
Atlantic Canada Geoscientist Salary Survey 2018 Report

Prepared for:

Engineers and Geoscientists New Brunswick

Professional Engineers and Geoscientists Newfoundland & Labrador

Prepared by:



Version 1.2

November 05, 2018

Table of Contents

Amendments 3

Survey Background 4

Salary 5

Salary by Membership Status 6

Salary by Membership Status: Comparison Between 2015 and 2018 7

Salary by Gender 8

Salary by Gender: Comparison Between 2015 and 2018 9

Salary by Year of Graduation 10

Salary by Year of Graduation and Gender 11-12

Salary by Post-Graduate Studies 13

Salary by Post-Graduate Degree..... 14

Salary by Discipline..... 15-17

Salary by Years of Experience 18-19

Salary by Job Position..... 20

Salary by Sector of Employment 21

Salary by Sector of Employment: Comparison Between 2015 and 2018..... 22-23

Vacation by Employment Sector 24-25

Overtime Compensation 26

Benefits 27-28

Overall Satisfaction with Remuneration 29

AMENDMENTS

Version 1.1 - October 2018

- Updated the chart on page 23 to include Agriculture data.
- Fixed the column labels on the chart on page 28 to accurately reflect Cost Shared and Non Cost Shared

Version 1.2 - November 2018

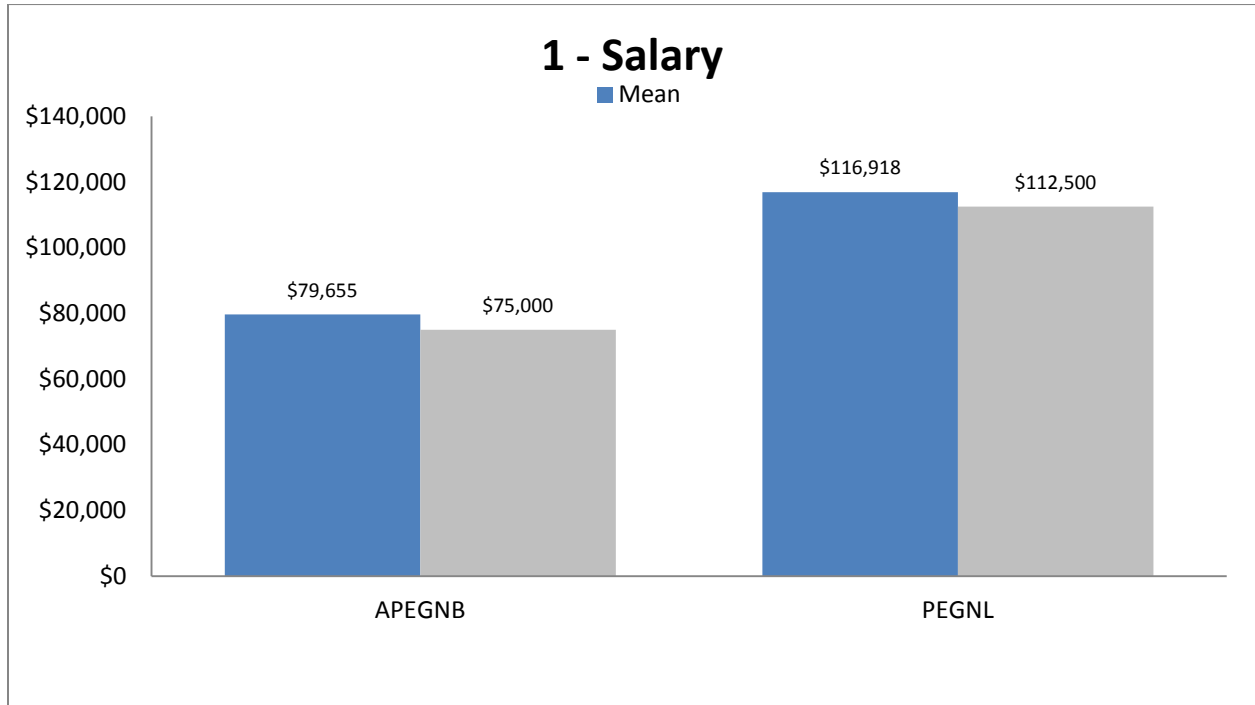
- Moved amendments page to start of report

The Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL) and the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), agreed to jointly complete a geoscientist salary survey. Many members, employers, and those considering a career in geosciences have expressed an interest in obtaining current statistics on geoscientist salaries in the Atlantic region. It has been three years since members were asked to participate in the last survey.

The 2018 salary survey was conducted and compiled by ClearPicture Corp. This year 350 members were asked to participate in the survey, with 110 responding for a 31% participation rate. Only the aggregated data has been presented in this report. Individual members data will be kept confidential and ClearPicture Corp. will not share that data with anyone.

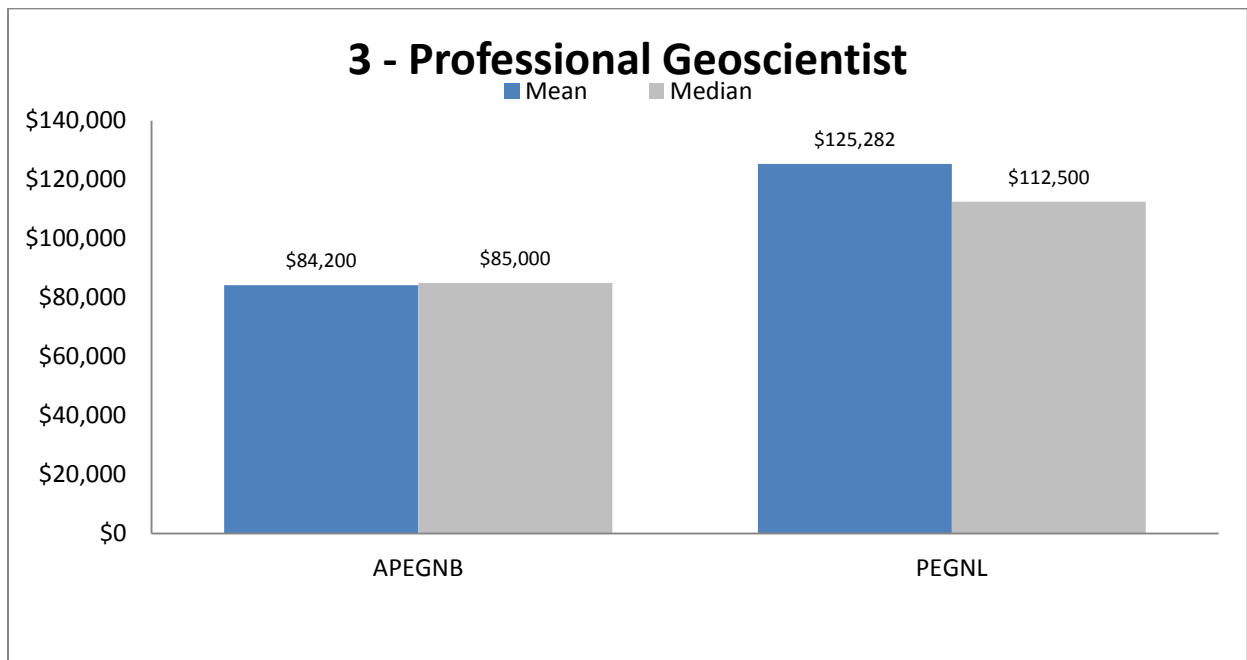
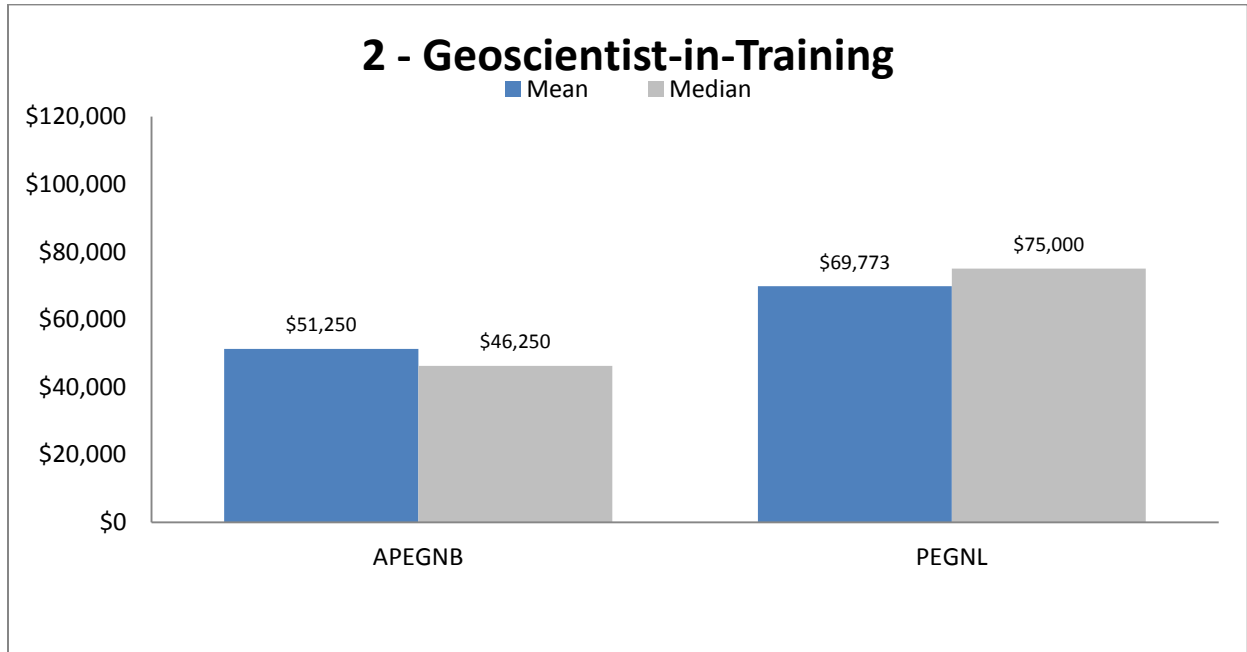
The mean, median, lower and upper quartiles were calculated using the midpoint of each of the salary ranges. Where the mean is the average, median is the 50th percentile, lower quartile is the 25th percentile and the upper quartile is the 75th percentile.

