



Ordre des géologues  
du Québec



# **Ordre des géologues du Québec - Association of Professional Geoscientists of Ontario**

## **2008 Compensation and Benefits Survey**

Executive Summary

July 2009

**Confidential**





## Executive Summary

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The Ordre des géologues du Québec and the Association of Professional Geoscientists of Ontario would like to thank the 1,137 members of both organizations who participated in the 2008 survey. It provides guidelines on compensation and benefits for professionals in the field and the companies that employ them, as well as a baseline for the analysis of trends in the future.

With an overall response rate of 49% and margin of error of 2.1%, the results can be interpreted with confidence.

### 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.

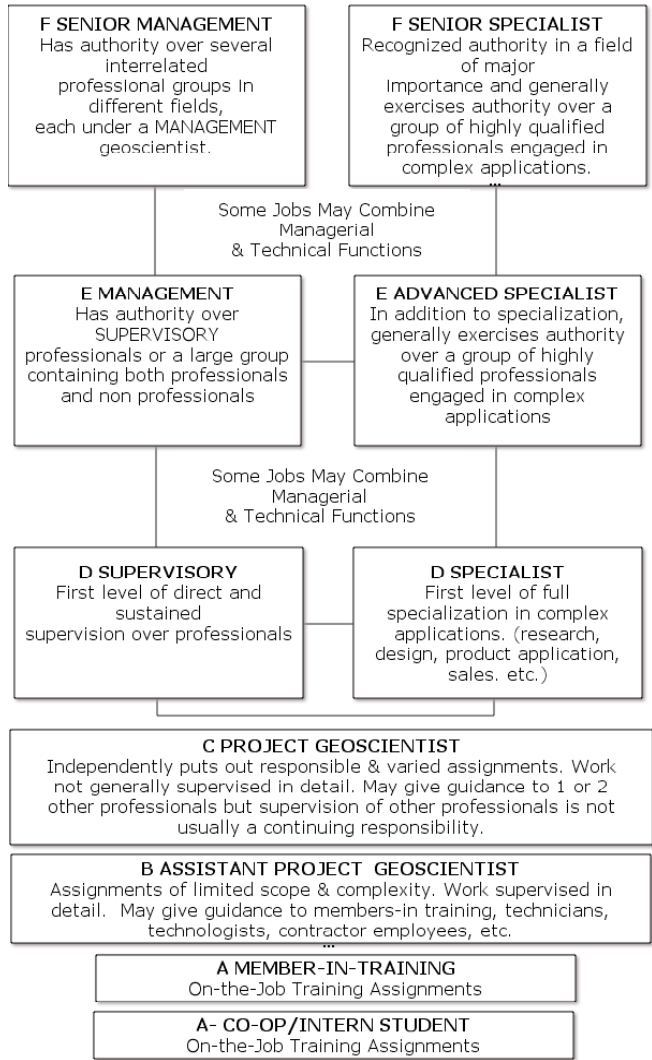
- Salary is basically determined by the **level of responsibility of the position**. (The Job Classification Flowchart on the next page should be used to determine your level of responsibility and the results reported in the tables in this summary should be closely noted).
- Salary levels vary among 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.

### SURVEY NOTES

- The salaries quoted in the tables of this summary are BASE salaries in effect in December 31, 2007 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.

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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      | D. 9      |
| A          | *         | *   | *           | *        | *        | *         | *         | *         |
| B          | 10        | 1%  | \$59,900    | \$38,750 | \$50,750 | \$54,000  | \$71,750  | \$96,000  |
| C          | 103       | 11% | \$56,710    | \$40,000 | \$46,000 | \$57,000  | \$67,350  | \$75,000  |
| D          | 243       | 25% | \$69,661    | \$59,000 | \$58,850 | \$70,000  | \$79,849  | \$95,000  |
| E          | 197       | 21% | \$90,944    | \$65,000 | \$72,000 | \$82,000  | \$100,000 | \$112,400 |
| F          | 147       | 15% | \$109,982   | \$69,400 | \$82,675 | \$97,000  | \$108,000 | \$113,460 |
| F+         | 255       | 27% | \$126,577   | \$72,000 | \$95,000 | \$115,000 | \$150,000 | \$190,000 |

