



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

**Compensation and Benefits Survey**

Final Report

May 11, 2011

**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 1,151 members of both organizations who participated in the 2010 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 43% and margin of error of 2.2%, 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.

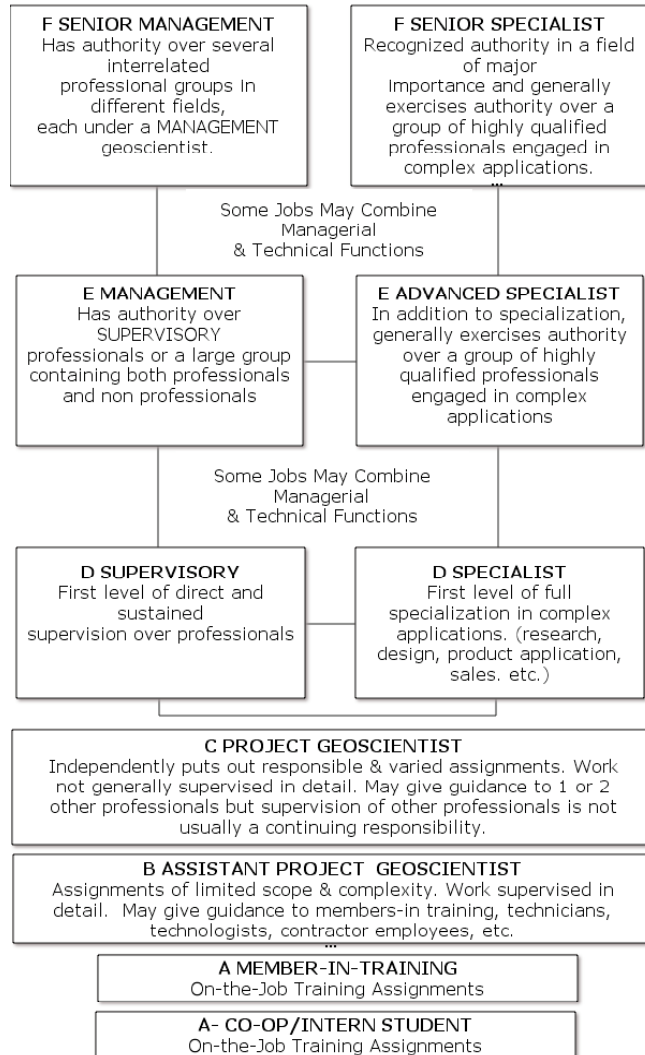
- Income is affected by multiple factors such as seniority, education, level of responsibility (managerial or technical) or hardship conditions. (The Job Rating Flowchart on the next page should be used to estimate your "Job Rating" and the results reported in the tables in this summary should be closely 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.

### SURVEY NOTES

- The salaries quoted in the tables of this summary are BASE salaries in effect in December 31, 2009 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	26	2%	\$48,856	\$35,000	\$41,125	\$48,000	\$53,616	\$66,000
B	87	8%	\$61,846	\$42,850	\$48,500	\$60,000	\$75,000	\$80,000
C	189	18%	\$71,650	\$50,000	\$59,000	\$70,000	\$80,500	\$94,000
D	231	22%	\$82,911	\$58,160	\$70,000	\$80,000	\$94,500	\$115,000
E	186	18%	\$97,930	\$69,200	\$80,000	\$95,000	\$115,000	\$131,470
F	156	15%	\$118,697	\$78,000	\$95,000	\$110,000	\$140,000	\$167,000
F+	170	16%	\$150,153	\$92,340	\$119,625	\$140,000	\$175,000	\$220,700

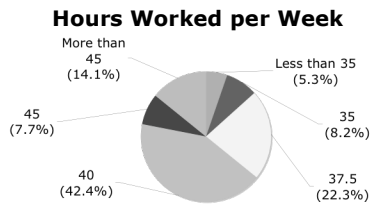
**Base Salary by Level of Education and Years Since Graduation**

