



2020 Salary Survey

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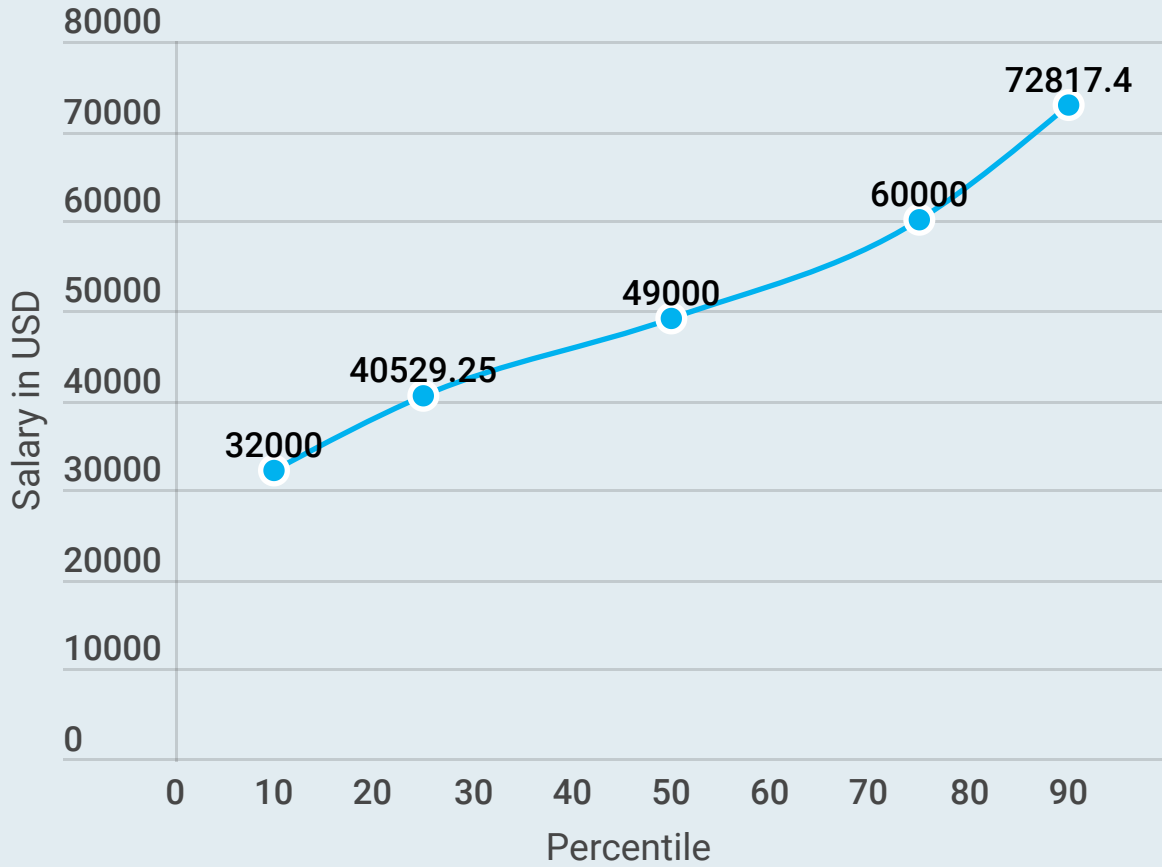
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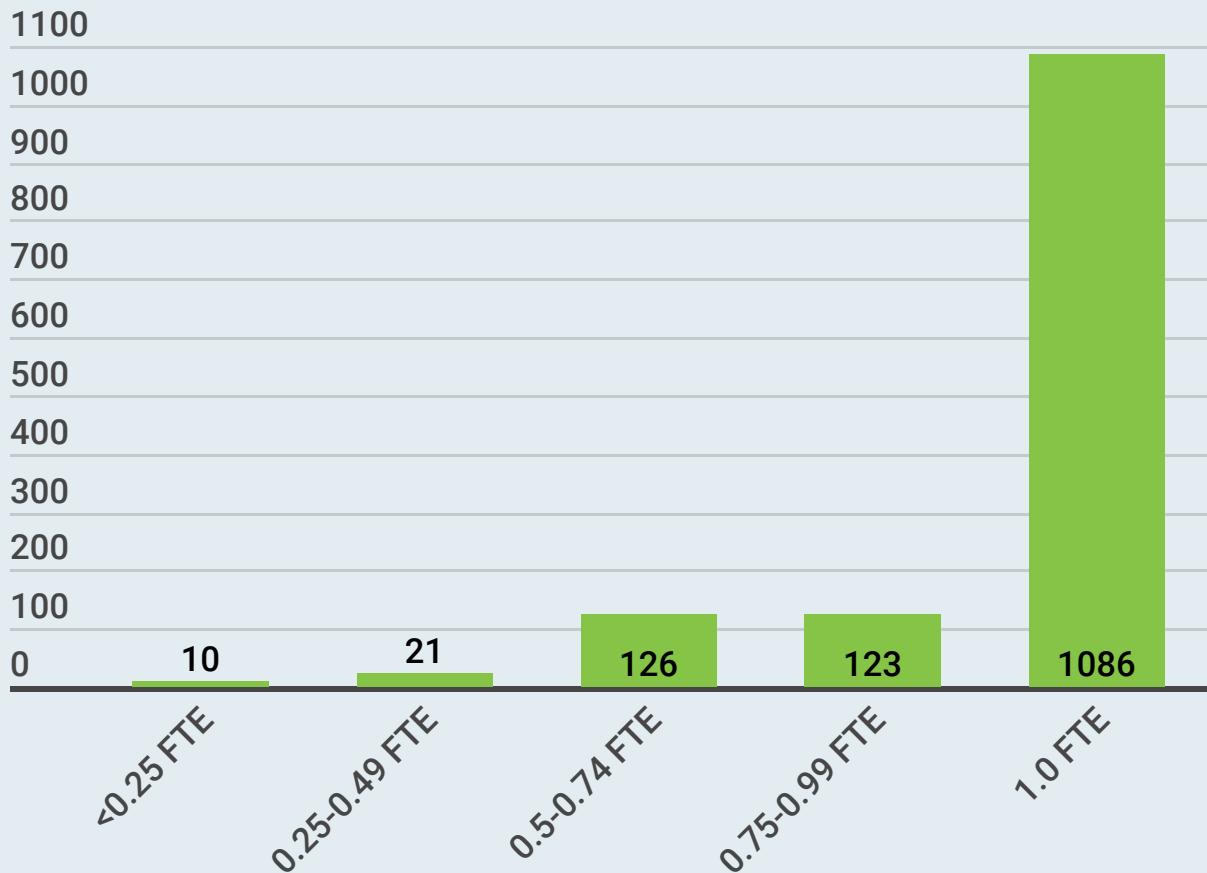
United States

