

Association of Ontario Land Surveyors Salary Survey Analysis

October 3, 2014



Process and Definitions

Process

- The survey was sent to all Ontario Land Surveyors and Articling Students
- The initial results were sent to an Accounting firm to ensure confidentiality
- The raw data with all potential identifying information removed was then sent to the AOLS Task Force for Processing
- The analysis was completed and is included as part of this Presentation
- All data was included in the analysis as indicated in the graphs and the outliers were taken care of by the statistics used
- Note: Not all numbers of respondents will match up in all categorizations due to missing answers on some questions

Definitions

- 20%
 - means 20% of the respondents make less than this
- Median
 - the middle value (50% make less, 50% make more)
- 80%
 - means 20% of the respondents make more than this
- Base
 - This is the answer to part “a” of the salary Questions illustrated on the next slide
- Extra
 - This is the answer to part “b” added to part “c” of the salary questions illustrated on the next slide
- Total
 - This is the total Compensation combining parts “a”, “b” and “c” of the salary questions illustrated on the next slide

Review of Salary Question

(designed for the survey by the Task Force)

Question 15:

An integral component of any salary study is the determination of “what would someone else have to pay you (in pre-tax dollars) per year in order for you to have the same overall compensation you currently have”.

a. What is the amount of your regular pay received in 2013?

This should be simply a reflection of your total income from surveying as reported on your annual income tax return.

b. What is the value of the benefits received in 2013?

c. What is the effective additional income before taxes that you received in 2013?

It will include things like:

- funds available to you (deferred income) from your company after you have paid all expenses, overhead and reinvestments to your firm
- the value of any other surveying related income you feel is not reflected in your responses above

Analysis Summary

- 360 responses from 624 members and students (58%)
- 331 responses with salary information (53%)
 - 277 of 465 Cadastral Members (60%)
 - 214 of 377 Private Sector Cadastral Members (57%)
 - 63 of 88 Public Sector Cadastral Members (72%)
 - 29 of 104 Non-Cadastral Members (28%)
 - 12 of 76 Private Sector Non-Cadastral Members (16%)
 - 17 of 28 Public Sector Non-Cadastral Members (61%)
 - 25 of 55 Articling Students (45%)
- Median compensation
 - Cadastral Members
 - Private Sector: Base 90K, Total 128K
 - Public Sector: Base 99K, Total 111K
 - Non-Cadastral
 - Private Sector: Base 110K, Total 148K
 - Public Sector: Base 96K, Total 115K
 - Articling Student
 - Base 46K, Total 53K
 - Private Sector Cadastral Employees
 - Base 79K, Total 88K
 - Private Sector Cadastral Owners
 - 1 Surveyor: Base 70K, Total 104K
 - 2 Surveyors: Base 100K, Total 132K
 - 3+ Surveyors: Base 120K, Total 192K

Total Compensation by Employment

Sector	Employment	Responses	Total Compensation				Median Breakdown	
			20%	Median	80%	Variation	Base	Extra
Private	Employee	69	\$67,000	\$88,000	\$140,080	\$73,080	\$78,650	\$9,350
Private	Owner/Partner	138	\$90,000	\$145,500	\$229,000	\$139,000	\$96,000	\$49,500
Public	Federal	10	\$101,000	\$108,000	\$113,400	\$12,400	\$101,500	\$6,500
Public	Municipal	18	\$104,000	\$113,000	\$131,000	\$27,000	\$98,500	\$14,500
Public	Provincial	33	\$100,400	\$114,001	\$133,920	\$33,520	\$94,000	\$20,001
Total		268	(full cadastral members only, no academia or consultant)					

- Blue is low end of range, green is middle of range, yellow is high end of range

Total Compensation by Region for Private Sector Cadastral Members

Region	Employment	Surveyors in Firm	Responses	Total Compensation				Median Breakdown	
				20%	Median	80%	Variation	Base	Extra
GB SW H	Owner/Partner	1	19	\$69,000	\$128,000	\$211,000	\$142,000	\$96,000	\$32,000
	Owner/Partner	2	10	\$110,700	\$123,600	\$201,200	\$90,500	\$100,000	\$23,600
	Owner/Partner	3 or more	15	\$115,800	\$157,600	\$240,400	\$124,600	\$120,000	\$37,600
	Employee		9	\$71,000	\$81,000	\$144,000	\$73,000	\$73,000	\$8,000
NW NE KH E	Owner/Partner	1	16	\$62,000	\$104,000	\$141,000	\$79,000	\$70,000	\$34,000
	Owner/Partner	2	12	\$115,800	\$132,000	\$251,000	\$135,200	\$101,500	\$30,500
	Owner/Partner	3 or more	9	\$135,900	\$204,000	\$423,600	\$287,700	\$121,000	\$83,000
	Employee		22	\$82,400	\$100,000	\$148,040	\$65,640	\$92,500	\$7,500
South-Central	Owner/Partner	1	14	\$80,000	\$97,000	\$158,000	\$78,000	\$67,500	\$29,500
	Owner/Partner	2	7	\$122,400	\$149,000	\$180,000	\$57,600	\$95,000	\$54,000
	Owner/Partner	3 or more	21	\$150,000	\$200,000	\$270,000	\$120,000	\$120,000	\$80,000
	Employee		36	\$67,000	\$83,550	\$132,000	\$65,000	\$74,500	\$9,050
Total			190	(private cadastral members only)					

