

# Inflated Alberta Government Employee Compensation

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The Alberta government has provided the Canadian Taxpayers Federation with data on 34 government occupations, 31 of which are paid more in Alberta than the average of the other provinces examined. The data is based on the most recent Total Compensation Survey and has never been publicly released.

Table 1 shows how much more money Alberta government employees receive every year (based on maximum compensation rates) compared to their counterparts working in other provinces (government data compares Alberta with numbers available for British Columbia, Saskatchewan, Manitoba and Ontario).

There are only three positions that are underpaid compared to the average in comparator provinces, but they never receive more than 4.9 per cent below the average.

In contrast, many of Alberta's government employees receive significantly more than their counterparts in the other provinces. Over 60 per cent of the occupations examined receive more than \$10,000 more than the average of the provinces every year.

**Table 1: Alberta government employee compensation vs. comparator average<sup>1</sup>**

Occupation	Annual Alberta Government Compensation <sup>2</sup>	Annual Difference (% Above Average) <sup>3</sup>	Annual Difference (\$ Above Average)
Deputy Clerk	\$81,120	27.4%	\$17,450
Wildfire Ranger	\$87,360	26.1%	\$18,060
Water Administration Technologist	\$102,340	25.2%	\$20,613
Fisheries Biologist	\$103,740	21.0%	\$18,030
Employment Standards Officer	\$ 109,120	19.5%	\$17,795
Respiratory Therapist	\$110,740	19.2%	\$17,800
Journeyman Electrician	\$96,000	18.2%	\$14,770
Senior Technology Analyst	\$141,220	18.1%	\$21,620
Museum Scientist – Senior	\$125,900	16.5%	\$17,800
Child Welfare Investigator	\$109,920	16.2%	\$15,365
Business Analyst	\$121,440	15.9%	\$16,680
Buyer	\$97,300	15.6%	\$13,100
Administrative Support (Senior)	\$84,200	14.6%	\$10,720
Food Safety Laboratory Scientist	\$117,140	14.0%	\$14,390
Correctional Peace Officer (Entry)	\$73,100	13.6%	\$8,730
Web Content Coordinator	\$100,440	13.4%	\$11,870
Network Analyst	\$115,080	13.3%	\$13,550
Journeyman Plumber	\$94,600	13.0%	\$10,870
Probation Officer – Senior	\$111,060	12.8%	\$12,580
Clinical Nurse Educator	\$129,840	11.6%	\$13,445
Journeyman Carpenter	\$90,720	11.3%	\$9,180
IT Analyst	\$106,620	11.0%	\$10,540
Nurse Practitioner	\$149,900	10.5%	\$14,267
Assistant Head Nurse	\$116,624	8.8%	\$9,471
Transportation District Supervisor	\$97,600	7.6%	\$6,920
IT Help Desk Technician	\$87,540	7.5%	\$6,100
Accounting Clerk	\$72,080	6.9%	\$4,650
Provincial Seed Specialist	\$109,120	5.8%	\$5,950
Correctional Peace Officer (Senior)	\$89,320	3.6%	\$3,110
Academic Advisor	\$97,540	2.4%	\$2,330
Return to Work Coordinator	\$113,400	1.4%	\$1,530
Library Technician	\$69,720	-3.2%	-\$2,320
Deputy Clerk - Senior	\$87,280	-4.6%	-\$4,167
Associate Registrar - Records	\$137,880	-4.9%	-\$7,040

<sup>1</sup> Alberta government, freedom of information request obtained by the Canadian Taxpayers Federation, [http://www.taxpayer.com/media/2019-G-0237\\_Records.pdf](http://www.taxpayer.com/media/2019-G-0237_Records.pdf)

<sup>2</sup> All annual calculations convert maximum hourly compensation rates into salaries using 2,000 annual hours worked based on 40-hour work week and two weeks of holidays. The calculation for Assistant Head Nurse uses 1,921 annual hours based on the annual work hours in KPMG report for the Blue Ribbon Panel: <https://open.alberta.ca/dataset/108ec686-9c62-4a55-b531-00ad3e12ba7f/resource/cfdb1bc3-3a6d-49e8-8cf1-8318796f6ff2/download/kpmg-report.pdf>

<sup>3</sup> The comparator average excludes Alberta to better compare Alberta with the other provinces.

