

2026 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 - 45 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.

To review the survey questions in order to prepare you can download this [pdf](#) of the survey.

Stratford sincerely appreciates your participation and your contribution to building a

stronger, more sustainable agricultural sector in Canada.

Please complete your survey submission by **Friday July 31, 2026**. 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

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



Northwest Territories
Nova Scotia
Ontario
Prince Edward Island
Quebec
Saskatchewan
Yukon

What is your organization
type?

Not-for-Profit
For Profit
Government/Crown Corporation

How many employees do you
have?

1 - 19
20 - 49
50 - 100
101 - 500
501 - 999
1000 +

Compensation Policy and Procedures

1. How are you currently positioning/targeting your base salaries to market?
(Please indicate the percentile you currently target in the market).

- ☐ 25th - 45th percentile (Below Market Median)
- ☐ 50th Percentile (Market Median)
- ☐ 55th - 75th Percentile (Above Market Median)
- ☐ We do not target salaries to market

2. How often do you benchmark your salaries to the external market?

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

3. What type of Salary Increases do you use on an regular basis? Check all that apply.

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

4. What is your (anticipated) budget (%) for a Cost of Living/Inflationary increase in 2026?

5. What is your (anticipated) budget (%) for Merit increases in 2026?

6. What is your (anticipated) budget (%) for Market Adjustment increases in 2026?

7. Do you have any unionized employees?

☐ Yes

☐ No

8. Approximately what percent proportion of your total employee count is unionized?

Salary Administration

9. Which of the following pay structures do you use currently?

☐ [Salary Ranges A salary range is the span between the minimum and maximum base salary an organization will pay for a specific job or group of jobs.](#)

☐ [Step Structure Wage Grid Distinct levels \(grids\) and incremental steps, typically based on seniority, experience, or qualifications.](#)

☐ Other - Please describe

☐ We do not have a formal pay structure in place

10. 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 CircleFreezing salaries that are at the maximum of the range until such time as the range maximum increases](#) any employees who are at the top (or over) their range

11. 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

12. Where is your market rate/job rateThe salary target for a fully performing employee within your salary range/pay grade or step structure?

- ☐ The minimum of the range/ Bottom of the wage grid
- ☐ The midpoint of the range/ Middle of the wage grid
- ☐ The maximum of the range/ Top of the wage grid
- ☐ Other/not defined

13. How many steps do you have in your wage grid. If you have multiple wage grids what is the average number of steps if they vary?

14. What is the percent increase between each step on the wage grid? If that value varies please enter the average % increase between steps.

Specific Roles Benchmarking

Page description:

Please click the link below to review the benchmark job family descriptions and the job levels to ensure the job at your organization is a similar match in terms of scope. You will be asked to select the job families that are found at your organization. You will then be asked to provide salary information for the applicable job levels and job titles in your organization within each job family you have identified.

[Benchmark Job Families and Benchmark Job Levels](#) (this will open the document up in a new tab)

15. 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
- ☐ Agricultural Economists
- ☐ Supply Chain
- ☐ Procurement
- ☐ Sales and Marketing
- ☐ Finance and Accounting
- ☐ Human Resources
- ☐ Communications
- ☐ Policy
- ☐ Environmental
- ☐ Compliance
- ☐ Extension Officers
- ☐ Community Development

16. Please complete the salary and job title information for your head of organization. If you do not use a salary range for this position you can leave that part blank.

	Current Annual Base Salary	Salary Range/Wage Grid Minimum Salary	Salary Range/Wage Grid Maximum Salary	Your Organizations job title
Head of Organization (ie. CEO, Executive Director)				

Job Family Benchmarking -

17. Please enter your salary data and job titles for the roles that match your organization for the function.

Please refer to [this](#) document to ensure your job levels matches the benchmark level.

	Current Annual Base Salary (Or Average Base Salary for Multiple Incumbents)	Salary Range/Wage Grid Minimum Salary	Salary Range/Wage Grid maximum Salary	Your Organizations Job Title
Level 1 - Entry Level or Foundational Support Work and Labourer				
Level 2 - Skilled Support or Operational Work and Intermediate Labourer				
Level 3 - Early-Career Professional or Technical Work and Senior Labourer				
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				

Page description:

Please complete the subsequent benefits information based on your Standard/Typical plan if you have different levels of plan offerings.