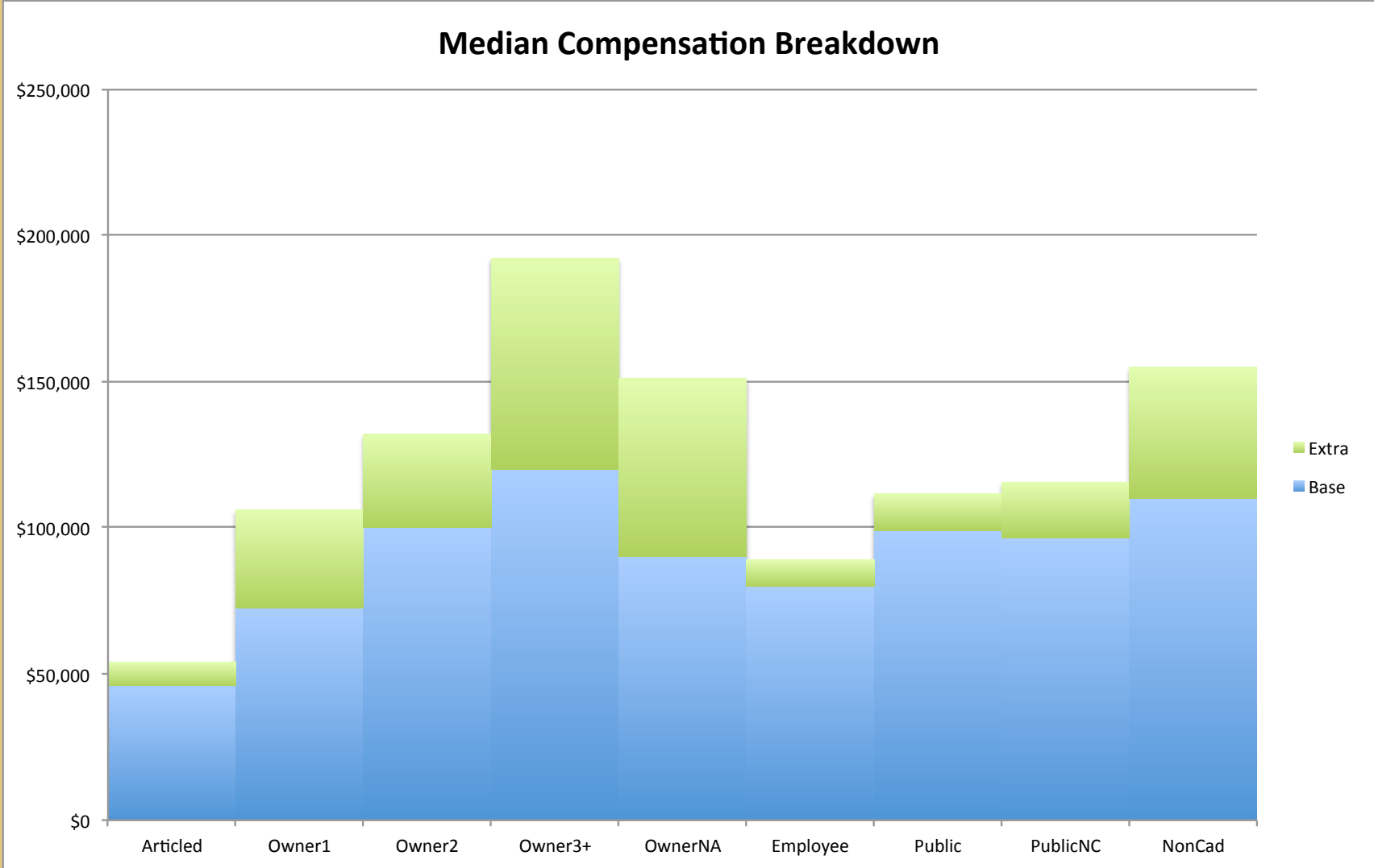
Analysis Summary Table

Category	Sector	Employment	Surveyors in Firm	Total Members	Responses	Rate	Total Compensation				Median Breakdown	
							20%	Median	80%	Variation	Base	Extra
Art Student				55	25	45%	\$40,240	\$54,000	\$76,024	\$35,784	\$46,000	\$8,000
OLS Cad	Private	Owner/Partner	1	377	50	55%	\$68,700	\$106,000	\$170,000	\$101,300	\$72,500	\$33,500
OLS Cad	Private	Owner/Partner	2		29		\$113,800	\$132,000	\$202,400	\$88,600	\$100,000	\$32,000
OLS Cad	Private	Owner/Partner	3 or more		45		\$132,800	\$192,000	\$300,080	\$167,280	\$120,000	\$72,000
OLS Cad	Private	Owner/Partner	NA		13		\$120,200	\$151,000	\$311,900	\$191,700	\$90,000	\$61,000
OLS Cad	Private	Employee			67		\$67,600	\$89,000	\$140,160	\$72,560	\$80,000	\$9,000
OLS Cad	Public				88		62	70%	\$101,000	\$111,500	\$133,400	\$32,400
OLS Non-Cad	Public			28	16	57%	\$98,000	\$115,500	\$131,500	\$33,500	\$96,500	\$19,000
OLS Non-Cad	Private			76	11	14%	\$95,000	\$155,000	\$240,000	\$145,000	\$110,000	\$45,000
Total				624	318	51%	(plus 4 consultant, 9 part time, 29 without salary info)					

