

EDAC • ACDE

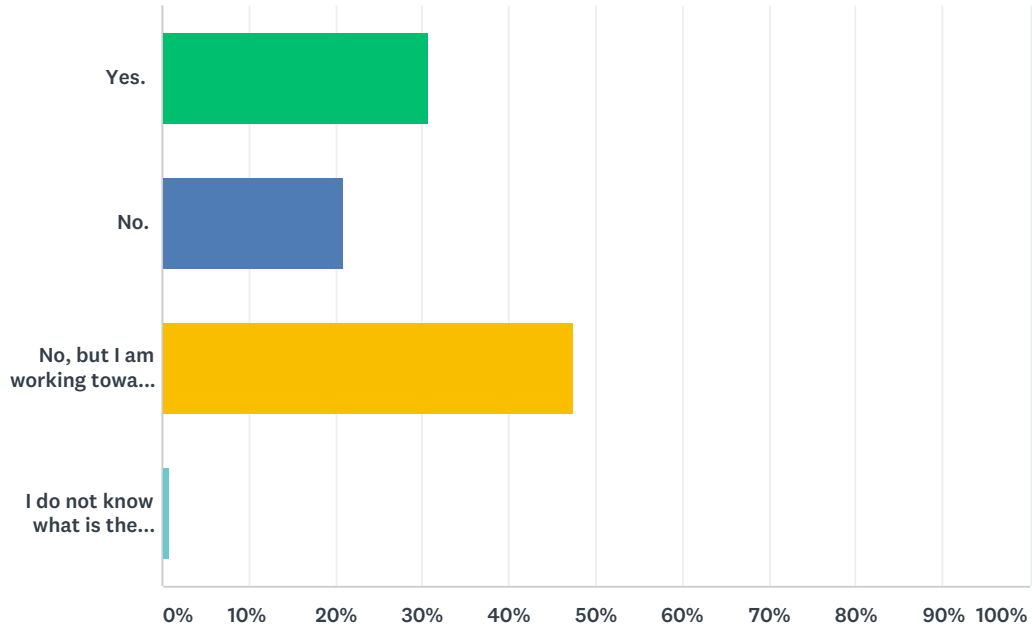
Economic Developers Association of Canada
L'Association canadienne de développement économique



2018 Wage & Salary Survey

Do you have your Ec.D.?

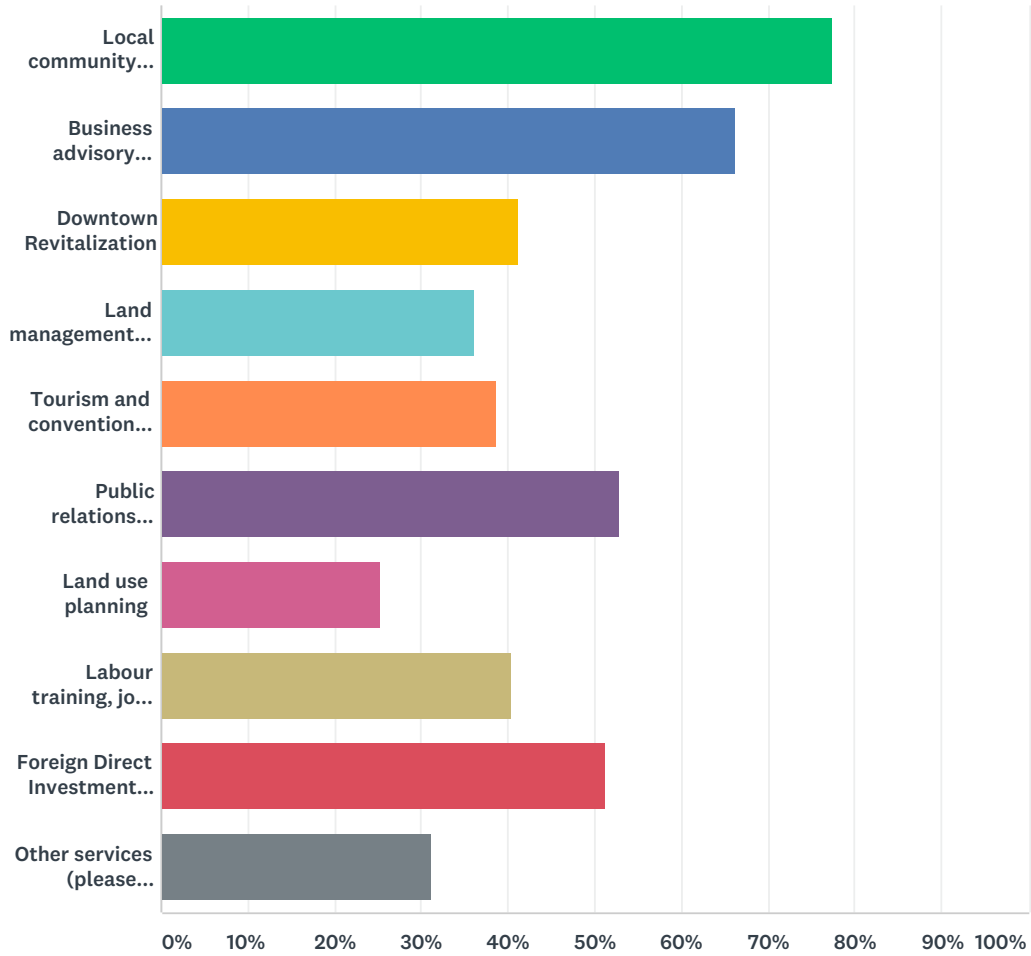
Answered: 120 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes.	30.83%	37
No.	20.83%	25
No, but I am working toward obtaining it.	47.50%	57
I do not know what is the Ec.D. is.	0.83%	1
TOTAL		120