The CTF previously released Alberta government data comparing 47 additional government occupations.<sup>4</sup> As Table 2 illustrates, these additional government occupations tend to be paid more in Alberta than the average in the other provinces examined.

**Table 2: Data for additional government employees (released October 2019)**

Occupation	Annual Alberta Government Compensation	Annual Difference (% Above Average)	Annual Difference (\$ Above Average)
Unit Clerk	\$71,820	35.4%	\$18,760
Occupational Health and Safety Officer	\$123,180	34.0%	\$31,240
Administrative Support – Health Care Intermediate	\$71,820	27.2%	\$15,370
Social Workers	\$115,160	26.0%	\$23,755
Administrative Coordinator	\$84,820	26.0%	\$17,520
Dietician	\$118,000	25.1%	\$23,700
Wildlife Biologist	\$116,040	24.7%	\$22,993
Doctor (fee-for-service)	\$413,035	23.8%	\$79,329
Policy Analyst	\$117,140	23.6%	\$22,380
Pharmacy Technician	\$87,000	23.4%	\$16,480
Speech Language Pathologist	\$129,760	22.6%	\$23,900
Legal Assistant	\$78,200	22.1%	\$14,133
Health Information Management Professional	\$87,000	20.3%	\$14,675
Occupational Therapist	\$116,360	20.1%	\$19,510
Diagnostic Sonographer	\$118,740	19.5%	\$19,365
Project Coordinator	\$109,560	19.4%	\$17,773
Child Welfare Case Worker	\$105,120	19.4%	\$17,093
Medical Lab Technologist	\$104,640	18.5%	\$16,360
Financial Analyst – Senior	\$119,920	17.7%	\$18,000
Physiotherapist	\$116,360	16.2%	\$16,255
Probation Officer	\$101,060	16.2%	\$14,055
Therapy Assistant	\$69,760	16.0%	\$9,600
Custodian	\$54,800	14.6%	\$6,967
Pharmacist	\$141,820	14.4%	\$17,855
Maintenance Service Worker	\$62,760	13.6%	\$7,533
Registered Nurse	\$112,974	12.4%	\$12,419
Sterile Processing Technician	\$60,520	12.1%	\$6,555
Administrative Support – Intermediate	\$65,480	12.0%	\$7,035
Laboratory Assistant	\$65,360	11.5%	\$6,725
EMTs (Paramedic)	\$104,820	11.2%	\$10,560
Policy Advisor – Intermediate	\$109,120	11.1%	\$10,940
Administrative Support – Entry	\$59,240	10.9%	\$5,845
Health Care Aide	\$59,660	10.7%	\$5,740
Pharmacy Assistant	\$58,500	10.5%	\$5,550
Judicial Clerk – Senior	\$74,220	9.7%	\$6,587
Child and Youth Care Worker	\$82,460	9.2%	\$6,955
Licensed Practical Nurse	\$84,379	8.8%	\$6,848
Teacher	\$116,186	7.5%	\$8,145
Correctional Peace Officer - Intermediate	\$81,620	6.3%	\$4,865
Service Worker	\$50,400	4.4%	\$2,120
Psychologist	\$129,760	3.0%	\$3,820
Fish and Wildlife Officer	\$87,360	2.6%	\$2,215
Therapy Aide	\$53,220	1.6%	\$840
Transport Officer	\$85,480	-0.2%	-\$140
EMTs (Ambulance)	\$80,060	-0.8%	-\$625
Judicial Clerk	\$62,420	-1.8%	-\$1,130
Food Services Worker	\$45,240	-3.7%	-\$1,740

<sup>4</sup> See Canadian Taxpayers Federation October 2019, [http://www.taxpayer.com/media/Inflated\\_Alberta\\_Government\\_Employee\\_Compensation.pdf](http://www.taxpayer.com/media/Inflated_Alberta_Government_Employee_Compensation.pdf). The data was obtained from the Alberta government through freedom of information requests.

When including all occupations that the CTF has acquired government data for, 74 of the 81 (91 per cent) Alberta government positions are paid more than the average of the other provinces examined. Over 56 per cent of all the government occupations that the CTF has received data for are paid more than \$10,000 more than their counterparts in the other provinces (Table 3).

**Table 3: Summary of government employee compensation**

Number of occupations	81
Number of Alberta occupations receiving more than other provinces	74
Number of Alberta occupations receiving over \$10,000 more than other provinces	46