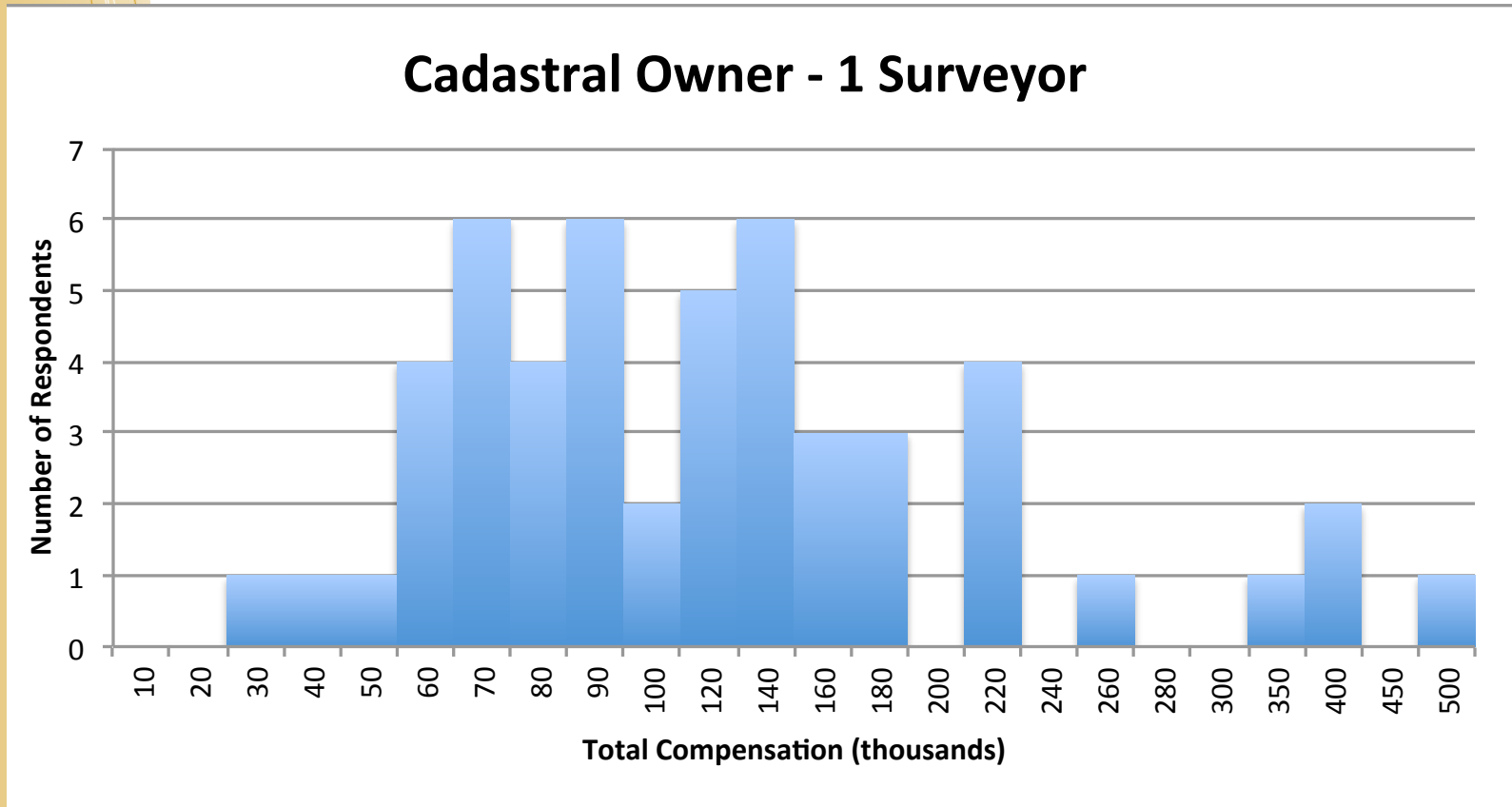
Total Compensation by Age

Age	Responses	Total Compensation				Median Breakdown	
		20%	Median	80%	Variation	Base	Extra
40 or under	30	\$69,400	\$100,000	\$141,200	\$71,800	\$80,000	\$20,000
41 to 50	82	\$93,300	\$120,250	\$184,000	\$90,700	\$97,500	\$22,750
51 to 60	141	\$90,000	\$122,000	\$208,000	\$118,000	\$100,000	\$22,000
Over 60	52	\$71,200	\$115,000	\$155,000	\$83,800	\$89,000	\$26,000
Total	305						