Annual Salary Distribution for 1.0 FTE by Percentile (Salary in US Dollars)



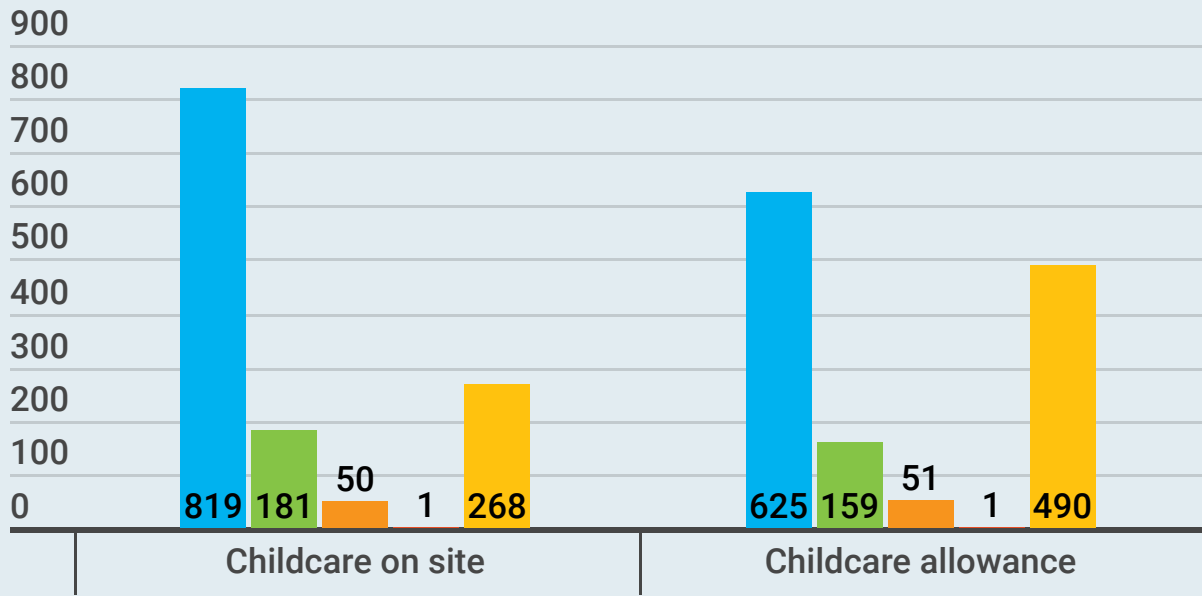
Salaries reported for less than 1.0 FTE were scaled up for comparison purposes. To calculate your annual 1.0 FTE salary to compare to this chart, take your annual salary and divide by your FTE status. For example, if your annual salary is \$40,000 and your FTE status is 0.75: $\$40,000 / 0.75 = \$53,333$.

FTE Status



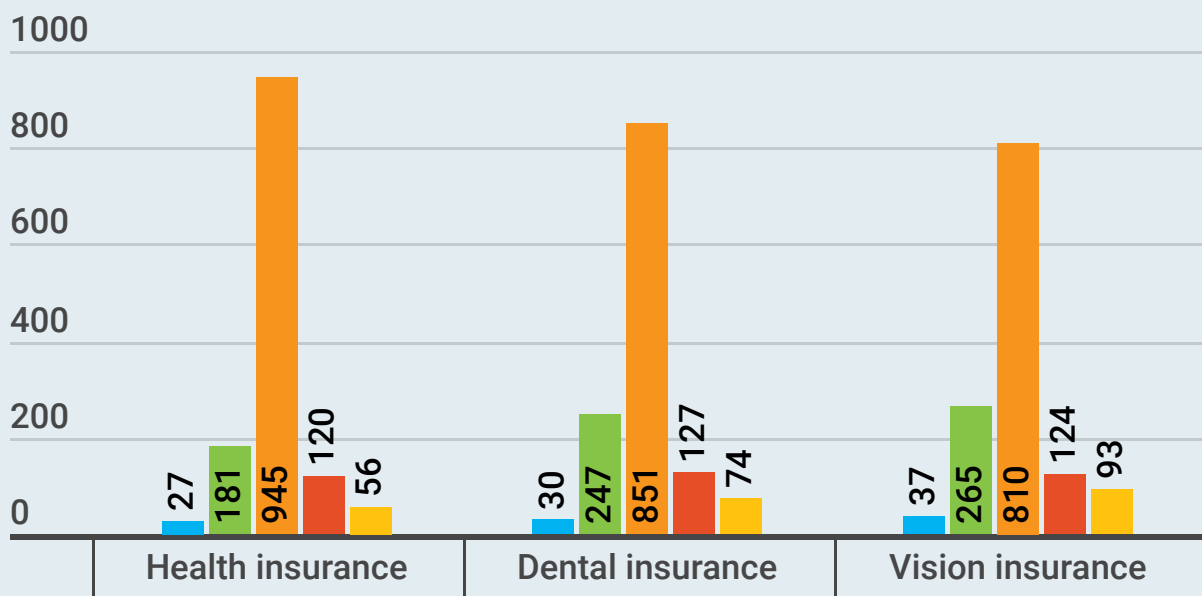
United States - Benefits

Employer Sponsored Childcare Benefits



- Benefit not available
- Employer covers none but benefit is available
- Employer covers some cost, remainder is covered by employee
- Employer covers full cost
- Unknown

