

Atlantic Canada Geoscience Salary and Benefits Survey 2021 Report

Prepared for:

Association of Professional Geoscientists Nova Scotia

Engineers and Geoscientists New Brunswick

Professional Engineers and Geoscientists Newfoundland & Labrador

Prepared by:



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Survey Background

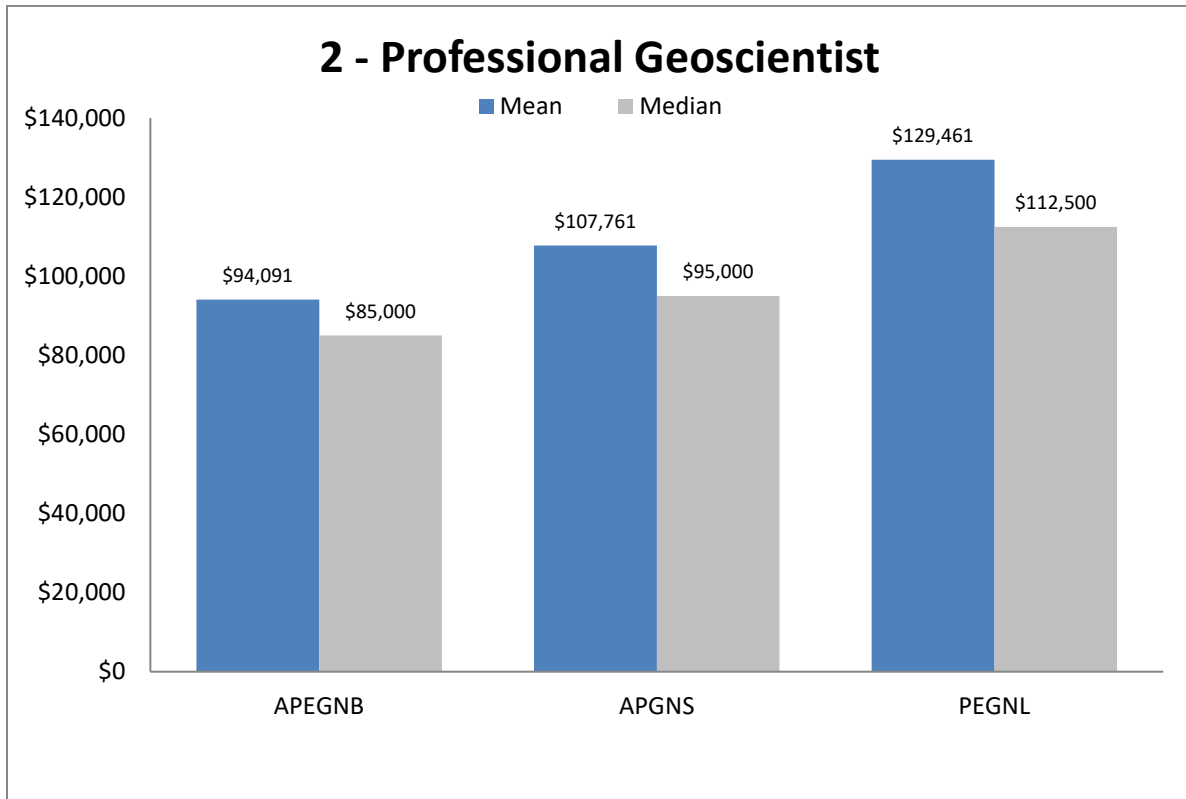
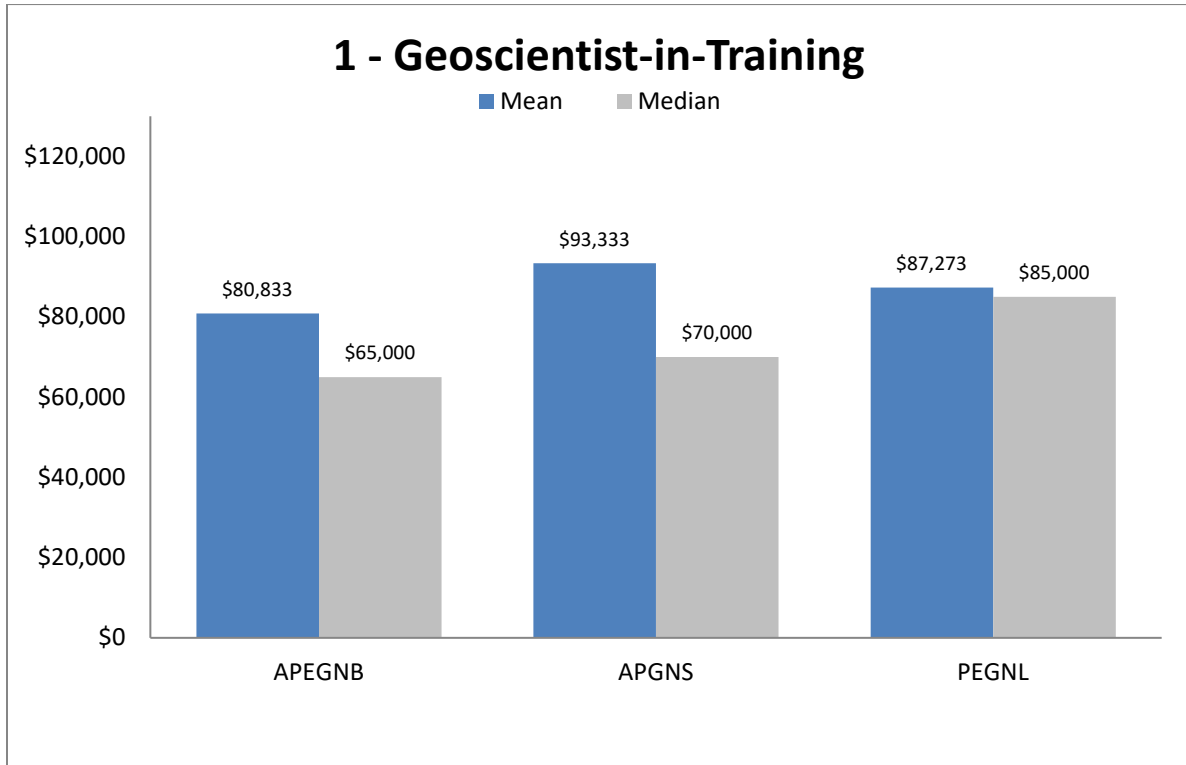
This year the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), the Association of Professional Geoscientists of Nova Scotia (APGNS), and the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB) agreed to jointly complete a salary survey. Many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

The 2021 salary survey was conducted and compiled by ClearPicture Corp. The survey ran from the 20th of June until the 24th of September. This year 550 members were asked to participate in the survey, with 183 responding for a 33% participation rate. By association, responses rates were 31% for APEGNB, 40% for APGNS, and 26% for PEGNL. The margin of error (MOE) for the survey overall was 6.8%. By association, the MOE was 16.5% for APEGNB, 10.4% for APGNS, and 10.4% for PEGNL.

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. Data for groups under 4 has been suppressed within the report, but is still included in the aggregate data.

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.

