**

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

		Job Match Quality: Good: <input type="checkbox"/> 71%	Fair: <input type="checkbox"/> 29%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		7	1	3	1	2
				\$3,968,197	-	-	-	-
				428	64	15	30	319
Salary Range Data (Hourly)	Minimum (\$)	Average		\$20.12	-	\$19.87	-	-
	Maximum (\$)	Median		\$19.78	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)	Average		\$23.53	-	\$23.65	-	-
		Median		\$22.80	-	-	-	-
		10th		-	-	-	-	-
	25th		\$19.59	-	-	-	-	
	Median (50th)		\$21.35	-	-	-	-	
	75th		\$22.15	-	-	-	-	
Bonus Data	Average		\$21.65	-	\$21.65	-	-	
	Eligible (%)		43%	-	67%	-	-	
	Paid (\$)		\$1,538	-	-	-	-	
Total Cash Compensation (Salary + Bonus)	Average		-	-	-	-	-	
	Median		-	-	-	-	-	
	Maximum (%)		-	-	-	-	-	
Pension Contribution	Average		\$39,579	-	\$43,491	-	-	
	Median		\$40,747	-	-	-	-	

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Hourly**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="text" value="57%"/>	Fair: <input type="text" value="43%"/>	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		7	2	3	0	2
		Total Incumbents		\$2,600,000	-	-	0	-
Salary Range Data (Hourly)	Minimum (\$)	Average		45	7	6	0	32
	Maximum (\$)	Median		\$24.60	-	\$24.54	-	-
Actual Salary Data (Hourly)	Percentiles (\$)		Average		\$25.56	-	-	-
	50th		Median		\$28.96	-	\$29.22	-
	75th		10th		\$28.58	-	-	-
	90th		25th		-	-	-	-
	Average		Median (50th)		\$25.40	-	-	-
		Average		\$26.97	-	-	-	-
		Average		\$27.87	-	-	-	-
		Average		\$27.21	-	\$25.95	-	-
		Eligible (%)		57%	-	67%	-	-
		Average		\$2,060	-	-	-	-
		Median		\$2,250	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		\$53,695	-	\$53,304	-	-
		Median		\$55,092	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
Bonus Data		Paid (\$)						
		Average						
		Median						
		Average						
		Median						
		Average						
		Median						
Total Cash Compensation (Salary + Bonus)		Maximum (%)						
		Average						
		Median						
		Average						
		Median						
Pension Contribution		Maximum (%)						
		Average						
		Median						

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Hourly**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

Operating Budget	Job Match Quality: Good: <input type="text" value="86%"/> Fair: <input type="text" value="14%"/>		Analysis by - Operating Budget				
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
	Total Incumbents		7	1	3	1	2
			\$3,988,197	-	-	-	-
			28	2	4	2	20
Salary Range Data (Hourly)	Minimum (\$)	Average	\$29.33	-	\$30.75	-	-
	Maximum (\$)	Median	\$30.76	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)		\$37.29	-	\$37.05	-	-
			\$37.26	-	-	-	-
			-	-	-	-	-
			\$31.67	-	-	-	-
			\$33.18	-	-	-	-
			\$35.67	-	-	-	-
Bonus Data	Average		\$34.52	-	\$36.18	-	-
	Eligible (%)		43%	-	67%	-	-
	Paid (\$)		\$2,409	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Target (%)		-	-	-	-	-
	Maximum (%)		-	-	-	-	-
	Average		\$70,202	-	\$75,782	-	-
Pension Contribution	Median		\$69,014	-	-	-	-
	Average		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Hourly**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 86%	Fair: <input type="checkbox"/> 14%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$	2	2	1	2
Salary Range Data (Hourly)		Total Incumbents		7	-	-	-	-
	Minimum (\$)	Average		\$3,988,197	-	-	-	-
	Maximum (\$)	Median		8	2	2	1	3
	Percentiles (\$)	Average		\$37.96	-	-	-	-
		Median		\$36.00	-	-	-	-
		10th		\$50.08	-	-	-	-
		25th		\$48.48	-	-	-	-
		50th		\$37.14	-	-	-	-
	75th		\$46.29	-	-	-	-	
	90th		\$48.48	-	-	-	-	
	Average		\$44.59	-	-	-	-	
		Eligible (%)		43%	-	-	-	-
Paid (\$)		Average		\$2,613	-	-	-	-
		Median		-	-	-	-	-
Target (%)		Average		-	-	-	-	-
		Median		-	-	-	-	-
Maximum (%)		Average		-	-	-	-	-
		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		\$90,364	-	-	-	-
		Median		\$94,536	-	-	-	-
Pension Contribution		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Annual**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: <input type="checkbox"/> 86%	Fair: <input type="checkbox"/> 14%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		7	3	3	0	1
		Total Incumbents		\$2,164,292	-	-	-	-
Salary Range Data (Annual)	Minimum (\$)	Average		135	37	60	0	38
	Maximum (\$)	Median		\$32,689	\$35,458	\$30,930	-	-
Actual Salary Data (Annual)	Average		Average		\$40,050	\$43,878	\$38,692	-
	Median		Median		\$38,643	-	-	-
	10th		10th		-	-	-	-
	25th		25th		\$31,160	-	-	-
	50th		50th		\$34,580	-	-	-
Bonus Data	75th		75th		\$36,670	-	-	-
	90th		90th		-	-	-	-
	Average		Average		\$36,125	\$39,350	\$34,554	-
Paid (\$)		Eligible (%)		57%	33%	67%	-	-
Target (%)		Average		\$4,608	-	-	-	-
Maximum (%)		Median		\$1,316	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		\$38,758	\$44,317	\$35,354	-	-
Pension Contribution		Median		\$36,670	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Annual**

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

		Job Match Quality: Good: <input type="checkbox"/> 71%	Fair: <input type="checkbox"/> 29%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		7	1	3	1	2
				\$3,968,197	-	-	-	-
				428	64	15	30	319
Salary Range Data (Annual)	Minimum (\$)	Average		\$36,022	-	\$38,827	-	-
	Maximum (\$)	Median		\$38,002	-	-	-	-
Actual Salary Data (Annual)	Percentiles (\$)	Average		\$42,462	-	\$46,140	-	-
		Median		\$43,514	-	-	-	-
		10th		-	-	-	-	-
		25th		\$35,490	-	-	-	-
		50th		\$40,747	-	-	-	-
Bonus Data	Maximum (%)	75th		\$41,355	-	-	-	-
		90th		-	-	-	-	-
		Average		\$38,919	-	\$42,324	-	-
		Eligible (%)		43%	-	67%	-	-
		Paid (\$)		\$1,538	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Target (%)	Average		-	-	-	-	-
		Median		-	-	-	-	-
		Maximum (%)		-	-	-	-	-
Pension Contribution	Average	Average		\$39,579	-	\$43,491	-	-
		Median		\$40,747	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Annual**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="text" value="57%"/>	Fair: <input type="text" value="43%"/>	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		7	2	3	0	2
		Total Incumbents		\$2,600,000	-	-	0	-
		Average		45	7	6	0	32
Salary Range Data (Annual)		Minimum (\$)	Median	\$49,323	-	\$48,941	-	-
		Maximum (\$)	Average	\$50,466	-	-	-	-
			Median	\$57,976	-	\$58,193	-	-
			10th	\$57,962	-	-	-	-
			25th	-	-	-	-	-
Actual Salary Data (Annual)		Percentiles (\$)		\$49,920	-	-	-	-
		Median (50th)		\$52,592	-	-	-	-
		75th		\$55,286	-	-	-	-
		90th		-	-	-	-	-
		Average		\$52,518	-	\$51,804	-	-
		Eligible (%)		57%	-	67%	-	-
		Average		\$2,060	-	-	-	-
		Median		\$2,250	-	-	-	-
Bonus Data		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		\$53,695	-	\$53,304	-	-
		Median		\$55,092	-	-	-	-
Pension Contribution		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Annual**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 86% Fair: <input type="checkbox"/> 14%		Analysis by - Operating Budget				
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
			7	1	3	1	2
			\$3,988,197	-	-	-	-
			28	2	4	2	20
			\$58,860	-	\$62,513	-	-
			\$62,888	-	-	-	-
			\$74,628	-	\$75,174	-	-
			\$74,048	-	-	-	-
			-	-	-	-	-
			\$61,757	-	-	-	-
			\$69,014	-	-	-	-
			\$69,557	-	-	-	-
			-	-	-	-	-
			\$69,169	-	\$73,449	-	-
			43%	-	67%	-	-
			\$2,409	-	-	-	-
			-	-	-	-	-
			-	-	-	-	-
			-	-	-	-	-
			-	-	-	-	-
			-	-	-	-	-
			\$70,202	-	\$75,782	-	-
			\$69,014	-	-	-	-
			-	-	-	-	-
			-	-	-	-	-

