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# *Atlantic Canada Geoscientist Salary Survey 2015 Report*

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*Prepared for:*

**Engineers and Geoscientists New Brunswick**

**Professional Engineers and Geoscientists Newfoundland & Labrador**

*Prepared by:*



*October 5, 2015*

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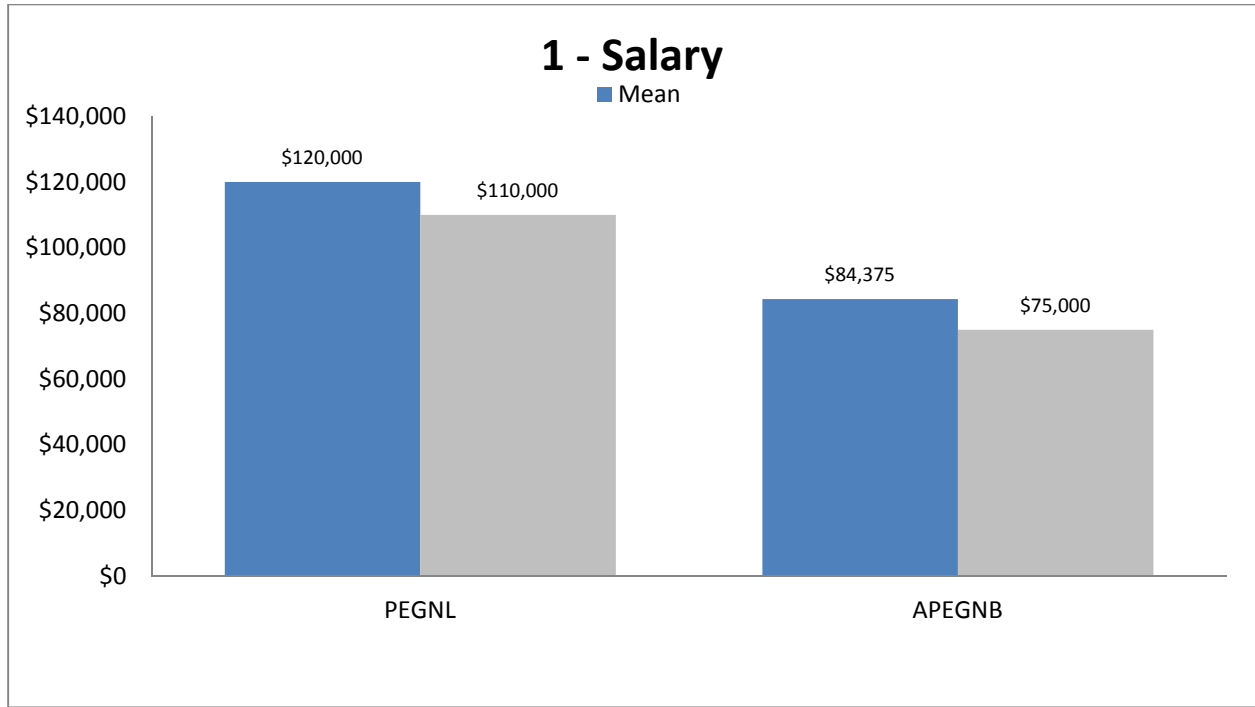
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This year the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL) and the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), agreed to jointly complete a geoscientist salary survey. Many members, 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 2015 salary survey was conducted and compiled by ClearPicture Corp. This year 246 members were asked to participate in the survey, with 99 responding for a 40% 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.

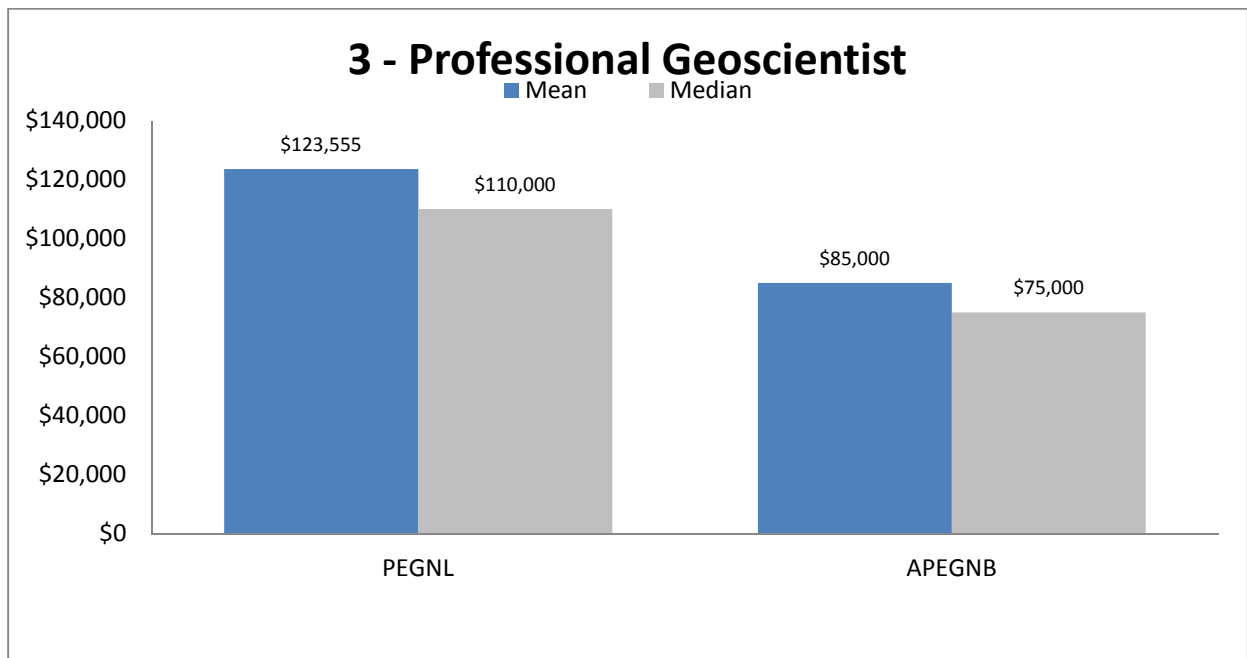
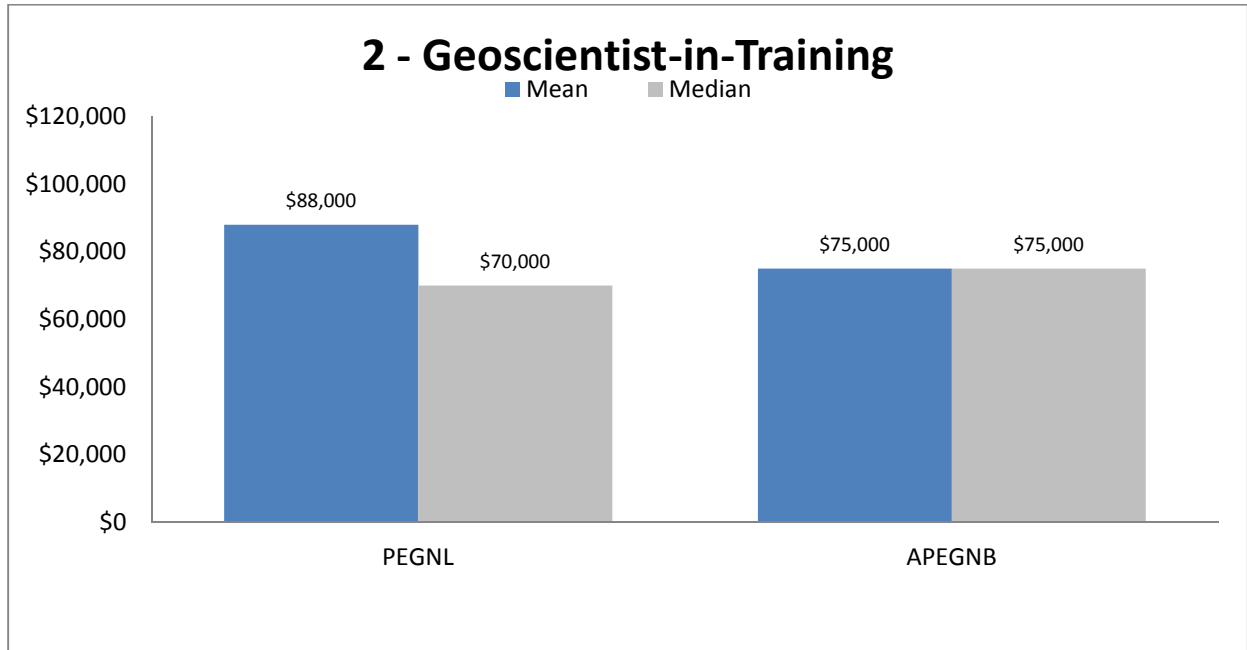
The mean, median, lower and upper quartiles were calculated using the midpoint of each of the salary ranges. Where the mean is the average, median is the 50th percentile, lower quartile is the 25th percentile and the upper quartile is the 75th percentile.