Principal activities:

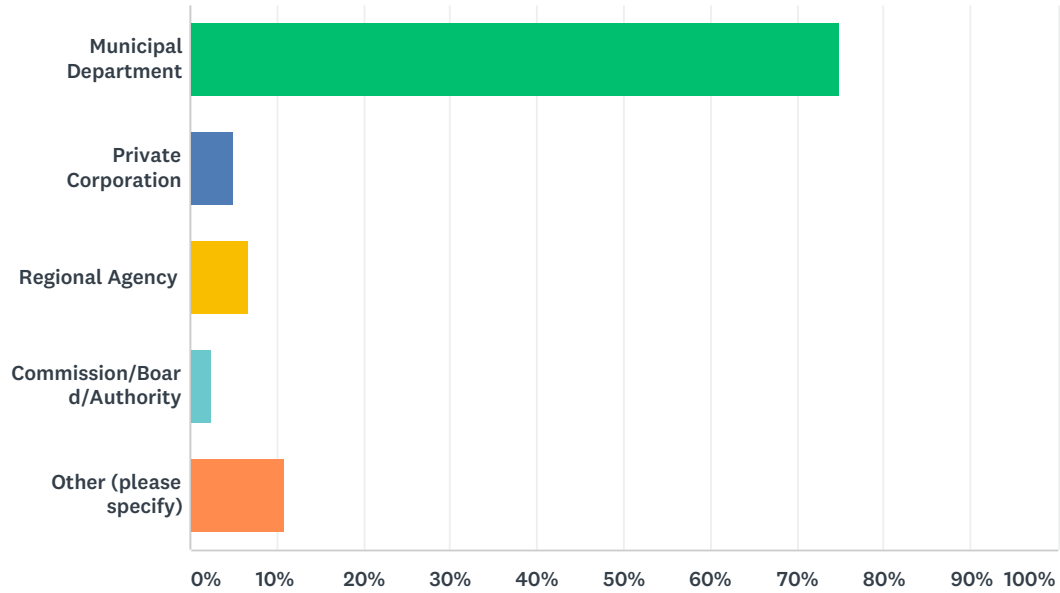
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ANSWER CHOICES	RESPONSES
Local community business advisory services to existing, established businesses	77.31% 92
Business advisory services to new business investments, not presently in the community Small business services (i.e. SBEC, BIA, etc.)	66.39% 79
Downtown Revitalization	41.18% 49
Land management and/or direct sale of industrial parks	36.13% 43
Tourism and convention services	38.66% 46
Public relations services and/or information for local government	52.94% 63
Land use planning	25.21% 30
Labour training, job creation program and government financial assistance programs	40.34% 48
Foreign Direct Investment (FDI)	51.26% 61
Other services (please specify)	31.09% 37
Total Respondents: 119	

Form of organization/structure:

Answered: 120 Skipped: 0



ANSWER CHOICES	RESPONSES	
Municipal Department	75.00%	90
Private Corporation	5.00%	6
Regional Agency	6.67%	8
Commission/Board/Authority	2.50%	3
Other (please specify)	10.83%	13
TOTAL		120

Staff Resources:

Answered: 120 Skipped: 0

ANSWER CHOICES	RESPONSES	
Number of full-time professional staff:	99.17%	119
Part-time staff (professional or support):	62.50%	75
Part-time consultants:	44.17%	53
If yes to #3, how often used?	22.50%	27

Budget

Answered: 102 Skipped: 18

ANSWER CHOICES	RESPONSES	
2018 Annual Operating Budget (from all sources):	100.00%	102
2018 Capital Budget:	71.57%	73

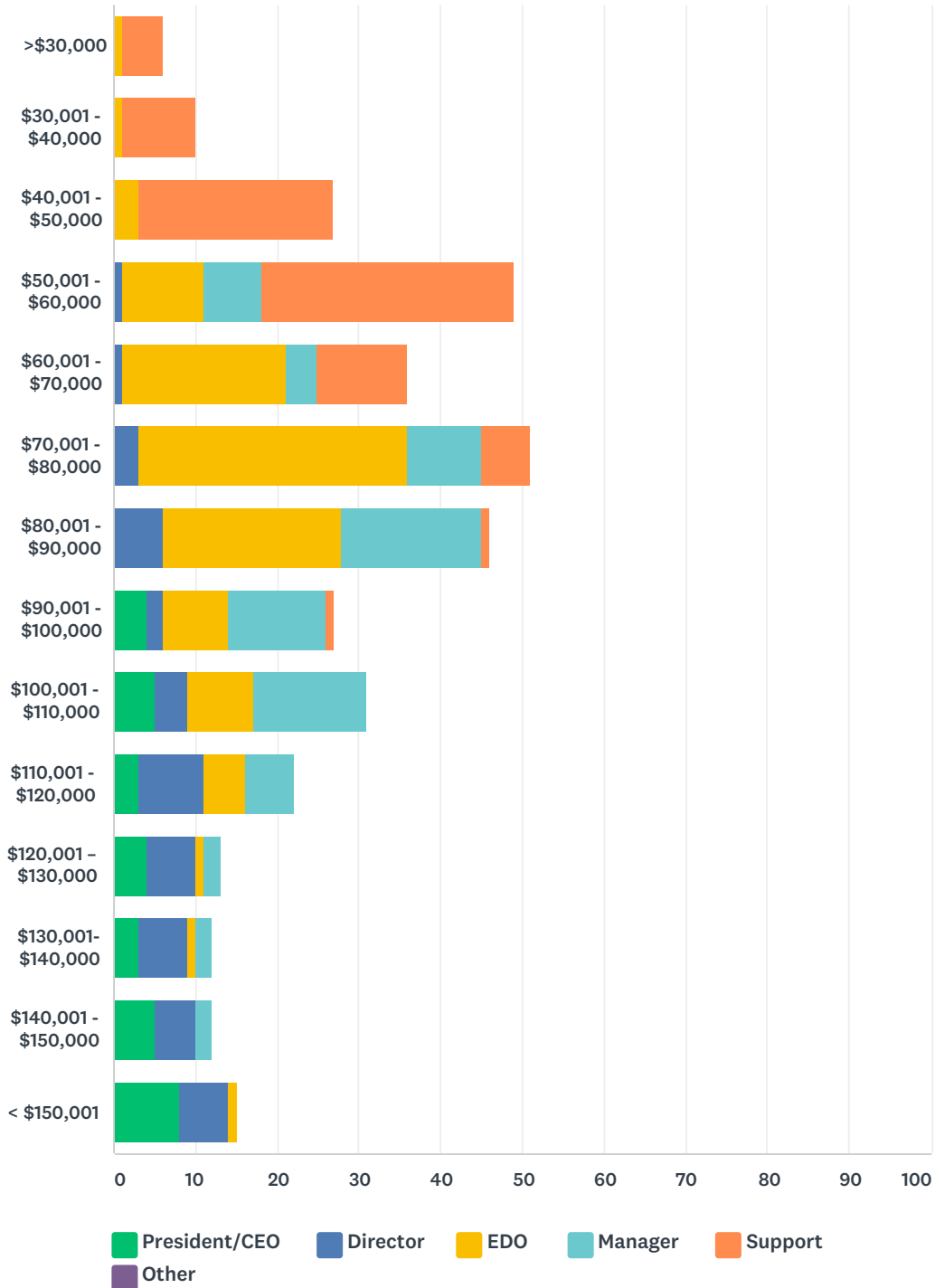
What are the sources of your budget (%)

