



Association of Ontario Land Surveyors Technical Staff Salary Survey Analysis

2020

Process and Definitions

Process

- The survey was sent to C of A holders with returns expected for individual offices
- All data was included except where noted
- Summaries were not provided where less than 3 firms responded in a category

Definitions

- 20% means 20% of the respondents were paid less than this
- Median is the middle value (half were paid less and half were paid more)
- 80% means 20% of the respondents were paid more than this

Responses

- 67 firms responded out of a possible 162 (41% response rate), however 2 firms only responded to a small portion
- Results from two firms were removed since they appeared to use bill out rates

Overall Results (Hourly rates)

	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$23.66	\$22.49	\$29.74	\$33.68	\$20.76	\$24.38	\$30.93
Median	\$24.00	\$22.34	\$30.00	\$35.00	\$20.00	\$25.00	\$30.00
20 Percentile	\$20.00	\$20.00	\$26.00	\$27.50	\$18.00	\$22.00	\$27.00
80 Percentile	\$26.00	\$25.00	\$34.20	\$40.00	\$22.70	\$26.00	\$35.00

Hourly rates by Size of Firm

Less than 5 (19 returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$22.65	\$21.71	\$28.50	\$29.60	\$20.26	\$22.89	\$29.72
Median	\$22.00	\$20.00	\$28.00	\$28.00	\$20.00	\$23.00	\$29.00
20 Percentile	\$20.00	\$19.60	\$25.00	\$21.60	\$18.00	\$20.00	\$25.00
80 Percentile	\$25.00	\$25.00	\$30.00	\$37.20	\$22.40	\$24.40	\$33.00
5-10 technical staff (20 returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$24.31	\$22.56	\$28.61	\$28.66	\$21.47	\$24.87	\$30.30
Median	\$24.00	\$23.25	\$28.00	\$27.75	\$21.00	\$25.00	\$30.00
20 Percentile	\$20.40	\$20.00	\$25.60	\$25.70	\$19.10	\$22.60	\$27.20
80 Percentile	\$26.20	\$25.00	\$30.40	\$31.20	\$25.00	\$26.40	\$32.60
11-20 technical staff (16 returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$23.97	\$22.88	\$31.31	\$35.25	\$20.87	\$24.88	\$32.14
Median	\$24.50	\$22.75	\$30.00	\$35.00	\$20.00	\$25.00	\$32.00
20 Percentile	\$20.00	\$20.00	\$30.00	\$30.40	\$20.00	\$25.00	\$30.00
80 Percentile	\$26.00	\$25.00	\$35.00	\$40.00	\$22.20	\$26.00	\$35.00
Over 20 technical staff (8 returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$23.73	\$23.27	\$31.85	\$38.82	\$19.94	\$24.86	\$32.70
Median	\$23.37	\$22.67	\$31.50	\$39.48	\$20.00	\$24.75	\$33.00
20 Percentile	\$21.04	\$21.40	\$28.41	\$35.65	\$18.80	\$22.96	\$29.27
80 Percentile	\$26.50	\$24.20	\$35.60	\$41.60	\$20.85	\$26.80	\$36.00