**Salary**



	Mean	Median	Lower Quartile	Upper Quartile
<b>All Associations</b>	\$106,097	\$110,000	\$75,000	\$150,000
PEGNL	\$120,000	\$110,000	\$75,000	\$150,000
APEGNB	\$84,375	\$75,000	\$55,000	\$95,000

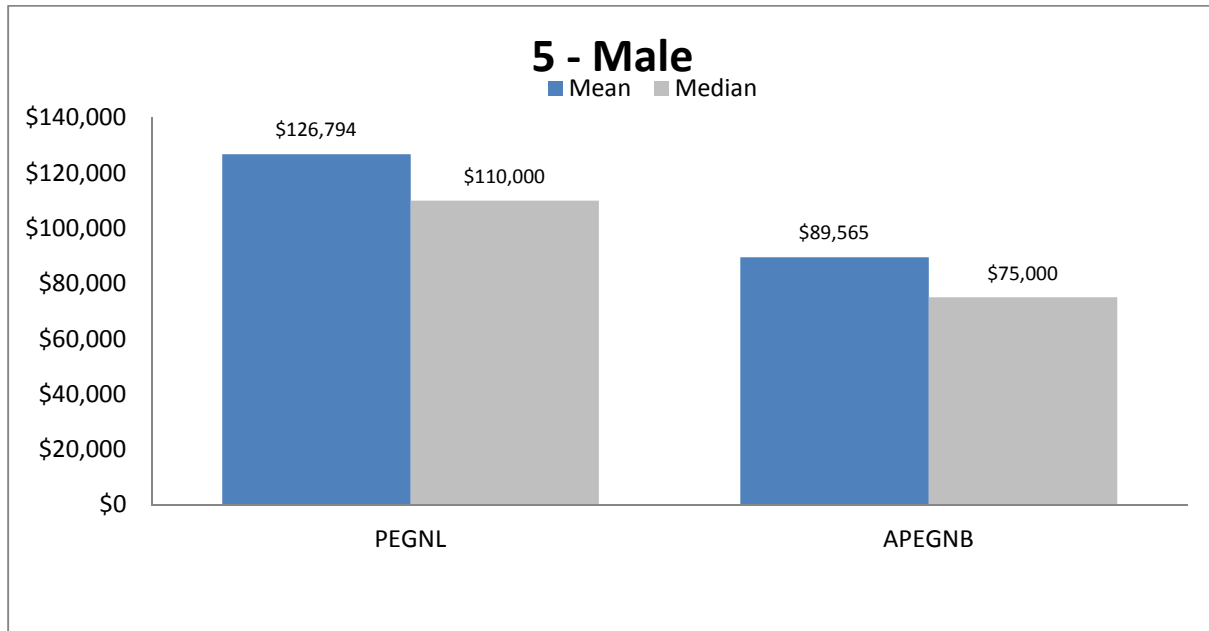
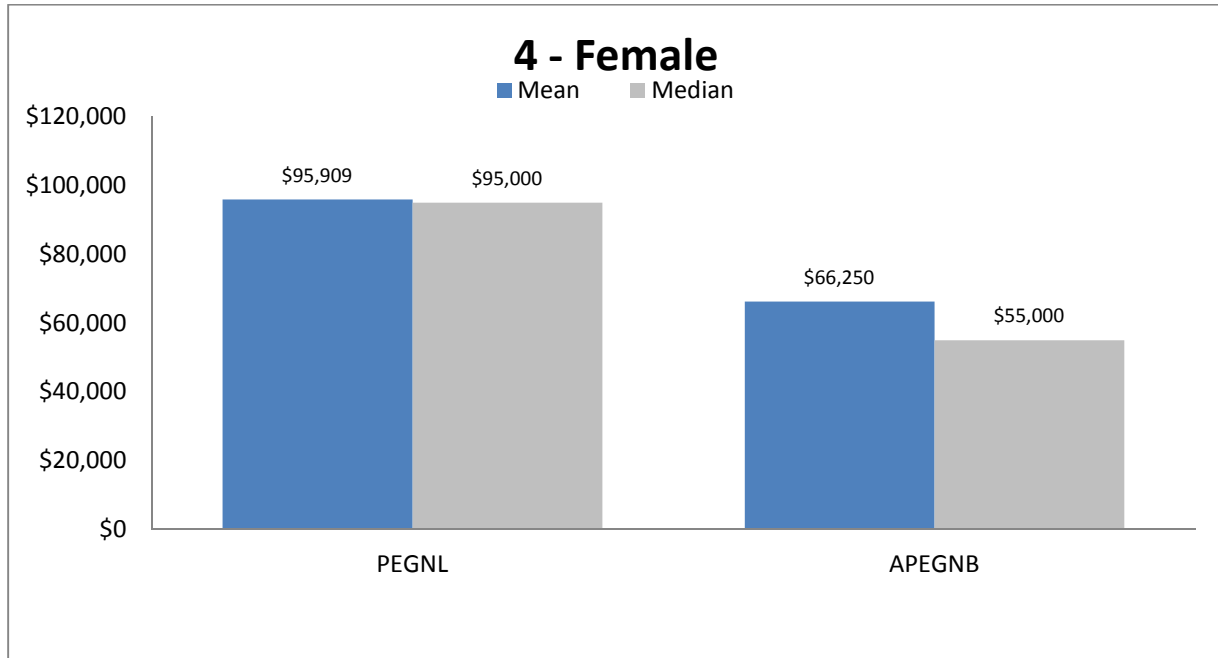
**Salary by Membership Status**



**Salary by Membership Status: Comparison Between 2012 and 2015**

	2015					2012				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
<b>Geoscientists-in-Training</b>										
PEGNL	5	\$88,000	\$70,000	\$65,000	\$75,000	16	\$77,982	\$84,375	\$57,830	\$94,594
APEGNB	2	\$75,000	\$75,000	\$65,000	\$85,000					
<b>Professional Geoscientists</b>										
PEGNL	45	\$123,555	\$110,000	\$85,000	\$150,000	89	\$111,302	\$105,000	\$83,414	\$132,456
APEGNB	30	\$85,000	\$75,000	\$55,000	\$92,500					

**Salary by Gender**

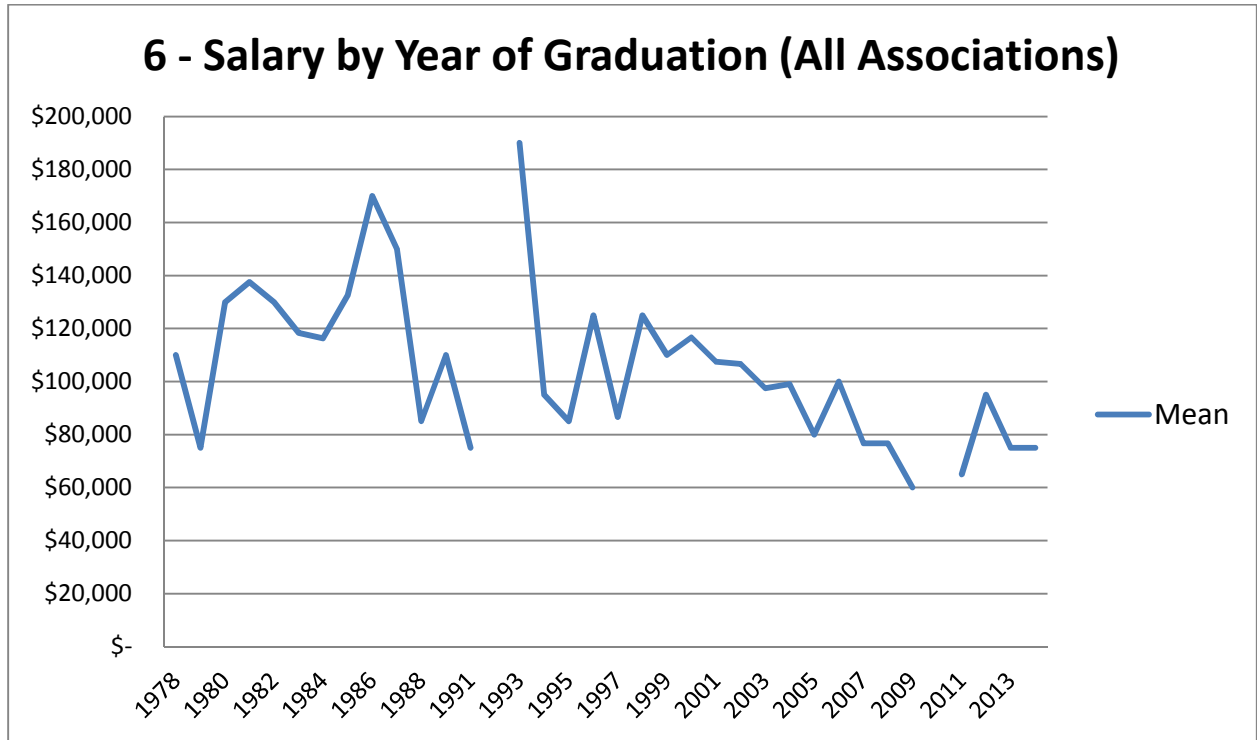


***Salary by Gender: Comparison Between 2012 and 2015***

	2015					2012				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
<b>Female</b>										
PEGNL	11	\$95,909	\$95,000	\$75,000	\$110,000	23	\$88,922	\$85,182	\$65,228	\$96,547
APEGNB	8	\$66,250	\$55,000	\$55,000	\$75,000					
<b>Male</b>										
PEGNL	39	\$126,794	\$110,000	\$75,000	\$150,000	66	\$117,652	\$120,000	\$88,847	\$135,000
APEGNB	23	\$89,565	\$75,000	\$57,500	\$95,000					