Answered: 109 Skipped: 11

ANSWER CHOICES	RESPONSES	
Municipal:	88.99%	97
Provincial:	43.12%	47
Federal:	32.11%	35
Private Sector:	22.02%	24
Combinations (please identify):	10.09%	11
Other (please specify):	13.76%	15

Salary Ranges:

Answered: 118 Skipped: 2



	PRESIDENT/CEO	DIRECTOR	EDO	MANAGER	SUPPORT	OTHER	TOTAL RESPONDENTS
>\$30,000	0.00%	0.00%	16.67%	0.00%	83.33%	0.00%	6
\$30,001 - \$40,000	0.00%	0.00%	11.11%	0.00%	100.00%	0.00%	9

EDAC Salary Survey 2018

\$40,001 - \$50,000	0.00% 0	0.00% 0	11.54% 3	0.00% 0	92.31% 24	0.00% 0	26
\$50,001 - \$60,000	0.00% 0	2.08% 1	20.83% 10	14.58% 7	64.58% 31	0.00% 0	48
\$60,001 - \$70,000	0.00% 0	2.78% 1	55.56% 20	11.11% 4	30.56% 11	0.00% 0	36
\$70,001 - \$80,000	0.00% 0	5.88% 3	64.71% 33	17.65% 9	11.76% 6	0.00% 0	51
\$80,001 - \$90,000	0.00% 0	14.29% 6	52.38% 22	40.48% 17	2.38% 1	0.00% 0	42
\$90,001 - \$100,000	16.00% 4	8.00% 2	32.00% 8	48.00% 12	4.00% 1	0.00% 0	25
\$100,001 - \$110,000	17.24% 5	13.79% 4	27.59% 8	48.28% 14	0.00% 0	0.00% 0	29
\$110,001 - \$120,000	14.29% 3	38.10% 8	23.81% 5	28.57% 6	0.00% 0	0.00% 0	21
\$120,001 - \$130,000	30.77% 4	46.15% 6	7.69% 1	15.38% 2	0.00% 0	0.00% 0	13
\$130,001 - \$140,000	25.00% 3	50.00% 6	8.33% 1	16.67% 2	0.00% 0	0.00% 0	12
\$140,001 - \$150,000	45.45% 5	45.45% 5	0.00% 0	18.18% 2	0.00% 0	0.00% 0	11
< \$150,001	53.33% 8	40.00% 6	6.67% 1	0.00% 0	0.00% 0	0.00% 0	15

Budget Breakdown (%)

Answered: 77 Skipped: 43

ANSWER CHOICES	RESPONSES	
Staff Costs	97.40%	75
Communications & Postage	83.12%	64
Marketing & Promotions	97.40%	75
Office Rent	64.94%	50
Travel & Entertainment	90.91%	70
Professional Development	97.40%	75
Other significant costs	72.73%	56
Benefits	76.62%	59

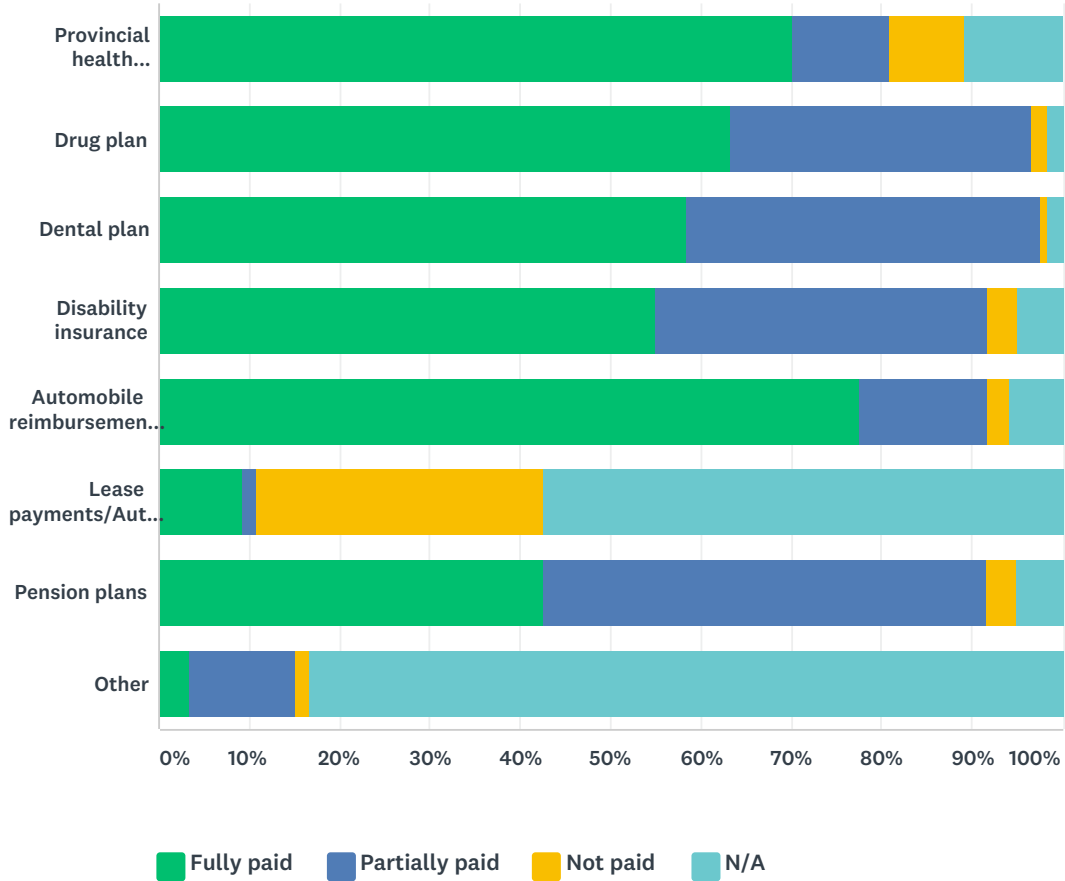
How do you spend your promotion and advertising budget (%)?