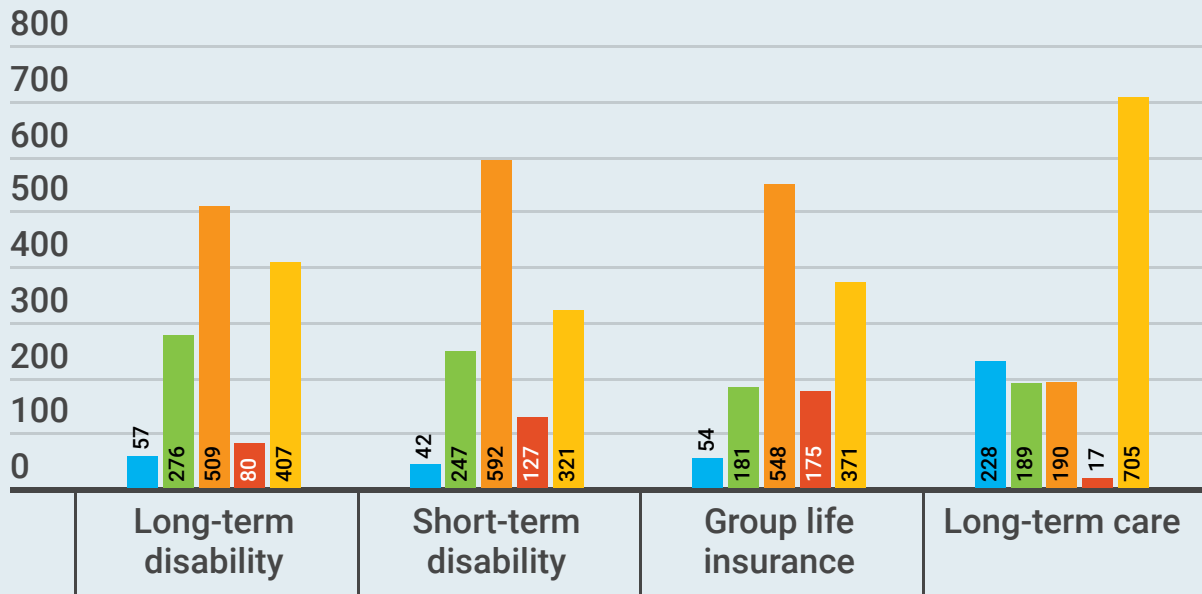
Employer Sponsored Healthcare Benefits



- Benefit not available
- Employer covers none but benefit is available
- Employer covers some cost, remainder is covered by employee
- Employer covers full cost
- Unknown