Salary



	Mean	Median	Lower Quartile	Upper Quartile
All Associations	\$106,324	\$95,000	\$67,500	\$112,500
APEGNB	\$79,655	\$75,000	\$37,500	\$95,000
PEGNL	\$116,918	\$112,500	\$80,000	\$162,500

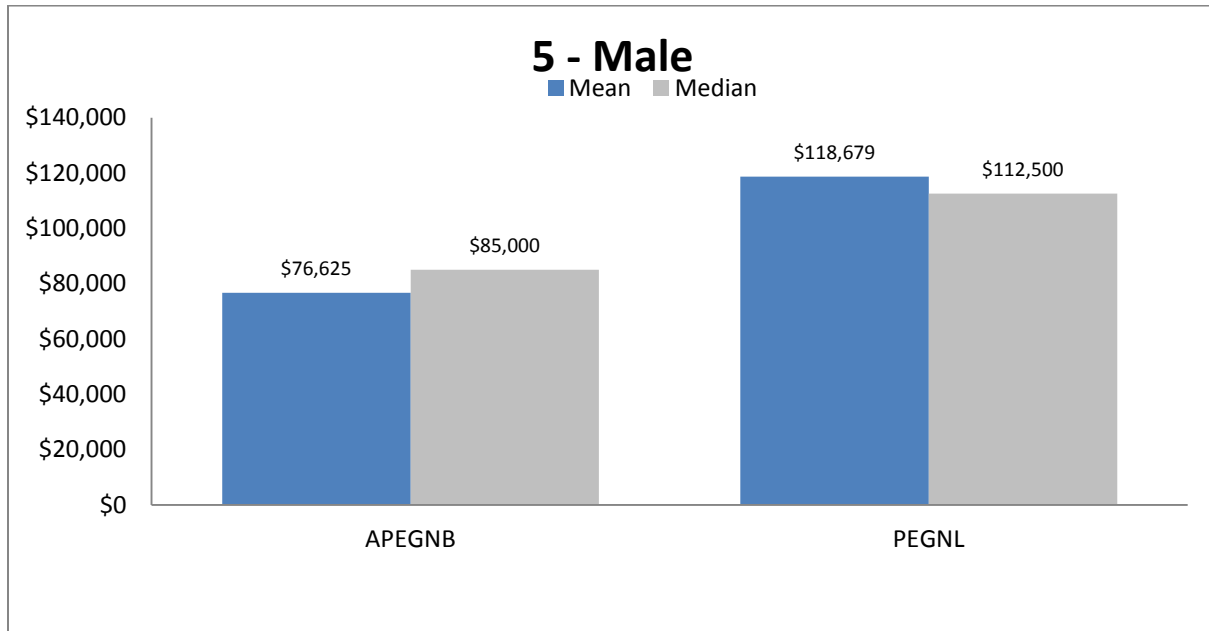
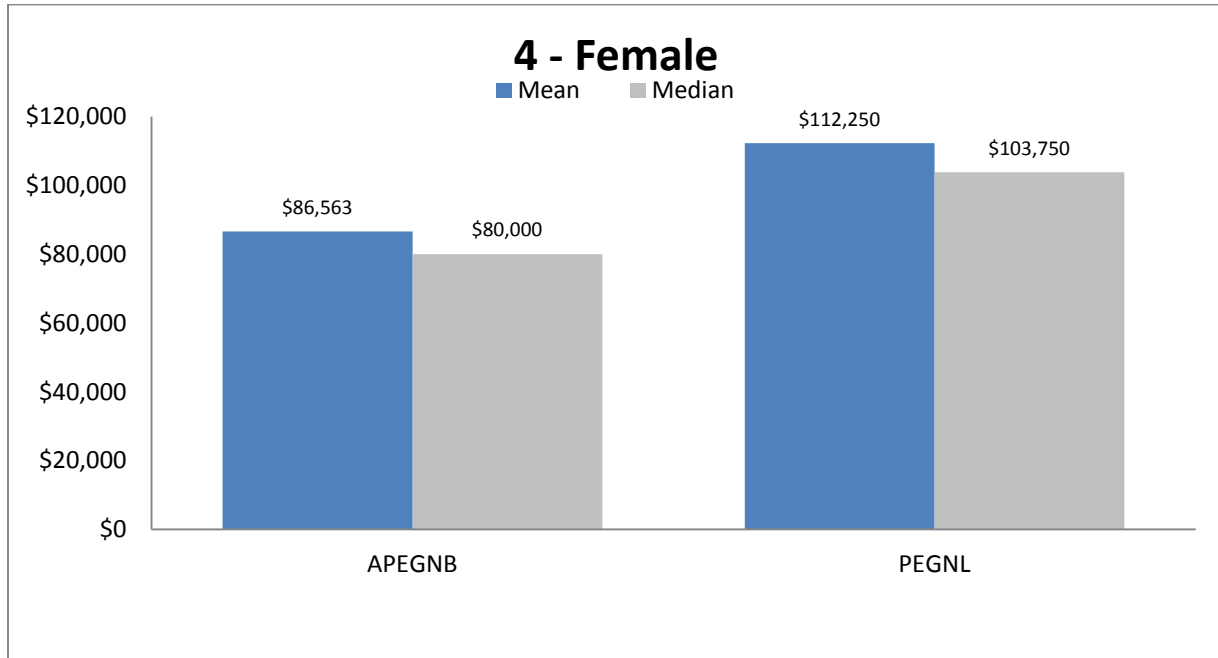
Salary by Membership Status



Salary by Membership Status: Comparison Between 2015 and 2018

	2018					2015				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Geoscientists-in-Training										
APEGNB	4	\$51,250	\$46,250	\$37,500	\$60,000	2	\$75,000	\$75,000	\$65,000	\$85,000
PEGNL	11	\$69,773	\$75,000	\$65,000	\$80,000	5	\$88,000	\$70,000	\$65,000	\$75,000
Professional Geoscientists										
APEGNB	31	\$84,200	\$85,000	\$46,250	\$95,000	30	\$85,000	\$75,000	\$55,000	\$92,500
PEGNL	64	\$125,282	\$112,500	\$92,500	\$162,500	45	\$123,555	\$110,000	\$85,000	\$150,000

