



## 2025 Stratford Agriculture Sector Compensation Survey

---

### Welcome!

Thank you for taking the time to participate in this important survey. Your input is vital in helping all survey participants to better understand compensation trends across Canada's agricultural industry. As the sector continues to evolve, accurate and up-to-date compensation data is essential for attracting and retaining skilled talent, ensuring competitiveness, and supporting informed decision-making for employers and employees alike.

This confidential survey gathers information on salaries, benefits, and total rewards programs across a range of industry-focused benchmark roles. Your responses will contribute to a comprehensive national benchmark study that reflects current realities and supports competitive, fair and equitable compensation practices.

The survey will take approximately 30 minutes to complete. All individual responses will be kept strictly confidential and reported only in aggregate form. As a submitting participant, you will receive a copy of the summary results report at no cost.

Stratford sincerely appreciates your participation and your contribution to building a stronger, more sustainable agricultural sector in Canada.

Please complete your survey submission by **July 31, 2025**. If there is a concern with this timeline, please let us know.

**If you have any questions or concerns about the submission process, please contact Taylor Heffering - [taylor.heffering@stratford.group](mailto:taylor.heffering@stratford.group)**

---

## Organization Information

**Please provide the following information.**

Organization Name:

Primary Contact Name:

Title:

Email Address:

**What province is your organization based in?**

Alberta

British Columbia

Manitoba

Nunavut

New Brunswick

Newfoundland and Labrador

Northwest Territories

Nova Scotia

Ontario

Prince Edward Island

Quebec

Saskatchewan

Yukon

**What is your organization type?**

Not-for-Profit

For Profit

Government

Academia

**How many employees do you have?**

1 - 19

20 - 49

50 - 100

101 - 500

501 - 999

1000 +

---

## Compensation Policy and Procedures

### 1) How often do you benchmark your salaries to the external market?

- Every Year
- Every 2 Years
- Every 3 or more Years
- As need arises

### 2) What type of Salary Increases do you use on a regular basis? Check all that apply.

- Cost Of Living/Inflationary increases
- Merit-based increases
- Market Adjustments for specific roles

### 3) What is your (anticipated) budget (%) for a Cost of Living/Inflationary increase in 2025?

### 4) What is your (anticipated) budget (%) for Merit increases in 2025?

### 5) What is your (anticipated) budget (%) for Market Adjustment increases in 2025?

---

## Salary Administration

### 6) Do you currently utilize Salary Ranges/Pay Grades?

- Yes
- No

**7) When it comes to your Salary Ranges, does your organization..(check all policies that apply)**

Allow employees to be paid under the minimum of the range

Allow employees to be paid over the maximum of the range

Automatically increase an employee's pay to meet the minimum of their range

[Red Circle](#) any employees who are at the top (or over) their range

**8) How are your salary ranges/pay grades structured?**

Broad Ranges (+/- 20% or greater from midpoint) for a job level

Narrow Ranges for a job level

Broad Ranges specific to a job or job family

Narrow Ranges specific to a job or job family

**9) Where is your market rate/[job rate](#) within your salary range/pay grade?**

The minimum of the range

The midpoint of the range

The maximum of the range

Other/not defined

---

**Specific Roles Benchmarking**

**10) Please select the job families that exist within your organization (check all that apply). You will be asked to provide salary information in the following tables for each job family you select.**

Agronomists

Animal Science/Veterinarians

Soil Science

Biotechnologists  
Research Management  
Research Program/Project Management  
Organizational Leadership  
Agricultural Economists  
Supply Chain  
Procurement  
Sales and Marketing  
Finance and Accounting  
Human Resources  
Communications  
Policy  
Environmental  
Compliance  
Extension Officers  
Community Development

---

## Salary Data

**Please enter the current annual salary (or average salary if multiple incumbents) as of June 1, 2025 for each appropriate job level within the job family. Please also indicate your internal job title used. Please refer to the document at the end of this survey preview for a description of the job levels to choose which are most representative of your roles. Please only enter jobs and salary information for the levels you have in the job family.**

	Annual Base Salary	Internal Job Title
Level 1- Entry Level or Foundational Support Work	---	---

Level 2 – Skilled Support or Operational Work	---	---
Level 3 – Early- Career Professional or Technical Work	---	---
Level 4 – Intermediate Professional or Technical Work	---	---
Level 5 – Senior or Expert-Level Professional Work	---	---
Level 6 – Front-Line or Functional Management	---	---
Level 7 – Mid- Level or Departmental Leadership	---	---
Level 8 – Executive or Organizational Leadership	---	---

