



**Association of Professional Geoscientists
of Nova Scotia/
Association of Professional Geoscientists
of Ontario/
Ordre des géologues du Québec**

Compensation and Benefits Study

Final Report

December 13, 2013

Confidential



Letter from the Presidents

On behalf of the Association of Professional Geoscientists of Nova Scotia, the Association of Professional Geoscientists of Ontario, and the Ordre des géologues du Québec, we are pleased to provide this Compensation and Benefits Study of our collective memberships.

Our three associations worked collaboratively to gather, analyse and present this snapshot of the geoscience profession in Eastern Canada. This study is an update from the 2010 survey that included just Quebec and Ontario.

This project was an opportunity for our three Associations to work closely together to create a product that is valued by our memberships. We thank those members in our associations who participated in the survey and shared their information that when aggregated gave us data that benefits all members.

We trust you will find this information relevant and useful.

Regards,

Jeff Parks, P.Geo., President, APGNS

Andrew Cheatle, P.Geo., President, APGO

Robert Wares, P.Geo., D.Sc., President OGQ

Overview

The Compensation and Benefits Study is designed to provide geoscientists in Nova Scotia, Ontario and Québec with industry standard guidelines for compensation and benefits available to them. The results can be used for negotiating employment contracts, considering the costs and benefits of additional education or training or looking towards a change in job status.

The report is also a reference for students who are considering geoscience as a career and human resource departments as they determine policies and practices.

Compensation and benefit averages and ranges as well as other data are based on survey responses and are only as accurate as the data provided by those survey respondents. The response rate of 34% and margin of error 2.36% put this study at the high end of studies of this type.

The overall results can be interpreted with confidence. However, since compensation levels vary significantly with the demographic characteristics of the respondents and the organizational profiles of their employers, these factors should be taken into consideration when using this study as a resource for compensation planning. As well, results for sub-groups (e.g. based on respondent profile and work setting) should be interpreted with caution when the sample sizes are smaller.

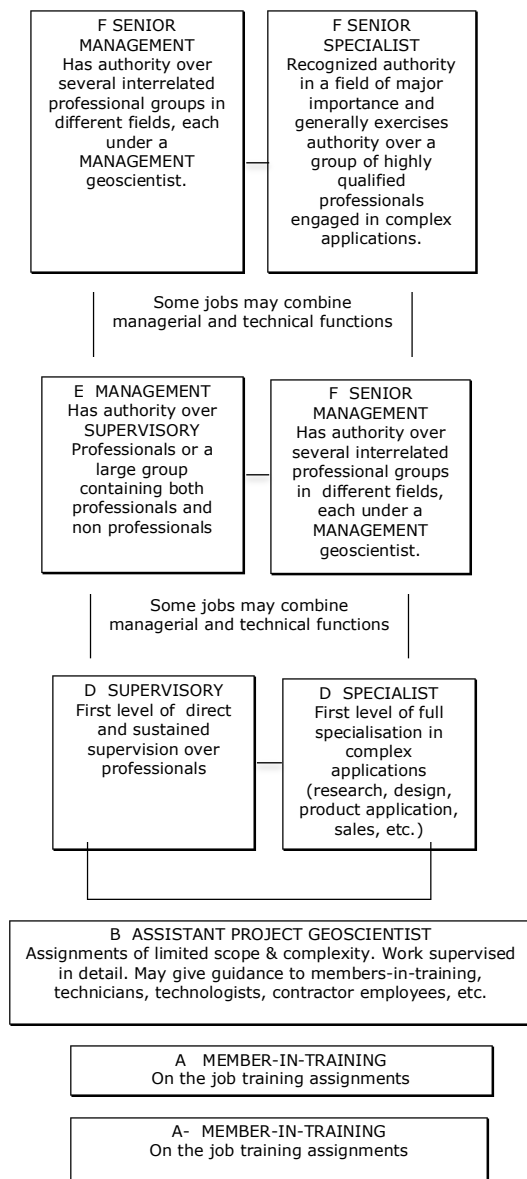
HOW TO USE SURVEY RESULTS

To use salary survey data as a guideline it is important to consider all reported results and to keep in mind the following remuneration concepts.

- Income is affected by multiple factors such as seniority, education, level of responsibility (managerial or technical) or hardship conditions. (The Job Rating Flowchart on the next page should be used to estimate your "Job Rating" and the results reported in the tables in this summary should be closely noted).
- Salary levels vary among industry sectors.
- Total cash by year of graduation should only be used as a check on career progress relative to others of an equivalent age. Employers and members consistently want and use this information as a check on the more basic level-of-responsibility concept.

Association of Professional Geoscientists of Nova Scotia/Association of Professional Geoscientists of Ontario/Ordre des géologues du Québec
Compensation and Benefits Study

Job Classification Flowchart



Annual Base Salaries by Level of Responsibility

Annual Base Salaries by Level of Responsibility								
Job Rating	Responses		Base Salary					
	#	%	Average	D. 1	Q. 1	Median	Q. 3	D. 9
A	*	*	*	*	*	*	*	*
B	34	3%	\$60,349	\$36,626	\$46,750	\$60,000	\$72,768	\$89,500
C	136	13%	\$71,625	\$46,940	\$56,556	\$68,000	\$82,188	\$97,150
D	240	23%	\$78,711	\$55,000	\$66,000	\$77,500	\$89,750	\$101,800
E	215	21%	\$97,976	\$65,000	\$80,000	\$97,000	\$110,000	\$133,800
F	146	14%	\$116,508	\$72,100	\$90,000	\$111,500	\$138,125	\$161,200
F+	255	25%	\$149,126	\$85,000	\$112,000	\$140,000	\$180,000	\$234,000

Base Salary by Level of Education and Years Since Graduation

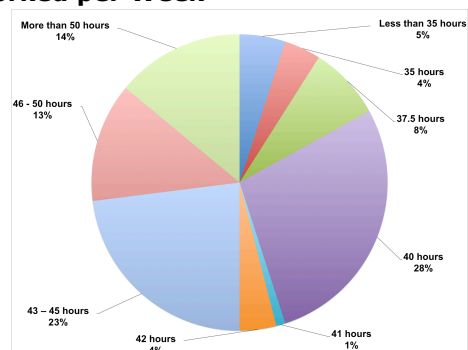
Salary Statistics	Years Since Graduation			
	2 - 10 years	11 - 20 years	21 - 30 years	31 or more
	B.A. or B.Sc. or Equivalent			
	N=120	N=99	N=140	N=90
Q1	\$55,250	\$70,000	\$90,000	\$85,750
Q2	\$71,500	\$89,960	\$114,930	\$120,000
Q3	\$84,000	\$110,000	\$144,000	\$173,800
Q4	\$115,000	\$220,000	\$300,000	\$375,000
	M.A. or M.Sc. or Equivalent			
	N=92	N=127	N=98	N=85
Q1	\$56,040	\$72,000	\$84,500	\$80,100
Q2	\$69,750	\$90,000	\$110,000	\$112,000
Q3	\$130,000	\$110,000	\$142,750	\$151,000
Q4	\$380,000	\$250,000	\$260,000	\$300,000
	Ph.D. or Equivalent			
	N=42	N=44	N=34	N=17
Q1	*	\$80,000	\$80,000	\$77,500
Q2	*	\$86,000	\$109,000	\$107,183
Q3	*	\$109,000	\$155,000	\$140,000
Q4	*	\$180,000	\$270,000	\$262,000

Base Salary and Industrial Sector

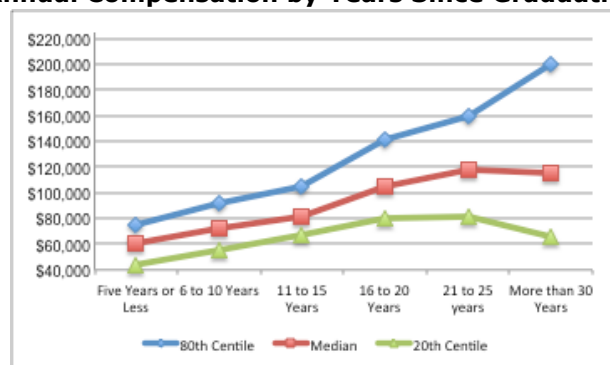
Industrial Sector	Responses		Base Salary		Mean Job Rating	
	#	%	Average	Median	Score	Level
Mineral or hydrocarbon resources:						
Inventory and mapping	44	4%	\$100,834	\$80,400	533	E
Mineral exploration, prospecting	328	32%	\$111,327	\$98,050	579	E
Oil & gas exploration	22	2%	\$107,027	\$110,000	476	D
Mining, mineral or hydrocarbon production	176	17%	\$123,487	\$109,500	570	E
Other	39	4%	\$113,580	\$98,500	549	E
Environmental and engineering geology:						
Industrial minerals & materials	18	2%	\$89,333	\$100,000	539	E
Groundwater	128	13%	\$82,550	\$80,000	509	D
Engineering geology, geotechnics	23	2%	\$86,189	\$81,000	529	E
Contaminated site management	157	15%	\$91,024	\$85,000	531	E
Other	42	4%	\$88,379	\$81,750	536	E
Other:						
Financial services	7	1%	\$119,938	\$110,000	545	E
Outside resources or environmental and engineering geology	35	3%	\$97,764	\$92,000	549	E

Association of Professional Geoscientists of Nova Scotia/Association of Professional Geoscientists of Ontario/Ordre des géologues du Québec Compensation and Benefits Study

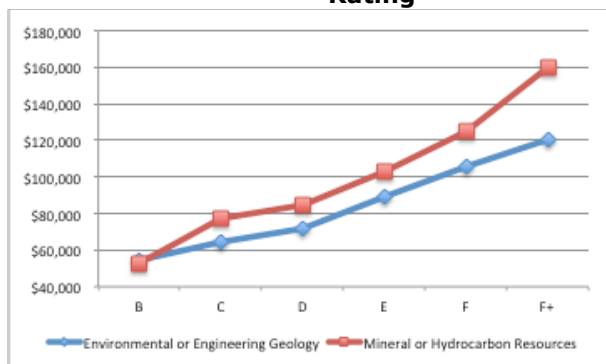
Hours Worked per Week



Annual Compensation by Years Since Graduation



Mean Annual Compensation by Industry and Job Rating



Charge Out Rate and Industrial Sector

	#	%	Average	Median
Daily Charge Out Rate				
Mineral or Hydrocarbon Resources				
Inventory and mapping	6	2%	\$1,168	\$1,460
Mineral exploration, prospecting	115	45%	\$774	\$650
Oil & gas exploration	6	2%	\$844	\$1,020
Mining, mineral or hydrocarbon production	9	4%	\$1,228	\$1,200
Environmental and Engineering Geology				
Industrial minerals & materials	10	4%	\$1,364	\$1,440
Groundwater	44	17%	\$1,043	\$1,176
Engineering geology, geotechnics	3	1%	\$1,045	\$1,000
Contaminated site management	43	17%	\$1,212	\$1,200

	#	%	Average	Median
Hourly Charge Out Rate				
Mineral or Hydrocarbon Resources				
Inventory and mapping	11	3%	\$155	\$150
Mineral exploration, prospecting	103	29%	\$104	\$95
Oil & gas exploration	8	2%	\$95	\$110
Mining, mineral or hydrocarbon production	13	4%	\$152	\$150
Environmental and Engineering Geology				
Industrial minerals & materials	12	3%	\$164	\$192
Groundwater	78	22%	\$129	\$124
Engineering geology, geotechnics	13	4%	\$131	\$125
Contaminated site management	88	24%	\$143	\$135

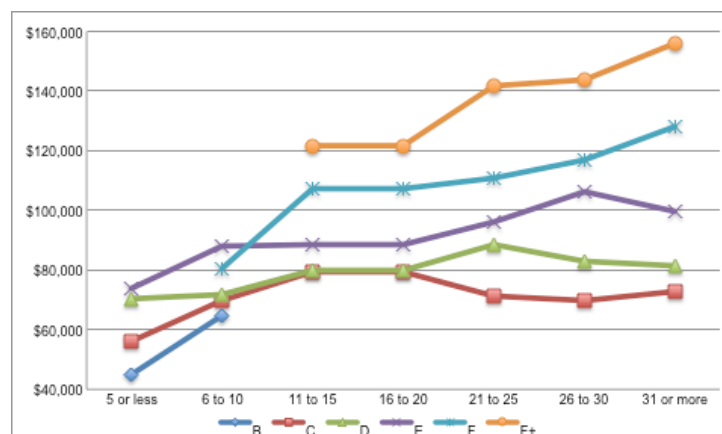


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Introduction

Context

Ordre des géologues du Québec

Established by law in 2001, the primary mission of the Ordre des géologues du Québec (OGQ) is to ensure the protection of the public by overseeing the practice of the profession in Québec. The Ordre des géologues du Québec is responsible for regulating the practice of its members. Through various mechanisms of the professional system, it ensures that the services provided by its members meet high quality standards and that their conduct complies with the rules of professional ethics set forth in the *Code of Ethics*

Association of Professional Geologists of Ontario

The Professional Geoscientists Act, 2000 received Royal Assent on June 23, 2000 and established the Association of Professional Geoscientists of Ontario (APGO). APGO governs the practice of professional geoscience in Ontario and reports to the Minister of Northern Development, Mines and Forestry. The legislation protects the public and investors by establishing a regulated association of geoscientists with the power to admit only qualified persons, to encourage continuing professional competence, to discipline members for professional misconduct and to prevent unqualified individuals from practising.