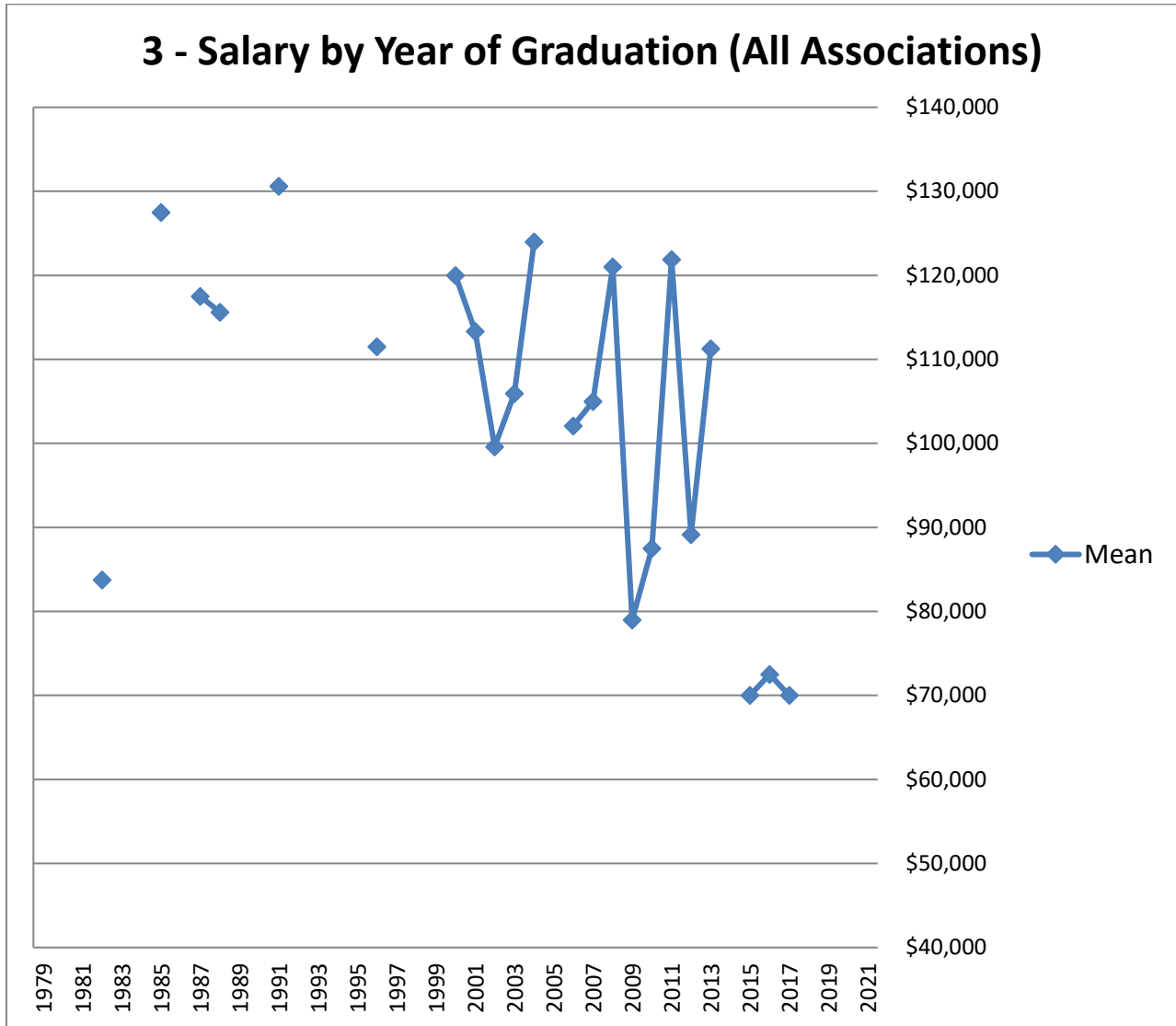
Salary by Membership Status



Salary by Membership Status: Comparison Between 2018 and 2021

	2021					2018				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Geoscientist-in-Training										
All Associations	22	\$88,125	\$75,000	\$65,000	\$95,000					
APEGNB	4	\$80,833	\$65,000	\$41,250	\$84,375	4	\$51,250	\$46,250	\$37,500	\$60,000
APGNS	6	\$93,333	\$70,000	\$65,000	\$121,875					
PEGNL	12	\$87,273	\$85,000	\$72,500	\$95,000	11	\$69,773	\$75,000	\$65,000	\$80,000
Professional Geoscientist										
All Associations	159	\$113,518	\$112,500	\$75,000	\$137,500					
APEGNB	26	\$94,091	\$85,000	\$57,500	\$112,500	31	\$84,200	\$85,000	\$46,250	\$95,000
APGNS	77	\$107,761	\$95,000	\$75,000	\$112,500					
PEGNL	56	\$129,461	\$112,500	\$92,500	\$162,500	64	\$125,282	\$112,500	\$92,500	\$162,500

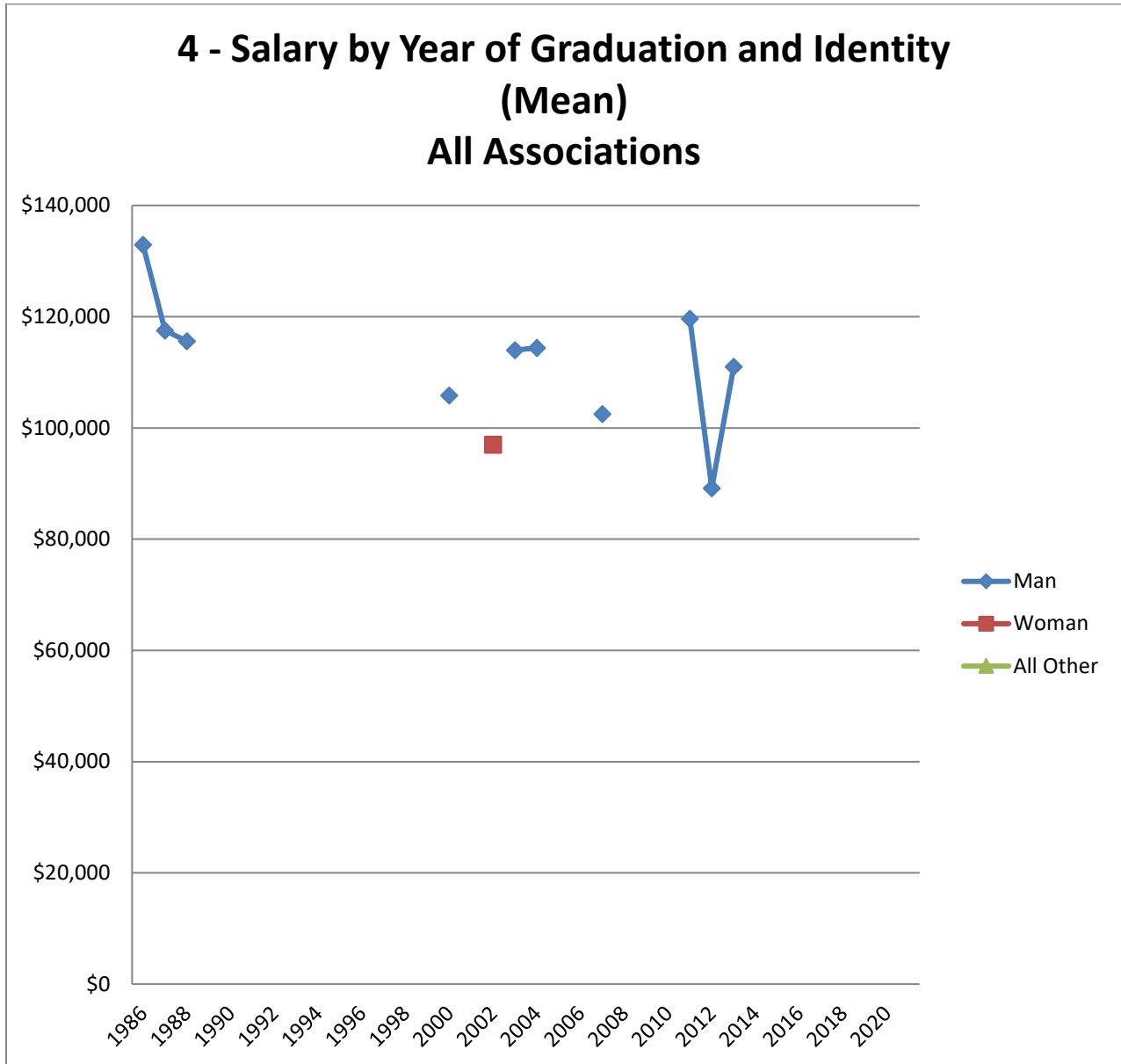
Salary by Year of Graduation



Salary by Year of Graduation

Graduation Year	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
1979	1	-	-	-	-
1980	2	-	-	-	-
1981	0				
1982	4	\$83,750	\$80,000	\$65,625	\$98,125
1983	0				
1984	2	-	-	-	-
1985	4	\$127,500	\$112,500	\$105,625	\$134,375
1986	8	\$132,917	\$125,000	\$63,750	\$143,750
1987	5	\$117,500	\$95,000	\$95,000	\$112,500
1988	6	\$115,625	\$90,000	\$21,250	\$95,000
1989	3	-	-	-	-
1990	0				
1991	4	\$130,625	\$137,500	\$105,625	\$162,500
1992	2	-	-	-	-
1993	0				
1994	2	-	-	-	-
1995	2	-	-	-	-
1996	5	\$111,500	\$112,500	\$85,000	\$112,500
1997	2	-	-	-	-
1998	3	-	-	-	-
1999	2	-	-	-	-
2000	8	\$120,000	\$112,500	\$105,625	\$137,500
2001	6	\$113,333	\$112,500	\$99,375	\$131,250
2002	7	\$99,583	\$95,000	\$70,000	\$112,500
2003	8	\$105,938	\$112,500	\$90,000	\$118,750
2004	5	\$124,000	\$112,500	\$112,500	\$137,500
2005	2	-	-	-	-
2006	6	\$102,083	\$112,500	\$84,375	\$112,500
2007	7	\$105,000	\$112,500	\$80,000	\$125,000
2008	5	\$121,000	\$95,000	\$85,000	\$162,500
2009	5	\$79,000	\$75,000	\$75,000	\$85,000
2010	6	\$87,500	\$85,000	\$67,500	\$108,125
2011	8	\$121,875	\$112,500	\$95,000	\$137,500
2012	6	\$89,167	\$95,000	\$72,500	\$108,125
2013	6	\$111,250	\$112,500	\$112,500	\$112,500
2014	3	-	-	-	-
2015	4	\$70,000	\$70,000	\$62,500	\$77,500
2016	4	\$72,500	\$75,000	\$72,500	\$75,000
2017	4	\$70,000	\$70,000	\$62,500	\$77,500
2018	1	-	-	-	-
2019	1				
2020	3	-	-	-	-
2021	0				

