



ALBERTA HOTEL &
LODGING ASSOCIATION

2018 WAGE SURVEY

AHLA WAGE SURVEY

The AHLA is pleased to provide the results of the 2018 Wage Survey to help you:

- Budget for wages and salaries in the upcoming year;
- Provide staff with competitive wages and benefits; and
- Assess the impacts of minimum wage increases.

ABOUT THE RESULTS

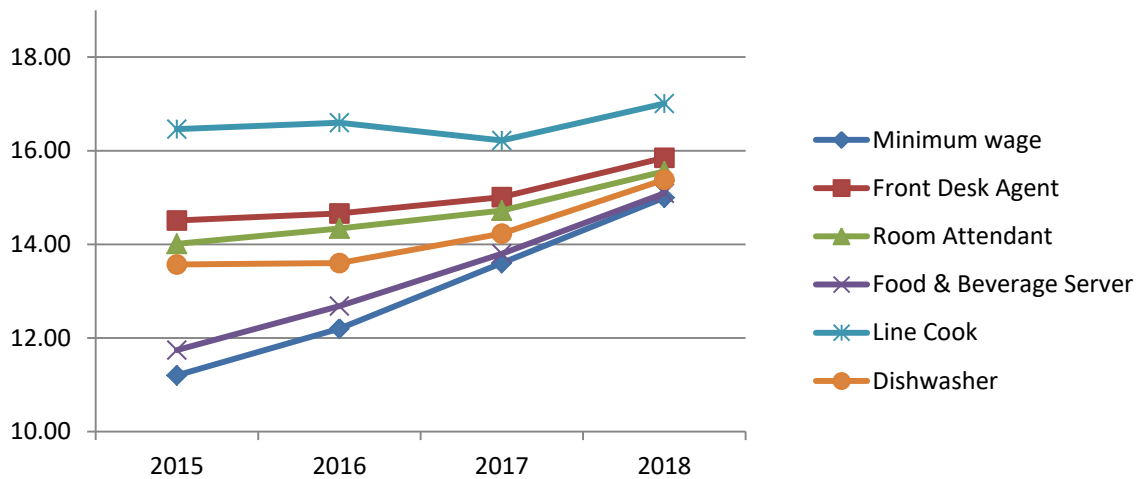
- The Wage & Benefits Survey was conducted from August 22 to September 24, 2018.
- 244 hotels, motels, and inns in Alberta voluntarily provided sufficient data.
- Those 244 properties represent 49% of employees in the industry.
- 42% of rooms in the industry are represented in this survey.
- 46% of participants were full service properties, and 54% were limited service.
- Wages shown in this report reflect those paid after the minimum wage increase to \$15/hour, which took effect October 1, 2018.
- We compared Victoria Day 2017 to 2018, and 28% of survey respondents reported a 27% increase in payroll costs for that day.
- All positions have been consistently above the minimum wage increases over the past three years.
- 45% of respondents indicated that they will need more staff in the upcoming year.
- This is the first year we surveyed a Safety Coordinator position, with 42 respondents. The position appears in all property sizes over 50 rooms.



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THREE-YEAR MINIMUM WAGE COMPARISON



STAFFING REQUIREMENTS FOR 2019