Association of Professional Geoscientists of Nova Scotia

The Geoscience Profession Act of 2002, established the Association of Professional Geoscientists of Nova Scotia (APGNS) with the mandate to regulate geoscience practice and to register geoscientists in Nova Scotia. APGNS members have demonstrated the academic training and practical experience which is required to ensure competent professional geoscience practice. The Act provides "right to title" and "license to practice" with respect to geoscience in Nova Scotia. APGNS maintains these privileges by setting and ensuring high standards of geoscience education and professional practice.

The requirements for admission into the profession are rigorous. The Act provides for sanctions to prevent the illegal practice of geoscience by unlicensed individuals and members who fail to uphold the Association's Code of Ethics.

Goals and Objectives

The primary goal of the survey is to provide a report on the compensation and benefits of members of the three participating professional associations for the year 2012. As well, the report covers additional information of a more general nature. It adds to the baseline information collected in the past to serve as a basis of comparison over time, maximizes the response rate, ensures the objectivity of the report and protects the anonymity of the respondents.

Method

All members of the three participating professional associations for whom an email address was available were asked to complete an online survey developed by Infofeedback in collaboration with them. Parallel English- and French-language forms were provided at the discretion of respondents.

Association members received a personalized email in memo style from David Carter, Executive Director and Registrar at APGNS, Gord White, Executive Director & Registrar at APGO and Alain Liard, Directeur général et Secrétaire at OGQ.

The emails explained the rationale for the survey and the benefits to respondents. To access their questionnaire, participants clicked on an encrypted link in the email. The invitation to participate email was sent on June 27th 2013. Reminders were sent on July 11th, July 25th, August 19th and August 21st. The survey was closed on August 26th 2013

Job Rating

A job rating was calculated for each respondent according to guidelines used by the Association of Professional Engineers and Geoscientists of Alberta (APEGA) and the Association of Professional Engineers and Geophysicists of British Columbia (APEGBC).

The scoring system is based on 11 job rating factors:

- duties
- education
- experience
- recommendations decision and commitments
- supervision received
- leadership authority and/or supervision exercised
- supervision scope
- physical demands
- job environment
- absence from base of operations and accident and health hazards

SURVEY NOTES

- The salaries quoted in the tables are BASE salaries in effect in December 31, 2012 and includes the amount before any overtime, bonus, additional cash or compensation is given.
 - Commissions, fringe benefits, profit sharing are not included in the salary results, and are reported separately.
 - The statistical measures used in compiling the tables are the median, quartiles (Q3, Q1), deciles (D9, D1) and average. The median salary is the salary at which 50% of the respondent salaries are higher and 50% are lower. The Q3 salary is the salary at which 25% of the respondent salaries are higher and 75% are lower. The D1 salary has 10% of the salaries lower and 90% of the salaries higher. D9 salary has 10% of the salaries higher and 90% lower
-

Figure 1 illustrates the Job Rating Flowchart describing both the managerial and technical functions at each level. Comparisons of incomes are difficult to do directly since income is affected by multiple factors such as seniority, education, level of responsibility (managerial or technical) or hardship conditions. For this reason, we used a job rating scale to develop scores that reflect multiple factors. The method used is detailed in a separate document available from the Ordre des géologues du Québec or the Association of Professional Geoscientists of Ontario, see Job Rating section on the following page for a listing of factors.

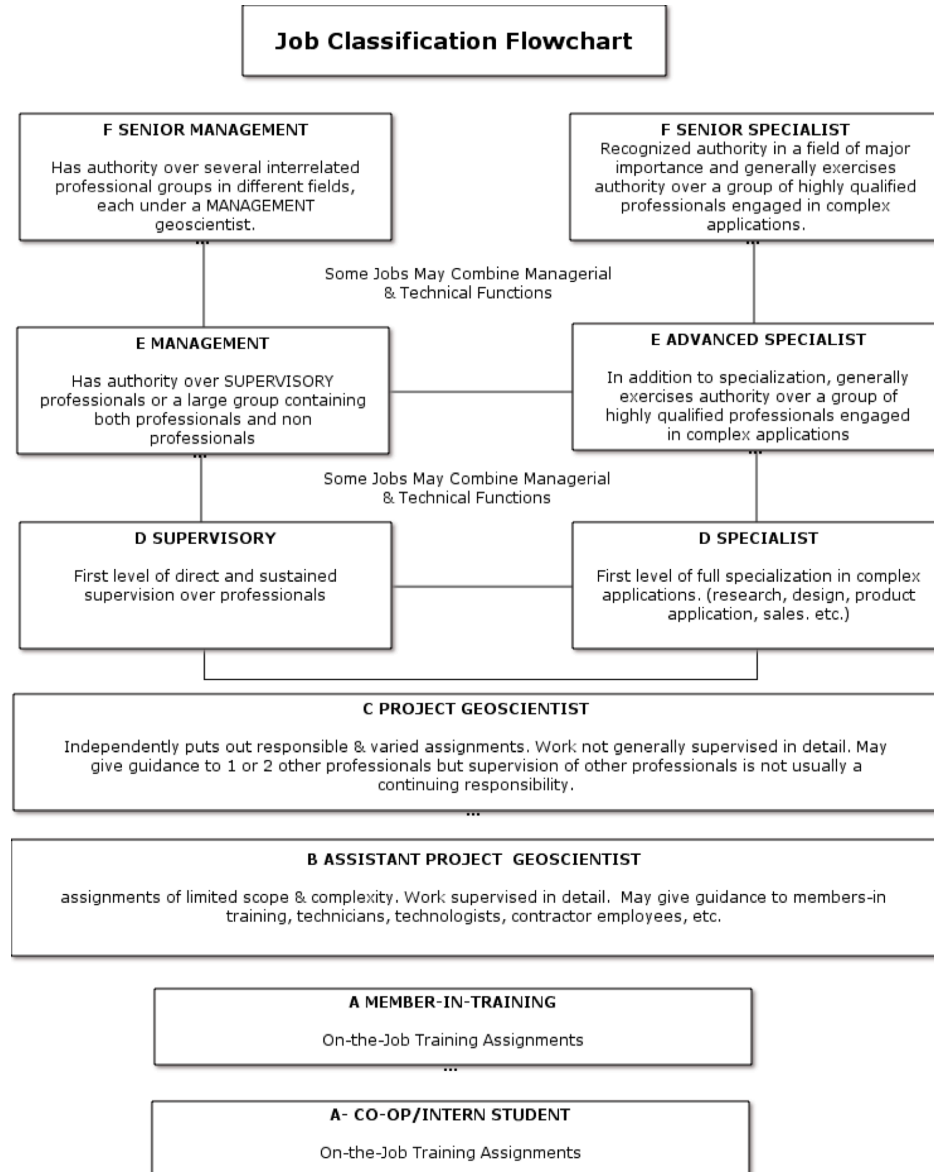


Figure 1 Job Classification Flowchart

Since jobs rated as "A-" identify students, they are not included in the study. Nor are retired or unemployed geoscientists.

Results

Response Rate and Responses

Of the 3,327 emails sent out, 1,123 questionnaires were filled out for an overall completion rate of 33.8%. This rate is consistent with a margin of error of 2.36% (how far off from a “true” score a particular result might be) 19 times out of 20 (the percent of time that the true percentage of the population would lie within the margin of error of 5%).

Presentation of the Results

Table Totals

While 1,123 geoscientists participated in the survey, not all them answered each question. As a result, the total number of respondents represented in each table will be less than the total 1,123 survey participants. Percentages in the tables are based on the response to the question, or to a cross-tabulation of questions. In order to provide a comprehensive picture of the results, each table shows a total for the responses to the questions on which the table is based — “total for table” — and “total for survey” of 1,123. These details are not provided when the number of responses does not warrant it or where multiple cross tabulations are made in a table.

Rounding

Percentages are also detailed in the tables. Where percentages are calculated by column, they will add up to 100%, the only exception being cases of rounding error. This is illustrated in the table below.

Percentages

Readers can use the percentage figures in the tables to make comparisons between sub-groups, as the representation of the three participating organizations illustrated in survey sample.

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Full-time salaried employee (>35 hours/week)	384	21	207	156	35%	30%	31%	43%
Full-time contract employee (>35 hours/week)	295	18	192	85	27%	25%	28%	23%
Part-time salaried employee (11	*	*	7	1%	*	*	2%
Part-time contract employee (31	*	18	11	3%	*	3%	3%
Owner (corporation)	289	19	196	74	26%	27%	29%	20%
Partner (legal partnership)	98	9	59	30	9%	13%	9%	8%
Self Employed (sole proprietorship)	*	*	*	*	*	*	*	*
Total for Table	1108	71	674	363				
Total for Survey	1123	73	683	367	101%	101%	100%	99%

The results show that 1,108 respondents of the survey sample total of 1,123 responded to the question about their work status, with 384 identifying themselves as full-time salaried employees. Of this number 21, 207 and 156 hold memberships in APGNS, APGO and OGQ, respectively.

The table also shows that 35% of the 1,108 respondents report this full-time salaried employment status, with 30%, 31% and 43% from APGNS, APGO and OGQ.

Asterisks appear when the number of respondents in a cell falls below five.

Using the example from Table 1, the results show that respondents from APGNS and APGO are relatively close to those for the entire survey sample: 30% and 31% compared to 35%. This status gets a higher weight in Québec where 43% of respondents report being full-time salaried employees.

Percentages related to “total for survey” indicates the proportion of the 1,123 respondents who responded to the questions on which the table is based.

Tables where more precise breakout categories — professional speciality, organization size, industrial sector, etc. — are reported often have percentages calculated by row, as illustrated in Table 92, reproduced below.

Number of Employees	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	%	#	%	#	%
1	20	24%	12	14%	11	13%
2-10	87	44%	52	27%	53	27%
11-50	140	52%	96	36%	66	25%
51-100	33	46%	28	39%	20	28%
101-500	79	53%	40	27%	31	21%
501-1000	39	51%	21	28%	19	25%
1001-5000	51	54%	33	35%	20	21%
Over 5000	60	57%	57	54%	29	27%
Total for Table	509		339		249	
Total for Survey	1123	45%	1123	30%	1123	22%

The results show that 87 respondents working in companies with 2 – 10 employees report having the personal usage of their cell phone paid by their employer. The percentage is calculated by dividing 87 by 196 — the number of respondents who work in organizations with 2 – 10 employees — indicating that 44% receive the benefit.

Footnotes indicate how the percentages are calculated.

Statistical Indicators

Average and Median

The average and the median are the two statistical indicators used to represent the results for salaries, consulting fees and additional cash compensation and to help make comparisons with peers.

The average is usually the most reliable and valid indicator. However, it can be distorted, especially where very high or low values — outliers — are included in the calculation. For this reason, we also present the median value, the result that is half way between the highest score and the lowest one.

Where the results are normally distributed, the mean and the median will be identical. As the differences between the mean and the median increase, the reader should consider the median as a result that is representative of the group.

Respondent Profile

Employment Status¹

Table 1
Current Employment Status in Primary Work Situation

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Full-time salaried employee (>35 hours/week)	384	21	207	156	35%	30%	31%	43%
Full-time contract employee (>35 hours/week)	295	18	192	85	27%	25%	28%	23%
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Part-time contract employee (31	*	18	11	3%	*	3%	3%
Owner (corporation)	289	19	196	74	26%	27%	29%	20%
Partner (legal partnership)	98	9	59	30	9%	13%	9%	8%
Self Employed (sole proprietorship)	*	*	*	*	*	*	*	*
Total for Table	1108	71	674	363	*	*	*	*
Total for Survey	1123	73	683	367	101%	101%	100%	99%

¹ Percentages in this section are based on column totals. See Presentation of the Results, page 4 for details.