Hourly Rates by Region

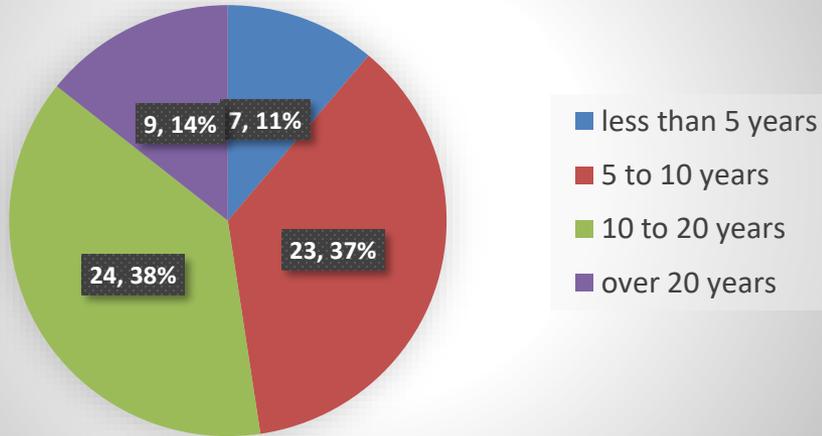
Eastern (11 Returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$25.05	\$23.43	\$29.95	\$32.50	\$20.06	\$25.38	\$30.89
Median	\$25.00	\$22.00	\$29.25	\$30.00	\$20.00	\$25.00	\$30.50
20 Percentile	\$22.00	\$20.40	\$26.00	\$29.20	\$18.30	\$24.40	\$29.20
80 Percentile	\$28.00	\$25.70	\$33.40	\$34.80	\$22.00	\$26.20	\$33.00
Georgian Bay (9 Returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$22.50	\$20.81	\$29.63	\$38.33	\$20.50	\$23.13	\$29.61
Median	\$20.50	\$20.00	\$30.00	\$40.00	\$20.50	\$23.50	\$30.00
20 Percentile	\$20.00	\$19.00	\$28.20	\$37.00	\$18.40	\$20.00	\$27.00
80 Percentile	\$25.20	\$22.30	\$30.00	\$40.00	\$22.00	\$25.60	\$33.20
Hamilton & District (5 Returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$21.70	\$22.70	\$30.60	\$38.75	\$20.20	\$23.90	\$30.55
Median	\$22.50	\$22.50	\$30.00	\$37.50	\$20.00	\$25.00	\$31.25
20 Percentile	\$19.60	\$21.60	\$29.00	\$35.00	\$19.60	\$22.80	\$27.00
80 Percentile	\$23.40	\$24.20	\$32.20	\$42.00	\$20.60	\$25.20	\$33.00
Kawartha Haliburton (3 Returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$23.00	\$22.33	\$27.00	\$26.75	\$20.67	\$23.50	\$29.92
Median	\$23.00	\$23.00	\$26.00	\$26.75	\$20.00	\$23.50	\$30.00
20 Percentile	\$23.00	\$21.20	\$25.40	\$26.75	\$20.00	\$23.20	\$28.05
80 Percentile	\$23.00	\$23.60	\$28.40	\$26.75	\$21.20	\$23.80	\$31.80

Hourly Rates by Region (continued)

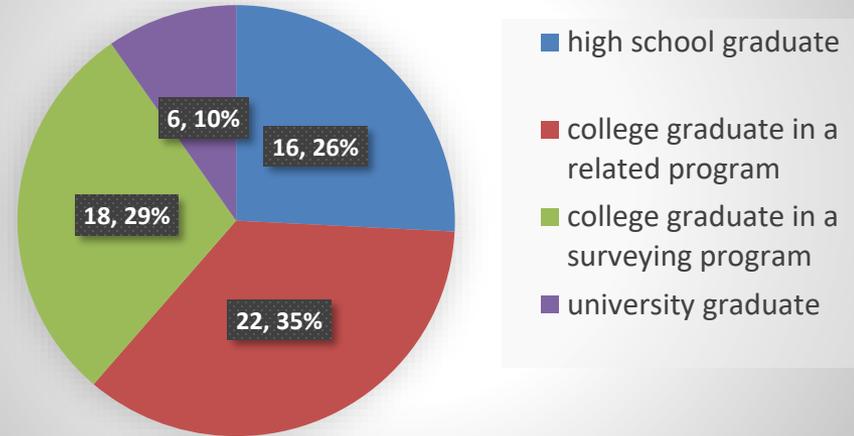
North Eastern (9 Returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$23.89	\$23.33	\$29.06	\$30.75	\$22.47	\$24.99	\$31.48
Median	\$23.31	\$24.00	\$29.50	\$34.00	\$22.25	\$24.41	\$31.00
20 Percentile	\$20.00	\$22.67	\$25.58	\$25.60	\$21.56	\$24.00	\$28.30
80 Percentile	\$28.00	\$25.00	\$31.20	\$36.55	\$25.00	\$27.80	\$34.20
North Western (1 Return)	Not reported due to insufficient information (less than 3 returns)						
South Central (19 Returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$23.32	\$22.36	\$30.22	\$32.38	\$19.75	\$23.81	\$30.97
Median	\$24.00	\$22.50	\$30.00	\$32.00	\$20.00	\$25.00	\$30.00
20 Percentile	\$20.00	\$20.00	\$27.00	\$27.10	\$18.00	\$21.40	\$26.60
80 Percentile	\$26.40	\$25.00	\$35.00	\$39.20	\$20.60	\$25.00	\$35.00
South Western (8 Returns)	Office Administration	Jr. Drafting/ Calculating	Sr. Drafting/ Calculating	Office Supervisor	Field Assistant	Jr. Party Chief	Sr. Party Chief
Average	\$23.82	\$21.72	\$28.91	\$34.12	\$22.46	\$25.64	\$32.26
Median	\$24.00	\$20.17	\$28.00	\$37.24	\$20.23	\$25.00	\$30.00
20 Percentile	\$23.15	\$20.00	\$27.48	\$29.80	\$19.20	\$22.50	\$29.03
80 Percentile	\$24.80	\$25.00	\$30.00	\$39.69	\$25.00	\$27.40	\$35.80