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=12	N=127	N=109	N=168	N=88
Q-1	\$42,000	\$52,000	\$70,705	\$81,000	\$77,250
Q-2	\$50,000	\$65,250	\$90,000	\$105,000	\$105,545
Q-3	\$64,000	\$75,342	\$106,500	\$132,500	\$150,000
Q-4	\$73,000	\$130,000	\$210,000	\$420,000	\$350,000
M.A. or M.Sc. or M.B.A. or Equivalent					
	N=*	N=114	N=120	N=128	N=59
Q-1	*	\$57,200	\$73,500	\$76,000	\$77,500
Q-2	*	\$70,000	\$90,000	\$100,000	\$110,000
Q-3	*	\$82,000	\$105,000	\$133,500	\$147,500
Q-4	*	\$185,000	\$295,000	\$300,000	\$300,000
Ph.D. or Equivalent					
	N=*	N=17	N=35	N=39	N=35
Q-1	*	\$61,250	\$64,378	\$82,258	\$74,500
Q-2	*	\$73,500	\$86,500	\$109,000	\$115,000
Q-3	*	\$101,500	\$107,894	\$149,250	\$135,000
Q-4	*	\$140,000	\$225,000	\$325,000	\$350,000

**Base Salary and Industrial Sector**

Industrial Sector	Responses		Base Salary		Average	
	#	%	Average	Median	Score	Level
<b>Mineral or hydrocarbon resources:</b>						
Inventory and mapping	53	5%	\$83,355	\$75,000	441	D
Mineral exploration, prospecting	344	33%	\$106,167	\$95,400	526	E
Oil & gas exploration	20	2%	\$129,980	\$125,500	537	E
Mining, mineral or hydrocarbon production	162	16%	\$114,257	\$97,250	509	E
Other	11	1%	\$81,900	\$80,000	504	E
<b>Environmental and engineering geology:</b>						
Industrial minerals & materials	20	2%	\$79,398	\$83,750	511	E
Groundwater	171	17%	\$82,337	\$76,516	465	D
Engineering geology, geotechnics	59	6%	\$84,491	\$81,000	476	D
Contaminated site management	142	14%	\$85,122	\$79,500	484	E
Other	42	4%	\$90,796	\$92,500	490	E
<b>Other:</b>						
Financial services	5	<1%	\$110,000	\$104,500	558	E
Outside resources or environmental and engineering geology	*	*	*	*	*	*

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### Charge Out Rate and Industrial Sector

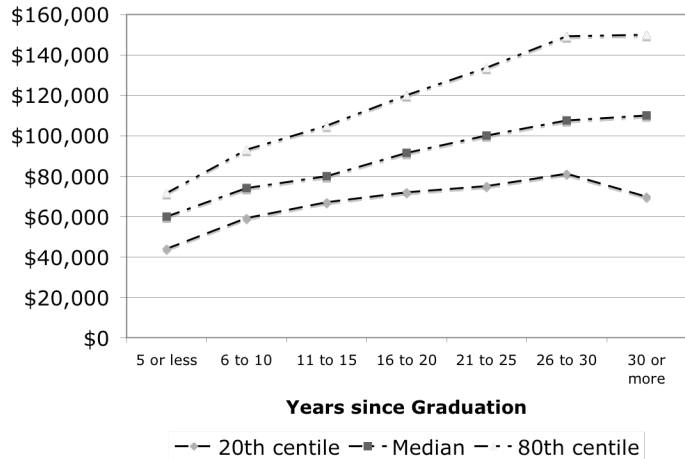
Industrial Sector	#	%	Average	Median
Hourly Charge Out Rate				
<b>Mineral or hydrocarbon resources:</b>				
Inventory and mapping	15	4%	\$154.00	\$190.00
Mineral exploration, prospecting	122	32%	\$94.15	\$87.50
Oil & gas exploration	6	2%	\$123.67	\$162.50
Mining, mineral or hydrocarbon production	17	5%	\$142.71	\$140.00