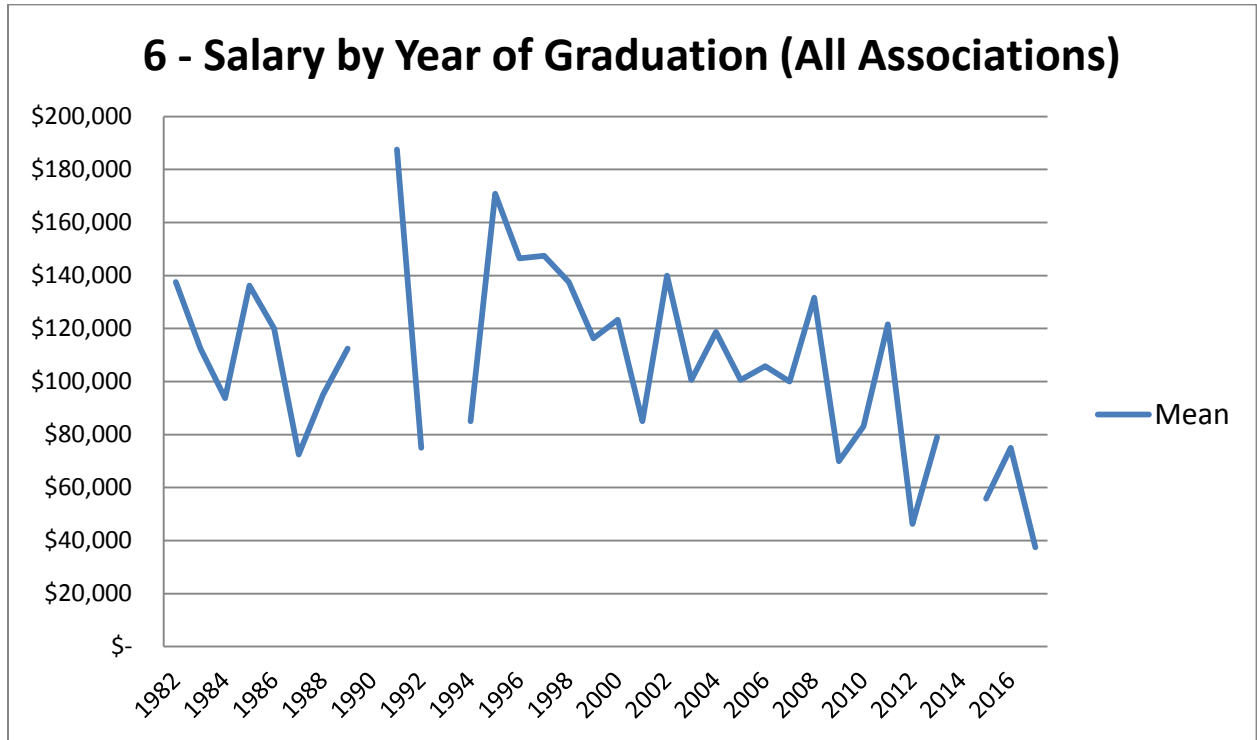
Salary by Gender



Salary by Gender: Comparison Between 2015 and 2018

	2018					2015				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Female										
APEGNB	8	\$86,563	\$80,000	\$72,500	\$95,000	8	\$66,250	\$55,000	\$55,000	\$75,000
PEGNL	20	\$112,250	\$103,750	\$75,000	\$137,500	11	\$95,909	\$95,000	\$75,000	\$110,000
Male										
APEGNB	20	\$76,625	\$85,000	\$55,000	\$95,000	23	\$89,565	\$75,000	\$57,500	\$95,000
PEGNL	53	\$118,679	\$112,500	\$85,000	\$162,500	39	\$126,794	\$110,000	\$75,000	\$150,000

Salary by Year of Graduation



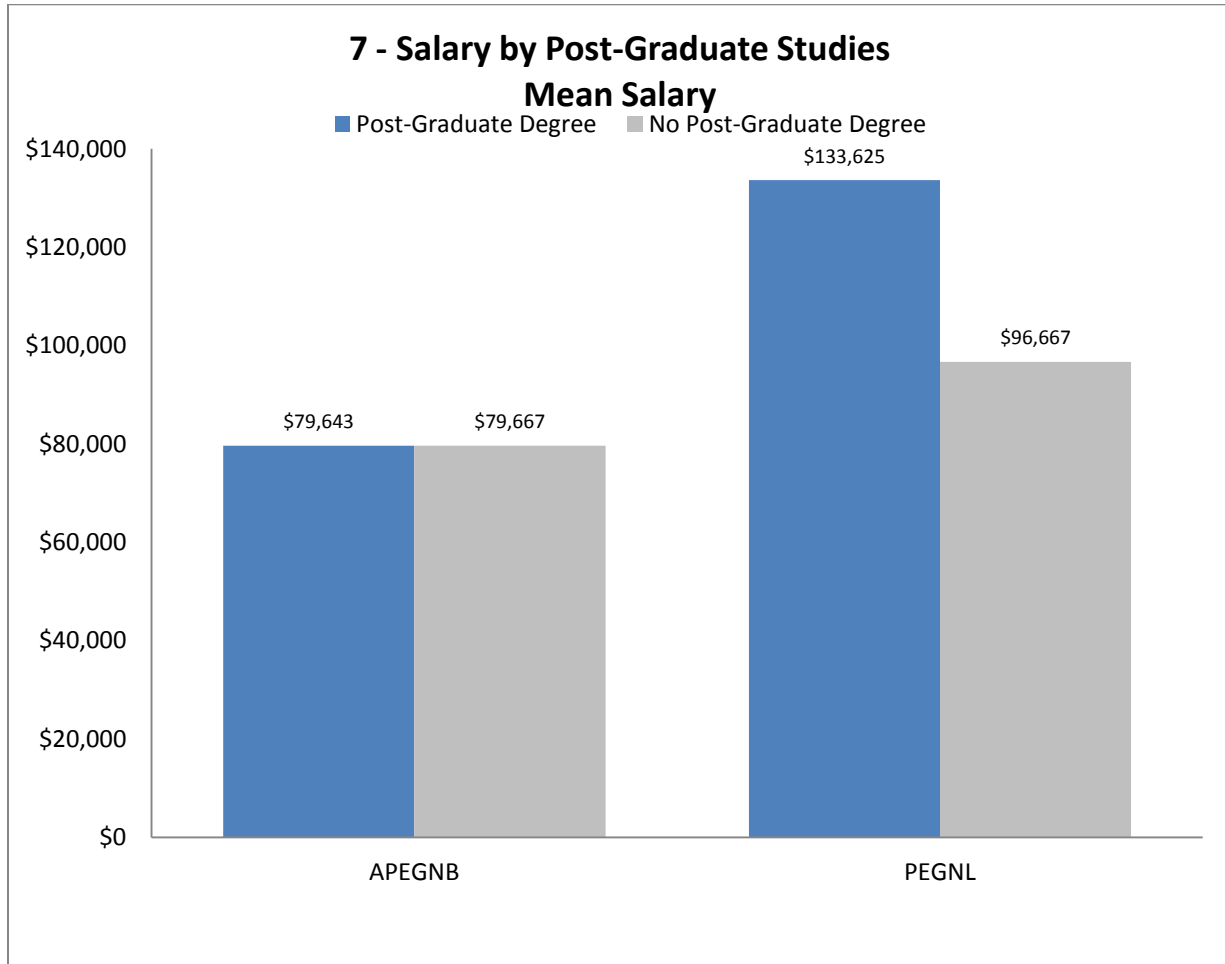
Salary by Year of Graduation and Gender

Graduation Year	# of Responses	Mean	Median
1982	2	\$137,500	\$68,750
1983	1	\$112,500	\$112,500
1984	2	\$93,750	\$93,750
1985	2	\$136,250	\$136,250
1986	3	\$120,000	\$112,500
1987	3	\$72,500	\$85,000
1988	1	\$95,000	\$95,000
1989	2	\$112,500	\$112,500
1990	*		
1991	1	\$187,500	\$187,500
1992	1	\$75,000	\$75,000
1993	*		
1994	1	\$85,000	\$85,000
1995	3	\$170,833	\$200,000
1996	5	\$146,500	\$162,500
1997	2	\$147,500	\$147,500
1998	2	\$137,500	\$137,500
1999	4	\$116,250	\$103,750
2000	3	\$123,333	\$112,500
2001	4	\$85,000	\$70,000
2002	3	\$140,000	\$137,500
2003	4	\$100,625	\$112,500
2004	2	\$118,750	\$118,750
2005	4	\$100,625	\$95,000
2006	4	\$105,833	\$90,000
2007	5	\$100,000	\$85,000
2008	3	\$131,667	\$137,500
2009	6	\$70,000	\$65,000
2010	4	\$83,125	\$70,000
2011	3	\$121,667	\$112,500
2012	2	\$46,250	\$46,250
2013	5	\$79,000	\$85,000
2014	*		
2015	3	\$55,833	\$65,000
2016	1	\$75,000	\$75,000
2017	1	\$37,500	\$37,500
2018	*		