**Salary by Year of Graduation**



***Salary by Year of Graduation and Gender***

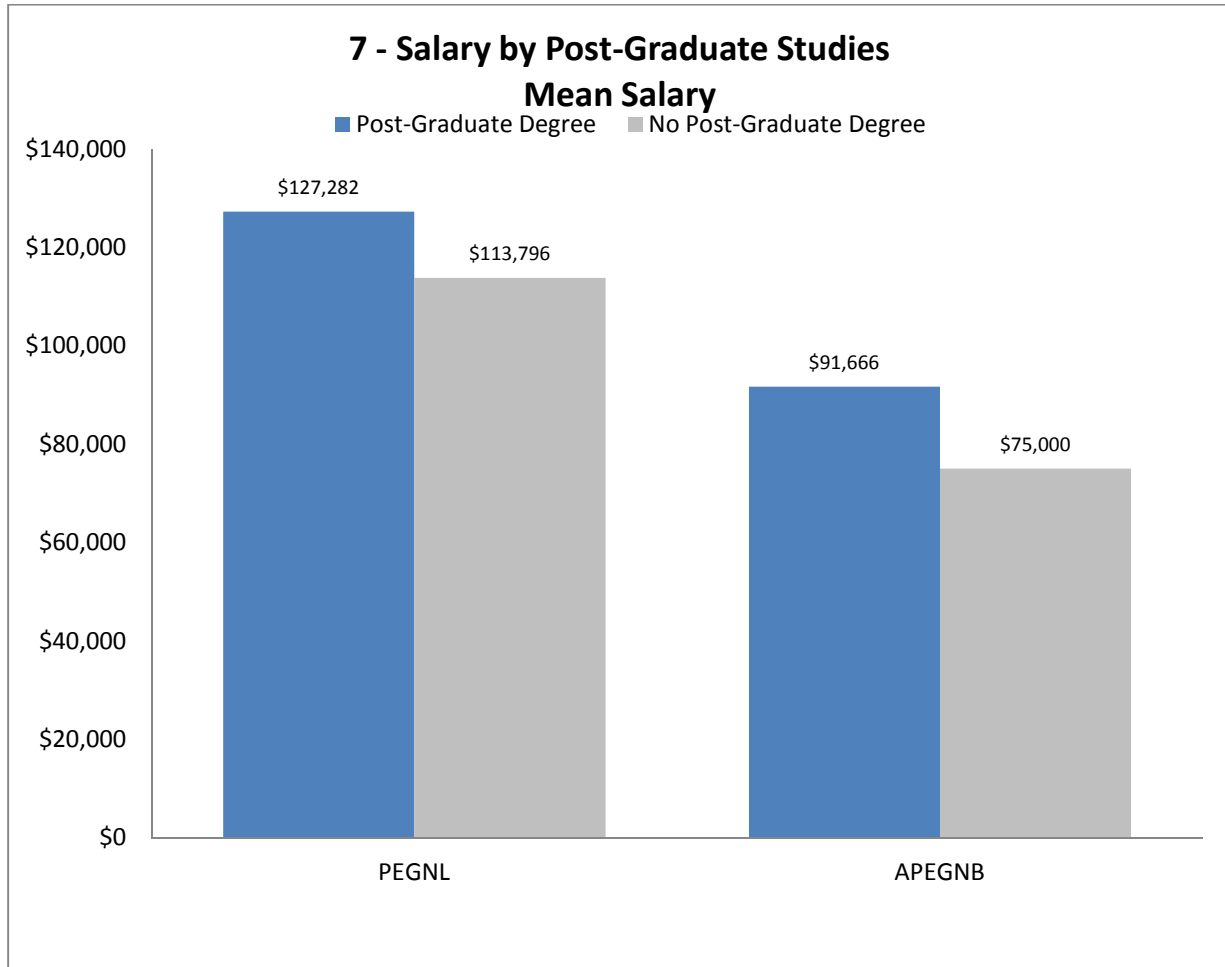
Graduation Year	# of Responses	Mean	Median
1980	1	\$130,000	
1981	2	\$137,500	
1982	1	\$130,000	
1983	3	\$118,333	\$110,000
1984	4	\$116,250	\$110,000
1985	3	\$132,500	\$110,000
1986	1	\$170,000	
1987	2	\$150,000	
1988	1	\$85,000	
1989	1	\$110,000	
1990	*		
1991	1	\$75,000	
1992	*		
1993	1	\$190,000	
1994	1	\$95,000	
1995	1	\$85,000	
1996	3	\$125,000	\$150,000
1997	3	\$86,666	\$75,000
1998	3	\$125,000	\$150,000
1999	2	\$110,000	
2000	3	\$116,666	\$95,000
2001	6	\$107,500	\$102,500
2002	3	\$106,666	\$85,000
2003	4	\$97,500	\$102,500
2004	5	\$99,000	\$85,000
2005	2	\$80,000	
2006	3	\$100,000	\$95,000
2007	3	\$76,666	\$65,000
2008	3	\$76,666	\$65,000
2009	2	\$60,000	
2010	*		
2011	1	\$65,000	
2012	1	\$95,000	
2013	2	\$75,000	
2014	1	\$75,000	
2015	*		

## Member Salary Survey 2015

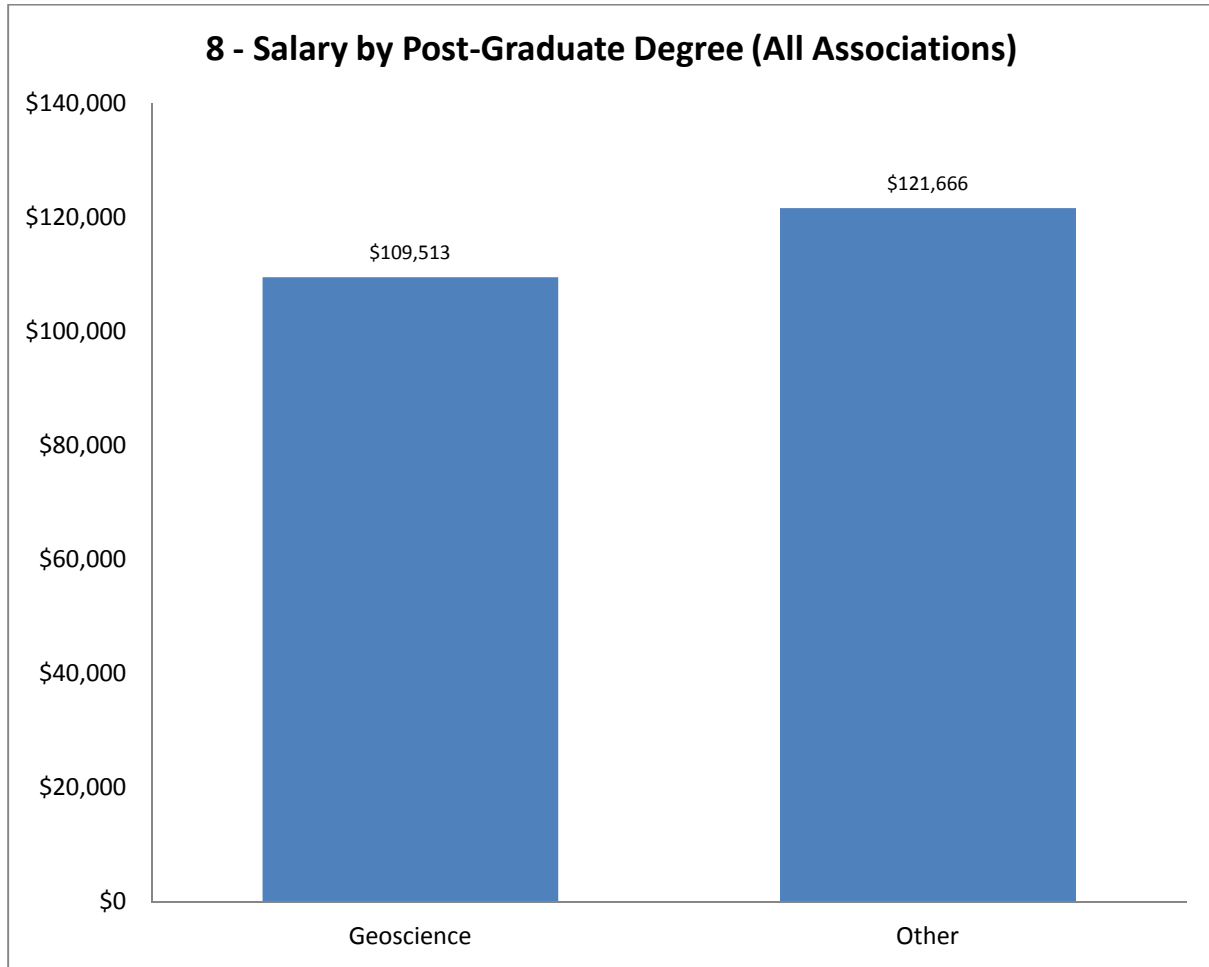
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Graduation Year	Male	Female
1980	\$130,000	
1981	\$137,500	
1982	\$130,000	
1983	\$130,000	\$95,000
1984	\$116,250	
1985	\$132,500	
1986	\$170,000	
1987	\$150,000	
1988	\$85,000	
1989	\$110,000	
1990		
1991	\$75,000	
1992		
1993	\$190,000	
1994	\$95,000	
1995	\$85,000	
1996	\$150,000	\$75,000
1997	\$75,000	\$75,000
1998	\$150,000	\$75,000
1999	\$110,000	\$110,000
2000	\$116,666	
2001	\$123,750	\$75,000
2002	\$106,666	
2003	\$110,000	\$93,333
2004	\$106,666	\$87,500
2005	\$95,000	\$65,000
2006	\$130,000	\$85,000
2007	\$76,666	
2008	\$65,000	\$82,500
2009	\$65,000	\$55,000
2010		
2011	\$65,000	
2012		\$95,000
2013	\$75,000	
2014	\$75,000	
2015		

