



# 2024 CSAE Benefits & Compensation Report

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41<sup>st</sup> Edition

CSAE

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### About CSAE

Incorporated in 1962, CSAE is Canada's only national member-based not-for-profit organization committed to delivering the knowledge, resources and environment to advance association excellence. CSAE, also known as an "association of associations," offers robust networking and learning opportunities, including an education program leading to the Certified Association Executive (CAE®) designation. For further information, please visit the CSAE website at [www.csae.com](http://www.csae.com).

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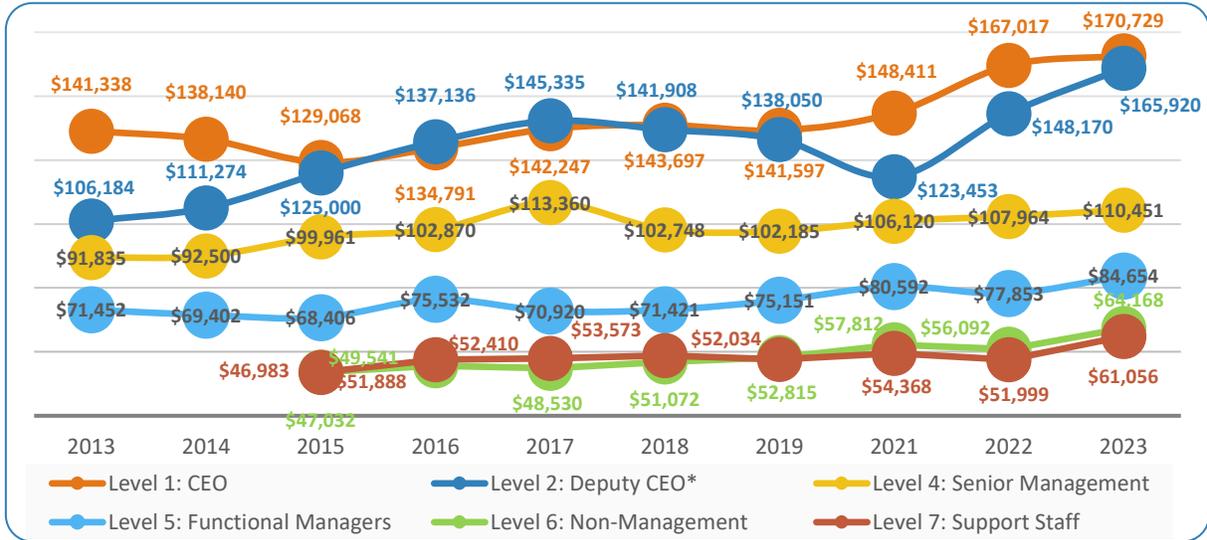
# EXECUTIVE SUMMARY

The 2024 edition of the **CSAE Benefits & Compensation Report** is the 41<sup>st</sup> in a series of annual benefits and compensation reports produced by CSAE. This report is jointly produced by CSAE and The Portage Group (TPG) and provides comprehensive documentation of compensation and benefits currently provided to staff employed in associations and other not-for-profit organizations across Canada.

## LARGEST CASH COMPENSATION INCREASES IN 2023 FOR SUPPORT STAFF AND OTHER NON-MANAGEMENT POSITIONS

- Average compensation has increased at all staff levels in the past 12 months. Non-management positions experienced the most significant increases after seeing average compensation decline in the previous study period. Support Staff (Level 7) saw the largest year-over-year growth at 17.4% in 2023, followed by Non-Management (Level 6) at 14.4%. Functional Managers (Level 5) also saw an increase of 8.7% in average compensation.
- In contrast, 2023 saw a continued, albeit a more modest, compensation growth rate trend for Management staff and CEOs. Although cash compensation at the CEO level grew for the third consecutive year, the rate of growth slowed from 8.4% in 2022 over the previous year to 2.2% in 2023.

Compensation 2013 to 2023



Notes: Source for 2013 through 2022 figures was the CSAE Benefits & Compensation Reports. Level 3 not shown due to a lack of available tracking data.