Salary Range Data (Annual)	Number of Agencies Reporting		Total Incumbents
	Minimum (\$)	Median	
			Average
			Median
			Average
			Median
			10th
			25th
			Median (50th)
			75th
			90th
			Average
			Eligible (%)
			Average
			Median
			Average
			Median
			Average
			Median
			Average
			Median
			Average
			Median
			Average
			Median
			Average
			Median
			Average
			Median
			Average
			Median

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Calgary

Salary Type: **Annual**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 86% Fair: <input type="checkbox"/> 14%		Analysis by - Operating Budget					
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
			\$ 7	2	2	1	2	0
			\$3,968,197	-	-	-	-	-
			8	2	2	1	3	0
Salary Range Data (Annual)	Minimum (\$)	Average	\$75,936	-	-	-	-	-
	Maximum (\$)	Median	\$74,651	-	-	-	-	-
		Average	\$100,106	-	-	-	-	-
		Median	\$96,283	-	-	-	-	-
		10th	-	-	-	-	-	-
		25th	\$77,251	-	-	-	-	-
Actual Salary Data (Annual)		Median (50th)	\$94,536	-	-	-	-	-
		75th	\$96,283	-	-	-	-	-
		90th	-	-	-	-	-	
		Average	\$89,244	-	-	-	-	-
		Eligible (%)	43%	-	-	-	-	-
Bonus Data	Paid (\$)	Average	\$2,613	-	-	-	-	-
	Target (%)	Median	-	-	-	-	-	-
		Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-
		Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average	\$90,364	-	-	-	-	-
		Median	\$94,536	-	-	-	-	-
Pension Contribution		Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Hourly**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: <input type="checkbox"/> 100%	Fair: <input type="checkbox"/> 0%	Analysis by - Operating Budget		
		Number of Agencies Reporting		All Organization	Less Than \$5 Million	\$5 Million Or More
		Median		4	0	0
		Total Incumbents		\$3,923,978	0	0
Operating Budget	Minimum (\$)			150		
	Maximum (\$)			\$15.84		
Salary Range Data (Hourly)	Average			\$16.72		
	Median			\$21.67		
Actual Salary Data (Hourly)	10th			\$21.53		
	25th					
Bonus Data	Median (50th)			\$20.15	\$20.15	
	75th					
Total Cash Compensation (Salary + Bonus)	90th					
	Average			\$19.22	\$19.22	
Pension Contribution	Eligible (%)			25%	25%	
	Average					
Total Cash Compensation (Salary + Bonus)	Median					
	Average					
Pension Contribution	Target (%)					
	Maximum (%)					
Total Cash Compensation (Salary + Bonus)	Average			\$36,677	\$36,677	
	Median			\$36,049	\$36,049	
Pension Contribution	Average					
	Median					

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta Region: Central

Salary Type: Hourly

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

Job Match Quality: Good: 100% Fair: 0%		Number of Agencies Reporting		Analysis by - Operating Budget				
		Median		All Organization	Less Than \$5 Million	\$5 Million Or More		
Operating Budget		Total Incumbents		2	2	0	0	0
Salary Range Data (Hourly)		Minimum (\$)	Average	-	-	-	-	-
		Maximum (\$)	Median	24	24	0	0	0
Actual Salary Data (Hourly)		Percentiles (\$)		-	-	-	-	-
			50th	-	-	-	-	-
			75th	-	-	-	-	-
			90th	-	-	-	-	-
			Average	-	-	-	-	-
			Eligible (%)	-	-	-	-	-
Bonus Data		Paid (\$)	Average	-	-	-	-	-
			Median	-	-	-	-	-
		Target (%)	Average	-	-	-	-	-
			Median	-	-	-	-	-
		Maximum (%)	Average	-	-	-	-	-
			Median	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average	Average	-	-	-	-	-
			Median	-	-	-	-	-
Pension Contribution		Average	Average	-	-	-	-	-
			Median	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Hourly**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="checkbox"/> 100%	Fair: <input type="checkbox"/> 0%	Analysis by - Operating Budget		
		Number of Agencies Reporting		All Organization	Less Than \$5 Million	\$5 Million Or More
		Median		4	0	0
		Total Incumbents		\$3,923,978	0	0
Operating Budget	Minimum (\$)	Average		12	-	-
	Maximum (\$)	Median		\$20.40	-	-
Salary Range Data (Hourly)	Percentiles (\$)		Average		\$20.53	-
	50th		Median		\$24.16	-
	75th		10th		\$24.09	-
	90th		25th		-	-
	Average		Median (50th)		\$22.48	-
Actual Salary Data (Hourly)	Eligible (%)		Average		\$22.23	-
	25%		Median		25%	-
	Average		Average		-	-
Bonus Data	Paid (\$)		Median		-	-
	Target (%)		Average		-	-
	Maximum (%)		Median		-	-
Total Cash Compensation (Salary + Bonus)		Average		\$45,021	\$45,021	-
		Median		\$45,646	\$45,646	-
Pension Contribution		Average		-	-	-
		Median		-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Hourly**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="text" value="67%"/>	Fair: <input type="text" value="33%"/>	Analysis by - Operating Budget			
		Number of Agencies Reporting		All Organization	Less Than \$5 Million	\$5 Million Or More	
Operating Budget		Median		3	3	0	0
		Total Incumbents		14	14	0	0
Salary Range Data (Hourly)	Minimum (\$)	Average		\$21.95	\$21.95	-	-
	Maximum (\$)	Median		\$29.36	\$29.36	-	-
Actual Salary Data (Hourly)	Percentiles (\$)	10th					
		25th					
		Median (50th)					
		75th					
		90th					
		Average		\$26.49	\$26.49	-	-
		Eligible (%)		33%	33%	-	-
Bonus Data	Paid (\$)	Average					
	Target (%)	Median					
		Average					
Total Cash Compensation (Salary + Bonus)	Maximum (%)	Median					
		Average		\$55,433	\$55,433	-	-
Pension Contribution		Median					
		Average					