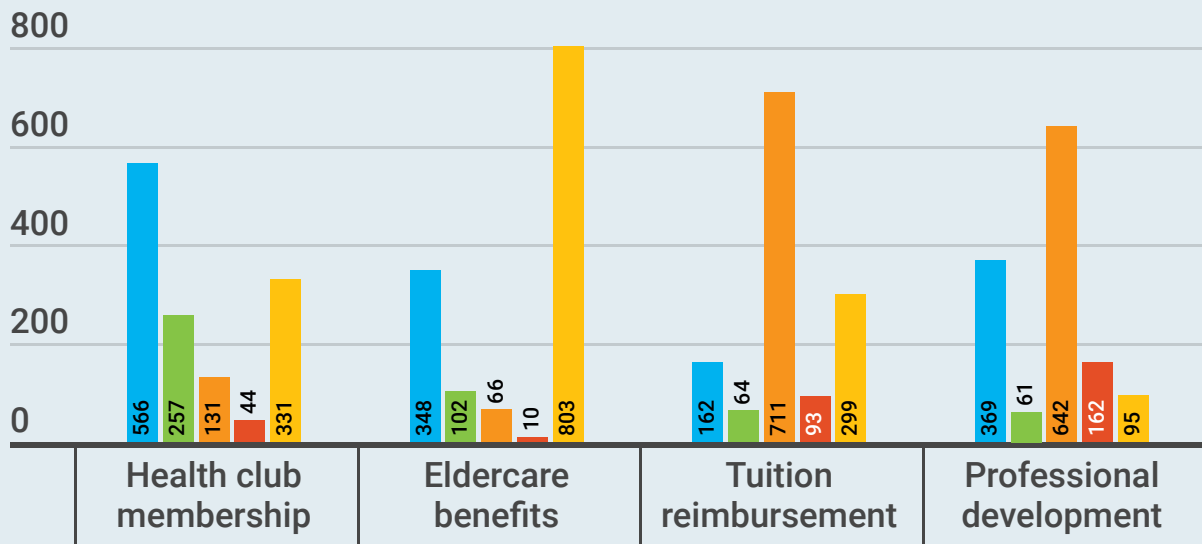
United States - Benefits

Disability and Life Insurance Benefits



- Benefit not available
- Employer covers none but benefit is available
- Employer covers some cost, remainder is covered by employee
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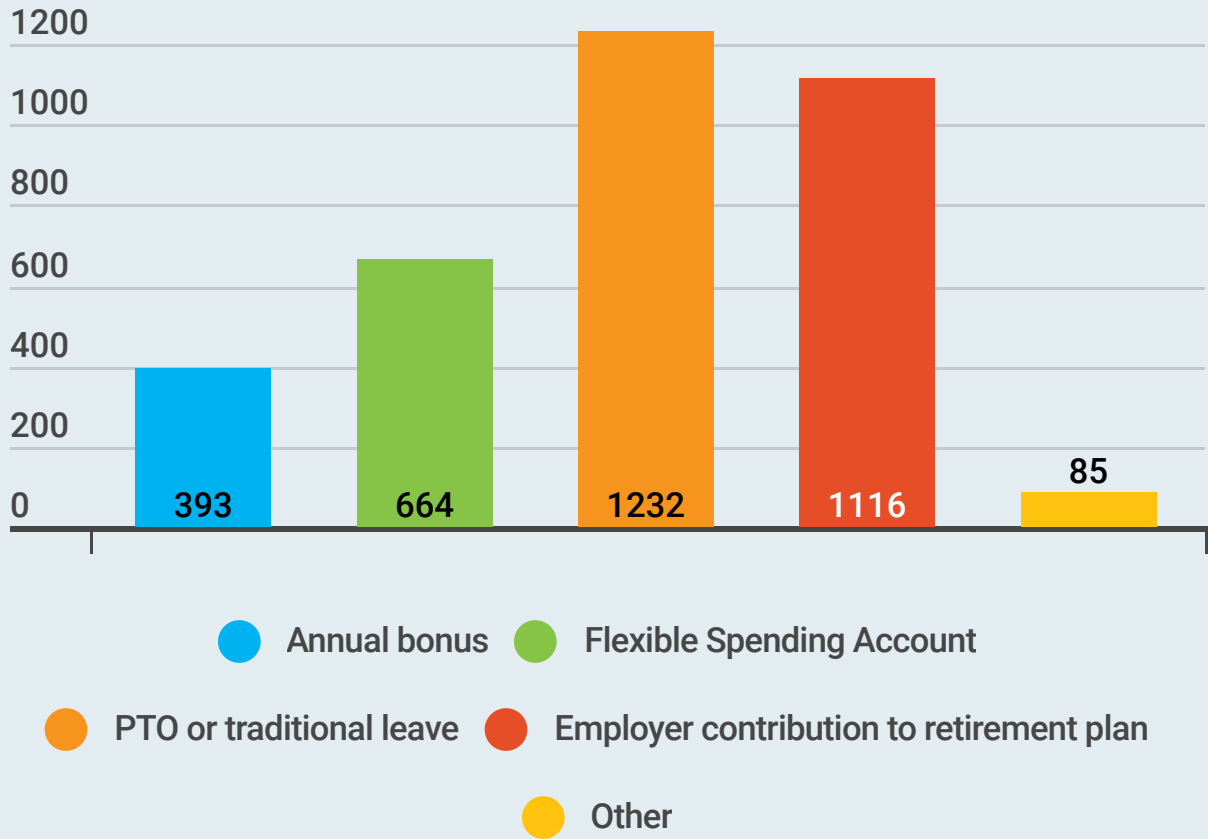
Other Benefits



- Benefit not available
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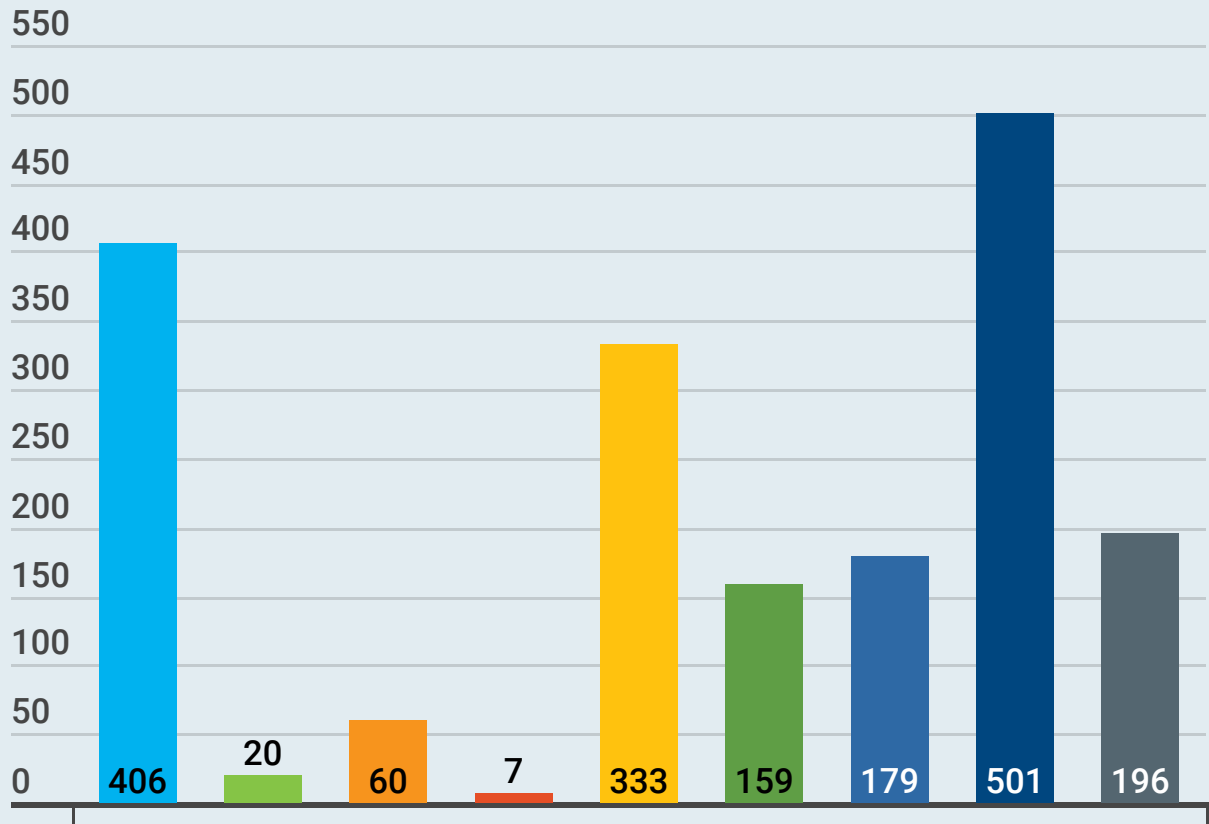
United States - Benefits