Table 2
Type of Work

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Geoscience Work	991	62	612	317	89%	86%	91%	87%
Engineering Work	108	9	55	44	10%	13%	8%	12%
Other work	12	*	8	*	1%	*	1%	*
Total for Table	1111	71	675	364	99%	99%	99%	99%
Total for Survey	1123	73	683	367	99%	97%	99%	99%

Table 3
Work is Considered to be at Management Level

	Total			APGNS			APGO			OGQ		
		Mean Job Rating ²			Mean Job Rating			Mean Job Rating			Mean Job Rating	
	Number	Score	Level	#	Score	Level	#	Score	Level	#	Score	Level
Yes	629	624	F	39	629	F	376	652	F	214	573	E
No	474	440	D	33	444	D	294	437	D	147	445	D
Total for Table	1103			72			670			361		
Total for Survey	98% of 1123											

Role

Table 4
Role in Primary Work Situation

	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Field, Mine or Project Geoscientist	384	21	207	156	35%	30%	31%	43%
Manager	295	18	192	85	27%	25%	28%	23%
Teacher/Professor	11	*	*	7	1%	*	*	2%
Researcher	31	*	18	11	3%	*	3%	3%
Advisor/Consultant	289	19	196	74	26%	27%	29%	20%
Other duty	98	9	59	30	9%	13%	9%	8%
Total for the Table	1108	71	674	363	101%	101%	100%	99%
Total for Survey	1123	73	683	367	99%	97%	99%	99%

² The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the two groups may imply that the two groups are not fully comparable on other factors. Details of the Job Rating are discussed in the introduction.

Academic Training

Table 5
Highest Level of Academic Achievement Obtained

Level of Achievement	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
No university degree	19	*	19	*	2%	*	3%	*
B.A. or equivalent	11	*	6	5	1%	*	1%	1%
B.Sc. or equivalent	476	40	289	147	43%	56%	43%	41%
M.A. or equivalent	11	*	5	6	1%	*	1%	2%
M.Sc. or equivalent	429	27	259	143	39%	38%	38%	40%
M.B.A.	16	*	11	5	1%	*	2%	1%
Ph.D. or equivalent	147	5	86	56	13%	7%	13%	15%
Total On-Scale	1109	72	675	362	100%	101%	101%	100%
Total for Survey	1123	73	683	367	99%	99%	99%	99%

Table 6
Year of Graduation with Highest Level of Achievement Obtained

Year	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Before 1971	35	6	22	7	3%	9%	3%	2%
1971-1975	56	*	44	11	5%	*	7%	3%
1976-1980	114	8	78	28	11%	12%	12%	8%
1981-1985	130	5	91	34	12%	7%	14%	10%
1986-1990	163	10	103	50	15%	15%	16%	14%
1991-1995	121	*	80	38	11%	*	12%	11%
1996-2000	147	13	83	51	14%	19%	13%	15%
2001-2005	136	11	69	56	13%	16%	11%	16%
2006-2010	141	10	75	56	13%	15%	12%	16%
After 2010	14	*	*	14	1%	*	*	4%
Total for Table	1057	67	645	345	98%	98%	100%	99%
Total for Survey	1123	73	683	367	98%	98%	100%	99%

Table 7
Years Working in Current Field

Year	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
1 - 10 years	347	26	169	152	31%	36%	25%	42%
11 - 20 years	286	17	177	92	26%	24%	26%	25%
21 - 30 years	292	16	203	73	26%	22%	30%	20%
31 or more	181	13	123	45	16%	18%	18%	12%
Total for Table	1106	72	672	362	99%	100%	99%	99%
Total for Survey	1123	73	683	367	98%	99%	98%	99%

Table 8
Years Working in with Current Employer

Years	APGNS		APGO		OGQ	
	Number of Responses	% of Responses	Number of Responses	% of Responses	Number of Responses	% of Responses
1 - 10 years	54	76%	485	73%	283	80%
11 - 20 years	12	17%	116	17%	54	15%
21 - 30 years	*	*	46	7%	14	4%
31 or more	*	*	16	2%	*	*
Total for Table	71	100%	663	99%	353	100%
Total for Survey	72	97%	683	97%	367	96%

Table 9
Years Working in the Private and Public Sectors

Years	Private Sector		Public Sector	
	Number of Responses	% of Responses	Number of Responses	% of Responses
1 - 10 years	703	77%	117	66%
11 - 20 years	151	17%	31	18%
21 - 30 years	45	5%	18	10%
31 or more	9	1%	11	6%
Total for Table	908	100%	177	100%
Total for Survey	1123	80%	1123	16%

Respondents in the public sector reported working for their current employer for a significantly greater number of years (10.64) than those working in the private sector (6.65) and in private practice (2.46).

Specialty

Table 10
Professional Specialty

	Number of Responses	% of Responses	% of Responses by Grouping
Environmental & engineering geology			
Materials testing	27	2%	25%
Groundwater supply	160	15%	
Environmental site assessment and site remediation	43	4%	
Geotechnics	39	4%	
Mineral and Oil Exploration			
Mineral exploration	365	33%	37%
Hydrocarbon exploration	44	4%	
Resource Definition & Mining			
Mine development	181	17%	19%
Mineral deposits assessment (definition of resources)	24	2%	
Survey Work			
Geological mapping and inventory	51	5%	19%
Geochemistry	20	2%	
Geophysics	134	12%	
Finance			
Mining analyst	7	1%	1%
Total for Table	1095	100%	101%
Total for Survey	1123	98%	

Work Environment

Table 11
Work Environment by Nova Scotia, Ontario and Quebec

Year	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Private Practice	478	33	317	128	43%	46%	47%	35%
Private Sector	469	21	270	178	42%	30%	40%	49%
Public Sector	160	17	87	56	14%	24%	13%	15%
Total for Table	1107	71	674	362	99%	100%	100%	99%
Total for Survey	1123	73	683	367	99%	97%	99%	99%

Table 12
Category of Primary Work Situation

Category and Sub-Category	Number of Responses	% of Responses
Private Practice Total	478	45%
Private Practice: consulting group	278	25%
Private Practice: testing laboratory	17	2%
Private Practice: self-employed	74	7%
Private Practice: environmental or groundwater services company	74	7%
Private Practice: geophysical services company	18	2%
Private Practice: other	17	2%
Private Sector Total	469	42%
Private Sector: mineral or hydrocarbon producing company	237	21%
Private Sector: mineral or hydrocarbon exploration company (Junior)	159	14%
Private Sector: other	73	7%
Public Sector Total	160	14%
Public Sector: provincial ministry or agency	74	7%
Public Sector: federal department or agency	12	1%
Public Sector: crown corporation	12	1%
Public Sector: university or college	24	2%
Public Sector: other	38	3%
Total for Table	1107	101%
Total for Survey	1123	99%

Table 13
Organization Size by Work Environment

Number of Employees	Total		Private Practice		Private Sector		Public Sector	
	#	%	#	%	#	%	#	%
1	84	8%	71	16%	11	2%	*	*
2-10	196	19%	80	18%	86	19%	29	19%
11-50	267	26%	107	24%	114	26%	46	30%
51-100	71	7%	36	8%	22	5%	13	8%
101-500	149	14%	53	12%	76	17%	20	13%
501-1000	76	7%	15	3%	45	10%	16	10%
1001-5000	95	9%	33	7%	45	10%	17	11%
Over 5000	106	10%	50	11%	44	10%	12	8%
Total for Table	1044	100%	445	99%	443	99%	155	100%
Total for Survey	1123	93%	548	93%	425	94%	146	97%

Table 14
Industrial Sector by Work Environment

Sector	Total		Private Practice		Private Sector		Public Sector	
	#	%	#	%	#	%	#	%
Mineral or hydrocarbon resources	665	63%	197	42%	415	92%	51	39%
Environmental and engineering geology	384	37%	267	58%	38	8%	79	61%
Total for Table	1049	100%	464	100%	453	100%	130	100%
Total for Survey	1123	93%	478	97%	469	97%	160	81%

Table 15
Professional Specialty by Work Environment

Specialty	Total		Private Practice		Private Sector		Public Sector	
	#	%	#	%	#	%	#	%
Environmental & engineering geology	307	29%	216	47%	32	7%	59	38%
Mineral & oil exploration	317	30%	91	20%	211	47%	15	10%
Resource definition & mining	183	17%	54	12%	126	28%	*	*
Survey work	109	10%	43	9%	36	8%	30	19%
Finance	155	14%	57	12%	47	10%	51	33%
Total for Table	1071	100%	461	100%	452	100%	156	101%
Total for Survey	1123	98%	468	98%	459	98%	158	99%

Organization Size

Table 16
Organization Size in Nova Scotia, Ontario and Québec

Number of Employees	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
1	84	7	44	33	8%	11%	7%	9%
2-10	196	9	114	73	19%	14%	18%	21%
11-50	267	20	140	107	26%	32%	22%	30%
51-100	71	*	48	19	6%	*	8%	5%
101-500	149	7	93	49	14%	11%	15%	14%
501-1000	76	5	37	34	7%	8%	6%	10%
1001-5000	95	6	63	26	9%	10%	10%	7%
Over 5000	106	5	87	14	10%	8%	14%	4%
Total for Table	1044	63	626	355	100%	100%	100%	100%
Total for Survey	1123	73	683	367	93%	86%	92%	97%

Table 17
Organization Size by Industrial Sector

	Total		Mineral or hydrocarbon resources		Environmental and engineering geology		Other ³	
	#	%	#	%	#	%	#	%
1	84	8%	75	12%	8	2%	*	*
2-10	196	19%	141	23%	46	13%	7	16%
11-50	267	26%	168	27%	92	25%	5	11%
51-100	71	7%	34	5%	33	9%	*	*
101-500	149	14%	83	13%	58	16%	6	14%
501-1000	76	7%	46	7%	25	7%	5	11%
1001-5000	95	9%	41	7%	42	12%	10	23%
Over 5000	106	10%	38	6%	60	16%	7	16%
Total for Table	1044	100%	626	100%	364	100%	44	100%
Total for Survey ⁴	1123	94%	665	94%	384	95%	46	96%

Table 18
Organization Size by Professional Specialty

	Total		Environmental & Engineering Geology		Resource Definition & Mining		Mineral & Oil Exploration		Survey Work		Finance & Other	
	#	%	#	%	#	%	#	%	#	%	#	%
1	84	8%	6	2%	11	6%	46	15%	10	9%	8	5%
2-10	196	19%	34	12%	30	17%	93	30%	9	8%	27	18%
11-50	267	26%	69	24%	35	20%	88	29%	34	32%	38	25%
51-100	71	7%	29	10%	7	4%	10	3%	14	13%	11	7%
101-500	149	14%	45	15%	39	23%	23	8%	23	21%	18	12%
Over 500	277	27%	108	37%	51	29%	46	15%	17	16%	51	33%
Total for Table	1044	101%	291	100%	173	99%	306	100%	107	99%	153	100%
Total for Survey	1123	93%	308	94%	185	94%	333	92%	109	98%	158	97%

³ Financial services, outside resources or environmental and engineering geology (includes educational institutions)

⁴ The results for Industrial Sector represent the sub-set of respondents who provided an answer; "Total for Survey" includes all respondents.

Industrial Sector

Table 19
Industrial Sectors

Sectors and Sub-Sector	Number of Responses				% of Responses			
	Total	APGNS	APGO	OGQ	Total	APGNS	APGO	OGQ
Mineral or hydrocarbon resources:								
Inventory and mapping	51	*	29	21	5%	*	4%	6%
Mineral exploration, prospecting	365	20	201	144	33%	29%	30%	40%
Oil & gas exploration	24	*	6	16	2%	*	1%	4%
Mining, mineral or hydrocarbon production	181	5	115	61	17%	7%	17%	17%
Other	44	*	28	15	4%	*	4%	4%
Total for Mineral or Hydrocarbon Resources	665	29	379	257	61%	41%	56%	71%
Environmental and Engineering Geology:								
Industrial minerals & materials	20	*	10	9	2%	*	2%	2%
Groundwater	134	9	112	13	12%	13%	17%	4%
Engineering geology, geotechnics	27	*	11	16	2%	*	2%	4%
Contaminated site management	160	16	105	39	15%	23%	16%	11%
Other	43	6	22	15	4%	9%	3%	4%
Total for Environmental and Engineering Geology	384	32	260	92	35%	46%	40%	25%
Other:								
Financial services	7	*	5	*	1%	*	1%	*
Outside resources or environmental and engineering geology (includes educational institutions)	39	9	19	11	4%	13%	3%	3%
Total for Other	46	*	23	11	5%	13%	4%	4%
Total for Table	1095	70	663	362	101%	100%	100%	100%
Total for Survey	1123	73	663	362	98%	96%	97%	99%

Table 20
Professional Specialty by Industrial Sector

Specialty	Total		Mineral or hydrocarbon resources		Environmental and engineering geology		Other	
	#	%	#	%	#	%	#	%
Environmental & engineering geology	308	28%	14	2%	283	74%	9	20%
Mineral & oil exploration	333	30%	327	50%	*	*	*	*
Resource definition & mining	185	17%	178	27%	*	*	*	*
Survey work	109	10%	87	13%	16	4%	5	11%
Finance & other	158	14%	48	7%	78	20%	28	62%
Total for Table	1093	99%	654	99%	381	99%	45	99%
Total for Survey	1123	97%	665	98%	384	99%	46	98%

Work Related Travel

Table 21
Work Related Travel

	Weeks Spent on Overnight Trips	Number of Responses	% of Responses
1		142	18%
2		102	13%
3 - 4		141	17%
5 - 10		192	24%
More than 10		231	29%
Total for Table		808	72%
Total for Survey		1123	72%