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Hourly**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget			
		Number of Agencies Reporting		All Organization	Less Than \$5 Million	\$5 Million Or More	
Operating Budget		Median		\$			
Total Incumbents				4	4	0	0
Average				\$3,923,978	\$3,923,978	-	-
Median				7	7	0	0
Salary Range Data (Hourly)				\$29.35	\$29.35	-	-
Minimum (\$)				\$30.72	\$30.72	-	-
Maximum (\$)				\$38.32	\$38.32	-	-
10th				\$33.97	\$33.97	-	-
25th				-	-	-	-
Median (50th)				\$32.73	\$32.73	-	-
75th				-	-	-	-
90th				-	-	-	-
Average				\$32.40	\$32.40	-	-
Eligible (%)				0%	0%	-	-
Paid (\$)				-	-	-	-
Median				-	-	-	-
Target (%)				-	-	-	-
Median				-	-	-	-
Maximum (%)				-	-	-	-
Average				-	-	-	-
Median				-	-	-	-
Total Cash Compensation (Salary + Bonus)				\$67,392	\$67,392	-	-
Average				\$68,078	\$68,078	-	-
Median				-	-	-	-
Average				-	-	-	-
Median				-	-	-	-
Pension Contribution				-	-	-	-
Average				-	-	-	-
Median				-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Annual**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

Job Match Quality: Good: <input type="checkbox"/> 100% Fair: <input type="checkbox"/> 0%		Number of Agencies Reporting		Analysis by - Operating Budget				
		Median		All Organization	Less Than \$5 Million	\$5 Million Or More		
Operating Budget		Total Incumbents		4	4	0	0	0
		Average		\$3,923,978	\$3,923,978	-	-	-
		Median		150	150	0	0	0
Salary Range Data (Annual)		Average		\$29,927	\$29,927	-	-	-
		Median		\$31,138	\$31,138	-	-	-
		Average		\$41,121	\$41,121	-	-	-
		Median		\$40,025	\$40,025	-	-	-
		10th		-	-	-	-	-
		25th		-	-	-	-	-
Actual Salary Data (Annual)		Median (50th)		\$36,049	\$36,049	-	-	-
		75th		-	-	-	-	-
		90th		-	-	-	-	-
		Average		\$36,427	\$36,427	-	-	-
		Eligible (%)		25%	25%	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
Bonus Data		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		\$36,677	\$36,677	-	-	-
		Median		\$36,049	\$36,049	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
Pension Contribution		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta Region: Central

Salary Type: Annual

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

Job Match Quality: Good: 100% Fair: 0%		Number of Agencies Reporting		Analysis by - Operating Budget				
		Median		All Organization	Less Than \$5 Million	\$5 Million Or More		
Operating Budget		Total Incumbents		2	2	0	0	0
Salary Range Data (Annual)		Minimum (\$)	Average	-	-	-	-	-
		Maximum (\$)	Median	24	24	0	0	0
Actual Salary Data (Annual)		Percentiles (\$)		-	-	-	-	-
		50th		-	-	-	-	-
		75th		-	-	-	-	-
		90th		-	-	-	-	-
		Average		-	-	-	-	-
		Eligible (%)		-	-	-	-	-
Bonus Data		Paid (\$)		-	-	-	-	-
		Target (%)		-	-	-	-	-
		Maximum (%)		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		-	-	-	-	-
		Median		-	-	-	-	-
Pension Contribution		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Annual**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="text" value="100%"/>	Fair: <input type="text" value="0%"/>	Analysis by - Operating Budget		
		Number of Agencies Reporting		All Organization	Less Than \$5 Million	\$5 Million Or More
Operating Budget		Median		4	4	0
		Total Incumbents		\$3,923,978	\$3,923,978	0
		Minimum (\$)	Average	12	12	0
Salary Range Data (Annual)		Maximum (\$)	Median	\$41,100	\$41,100	-
			Average	\$41,704	\$41,704	-
			Median	\$48,785	\$48,785	-
			10th	\$49,213	\$49,213	-
			25th	-	-	-
			Median (50th)	\$45,146	\$45,146	-
			75th	-	-	-
			90th	-	-	-
			Average	\$44,771	\$44,771	-
			Eligible (%)	25%	25%	-
		Paid (\$)	Average	-	-	-
			Median	-	-	-
		Target (%)	Average	-	-	-
			Median	-	-	-
		Maximum (%)	Average	-	-	-
			Median	-	-	-
Total Cash Compensation (Salary + Bonus)			Average	\$45,021	\$45,021	-
			Median	\$45,646	\$45,646	-
Pension Contribution			Average	-	-	-
			Median	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Annual**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="text" value="67%"/>	Fair: <input type="text" value="33%"/>	Analysis by - Operating Budget			
		Number of Agencies Reporting		All Organization	Less Than \$5 Million	\$5 Million Or More	
Operating Budget		Median		3	3	0	0
		Total Incumbents		14	14	0	0
Salary Range Data (Annual)	Minimum (\$)	Average		\$45,663	\$45,663	-	-
	Maximum (\$)	Median		\$61,069	-	-	-
Actual Salary Data (Annual)	Percentiles (\$)	10th		-	\$61,069	-	-
		25th		-	-	-	-
		Median (50th)		-	-	-	-
		75th		-	-	-	-
		90th		-	-	-	-
		Average		\$55,099	\$55,099	-	-
		Eligible (%)		33%	33%	-	-
		Paid (\$)		-	-	-	-
		Target (%)		-	-	-	-
		Maximum (%)		-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		\$55,433	\$55,433	-	-
		Median		-	-	-	-
		Average		-	-	-	-
		Median		-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Central

Salary Type: **Annual**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget			
		Number of Agencies Reporting		All Organization	Less Than \$5 Million	\$5 Million Or More	
Operating Budget		Median		\$			
Total Incumbents				4	4	0	0
Average				\$3,923,978	\$3,923,978	-	-
Median				7	7	0	0
Average				\$61,048	\$61,048	-	-
Median				\$63,887	\$63,887	-	-
10th				\$79,706	\$79,706	-	-
25th				\$70,647	\$70,647	-	-
Median (50th)				\$68,078	\$68,078	-	-
75th				-	-	-	-
90th				-	-	-	-
Average				\$67,392	\$67,392	-	-
Eligible (%)				0%	0%	-	-
Average				-	-	-	-
Median				-	-	-	-
Average				-	-	-	-
Median				-	-	-	-
Average				-	-	-	-
Median				-	-	-	-
Average				\$67,392	\$67,392	-	-
Median				\$68,078	\$68,078	-	-
Average				-	-	-	-
Median				-	-	-	-
Total Cash Compensation (Salary + Bonus)				\$67,392	\$67,392	-	-
Average				\$68,078	\$68,078	-	-
Median				-	-	-	-
Average				-	-	-	-
Median				-	-	-	-
Pension Contribution				-	-	-	-
Average				-	-	-	-
Median				-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Hourly**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: <input type="checkbox"/> 78%	Fair: <input type="checkbox"/> 22%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		9	2	2	2	3
		Total Incumbents		\$6,775,221	-	-	-	-
Salary Range Data (Hourly)	Minimum (\$)	Average		\$17.24	-	-	-	-
	Maximum (\$)	Median		\$17.06	19	43	55	776
Actual Salary Data (Hourly)	Percentiles (\$)	Average		\$20.63	-	-	-	\$17.29
		Median		\$20.25	-	-	-	\$22.54
	10th		\$17.56	-	-	-	-	-
	25th		\$17.95	-	-	-	-	-
	Median (50th)		\$18.61	-	-	-	-	-
Bonus Data	Paid (\$)	75th		\$19.86	-	-	-	-
		90th		\$20.88	-	-	-	-
	Eligible (%)	Average		\$18.93	-	-	-	\$19.63
Total Cash Compensation (Salary + Bonus)	Target (%)	Average		33%	-	-	-	0%
		Median		\$600	-	-	-	-
	Maximum (%)	Average		2.3%	-	-	-	-
Median		-	-	-	-	-		
Pension Contribution	Average	Average		4.3%	-	-	-	-
		Median		-	-	-	-	-
	Median	Average		\$35,579	-	-	-	\$39,268
		Median		\$38,090	-	-	-	-
		Average		\$1,472.6	-	-	-	-
		Median		\$1,200.0	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Hourly**