<b>Environmental and engineering geology:</b>				
Industrial minerals & materials	11	3%	\$151.73	\$153.00
Groundwater	93	25%	\$127.03	\$125.00
Engineering geology, geotechnics	24	6%	\$134.17	\$140.00
Contaminated site management	82	22%	\$128.93	\$128.00
Other	6	2%	\$115.67	\$149.50

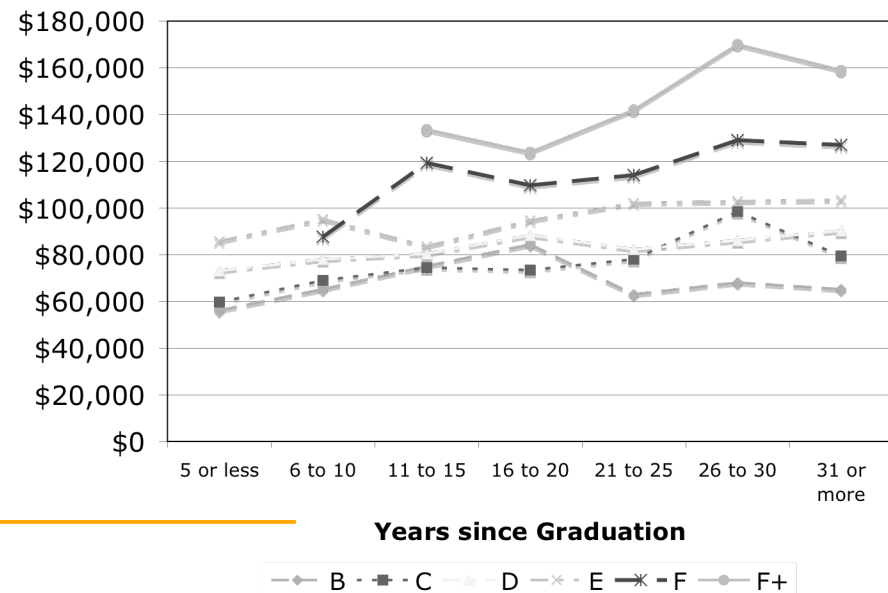
Per-Diem Charge Out Rate				
<b>Mineral or hydrocarbon resources:</b>				
Inventory and mapping	13	4%	\$1,173.46	\$1,300.00
Mineral exploration, prospecting	147	49%	\$679.37	\$600.00
Oil & gas exploration	5	2%	\$822.00	\$680.00
Mining, mineral or hydrocarbon production	11	4%	\$966.09	\$800.00

<b>Environmental and engineering geology:</b>				
Industrial minerals & materials	7	2%	\$1,195.00	\$1,340.00
Groundwater	55	18%	\$982.06	\$1,000.00
Engineering geology, geotechnics	15	5%	\$1,142.33	\$1,200.00
Contaminated site management	46	15%	\$1,019.15	\$1,083.75

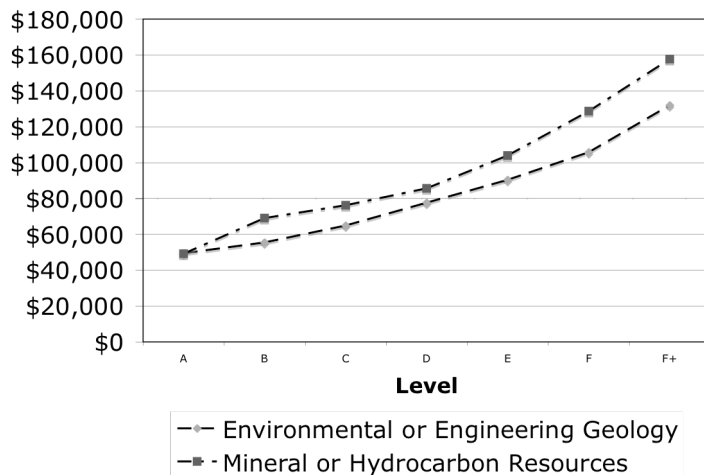
### Annual Compensation by Years Since Graduation



### Annual Compensation by Years Since Graduation and Job Rating



### Mean Annual Compensation by Industry and Job Rating





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