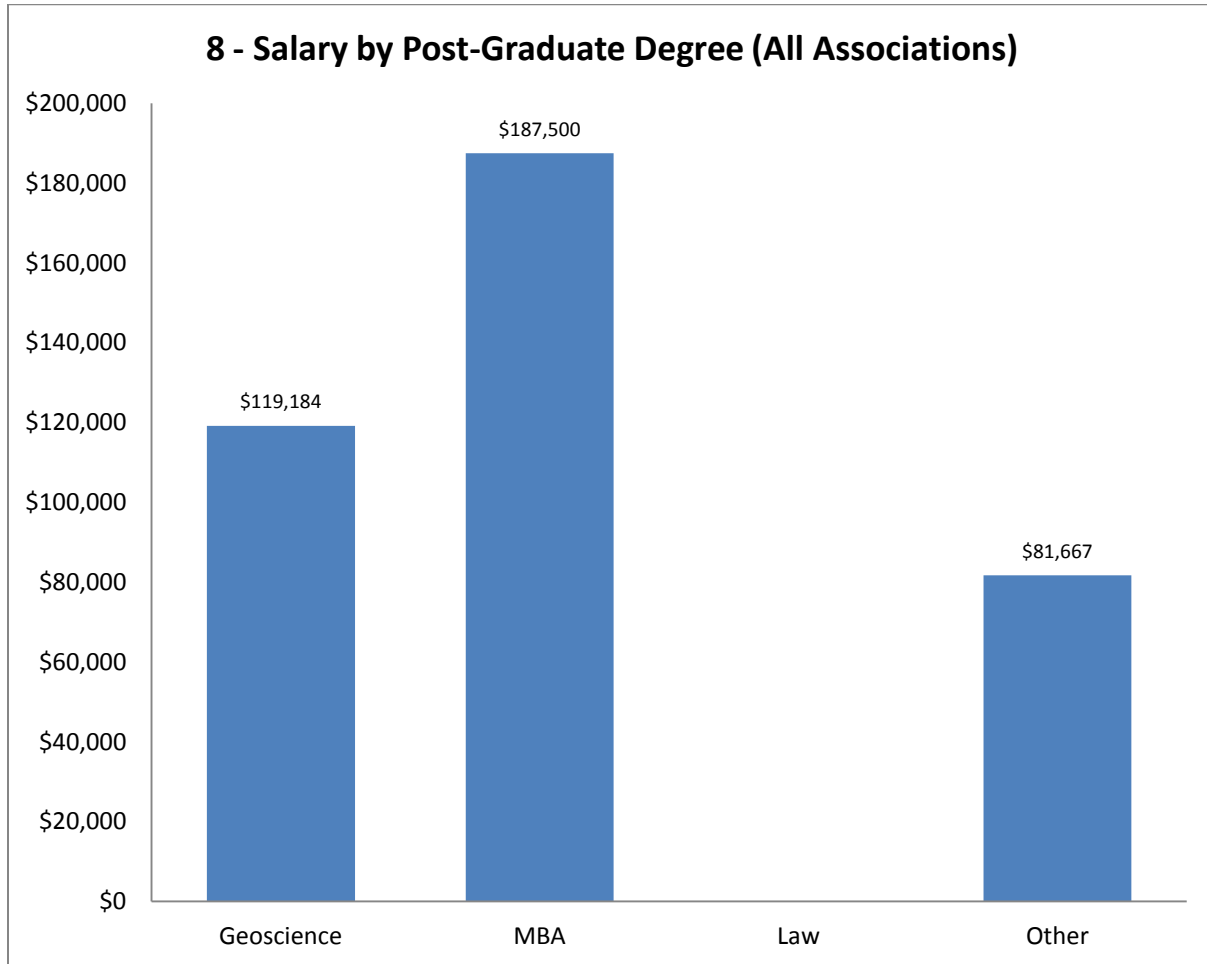
Member Salary Survey 2018

Graduation Year	Male	Female
1982		\$137,500
1983	\$112,500	
1984	\$93,750	
1985	\$136,250	
1986	\$123,750	\$112,500
1987	\$72,500	
1988	\$95,000	
1989	\$112,500	
1990		
1991	\$187,500	
1992	\$75,000	
1993		
1994	\$85,000	
1995	\$156,250	\$200,000
1996	\$145,833	\$147,500
1997	\$200,000	\$95,000
1998	\$137,500	
1999	\$103,750	\$128,750
2000	\$95,000	\$137,500
2001	\$100,000	\$70,000
2002	\$141,250	\$137,500
2003	\$112,500	\$88,750
2004	\$162,500	\$75,000
2005	\$95,000	\$102,500
2006	\$105,833	
2007	\$120,000	\$70,000
2008	\$162,500	\$116,250
2009	\$72,500	\$65,000
2010	\$83,125	
2011	\$150,000	\$65,000
2012	\$46,250	
2013	\$79,000	
2014		
2015	\$55,833	
2016	\$75,000	
2017	\$37,500	
2018		