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

		Job Match Quality: Good: <input type="checkbox"/> 56% Fair: <input type="checkbox"/> 44%		Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		9	2	2	2	3
		Total Incumbents		\$6,775,221	-	29	180	-
Salary Range Data (Hourly)	Minimum (\$)	Average		\$19.77	-	-	-	\$20.67
	Maximum (\$)	Median		\$19.76	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)	Average		\$23.67	-	-	-	\$23.86
		Median		\$23.38	-	-	-	-
	10th		\$19.12	-	-	-	-	
	25th		\$19.66	-	-	-	-	
	Average		\$21.65	-	-	-	-	
Bonus Data	Paid (\$)	Median (50th)		\$22.08	-	-	-	-
		75th		\$22.83	-	-	-	-
	Target (%)	90th		\$21.15	-	-	-	\$22.33
		Average		22%	-	-	-	0%
Total Cash Compensation (Salary + Bonus)	Maximum (%)	Eligible (%)		-	-	-	-	-
		Average		\$41,361	-	-	-	\$46,446
	Median		\$42,218	-	-	-	-	
Pension Contribution	Average	Average		\$1,893.5	-	-	-	-
		Median		\$1,876.4	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Hourly**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="checkbox"/> 44%	Fair: <input type="checkbox"/> 56%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$	2	2	2	3
		Total Incumbents		9	-	-	-	-
		Average		\$6,775,221	-	-	-	-
		Median		241	3	17	127	94
Salary Range Data (Hourly)	Minimum (\$)	Average		\$22.77	-	-	-	\$22.75
	Maximum (\$)	Median		\$22.55	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)	Average		\$28.13	-	-	-	\$29.57
		Median		\$27.53	-	-	-	-
		10th		\$22.40	-	-	-	-
		25th		\$23.96	-	-	-	-
		Median (50th)		\$25.53	-	-	-	-
		75th		\$27.47	-	-	-	-
		90th		\$30.42	-	-	-	-
		Average		\$25.80	-	-	-	\$26.45
		Eligible (%)		44%	-	-	-	33%
Bonus Data	Paid (\$)	Average		\$1,488	-	-	-	-
		Median		\$1,475	-	-	-	-
	Target (%)	Average		2.5%	-	-	-	-
		Median		2.0%	-	-	-	-
Maximum (%)	Average		4.8%	-	-	-	-	
	Median		5.0%	-	-	-	-	
Total Cash Compensation (Salary + Bonus)		Average		\$53,517	-	-	-	\$55,183
		Median		\$52,234	-	-	-	-
Pension Contribution		Average		\$2,001.7	-	-	-	\$2,691.3
		Median		\$1,806.7	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Hourly**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="checkbox"/> 67%	Fair: <input type="checkbox"/> 33%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		9	1	3	2	3
		Total Incumbents		\$6,775,221	-	-	-	-
		Average		36	2	9	8	17
Salary Range Data (Hourly)		Minimum (\$)	Median	\$26.81	-	\$25.26	-	\$26.92
		Maximum (\$)	Average	\$25.81	-	-	-	-
		Percentiles (\$)	Median	\$32.56	-	\$30.01	-	\$33.03
			10th	\$32.97	-	-	-	-
			25th	\$25.59	-	-	-	-
			Median (50th)	\$25.89	-	-	-	-
			75th	\$29.89	-	-	-	-
			90th	\$33.90	-	-	-	-
		Average	Average	\$38.70	-	-	-	-
		Eligible (%)	Eligible (%)	\$30.42	-	\$28.64	-	\$31.11
		Average	Average	33%	-	33%	-	33%
		Median	Median	\$2,567	-	-	-	-
		Target (%)	Target (%)	-	-	-	-	-
		Maximum (%)	Maximum (%)	3.0%	-	-	-	-
				-	-	-	-	-
				5.0%	-	-	-	-
				-	-	-	-	-
				\$62,096	-	\$57,964	-	\$65,216
				\$56,385	-	-	-	-
				\$2,565.4	-	\$2,042.5	-	\$3,518.7
				\$2,759.8	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average	Average	-	-	-	-	-
		Median	Median	-	-	-	-	-
Pension Contribution		Average	Average	-	-	-	-	-
		Median	Median	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Hourly**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 78%	Fair: <input type="checkbox"/> 22%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$				
		Total Incumbents		9	2	2	2	3
				\$6,775,221	-	-	-	-
				18	2	3	3	10
Salary Range Data (Hourly)	Minimum (\$)	Average		\$37.62	-	-	-	\$44.31
	Maximum (\$)	Median		\$39.50	-	-	-	-
		Average		\$44.61	-	-	-	\$50.31
		Median		\$45.50	-	-	-	-
		10th		\$20.00	-	-	-	-
		25th		\$38.65	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)		Median (50th)	\$42.41	-	-	-	-
			75th	\$46.70	-	-	-	-
			90th	\$57.80	-	-	-	-
	Average			\$41.86	-	-	-	\$48.57
		Eligible (%)		33%	-	-	-	33%
Bonus Data	Paid (\$)		Average	\$2,500	-	-	-	-
			Median	-	-	-	-	-
	Target (%)		Average	3.8%	-	-	-	-
		Median		-	-	-	-	-
		Average		5.8%	-	-	-	-
		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		\$82,957	-	-	-	\$102,026
		Median		\$89,507	-	-	-	-
Pension Contribution		Average		\$4,725.9	-	-	-	\$8,489.0
		Median		\$2,639.0	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Annual**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: <input type="checkbox"/> 78%	Fair: <input type="checkbox"/> 22%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		9	2	2	2	3
		Total Incumbents		\$6,775,221	-	-	-	-
Salary Range Data (Annual)	Minimum (\$)	Average		893	19	43	55	776
	Maximum (\$)	Median		\$32,833	-	-	-	\$34,478
Actual Salary Data (Annual)	Percentiles (\$)	Average		\$34,299	-	-	-	-
		Median		\$39,504	-	-	-	\$45,225
	10th		\$38,220	-	-	-	-	
	25th		\$27,752	-	-	-	-	
	50th		\$30,633	-	-	-	-	
Bonus Data	Paid (\$)	Median (50th)		\$36,290	-	-	-	-
		75th		\$40,830	-	-	-	-
	90th		\$43,430	-	-	-	-	
Total Cash Compensation (Salary + Bonus)	Average		\$36,076	-	-	-	\$39,268	-
	Eligible (%)		33%	-	-	-	0%	-
	Maximum (%)		\$600	-	-	-	-	-
Pension Contribution	Target (%)		-	-	-	-	-	-
	Maximum (%)		2.3%	-	-	-	-	-
	Average		-	-	-	-	-	-
		Average		4.3%	-	-	-	-
		Median		-	-	-	-	-
		Average		\$35,579	-	-	-	\$39,268
		Median		\$38,090	-	-	-	-
		Average		\$1,472.6	-	-	-	-
		Median		\$1,200.0	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Annual**