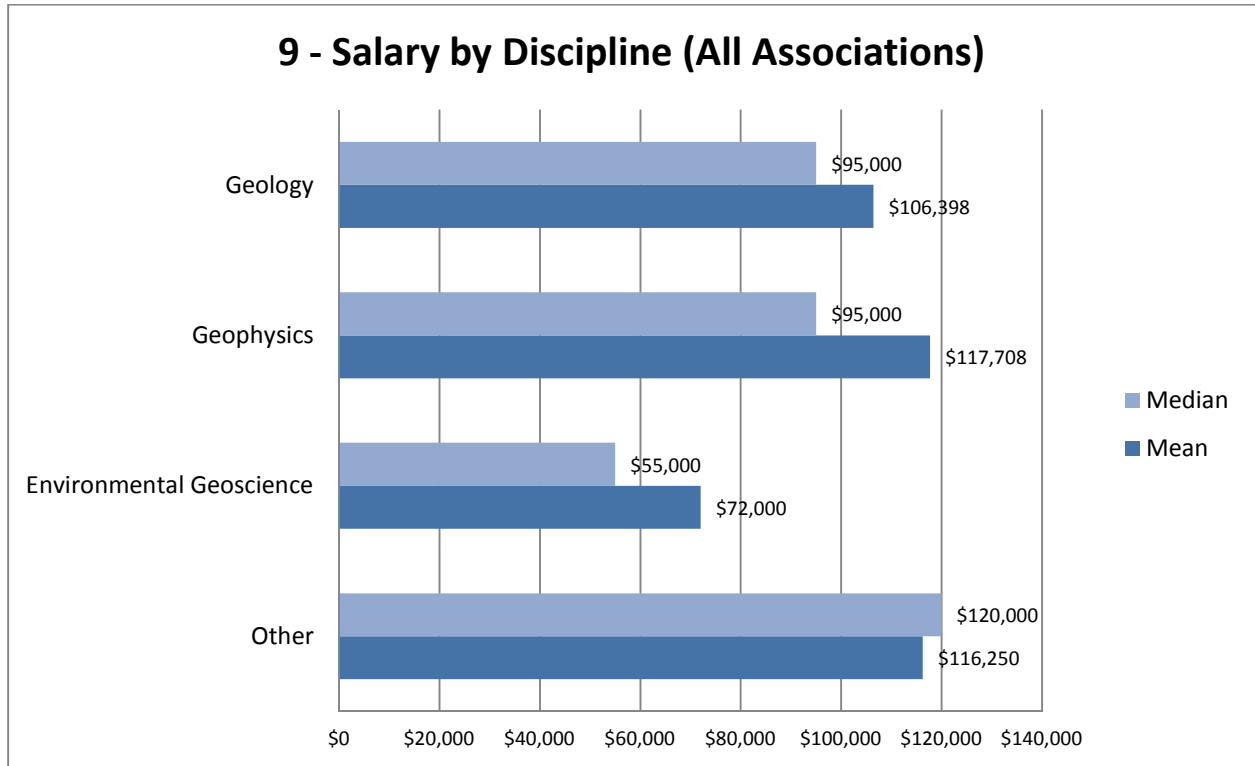
***Salary by Post-Graduate Studies***

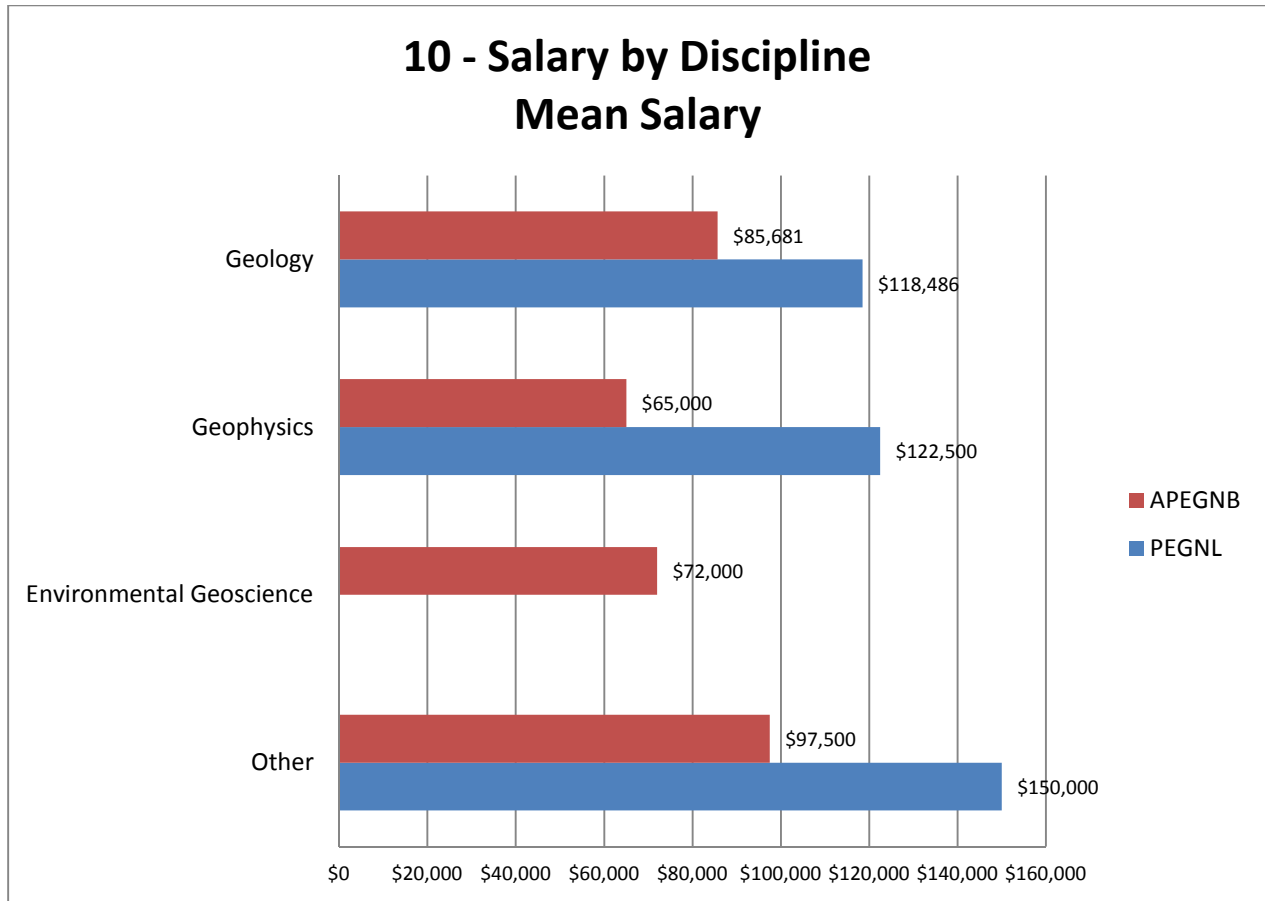


***Salary by Post-Graduate Degree***



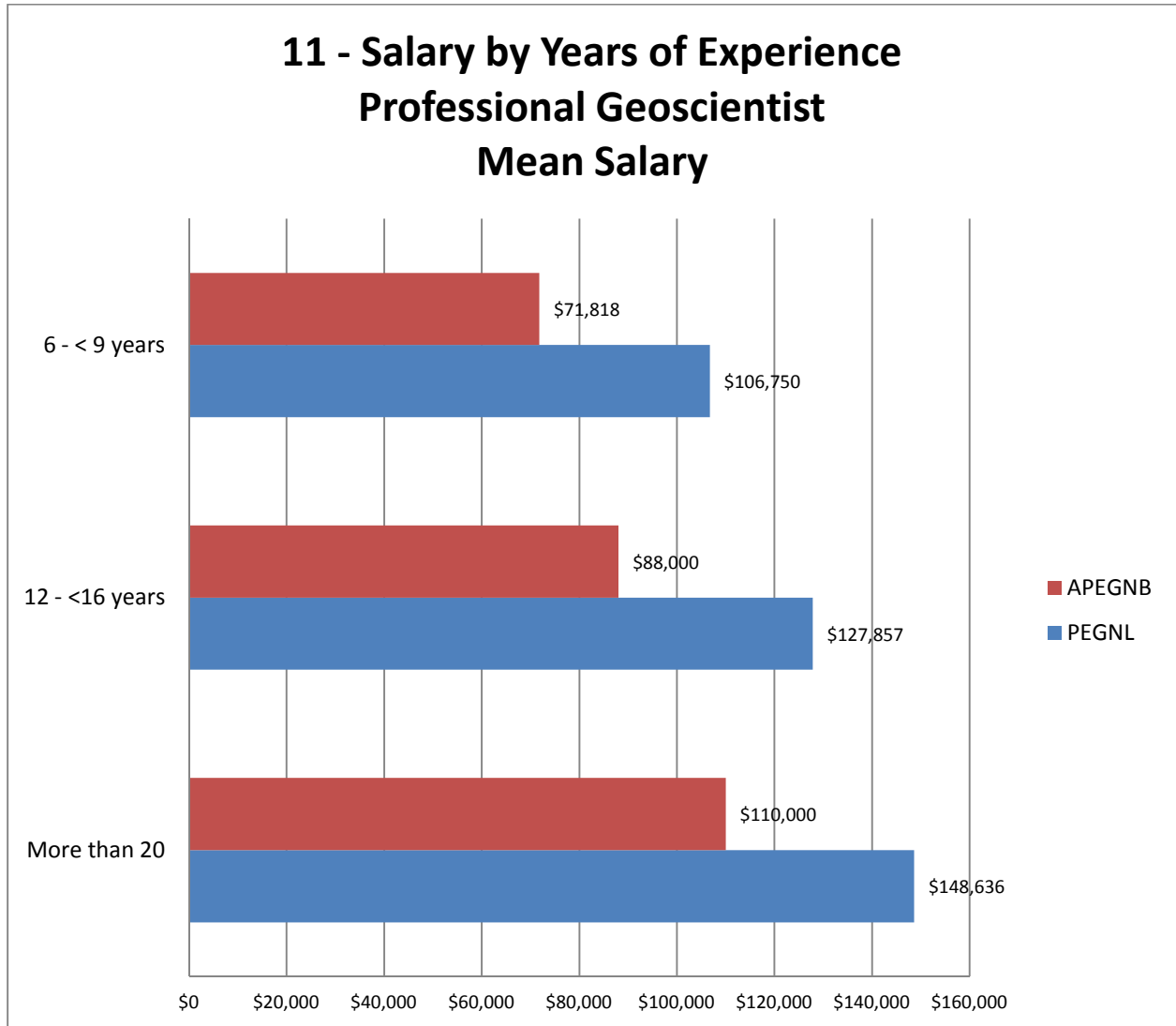
**Salary by Discipline**





Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Geology	<b>All Associations</b>	60	\$106,458	\$95,000	\$65,000	\$110,000
	PEGNL	38	\$118,486	\$110,000	\$75,000	\$150,000
	APEGNB	22	\$85,681	\$80,000	\$57,500	\$95,000
Geophysics	<b>All Associations</b>	13	\$117,708	\$95,000	\$65,000	\$120,000
	PEGNL	11	\$122,500	\$110,000	\$75,000	\$130,000
	APEGNB	2	\$65,000	\$32,500	\$16,250	\$48,750
Environmental Geoscience	<b>All Associations</b>	5	\$72,000	\$55,000	\$27,500	\$70,000
	PEGNL	0	*	*	*	*
	APEGNB	5	\$72,000	\$55,000	\$27,500	\$70,000