- The average cash compensation for CEOs in 2024 is \$170,700. This cash compensation consists of an average of \$163,400 in base salary and \$7,300 in additional cash compensation (i.e., bonus or incentive).
- Looking to the year ahead, confidence is high for most (80% to 92% depending on level) among management positions tested that compensation will increase in the next 12 months. A smaller majority (62% to 82%) of Non-Management staff positions also anticipate an increase. Management and executive positions anticipate receiving from 3.3% to 4.2% more, while those in Non-Management position expect an increase of between 2.6% and 2.9%.

### BENEFITS CONTINUE AS KEY ELEMENTS OF THE COMPENSATION PACKAGE FOR ASSOCIATIONS

- Four in five (80%) participating organizations report that they offer retirement benefits to at least one level of staff. At 80%, CEOs (Level 1) continue to be the least likely among the management levels to receive retirement benefits. For the other three management levels, between 85% and 93% of staff receive retirement benefits.
- RSP plans continue to be more common than pension plans at all levels except Support Staff (Level 7) where both RSP and pension plans are offered equally. At the management levels, between 54% and 69% receive an RSP contribution. Matched contribution plans are more common than basic contribution plans for all levels.
- Pension plans are most common among Support Staff (Level 7 - 44%) and Non-Management (Level 6 - 42%).
- Nine in ten (90%) participants reported that their organization offers health benefits to at least one level. Health benefits are least common for Non-Management (Level - 82%) and CEOs (Level 1 - 89%).
- The value of health benefits among those who receive them ranges from \$4,400 to \$7,300 across all levels. The value of health benefits as a percentage of base compensation (when health benefits are received) ranges from 4.2% to 7.8%. Health benefits after retirement continue to be a rarity for most levels.
- Automobile benefits are most common among CEOs (Level 1) with 16% receiving this type of benefit. Automobile benefits are far less common at other management levels.
- At all levels, professional development and laptops are among the top five fringe benefits received.

### SIZE, LOCATION AND ASSOCIATION TYPE CONTINUE TO CORRELATE TO COMPENSATION LEVELS FOR MANY POSITIONS

- For CEOs, industry/trade associations continue to lead the way in terms of compensation, compared to professional associations and the other organization types included in this study.
- Toronto and Ottawa continue to be among the top paying regions for most positions. Furthermore, compensation tends to increase with the size of the community, although for CEOs (Level 1) and Support Staff (Level 7), compensation is higher in small cities than in medium cities.
- For most other organizational characteristics tested, “bigger” continues to pay better in many cases. Measures related to organizational scope, revenue and number of staff continue to have some level of correlation to compensation for most positions.

### COMPENSATION CONTINUES TO BE INFLUENCED BY FACTORS LIKE AGE, EDUCATION, GENDER AND EXPERIENCE TO A LESSER EXTENT THAN IN PREVIOUS STUDIES

- There continues to be a positive correlation between compensation and age at all levels, with compensation increasing with age. However, the analysis only registers as significant for Functional Management (Level 5) and Support Staff (Level 7).
- Consistent with previous studies, the results continue to show a sizeable wage gap between genders at the management levels. The difference is most significant among CEOs (Level 1) where average compensation is 19% higher among males than females. While the difference is significant, it is considerably lower than the 29% measured in 2022 and the 36% measured in 2021.
- As in previous studies, there is a link between the level of compensation and education, except for Support Staff (Level 7). The link is strongest at the CEO level where compensation increases by 38% from having a college degree to holding a post-graduate degree.
- Holding a relevant degree also has significant positive impact on compensation at all levels. Likewise, having a relevant certification positively impacts compensation at all levels, except CEOs (Level 1) where the difference is negligible.
- The CAE designation is most common among CEOs (Level 1), where just under one in four (23%) holds the designation. At the CEO (Level 1) position, those without the CAE earn 3% more than those who do have the designation.
- Five types of experience were included in this year’s survey: Time at the current organization, time in the current position, time spent at current seniority level, experience in the discipline and sector experience. Unlike previous years, the analysis does not consistently indicate correlations between experience and compensation at all levels. However, all experience measures registered a significant correlation with compensation for Support Staff (Level 7), the most significant of which is years in the discipline.

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