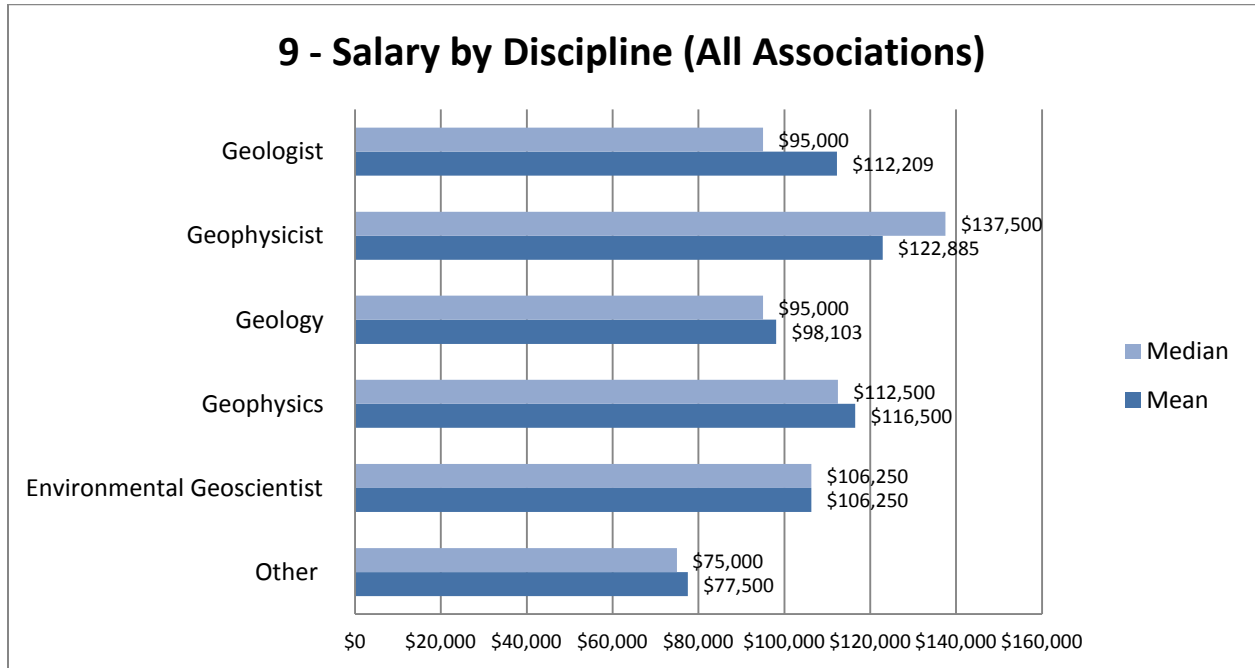
Salary by Post-Graduate Studies

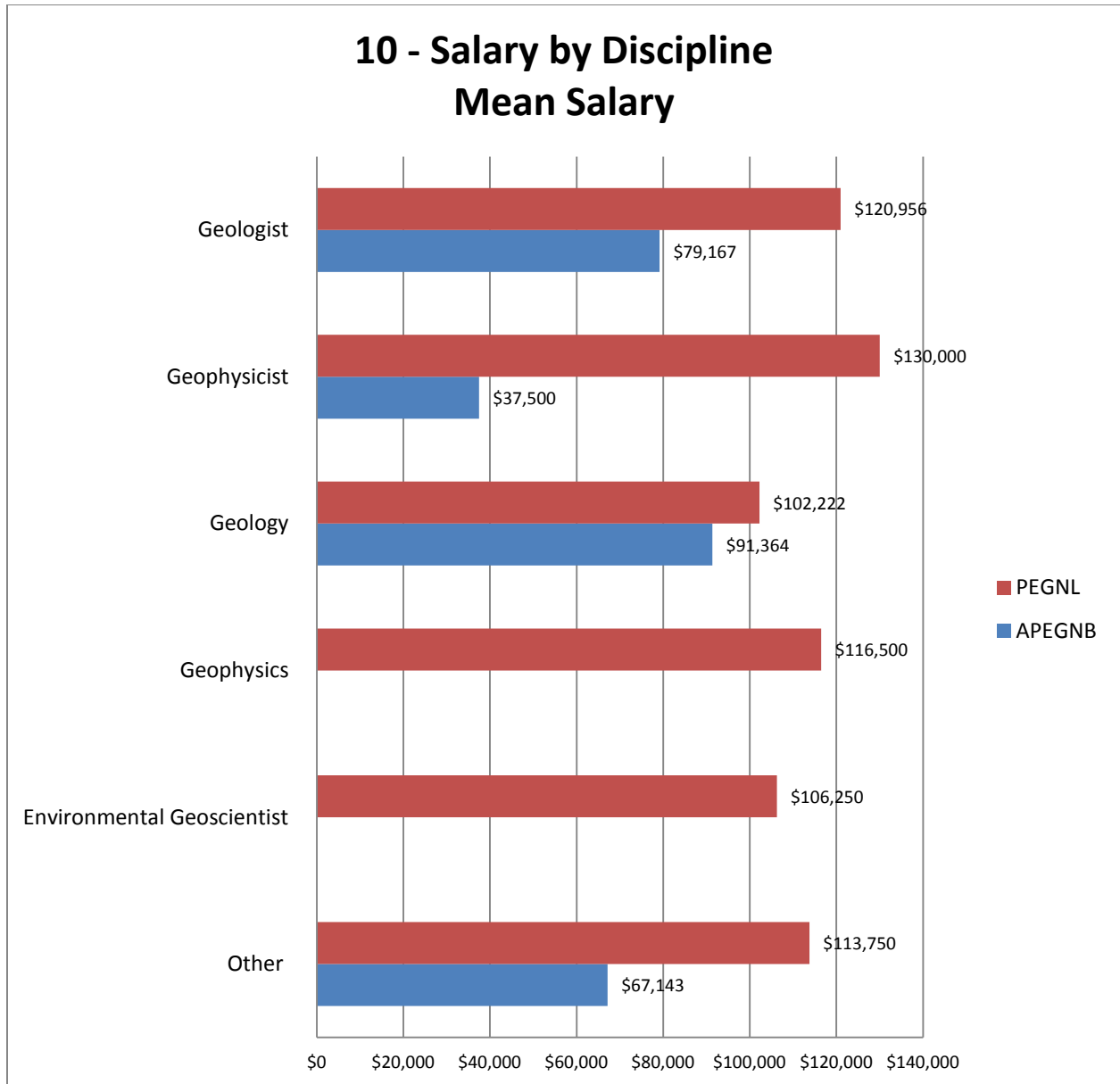


Salary by Post-Graduate Degree



Salary by Discipline

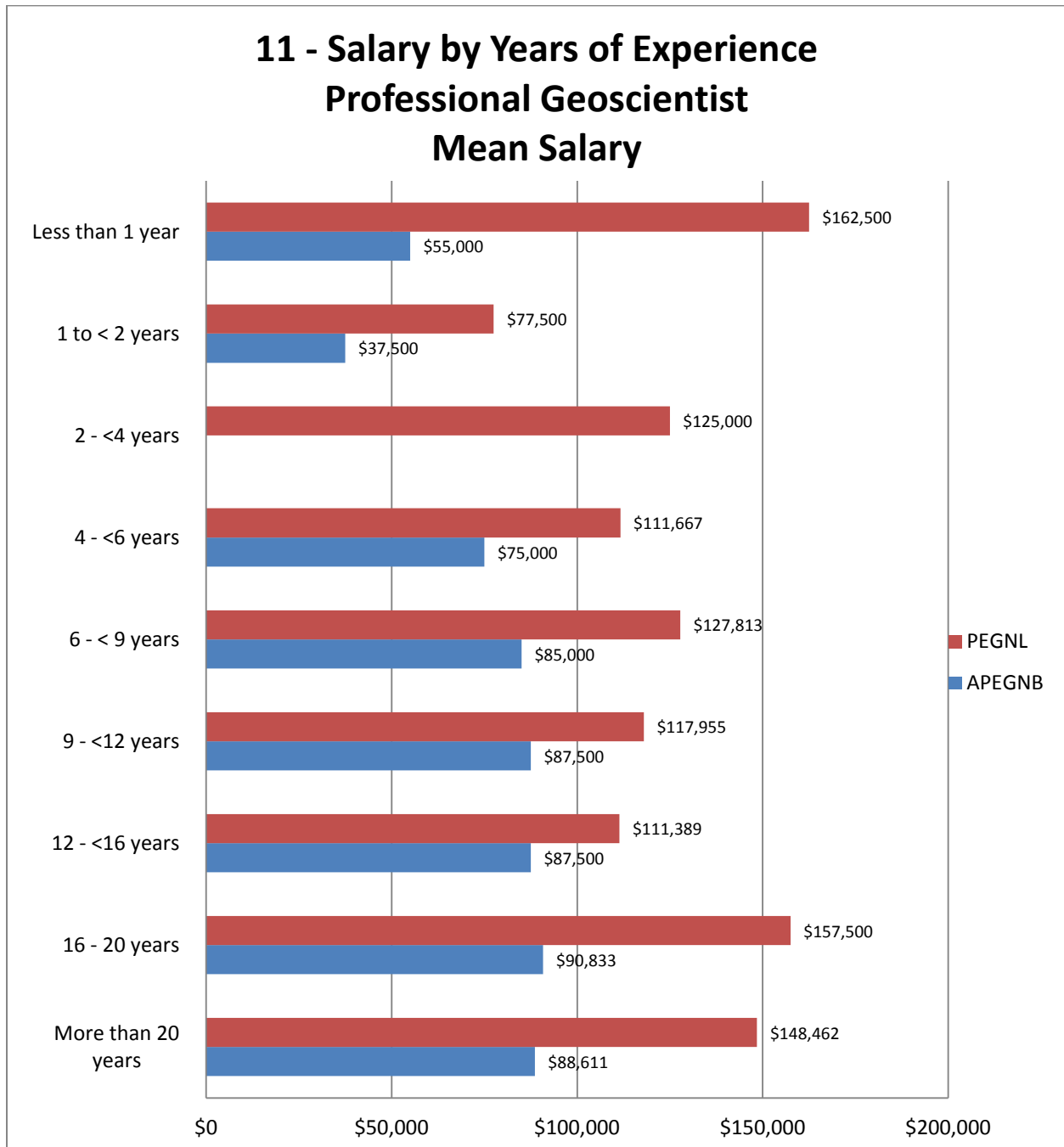




Member Salary Survey 2018

Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Geologist	All Associations	48	\$112,209	\$95,000	\$65,000	\$137,500
	APEGNB	13	\$79,167	\$65,000		\$85,000
	PEGNL	35	\$120,956	\$112,500	\$85,000	\$162,500
Geophysicist	All Associations	13	\$122,885	\$137,500	\$85,000	\$162,500
	APEGNB	1	\$37,500	\$37,500	\$37,500	\$37,500
	PEGNL	12	\$130,000	\$137,500	\$92,500	\$168,750
Geology	All Associations	32	\$98,103	\$95,000	\$75,000	\$112,500
	APEGNB	13	\$91,364	\$85,000	\$65,000	\$95,000
	PEGNL	19	\$102,222	\$95,000	\$75,000	\$112,500
Geophysics	All Associations	5	\$116,500	\$112,500	\$65,000	\$162,500
	APEGNB	0				
	PEGNL	5	\$116,500	\$112,500	\$65,000	\$162,500
Environmental Geoscientist	All Associations	2	\$106,250	\$106,250	\$90,625	\$121,875
	APEGNB	0				
	PEGNL	2	\$106,250	\$106,250	\$90,625	\$121,875
Other	All Associations	9	\$77,500	\$75,000	\$65,000	\$85,000
	APEGNB	7	\$67,143	\$75,000	\$51,250	\$80,000
	PEGNL	2	\$113,750	\$113,750	\$89,375	\$138,125