Bonuses, Spending Accounts, Time Off, and Retirements Plans



United States - COVID-19

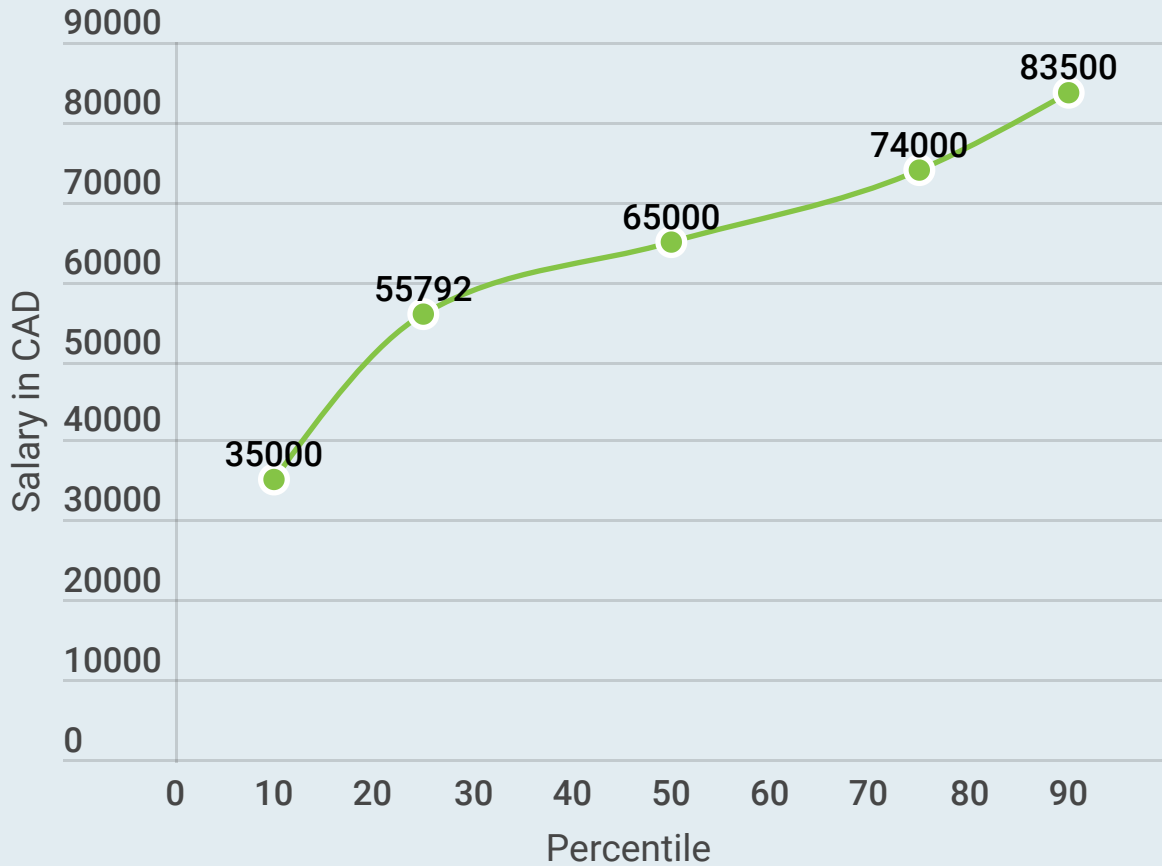
Changes from COVID-19



- Temporary/short term reduction of hours
- Permanent/long term reduction of hours
- Temporary/short term pay reduction
- Permanent/long term pay reduction
- Mandated PTO usage
- Furlough
- Reduction of employment benefits
- No changes
- Other