Table 22
Destinations of Work Related Trips

Destinations	Number of Responses	% of Responses
Ontario	385	43%
Québec	268	30%
Elsewhere in Canada	38	4%
United States	41	5%
Central and South America	73	8%
Asia	20	2%
Africa	47	5%
Europe	14	2%
Australia or Pacific	9	1%
Total for Table	895	100%
Total for Survey	1123	80%

Hours Worked

Base Work Week Excluding Overtime

Table 23
Base Work Week Excluding Overtime

Hours	Number of Responses	% of Responses
Less than 35	64	6%
35	102	9%
37.5	247	22%
40	463	42%
45	101	9%
More than 45	127	12%
Total for the table	1104	98%
Total for Survey	1123	98%

Typical Work Week Including Overtime

Table 24
Typical Work Week Including Overtime

Hours	Number of Responses	% of Responses
Less than 35	58	5%
35	41	4%
37.5	89	8%
40	301	28%
41	11	1%
42	46	4%
43 – 45	247	23%
46 - 50	148	14%
More than 50	149	14%
Total for Table	1090	100%
Total for Survey	1123	97%

Rotations

Table 25
Work at a Remote Location on a Rotation

	Total		Mineral or Hydrocarbon Resources		Environmental and Engineering Geology		Other	
	#	%	#	%	#	%	#	%
Yes	144	13%	130	20%	9	2%	*	*
No	956	87%	530	80%	373	98%	43	93%
Total for Table	1100	100%	660	100%	382	100%	46	100%
Total for Survey	1123	98%	665	99%	384	99%	46	98%

Rotation Sequence

Table 26
Number of Weeks Worked in Relation to the Weeks Off

Rotation Schedule	Number of Responses	% of Responses
3 weeks onsite/ 2weeks offsite	10	4%
2 weeks onsite/ 2weeks offsite	12	4%
4 weeks onsite/ 2weeks offsite	24	9%
6 weeks onsite/ 2weeks offsite	9	3%
Other	226	80%
Total for Table	281	100%
Total for Survey	1123	25%

Rotation Work Day

Table 27
Details of Rotation Day

Hours Worked	Number of Responses	% of Responses
Less than 7	26	11%
8	48	21%
9	17	7%
10	56	24%
11	17	7%
12	60	26%
More than 12	9	4%
Total for Table	233	100%
Total for Survey	1123	21%

Months Worked

Table 28
Number of Months Worked Including Paid Vacation

Months	Number of Responses	% of Responses
1	8	1%
2	*	*
3	5	1%
4	9	1%
5	*	*
6	22	2%
7	9	1%
8	20	2%
9	11	1%
10	22	2%
11	21	2%
12	856	87%
Total for Table	987	100%
Total for Survey	1123	88%

Advancement

Table 29
Ratings of the Opportunity for Respondent Advancement in Current Employment by Industrial Sector

Ratings	Total		Mineral Or Hydrocarbon Resources		Environmental And Engineering Geology		Other	
	#	%	#	%	#	%	#	%
Excellent	183	19%	106	20%	67	19%	7	19%
Good	417	44%	234	43%	164	46%	14	39%
Fair	231	24%	127	24%	97	27%	5	14%
Poor	115	12%	71	13%	30	8%	10	28%
Total for Table	946	99%	538	100%	358	100%	36	100%
Total for Survey	1123	84%	665	81%	384	93%	46	78%

Secondary Work Situation

Table 30
Secondary Employment Related To Geoscience

	Number of Responses	% of Responses
Yes	110	34%
No	211	66%
Total for Table	321	100%
Total for Survey	1123	29%

Table 31
Role in Secondary Employment

Role	Number of Responses	% of Responses
Field, mine or project Geoscientist	33	21%
Manager	20	13%
Teacher/Professor	15	9%
Researcher	7	4%
Advisor/Consultant	47	29%
Other duty	38	24%
Total for Table	160	100%
Total for Survey	1123	14%

Table 32
Secondary Employment Revenue

	Number of Responses	Average	Median
Revenue	73	\$18,015	\$10,000

Table 33
Hours per Week Worked in Secondary Employment

Hours	Number of Responses	% of Responses
Less than one hour	8	6%
1 - 5	41	33%
6 - 10	41	33%
11 - 15	15	12%
16 - 20	11	9%
More than 20	8	6%
Total for Table	124	99%
Total for Survey	1123	11%

Job Rating

Table 34
Distribution of Respondents by Job Rating

Job Rating Level	Number of Responses	% of Responses
A	6	1%
B	35	3%
C	140	13%
D	250	23%
E	227	21%
F	153	14%
F+	269	25%
Total for Table	1080	100%
Total for Survey	1123	96%

Salary/Annual Income

Base salary is defined as the amount paid before overtime, bonus, additional cash compensation or benefit.

Base Salary by Job Rating

Table 35
Base Salary and Job Rating Level

Job Rating	Responses		Base Salary					
	#	%	Average	D. 1	Q. 1	Median	Q. 3	D. 9
A	*	*	*	*	*	*	*	*
B	34	3%	\$60,349	\$36,626	\$46,750	\$60,000	\$72,768	\$89,500
C	136	13%	\$71,625	\$46,940	\$56,556	\$68,000	\$82,188	\$97,150
D	240	23%	\$78,711	\$55,000	\$66,000	\$77,500	\$89,750	\$101,800
E	215	21%	\$97,976	\$65,000	\$80,000	\$97,000	\$110,000	\$133,800
F	146	14%	\$116,508	\$72,100	\$90,000	\$111,500	\$138,125	\$161,200
F+	255	25%	\$149,126	\$85,000	\$112,000	\$140,000	\$180,000	\$234,000
Total for Table	1080	99%						
Total for Survey	1123	96%						

Base Salary by Size of Organization

Table 36
Base Salary and Size of Organization

Number of Employees	Number of Responses	% of Responses	Average	Median	Average Score ⁵	Average Level
1	56	6%	\$101,379	\$92,500	612	F
2 – 10	181	19%	\$100,930	\$86,000	562	E
11 - 50	252	26%	\$98,044	\$90,000	527	E
51 - 100	69	7%	\$94,996	\$90,000	520	E
101 - 500	145	15%	\$104,808	\$94,000	526	E
501 - 1000	76	8%	\$104,641	\$97,500	523	E
1001 - 5000	93	10%	\$118,237	\$98,553	579	E
Over 5000	102	10%	\$104,807	\$105,325	552	E
Total for Table	1080	100%				
Total for Survey	1123	96%				

⁵ Details of the Job Rating are described in the introduction.

Base Salary by Industrial Sector

Table 37
Base Salary and Industrial Sector

Industrial Sector	Responses		Base Salary		Mean Job Rating	
	#	%	Average	Median	Score ⁶	Level
Mineral or hydrocarbon resources:						
Inventory and mapping	44	4%	\$100,834	\$80,400	533	E
Mineral exploration, prospecting	328	32%	\$111,327	\$98,050	579	E
Oil & gas exploration	22	2%	\$107,027	\$110,000	476	D
Mining, mineral or hydrocarbon production	176	17%	\$123,487	\$109,500	570	E
Other	39	4%	\$113,580	\$98,500	549	E
Environmental and engineering geology:						
Industrial minerals & materials	18	2%	\$89,333	\$100,000	539	E
Groundwater	128	13%	\$82,550	\$80,000	509	D
Engineering geology, geotechnics	23	2%	\$86,189	\$81,000	529	E
Contaminated site management	157	15%	\$91,024	\$85,000	531	E
Other	42	4%	\$88,379	\$81,750	536	E
Other:						
Financial services	7	1%	\$119,938	\$110,000	545	E
Outside resources or environmental and engineering geology (includes educational institutions)	35	3%	\$97,764	\$92,000	549	E
Total for Table	1068	100%				
Total for Survey	1123	95%				

⁶ The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the two groups may imply that the two groups are not fully comparable on other factors.

Base Salary by Professional Specialty

Table 38
Base Salary and Professional Specialty

	Responses		Base Salary		Mean Job Rating	
	#	%	Average	Median	Score ⁷	
Environmental & engineering geology						
Materials testing	23	2%	\$86,189	\$81,000	517	E
Groundwater supply	157	15%	\$91,024	\$85,000	531	E
Environmental site assessment and site remediation	42	4%	\$88,379	\$81,750	536	E
Geotechnics	35	3%	\$97,764	\$92,000	524	E
Mineral and Oil Exploration						
Mineral exploration	328	32%	\$111,327	\$98,050	576	E
Hydrocarbon exploration	39	4%	\$113,580	\$98,500	546	E
Resource Definition & Mining						
Mine development	176	17%	\$123,487	\$109,500	568	E
Mineral deposits assessment (definition of resources)	22	2%	\$107,027	\$110,000	471	D
Survey Work						
Geological mapping and inventory	44	4%	\$100,834	\$80,400	532	E
Geochemistry	18	2%	\$89,333	\$100,000	523	E
Geophysics	128	13%	\$82,550	\$80,000	505	E
Finance						
Mining analyst	7	1%	\$119,938	\$110,000	545	E
Total for Table	1019	100%				
Total for Survey	1123	91%				

⁷ The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the 2 groups may imply that the two groups are not fully comparable on other factors.

Level of Education and Years Since Graduation

Table 39 details the impact of level of education and years of experience on base salary. The columns show the results for five ranges of years since graduation. The rows are grouped into three levels of education and the base salary statistics within each level by quartiles, mean and median.⁸

Table 39
Base Salary by Level of Education and Years Since Graduation

Salary Statistics	Years Since Graduation				
	One year or less	2 - 10 years	11 - 20 years	21 - 30 years	31 or more
B.A. or B.Sc. or Equivalent					
	N=5	N=118	N=239	N=70	N=17
Q1	\$44,000	\$55,250	\$80,000	\$90,000	\$100,000
Mean	\$59,870	\$71,103	\$109,908	\$141,422	\$136,112
Median	\$60,000	\$71,000	\$100,000	\$126,500	\$120,000
Q3	\$73,100	\$84,000	\$126,350	\$174,600	\$150,000
Maximum	\$85,000	\$115,000	\$300,000	\$375,000	\$350,000
M.A. or M.Sc. or M.B.A. or Equivalent					
	N=*	N=216	N=95	N=65	N=16
Q1	*	\$65,000	\$86,500	\$85,000	\$75,000
Mean	*	\$88,538	\$117,024	\$121,016	\$115,406
Median	*	\$80,000	\$112,000	\$114,600	\$95,000
Q3	*	\$101,940	\$143,500	\$150,000	\$157,500
Maximum	*	\$380,000	\$260,000	\$300,000	\$254,000
Ph.D. or Equivalent					
	N=*	N=42	N=44	N=34	N=17
Q1	*	\$80,000	\$80,000	\$95,250	\$80,000
Mean	*	\$94,381	\$123,986	\$125,286	\$104,945
Median	*	\$86,644	\$109,500	\$122,500	\$95,000
Q3	*	\$107,250	\$152,500	\$140,000	\$128,000
Maximum	*	\$180,000	\$270,000	\$262,000	\$212,571

The table shows that both level of education and the number of years of experience since graduation have a positive impact on base salary. They also interact so that rate of salary increase is accelerated as both education and experience move to the higher ends. The mean base salary values represent this pattern most clearly.

⁸ Q1 (first quartile) is the value obtained at the first 25% of the population; Q3 (third quartile) at the 75% mark.