---

## **Benefits Programs**

### **Health Care Spending Account**

**11) Do you offer a Health Care Spending Account?**

Yes

No

**12) What is the yearly \$ amount provided to plan members for your Health Care Spending Account?**

### **Extended Health Care Benefits**

**13) Do you offer Extended Health Care benefits?**

Yes

No

**14) What percentage of premiums are covered by the employer for Extended Health Care?**

**15) Do you have any Paramedical provider coverage?**

Yes

No

**16) Do you provide coverage per-practitioner or based on a combined maximum amount per year?**

Coverage per Practitioner

Combined Maximum per Year

**17) What is the combined maximum amount per year covered within your standard/typical plan?**

**18) Is the coverage level per practitioner the same amount for all?**

Yes - the coverage for every practitioner is the same

No - there are different amounts covered for some practitioners



**19) What is the per practitioner amount covered in your standard/typical plan?**

**20) Please indicate the maximum \$ coverage per year for all practitioners covered.**

Chiropractor:

Osteopath:

Massage Therapist:

Physiotherapist:

Naturopath:

Podiatrist:

Chiropodist:

Psychologist/Social Worker:

Mental Health or Wellness Counselling:

Speech Therapist:

Acupuncturist:

**21) Do you offer Prescription Drugs coverage?**

Yes

No

**22) What % of the cost of prescriptions does the employer pay?**

**23) Do you offer Vision care coverage?**

Yes

No

**24) Copy of Details about your Vision care plan**

Amount covered by plan (\$):

Eye Exam Coverage (\$):

Vision Care Coverage (glasses, contacts, laser surgery) (\$):

Benefit duration (12 months, 24 months, etc):

## **Dental Care Benefits**

### **25) Do you offer Dental Care coverage?**

Yes

No

### **26) What percentage of premiums are covered by the employer for Dental Care?**

### **27) Details about your Dental Care Plan**

Minor/ Preventative Reimbursement (%):

Minor/ Preventative Annual Maximum (\$):

Major Restorative Reimbursement (%):

Major Restorative Annual Maximum (\$):

Orthodontics Reimbursement (%):

Orthodontics Lifetime Maximum (\$):

### **28) What is your exam recall frequency**

Every 6 months (or less)

Every 9 months

Every 12 months

## **Life Insurance**

### **29) Do you offer Life Insurance benefits?**

Yes

No

### **30) What percentage of premiums are covered by the employer for Life Insurance?**

### **31) What coverage level do you offer?**

1x annual salary

2x annual salary

3x annual salary

Flat Rate Amount

**32) What is the flat rate amount?**

**Short Term Disability**

**33) Do you offer Short Term Disability?**

Yes

No

**34) What percentage of premiums are covered by the employer for Short Term Disability?**

**35) What is the % of Monthly Salary covered under Short Term Disability?**

**36) What is the monthly maximum amount covered under your plan for Short Term Disability?**

**Long Term Disability**

**37) Do you offer Long Term Disability?**

Yes

No

**38) What percentage of premiums are covered by the employer for Long Term Disability?**

**39) What is the % of Monthly Salary Covered for Long Term Disability?**

**40) What is the maximum monthly amount covered under your plan for Long Term Disability?**

**Voluntary Benefits**

**41) Do you offer any voluntary employee paid benefits?**

Yes

No

**42) Which benefits do you offer (choose the coverage availability from the drop down lists)?**

	<b>Employee Only</b>	<b>Employee and Spouse</b>	<b>Employee, Spouse and Child</b>	<b>We do not offer</b>
Optional Life Insurance				
Accidental Death and Dismemberment				
Critical Illness				

### **Health and Wellness Benefits**

**43) Do you offer an Employee Family Assistance Plan (EAP or EFAP)?**

Yes

No

### **Additional Benefits or Perks**

**44) Do you offer any other Benefits or Perks (eg Parking, Transit passes, Gym membership, etc)?**

Yes

No

**45) Can you provide a general outline of these additional benefits/perks?**

---

## Retirement and Leave Programs

### Retirement Programs

#### 46) Do you offer any retirement benefits/plans?

Yes

No

#### 47) What type of Retirement plan do you offer? (check all that apply)

Defined Contribution plan

Defined Benefit plan

Other - Please specify:

#### 48) Do you match employee contributions?

Yes

No

#### 49) What is the typical employer match percentage?

#### 50) Have you considered or will you be moving away from your Defined Benefit plan and changing to a Defined Contribution plan?

Yes

No

### Paid Time Off Programs

#### 51) Your Vacation plan details

What is the vacation time typically offered at hire? (please enter # in days):

What is the maximum amount of vacation time achievable? (please enter # in days):

How many years does it take to get to the maximum? (Please enter number in years):

#### 52) Do you offer top ups for Parental Leave?

Yes

No

**53) Details about your Parental Leave top up**

% of monthly salary covered:

# of weeks of top up coverage:

Are there any post leave payback provisions?:

**54) Do you require a length of service to be eligible for top ups?**

Yes

No

**55) How long does someone need to be employed to be eligible for a top up?**

---

**Thank You!**

Thank you for participating in this survey. Your response is very important to us and we appreciate your time.

We will be providing you with a summary of the survey responses once the results have been analyzed. We are targeting to have the summary report compiled by mid-September.

Any questions or concerns, please contact:

**Taylor Heffering - [taylor.heffering@stratford.group](mailto:taylor.heffering@stratford.group)**

---

# Benchmark Job Families

---

## Science, Technology, and Innovation

Roles focused on advancing agricultural science, innovation, and technical solutions.