**Base Salary by Level of Education and Years Since Graduation**

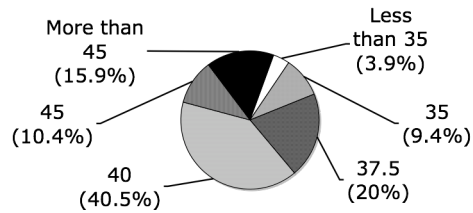
| Salary Quartile                       | Years Since Graduation |            |             |             |            |
|---------------------------------------|------------------------|------------|-------------|-------------|------------|
|                                       | One year or less       | 2-10 years | 11-20 years | 21-30 years | 31 or more |
| B.A. or B.Sc. or Equivalent           |                        |            |             |             |            |
|                                       | N=8                    | N=105      | N=116       | N=137       | N=61       |
| Q-1                                   | \$43,000               | \$54,552   | \$72,000    | \$78,490    | \$75,000   |
| Q-2                                   | \$73,200               | \$68,150   | \$81,410    | \$95,000    | \$100,000  |
| Q-3                                   | \$105,000              | \$83,360   | \$100,000   | \$125,000   | \$142,500  |
| Q-4                                   | \$124,000              | \$458,400  | \$300,000   | \$300,000   | \$240,000  |
| M.A. or M.Sc. or M.B.A. or Equivalent |                        |            |             |             |            |
|                                       | N=14                   | N=139      | N=135       | N=76        | N=33       |
| Q-1                                   | \$66,000               | \$60,000   | \$73,000    | \$90,378    | \$71,000   |
| Q-2                                   | \$88,500               | \$72,000   | \$90,340    | \$106,000   | \$100,400  |
| Q-3                                   | \$107,250              | \$85,000   | \$108,000   | \$143,000   | \$155,000  |
| Q-4                                   | \$190,000              | \$220,000  | \$436,364   | \$288,000   | \$300,000  |
| Ph.D. or Equivalent                   |                        |            |             |             |            |
|                                       | N=6                    | N=38       | N=44        | N=24        | N=12       |
| Q-1                                   | \$59,475               | \$64,350   | \$69,573    | \$80,766    | \$108,000  |
| Q-2                                   | \$84,667               | \$75,000   | \$98,000    | \$111,000   | \$120,000  |
| Q-3                                   | \$125,550              | \$100,000  | \$122,750   | \$129,432   | \$150,625  |
| Q-4                                   | \$127,200              | \$253,000  | \$175,000   | \$225,000   | \$250,909  |

**Base Salary and Industrial Sector**

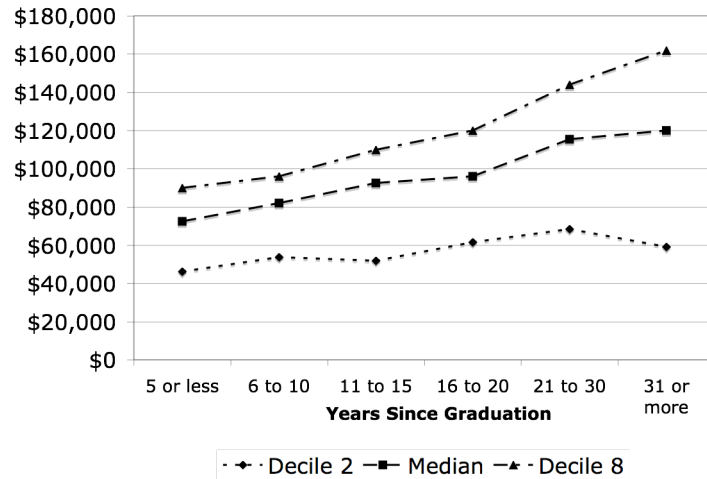
| Industrial Sector  | Responses |     | Base Salary |           | Average |       |
|--|-----------|-----|-------------|-----------|---------|-------|
|  | #         | %   | Average     | Median    | Score   | Level |
| <b>Mineral or hydrocarbon resources:</b>                   |           |     |             |           |         |       |
| Inventory and mapping                                      | 42        | 4%  | \$78,813    | \$77,625  | 542     | E     |
| Mineral exploration, prospecting                           | 321       | 34% | \$100,304   | \$90,000  | 604     | F     |
| Oil & gas exploration                                      | 12        | 1%  | \$106,083   | \$100,500 | 592     | E     |
| Mining, mineral or hydrocarbon production                  | 159       | 17% | \$111,413   | \$90,340  | 574     | E     |
| Other  | 35        | 4%  | \$87,326    | \$84,000  | 584     | E     |
| <b>Environmental and engineering geology:</b>              |           |     |             |           |         |       |
| Industrial minerals & materials                            | 10        | 1%  | \$53,114    | \$58,750  | 467     | D     |
| Groundwater  | 127       | 13% | \$78,188    | \$76,000  | 522     | E     |
| Engineering geology, geotechnics                           | 33        | 3%  | \$111,825   | \$80,000  | 558     | E     |
| Contaminated site management                               | 135       | 14% | \$80,192    | \$75,000  | 544     | E     |
| Other  | 44        | 5%  | \$76,874    | \$77,500  | 555     | E     |
| <b>Other:</b>  |           |     |             |           |         |       |
| Financial services   | 9         | 1%  | \$116,111   | \$104,500 | 594     | E     |
| Outside resources or environmental and engineering geology | 22        | 2%  | \$100,456   | \$101,000 | 585     | E     |