Other	<b>All Associations</b>	5	\$108,000	\$110,000	\$75,000	\$130,000
	PEGNL	1	\$150,000	\$150,000	\$150,000	\$150,000
	APEGNB	4	\$97,500	\$92,500	\$75,000	\$115,000

**Salary by Years of Experience**

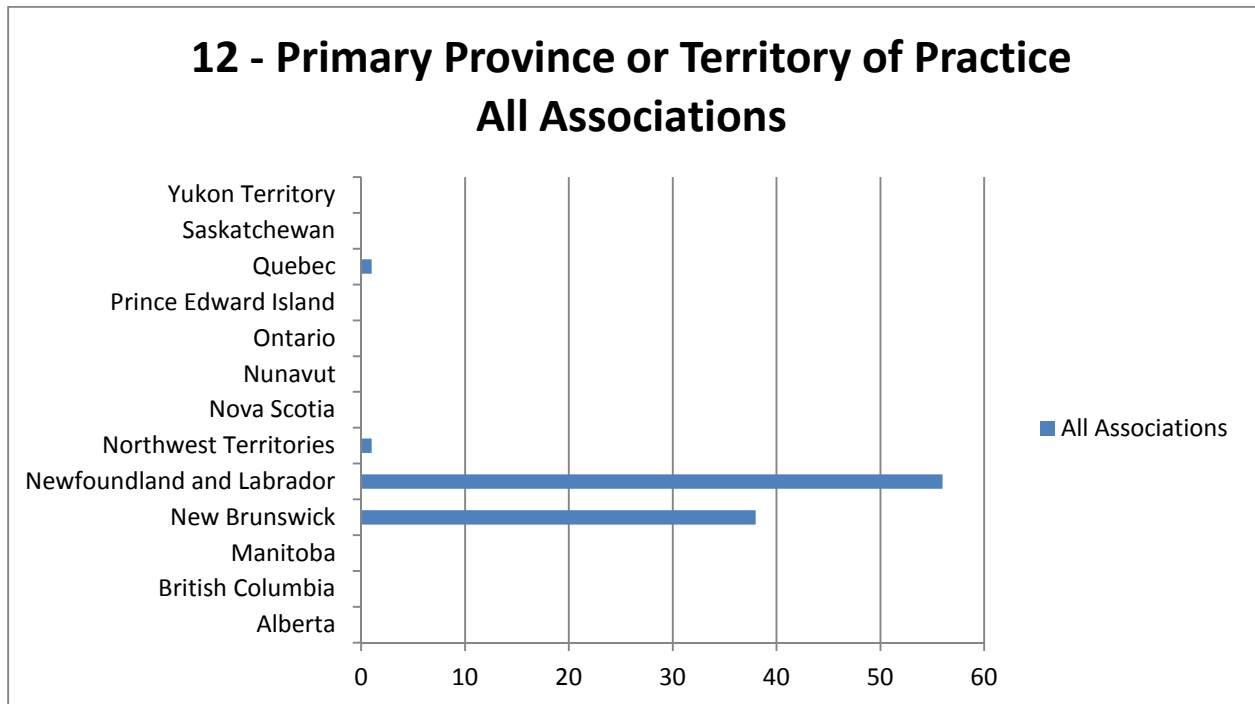


Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1 - <9	<b>All Associations</b>	31	\$106,000	\$95,000	\$70,000	\$110,000
	PEGNL	20	\$106,750	\$95,000	\$75,000	\$110,000
	APEGNB	11	\$71,818	\$65,000	\$60,000	\$80,000
9 - 20 years	<b>All Associations</b>	29	\$101,785	\$95,000	\$75,000	\$110,000
	PEGNL	14	\$127,857	\$120,000	\$106,250	\$150,000
	APEGNB	15	\$88,000	\$75,000	\$60,000	\$102,500
More than 20	<b>All Associations</b>	15	\$138,333	\$102,500	\$56,250	\$155,000
	PEGNL	11	\$148,636	\$140,000	\$92,500	\$175,000
	APEGNB	4	\$110,000	\$107,500	\$85,000	\$130,000