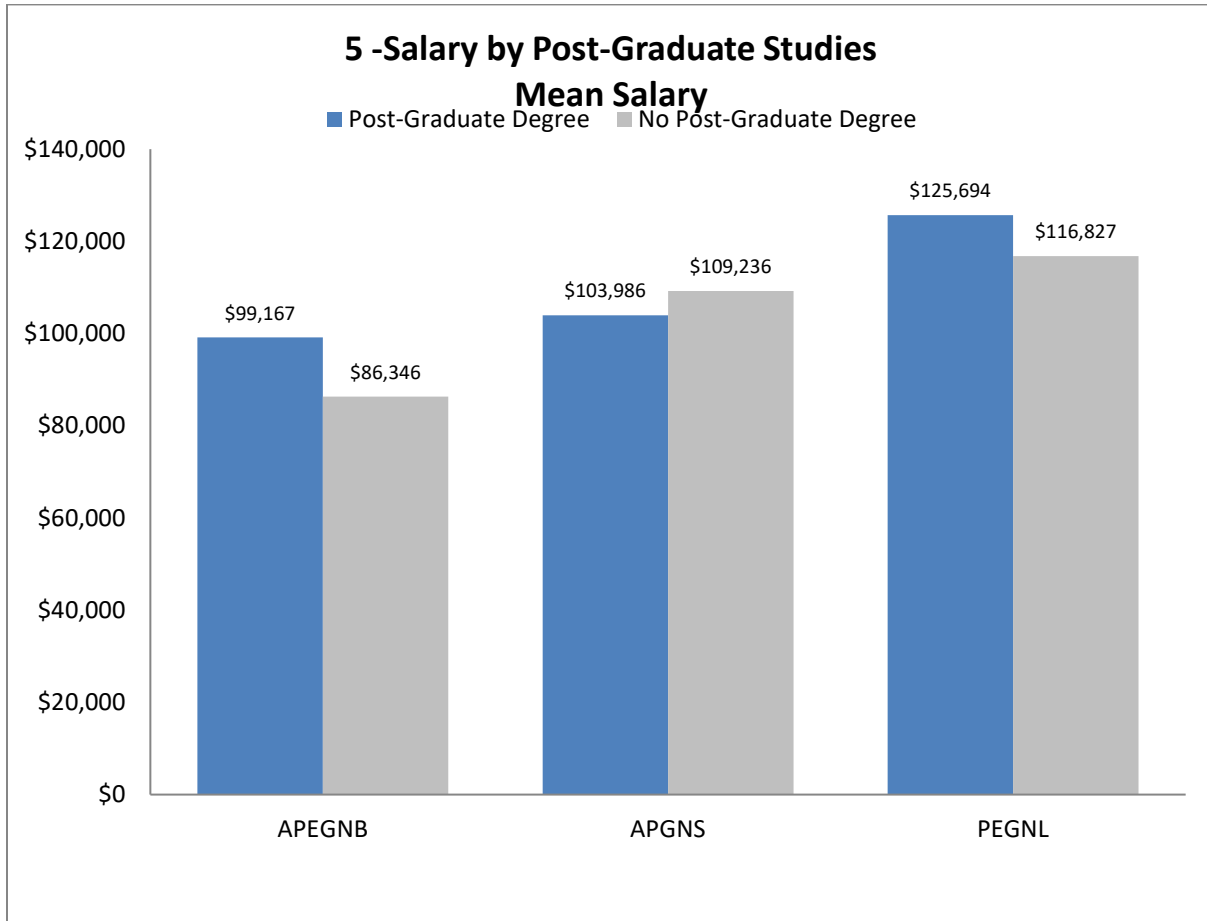
Salary by Year of Graduation and Identity



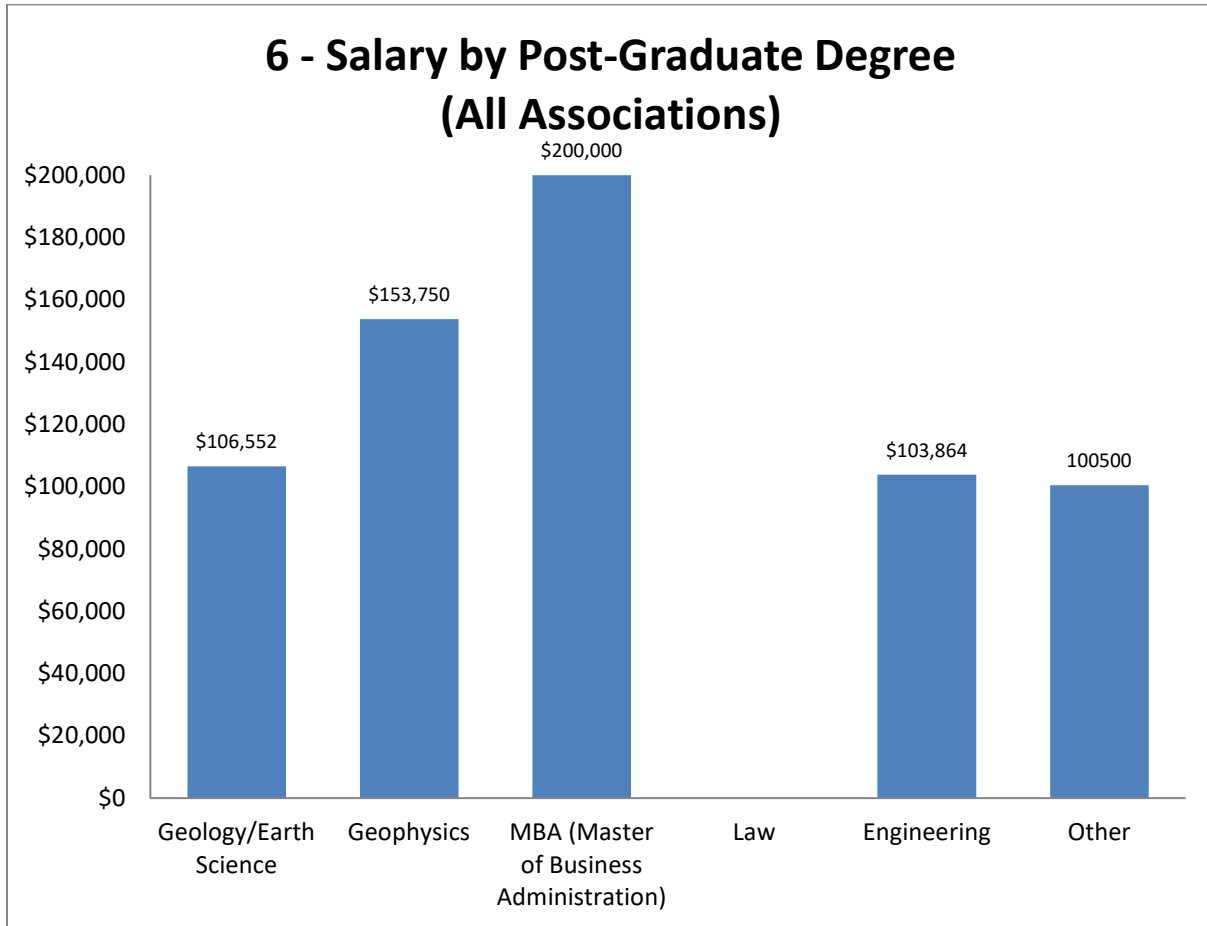
Salary by Year of Graduation and Identity

	Man		Woman		All Other	
	# of responses	Mean	# of responses	Mean	# of responses	Mean
1986	8	\$132,917	0		0	
1987	5	\$117,500	0		0	
1988	6	\$115,625	0		0	
1989	2		1		0	
1990	0		0		0	
1991	3		1		0	
1992	1		1		0	
1993	0		0		0	
1994	1		1		0	
1995	1		1		0	
1996	2		3		0	
1997	0		1		1	
1998	2		1		0	
1999	1		1		0	
2000	6	\$105,833	2		0	
2001	2		3		1	
2002	1		5	\$97,000	1	
2003	5	\$114,000	3		0	
2004	4	\$114,375	1		0	
2005	1		1		0	
2006	2		3		1	
2007	4	\$102,500	3		0	
2008	3		2		0	
2009	2		3		0	
2010	3		3		0	
2011	7	\$119,643	1		0	
2012	6	\$89,167	0		0	
2013	5	\$111,000	1		0	
2014	2		1		0	
2015	3		1		0	
2016	2		2		0	
2017	2		2		0	
2018	1		0		0	
2019	0		1		0	
2020	3		0		0	
2021	0		0		0	