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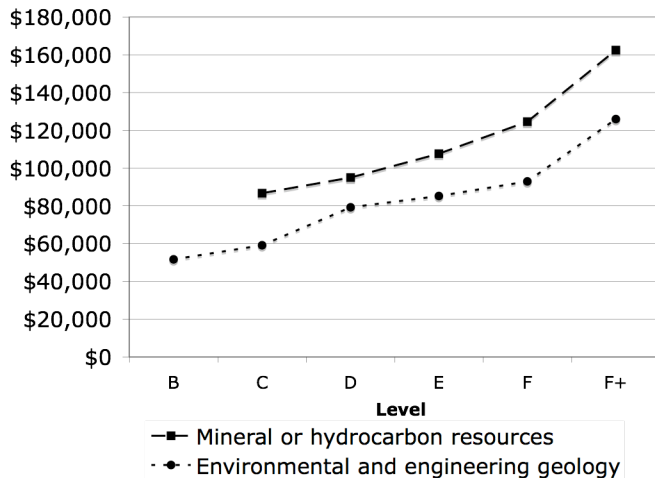
**Hours Worked per Week**



**Annual Compensation by Years Since Graduation**



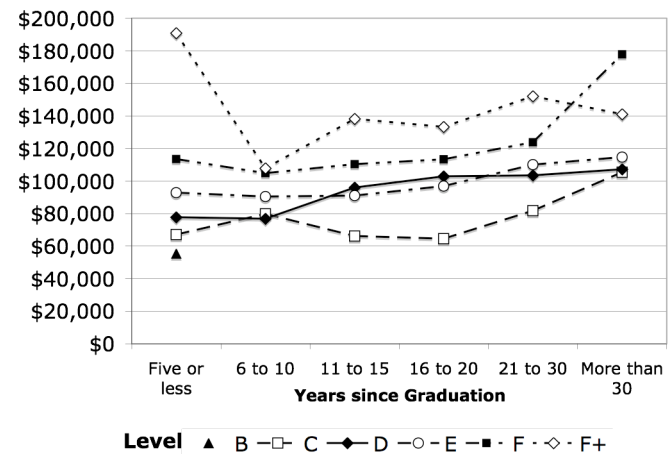
**Mean Annual Compensation by Industry and Level of Responsibility**



**Charge Out Rate and Industrial Sector**

| Industrial Sector  | #   | %   | Average    | Median     |
|--|-----|-----|------------|------------|
| <b>Hourly Charge Out Rate</b>                              |     |     |            |            |
| <b>Mineral or hydrocarbon resources:</b>                   |     |     |            |            |
| Inventory and mapping                                      | 10  | 3%  | \$139.50   | \$149.00   |
| Mineral exploration, prospecting                           | 88  | 28% | \$98.47    | \$80.00    |
| Oil & gas exploration                                      | *   | *   | *          | *          |
| Mining, mineral or hydrocarbon production                  | 20  | 6%  | \$146.07   | \$150.00   |
| Other  | 11  | 3%  | \$142.55   | \$125.00   |
| <b>Environmental and engineering geology:</b>              |     |     |            |            |
| Industrial minerals & materials                            | *   | *   | *          | *          |
| Groundwater  | 69  | 22% | \$119.00   | \$115.00   |
| Engineering geology, geotechnics                           | 12  | 4%  | \$106.33   | \$100.00   |
| Contaminated site management                               | 75  | 24% | \$126.12   | \$130.00   |
| Other  | 16  | 5%  | \$116.88   | \$117.50   |
| <b>Other:</b>  |     |     |            |            |
| Financial services   | *   | *   | *          | *          |
| Outside resources or environmental and engineering geology | 8   | 3%  | \$105.38   | \$127.50   |
| <b>Per-Diem Charge Out Rate</b>                            |     |     |            |            |
| <b>Mineral or hydrocarbon resources:</b>                   |     |     |            |            |
| Inventory and mapping                                      | 8   | 3%  | \$827.50   | \$1,000.00 |
| Mineral exploration, prospecting                           | 140 | 47% | \$650.87   | \$550.00   |
| Oil & gas exploration                                      | *   | *   | *          | *          |
| Mining, mineral or hydrocarbon production                  | 19  | 6%  | \$1,042.05 | \$1,000.00 |
| Other  | 11  | 4%  | \$1,043.64 | \$830.00   |
| <b>Environmental and engineering geology:</b>              |     |     |            |            |
| Industrial minerals & materials                            | *   | *   | *          | *          |
| Groundwater  | 45  | 15% | \$949.93   | \$960.00   |
| Engineering geology, geotechnics                           | 7   | 2%  | \$1,175.71 | \$1,000.00 |
| Contaminated site management                               | 46  | 15% | \$1,011.96 | \$1,112.50 |
| Other  | 10  | 3%  | \$1,064.50 | \$1,012.50 |
| <b>Other:</b>  |     |     |            |            |
| Financial services   | *   | *   | *          | *          |
| Outside resources or environmental and engineering geology | 6   | 2%  | \$697.50   | \$787.50   |

**Annual Compensation by Years Since Graduation and Level of Responsibility**





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