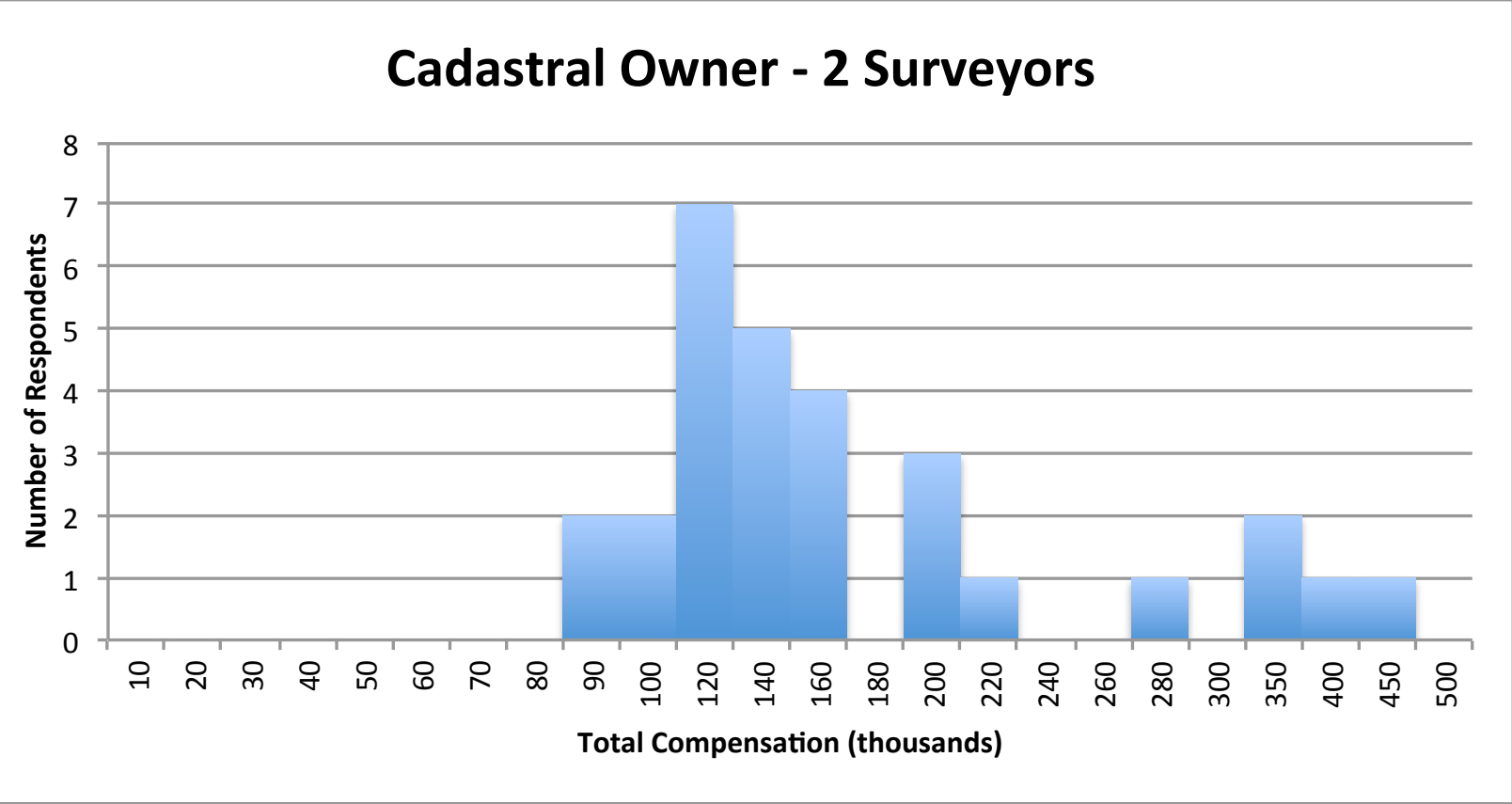
Base Versus Total Compensation



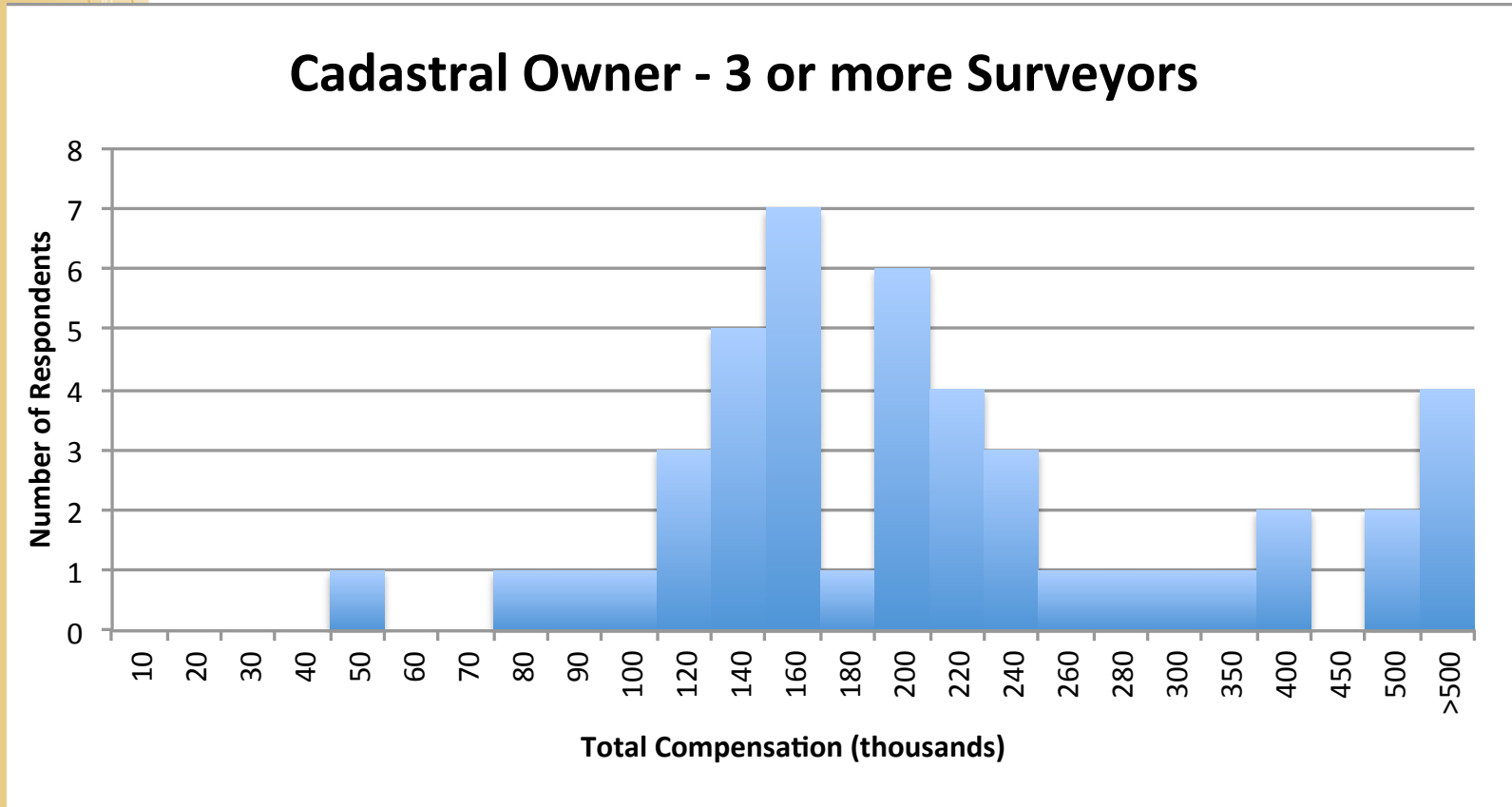
Total Compensation – Cadastral Owner (1 Surveyor)



