

NEW BRUNSWICK SPORT SECTOR COMPENSATION INFORMATION

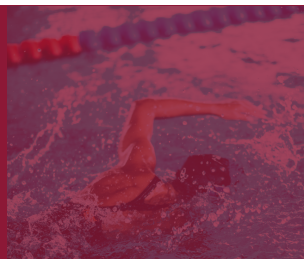


**SOURCES: ENVISIONING SPORT PROJECT (2022)
AND MC ADVISORY COMPENSATION REVIEW (2024)**

Prepared for the Membership
by Sport New Brunswick
July 2024

SPORT SECTOR COMPENSATION

This document is meant to give Sport New Brunswick's Membership a sense of recent compensation within the province's sport sector.



THROUGHOUT THE PROVINCE

A survey was conducted as part of the Envisioning Sport Project that outlines information such as the number of full- and part-time staff in provincial sporting organizations (PSOs), not including Sport New Brunswick.

Quick Facts from 2022:

- Survey respondents (n = 24 organizations) had between 0-8 full-time and 0-3 part-time paid positions
- Full-time Executive Director salary (n = 15) range: \$30,000 - \$70,000+
- Part-time Executive Director salary (n = 6) range: \$20,000 - 29,999
- Full-time Technical Director salary (n = 8) range: \$30,000 - \$69,999
- Part-time Technical Director salary (n = 4) range: \$20,000 - \$49,999
- Full-time Coordinator/Manager salary (n = 5) range: \$40,000 - \$59,999
- Part-time Coordinator/Manager salary (n = 4) range: \$20,000 - \$29,000

Note: there was no information included in the document on qualifications, training, or experience.

MC ADVISORY

Affiliated with McInnes Cooper, MC Advisory is a boutique firm based in Atlantic Canada that has the ability to pair leading strategic advisors with recognized legal talent—when relevant—to provide insights, ideas, and solutions.



SPORT NEW BRUNSWICK COMPENSATION REVIEW

MC Advisory was hired to produce a sport sector compensation review document in 2024 that was meant to assist with “crafting a compensation framework for non-profit organizations” such as Sport New Brunswick. According to the report, the company consulted the following:

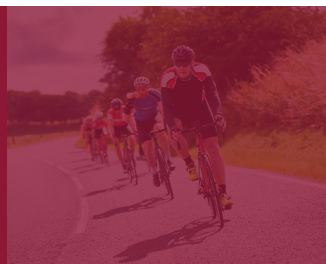
- Salary Scale: New Brunswick Union of Public and Private Employees;
- Salary Scale: CUPE local 1709;
- City of Fredericton Salary Information;
- Other Provincial Government Salary Scales;
- Provincial Sport Federations in Atlantic Canada, Quebec and Manitoba;
- General Labour Market Information (internal and external sources)
- Salary and Cost of Living Comparisons – Salary Explorer;
- Government of Canada Job Bank Wage Trends; and
- Randstad Salary Guide

The report notes: “In New Brunswick, the unemployment rate stands at 6.5%, slightly above the national average of 5.8%. The median wage across all industries in the province is \$24.26 per hour, whereas individuals employed in roles like sport policy researchers or consultants command a median wage of \$29.70 per hour.

In comparison, the median wage across Canada is \$33.25 per hour, with those in positions similar to sport policy researchers or consultants earning a median of \$29.00 per hour.”

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Further: "Placement on salary scales involves a delicate blend of art and science. We recognize the importance of fair and strategic placement to avoid creating disparities and fostering a harmonious work environment.

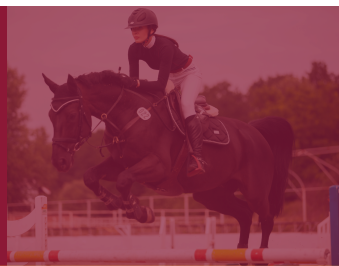
Placing new employees at appropriate levels, considering both their qualifications and experience, ensures a balanced and motivated workforce. It also mitigates potential discord and maintains a healthy organizational culture."

RECOMMENDED SALARY SCALES FOR SPORT NEW BRUNSWICK

Position	Salary Range Values
CEO	\$95,000 - \$115,000
Directors	\$68,000 - \$85,000
Leads	\$52,000 - \$65,000
Coordinators	\$44,000 - \$55,000
Bookkeeper	\$52,000 - \$65,000

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COMPENSATION AND BENEFITS POLICY GUIDELINES

Example policy statement: “[The organization] seeks to attract, retain, motivate and reward qualified employees by establishing and maintaining a competitive salary and benefit program while remaining cognizant of its fiscal responsibility.”

According to MC Advisory:

“The Compensation and Benefits Policy is applicable to and incorporates procedures in areas such as but not limited to:

- Salary Administration;
- Benefit Administration;
- Salary progressions (increments);
- Allowances such as meal, clothing, etc.;
- Job Evaluation;
- Salary Compression Compensation and Benefits Policy;
- Differential Payment such as overtime, call out, stand-by and other wage differentials; and
- Pay Method Administration (Payroll input, pay methods, deductions, salary overpayment or underpayment, garnishments, salary advances, etc.).”

Regarding benefits: “While it is the belief that employees are primarily responsible for their own welfare and the welfare of their dependents, [The organization] may provide appropriate benefit plans/programs that are designed to assist employees including, but not limited to: dental coverage, extended health, life insurance, accidental death and dismemberment, critical illness, and long term disability insurance.”



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