- **Agronomists:** Provide expertise on crop production, soil management, and fertilization practices.
- **Animal Science/ Veterinarians:** Specialize in animal health, welfare, and livestock genetics.
- **Soil Science:** Study and assess soil properties to support sustainable land and crop management.
- **Biotechnologists:** Develop and apply technologies for genetic improvement, disease resistance, and productivity in crops or livestock.
- **Research Management:** Oversee research portfolios, facilitate proposal review and funding processes, and support strategic decision-making.
- **Program/Project Management (Research):** Manage research projects aligned with strategic priorities, collaborate with researchers, and report on outcomes.

## Business & Administration

Roles that support operational efficiency, financial management, and organizational strategy.

- **Organizational Leadership:** Provides overall strategic leadership and direction for the organization. Oversees planning, governance, and enterprise performance, and represents the organization in high-level engagements with stakeholders, partners, and government.
- **Agricultural Economists:** Analyze economic data and trends to inform pricing, trade, and policy decisions.
- **Supply Chain:** Manage logistics, transportation, and distribution of agricultural products and materials.
- **Procurement:** Source and purchase agricultural inputs such as seed, feed, fertilizer, and equipment.

- **Sales & Marketing:** Promote agricultural products, services, or technologies to target markets.
- **Finance and Accounting:** Provide budgeting, cost analysis, and financial reporting to support organizational decision-making.
- **Human Resources:** Manage recruitment, training, employee relations, and workplace health and safety compliance.
- **Communications:** Lead communications and outreach initiatives targeted at stakeholders, producers, or the broader agri-community.

### **Policy, Regulatory & Nonprofit Roles**

Roles centered on advocacy, compliance, and community support within the agri-food system.

- **Policy:** Conduct research and provide recommendations on agricultural and rural policies.
- **Environmental:** Guide organizations on meeting sustainability standards and regulatory requirements.
- **Compliance:** Monitor and enforce adherence to agricultural laws and food safety regulations.
- **Extension Officers:** Facilitate knowledge transfer between researchers and producers, often through government or educational institutions.
- **Community Development:** Support engagement and development initiatives within Indigenous, rural, or newcomer communities.



# Benchmark Job Levels

<b>Level 1 – Entry-Level or Foundational Support Work</b>
Performs routine, structured tasks that are well-defined and closely supervised. Requires minimal prior experience and focuses on learning workplace procedures, tools, or systems. Work typically involves following standard instructions or assisting more experienced colleagues. Some roles may require physical effort, accuracy, or attention to detail more than specialized knowledge.
<b>Level 2 – Skilled Support or Operational Work</b>
Handles a variety of routine and moderately complex tasks with a good understanding of tools, processes, and procedures. Work is performed with some autonomy and accountability for quality and timeliness. May offer guidance to less experienced staff but does not supervise. Requires developed practical skills or technical knowledge gained through experience or formal training.
<b>Level 3 – Early-Career Professional or Technical Work</b>
Applies foundational knowledge in a professional or technical discipline to carry out defined tasks or projects. Typically works under general supervision with some guidance, using established methods or processes. Learning to interpret information, analyze problems, and make informed decisions. May contribute to project teams or service delivery. Requires post-secondary education or equivalent experience.
<b>Level 4 – Intermediate Professional or Technical Work</b>
Applies specialized knowledge or judgment to plan, analyze, or implement complex tasks or services. Works independently in most areas with minimal supervision. May lead projects or collaborate across departments. Expected to interpret guidelines, manage competing priorities, and contribute to process improvements. Often serves as a resource to others in the same discipline.
<b>Level 5 – Senior or Expert-Level Professional Work</b>
Recognized for deep subject matter knowledge or high-impact contributions. Leads complex projects, develops frameworks, or advises on specialized topics. Independently navigates ambiguous or novel situations. May influence policy or strategy within the organization. Frequently mentors others and contributes to professional standards, though not formally managing staff.
<b>Level 6 – Front-Line or Functional Management</b>
Manages a team or small function with direct accountability for service or project outcomes. Plans and allocates work, monitors performance, and ensures quality and efficiency. Provides coaching and development to team members. Participates in setting goals and resource planning, with limited strategic input. May manage a budget and coordinate cross-functional efforts.
<b>Level 7 – Mid-Level or Departmental Leadership</b>
Leads a department, unit, or multiple teams. Accountable for business planning, budgeting, risk management, and performance monitoring within a functional area. Translates organizational goals into departmental plans. Works across teams or divisions to drive initiatives and resolve cross-cutting issues. Involved in shaping policies or organizational practices.
<b>Level 8 – Executive or Organizational Leadership</b>
Defines long-term strategy and overall organizational direction. Accountable for enterprise-wide performance, compliance, governance, and stakeholder relations. Oversees major portfolios or the entire organization. Makes final decisions on resource allocation, structure, and high-stakes priorities. Works closely with elected officials, boards, or external partners to advance organizational goals.