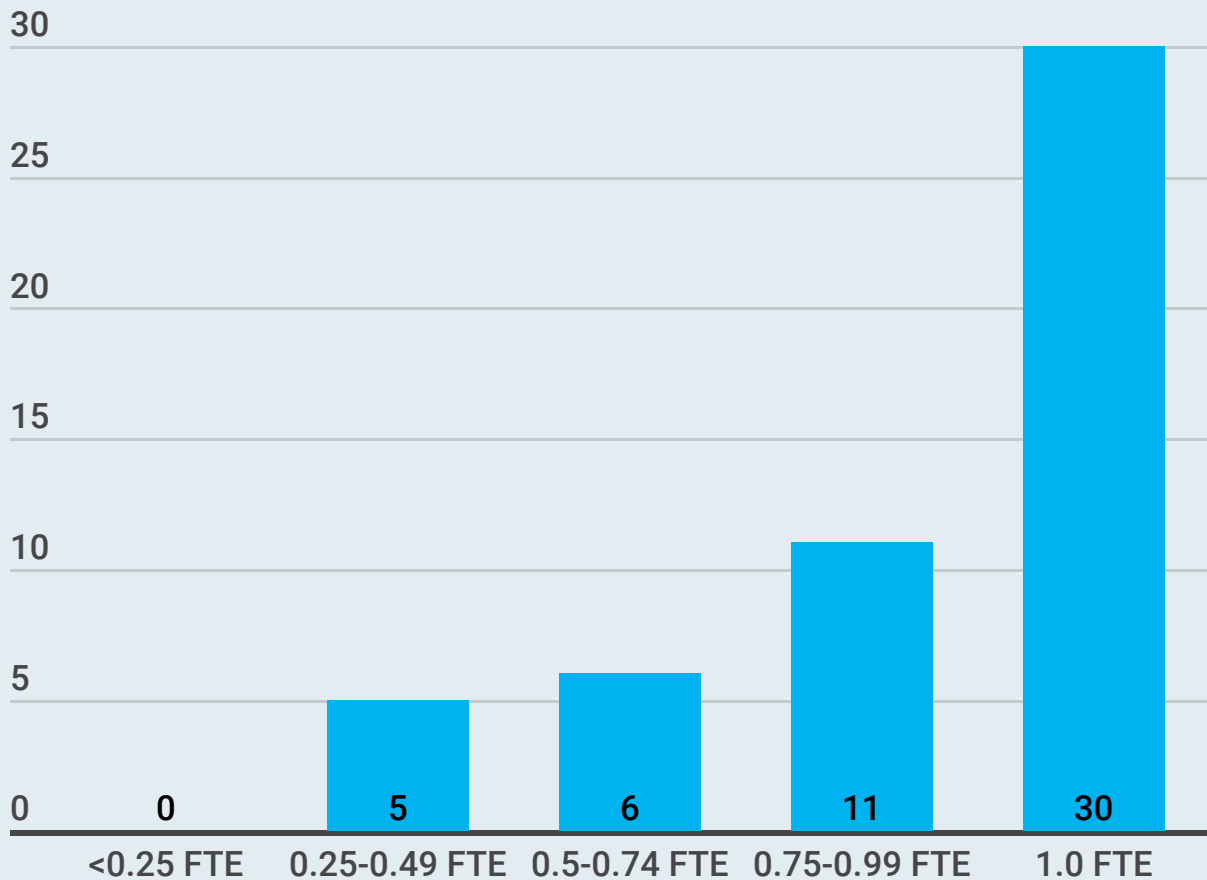
Canada

Salary Distribution by Percentile (in Canadian dollars)



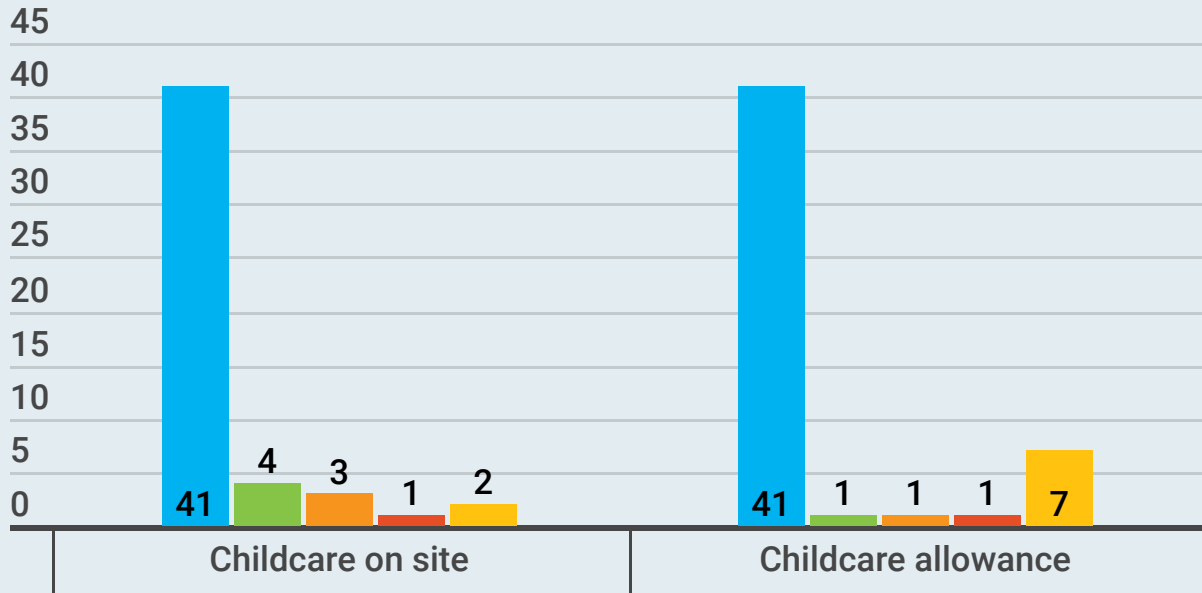
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FTE Status