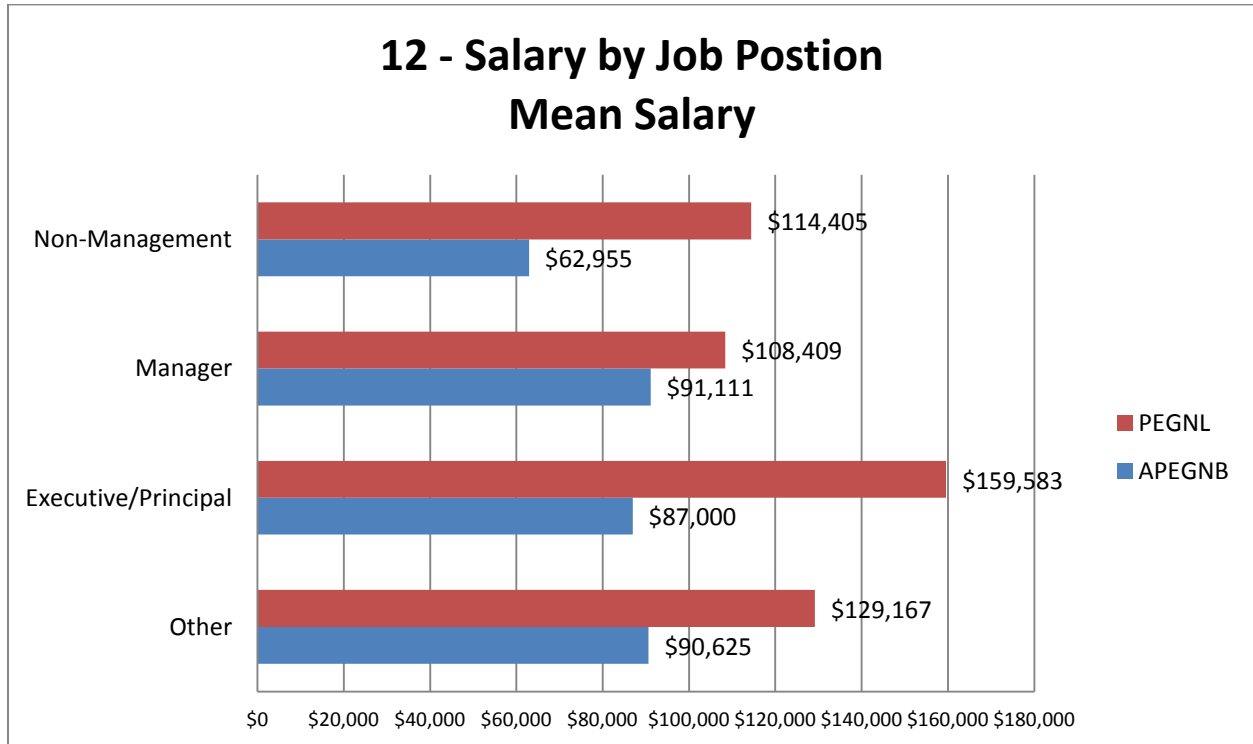
Salary by Years of Experience



Member Salary Survey 2018

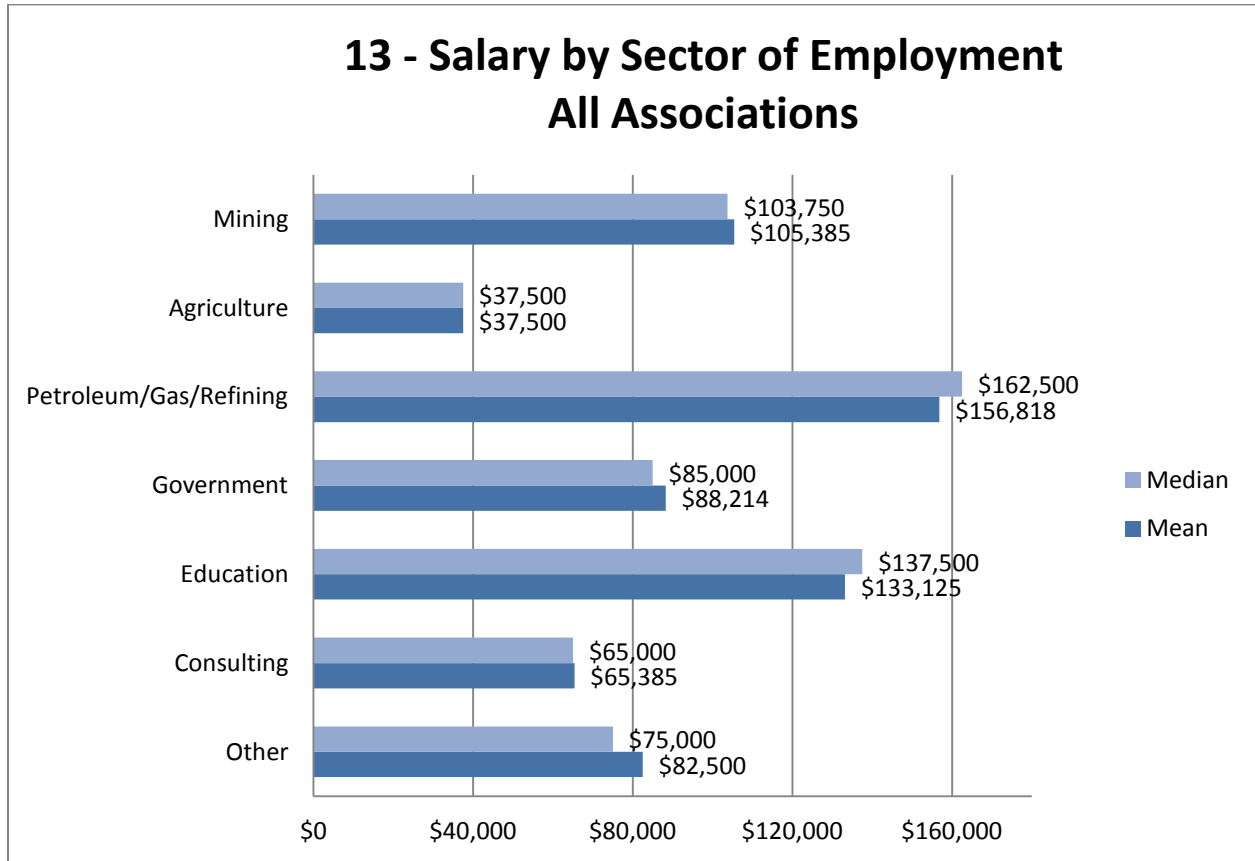
Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1 year	All Associations	2	\$108,750	\$108,750	\$81,875	\$135,625
	APEGNB	1	\$55,000	\$55,000	\$55,000	\$55,000
	PEGNL	1	\$162,500	\$162,500	\$162,500	\$162,500
1 to < 2 years	All Associations	5	\$69,500	\$65,000	\$65,000	\$85,000
	APEGNB	1	\$37,500	\$37,500	\$37,500	\$37,500
	PEGNL	4	\$77,500	\$75,000	\$65,000	\$87,500
2 - <4 years	All Associations	2	\$125,000	\$125,000	\$118,750	\$131,250
	APEGNB	0				
	PEGNL	2	\$125,000	\$125,000	\$118,750	\$131,250
4 - <6 years	All Associations	10	\$108,000	\$90,000	\$77,500	\$137,500
	APEGNB	1	\$75,000	\$75,000	\$75,000	\$75,000
	PEGNL	9	\$111,667	\$95,000	\$85,000	\$137,500
6 - < 9 years	All Associations	13	\$116,136	\$95,000	\$65,000	\$137,500
	APEGNB	4	\$85,000	\$80,000	\$48,750	\$95,000
	PEGNL	9	\$127,813	\$112,500	\$85,000	\$162,500
9 - <12 years	All Associations	15	\$109,833	\$112,500	\$95,000	\$112,500
	APEGNB	4	\$87,500	\$95,000	\$87,500	\$95,000
	PEGNL	11	\$117,955	\$112,500	\$112,500	\$125,000
12 - <16 years	All Associations	12	\$105,417	\$103,750	\$82,500	\$112,500
	APEGNB	3	\$87,500	\$85,000	\$75,000	\$98,750
	PEGNL	9	\$111,389	\$112,500	\$95,000	\$112,500
16 - 20 years	All Associations	11	\$132,500	\$112,500	\$37,500	\$137,500
	APEGNB	6	\$90,833	\$37,500		\$82,500
	PEGNL	5	\$157,500	\$162,500	\$112,500	\$200,000
More than 20 years	All Associations	25	\$123,977	\$95,000	\$85,000	\$162,500
	APEGNB	11	\$88,611	\$85,000	\$56,250	\$90,000
	PEGNL	14	\$148,462	\$162,500	\$99,375	\$187,500

Salary by Job Position

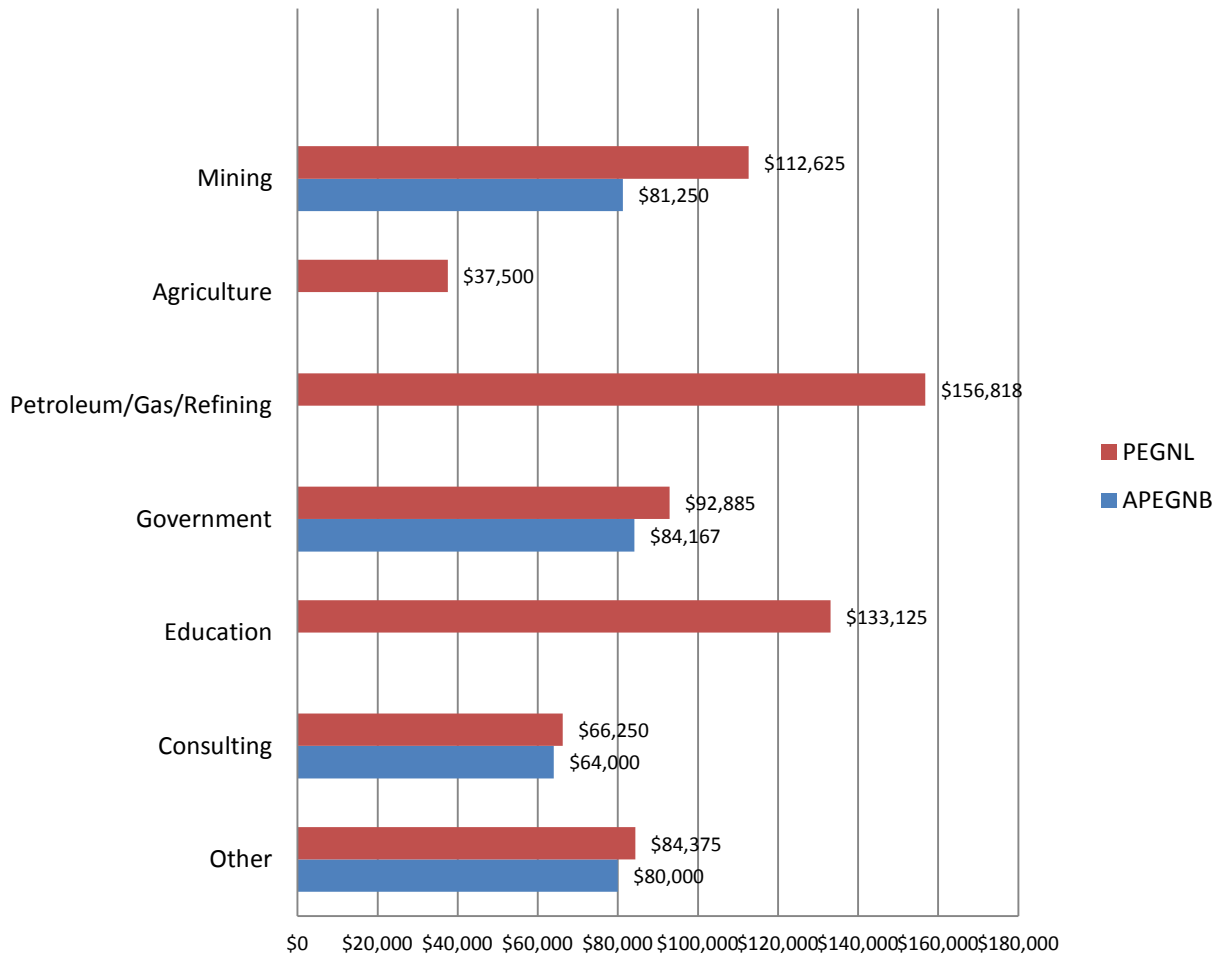


Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non- Management	All Associations	53	\$103,726	\$85,000	\$65,000	\$137,500
	PEGNL	11	\$62,955	\$65,000	\$46,250	\$80,000
	APEGNB	42	\$114,405	\$112,500	\$75,000	\$162,500
Manager	All Associations	31	\$103,387	\$95,000	\$85,000	\$112,500
	PEGNL	9	\$91,111	\$95,000	\$85,000	\$95,000
	APEGNB	22	\$108,409	\$103,750	\$85,000	\$112,500
Executive/ Principal	All Associations	11	\$126,591	\$112,500	\$95,000	\$175,000
	PEGNL	5	\$87,000	\$95,000	\$95,000	\$95,000
	APEGNB	6	\$159,583	\$175,000	\$125,000	\$196,875
Other	All Associations	7	\$107,143	\$112,500	\$80,000	\$125,000
	PEGNL	4	\$90,625	\$80,000	\$72,500	\$98,125
	APEGNB	3	\$129,167	\$112,500	\$112,500	\$137,500