Consulting Fees

Hourly Charge Out Rate

Table 40
Hourly Charge Out Rate and Size of Organization

Number of Employees	Number of Responses	% of Responses	Average	Median
1	62	19%	\$104	\$100
2 - 10	54	16%	\$112	\$100
11 - 50	72	21%	\$128	\$125
51 - 100	27	8%	\$153	\$150
101 - 500	44	13%	\$138	\$135
501 - 1000	11	3%	\$155	\$158
1001 - 5000	23	7%	\$141	\$135
Over 5000	42	13%	\$156	\$155
Total for Table	325	100%		
Total for Survey	1123	29%	\$130	\$128

Table 41
Hourly Charge Out Rate and Work Environment

Work Environment	Number of Responses	% of Responses	Average	Median
Private Practice: consulting group	188	53%	\$142	\$135
Private Practice: testing laboratory	8	2%	\$175	\$213
Private Practice: self-employed	50	14%	\$99	\$100
Private Practice: environmental or groundwater services company	50	14%	\$134	\$126
Private Practice: other	8	2%	\$133	\$125
Private Sector: mineral or hydrocarbon producing company	8	2%	\$95	\$118
Private Sector: mineral or hydrocarbon exploration company (Junior)	16	4%	\$81	\$78
Private Sector: other	16	4%	\$137	\$143
Public Sector: provincial ministry or agency	*	*	*	*
Public Sector: federal department or agency	*	*	*	*
Public Sector: crown corporation	*	*	*	*
Public Sector: university or college	*	*	*	*
Public Sector: other	5	1%	\$99	\$85
Private Practice: geophysical services company	*	*	*	*
Private Sector: other private organization or industry	*	*	*	*
Public Sector: regional or municipal authority	*	*	*	*
Total for Table	358	100%	\$130	\$120
Total for Survey	1123	32%		

Table 42
Hourly Charge Out Rate and Industrial Sector

Industrial Sector	Responses		Base Salary	
	#	%	Average	Median
Mineral or hydrocarbon resources:				
Inventory and mapping	11	3%	\$155	\$150
Mineral exploration, prospecting	101	28%	\$105	\$95
Oil & gas exploration	8	2%	\$95	\$110
Mining, mineral or hydrocarbon production	13	4%	\$152	\$150
Other	12	3%	\$145	\$143
Environmental and engineering geology:				
Industrial minerals & materials	12	3%	\$164	\$192
Groundwater	77	22%	\$130	\$123
Engineering geology, geotechnics	13	4%	\$131	\$125
Contaminated site management	87	25%	\$144	\$135
Other	17	5%	\$139	\$135
Other:				
Financial services	*	*	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	*	*	*	*
Total for Table	355	100%		
Total for Survey	1123	36%		

Table 43
Hourly Charge Out Rate and Professional Specialty

Professional Specialty	Number of Responses	% of Responses	Average	Median
Environmental & Engineering Geology				
Materials testing	*	*	*	*
Groundwater supply	40	13%	\$133	\$129
Environmental site assessment and site remediation	103	33%	\$143	\$135
Geotechnics	7	2%	\$125	\$110
Mineral & Oil Exploration				
Mineral exploration	75	24%	\$98	\$81
Hydrocarbon exploration	*	*	*	*
Resource Definition & Mining				
Mine development	7	2%	\$113	\$100
Mineral deposits assessment (definition of resources)	37	12%	\$169	\$150
Survey Work				
Geological mapping and inventory	7	2%	\$91	\$80
Geochemistry	8	3%	\$132	\$135
Geophysics	7	2%	\$117	\$132
Finance				
Mining analyst	14	5%	\$118	\$103
Total for Table	367	100%	\$130	\$113
Total for Survey	1123	28%		

Table 44
Hourly Charge Out Rate by Job Rating Level

Level ⁹	Number of Responses	% of Responses	Average	Median
A	*	*	*	*
B	6	2%	\$101	\$119
C	34	9%	\$101	\$107
D	73	20%	\$106	\$100
E	78	22%	\$130	\$126
F	73	20%	\$145	\$150
F+	92	26%	\$150	\$150
Total for Table	383	100%	\$130	\$122
Total for Survey	1123	32%		

⁹ Details of Job Rating are provided in the introduction.

Per-Diem Charge Out Rate

Table 45
Per-Diem Charge Out Rate and Size of Organization

Number of Employees	Number of Responses	% of Responses	Average	Median
1	65	25%	\$763	\$650
2 – 10	63	24%	\$747	\$650
11 - 50	49	19%	\$986	\$1,000
51 - 100	14	5%	\$1,302	\$1,410
101 - 500	25	10%	\$1,106	\$1,200
501 - 1000	8	3%	\$1,356	\$1,455
1001 - 5000	14	5%	\$946	\$1,040
Over 5000	22	8%	\$1,200	\$1,280
Total for Table	260	99%	\$928	\$1,150
Total for Survey	1123	23%		

Table 46
Per-Diem Charge Out Rate and Work Environment

	Number of Responses	% of Responses	Average	Median
Private Practice: consulting group	124	45%	\$1,054	\$1,090
Private Practice: testing laboratory	6	2%	\$1,286	\$1,608
Private Practice: self-employed	57	21%	\$719	\$700
Private Practice: environmental or groundwater services company	31	11%	\$1,086	\$1,000
Private Practice: other	7	3%	\$996	\$720
Private Sector: mineral or hydrocarbon producing company	7	3%	\$678	\$450
Private Sector: mineral or hydrocarbon exploration company (Junior)	26	9%	\$613	\$613
Private Sector: other	11	4%	\$979	\$1,000
Public Sector: provincial ministry or agency	*	*	*	*
Public Sector: federal department or agency	*	*	*	*
Public Sector: crown corporation	*	*	*	*
Public Sector: university or college	*	*	*	*
Public Sector: other	*	*	*	*
Private Practice: geophysical services company	*	*	*	*
Total for Table	278	101%	\$929	\$900
Total for Survey	1123	25%		

Table 47
Per-Diem Charge Out Rate and Industrial Sector

Industrial Sector	Number of Responses	% of Responses	Average	Median
Mineral or hydrocarbon resources:				
Inventory and mapping	6	2%	\$1,168	\$1,460
Mineral exploration, prospecting	122	47%	\$739	\$650
Oil & gas exploration	7	3%	\$753	\$700
Mining, mineral or hydrocarbon production	9	3%	\$1,228	\$1,200
Other	9	3%	\$1,363	\$1,125
Environmental and engineering geology:				
Industrial minerals & materials	10	4%	\$1,364	\$1,440
Groundwater	47	18%	\$983	\$1,013
Engineering geology, geotechnics	*	*	*	*
Contaminated site management	48	18%	\$1,101	\$1,110
Total for Table	262	100%	\$928	\$1,080
Total for Survey	1123	26%		

Table 48
Per-Diem Charge Out Rate and Professional Specialty

Professional Specialty	Number of Responses	% of Responses	Average	Median
Environmental & Engineering Geology				
Materials testing	*	*	*	*
Groundwater supply	19	7%	\$1,052	\$1,013
Environmental site assessment and site remediation	60	22%	\$1,068	\$1,163
Geotechnics	*	*	*	*
Mineral & Oil Exploration				
Mineral exploration	97	36%	\$727	\$650
Hydrocarbon exploration	*	*	*	*
Resource Definition & Mining				
Mine development	5	2%	\$800	\$800
Mineral deposits assessment (definition of resources)	28	10%	\$1,269	\$1,200
Survey Work				
Geological mapping and inventory	6	2%	\$712	\$725
Geochemistry	*	*	*	*
Geophysics	5	2%	\$895	\$925
Finance				
Mining analyst	10	4%	\$971	\$925
Total for Table	241	100%	\$931	\$969
Total for Survey	1123	22%		

Table 49
Per-Diem Charge Out Rate by Job Rating Level

Job Rating Level	Number of Responses	% of Responses	Average	Median
A	*	*	*	*
B	5	2%	\$532	\$330
C	18	6%	\$581	\$641
D	42	15%	\$714	\$700
E	68	24%	\$980	\$951
F	61	22%	\$1,016	\$1,000
F+	82	29%	\$1,041	\$1,000
Total for Table	278	100%	\$929	\$825
Total for Survey	1123	25%		

Salary Income Adjustments

Change from December 31 2011 to December 31 2012

Table 50
Change from December 31 2011 to December 31 2012

Change	Number of Responses	Percent of Responses
Increase of more than 10%	126	12%
Increase 6% - 10%	92	9%
Increase 1% - 5%	503	50%
No Change	219	22%
Decrease 1% - 5%	27	3%
Decrease 6% - 10%	6	1%
Total for Table	1010	100%
Total for Survey	1123	90%

Change from December 31 2011 to December 31 2012 by Size of Organization

Table 51
Change from December 31 2011 to December 31 2012 by Size of Organization

Change	Total	1	2-10	11-50	51-100	101-500	501+
Number of Responses							
More than 10% increase	122	15	23	38	*	10	33
Increase 6% - 10%	89	*	14	29	*	11	29
Increase 1% - 5%	480	11	48	124	54	88	155
No Change	205	32	80	46	6	20	21
Decrease 1% - 5%	19	*	*	5	*	*	7
Decrease 6% - 10%	6	*	*	*	*	*	*
More than 10% decrease	35	17	9	3	0	2	4
Percent of Responses							
	Total	1	2-10	11-50	51-100	101-500	501+
More than 10% increase	13%	19%	13%	15%	*	7%	13%
Increase 6% - 10%	9%	*	8%	12%	*	8%	12%
Increase 1% - 5%	50%	14%	27%	50%	79%	65%	62%
No Change	21%	40%	45%	19%	9%	15%	8%
Decrease 1% - 5%	2%	*	*	2%	*	*	3%
Decrease 6% - 10%	1%	*	*	*	*	*	*
More than 10% decrease	4%	21%	5%	1%	0%	1%	2%

Table 52
Change from December 31 2011 to December 31 2012 by Industrial Sector

Change	Total	Mineral or hydrocarbon resources	Environmental and engineering geology	Other
Number of Responses				
More than 10%	125	85	38	*
Increase 6% - 10%	92	54	38	*
Increase 1% - 5%	497	255	218	24
No Change	216	156	53	7
Decrease 1% - 5%	18	10	7	*
Decrease 6% - 10%	6	*	*	*
Decrease more than 10%	36	31	5	*
Percent of Responses				
More than 10%	13%	14%	11%	*
Increase 6% - 10%	9%	9%	11%	*
Increase 1% - 5%	50%	43%	61%	69%
No Change	22%	26%	15%	20%
Decrease 1% - 5%	2%	2%	2%	*
Decrease 6% - 10%	1%	*	*	*
Decrease more than 10%	4%	5%	1%	*

Change from December 31 2011 to December 31 2012 by Professional Specialty

Table 53
Change from December 31 2011 to December 31 2012 by Professional Specialty

Change	Total	Environmental & engineering geology	Mineral & oil exploration	Resource definition & mining	Survey work	Finance & other
Number of Responses						
Increase more than 10%	124	32	47	26	7	12
Increase 6% - 10%	91	26	31	11	9	14
Increase 1% - 5%	502	185	103	79	52	83
No Change	212	40	85	42	21	24
Decrease 1% - 5%	17	*	6	*	*	*
Decrease 6% - 10%	6	*	*	*	*	*
Percent of Responses						
Increase 6% - 10%	13%	11%	16%	16%	7%	9%
Increase 1% - 5%	9%	9%	10%	7%	9%	10%
No Change	51%	64%	35%	48%	55%	59%
Decrease 1% - 5%	21%	14%	29%	25%	22%	17%
Decrease 6% - 10%	2%	*	2%	*	*	*
Decrease more than 10%	1%	*	*	*	*	*

Change from December 31 2011 to December 31 2012 by Job Rating Level

Table 54
Change from December 31 2011 to December 31 2012 by Job Rating Level

		Job Rating Level						
Change	Total	A	B	C	D	E	F	F+
Number of Responses								
Increase more than 10%	126	*	*	14	31	24	19	37
Increase 6% - 10%	92	*	*	11	28	13	13	23
Increase 1% - 5%	503	*	21	76	130	105	71	98
No Change	80	24	19	37	*	*	*	*
Decrease 1% - 5%	27	*	*	*	*	11	*	7
Decrease 6% - 10%	6	*	*	*	*	*	*	*
Decrease more than 10%	37	*	*	*	12	8	5	11
Percent of Responses								
Increase more than 10%	14%	*	*	10%	15%	15%	17%	21%
Increase 6% - 10%	11%	*	*	8%	14%	8%	12%	13%
Increase 1% - 5%	58%	*	47%	52%	63%	65%	65%	55%
No Change	9%	92%	42%	26%	*	*	*	*
Decrease 1% - 5%	3%	*	*	*	*	7%	*	4%
Decrease 6% - 10%	1%	*	*	*	*	*	*	*
Decrease more than 10%	4%	*	*	*	6%	5%	5%	6%

Change Anticipated from December 31 2012 to December 31 2013

Table 55
Change Anticipated from December 31 2012 to December 31 2013

Change	Number of Responses	Percent of Responses
Increase more than 10%	59	6%
Increase 6% - 10%	62	6%
Increase 1% - 5%	501	50%
No Change	269	27%
Decrease 1% - 5%	44	4%
Decrease 6% - 10%	15	1%
Decrease more than 10%	59	6%
Total for Table	1009	100%
Total for Survey	1123	90%

*Change Anticipated from December 31 2012 to December 31 2013 by Size of
Organization*

Table 56
Change Anticipated from December 31 2012 to December 31 2013 by Size of Organization

Change	Total	1	2-10	11-50	51-100	101-500	501+
Number of Responses							
Increase more than 10%	44	6	11	15	*	8	44
Increase 6% - 10%	47	*	10	19	5	12	47
Increase 1% - 5%	309	5	58	122	36	88	309
No Change	220	39	76	69	16	20	220
Decrease 1% - 5%	25	*	7	9	*	5	25
Increase 6% - 10%	5	*	*	*	*	*	5
Decrease more than 10%	49	27	16	6	*	*	49
Percent of Responses							
Increase more than 10%	6%	8%	6%	6%	*	6%	6%
Increase 6% - 10%	7%	*	*	8%	8%	9%	7%
Increase 1% - 5%	44%	*	*	51%	55%	66%	44%
No Change	31%	49%	42%	29%	24%	15%	31%
Decrease 1% - 5%	4%	*	*	4%	*	*	4%
Increase 6% - 10%	1%	*	*	*	*	*	1%
Decrease more than 10%	7%	34%	9%	2%	*	*	7%