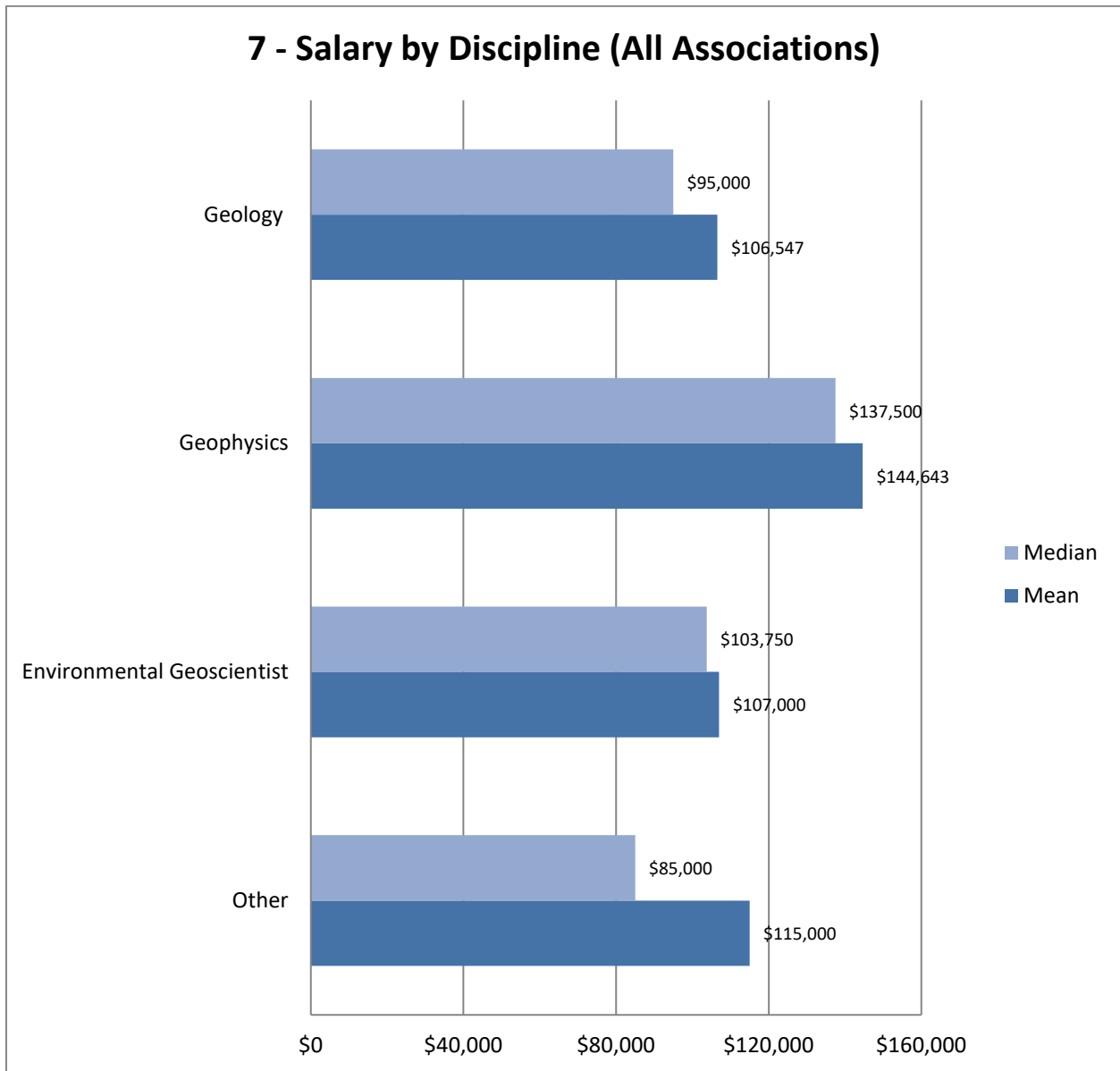
Salary by Post-Graduate Studies

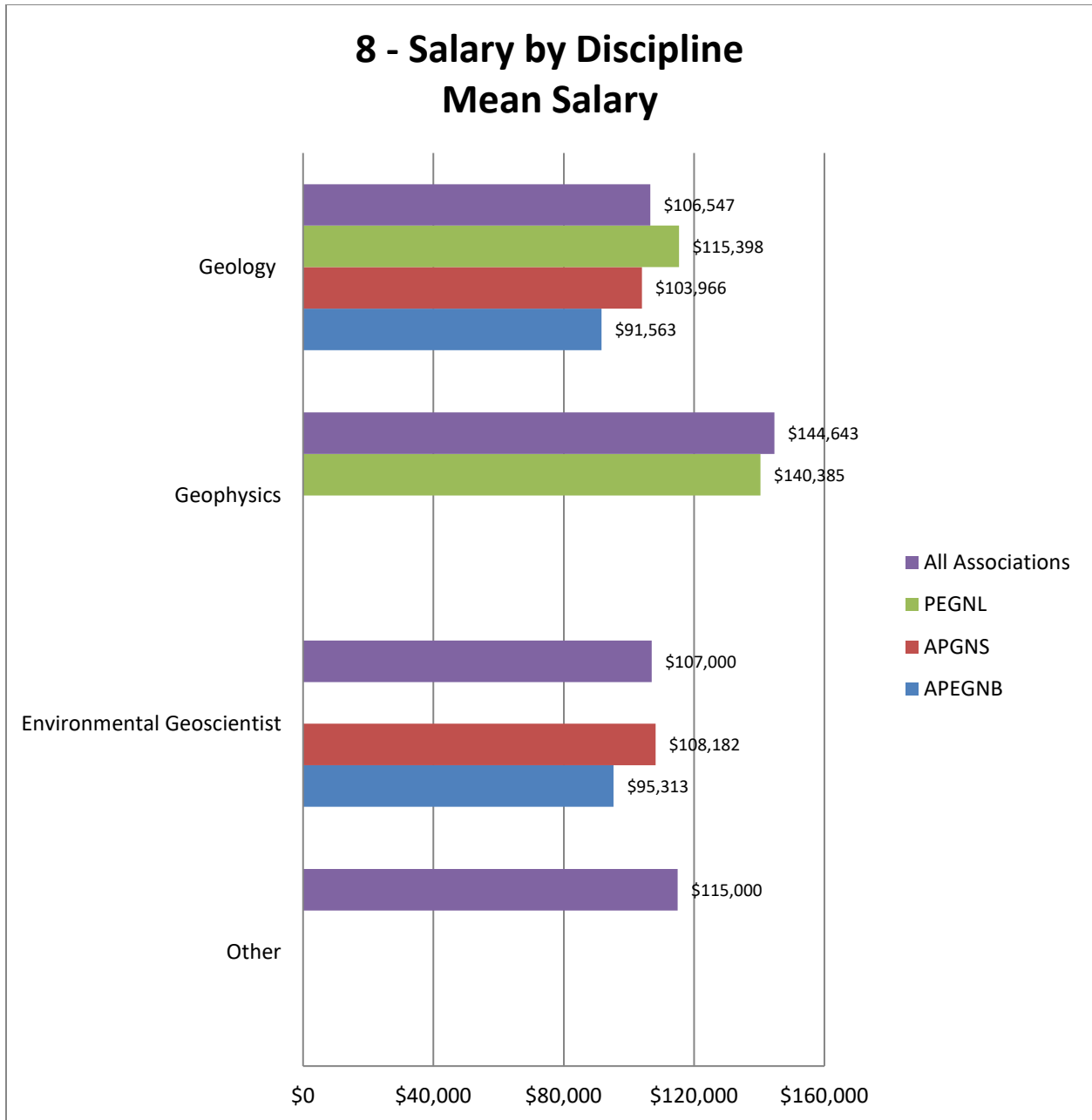


Salary by Post-Graduate Degree



Salary by Discipline

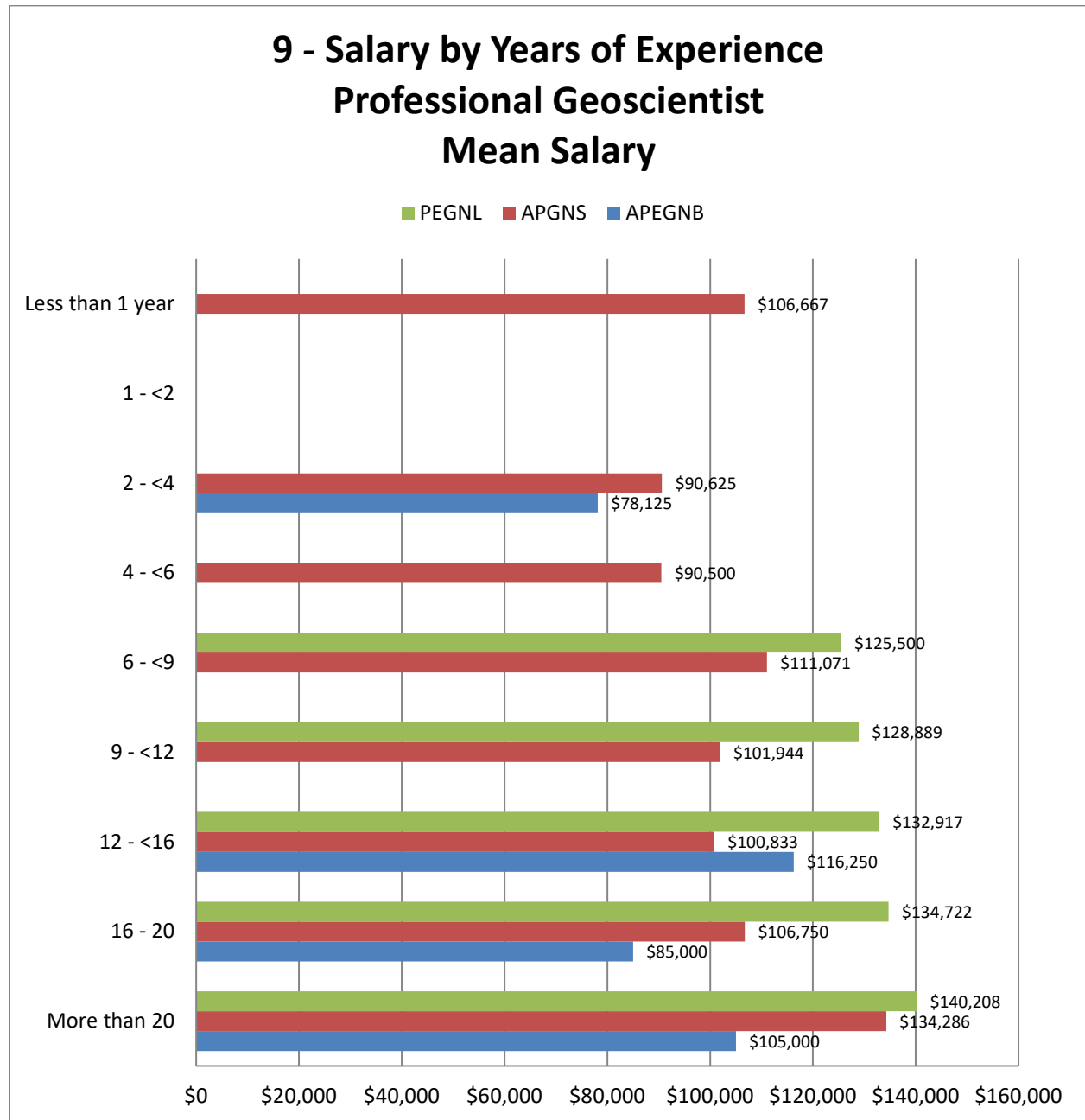




Salary by Discipline

Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Geology	All Associations	140	\$106,547	\$95,000	\$72,500	\$112,500
	APEGNB	21	\$91,563	\$75,000	\$37,500	\$112,500
	APGNS	70	\$103,966	\$95,000	\$75,000	\$112,500
	PEGNL	49	\$115,398	\$112,500	\$85,000	\$137,500
Geophysics	All Associations	15	\$144,643	\$137,500	\$112,500	\$193,750
	APEGNB	0				
	APGNS	1	-	-	-	-
	PEGNL	14	\$140,385	\$125,000	\$112,500	\$181,250
Environmental Geoscientist	All Associations	20	\$107,000	\$103,750	\$75,000	\$118,750
	APEGNB	8	\$95,313	\$90,000	\$72,500	\$118,750
	APGNS	11	\$108,182	\$112,500	\$85,000	\$112,500
	PEGNL	1	-	-	-	-
Other	All Associations	7	\$115,000	\$85,000	\$85,000	\$137,500
	APEGNB	1	-	-	-	-
	APGNS	3	-	-	-	-
	PEGNL	3	-	-	-	-

