



# **2006 IOA Compensation Survey**

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November, 2006

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# 2006 Population

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- 57.3% or 244 of the 426 IOA invitees completed and returned the survey instrument.
  
- 8.6% or 21 of the surveys were removed from the data analysis due to:
  - No salary data provided by participants (14 part-time, 1 full-time).
  - Volunteer or part-time employees not paid for OO work (2).
  - Stipend compensation only for part-time work (4 received stipends ranging from \$5-10.5K).

**FINAL DATA ANALYSIS INCLUDES 223 IOA PARTICIPANTS.**

# 2006 Demographics

## 2006 PARTICIPANTS: OVERALL DEMOGRAPHICS

Sector	Canadian	US	Other	Total	Percent of Total
Academic	3	104	4	111	50%
Corporate	8	44	7	59	26%
Government	7	26	0	33	15%
Non Profit/Other	1	14	5	20	9%
<b>Total</b>	<b>19</b>	<b>188</b>	<b>16</b>	<b>223</b>	<b>100%</b>
Percent of Total	9%	84%	7%	100%	

## Other' (Non-US or Canadian OOs Primary Location

	Europe	Australia	Asia	Caribbean	Africa	Total
#OO's	8	1	3	3	1	16
%	50%	6%	19%	19%	6%	100%

## 2006 US OO's Primary Location

	WUS	NWUS	SWUS	N/NCUS	SCUS	NEUS	SEUS	TOTAL
#OO's	28	9	14	33	20	53	31	188
%	15%	5%	7%	18%	11%	28%	16%	100%

# 2006 Salary Overview

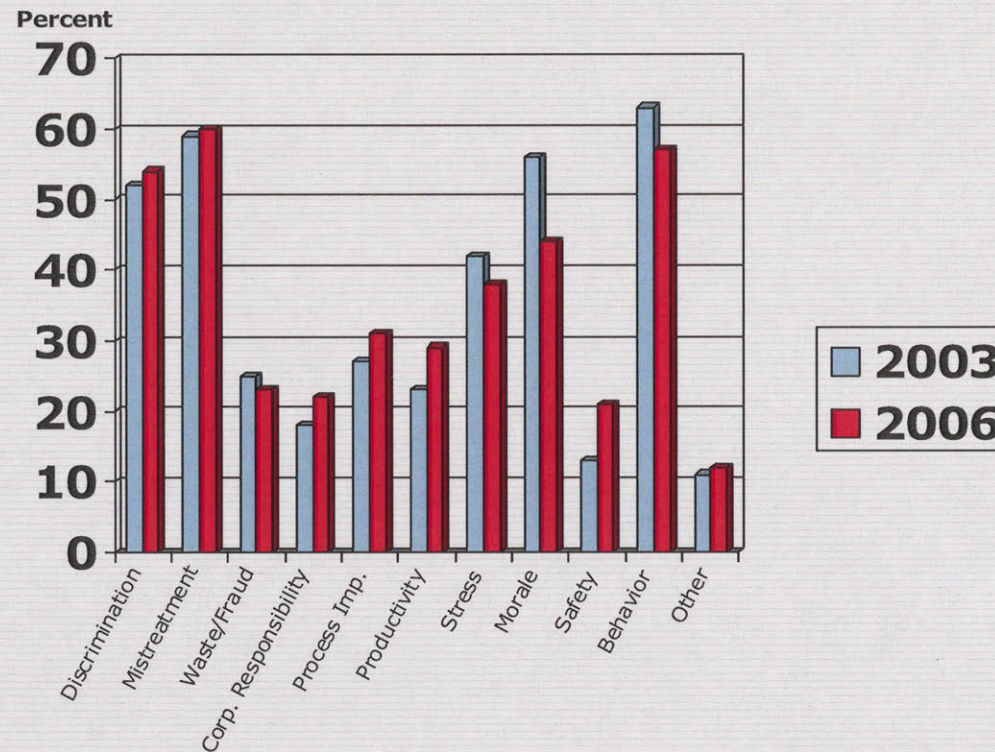
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		<u>U.S.*</u>	<u>CANADIAN*</u>	<u>OTHER*</u>
<b>ACADEMIC</b>	Minimum	\$30.0	\$88.0	\$45.0
	Maximum	\$175.0	\$100.0	\$105.0
	Average	\$78.1	\$93.3	\$71.5
	Median	\$74.5	\$91.8	\$68.0
<b>CORPORATE</b>	Minimum	\$62.0	\$67.0	\$40.0
	Maximum	\$254.0	\$200.0	\$180.0
	Average	\$139.1	\$118.1	\$133.2
	Median	\$139.5	\$112.5	\$170.0
<b>GOVERNMENT</b>	Minimum	\$56.1	\$80.0	
	Maximum	\$197.0	\$125.0	No data available
	Average	\$105.5	\$98.1	
	Median	\$101.5	\$98.5	
<b>N/P &amp; OTHER</b>	Minimum	\$25.0		\$90.0
	Maximum	\$416.0	Not enough data, N=1	\$155.0
	Average	\$135.5		\$129.8
	Median	\$109.8		\$140.0

*\*Canadian salaries presented in Canadian dollars. All other in U.S. dollars*

# U.S. OO Self-Reported Cost Effectiveness

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# Organizational Measurement of Cost Effectiveness

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		2001	2003	2006
<b>Canada</b>	Do Estimate	9	15	26
	Don't Estimate	91	73	68
	No Answer		12	6
	Total Percentage	100	100	100
<hr/>				
		2001	2003	2006
<b>US</b>	Do Estimate	7	11	10
	Don't Estimate	93	83	86
	No Answer	0	6	4
	Total Percentage	100	100	100
<hr/>				
		2001	2003	2006
<b>Other</b>	Do Estimate	0	0	26
	Don't Estimate	100	100	68
	No Answer	0	0	6
	Total Percentage	100	100	100

**While the majority did not provide their methods for measuring cost effectiveness, the following were provided:**

- \*Cost of litigation avoided by use of the ombuds office.
- \*Cost of replacing employees who may have left without intervention.
- \*Outside audit for ROI (Return on Investment)
- \*Dividing the number of cases by total OO office budget.



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