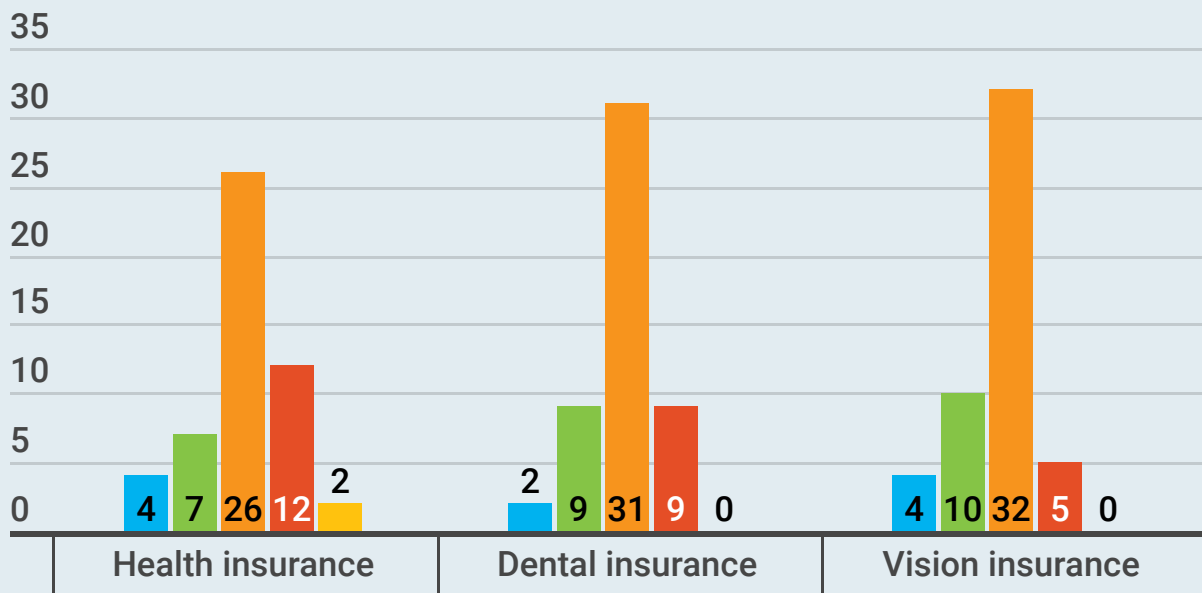
Canada - Benefits

Employer Sponsored Childcare Benefits



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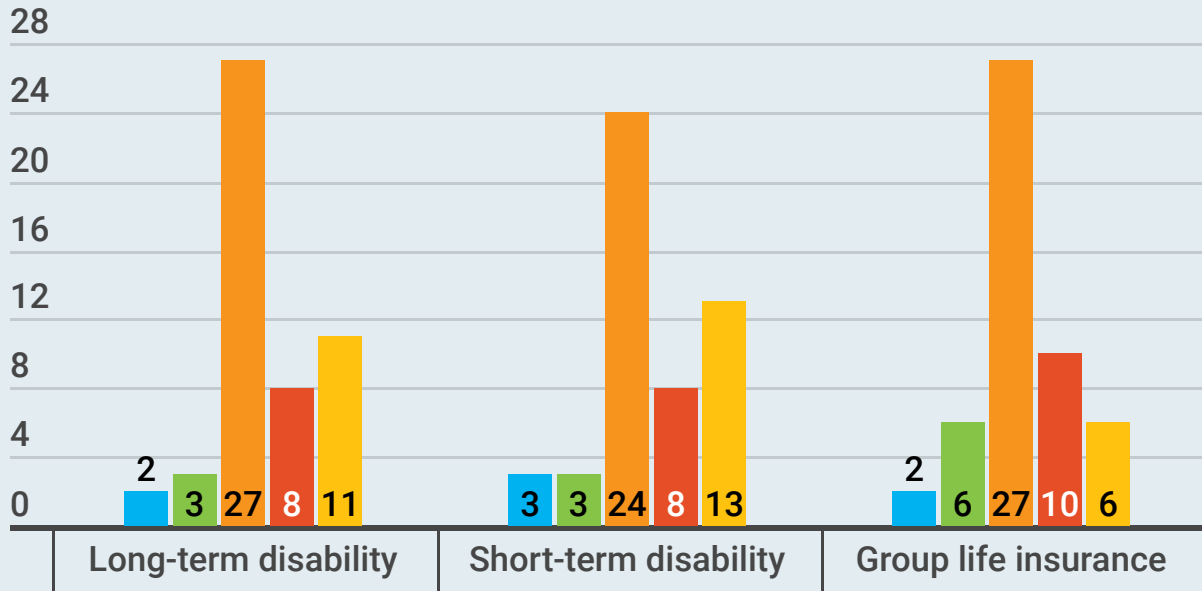
Employer Sponsored Healthcare Benefits



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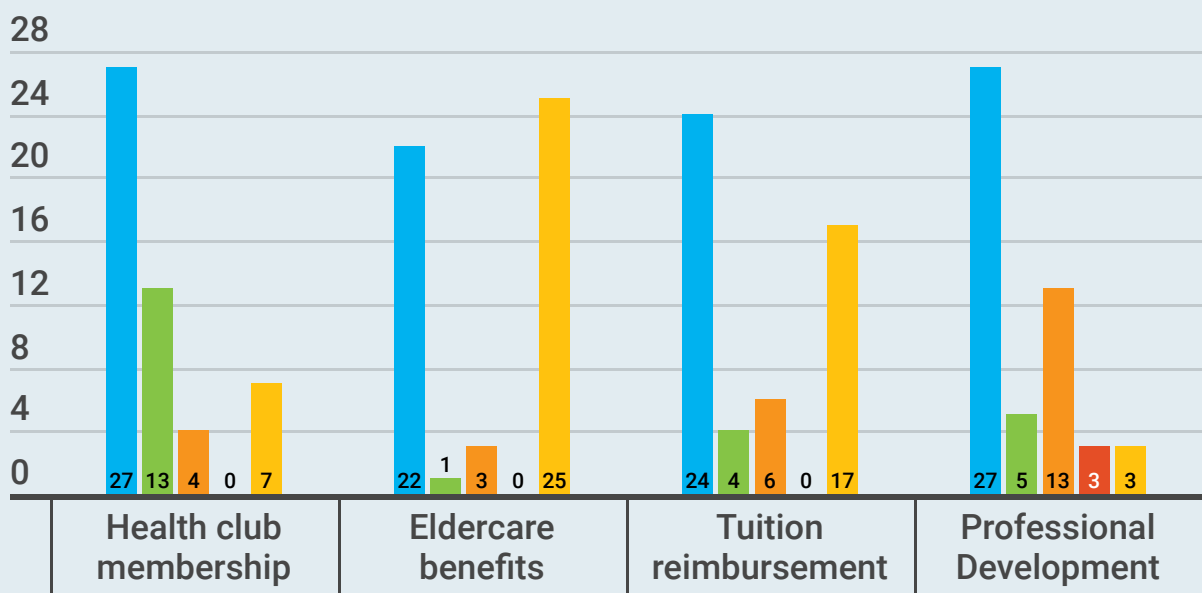
Canada - Benefits