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

		Job Match Quality: Good: <input type="checkbox"/> 56%	Fair: <input type="checkbox"/> 44%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		9	2	2	2	3
		Total Incumbents		\$6,775,221	-	29	180	132
Salary Range Data (Annual)	Minimum (\$)	Average		\$38,423	-	-	-	\$42,987
	Maximum (\$)	Median		\$40,004	-	-	-	-
Actual Salary Data (Annual)	Percentiles (\$)	Average		\$46,117	-	-	-	\$49,636
		Median		\$47,463	-	-	-	-
	10th		\$26,337	-	-	-	-	-
	25th		\$38,644	-	-	-	-	-
	50th		\$42,218	-	-	-	-	-
Bonus Data	Paid (\$)	75th		\$45,926	-	-	-	-
		90th		\$47,486	-	-	-	-
	Eligible (%)	Average		\$41,195	-	-	-	\$46,446
Total Cash Compensation (Salary + Bonus)	Target (%)	Average		22%	-	-	-	0%
		Median		-	-	-	-	-
	Maximum (%)	Average		\$41,361	-	-	-	\$46,446
Pension Contribution	Maximum (%)	Average		\$42,218	-	-	-	-
		Median		\$1,893.5	-	-	-	-
		Average		\$1,876.4	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Annual**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

Operating Budget	Job Match Quality: Good: <input type="text" value="44%"/> Fair: <input type="text" value="56%"/>		Analysis by - Operating Budget				
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
	Total Incumbents		9	2	2	2	3
			\$6,775,221	-	-	-	-
Salary Range Data (Annual)	Minimum (\$)	Average	\$46,642	-	-	-	\$47,327
	Maximum (\$)	Median	\$46,904	-	-	-	-
Actual Salary Data (Annual)	Percentiles (\$)	Average	\$57,606	-	-	-	\$61,506
		Median	\$57,262	-	-	-	-
		10th	\$46,592	-	-	-	-
	Eligible (%)	25th	\$49,332	-	-	-	-
		Median (50th)	\$51,272	-	-	-	-
		75th	\$57,138	-	-	-	-
Bonus Data	Average	\$59,319	-	-	-	-	
	Median	\$52,856	-	-	-	\$55,016	
Total Cash Compensation (Salary + Bonus)	Paid (\$)	Eligible (%)	44%	-	-	-	33%
	Target (%)	Average	\$1,488	-	-	-	-
	Maximum (%)	Median	\$1,475	-	-	-	-
Pension Contribution	Average	Average	2.5%	-	-	-	-
	Median	Median	2.0%	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Average	Average	4.8%	-	-	-	-
	Median	Median	5.0%	-	-	-	-
Pension Contribution	Average	Average	\$53,517	-	-	-	\$55,183
	Median	Median	\$52,234	-	-	-	-
Pension Contribution	Average	Average	\$2,001.7	-	-	-	\$2,691.3
	Median	Median	\$1,806.7	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Annual**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="checkbox"/> 67%	Fair: <input type="checkbox"/> 33%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		9	1	3	2	3
		Total Incumbents		\$6,775,221	-	-	-	-
		Average		36	2	9	8	17
Salary Range Data (Annual)		Median		\$53,984	-	\$50,404	-	\$56,001
		Average		\$52,520	-	-	-	-
		Maximum (\$)		\$65,430	-	\$59,563	-	\$68,709
		10th		\$65,000	-	-	-	-
		25th		\$52,507	-	-	-	-
		Median (50th)		\$53,456	-	-	-	-
		75th		\$56,343	-	-	-	-
		90th		\$70,233	-	-	-	-
		Average		\$76,024	-	-	-	-
		Eligible (%)		\$61,240	-	\$57,064	-	\$64,716
		Average		33%	-	33%	-	33%
		Median		\$2,567	-	-	-	-
Paid (\$)		Average		-	-	-	-	-
		Median		3.0%	-	-	-	-
Target (%)		Average		-	-	-	-	-
		Median		5.0%	-	-	-	-
Maximum (%)		Average		-	-	-	-	-
		Median		\$62,096	-	\$57,964	-	\$65,216
Total Cash Compensation (Salary + Bonus)		Average		\$56,385	-	-	-	-
		Median		\$2,565.4	-	\$2,042.5	-	\$3,518.7
Pension Contribution		Average		\$2,759.8	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Edmonton

Salary Type: **Annual**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 78% Fair: <input type="checkbox"/> 22%		Analysis by - Operating Budget					
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
			\$ 9	2	2	2	3	0
			\$6,775,221	-	-	-	-	-
	Total Incumbents		18	2	3	3	10	0
Salary Range Data (Annual)	Minimum (\$)	Average	\$73,714	-	-	-	\$92,158	-
	Maximum (\$)	Median	\$77,025	-	-	-	-	-
		Average	\$87,479	-	-	-	\$104,638	-
		Median	\$91,520	-	-	-	-	-
		10th	\$20,800	-	-	-	-	-
		25th	\$72,222	-	-	-	-	-
Actual Salary Data (Annual)		Median (50th)	\$88,213	-	-	-	-	-
		75th	\$94,076	-	-	-	-	-
		90th	\$120,224	-	-	-	-	-
		Average	\$82,124	-	-	-	\$101,026	-
		Eligible (%)	33%	-	-	-	33%	-
Bonus Data	Paid (\$)	Average	\$2,500	-	-	-	-	-
	Target (%)	Median	-	-	-	-	-	-
		Average	3.8%	-	-	-	-	-
		Median	-	-	-	-	-	-
		Average	5.8%	-	-	-	-	-
		Median	-	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average	\$82,957	-	-	-	\$102,026	-
		Median	\$89,507	-	-	-	-	-
Pension Contribution		Average	\$4,725.9	-	-	-	\$8,489.0	-
		Median	\$2,639.0	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Northcentral