Salary by Sector of Employment



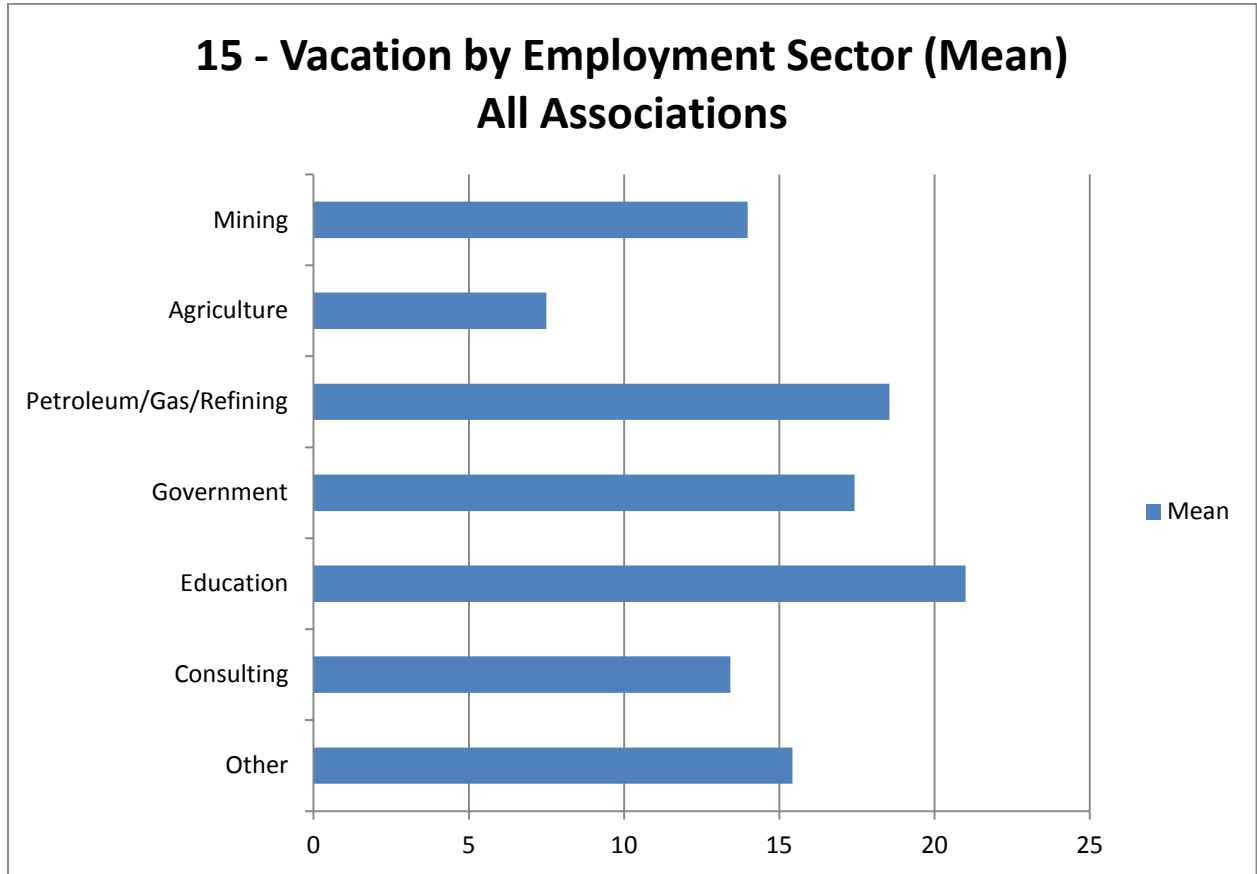
14 - Salary by Sector of Employment Mean Salary



Salary by Sector of Employment: Comparison Between 2015 and 2018

Sector of Employment	2018						2015				
	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Mining	All Associations	26	\$105,385	\$103,750	\$85,000	\$112,500	17	\$107,941	\$95,000	\$80,000	\$110,000
	PEGNL	6	\$81,250	\$75,000	\$75,000	\$103,125	5	\$91,000	\$90,000	\$62,500	\$106,250
	APEGNB	20	\$112,625	\$112,500	\$85,000	\$112,500	12	\$115,000	\$95,000	\$85,000	\$130,000
Agriculture	All Associations	1	\$37,500	\$37,500	\$37,500	\$37,500					
	PEGNL	0									
	APEGNB	1	\$37,500	\$37,500	\$37,500	\$37,500					
Petroleum/Gas/Refining	All Associations	22	\$156,818	\$162,500	\$137,500	\$187,500	17	\$146,323	\$150,000	\$110,000	\$170,000
	PEGNL	0					1	\$95,000	\$95,000	\$95,000	\$95,000
	APEGNB	22	\$156,818	\$162,500	\$137,500	\$187,500	16	\$149,531	\$150,000	\$110,000	\$170,000
Government	All Associations	28	\$88,214	\$85,000	\$75,000	\$95,000	20	\$79,000	\$75,000	\$72,500	\$85,000
	PEGNL	15	\$84,167	\$85,000	\$80,000	\$95,000	14	\$77,500	\$75,000	\$75,000	\$85,000
	APEGNB	13	\$92,885	\$85,000	\$75,000	\$95,000	6	\$82,500	\$80,000	\$67,500	\$92,500
Education	All Associations	4	\$133,125	\$137,500	\$108,125	\$162,500	8	\$116,250	\$120,000	\$98,750	\$150,000
	PEGNL	0					3	\$101,666	\$110,000	\$87,500	\$120,000
	APEGNB	4	\$133,125	\$137,500	\$108,125	\$162,500	5	\$125,000	\$150,000	\$110,000	\$150,000
Consulting	All Associations	13	\$65,385	\$65,000	\$55,000	\$65,000	11	\$96,363	\$95,000	\$70,000	\$110,000
	PEGNL	5	\$64,000	\$65,000	\$37,500	\$85,000	7	\$92,857	\$95,000	\$65,000	\$110,000
	APEGNB	8	\$66,250	\$65,000	\$62,500	\$65,000	4	\$102,500	\$102,500	\$90,000	\$115,000
Other	All Associations	7	\$82,500	\$75,000	\$65,000	\$98,750	5	\$73,000	\$75,000	\$55,000	\$85,000
	PEGNL	3	\$80,000	\$65,000	\$51,250	\$101,250	2	\$55,000	\$55,000	\$55,000	\$55,000
	APEGNB	4	\$84,375	\$80,000	\$72,500	\$91,875	3	\$85,000	\$85,000	\$80,000	\$90,000