Salary by Years of Experience



Member Salary and Benefits Survey 2021

Professional Geoscientists

Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	All Associations	9	\$111,111	\$112,500	\$95,000	\$112,500
	APEGNB	0				
	APGNS	6	\$106,667	\$112,500	\$99,375	\$112,500
	PEGNL	3	-	-	-	-
1 - <2	All Associations	4	\$77,500	\$80,000	\$70,000	\$87,500
	APEGNB	0				
	APGNS	3	-	-	-	-
	PEGNL	1	-	-	-	-
2 - <4	All Associations	11	\$87,045	\$75,000	\$70,000	\$103,750
	APEGNB	4	\$78,125	\$60,000	\$55,000	\$83,125
	APGNS	4	\$90,625	\$75,000	\$75,000	\$90,625
	PEGNL	3	-	-	-	-
4 - <6	All Associations	9	\$100,278	\$95,000	\$75,000	\$112,500
	APEGNB	1	-	-	-	-
	APGNS	5	\$90,500	\$95,000	\$75,000	\$95,000
	PEGNL	3	-	-	-	-
6 - <9	All Associations	14	\$113,750	\$112,500	\$84,375	\$112,500
	APEGNB	2	-	-	-	-
	APGNS	7	\$111,071	\$112,500	\$93,750	\$112,500
	PEGNL	5	\$125,500	\$112,500	\$112,500	\$137,500
9 - <12	All Associations	21	\$109,500	\$112,500	\$85,000	\$137,500
	APEGNB	2	-	-	-	-
	APGNS	10	\$101,944	\$90,000	\$85,000	\$108,125
	PEGNL	9	\$128,889	\$112,500	\$112,500	\$137,500
12 - <16	All Associations	22	\$114,405	\$112,500	\$85,000	\$112,500
	APEGNB	6	\$116,250	\$112,500	\$99,375	\$112,500
	APGNS	10	\$100,833	\$90,000	\$85,000	\$108,125
	PEGNL	6	\$132,917	\$112,500	\$112,500	\$168,750
16 - 20	All Associations	25	\$116,667	\$112,500	\$85,000	\$137,500
	APEGNB	4	\$85,000	\$42,500	\$0	\$85,000
	APGNS	12	\$106,750	\$95,000	\$82,500	\$112,500
	PEGNL	9	\$134,722	\$137,500	\$112,500	\$137,500
More than 20	All Associations	44	\$131,855	\$103,750	\$0	\$143,750
	APEGNB	7	\$105,000	\$95,000	\$42,500	\$103,750
	APGNS	20	\$134,286	\$112,500	\$0	\$143,750
	PEGNL	17	\$140,208	\$112,500	\$0	\$162,500

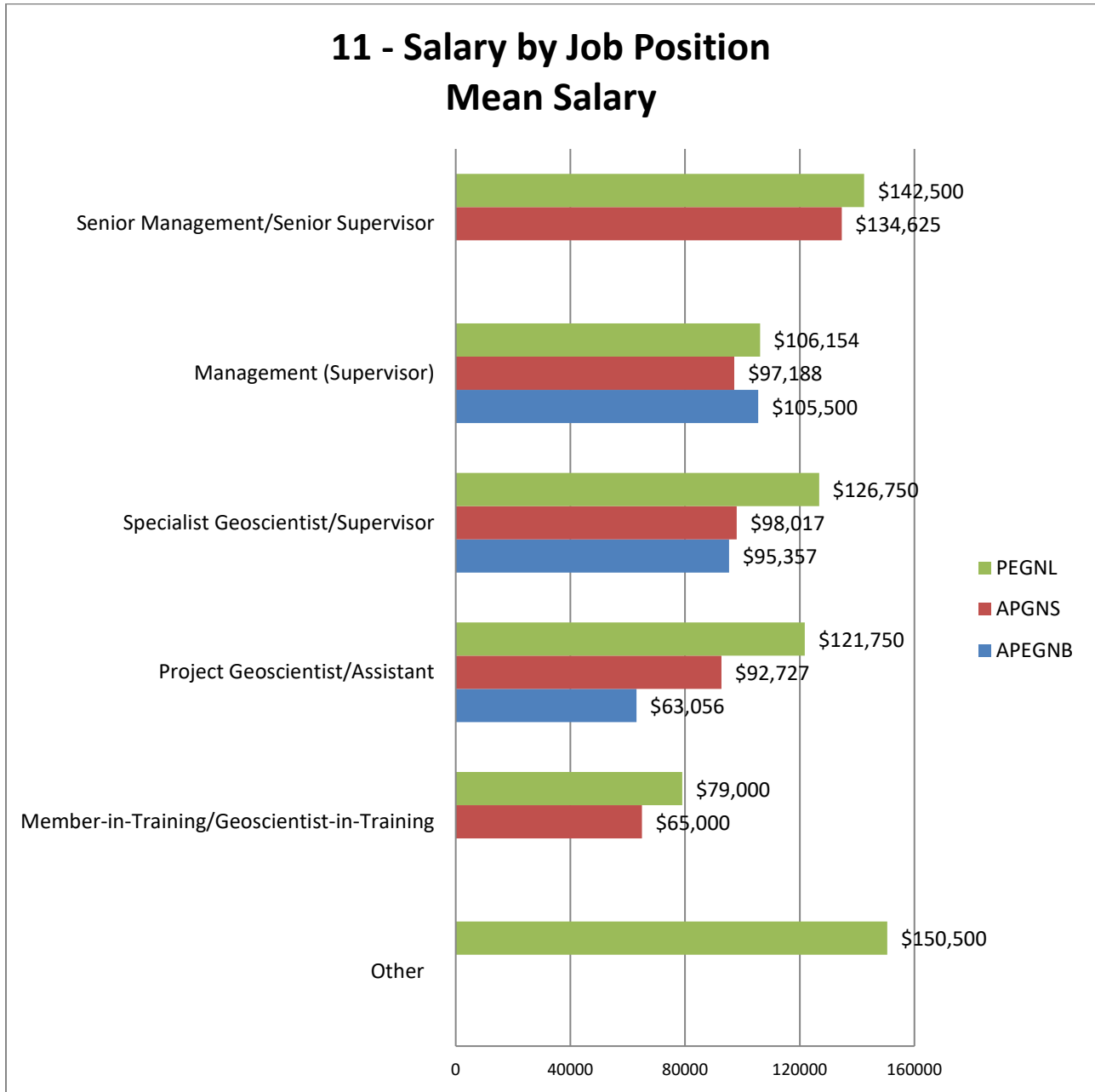
Geoscientists-in-Training – Salary by Years of Experience

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Geoscientists-in-Training – Salary by Years of Experience

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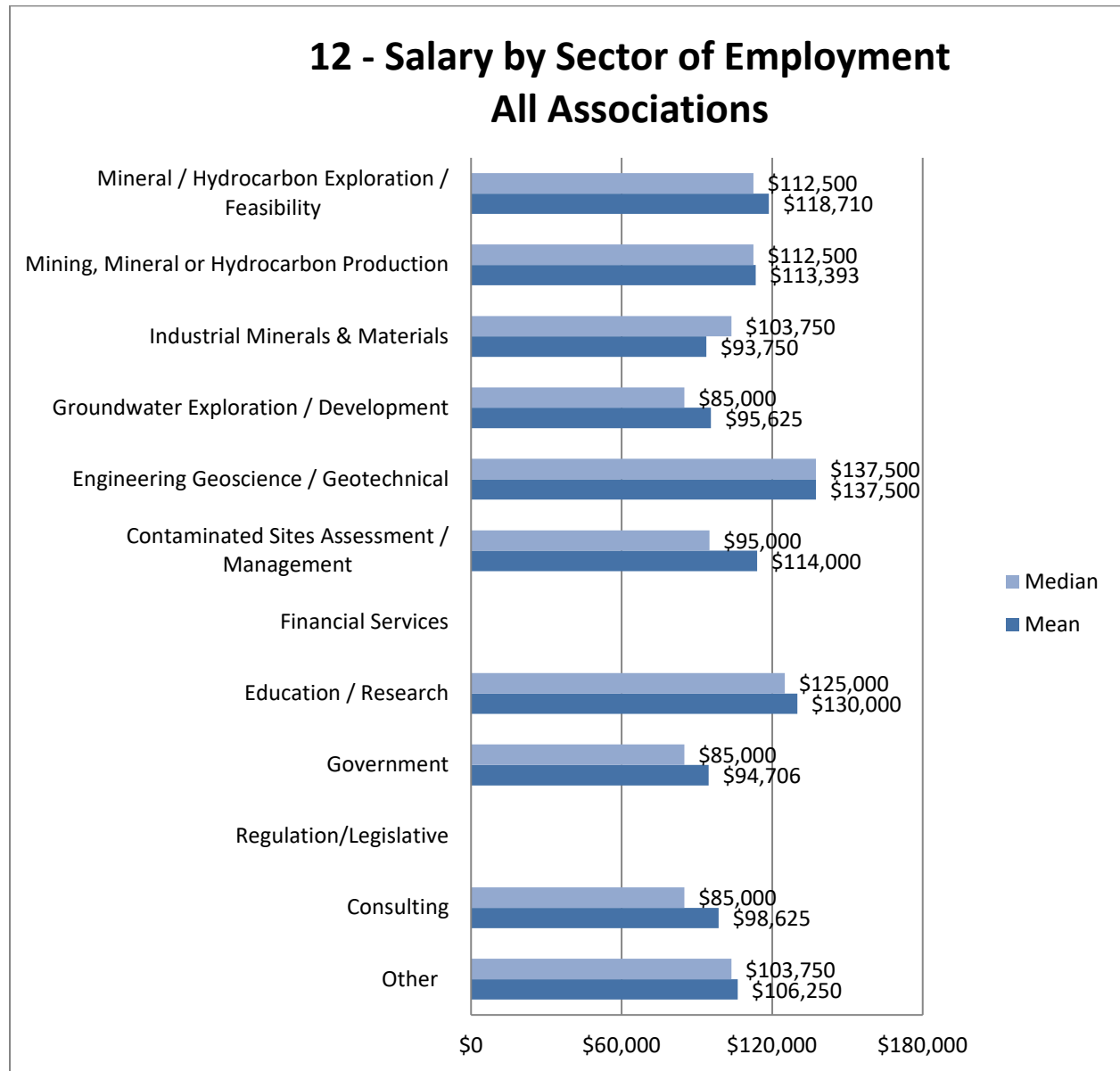
Salary by Job Position