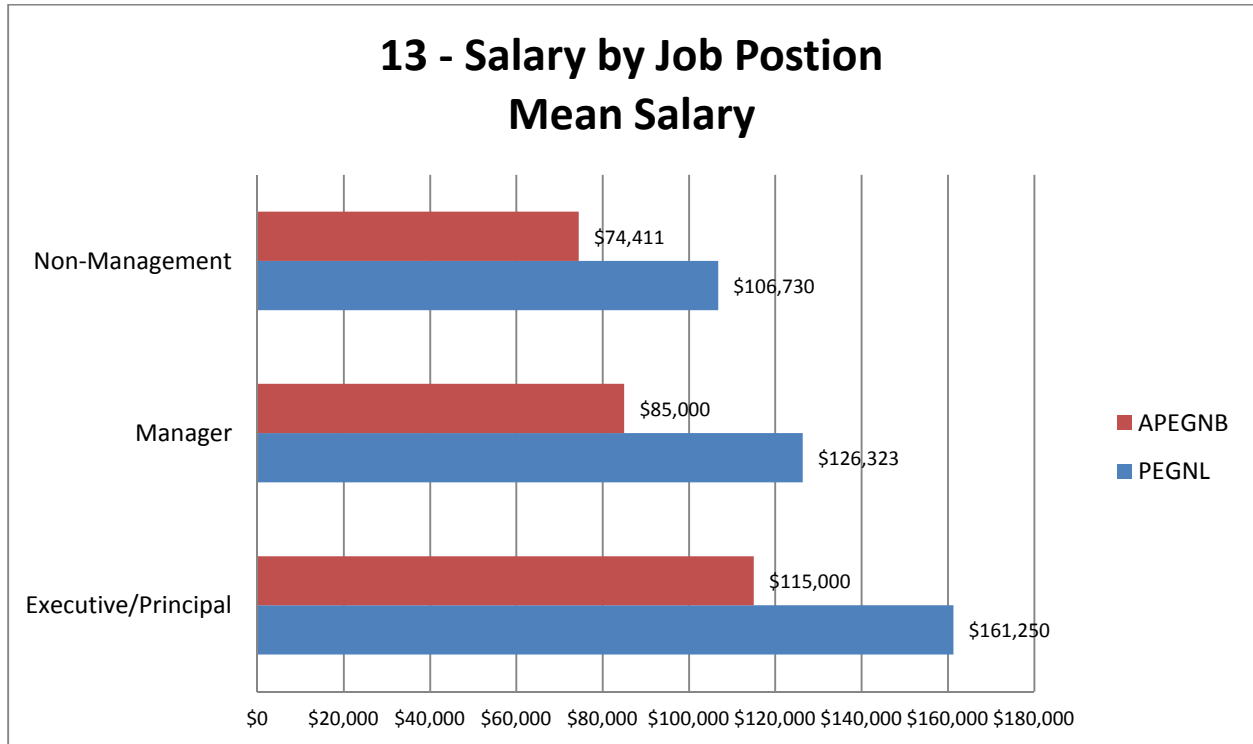


**Primary Province or Territory of Practice**

	PEGNL	APEGNB
Alberta		
British Columbia		
Manitoba		
New Brunswick		38
Newfoundland and Labrador	56	
Northwest Territories	1	
Nova Scotia		
Nunavut		
Ontario		
Prince Edward Island		
Quebec		1
Saskatchewan		
Yukon Territory		

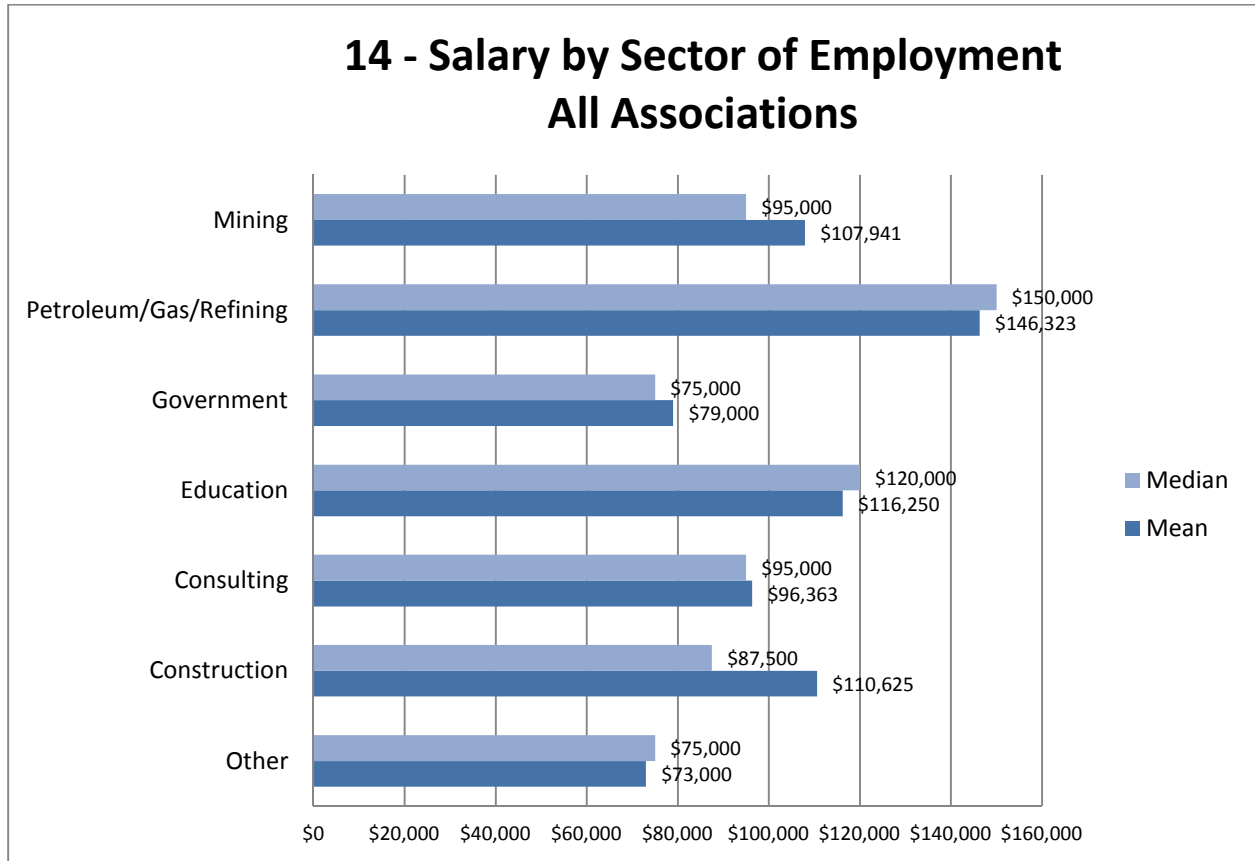


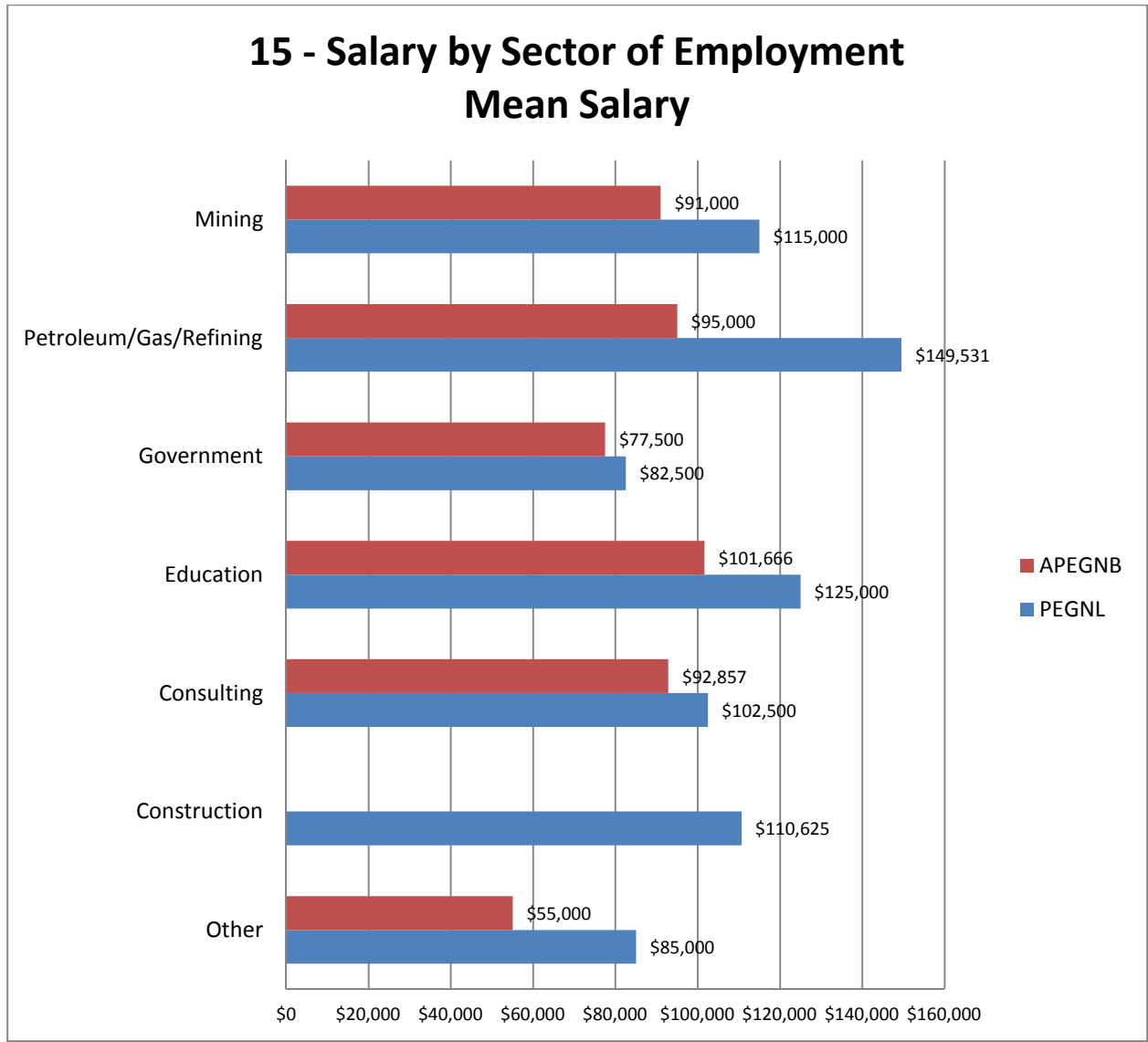
**Salary by Job Position**



Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non- Management	<b>All Associations</b>	43	\$93,953	\$80,000	\$65,000	\$110,000
	PEGNL	26	\$106,730	\$95,000	\$75,000	\$130,000
	APEGNB	17	\$74,411	\$75,000	\$65,000	\$75,000
Manager	<b>All Associations</b>	27	\$111,018	\$95,000	\$75,000	\$130,000
	PEGNL	17	\$126,323	\$110,000	\$85,000	\$150,000
	APEGNB	10	\$85,000	\$85,000	\$77,500	\$95,000
Executive/ Principal	<b>All Associations</b>	9	\$145,833	\$130,000	\$87,500	\$185,000
	PEGNL	6	\$161,250	\$180,000	\$113,750	\$190,000
	APEGNB	3	\$115,000	\$97,500	\$63,750	\$120,000