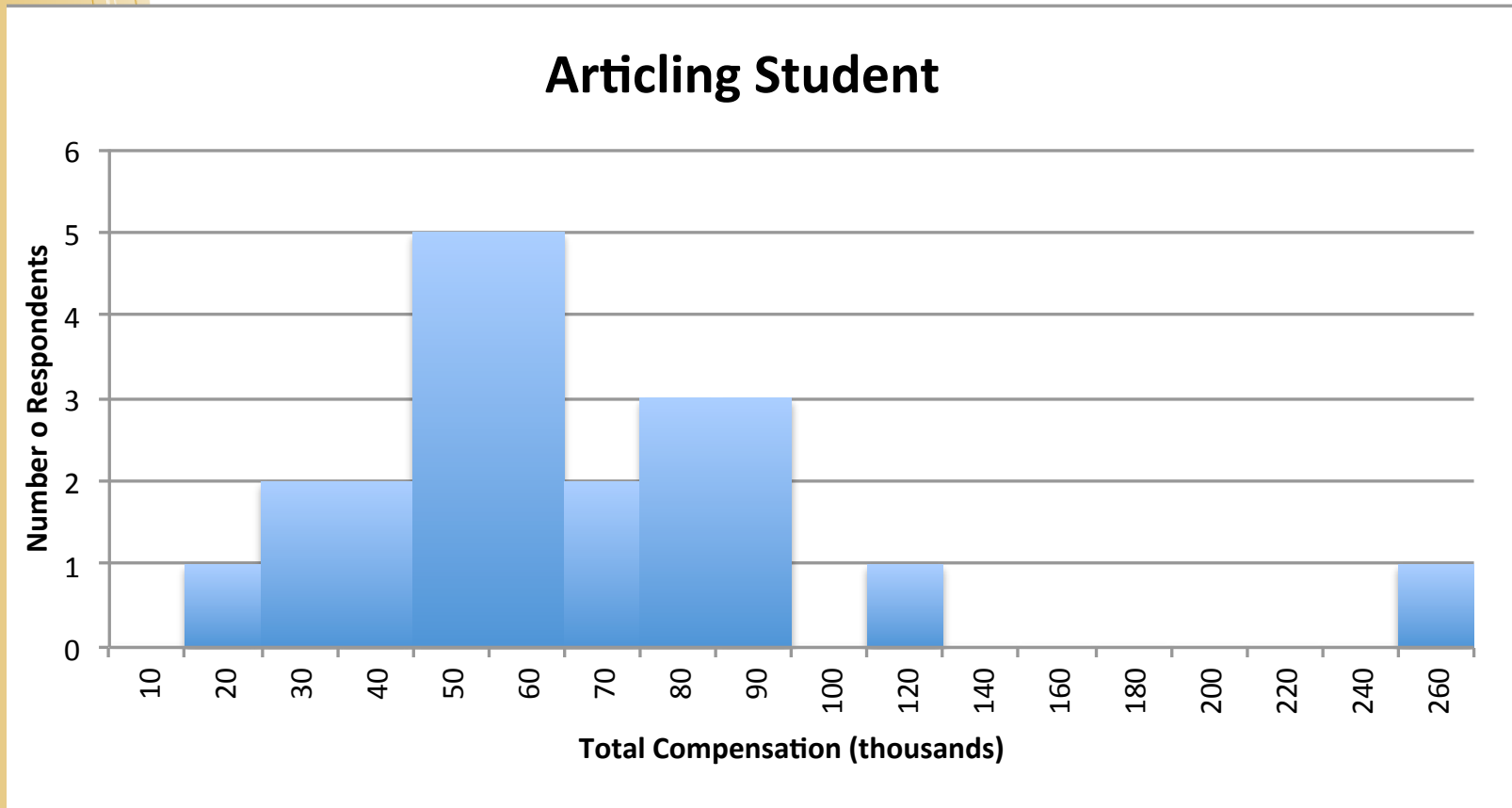
Total Compensation – Cadastral Owner (2 Surveyors)