Answered: 75 Skipped: 45

ANSWER CHOICES	RESPONSES	
Online/Social Media advertising	84.00%	63
Website	86.67%	65
Video	68.00%	51
Trade Shows	73.33%	55
Trade Missions	54.67%	41
Brochures/Newsletters/Paper media	90.67%	68
Other	57.33%	43

Employee Benefits

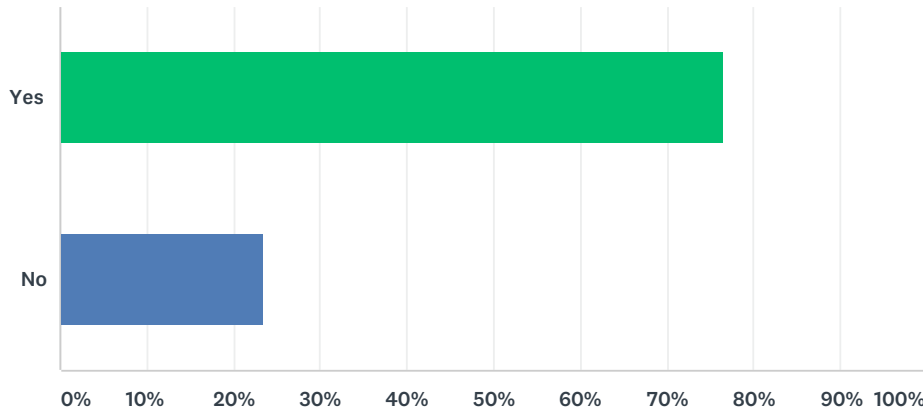
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	FULLY PAID	PARTIALLY PAID	NOT PAID	N/A	TOTAL
Provincial health insurance	70.00% 84	10.83% 13	8.33% 10	10.83% 13	120
Drug plan	63.33% 76	33.33% 40	1.67% 2	1.67% 2	120
Dental plan	58.33% 70	39.17% 47	0.83% 1	1.67% 2	120
Disability insurance	55.00% 66	36.67% 44	3.33% 4	5.00% 6	120
Automobile reimbursement (per km)	77.50% 93	14.17% 17	2.50% 3	5.83% 7	120
Lease payments/Automobile provided	9.17% 11	1.67% 2	31.67% 38	57.50% 69	120
Pension plans	42.50% 51	49.17% 59	3.33% 4	5.00% 6	120
Other	3.33% 4	11.67% 14	1.67% 2	83.33% 100	120

Time in Lieu or Overtime Pay - is any provided for any additional work/overtime?