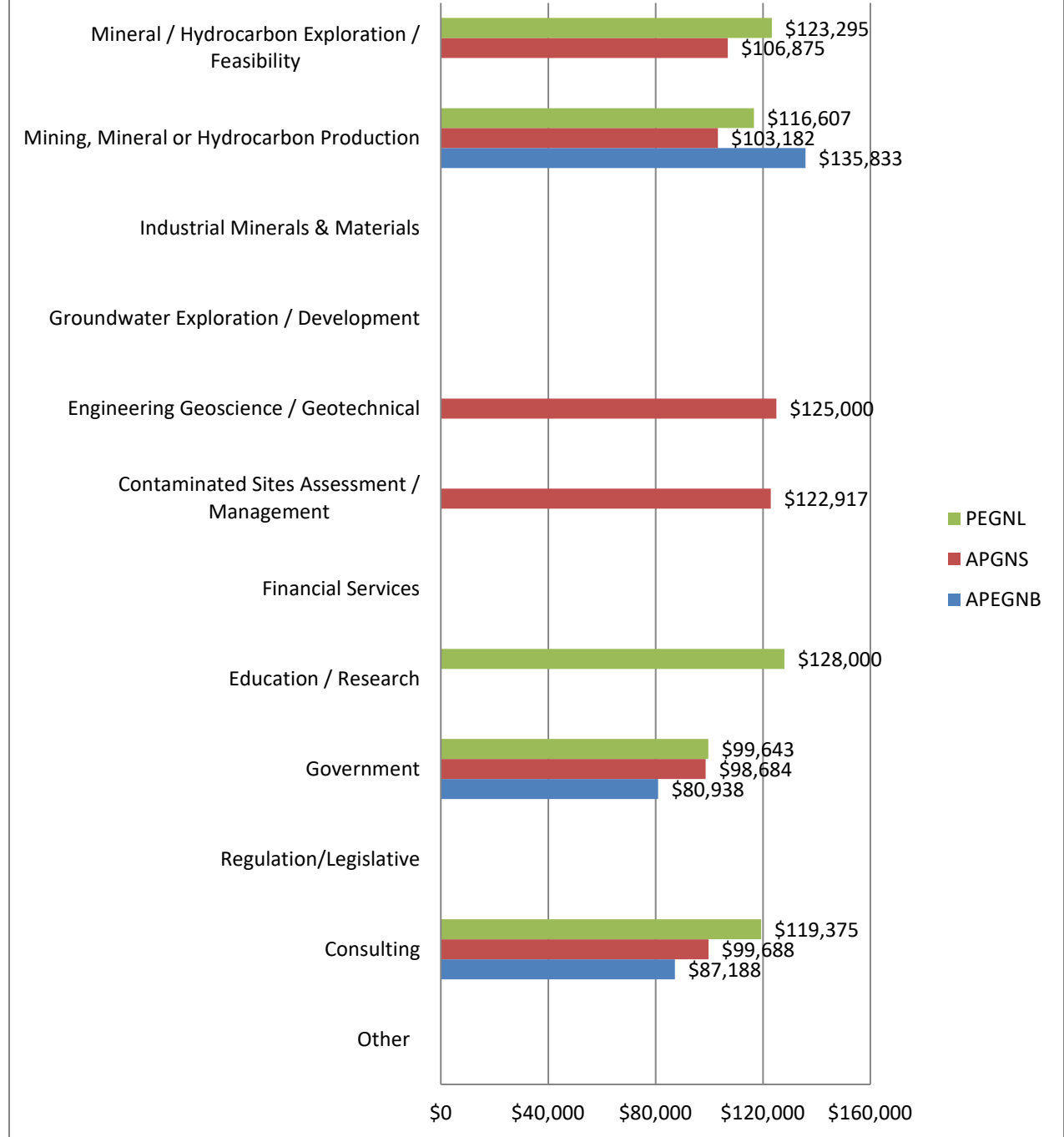
Salary by Job Position

Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Senior Management/Senior Supervisor	All Associations	34	\$139,113	\$137,500	\$112,500	\$162,500
	APEGNB	3	-	-	-	-
	APGNS	20	\$134,625	\$125,000	\$112,500	\$162,500
	PEGNL	11	\$142,500	\$137,500	\$66,250	\$175,000
Management (Supervisor)	All Associations	26	\$103,269	\$112,500	\$95,000	\$112,500
	APEGNB	5	\$105,500	\$112,500	\$95,000	\$112,500
	APGNS	8	\$97,188	\$95,000	\$90,000	\$112,500
	PEGNL	13	\$106,154	\$112,500	\$85,000	\$112,500
Specialist Geoscientist/Supervisor	All Associations	59	\$107,946	\$95,000	\$85,000	\$112,500
	APEGNB	7	\$95,357	\$85,000	\$85,000	\$112,500
	APGNS	31	\$98,017	\$95,000	\$80,000	\$112,500
	PEGNL	21	\$126,750	\$112,500	\$112,500	\$137,500
Project Geoscientist/Assistant	All Associations	30	\$93,500	\$85,000	\$67,500	\$112,500
	APEGNB	9	\$63,056	\$65,000	\$55,000	\$65,000
	APGNS	11	\$92,727	\$85,000	\$75,000	\$112,500
	PEGNL	10	\$121,750	\$112,500	\$91,875	\$137,500
Member-in-Training/Geoscientist-in-Training	All Associations	11	\$73,000	\$75,000	\$65,000	\$75,000
	APEGNB	2	-	-	-	-
	APGNS	4	\$65,000	\$65,000	\$62,500	\$67,500
	PEGNL	5	\$79,000	\$75,000	\$75,000	\$85,000
Other	All Associations	8	\$153,929	\$150,000	\$119,375	\$187,500
	APEGNB	1	-	-	-	-
	APGNS	2	-	-	-	-
	PEGNL	5	\$150,500	\$162,500	\$137,500	\$187,500

Salary by Sector of Employment



13 - Salary by Sector of Employment Mean Salary



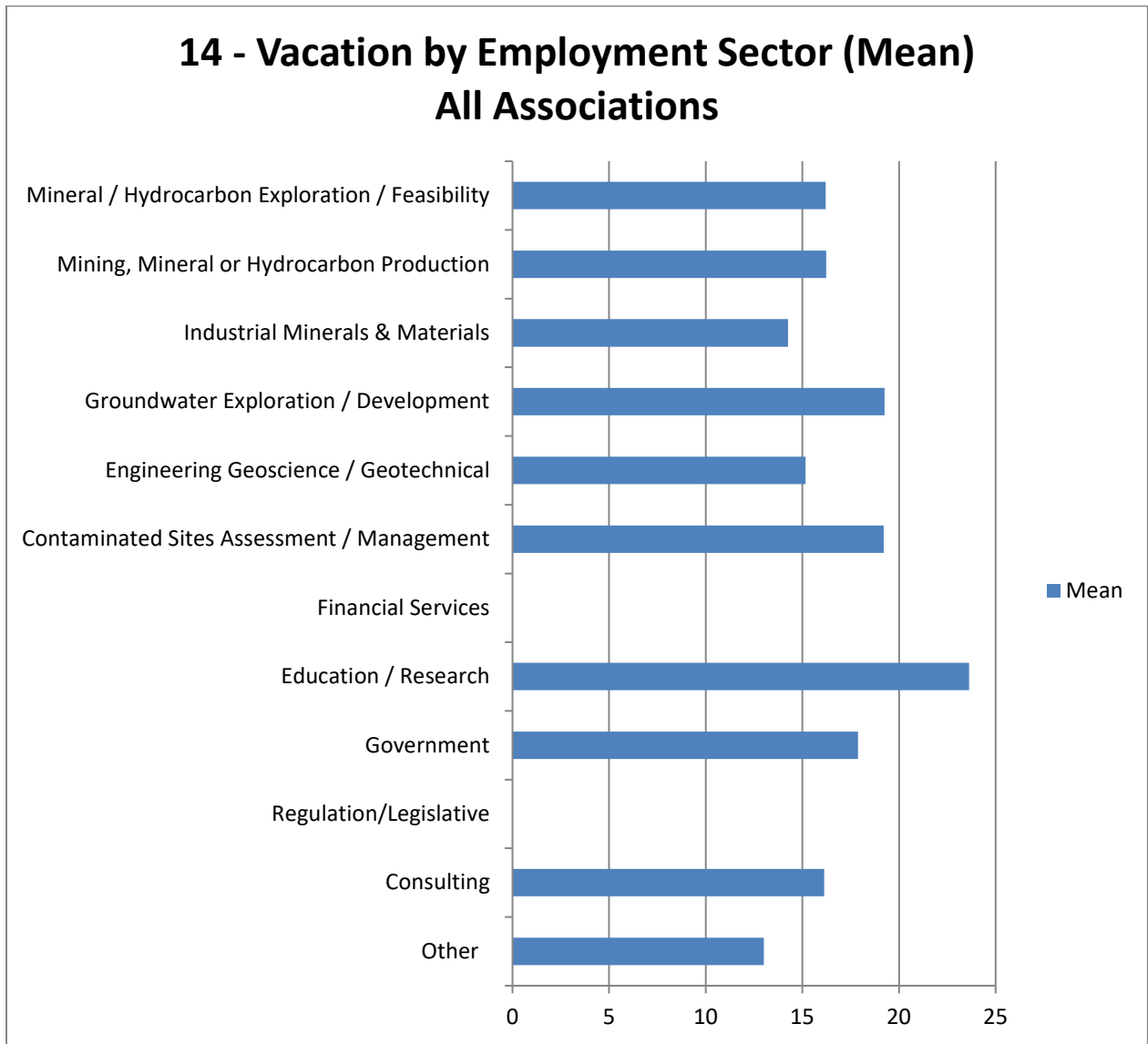
Salary by Sector of Employment: Comparison Between 2018 and 2021