Health Care Spending Account

18. Do you offer a Health Care Spending Account?

- ☐ Yes
- ☐ No

19. What is the yearly \$ amount provided to plan members for your Health Care Spending Account?

Extended Health Care Benefits

20. Do you offer Extended Health Care benefits?

- ☐ Yes
- ☐ No

21. What percentage of premiums are covered by the employer for Extended Health Care?

22. Do you have any Paramedical provider coverage?

- ☐ Yes
- ☐ No

23. Do you provide coverage per-practitioner or based on a combined maximum amount per year?

- ☐ Coverage per Practitioner
- ☐ Combined Maximum per Year

24. What is the combined maximum amount per year covered within your standard/typical plan?

25. 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

26. What is the per practitioner amount covered in your standard/typical plan?

27. 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	

28. Do you offer Prescription Drugs coverage?

- ☐ Yes
- ☐ No

29. What % of the cost of prescriptions does the employer pay?

30. Do you offer Vision care coverage?

☐ Yes

☐ No

31. 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

32. Do you offer Dental Care coverage?

☐ Yes

☐ No

33. What percentage of premiums are covered by the employer for Dental Care?

34. 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 (\$)	

35. What is your exam recall frequency

- ☐ Every 6 months (or less)
- ☐ Every 9 months
- ☐ Every 12 months

Life Insurance

36. Do you offer Life Insurance benefits?

- ☐ Yes
- ☐ No

37. What percentage of premiums are covered by the employer for Life Insurance?

38. What coverage level do you offer?

- ☐ 1x annual salary
- ☐ 2x annual salary
- ☐ 3x annual salary
- ☐ Flat Rate Amount

39. What is the flat rate amount?

Short Term Disability

40. Do you offer Short Term Disability?

- ☐ Yes
- ☐ No

41. What percentage of premiums are covered by the employer for Short Term Disability?

42. What is the % of Monthly Salary covered under Short Term Disability?

43. What is the monthly maximum amount covered under your plan for Short Term Disability?

Long Term Disability

44. Do you offer Long Term Disability?

- ☐ Yes
- ☐ No

45. What percentage of premiums are covered by the employer for Long Term Disability?

46. What is the % of Monthly Salary Covered for Long Term Disability?

47. What is the maximum monthly amount covered under your plan for Long Term Disability?

Voluntary Benefits

48. Do you offer any voluntary employee paid benefits?

- ☐ Yes
- ☐ No

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

Optional Life Insurance

Employee Only

Employee and Spouse

Employee, Spouse and Child

We do not offer

Accidental Death and Dismemberment

Employee Only

Employee and Spouse

Employee, Spouse and Child

We do not offer

Critical Illness

Employee Only

Employee and Spouse

Employee, Spouse and Child

We do not offer

Health and Wellness Benefits

50. Do you offer an Employee Family Assistance Plan (EAP or EFAP)?

- ☐ Yes
- ☐ No

Additional Benefits or Perks

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

- ☐ Yes
- ☐ No

52. Can you provide a general outline of these additional benefits/perks?

Retirement and Leave Programs

Retirement Programs

53. Do you offer any retirement benefits/plans?

- ☐ Yes
- ☐ No

54. What type of Retirement plan do you offer? (check all that apply)

- ☐ Defined Contribution plan
- ☐ Defined Benefit plan
- ☐ Other - Please specify

55. Do you match employee contributions?

- ☐ Yes
- ☐ No

56. What is the typical employer match percentage?

57. 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

58. 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)

59. Do you offer top ups for Parental Leave?

- ☐ Yes
- ☐ No

60. Details about your Parental Leave top up

% of monthly salary covered

of weeks of top up coverage

Are there any post leave payback provisions?

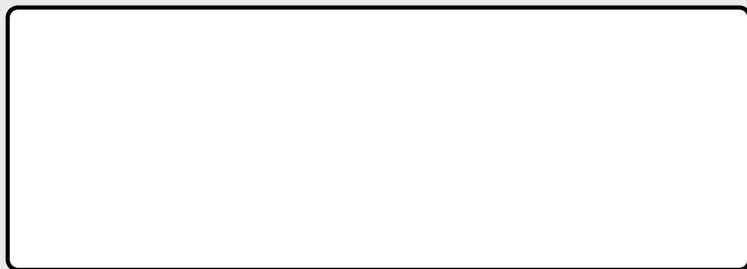
61. Do you require a length of service to be eligible for top ups?

62. How long does someone need to be employed to be eligible for a top up?

Feedback for Future Surveys

63. Are there any other areas around Total Rewards that you would like to see on this survey in the future?

64. What job families do you feel are missing in this survey that you would like to see.



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