

Inflated Alberta Government Employee Compensation

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The Alberta government has provided the Canadian Taxpayers Federation with data on 21 government occupations, 19 of which are paid more in Alberta than the average of the other provinces examined.

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 (British Columbia, Saskatchewan, Manitoba and Ontario).

There are only two positions that are underpaid compared to the Ontario-West average, but neither are more than two per cent below the average of comparator provinces.

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

Occupation	Annual Alberta Government Compensation ²	Annual Difference (% Above Ontario-West ³ Average)	Annual Difference (\$ Above Ontario-West Average)
Occupational Health and Safety Officer	\$123,180	34.0%	\$31,240
Administrative Coordinator	\$84,820	26.0%	\$17,520
Wildlife Biologist	\$116,040	24.7%	\$22,993
Policy Analyst	\$117,140	23.6%	\$22,380
Legal Assistant	\$78,200	22.1%	\$14,133
Project Coordinator	\$109,560	19.4%	\$17,773
Child Welfare Case Worker	\$105,120	19.4%	\$17,093
Financial Analyst – Senior	\$119,920	17.7%	\$18,000
Probation Officer	\$101,060	16.2%	\$14,055
Custodian	\$54,800	14.6%	\$6,967
Maintenance Service Worker	\$62,760	13.6%	\$7,533
Administrative Support – Intermediate	\$65,480	12.0%	\$7,035
Policy Advisor – Intermediate	\$109,120	11.1%	\$10,940
Administrative Support – Entry	\$59,240	10.9%	\$5,845
Judicial Clerk – Senior	\$74,220	9.7%	\$6,587
Child and Youth Care Worker	\$82,460	9.2%	\$6,955
Teacher ⁴	\$116,186	7.5%	\$8,145
Correctional Peace Officer - Intermediate	\$81,620	6.3%	\$4,865
Fish and Wildlife Officer	\$87,360	2.6%	\$2,215
Transport Officer	\$85,480	-0.2%	-\$140
Judicial Clerk	\$62,420	-1.8%	-\$1,130

¹ Alberta government, freedom of information request obtained by the Canadian Taxpayers Federation, https://www.taxpayer.com/media/FOIP_Labour_Costs_FULL.pdf

² 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.

³ The Ontario-West average excludes Alberta (includes B.C., Saskatchewan, Manitoba and Ontario) to better compare Alberta with the *other* provinces.

⁴ Alberta government, freedom of information request obtained by the Canadian Taxpayers Federation, https://www.taxpayer.com/media/FOIP_Labour_Costs_Teachers.pdf

As Table 2 illustrates, in addition to the above occupations, Alberta's health-care employees also tend to receive higher compensation than their counterparts in other provinces (based on maximum compensation rates).

Table 2: Alberta government health-care employee compensation vs. Ontario-West average⁵

Occupation	Annual Alberta Government Compensation	Annual Compensation Rate Difference (% Above Ontario-West Average)	Annual Compensation Difference (\$ Above Ontario-West Average)
Unit Clerk	\$71,820	35.4%	\$18,760
Administrative Support – Intermediate	\$71,820	27.2%	\$15,370
Social Workers	\$115,160	26.0%	\$23,755
Dietician	\$118,000	25.1%	\$23,700
Doctor (fee-for-service) ⁶	\$413,035	23.8%	\$79,329
Pharmacy Technician	\$87,000	23.4%	\$16,480
Speech Language Pathologist	\$129,760	22.6%	\$23,900
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
Medical Lab Technologist	\$104,640	18.5%	\$16,360
Physiotherapist	\$116,360	16.2%	\$16,255
Therapy Assistant	\$69,760	16.0%	\$9,600
Pharmacist	\$141,820	14.4%	\$17,855
Registered Nurse	\$112,974	12.4%	\$12,419
Sterile Processing Technician	\$60,520	12.1%	\$6,555
Laboratory Assistant	\$65,360	11.5%	\$6,725
EMTs (Paramedic)	\$104,820	11.2%	\$10,560
Health Care Aide	\$59,660	10.7%	\$5,740
Pharmacy Assistant	\$58,500	10.5%	\$5,550
Licensed Practical Nurse	\$84,379	8.8%	\$6,848
Service Worker	\$50,400	4.4%	\$2,120
Psychologist	\$129,760	3.0%	\$3,820
Therapy Aide	\$53,220	1.6%	\$840
EMTs (Ambulance)	\$80,060	-0.8%	-\$625
Food Services Worker	\$45,240	-3.7%	-\$1,740

⁵ Alberta government, freedom of information request obtained by the Canadian Taxpayers Federation, <http://www.taxpayer.com/media/TBF2019-G-0138ApplicantCopy.pdf>.

⁶ Blue Ribbon Panel on Alberta Finances, pg. 45, <https://open.alberta.ca/dataset/081ba74d-95c8-43ab-9097-cef17a9fb59c/resource/257f040a-2645-49e7-b40b-462e4b5c059c/download/blue-ribbon-panel-report.pdf>

When including health-care employees, 43 of the 47 (91 per cent) Alberta government positions analyzed are paid more than the average of the other provinces examined. Over half of all of the positions the CTF has received data for are paid over \$10,000 more than their counterparts in other provinces (Table 3). The four Alberta government occupations that receive less than the other provinces never received less than \$2,000 below the average.

Table 3: Summary of government employee compensation	
Number of occupations	47
Number of Alberta occupations receiving more than other provinces	43
Number of Alberta occupations receiving over \$10,000 more than other provinces	25