Sector of Employment	Association	#	2021				2018				
			Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Mineral / Hydrocarbon Exploration / Feasibility	All Associations	31	\$118,710	\$112,500	\$103,750	\$137,500					
	APEGNB	1	-	-	-	-					
	APGNS	8	\$106,875	\$103,750	\$90,000	\$112,500					
	PEGNL	22	\$123,295	\$112,500	\$112,500	\$137,500					
Mining, Mineral or Hydrocarbon Production	All Associations	30	\$113,393	\$112,500	\$85,000	\$112,500					
	APEGNB	4	\$135,833	\$103,750	\$71,250	\$134,375					
	APGNS	12	\$103,182	\$98,750	\$75,000	\$112,500					
	PEGNL	14	\$116,607	\$112,500	\$95,000	\$131,250					
Industrial Minerals & Materials	All Associations	4	\$93,750	\$103,750	\$85,000	\$112,500					
	APEGNB	0									
	APGNS	3	-	-	-	-					
	PEGNL	1	-	-	-	-					
Groundwater Exploration / Development	All Associations	4	\$95,625	\$85,000	\$75,000	\$105,625					
	APEGNB	1	-	-	-	-					
	APGNS	2	-	-	-	-					
	PEGNL	1	-	-	-	-					
Engineering Geoscience / Geotechnical	All Associations	7	\$137,500	\$137,500	\$93,750	\$150,000					
	APEGNB	0									
	APGNS	5	\$125,000	\$137,500	\$112,500	\$137,500					
	PEGNL	2	-	-	-	-					
Contaminated Sites Assessment / Management	All Associations	15	\$114,000	\$95,000	\$80,000	\$137,500					
	APEGNB	2	-	-	-	-					
	APGNS	12	\$122,917	\$112,500	\$92,500	\$143,750					
	PEGNL	1	-	-	-	-					
Financial Services	All Associations	1	-	-	-	-					
	APEGNB	0									
	APGNS	0									
	PEGNL	1	-	-	-	-					

Member Salary and Benefits Survey 2021

Sector of Employment	2021						2018				
	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Education / Research	All Associations	8	\$130,000	\$125,000	\$103,125	\$168,750	4	\$133,125	\$137,500	\$108,125	\$162,500
	APEGNB	1	-	-	-	-	0				
	APGNS	2	-	-	-	-					
	PEGNL	5	\$128,000	\$112,500	\$112,500	\$162,500	4	\$133,125	\$137,500	\$108,125	\$162,500
Government	All Associations	34	\$94,706	\$85,000	\$85,000	\$95,000	28	\$88,214	\$85,000	\$75,000	\$95,000
	APEGNB	8	\$80,938	\$85,000	\$65,000	\$87,500	15	\$84,167	\$85,000	\$80,000	\$95,000
	APGNS	19	\$98,684	\$95,000	\$85,000	\$103,750					
	PEGNL	7	\$99,643	\$85,000	\$85,000	\$85,000	13	\$92,885	\$85,000	\$75,000	\$95,000
Regulation/Legislative	All Associations	3	-	-	-	-					
	APEGNB	0									
	APGNS	1	-	-	-	-					
	PEGNL	2	-	-	-	-					
Consulting	All Associations	25	\$98,625	\$85,000	\$55,000	\$112,500	13	\$65,385	\$65,000	\$55,000	\$65,000
	APEGNB	9	\$87,188	\$75,000	\$55,000	\$112,500	5	\$64,000	\$65,000	\$37,500	\$85,000
	APGNS	10	\$99,688	\$90,000	\$77,500	\$108,125					
	PEGNL	6	\$119,375	\$88,750	\$16,250	\$131,250	8	\$66,250	\$65,000	\$62,500	\$65,000
Other	All Associations	6	\$106,250	\$103,750	\$80,000	\$131,250	7	\$82,500	\$75,000	\$65,000	\$98,750
	APEGNB	1	-	-	-	-	3	\$80,000	\$65,000	\$51,250	\$101,250
	APGNS	2	-	-	-	-					
	PEGNL	3	-	-	-	-	4	\$84,375	\$80,000	\$72,500	\$91,875

Vacation by Employment Sector



Vacation by Employment Sector

Sector	# of Responses	Mean	Median	Number of Vacation Days				
				< 5	6-10	11-15	16-20	20+
Mineral / Hydrocarbon Exploration / Feasibility	31	16	18	17%	13%	30%	26%	13%
Mining, Mineral or Hydrocarbon Production	30	16	16	8%	8%	42%	27%	15%
Industrial Minerals & Materials	4	14	16	0%	25%	25%	50%	0%
Groundwater Exploration / Development	4	19	18	0%	0%	0%	75%	25%
Engineering Geoscience / Geotechnical	7	15	13	20%	0%	40%	40%	0%
Contaminated Sites Assessment / Management	15	19	18	0%	0%	7%	71%	21%
Financial Services	1	-	-	-	-	-	-	-
Education / Research	8	24	26	0%	0%	33%	0%	67%
Government	34	18	18	0%	0%	41%	31%	28%
Regulation/Legislative	3	-	-	-	-	-	-	-
Consulting	25	16	18	13%	0%	38%	21%	29%
Other	6	13	13	17%	0%	50%	33%	0%