Salary Type: **Hourly**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

Operating Budget		Job Match Quality: Good: <input type="checkbox"/> 50% Fair: <input type="checkbox"/> 50%		Analysis by - Operating Budget					
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
Total Incumbents		Median		2	1	1	0	0	0
Salary Range Data (Hourly)		Minimum (\$)	Average	-	-	-	-	-	-
		Maximum (\$)	Median	43	15	28	0	0	0
Actual Salary Data (Hourly)		Percentiles (\$)		-	-	-	-	-	-
		Average		-	-	-	-	-	-
		Median (50th)		-	-	-	-	-	-
		75th		-	-	-	-	-	-
		90th		-	-	-	-	-	-
		Average		-	-	-	-	-	-
Bonus Data		Eligible (%)		-	-	-	-	-	-
		Average		-	-	-	-	-	-
		Median		-	-	-	-	-	-
		Average		-	-	-	-	-	-
		Median		-	-	-	-	-	-
		Average		-	-	-	-	-	-
		Median		-	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		-	-	-	-	-	-
		Median		-	-	-	-	-	-
Pension Contribution		Average		-	-	-	-	-	-
		Median		-	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta Region: Northcentral

Salary Type: Hourly

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

		Job Match Quality: Good: 100%	Fair: 0%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
		Median		1	0	1	0	0
		Total Incumbents		14	0	14	0	0
Operating Budget	Minimum (\$)	Average						
	Maximum (\$)	Median						
Salary Range Data (Hourly)	Percentiles (\$)	Average						
		Median						
		10th						
		25th						
		Median (50th)						
Actual Salary Data (Hourly)	75th							
	90th							
	Average							
Bonus Data	Eligible (%)							
	Paid (\$)	Average						
	Target (%)	Median						
Total Cash Compensation (Salary + Bonus)	Maximum (%)	Average						
		Median						
Pension Contribution	Average	Average						
	Median	Median						

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Northcentral

Salary Type: **Hourly**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="checkbox"/> 100%	Fair: <input type="checkbox"/> 0%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		1	0	1	0	0
Salary Range Data (Hourly)		Total Incumbents		-	-	-	-	-
Minimum (\$)		Average		-	-	-	-	-
Maximum (\$)		Median		3	0	3	0	0
Percentiles (\$)		Average		-	-	-	-	-
50th		Median		-	-	-	-	-
75th		10th		-	-	-	-	-
90th		25th		-	-	-	-	-
Average		Median (50th)		-	-	-	-	-
Eligible (%)		75th		-	-	-	-	-
Paid (\$)		90th		-	-	-	-	-
Target (%)		Average		-	-	-	-	-
Maximum (%)		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		-	-	-	-	-
Pension Contribution		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Northcentral

Salary Type: **Hourly**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		2	1	0	0	0
Salary Range Data (Hourly)		Total Incumbents		-	-	-	-	-
Minimum (\$)		Average		-	-	-	-	-
Maximum (\$)		Median		5	3	0	0	0
Percentiles (\$)		Average		-	-	-	-	-
50th		Median		-	-	-	-	-
75th		10th		-	-	-	-	-
90th		25th		-	-	-	-	-
Average		Median (50th)		-	-	-	-	-
Eligible (%)		75th		-	-	-	-	-
Paid (\$)		90th		-	-	-	-	-
Target (%)		Average		-	-	-	-	-
Maximum (%)		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		-	-	-	-	-
Pension Contribution		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Northcentral

Salary Type: **Hourly**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 0%	Fair: <input type="checkbox"/> 100%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		1	0	0	0	0
Salary Range Data (Hourly)	Minimum (\$)	Total Incumbents		-	-	-	-	-
	Maximum (\$)	Average	Median	-	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)	Average	10th	-	-	-	-	-
		Median	25th	-	-	-	-	-
		50th	50th	-	-	-	-	-
		75th	75th	-	-	-	-	-
		90th	90th	-	-	-	-	-
Average		Average	Eligible (%)	-	-	-	-	-
Bonus Data	Paid (\$)	Average	Median	-	-	-	-	-
	Target (%)	Average	Median	-	-	-	-	-
	Maximum (%)	Average	Median	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average	Median	-	-	-	-	-
Pension Contribution		Average	Median	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta Region: Northcentral

Salary Type: Annual

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 50% Fair: <input type="checkbox"/> 50%		Number of Agencies Reporting	All Organization	Less Than 2 Million	Analysis by - Operating Budget			
	Minimum (\$)	Maximum (\$)				\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
Total Incumbents				2	1	0	0	0	0
Salary Range Data (Annual)	Average	Median		-	-	-	-	-	-
	Minimum (\$)	Maximum (\$)		43	15	0	0	0	0
Actual Salary Data (Annual)	Average	Median		-	-	-	-	-	-
	10th			-	-	-	-	-	-
	25th			-	-	-	-	-	-
	Median (50th)			-	-	-	-	-	-
	75th			-	-	-	-	-	-
	90th			-	-	-	-	-	-
Bonus Data	Average	Median		-	-	-	-	-	-
	Eligible (%)			-	-	-	-	-	-
	Paid (\$)			-	-	-	-	-	-
	Target (%)			-	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Average	Median		-	-	-	-	-	-
	Maximum (%)			-	-	-	-	-	-
Pension Contribution	Average	Median		-	-	-	-	-	-
	Maximum (%)			-	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta Region: Northcentral

Salary Type: Annual

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

Operating Budget	Job Match Quality: Good: 100% Fair: 0%		All Organization	Analysis by - Operating Budget				
	Number of Agencies Reporting	Median		Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
	Total Incumbents		1	0	1	0	0	0
	Minimum (\$)	Average	-	-	-	-	-	-
	Maximum (\$)	Median	14	0	14	0	0	0
	Percentiles (\$)	Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-
		10th	-	-	-	-	-	-
		25th	-	-	-	-	-	-
		50th	-	-	-	-	-	-
		75th	-	-	-	-	-	-
		90th	-	-	-	-	-	-
		Average	-	-	-	-	-	-
		Eligible (%)	-	-	-	-	-	-
	Paid (\$)	Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-
	Target (%)	Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-
	Maximum (%)	Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-
	Total Cash Compensation (Salary + Bonus)		-	-	-	-	-	-
		Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-
	Pension Contribution		-	-	-	-	-	-
		Average	-	-	-	-	-	-
		Median	-	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Northcentral

Salary Type: **Annual**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="checkbox"/> 100%	Fair: <input type="checkbox"/> 0%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		1	0	1	0	0
Salary Range Data (Annual)		Total Incumbents		-	-	-	-	-
Minimum (\$)		Average		-	-	-	-	-
Maximum (\$)		Median		3	0	3	0	0
Percentiles (\$)		Average		-	-	-	-	-
50th		Median		-	-	-	-	-
75th		10th		-	-	-	-	-
90th		25th		-	-	-	-	-
Average		Median (50th)		-	-	-	-	-
Eligible (%)		75th		-	-	-	-	-
Paid (\$)		90th		-	-	-	-	-
Target (%)		Average		-	-	-	-	-
Maximum (%)		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average		-	-	-	-	-
Pension Contribution		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Northcentral

Salary Type: **Annual**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 50% Fair: <input type="checkbox"/> 50%		Analysis by - Operating Budget					
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
Salary Range Data (Annual)	Minimum (\$)	Average	2	1	0	0	0	
	Maximum (\$)	Median	-	-	-	-	-	
Actual Salary Data (Annual)	Percentiles (\$)	Average	5	3	0	0	0	
		Median	-	-	-	-	-	
		10th	-	-	-	-	-	
		25th	-	-	-	-	-	
		50th	-	-	-	-	-	
		75th	-	-	-	-	-	
Bonus Data	Maximum (%)	Average	-	-	-	-	-	
		Median	-	-	-	-	-	
		Eligible (%)	-	-	-	-	-	
		90th	-	-	-	-	-	
Total Cash Compensation (Salary + Bonus)	Paid (\$)	Average	-	-	-	-	-	
		Median	-	-	-	-	-	
		Target (%)	-	-	-	-	-	
Pension Contribution	Maximum (%)	Average	-	-	-	-	-	
		Median	-	-	-	-	-	