Total Compensation – Cadastral Owner (3+ Surveyors)

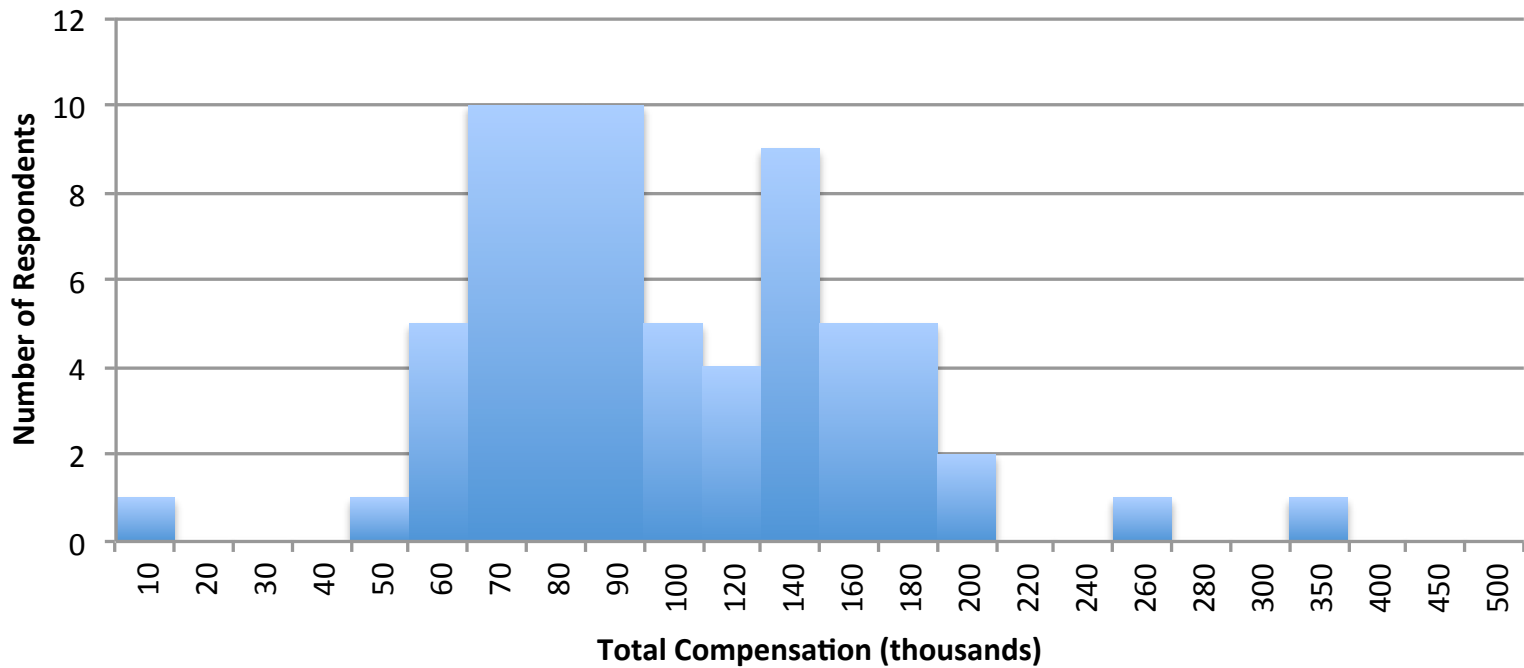


Total Compensation – Articling Student

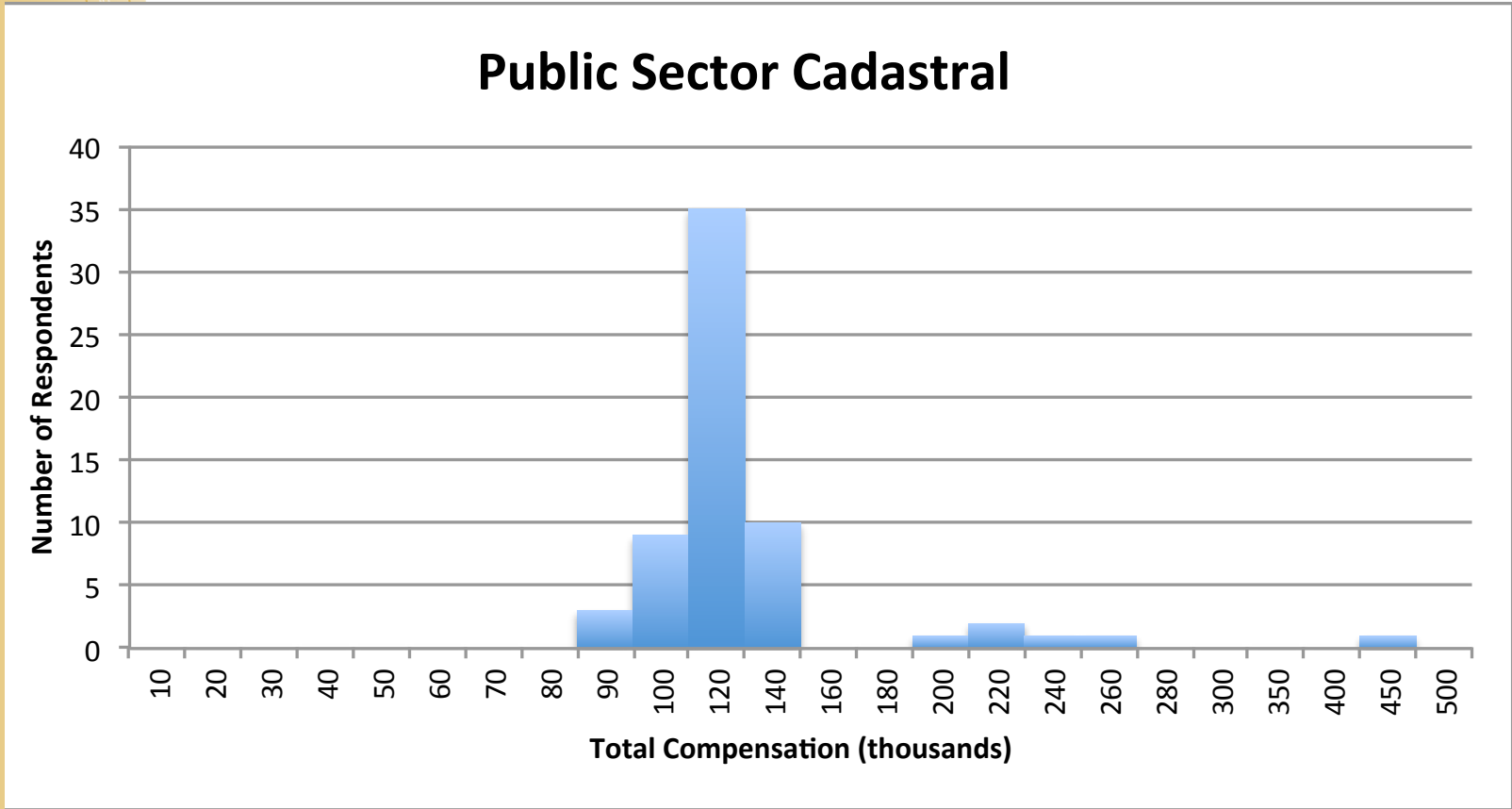


Total Compensation – Cadastral OLS Employee

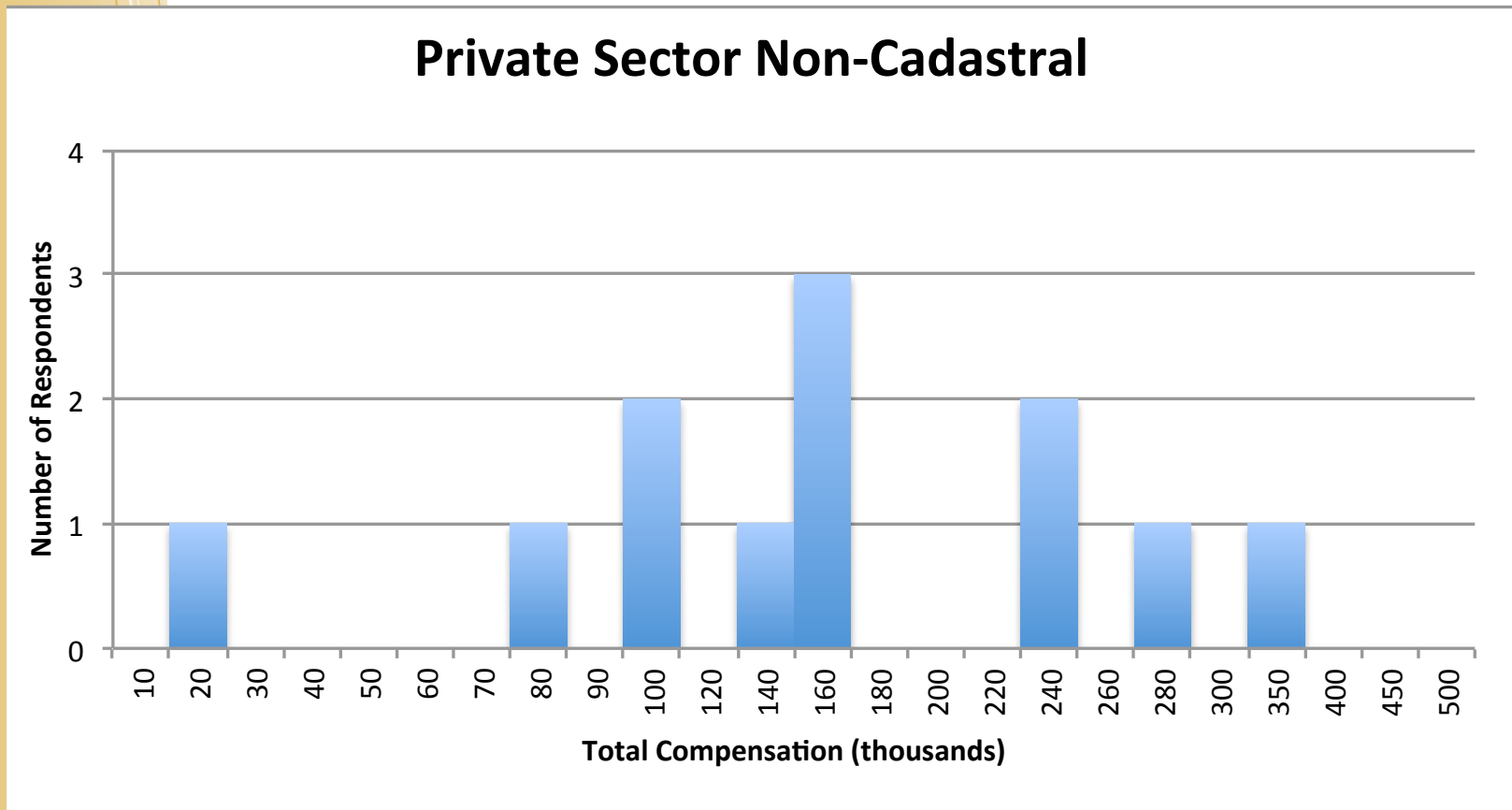
Private Sector Cadastral Employee