***Salary by Sector of Employment***

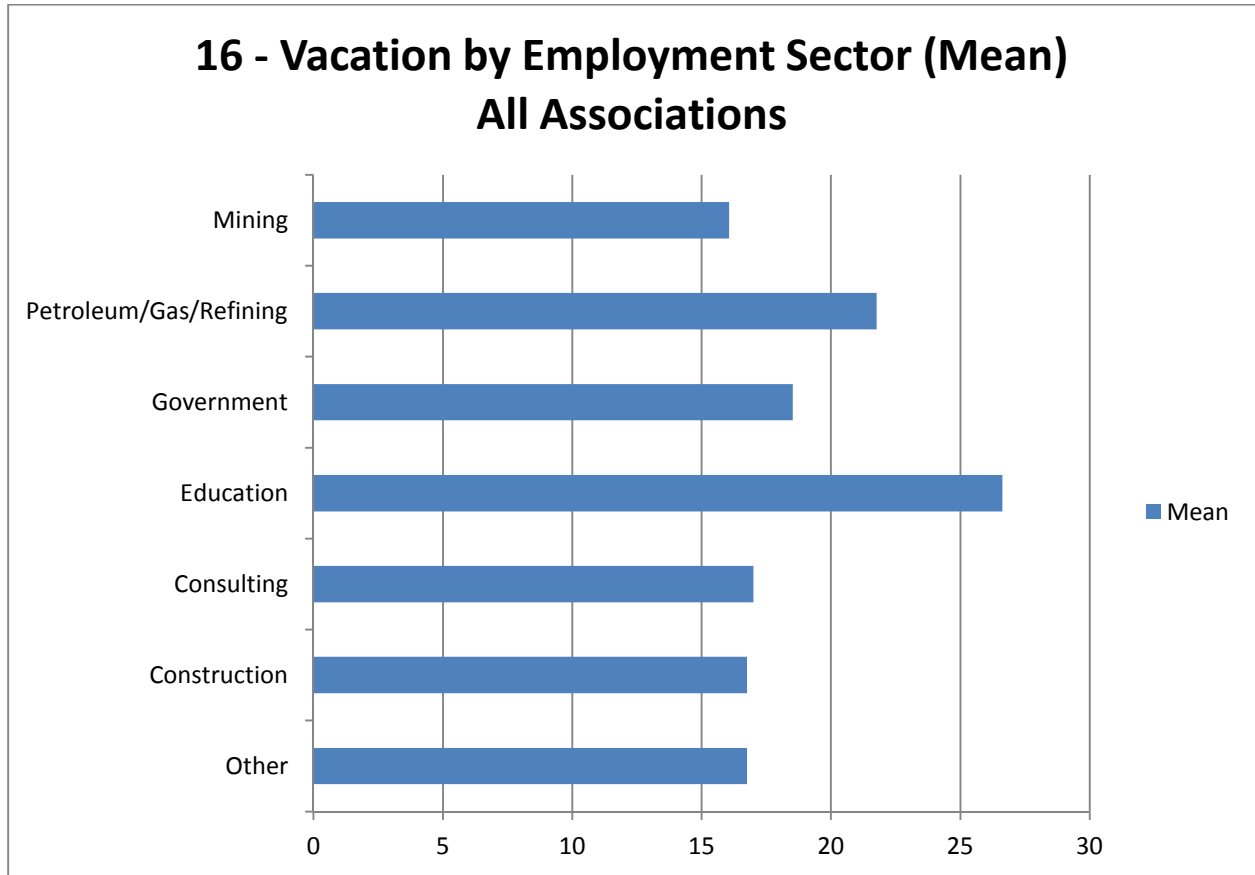




***Salary by Sector of Employment: Comparison Between 2012 and 2015***

Sector of Employment	Association	#	2015				2012				
			Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Mining	<b>All Associations</b>	17	\$107,941	\$95,000	\$80,000	\$110,000		*	*	*	*
	PEGNL	12	\$115,000	\$95,000	\$85,000	\$130,000	44	\$101,899	\$95,950	\$84,842	\$120,464
	APEGNB	5	\$91,000	\$90,000	\$62,500	\$106,250		*	*	*	*
Petroleum/Gas/ Refining	<b>All Associations</b>	17	\$146,323	\$150,000	\$110,000	\$170,000		*	*	*	*
	PEGNL	16	\$149,531	\$150,000	\$110,000	\$170,000	30	\$124,293	\$131,018	\$84,741	\$150,000
	APEGNB	1	\$95,000	\$95,000	\$95,000	\$95,000		*	*	*	*
Government	<b>All Associations</b>	20	\$79,000	\$75,000	\$72,500	\$85,000		*	*	*	*
	PEGNL	6	\$82,500	\$80,000	\$67,500	\$92,500	9	\$77,674	\$75,585	\$62,626	\$93,985
	APEGNB	14	\$77,500	\$75,000	\$75,000	\$85,000		*	*	*	*
Education	<b>All Associations</b>	8	\$116,250	\$120,000	\$98,750	\$150,000		*	*	*	*
	PEGNL	5	\$125,000	\$150,000	\$110,000	\$150,000	6	\$139,000	\$135,500	\$119,241	\$165,763
	APEGNB	3	\$101,666	\$110,000	\$87,500	\$120,000		*	*	*	*
Consulting	<b>All Associations</b>	11	\$96,363	\$95,000	\$70,000	\$110,000		*	*	*	*
	PEGNL	4	\$102,500	\$102,500	\$90,000	\$115,000	11	\$79,801	\$75,901	\$55,000	\$103,677
	APEGNB	7	\$92,857	\$95,000	\$65,000	\$110,000		*	*	*	*
Construction	<b>All Associations</b>	4	\$110,625	\$87,500	\$62,500	\$135,625		*	*	*	*
	PEGNL	4	\$110,625	\$87,500	\$62,500	\$135,625		*	*	*	*
	APEGNB	0	*	*	*	*		*	*	*	*
Other	<b>All Associations</b>	5	\$73,000	\$75,000	\$55,000	\$85,000		*	*	*	*
	PEGNL	3	\$85,000	\$85,000	\$80,000	\$90,000	5	\$93,932	\$104,000	\$58,796	\$124,466
	APEGNB	2	\$55,000	\$55,000	\$55,000	\$55,000		*	*	*	*