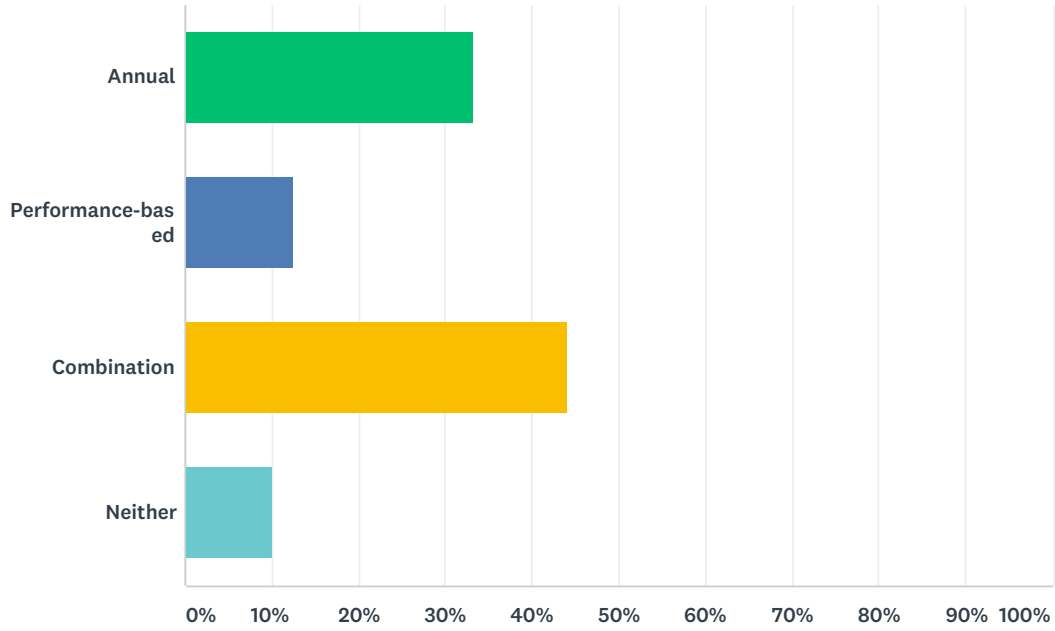
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ANSWER CHOICES	RESPONSES	
Yes	76.67%	92
No	23.33%	28
TOTAL		120

Are pay increases annual in nature, performance-based or a combination of the two?

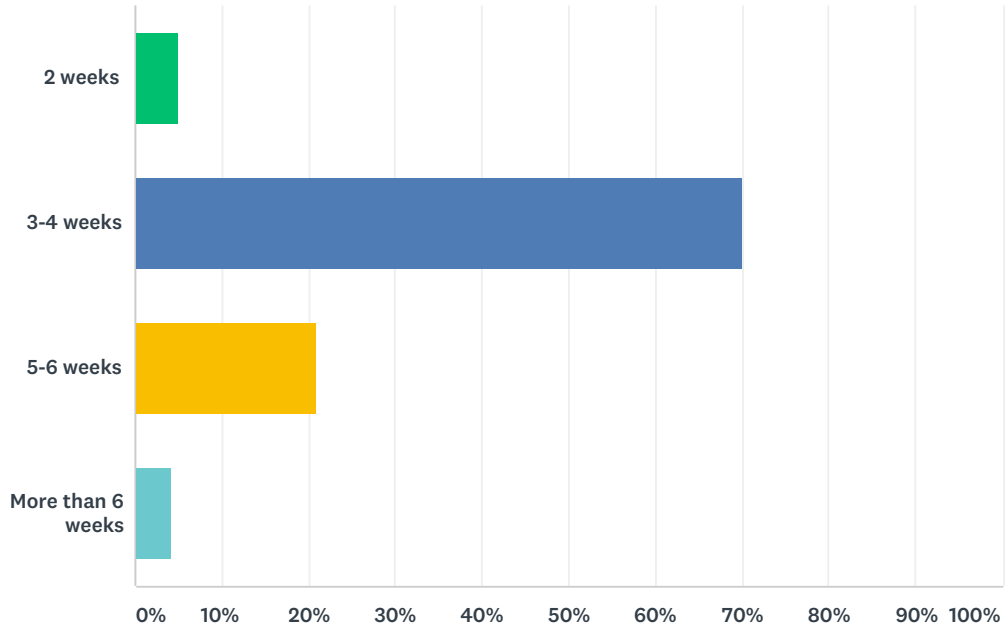
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ANSWER CHOICES	RESPONSES	
Annual	33.33%	40
Performance-based	12.50%	15
Combination	44.17%	53
Neither	10.00%	12
TOTAL		120

How much annual leave/vacation do you have?

Answered: 120 Skipped: 0



ANSWER CHOICES	RESPONSES
2 weeks	5.00% 6
3-4 weeks	70.00% 84
5-6 weeks	20.83% 25
More than 6 weeks	4.17% 5
TOTAL	120