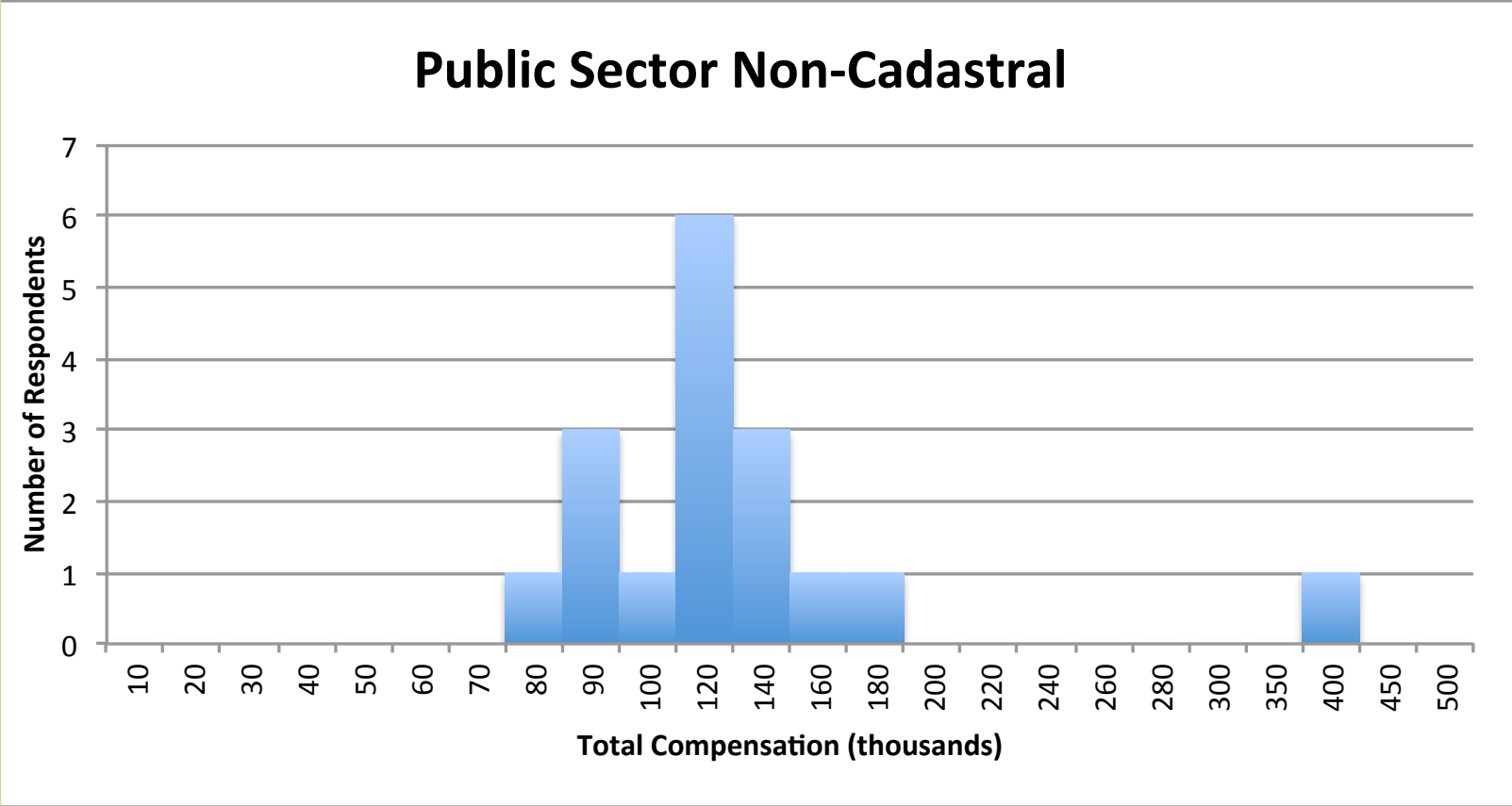
Total Compensation – Public Sector OLS Cadastral



Total Compensation Private Sector OLS Non-Cadastral



Total Compensation – Public Sector Non-Cadastral



Total Compensation by Education

Education	Responses	Total Compensation				Median Breakdown	
		20%	Median	80%	Variation	Base	Extra
High school	8	\$53,800	\$64,750	\$102,600	\$48,800	\$54,000	\$10,750
College	11	\$89,000	\$116,000	\$141,000	\$52,000	\$91,000	\$25,000
Undergrad	247	\$89,200	\$120,000	\$187,200	\$98,000	\$96,000	\$24,000
Postgrad	36	\$82,000	\$114,500	\$200,000	\$118,000	\$93,500	\$21,000
Total	302						