



**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.

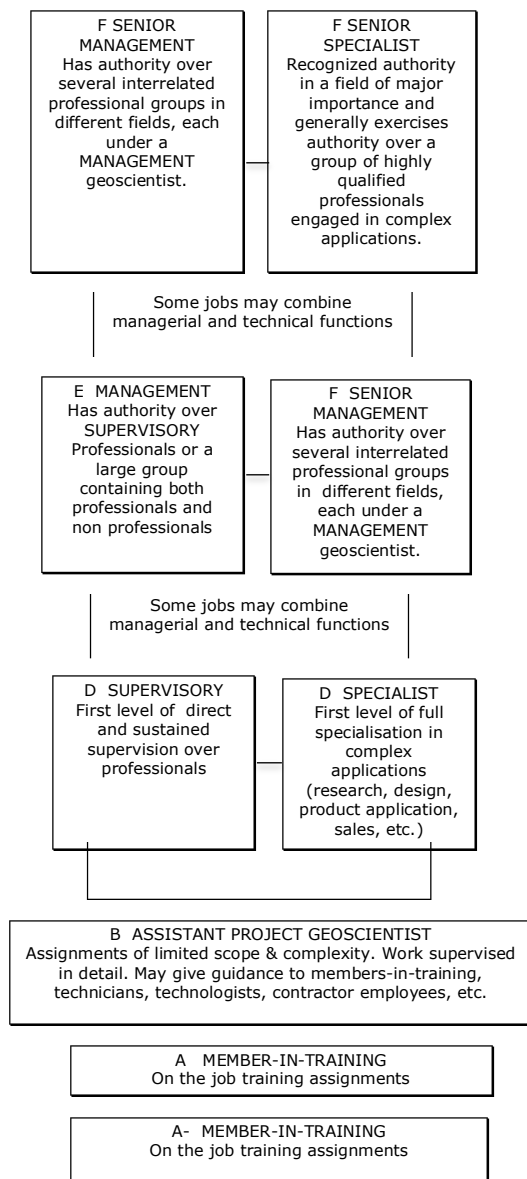
HOW TO USE SURVEY RESULTS

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.

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Job Classification Flowchart



Annual Base Salaries by Level of Responsibility

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

Base Salary by Level of Education and Years Since Graduation

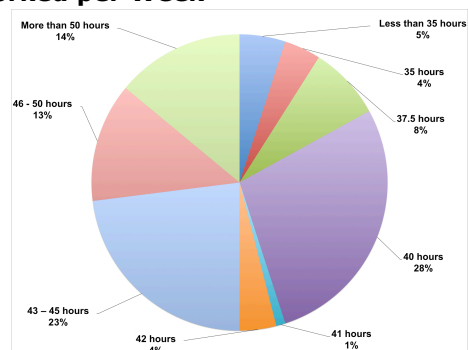
Salary Statistics	Years Since Graduation			
	2 - 10 years	11 - 20 years	21 - 30 years	31 or more
	B.A. or B.Sc. or Equivalent			
	N=120	N=99	N=140	N=90
Q1	\$55,250	\$70,000	\$90,000	\$85,750
Q2	\$71,500	\$89,960	\$114,930	\$120,000
Q3	\$84,000	\$110,000	\$144,000	\$173,800
Q4	\$115,000	\$220,000	\$300,000	\$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

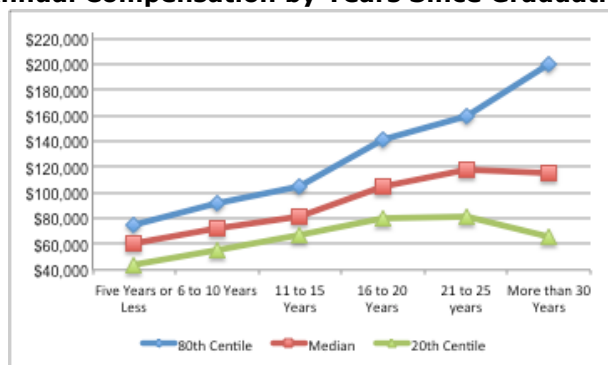
Industrial Sector	Responses		Base Salary		Mean Job Rating	
	#	%	Average	Median	Score	Level
Mineral or hydrocarbon resources:						
Inventory and mapping	44	4%	\$100,834	\$80,400	533	E
Mineral exploration, prospecting	328	32%	\$111,327	\$98,050	579	E
Oil & gas exploration	22	2%	\$107,027	\$110,000	476	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

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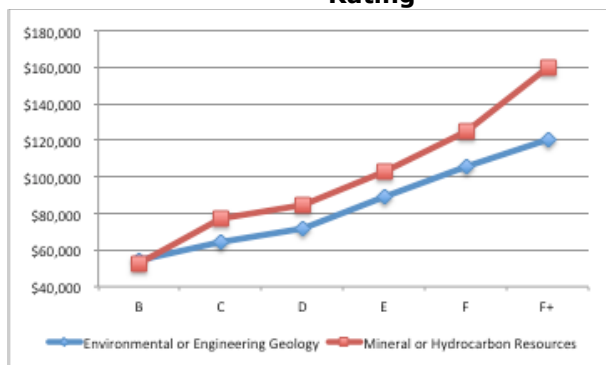
Hours Worked per Week



Annual Compensation by Years Since Graduation



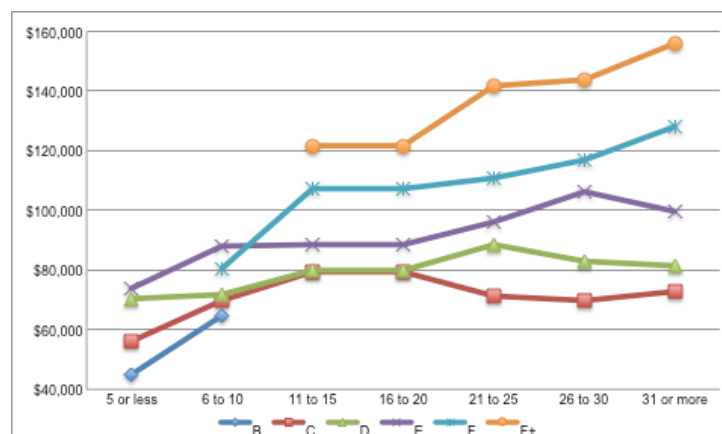
Mean Annual Compensation by Industry and Job Rating



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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