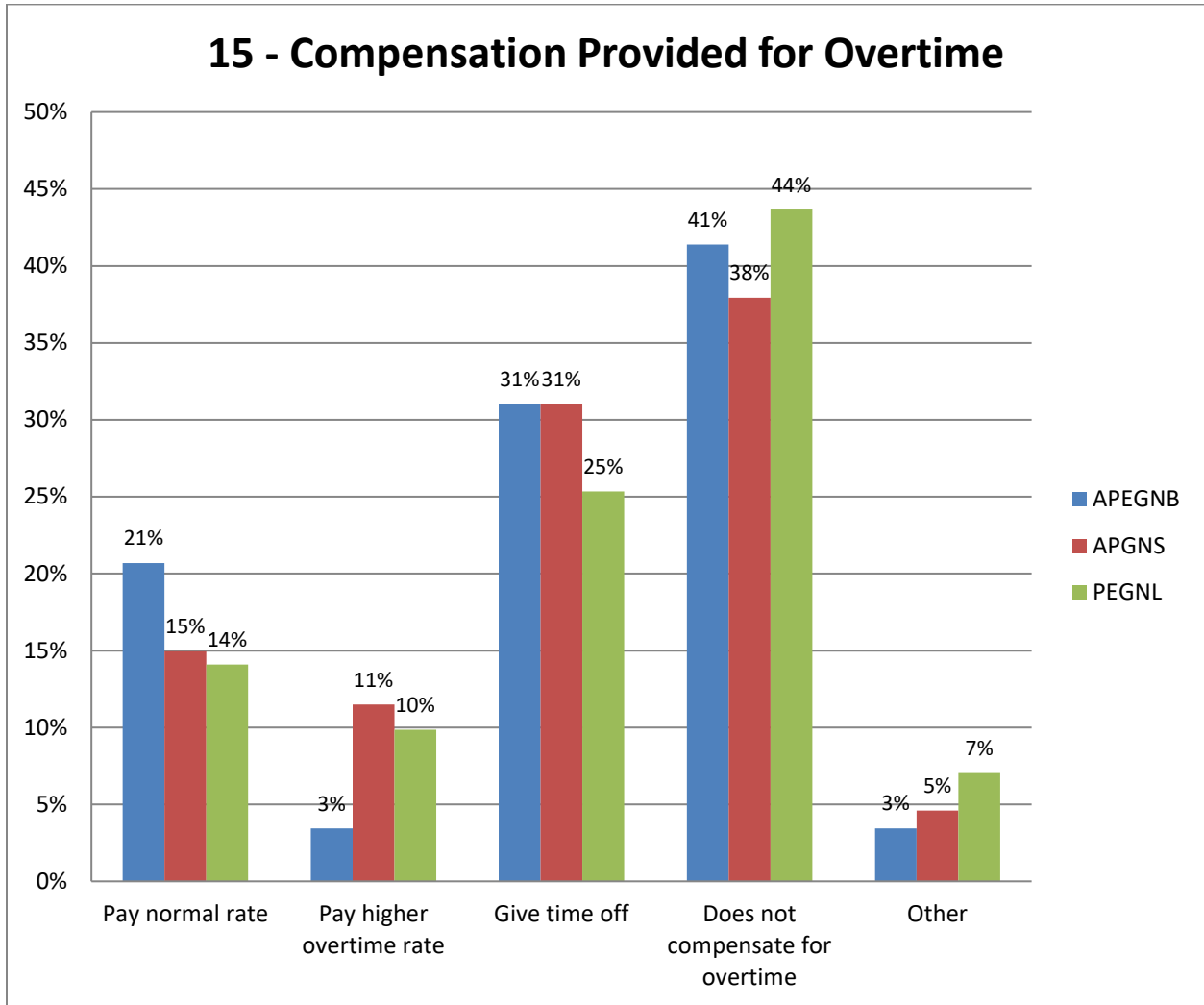
Vacation by Employment Sector

	Association	Number of Responses	Number of Vacation Days				
			< 5	5-10	11-15	16-20	20+
Mineral / Hydrocarbon Exploration / Feasibility	All Associations	31	17%	13%	30%	26%	13%
	APEGNB	1	-	-	-	-	-
	APGNS	8	0%	17%	50%	17%	17%
	PEGNL	22	25%	13%	19%	31%	13%
Mining, Mineral or Hydrocarbon Production	All Associations	30	8%	8%	42%	27%	15%
	APEGNB	4	0%	0%	100%	0%	0%
	APGNS	12	17%	0%	50%	25%	8%
	PEGNL	14	0%	18%	18%	36%	27%
Industrial Minerals & Materials	All Associations	4	0%	25%	25%	50%	0%
	APEGNB	0					
	APGNS	3	-	-	-	-	-
	PEGNL	1	-	-	-	-	-
Groundwater Exploration / Development	All Associations	4	0%	0%	0%	75%	25%
	APEGNB	1	-	-	-	-	-
	APGNS	2	-	-	-	-	-
	PEGNL	1	-	-	-	-	-
Engineering Geoscience / Geotechnical	All Associations	7	20%	0%	40%	40%	0%
	APEGNB	0					
	APGNS	5	20%	0%	40%	40%	0%
	PEGNL	2	-	-	-	-	-
Contaminated Sites Assessment / Management	All Associations	15	0%	0%	7%	71%	21%
	APEGNB	2	-	-	-	-	-
	APGNS	12	0%	0%	0%	73%	27%
	PEGNL	1	-	-	-	-	-
Financial Services	All Associations	1	-	-	-	-	-
	APEGNB	0					
	APGNS	0					
	PEGNL	1	-	-	-	-	-

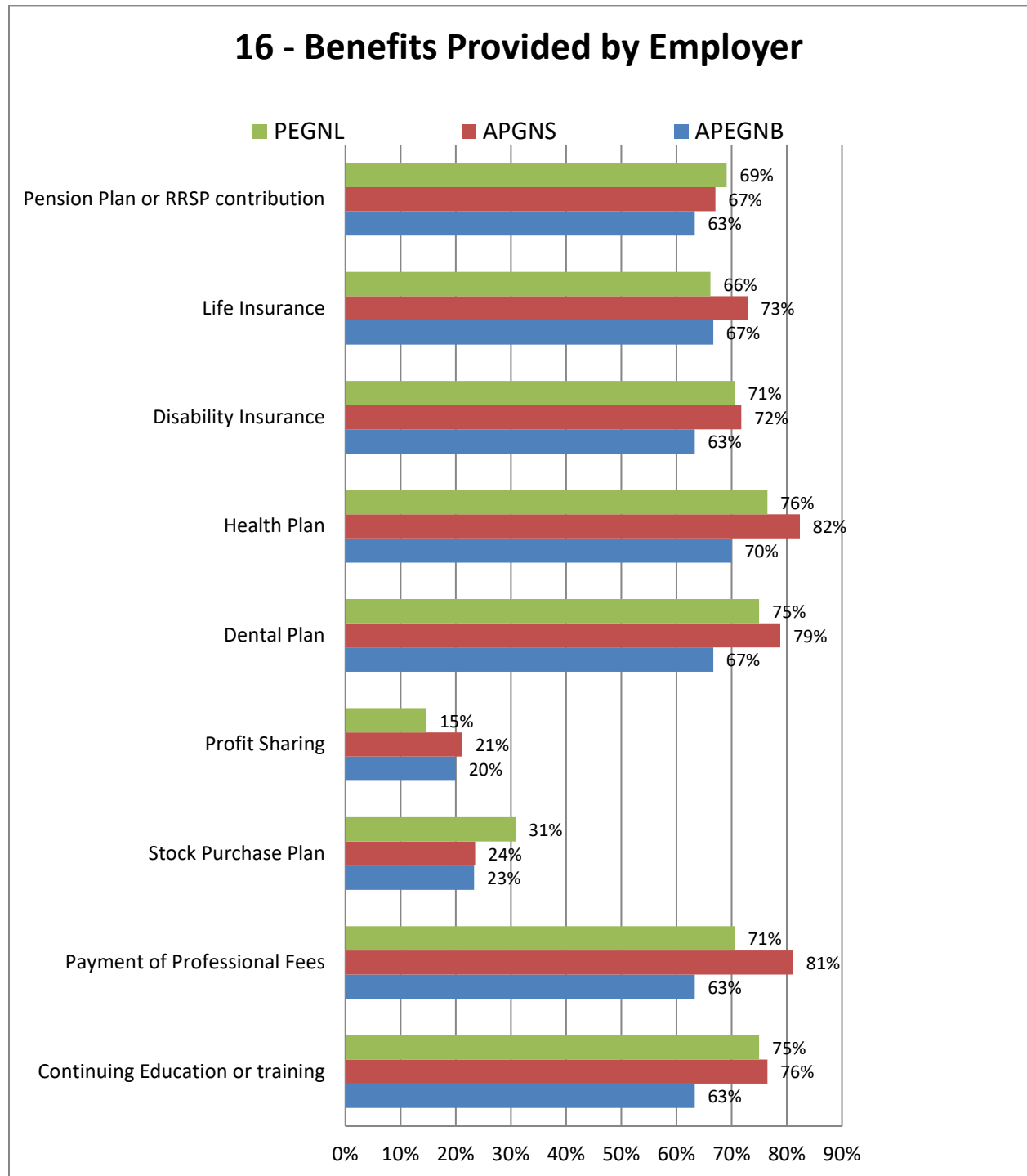
Member Salary and Benefits Survey 2021

Education / Research	All Associations	8	0%	0%	33%	0%	67%
	APEGNB	1	-	-	-	-	-
	APGNS	2	-	-	-	-	-
	PEGNL	5	0%	0%	0%	0%	100%
Government	All Associations	34	0%	0%	41%	31%	28%
	APEGNB	8	0%	0%	38%	25%	38%
	APGNS	19	0%	0%	41%	35%	24%
	PEGNL	7	0%	0%	43%	29%	29%
Regulation/Legislative	All Associations	3	-	-	-	-	-
	APEGNB	0					
	APGNS	1	-	-	-	-	-
	PEGNL	2	-	-	-	-	-
Consulting	All Associations	25	13%	0%	38%	21%	29%
	APEGNB	9	13%	0%	38%	13%	38%
	APGNS	10	0%	0%	50%	10%	40%
	PEGNL	6	33%	0%	17%	50%	0%
Other	All Associations	6	17%	0%	50%	33%	0%
	APEGNB	1	-	-	-	-	-
	APGNS	2	-	-	-	-	-
	PEGNL	3	-	-	-	-	-

Overtime Compensation



Benefits



Member Salary and Benefits Survey 2021

Benefit	Association	Number of Responses	Provided	Not Provided
Pension Plan or RRSP contribution	All Associations	163	75%	25%
	APEGNB	25	76%	24%
	APGNS	74	77%	23%
	PEGNL	64	73%	27%
Life Insurance	All Associations	160	79%	21%
	APEGNB	26	77%	23%
	APGNS	73	85%	15%
	PEGNL	61	74%	26%
Disability Insurance	All Associations	153	84%	16%
	APEGNB	24	79%	21%
	APGNS	70	87%	13%
	PEGNL	59	81%	19%
Health Plan	All Associations	165	87%	13%
	APEGNB	26	81%	19%
	APGNS	76	92%	8%
	PEGNL	63	83%	17%
Dental Plan	All Associations	164	84%	16%
	APEGNB	25	80%	20%
	APGNS	76	88%	12%
	PEGNL	63	81%	19%
Profit Sharing	All Associations	149	23%	77%
	APEGNB	23	26%	74%
	APGNS	69	26%	74%
	PEGNL	57	18%	82%
Stock Purchase Plan	All Associations	154	31%	69%
	APEGNB	22	32%	68%
	APGNS	70	29%	71%
	PEGNL	62	34%	66%
Payment of Professional Fees	All Associations	162	84%	16%
	APEGNB	26	73%	27%
	APGNS	73	95%	5%
	PEGNL	63	76%	24%
Continuing Education or training	All Associations	158	85%	15%
	APEGNB	24	79%	21%
	APGNS	72	90%	10%
	PEGNL	62	82%	18%

OVERALL SATISFACTION WITH REMUNERATION