**Vacation by Employment Sector**

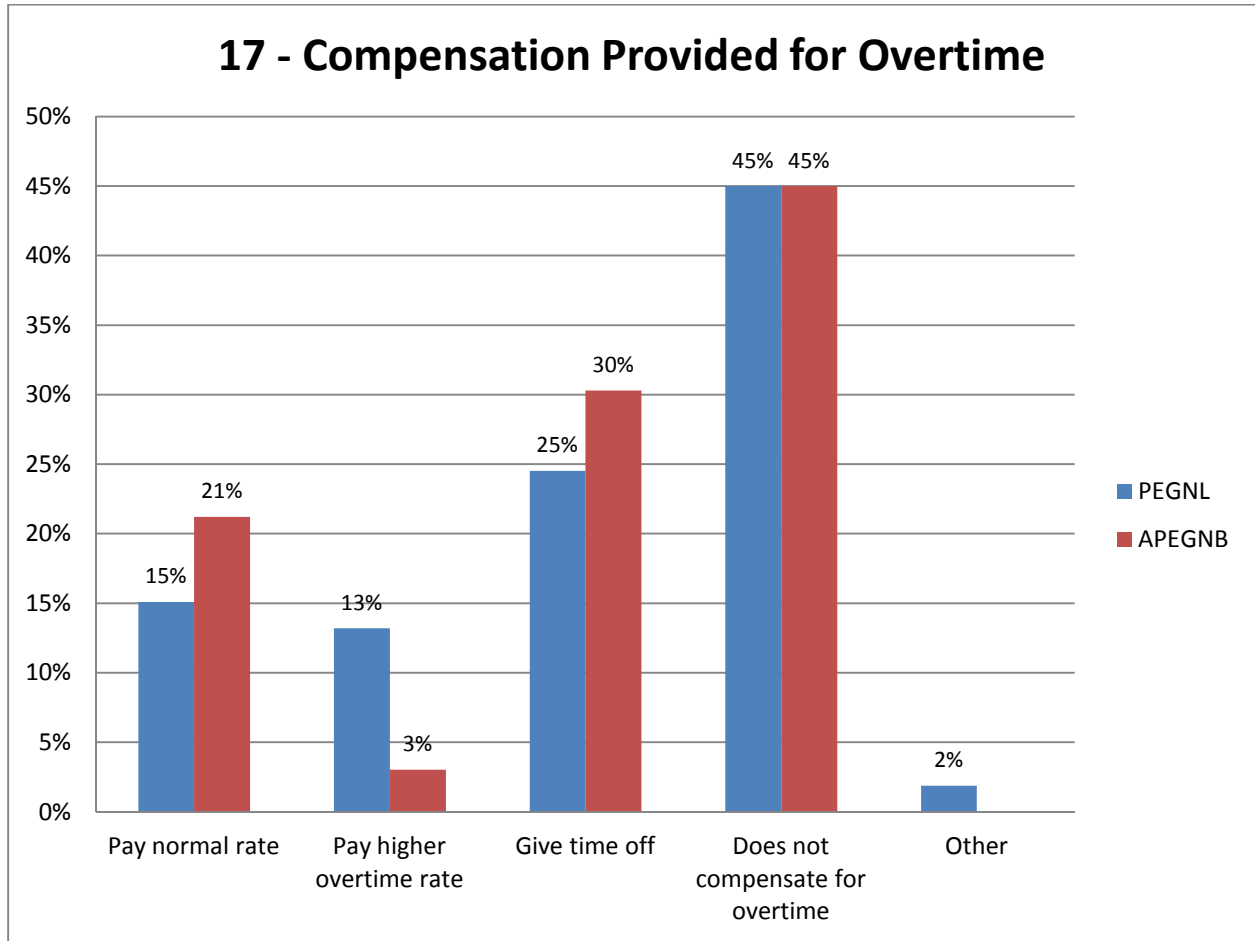


Sector	# of Responses	Mean	Median	Number of Vacation Days					
				10	11-15	16-20	21-25	26-30	31+
Mining	17	16	13	20%	40%	20%	7%	13%	0%
Petroleum/Gas/Refining	17	22	18	6%	6%	41%	18%	6%	24%
Government	20	19	18	0%	25%	35%	40%	0%	0%
Education	8	27	28	0%	0%	13%	25%	25%	38%
Consulting	11	17	18	18%	27%	27%	18%	9%	0%
Construction	4	17	16	0%	50%	25%	25%	0%	0%
Other	4	17	16	0%	50%	25%	25%	0%	0%

**Vacation by Employment Sector**

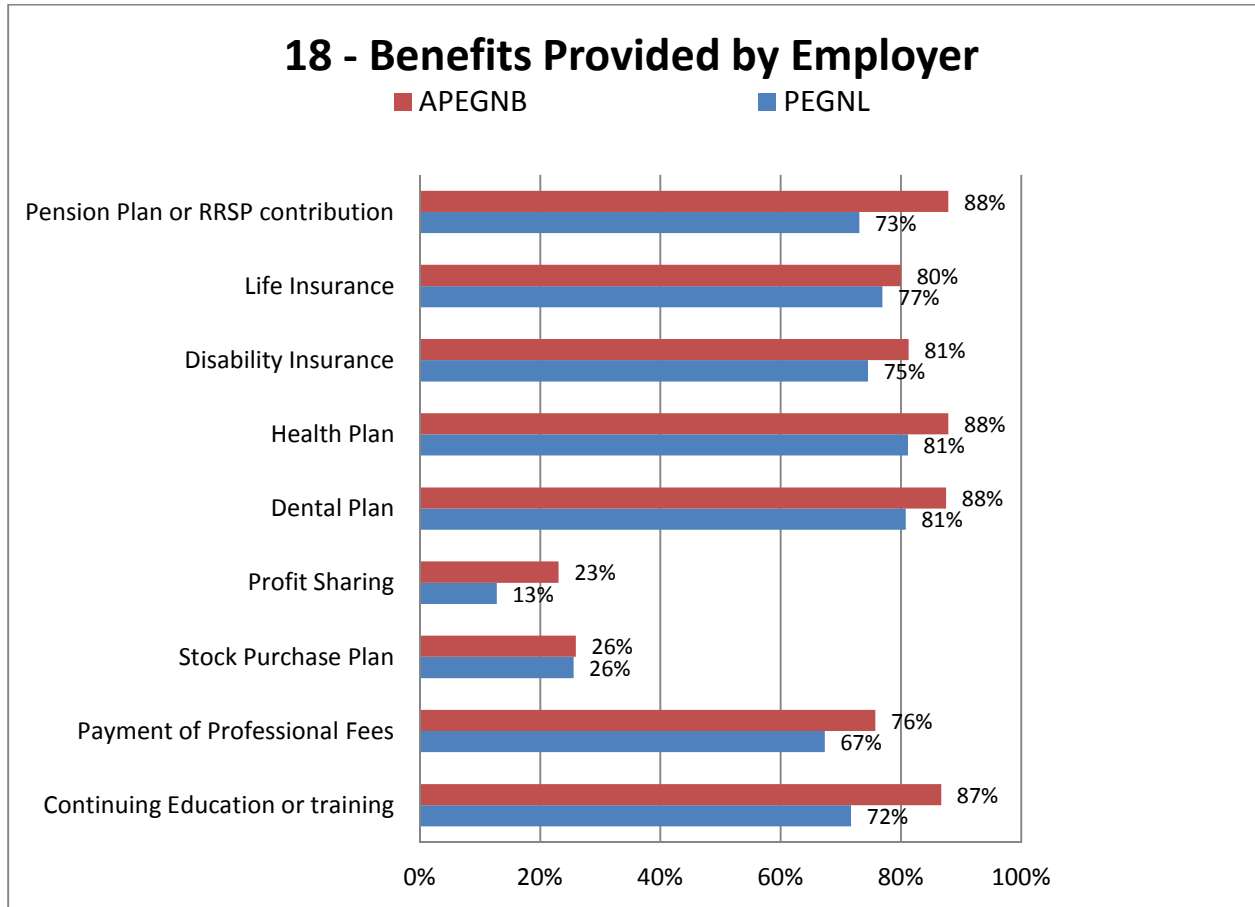
Sector	Association	# of Responses	Number of Vacation Days					
			10	11-15	16-20	21-25	26-30	31+
Mining	<b>All Associations</b>	17	20%	40%	20%	7%	13%	0%
	PEGNL	12	15%	38%	15%	0%	15%	0%
	APEGNB	5	17%	17%	17%	17%	0%	0%
Petroleum/Gas/Refining	<b>All Associations</b>	17	6%	6%	41%	18%	6%	24%
	PEGNL	16	6%	6%	39%	17%	0%	22%
	APEGNB	1	0%	0%	0%	0%	100%	0%
Government	<b>All Associations</b>	20	0%	25%	35%	40%	0%	0%
	PEGNL	6	0%	50%	33%	17%	0%	0%
	APEGNB	14	0%	14%	36%	50%	0%	0%
Education	<b>All Associations</b>	8	0%	0%	13%	25%	25%	38%
	PEGNL	5	0%	0%	20%	40%	0%	40%
	APEGNB	3	0%	0%	0%	0%	67%	33%
Consulting	<b>All Associations</b>	11	18%	27%	27%	18%	9%	0%
	PEGNL	4	25%	50%	25%	0%	0%	0%
	APEGNB	7	14%	14%	29%	29%	14%	0%
Construction	<b>All Associations</b>	4	0%	50%	25%	25%	0%	0%
	PEGNL	4	0%	50%	25%	25%	0%	0%
	APEGNB							
Other	<b>All Associations</b>	4	0%	50%	25%	25%	0%	0%
	PEGNL	2	0%	0%	33%	33%	0%	0%
	APEGNB	2	0%	100%	0%	0%	0%	0%

**Overtime Compensation**





**Benefits**



## Member Salary Survey 2015

Benefit	Association	Number of Responses	Provided/ Cost Shared	Provided/Not Cost Shared	Not Provided
Pension Plan or RRSP contribution	<b>All Associations</b>	83	89%	11%	39%
	PEGNL	53	86%	14%	23%
	APEGNB	30	93%	7%	3%
Life Insurance	<b>All Associations</b>	85	68%	21%	13%
	PEGNL	52	62%	26%	19%
	APEGNB	33	79%	13%	3%
Disability Insurance	<b>All Associations</b>	74	63%	22%	16%
	PEGNL	47	54%	30%	22%
	APEGNB	27	77%	12%	6%
Health Plan	<b>All Associations</b>	73	74%	22%	10%
	PEGNL	47	68%	28%	15%
	APEGNB	26	83%	14%	3%
Dental Plan	<b>All Associations</b>	84	77%	19%	12%
	PEGNL	52	68%	27%	17%
	APEGNB	32	89%	7%	3%
Profit Sharing	<b>All Associations</b>	86	67%	25%	63%
	PEGNL	53	67%	33%	68%
	APEGNB	33	67%	17%	54%
Stock Purchase Plan	<b>All Associations</b>	83	21%	21%	55%
	PEGNL	51	75%	17%	57%
	APEGNB	32	57%	29%	52%
Payment of Professional Fees	<b>All Associations</b>	82	19%	81%	24%
	PEGNL	52	21%	79%	27%
	APEGNB	30	16%	84%	18%
Continuing Education or training	<b>All Associations</b>	85	24%	73%	13%
	PEGNL	52	19%	78%	17%
	APEGNB	33	31%	65%	7%

**OVERALL SATISFACTION WITH REMUNERATION**