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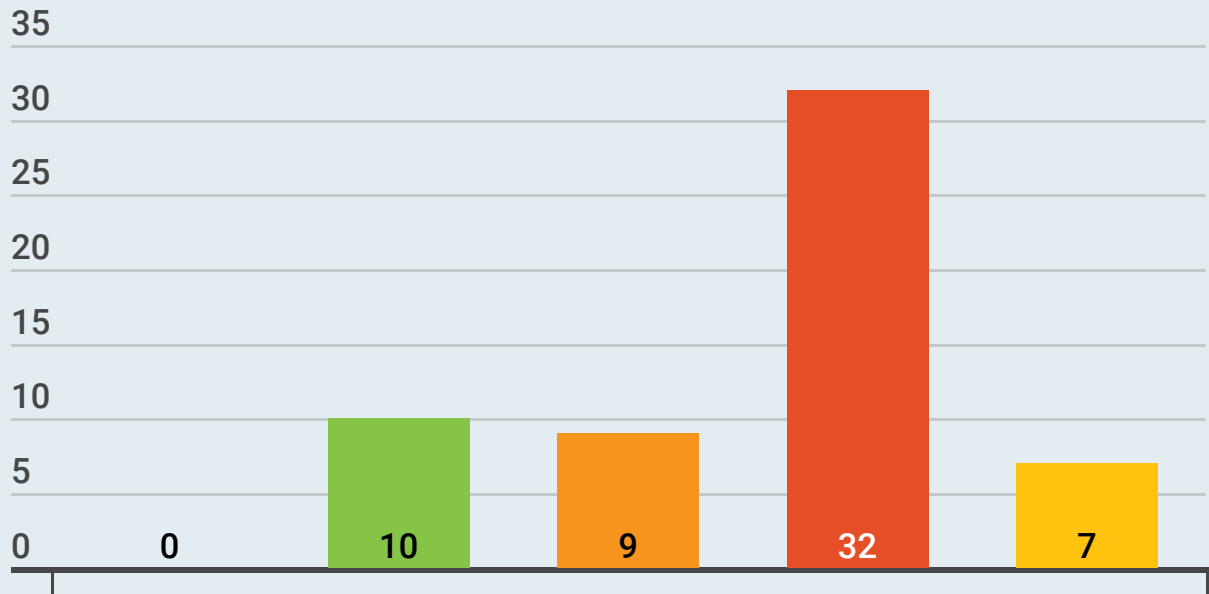
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Canada - Benefits

Bonuses, Spending Accounts, Time Off, and Retirements Plans



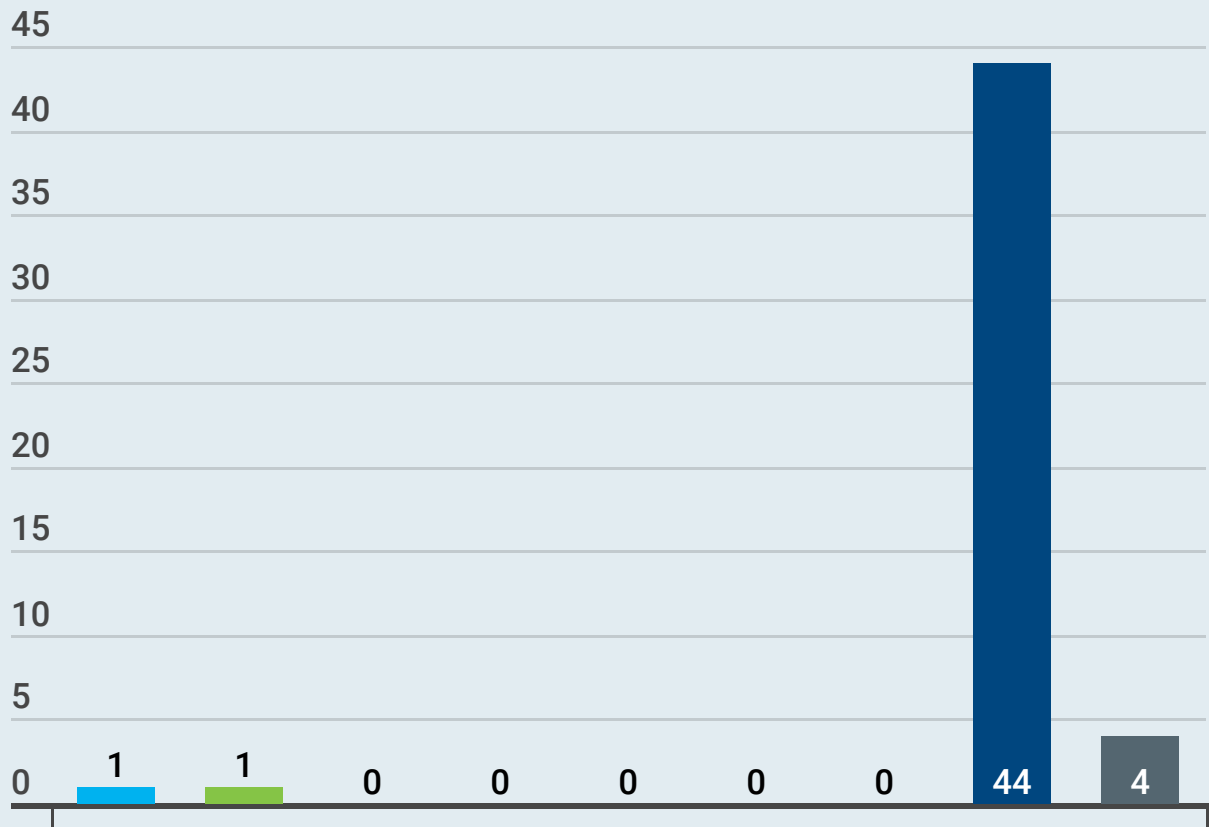
● Annual bonus ● Flexible Spending Account

● PTO or traditional leave ● Employer contribution to retirement plan

● Other

Canada - COVID-19

Changes from COVID-19



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Looking for a deeper dive into the 2020 Salary Survey Data? Keep an eye out for these upcoming ACLP Member-Only supplementary reports:

- US Census Divisions 1 & 2: New England and Middle Atlantic
- US Census Divisions 3 & 4: East North Central and West North Central
- US Census Divisions 5, 6, & 7: South Atlantic, East South Central, and West South Central
- US Census Divisions 8 & 9: Mountain and Pacific
- Canada

Questions about this report? Email mroloff@childlife.org.