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: Northcentral

Salary Type: **Annual**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

Job Match Quality: Good: <input type="checkbox"/> 0% Fair: <input checked="" type="checkbox"/> 100%		Analysis by - Operating Budget					
Operating Budget	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Salary Range Data (Annual)	Minimum (\$)						
	Maximum (\$)						
Actual Salary Data (Annual)	Total Incumbents		1				0
	Average						
	Median						
	Percentiles (\$)						
	Average						
Bonus Data	Paid (\$)						
	Target (%)						
	Maximum (%)						
	Average						
	Median						
Total Cash Compensation (Salary + Bonus)							
Average							
Median							
Pension Contribution							
Average							
Median							

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Hourly**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: <input type="checkbox"/> 100%	Fair: <input type="checkbox"/> 0%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		6	0	2	2	2
		Total Incumbents		\$8,369,397	-	-	-	-
Salary Range Data (Hourly)	Minimum (\$)	Average		\$15.54	-	-	-	-
	Maximum (\$)	Median		\$15.38	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)	Average		\$20.31	-	-	-	-
		Median		\$20.10	-	-	-	-
		10th		-	-	-	-	-
		25th		\$17.19	-	-	-	-
		Median (50th)		\$17.62	-	-	-	-
		90th		\$18.32	-	-	-	-
Average		\$17.57	-	-	-	-	-	
Eligible (%)		0%		-	-	-	-	-
Bonus Data	Paid (\$)	Average		-	-	-	-	-
		Median		-	-	-	-	-
	Target (%)	Average		-	-	-	-	-
Maximum (%)	Median		-	-	-	-	-	
	Average		-	-	-	-	-	
Total Cash Compensation (Salary + Bonus)		Average		\$32,066	-	-	-	-
		Median		\$33,233	-	-	-	-
Pension Contribution		Average		\$1,472.6	-	-	-	-
		Median		\$1,414.0	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta Region: South

Salary Type: Hourly

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 50% Fair: <input type="checkbox"/> 50%		Analysis by - Operating Budget				
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
	Total Incumbents		4	1	1	1	0
		Average	\$5,449,931	-	-	-	-
		Median	47	1	4	6	36
		Average	\$17.03	-	-	-	-
		Median	\$16.89	-	-	-	-
		Average	\$22.35	-	-	-	-
		Median	\$23.60	-	-	-	-
		10th	-	-	-	-	-
		25th	-	-	-	-	-
		Median (50th)	\$20.47	-	-	-	-
		75th	-	-	-	-	-
		90th	-	-	-	-	-
		Average	\$19.73	-	-	-	-
		Eligible (%)	0%	-	-	-	-
		Average	-	-	-	-	-
		Median	-	-	-	-	-
		Average	-	-	-	-	-
		Median	-	-	-	-	-
		Average	-	-	-	-	-
		Median	-	-	-	-	-
		Average	\$41,555	-	-	-	-
		Median	-	-	-	-	-
		Average	\$1,879.9	-	-	-	-
		Median	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Hourly**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 50% Fair: <input type="checkbox"/> 50%		Number of Agencies Reporting	All Organization	Analysis by - Operating Budget				
	Minimum (\$)	Maximum (\$)			Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More	
Total Incumbents				4	0	1	2	1	0
Average				\$8,369,397	-	-	-	-	-
Median				40	0	5	27	8	0
Salary Range Data (Hourly)				\$22.71	-	-	-	-	-
Average				\$22.53	-	-	-	-	-
Median				\$29.29	-	-	-	-	-
10th				\$29.41	-	-	-	-	-
25th				-	-	-	-	-	-
Median (50th)				\$25.72	-	-	-	-	-
75th				-	-	-	-	-	-
90th				-	-	-	-	-	-
Average				\$26.25	-	-	-	-	-
Eligible (%)				0%	-	-	-	-	-
Paid (\$)				-	-	-	-	-	-
Median				-	-	-	-	-	-
Target (%)				-	-	-	-	-	-
Median				-	-	-	-	-	-
Maximum (%)				-	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)				\$52,008	-	-	-	-	-
Average				\$51,428	-	-	-	-	-
Median				\$2,599.9	-	-	-	-	-
Average				\$2,358.4	-	-	-	-	-
Median				-	-	-	-	-	-
Pension Contribution				-	-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Hourly**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Total Incumbents		4	1	1	2	0
		Median		\$5,449,931	-	-	-	-
Salary Range Data (Hourly)	Minimum (\$)	Average		\$25.47	-	-	-	-
	Maximum (\$)	Median		\$26.09	-	-	-	-
Actual Salary Data (Hourly)	Percentiles (\$)	Average		\$29.93	-	-	-	-
		Median		\$27.91	-	-	-	-
		10th		-	-	-	-	-
		25th		-	-	-	-	-
		Median (50th)		\$27.02	-	-	-	-
		75th		-	-	-	-	-
		90th		-	-	-	-	-
		Average		\$27.60	-	-	-	-
		Eligible (%)		0%	-	-	-	-
Bonus Data	Maximum (%)	Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Average	Average		\$54,986	-	-	-	-
		Median		\$52,874	-	-	-	-
Pension Contribution	Average	Average		\$2,674.6	-	-	-	-
		Median		-	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Hourly**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$				
		Total Incumbents		4	1	1	1	0
		Average		\$5,449,931	-	-	-	-
		Median		7	1	2	3	0
Salary Range Data (Hourly)	Minimum (\$)			\$35.23	-	-	-	-
	Maximum (\$)			\$34.87	-	-	-	-
				\$42.85	-	-	-	-
				\$43.69	-	-	-	-
		10th		-	-	-	-	-
		25th		-	-	-	-	-
		Median (50th)		\$40.89	-	-	-	-
		75th		-	-	-	-	-
		90th		-	-	-	-	-
		Average		\$40.62	-	-	-	-
		Eligible (%)		0%	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		\$79,351	-	-	-	-
		Median		\$82,257	-	-	-	-
		Average		\$4,085.0	-	-	-	-
		Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)		Average						
		Median						
Pension Contribution		Average						
		Median						

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Annual**

Survey Position 1 - Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behavior management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

		Job Match Quality: Good: <input type="checkbox"/> 100%	Fair: <input type="checkbox"/> 0%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		6	0	2	2	2
		Total Incumbents		\$8,369,397	-	-	-	-
Salary Range Data (Annual)	Minimum (\$)	Average		\$28,338	-	-	-	-
	Maximum (\$)	Median		\$28,508	-	-	-	-
Actual Salary Data (Annual)	Percentiles (\$)	Average		\$37,162	-	-	-	-
		Median		\$36,582	-	-	-	-
	10th		-	-	-	-	-	
	25th		\$30,188	-	-	-	-	
	Median (50th)		\$33,233	-	-	-	-	
	90th		\$35,093	-	-	-	-	
Bonus Data	Average	Average		\$32,066	-	-	-	-
	Eligible (%)	Eligible (%)		0%	-	-	-	-
	Paid (\$)	Average		-	-	-	-	-
	Target (%)	Median		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Maximum (%)	Average		-	-	-	-	-
	Median	Median		-	-	-	-	-
Pension Contribution	Average	Average		\$32,066	-	-	-	-
	Median	Median		\$33,233	-	-	-	-
	Average	Average		\$1,472.6	-	-	-	-
	Median	Median		\$1,414.0	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
 Report Level: Survey: Alberta Region: South