Change Anticipated from December 31 2012 to December 31 2013 by Industrial Sector

Table 57

Change Anticipated from December 31 2012 to December 31 2013 by Industrial Sector

Change	Total	Mineral or Hydrocarbon Resources	Environmental and Engineering Geology	Other
Number of Responses				
More than 10% increase	59	31	27	*
Increase 6% - 10%	62	29	30	*
Increase 1% - 5%	496	252	223	21
No Change	265	196	60	9
Decrease 1% - 5%	38	23	13	*
Decrease 6% - 10%	6	6	*	*
More than 10% decrease	58	54	*	*
Percent of Responses				
More than 10% increase	6%	5%	8%	*
Increase 6% - 10%	6%	5%	8%	*
Increase 1% - 5%	50%	43%	62%	58%
No Change	27%	33%	17%	25%
Decrease 1% - 5%	4%	4%	4%	*
Decrease 6% - 10%	1%	1%	*	*
More than 10% decrease	6%	9%	*	*

*Change Anticipated from December 31 2012 to December 31 2013 by Professional
Specialty*

Table 58

Change Anticipated from December 31 2012 to December 31 2013 by Professional Specialty

Change	Total	Environmental & Engineering Geology	Mineral & Oil Exploration	Resource Definition & Mining	Survey Work	Finance & Other
Number of Responses						
Increase more than 10%	56	18	13	8	8	9
Increase 6% - 10%	62	23	14	11	*	12
Increase 1% - 5%	496	185	97	87	52	75
No Change	264	50	112	45	25	32
Decrease 1% - 5%	39	9	16	*	*	8
Decrease 6% - 10%	6	*	5	*	*	*
Decrease more than 10%	58	*	37	10	6	*
Percent of Responses						
Increase more than 10%	6%	6%	4%	5%	8%	6%
Increase 6% - 10%	6%	8%	5%	7%	2%	9%
Increase 1% - 5%	51%	64%	33%	53%	54%	54%
No Change	27%	17%	38%	27%	26%	23%
Decrease 1% - 5%	4%	3%	5%	*	*	6%
Decrease 6% - 10%	1%	*	2%	*	*	*
Decrease more than 10%	6%	*	13%	6%	6%	*

Change Anticipated from December 31 2012 to December 31 2013 by Job Rating Level

Table 59

Change Anticipated from December 31 2012 to December 31 2013 by Job Rating Level

		Job Rating Level						
Change	Total	A	B	C	D	E	F	F+
Number of Responses								
Increase more than 10%	59	*	*	7	19	10	7	15
Increase 6% - 10%	62	*	*	8	21	8	13	8
Increase 1% - 5%	501	*	15	74	133	110	60	107
No Change	269	6	10	36	49	53	42	73
Decrease 1% - 5%	44	*	*	*	*	12	7	16
Increase 6% - 10%	6	*	*	*	*	*	*	*
Decrease more than 10%	59	*	*	*	10	13	11	22
Percent of Responses								
Increase more than 10%	6%	*	*	5%	8%	5%	5%	6%
Increase 6% - 10%	6%	*	*	6%	9%	4%	9%	3%
Increase 1% - 5%	50%	*	48%	56%	56%	53%	42%	44%
No Change	27%	75%	32%	27%	21%	26%	30%	30%
Decrease 1% - 5%	4%	*	*	*	*	6%	5%	7%
Increase 6% - 10%	1%	*	*	*	*	*	*	*
Decrease more than 10%	6%	*	*	*	4%	6%	8%	9%

Additional Cash Compensation¹⁰

Overtime: Cash Only

Of the survey participants who responded to the question about receiving only cash compensation for overtime, no more than 11% (N=119) reported receiving it.

Overtime: Compensation Provided by Time Off or a Combination of Cash and Time Off

Table 60
Overtime Compensation by Size of Organization

Number of Employees	Overtime Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Combination of Cash and Time Off	
	Number of Responses	% of Responses	Number of Responses	% of Responses	Number of Responses	% of Responses	Number of Responses	% of Responses
1	59	70%	*	*	*	*	*	*
2 - 10	106	54%	12	6%	44	22%	21	11%
11-50	122	46%	39	15%	67	25%	48	18%
51-100	32	45%	9	13%	13	18%	17	24%
101-500	79	53%	14	9%	30	20%	30	20%
501-1000	34	45%	16	21%	13	17%	13	17%
1001-5000	49	52%	8	8%	18	19%	16	17%
Over 5000	61	58%	13	12%	18	17%	20	19%
Total for Table	542		114		204		168	
Total for Survey	1123	48%	1123	10%	1123	18%	1123	15%

Table 61
Overtime Compensation by Industrial Sector

	Overtime Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Combination of Cash and Time Off	
	Number	%	Number	%	Number	%	Number	%
Mineral or hydrocarbon resources	362	54%	70	11%	124	19%	85	13%
Environmental and engineering geology	179	47%	45	12%	76	20%	84	22%
Other work	27	59%	*	*	6	13%	*	*
Total for Table	568		118		206		173	
Total for Survey	1123	51%	1123	11%	1123	18%	1123	15%

¹⁰ Percentages in this section are based on the number of respondents in each column category divided by the total number respondents in each row category. See Presentation of the Results, page 4, for details.

Table 62
Overtime Compensation by Professional Specialty

Specialty	Overtime Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Combination of Cash and Time Off	
	Number	%	Number	%	Number	%	Number	%
Environmental & Engineering Geology	150	49%	32	10%	62	20%	63	20%
Mineral & Oil Exploration	192	58%	27	8%	55	17%	31	9%
Resource Definition & Mining	98	53%	19	10%	36	19%	25	14%
Survey Work	51	47%	18	17%	21	19%	30	28%
Finance & Other	74	47%	20	13%	36	23%	23	15%
Total for Table	565		116		210		172	
Total for Survey	1123	50%	1123	10%	1123	19%	1123	15%

Table 63
Other Types of Cash Compensation by Level

Job Rating Level	Overtime Provided		Cash Payment for Overtime		Time Off in Lieu of Cash Payment		Combination of Cash and Time Off	
	Number	%	Number	%	Number	%	Number	%
A	6	100%	*	*	*	*	*	*
B	8	23%	8	23%	13	37%	11	31%
C	50	36%	28	20%	41	29%	39	28%
D	99	40%	46	18%	54	22%	64	26%
E	132	58%	18	8%	55	24%	30	13%
F	96	63%	8	5%	15	10%	19	12%
F+	184	68%	9	3%	33	12%	11	4%
Total for Table	575		119		211		174	
Total for Survey	1123	51%	1123	11%	1123	19%	1123	16%

Other Cash Compensation¹¹

Remote Locations or Difficult Conditions Premium: Cash Only

Of the survey participants who responded to the question about receiving only cash compensation for remote locations or difficult conditions, no more than 8% (N=95) reported receiving it.

Other Cash Compensation Provided by a Cash Benefits Premium

Table 64
Respondents Receiving a Cash Benefits Premium by Size of Organization

Number of Employees	Number of Responses	% of Responses
1	*	*
2 - 10	24	12%
11-50	59	22%
51-100	13	18%
101-500	54	36%
501-1000	31	41%
1001-5000	21	22%
Over 5000	19	18%
Total for Table	223	
Total for Survey	1123	20%

¹¹ Percentages in this section are based on the number of respondents in each column category divided by the total number respondents in each row category. See Presentation of the Results, page 4, for details.

Table 65
Respondents Receiving a Cash Benefits Premium by Industrial Sector

Industrial Sector	Number Receiving Benefit	% Receiving Benefit
Mineral or hydrocarbon resources:		
Inventory and mapping	11	22%
Mineral exploration, prospecting	63	17%
Oil & gas exploration	*	*
Mining, mineral or hydrocarbon production	60	33%
Other	8	18%
Environmental and engineering geology:		
Industrial minerals & materials	5	25%
Groundwater	18	13%
Engineering geology, geotechnics	5	19%
Contaminated site management	36	23%
Other environmental and engineering geology	12	28%
Other: Financial Services	*	*
Other: Outside resources or environmental and engineering geology (includes educational institutions).	9	23%
Total for Table	223	
Total for Survey	1123	21%

Table 66
Respondents Receiving a Cash Benefits Premium by Level

Job Rating Level	Number Receiving Benefit	% Receiving Benefit
A	*	*
B	6	17%
C	35	25%
D	65	26%
E	51	22%
F	27	18%
F+	50	19%
Total for Table	235	
Total for Survey	1123	21%

Other Cash Compensation

Other Cash Compensation Provided by a Performance/Merit Bonus

Table 67
Respondents Receiving a Performance/Merit Bonus by Size of Organization

Number of Employees	Number of Responses	% of Responses
1	*	*
2 - 10	24	12%
11-50	59	22%
51-100	13	18%
101-500	54	36%
501-1000	31	41%
1001-5000	21	22%
Over 5000	19	18%
Total for Table	223	
Total for Survey	1123	20%

Table 68
Respondents Receiving a Performance/Merit Bonus by Industrial Sector

Industrial Sector	Number of Responses	% of Responses
Mineral or hydrocarbon resources:		
Inventory and mapping	11	22%
Mineral exploration, prospecting	63	17%
Oil & gas exploration	4	17%
Mining, mineral or hydrocarbon production	60	33%
Other	8	18%
Environmental and engineering geology:		
Industrial minerals & materials	5	25%
Groundwater	18	13%
Engineering geology, geotechnics	5	19%
Contaminated site management	36	23%
Other	12	28%
Other:		
Financial services	*	*
Outside resources or environmental and engineering geology ¹²	9	23%
Total for Table	233	
Total for Survey	1123	20%

Table 69
Respondents Receiving a Performance/Merit Bonus by Level

Job Rating Level	Number of Responses	% of Responses
A	*	*
B	7	20%
C	53	36%
D	89	35%
E	102	44%
F	70	45%
F+	134	50%
Total for Table	455	
Total for Survey	1123	41%

¹² Includes educational institutions

Other Cash Compensation Provided by Commissions

Of the survey participants who responded to the question about receiving commissions, no more than 1% (N=3) reported receiving it.

Other Cash Compensation Provided by a Share of Profit

Table 70
Respondents Receiving a Share of Profit by Size of Organization

Number of Employees	Number of Responses	% of Responses
1	8	10%
2 - 10	19	10%
11-50	40	15%
51-100	11	15%
101-500	27	18%
501-1000	17	22%
1001-5000	18	19%
Over 5000	18	17%
Total for Table	158	
Total for Survey	1123	14%

Table 71
Respondents Receiving a Share of Profit by Industrial Sector

Industrial Sector	Number of Responses	% of Responses
Mineral or hydrocarbon resources:		
Inventory and mapping	5	10%
Mineral exploration, prospecting	32	9%
Oil & gas exploration	4	17%
Mining, mineral or hydrocarbon production	35	19%
Other	9	20%
Environmental and engineering geology:		
Industrial minerals & materials	*	*
Groundwater	28	21%
Engineering geology, geotechnics	5	19%
Contaminated site management	38	24%
Other	6	14%
Other:		
Financial services	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	*	*
Total for Table	167	
Total for Survey	1123	14%

Table 72
Respondents Receiving a Share of Profit by Level

Job Rating Level	Number of Responses	% of Responses
A	*	*
B	5	14%
C	15	10%
D	35	14%
E	39	17%
F	30	19%
F+	44	16%
Total for Table	168	
Total for Survey	1123	15%

Other Cash Compensation Provided by Payment in Shares of the Company

Of the survey participants who responded to the question about receiving payment in shares by the company, no more than 13% (N=142) reported receiving it.

Other Cash Compensation Provided by Other Payments

Of the survey participants who responded to the question about receiving other payments, 8% (N=89) reported receiving it.

Total Compensation¹³

The average total compensation of the respondents is \$104,936; the median total compensation is \$93,000.

Table 73
Total Compensation by Job Rating Level

Job Rating Level	Responses		Total Compensation					
	#	%	Average	10%	25%	Median	75%	90%
A	*	*	*	*	*	*	*	*
B	28	3%	\$61,790	\$38,800	\$49,650	\$60,000	\$72,768	\$89,300
C	123	13%	\$76,910	\$49,100	\$59,500	\$69,000	\$83,324	\$96,600
D	213	23%	\$78,545	\$51,000	\$60,000	\$68,000	\$73,900	\$100,000
E	199	21%	\$97,371	\$65,000	\$80,000	\$96,000	\$110,000	\$133,000
F	137	15%	\$116,856	\$74,400	\$90,484	\$111,500	\$137,375	\$200,000
F+	241	26%	\$145,345	\$80,600	\$110,000	\$139,500	\$175,000	\$223,500
Total for Table	944	101%						
Total for Survey	1123	92%						

Total Compensation by Organization Size

Table 74
Total Compensation by Organization Size

Number of Employees	Number of Responses	% of Responses	Average	Median
1	53	6%	\$104,193	\$95,000
2-10	169	19%	\$102,292	\$88,000
11-50	229	26%	\$99,619	\$90,000
51-100	61	7%	\$95,812	\$90,000
101-500	135	15%	\$108,476	\$94,242
501-1000	69	8%	\$104,448	\$97,000
1001-5000	84	9%	\$117,512	\$99,277
Over 5000	96	11%	\$105,643	\$107,000
Total for Table	896	100%		
Total for Survey	1123	80%		

¹³ Percentages in this section are based on column totals. See Presentation of the Results, page 4, for details.