Vacation by Employment Sector

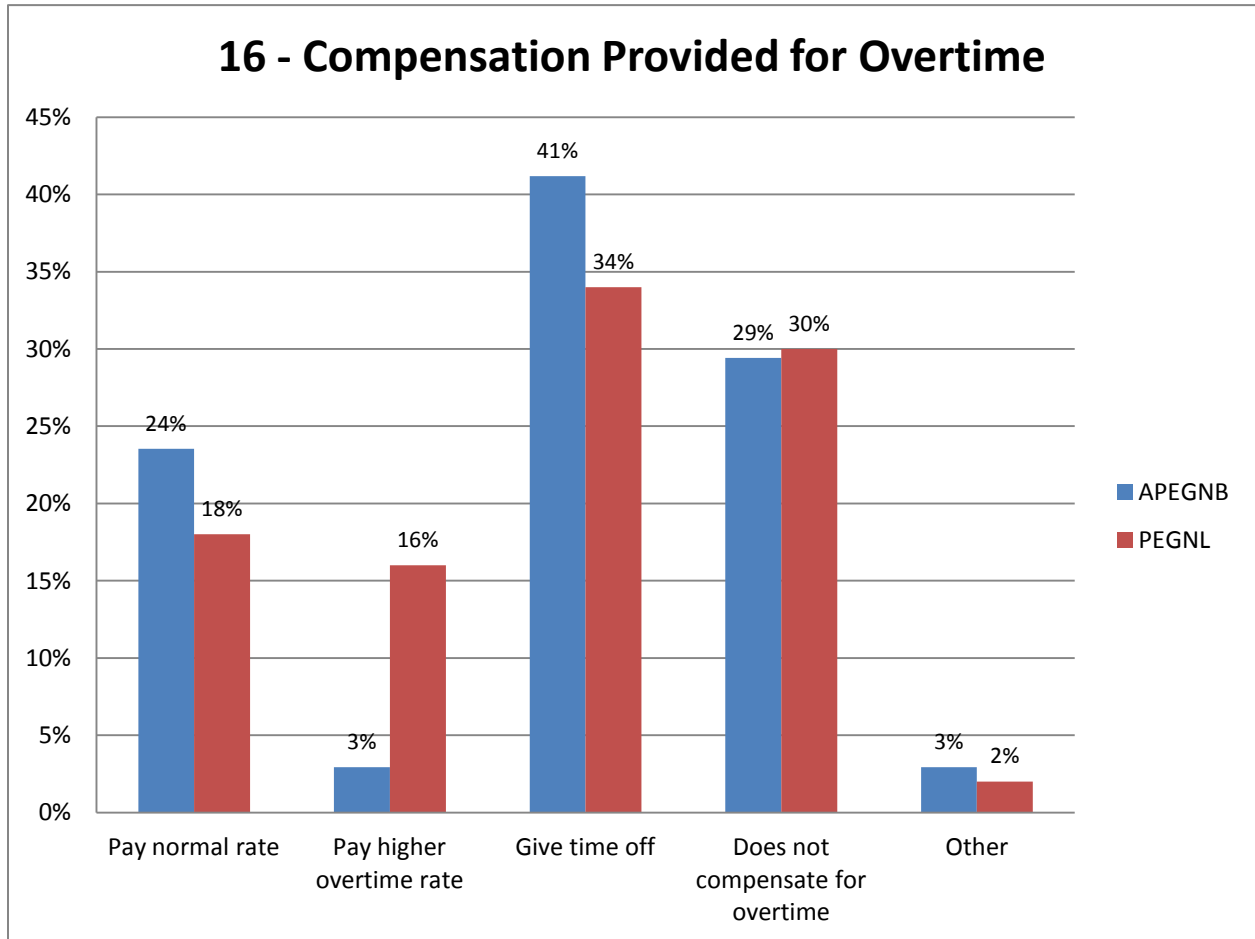


Sector	# of Responses	Mean	Median	Number of Vacation Days				
				< 5	5-10	11-15	16-20	20+
Mining	26	14	13	12%	12%	36%	16%	24%
Agriculture	1	8	8	0%	100%	0%	0%	0%
Petroleum/Gas/Refining	22	19	18	0%	0%	14%	45%	41%
Government	28	17	18	0%	0%	29%	43%	29%
Education	4	21	21	0%	0%	0%	0%	100%
Consulting	13	13	13	8%	8%	54%	31%	0%
Other	7	15	18	14%	0%	29%	29%	29%

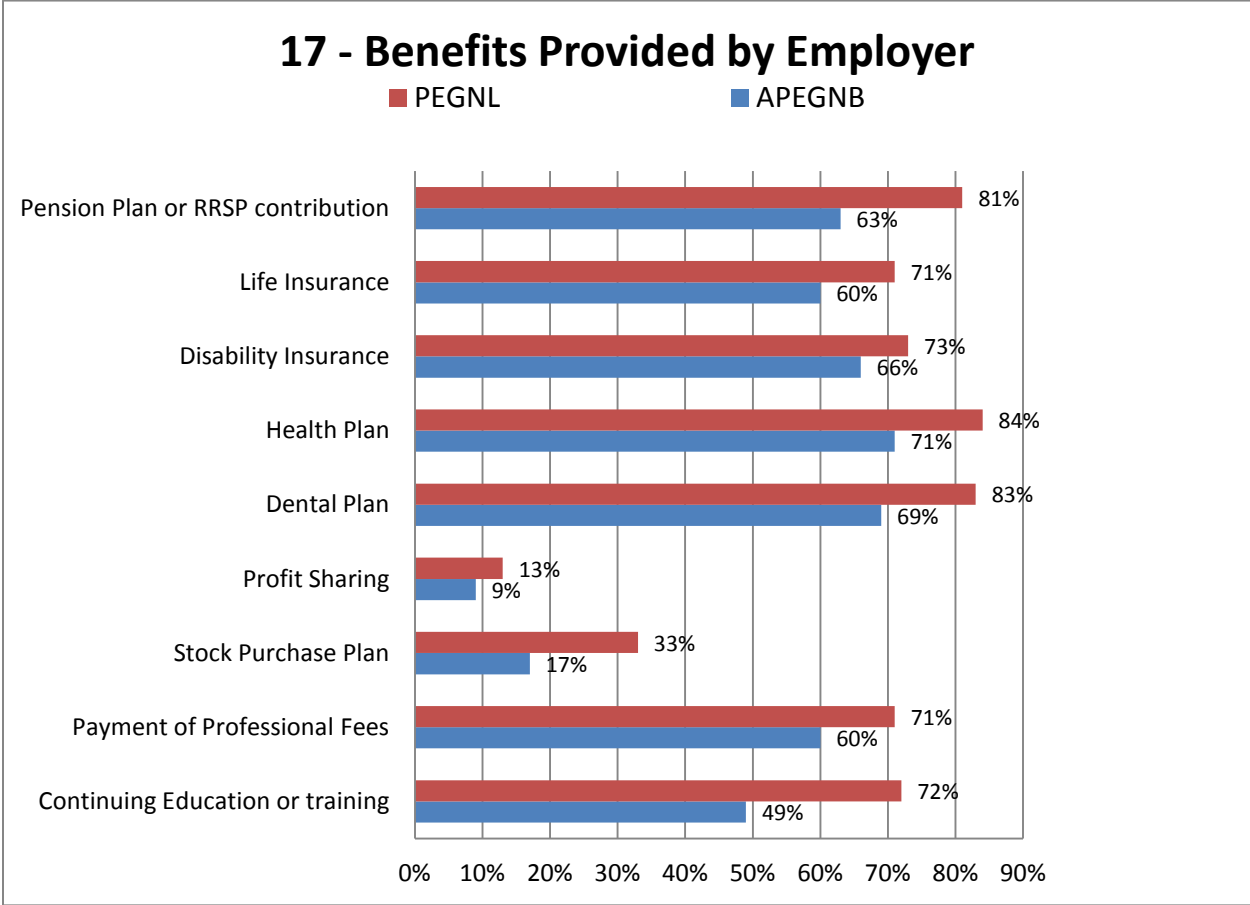
Vacation by Employment Sector

Sector	Association	Number of Responses	Number of Vacation Days				
			< 5	5-10	11-15	16-20	20+
Mining	All Associations	25	12%	12%	36%	16%	24%
	APEGNB	6	33%	17%	0%	17%	33%
	PEGNL	19	5%	11%	47%	16%	21%
Petroleum/Gas/Refining	All Associations	22	0%	0%	14%	45%	41%
	APEGNB	0					
	PEGNL	22	0%	0%	14%	45%	41%
Government	All Associations	28	0%	0%	29%	43%	29%
	APEGNB	15	0%	0%	20%	33%	47%
	PEGNL	13	0%	0%	38%	54%	8%
Education	All Associations	4	0%	0%	0%	0%	100%
	APEGNB	0					
	PEGNL	4	0%	0%	0%	0%	100%
Consulting	All Associations	13	8%	8%	54%	31%	0%
	APEGNB	5	0%	20%	20%	60%	0%
	PEGNL	8	13%	0%	75%	13%	0%
Other	All Associations	7	14%	0%	29%	29%	29%
	APEGNB	3	0%	0%	33%	33%	33%
	PEGNL	4	25%	0%	25%	25%	25%

Overtime Compensation



Benefits



Member Salary Survey 2018

Benefit	Association	Number of Responses	Provided/Cost Shared	Provided/ Not Cost Shared	Not Provided
Pension Plan or RRSP contribution	All Associations	95	79%	4%	17%
	APEGNB	24	75%	4%	21%
	PEGNL	71	80%	4%	15%
Life Insurance	All Associations	86	53%	26%	21%
	APEGNB	21	57%	24%	19%
	PEGNL	65	52%	26%	22%
Disability Insurance	All Associations	87	55%	25%	20%
	APEGNB	22	55%	27%	18%
	PEGNL	65	55%	25%	20%
Health Plan	All Associations	97	70%	19%	11%
	APEGNB	26	81%	8%	12%
	PEGNL	71	66%	23%	11%
Dental Plan	All Associations	95	68%	19%	13%
	APEGNB	25	76%	12%	12%
	PEGNL	70	66%	21%	13%
Profit Sharing	All Associations	74	4%	7%	89%
	APEGNB	20	0%	5%	95%
	PEGNL	54	6%	7%	87%
Stock Purchase Plan	All Associations	80	14%	19%	68%
	APEGNB	21	0%	19%	81%
	PEGNL	59	19%	19%	63%
Payment of Professional Fees	All Associations	92	15%	61%	24%
	APEGNB	25	16%	60%	24%
	PEGNL	67	15%	61%	24%
Continuing Education or training	All Associations	79	19%	58%	23%
	APEGNB	20	15%	55%	30%
	PEGNL	59	20%	59%	20%

OVERALL SATISFACTION WITH REMUNERATION