Salary Type: Annual

Survey Position 2 - Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

Operating Budget	Job Match Quality: Good: <input type="checkbox"/> 50% Fair: <input type="checkbox"/> 50%		Analysis by - Operating Budget				
	Number of Agencies Reporting	Median	All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
	Total Incumbents		4	1	1	1	0
		Average	\$5,449,931	-	-	-	-
		Median	47	1	4	6	36
Salary Range Data (Annual)	Minimum (\$)	Average	\$32,716	-	-	-	-
	Maximum (\$)	Median	\$32,936	-	-	-	-
Actual Salary Data (Annual)	Percentiles (\$)	Average	\$43,100	-	-	-	-
		Median	\$46,010	-	-	-	-
		10th	-	-	-	-	-
		25th	-	-	-	-	-
		Median (50th)	\$39,907	-	-	-	-
		90th	-	-	-	-	-
	Average	\$37,991	-	-	-	-	
	Eligible (%)	0%	-	-	-	-	
Bonus Data	Paid (\$)	Average	-	-	-	-	-
	Target (%)	Median	-	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Maximum (%)	Average	-	-	-	-	-
		Median	-	-	-	-	-
Pension Contribution		Average	\$41,555	-	-	-	-
		Median	\$1,879.9	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Annual**

Survey Position 3 - Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$	0	1	2	1
		Total Incumbents		4	-	-	-	-
Salary Range Data (Annual)	Minimum (\$)	Average		\$8,369,397	-	-	-	-
	Maximum (\$)	Median		40	0	5	27	8
Actual Salary Data (Annual)	Percentiles (\$)	Average		\$44,992	-	-	-	-
		Median		\$44,793	-	-	-	-
	10th		\$58,089	-	-	-	-	
	25th		\$58,577	-	-	-	-	
	Median (50th)		\$51,428	-	-	-	-	
	90th		-	-	-	-	-	
Average		\$52,008	-	-	-	-	-	
Eligible (%)		0%		-	-	-	-	-
Bonus Data	Paid (\$)	Average		-	-	-	-	-
	Target (%)	Median		-	-	-	-	-
		Average		-	-	-	-	-
Total Cash Compensation (Salary + Bonus)	Maximum (%)	Median		-	-	-	-	-
		Average		\$52,008	-	-	-	-
Pension Contribution		Median		\$51,428	-	-	-	-
		Average		\$2,599.9	-	-	-	-
		Median		\$2,358.4	-	-	-	-

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Annual**

Survey Position 4 - Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$	1	1	2	0
Total Incumbents				4				0
Average				\$5,449,931				
Median				8				
Salary Range Data (Annual)		Minimum (\$)	Average	\$50,740				
		Maximum (\$)	Median	\$51,124				
			Average	\$59,729				
			Median	\$56,306				
			10th	-				
			25th	-				
			Median (50th)	\$52,874				
			75th	-				
			90th	-				
			Average	\$54,986				
			Eligible (%)	0%				
			Average	-				
			Median	-				
			Average	-				
			Median	-				
			Average	-				
			Median	-				
			Average	\$54,986				
			Median	\$52,874				
			Average	\$2,674.6				
			Median	-				
Total Cash Compensation (Salary + Bonus)								
Pension Contribution								

Salary and Bonus Data Summary - 2015 ACDS Survey of Wages
Report Level: Survey: Alberta Region: South

Salary Type: **Annual**

Survey Position 5 - Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.

		Job Match Quality: Good: <input type="checkbox"/> 50%	Fair: <input type="checkbox"/> 50%	Analysis by - Operating Budget				
		Number of Agencies Reporting		All Organization	Less Than 2 Million	\$2 Million - \$5 Million	\$5 Million - \$10 Million	\$10 Million Or More
Operating Budget		Median		\$	1	1	1	1
		Total Incumbents		4	-	-	-	0
		Average		\$5,449,931	-	-	-	-
		Median		7	1	2	3	0
Salary Range Data (Annual)		Average		\$68,664	-	-	-	-
		Median		\$68,946	-	-	-	-
		Average		\$83,786	-	-	-	-
		Median		\$87,902	-	-	-	-
		10th		-	-	-	-	-
		25th		-	-	-	-	-
		Median (50th)		\$82,257	-	-	-	-
		75th		-	-	-	-	-
		90th		-	-	-	-	-
		Average		\$79,351	-	-	-	-
		Eligible (%)		0%	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		-	-	-	-	-
		Median		-	-	-	-	-
		Average		\$79,351	-	-	-	-
		Median		\$82,257	-	-	-	-
		Average		\$4,085.0	-	-	-	-
		Median		-	-	-	-	-
Bonus Data	Paid (\$)							
	Target (%)							
	Maximum (%)							
Total Cash Compensation (Salary + Bonus)	Average							
	Median							
Pension Contribution	Average							
	Median							

XII. Appendix – Survey position descriptions

Job 001 Community Disability Service Worker

Under the direction of a Team leader, Coordinator or a more experienced support provider this developmental level position supports and facilitates the development of client skills and competencies to help them fulfil their goals. Implements person-centred plans to support adults, youths and children with individual development, community /disability development, behaviour management or personal care. Assists and supports clients to enable them to participate in a meaningful way in their personal life planning and develop basic living and related skills.

Job 002 Community Disability Service Practitioner

This is a working level practitioner, typically with a diploma or equivalent formal education and specialized training. Works independently to provide direct support to clients with complex specialized needs; participates in assessment, person-centred planning and plan implementation. Participates with the client and their support network to facilitate and support the development and documentation of individualized, person centred plans that provide a framework for on-going support and assistance.

Job 003 Team Leader

Provides front line leadership, training and support to less experienced practitioners and workers along with direct client support services. Leads risk assessments, and develops person-centred plans in collaboration with other direct support service providers. Contributes to the development of team scheduling, budgets, and funding proposals. Collaborates with other service providers to facilitate and coordinate client services and supports. Is the team resource for interpreting policy, procedures, regulations and service protocols.

Job 004 Coordinator

Provides operational leadership for a set of services or processes within an agency. Develops and ensures the implementation of process guidelines, service monitoring and evaluation, service delivery coordination and intervention, budget administration, funding proposal development and community liaison. Leads staff planning relative to a service area, provides direct leadership and support to Team Leaders. Engages communities to encourage and support community options, bridges and supports.

Job 005 Program Director

Reporting to the agency's top executive or chief operating officer, contributes to the development and achievement of organizational strategy and business priorities and carries direct responsibility for ensuring delivery of a significant part of the agency's business/service plan. Ensures that appropriate policies and procedures are developed

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and implemented to support key performance elements and accreditation standards. Develops and implements staffing plans inclusive of recruitment, selection, training and development to ensure that the organization can meet its strategic mandate. Leads the development of funding/grant proposals. Negotiates significant funding or multilateral agreements.