Total Compensation by Industrial Sector

Table 75
Total Compensation by Industrial Sector

Industrial Sector	Number of	% of	Mean Job rating			
	Responses	Responses	Average	Median	Score ¹⁴	Level
Mineral or hydrocarbon resources:						
Inventory and mapping	43	5%	\$100,807	\$80,000	532	E
Mineral exploration, prospecting	297	32%	\$111,032	\$97,000	576	E
Oil & gas exploration	20	2%	\$111,530	\$120,000	471	D
Mining, mineral or hydrocarbon production	166	18%	\$122,558	\$110,000	568	E
Other	38	4%	\$113,622	\$99,000	546	E
Environmental and engineering geology:						
Industrial minerals & materials	18	2%	\$89,333	\$100,000	523	E
Groundwater	113	12%	\$89,773	\$83,500	505	E
Engineering geology, geotechnics	22	2%	\$87,743	\$85,000	517	E
Contaminated site management	145	15%	\$92,265	\$86,000	531	E
Other	37	4%	\$87,485	\$80,000	536	E
Other:						
Financial services	7	1%	\$119,938	\$110,000	509	E
Outside resources or environmental and engineering geology (includes educational institutions)	30	3%	\$100,570	\$95,000	525	E
Total for Table	936	100%				
Total for Survey	1123	83%				

¹⁴ The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the two groups may imply that the two groups are not fully comparable on other factors.

Total Compensation by Professional Specialty

Table 76
Total Compensation by Professional Specialty

Professional Specialty	Number of	% of	Mean Job Rating			
	Responses	Responses	Average	Median	Score ¹⁵	Level
Environmental & Engineering Geology						
Materials testing	8	1%	\$88,625	\$104,000	512	E
Groundwater supply	71	8%	\$94,060	\$80,000	505	D
Environmental site assessment and site remediation	152	16%	\$93,972	\$90,000	546	E
Geotechnics	15	2%	\$94,398	\$90,000	504	D
Mineral & Oil Exploration						
Mineral exploration	270	29%	\$112,212	\$100,000	579	E
Hydrocarbon exploration	7	1%	\$146,357	\$141,000	540	E
Resource Definition & Mining						
Mine development	60	6%	\$112,617	\$101,500	596	E
Mineral deposits assessment (definition of resources)	99	11%	\$131,595	\$120,000	548	E
Survey Work						
Geological mapping and inventory	38	4%	\$77,641	\$73,890	472	D
Geochemistry	18	2%	\$102,633	\$111,500	496	D
Geophysics	34	4%	\$98,497	\$90,000	517	E
Finance						
Mining analyst	36	4%	\$76,265	\$77,500	464	D
Total for Table	808					
Total for Survey	1123	80%				

¹⁵ The Score and Level are the mean Job Rating and equivalent Job Class calculated for the respondents in the group. This information is useful when comparing two groups differentiated by one factor whereby any significant difference in Job Rating between the two groups may imply that the two groups are not fully comparable on other factors.

Total Compensation, Level of Education and Years Since Graduation

Table 77 shows that both level of education and the number of years of experience since graduation have a positive impact on total compensation. They also interact so that rate of salary increase is accelerated as both education and experience move to the higher ends.

Table 77
Total Compensation by Level of Education and Years Since Graduation

Years Since Graduation	B.A. or B.Sc. or Equivalent			M.A. or M.Sc. or M.B.A. or Equivalent			Ph.D. or Equivalent		
	#	Average	Median	#	Average	Median	#	Average	Median
One year or less	6	\$72,700	\$66,550	*	*	*	*	*	*
2 - 10 years	139	\$72,756	\$68,000	109	\$85,945	\$70,000	17	\$82,344	\$80,000
11 - 20 years	99	\$99,767	\$89,960	125	\$98,202	\$88,000	31	\$108,075	\$85,000
21 - 30 years	153	\$123,243	\$105,000	112	\$112,745	\$110,000	52	\$126,139	\$102,500
31 or more	89	\$133,292	\$109,000	71	\$124,725	\$97,500	40	\$118,224	\$95,500

Stock Options¹⁶

Table 78
Stock Options by Organization Size

Number of Employees	Number of Responses	% of Responses
1	22	26%
2-10	69	35%
11-50	73	27%
51-100	12	17%
101-500	36	24%
501-1000	25	33%
1001-5000	24	25%
Over 5000	30	28%
Total for Table	291	
Total for Survey	1123	26%

¹⁶ Percentages in this section are based on the number of respondents in each column category divided by the total number respondents in each row category. See Presentation of the Results, page 4, for details.

Stock Options by Industrial Sector

Table 79
Stock Options by Industrial Sector

Industrial Sector	Number of Responses	% of Responses
Mineral or hydrocarbon resources:		
Inventory and mapping	6	12%
Mineral exploration, prospecting	162	43%
Oil & gas exploration	9	33%
Mining, mineral or hydrocarbon production	63	34%
Other	5	11%
Environmental and engineering geology:		
Industrial minerals & materials	2	10%
Groundwater	19	14%
Engineering geology, geotechnics	5	18%
Contaminated site management	28	18%
Other	7	16%
Other:		
Financial services	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	*	*
Total for Table	313	
Total for Survey	1123	28%

Stock Options by Professional Specialty

Table 80
Stock Options by Professional Specialty

Professional Specialty	Number of Responses	% of Responses
Environmental & Engineering Geology		
Materials testing	*	*
Groundwater supply	12	14%
Environmental site assessment and site remediation	30	17%
Geotechnics	*	
Mineral & Oil Exploration		
Mineral exploration	149	44%
Hydrocarbon exploration	*	
Resource Definition & Mining		
Mine development	30	42%
Mineral deposits assessment (definition of resources)	36	30%
Survey Work		
Geological mapping and inventory	*	
Geochemistry	8	38%
Geophysics	*	
Finance & Other		
Mining analyst	6	13%
Total for Table	323	
Total for Survey	1123	29%

Stock Options by Level

Table 81
Stock Options by Job Rating

Job Rating Level	Number of Responses	% of Responses
A	*	*
B	6	17%
C	33	22%
D	52	20%
E	55	24%
F	54	35%
F+	116	43%
Total for Table	316	
Total for Survey	1123	28%

Benefits

Job Ratings

The results presented in Table 82 show the percent of respondents at each job rating level who receive a benefit when compared to all respondents at the same level. For example, 17% of respondents at the B-Level receive a cash benefit payment.

Table 82
Benefits and Job Ratings

Benefits	Job Rating Levels						
	A	B	C	D	E	F	F+
Additional Cash Compensation							
Cash benefit payments	0%	17%	24%	25%	22%	17%	19%
Share of Profit	4%	14%	10%	14%	17%	19%	16%
Performance/Merit Bonus	0%	20%	36%	35%	44%	45%	50%
Commissions	0%	0%	0%	<1%	0%	0%	0%
Payment in shares of the company	0%	6%	6%	12%	9%	18%	19%
Other Payments	0%	3%	6%	8%	6%	6%	13%
Overtime							
Time off in lieu of a cash payment	8%	23%	19%	18%	8%	5%	3%
Time off and cash payments	0%	31%	26%	25%	13%	12%	4%
Other Compensation							
Stock Options	0%	17%	22%	20%	24%	35%	43%
Car or a car allowance	0%	3%	9%	5%	9%	20%	20%
Parking at your regular work place	4%	6%	14%	11%	10%	15%	17%
Pension							
A defined benefit pension plan	8%	49%	22%	31%	31%	16%	21%
Employer contribution to your RRSP	8%	31%	54%	40%	44%	45%	38%
Insurance							
Life insurance/accidental death and dismemberment	8%	63%	74%	73%	75%	68%	66%
Extended health care/major medical insurance	8%	43%	68%	70%	70%	61%	65%
Dental plan	8%	66%	78%	72%	72%	66%	64%
Long term disability insurance	4%	60%	68%	68%	71%	59%	61%
Employee assistance program	4%	49%	51%	55%	55%	48%	45%
Legal plan	0%	6%	12%	13%	9%	12%	17%
Prescription drug plan	8%	66%	78%	77%	73%	69%	68%
Travel accident insurance	0%	46%	51%	54%	53%	53%	59%

Retirement Benefits¹⁷

Organization Size

Table 83
Defined Benefit Pension Plan and Employer Contribution to RRSP by Type of Work by Organization
Size

Number of Employees	Defined Benefit Pension		Employer Contribution to RRSP	
	#	%	#	%
1	*	*	*	*
2-10	33	17%	33	17%
11-50	62	23%	125	47%
51-100	23	32%	39	55%
101-500	48	32%	79	53%
501-1000	29	38%	47	62%
1001-5000	37	39%	51	54%
Over 5000	38	17%	73	69%
Total for Table	274		448	
Total for Survey	1123	24%	1123	40%

¹⁷ Percentages in this section are based on the number of respondents in each column category divided by the total number respondents in each row category. See page 4, Percentages and Technical Notes for details. In Table 83, 17%, or 33 of the 196 respondents, working in organizations with between two and ten employees, receive a defined benefit pension.

Industrial Sector

Table 84
Defined Benefit Pension Plan and Employer Contribution to RRSP by Industrial Sector

Industrial Sector	Defined Benefit Pension		Employer Contribution to RRSP	
	#	%	#	%
Mineral or hydrocarbon resources:				
Inventory and mapping	22	43%	12	24%
Mineral exploration, prospecting	64	18%	90	25%
Oil & gas exploration	*	*	8	33%
Mining, mineral or hydrocarbon production	54	30%	108	60%
Other	13	30%	12	27%
Environmental and engineering geology:				
Industrial minerals & materials	*	*	8	40%
Groundwater	41	31%	74	55%
Engineering geology, geotechnics	4	15%	16	59%
Contaminated site management	40	25%	100	63%
Other	9	21%	24	56%
Other:				
Financial services	*	*	*	*
Outside resources or environmental and engineering geology (includes educational institutions)	21	54%	11	28%
Total for Table	277		465	
Total for Survey	1123	25%	1123	41%

Health and Insurance Benefits

Of the survey participants who responded to the question about receiving a legal plan, no more than 12% (N=139) reported receiving it.

Size of Organization

Table 85

Life Insurance, Extended Health/Major Medical, Dental and Long Term Disability by Size of Organization

Number of Employees	Life Insurance		Extended Health /Major Medical		Dental Plan		Long term disability	
	#	%	#	%	#	%	#	%
1	6	7%	7	8%	6	1%	4	5%
2-10	81	41%	77	39%	82	11%	72	37%
11-50	204	76%	191	72%	197	27%	178	67%
51-100	62	87%	58	82%	60	8%	63	89%
101-500	127	85%	123	83%	131	18%	117	79%
501-1000	71	93%	65	86%	68	9%	72	95%
1001-5000	88	93%	84	88%	90	12%	85	89%
Over 5000	98	92%	92	87%	94	13%	89	84%
Total for Table	737		697		728		680	
Total for Survey	1123	66%	1123	62%	1123	65%	1123	60%

Table 86

Employee Assistance, Prescription Drug Plan and Travel Accident Insurance by Size of Organization

Number of Employees	Employee Assistance Program		Prescription Drug Plan		Travel Accident Insurance	
	#	%	#	%	#	%
1	*	*	7	8%	*	*
2-10	34	17%	89	45%	53	27%
11-50	128	48%	211	79%	147	55%
51-100	58	82%	62	87%	50	70%
101-500	101	68%	132	89%	103	69%
501-1000	60	79%	73	96%	62	82%
1001-5000	69	73%	91	96%	74	78%
Over 5000	82	77%	96	91%	73	69%
Total for Table	533		761		566	
Total for Survey	1123	47%	1123	68%	1123	54%

Industrial Sector

Table 87
Life Insurance, Extended Health/Major Medical, Dental and Long Term Disability
by Industrial Sector

Industrial Sector	Life Insurance		Extended Health /Major Medical		Dental Plan		Long Term Disability	
	#	%	#	%	#	%	#	%
Mineral or hydrocarbon resources:								
Inventory and mapping	31	61%	29	57%	25	49%	30	59%
Mineral exploration, prospecting	183	50%	179	49%	191	52%	164	45%
Oil & gas exploration	16	67%	16	67%	14	58%	12	50%
Mining, mineral or hydrocarbon production	159	88%	147	81%	160	88%	151	83%
Other	26	59%	23	52%	24	55%	24	55%
Environmental and engineering geology:								
Industrial minerals & materials	14	70%	13	81%	10	50%	10	50%
Groundwater	106	79%	108	70%	115	86%	95	71%
Engineering geology, geotechnics	20	74%	19	81%	22	81%	18	67%
Contaminated site management	140	88%	129	67%	136	85%	136	85%
Other	32	74%	29	81%	29	67%	28	65%
Financial Services								
Other: Financial services	7	100%	7	100%	6	86%	7	100%
Other: Outside resources or environmental and engineering geology (includes educational institutions).	33	85%	24	62%	26	67%	32	82%
Total for Table	767		723		758		707	
Total for Survey	1123	68%	1123	64%	1123	65%	1123	63%

Table 88
Employee Assistance, Prescription Drug Plan and Travel Accident Insurance by Industrial Sector

Industrial Sector	Employee Assistance Program		Prescription Drug Plan		Travel Accident Insurance	
	#	%	#	%	#	%
Mineral or hydrocarbon resources:						
Inventory and mapping	23	45%	36	71%	20	41%
Mineral exploration, prospecting	99	27%	191	52%	148	46%
Oil & gas exploration	6	25%	15	63%	11	65%
Mining, mineral or hydrocarbon production	128	71%	161	89%	118	43%
Other	20	45%	27	61%	19	41%
Environmental and engineering geology:						
Industrial minerals & materials	10	50%	14	70%	11	55%
Groundwater	82	61%	113	84%	79	59%
Engineering geology, geotechnics	15	56%	21	78%	15	56%
Contaminated site management	115	72%	141	88%	113	71%
Other	23	53%	33	77%	25	58%
Financial Services:						
Other: Financial services	5	71%	6	86%	5	71%
Other: Outside resources or environmental and engineering geology (includes educational institutions).	24	62%	31	79%	25	64%
Total for Table	550		789		589	
Total for Survey	1123	49%	1123	70%	1123	52%

Table 89
Employee Assistance, Prescription Drug Plan and Travel Accident Insurance by Job Rating Level

Job Rating Level	Employee Assistance Program		Prescription Drug Plan		Travel Accident Insurance	
	#	%	#	%	#	%
A	*	*	*	*	*	*
B	17	49%	23	66%	16	46%
C	75	54%	116	83%	75	54%
D	141	56%	197	79%	140	56%
E	128	56%	171	75%	124	55%
F	74	48%	107	70%	82	54%
F+	122	45%	183	68%	158	59%
Total for Table	558		799		595	
Total for Survey	1123	50%	1123	71%	1123	53%

Fringe Benefits

All Respondents

Table 90
Fringe Benefits

Benefit	Number Receiving the Benefit	% Receiving the Benefit
Professional Association Membership Dues	663	59%
Conference Registration and Travel	595	53%
Cell Phone - personal use of covered	539	48%
Field Gear Allowance	359	32%
Flex-Time and/or Compressed Work Week	337	30%
Home Office Computers and/or Peripherals	258	23%
Educational Assistance	236	21%
Regular "Work from Home" Days	213	19%
Maternity/Paternity Enhancements (e.g. top up EI)	157	14%
The company pays for parking at your regular work place	146	13%
The company provides you with a car or a car allowance	135	12%
Club Membership(s) - business/dining- fitness	135	12%
Legal/Financial/Retirement Counselling	124	11%
Business Class Airfare (on trips over 3 hrs.)	112	10%
Time and/or Resources for External Volunteer Role	90	8%
Scholarship Program for Children	79	7%
Sabbaticals (either paid or unpaid)	67	6%
Low/No Interest Short/Long Term Loan Program	34	3%
Other	34	3%
Paid Child Care When Travelling on Business	11	1%
Spouse's Travel Expenses for Conferences	11	1%
Work-based or Shared Child Care Facility	*	*

Size of Organization

Table 91
Professional Association Membership Dues, Conference Registration and Travel and Educational Assistance by Size of Organization

Number of Employees	Professional Association Membership Dues		Conference Registration and Travel		Educational Assistance	
	#	%	#	%	#	%
1	15	18%	18	21%	*	*
2-10	97	49%	99	51%	20	10%
11-50	170	64%	158	59%	59	22%
51-100	49	69%	38	54%	20	28%
101-500	100	67%	78	52%	31	21%
501-1000	57	75%	51	67%	23	30%
1001-5000	65	68%	55	58%	31	33%
Over 5000	72	68%	63	59%	45	42%
Total for Table	625		560		233	
Total for Survey	1123	56%	1123	50%	1123	21%

Table 92
Cell Phone, Field Gear Allowance, Home Office Equipment by Size of Organization

Number of Employees	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	%	#	%	#	%
1	20	24%	12	14%	11	13%
2-10	87	44%	52	27%	53	27%
11-50	140	52%	96	36%	66	25%
51-100	33	46%	28	39%	20	28%
101-500	79	53%	40	27%	31	21%
501-1000	39	51%	21	28%	19	25%
1001-5000	51	54%	33	35%	20	21%
Over 5000	60	57%	57	54%	29	27%
Total for Table	509		339		249	
Total for Survey	1123	45%	1123	30%	1123	22%

Table 93
Flex-Time and/or Compressed Work Week, Regular "Work from Home" Days and by Size of
Organization

Number of Employees	Flex-Time and/or Compressed Work Week		Regular "Work from Home" Days	
	#	%	#	%
1	11	13%	13	15%
2-10	50	26%	44	22%
11-50	97	36%	53	20%
51-100	24	34%	12	17%
101-500	43	29%	26	17%
501-1000	27	36%	13	17%
1001-5000	31	33%	20	21%
Over 5000	45	42%	28	26%
Total for Table	328		209	
Total for Survey	1123	29%	1123	19%

Industrial Sector

Table 94
Professional Association Membership Dues, Conference Registration and Travel and Educational
Assistance by Industrial Sector

Industrial Sector	Professional Association Membership Dues		Conference Registration and Travel		Educational Assistance	
	#	%	#	%	#	%
Mineral or hydrocarbon resources:						
Inventory and mapping	14	27%	28	55%	4	8%
Mineral exploration, prospecting	193	53%	182	50%	41	11%
Oil & gas exploration	13	54%	12	50%	4	*
Mining, mineral or hydrocarbon production	148	82%	105	58%	50	28%
Other	25	57%	26	59%	9	20%
Environmental and engineering geology:						
Industrial minerals & materials	12	60%	13	65%	3	*
Groundwater	81	60%	83	62%	37	28%
Engineering geology, geotechnics	10	37%	8	30%	9	33%
Contaminated site management	103	64%	84	53%	56	35%
Other	30	70%	25	58%	11	26%
Financial Services:						
Other: Financial services	7	100%	5	71%	2	*
Other: Outside resources or environmental and engineering geology (includes educational institutions).	17	44%	18	46%	13	33%
Total for Table	653		589		239	
Total for Survey	1123	58%	1123	52%	1123	21%

Table 95
Cell Phone, Field Gear Allowance, Home Office Equipment by Industrial Sector

Industrial Sector	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	%	#	%	#	%
Mineral or hydrocarbon resources:						
Inventory and mapping	12	24%	15	29%	21	41%
Mineral exploration, prospecting	141	39%	87	24%	66	18%
Oil & gas exploration	12	50%	*	*	*	*
Mining, mineral or hydrocarbon production	87	48%	49	27%	31	17%
Other	19	43%	14	32%	18	41%
Environmental and engineering geology:						
Industrial minerals & materials	15	75%	8	40%	8	40%
Groundwater	78	58%	69	51%	72	54%
Engineering geology, geotechnics	13	48%	9	33%	8	30%
Contaminated site management	106	66%	74	46%	76	48%
Other	26	60%	12	28%	22	51%
Financial Services:						
Other: Financial services	6	86%	*	*	*	*
Other: Outside resources or environmental and engineering geology (includes educational institutions).	20	51%	10	26%	13	33%
Total for Table	535		351		338	
Total for Survey	1123	48%	1123	31%	1123	30%

Table 96
Flex-Time and/or Compressed Work Week, Regular "Work from Home" Days by Industrial Sector

Industrial Sector	Flex-Time and/or Compressed Work Week		Regular "Work from Home" Days	
	#	%	#	%
Mineral or hydrocarbon resources:				
Inventory and mapping	21	6%	7	14%
Mineral exploration, prospecting	66	20%	62	17%
Oil & gas exploration	*	*	*	*
Mining, mineral or hydrocarbon production	31	9%	18	10%
Other	18	5%	7	16%
Environmental and engineering geology:				
Industrial minerals & materials	8	2%	8	40%
Groundwater	72	21%	46	34%
Engineering geology, geotechnics	8	2%	4	15%
Contaminated site management	76	22%	40	25%
Other	22	7%	11	26%
Financial Services:				
Other: Financial services	*	*	*	*
Other: Outside resources or environmental and engineering geology (includes educational institutions).	13	4%	9	23%
Total for Table	338		214	
Total for Survey	1123	30%	1123	19%

Job Rating Level

Table 97
Professional Association Membership Dues, Conference Registration and Travel and Educational Assistance by Job Rating Level

Job Rating Level	Professional Association Membership Dues		Conference Registration and Travel		Educational Assistance	
	#	%	#	%	#	%
A	*	*	*	*	*	*
B	11	31%	10	29%	*	*
C	84	60%	61	44%	26	19%
D	151	60%	121	48%	63	25%
E	139	61%	125	55%	46	20%
F	105	69%	101	66%	40	26%
F+	168	62%	174	65%	62	23%
Total For Table	660		593		241	
Total for Survey	1123	59%	1123	53%	1123	21%

Table 98
Cell Phone, Field Gear Allowance, Home Office Equipment by Job Rating Level

Job Rating Level	Cell Phone - personal use of covered		Field Gear Allowance		Home Office Computers and/of Peripherals	
	#	%	#	%	#	%
A	*	*	*	*	*	*
B	8	23%	8	23%	*	*
C	45	32%	46	33%	29	21%
D	86	34%	91	36%	45	18%
E	112	49%	73	32%	55	24%
F	101	66%	54	35%	42	27%
F+	186	69%	83	31%	82	30%
Total for Table	540		355		259	
Total for Survey	1123	48%	1123	32%	1123	23%

Table 99
Flex-Time and/or Compressed Work Week, Regular "Work from Home" Days by Job Rating Level

Job Rating Level	Flex-Time and/or Compressed Work Week		Regular "Work from Home" Days	
	#	%	#	%
A	*	*	*	*
B	9	26%	*	*
C	40	29%	20	14%
D	94	38%	47	19%
E	69	30%	48	21%
F	46	30%	38	25%
F+	79	29%	61	23%
Total for Table	339		216	
Total for Survey	1123	30%	1123	19%

Paid Leave

Working Days of Paid Vacation

Table 100
Working Days of Paid Vacation by Size of Organization

Number of Employees	Number of Responses	% of Responses for Ranges of Days			
		Less than 10	10 - 15	16 - 20	Greater than 20
1	48	95%	2%	2%	2%
2-10	218	32%	15%	18%	34%
11-50	242	13%	12%	24%	51%
51-100	95	7%	8%	24%	60%
101-500	165	4%	14%	28%	54%
501-1000	53	0%	11%	25%	64%
1001-5000	91	10%	4%	20%	66%
Over 5000	107	6%	3%	32%	59%
Total for Table	1055				
Total for Survey	94 % of 1123				

Table 101
Working Days of Paid Vacation by Industrial Sector

Industrial Sector	Number of Responses	% of Responses for Ranges of Days			
		Less than 10	10 - 15	16 - 20	Greater than 20
Mineral or hydrocarbon resources:					
Inventory and mapping	53	8%	9%	17%	66%
Mineral exploration, prospecting	394	37%	13%	14%	36%
Oil & gas exploration	20	35%	0%	20%	45%
Mining, mineral or hydrocarbon production	166	14%	8%	21%	56%
Other	11	9%	18%	18%	55%
Environmental and engineering geology:					
Industrial minerals & materials	20	15%	5%	20%	60%
Groundwater	174	7%	10%	33%	49%
Engineering geology, geotechnics	60	8%	15%	32%	45%
Contaminated site management	145	7%	9%	30%	54%
Other	43	7%	7%	19%	67%
Other:					
Financial services	5	%	20%	%	80%
Outside resources or environmental and engineering geology (includes educational institutions)	*	*	*	*	*
Total for Table	1108				
Total for Survey	99% of	1123			

Table 102
 Working Days of Paid Vacation by Level

Job Rating Level	Number of Responses	% of Responses for Ranges of Days			
		Less than 10	10 - 15	16 - 20	Greater than 20
A	30	4%	30%	52%	15%
B	90	12%	22%	48%	18%
C	194	13%	13%	35%	39%
D	252	21%	13%	27%	39%
E	205	27%	7%	14%	52%
F	172	21%	6%	9%	64%
F+	180	21%	5%	5%	69%
Total for Table	1123				
Total for Survey	100% of	1123			



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