Education and Experience – Field Staff

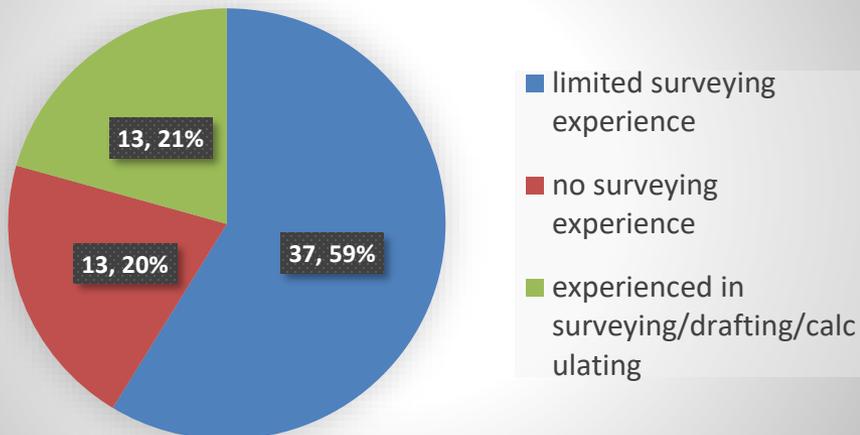
Average Exerience of Field Staff



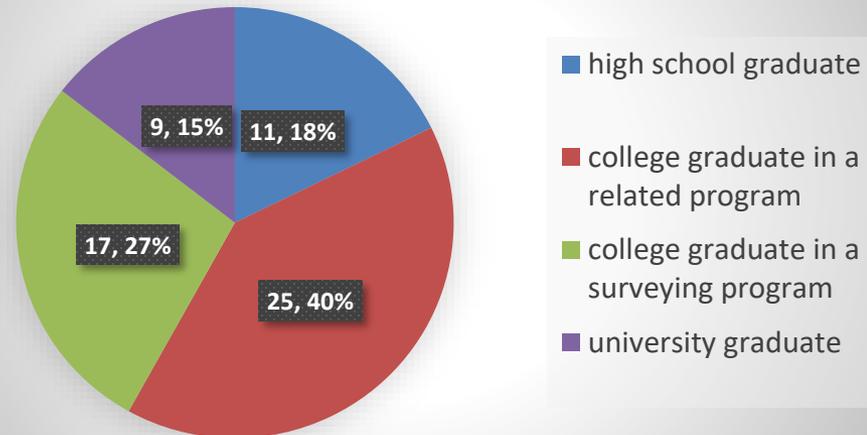
Starting Field Staff



Starting Field Staff

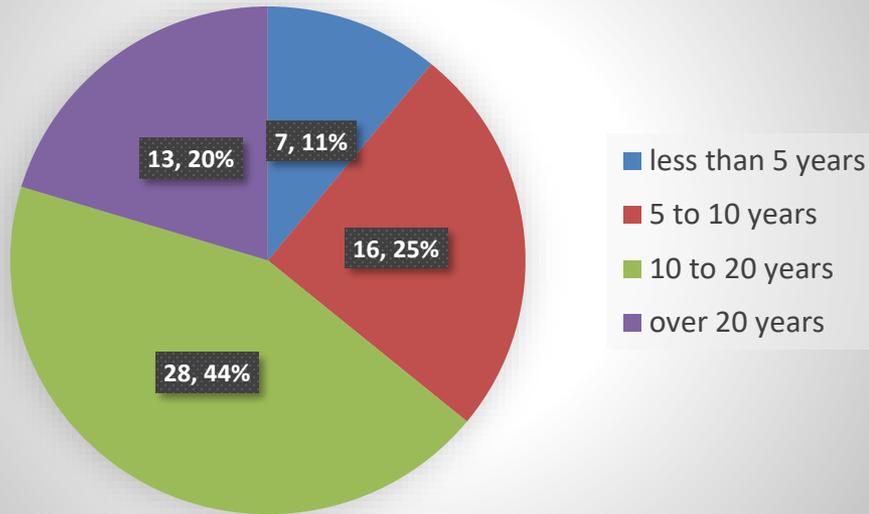


Average Field Staff

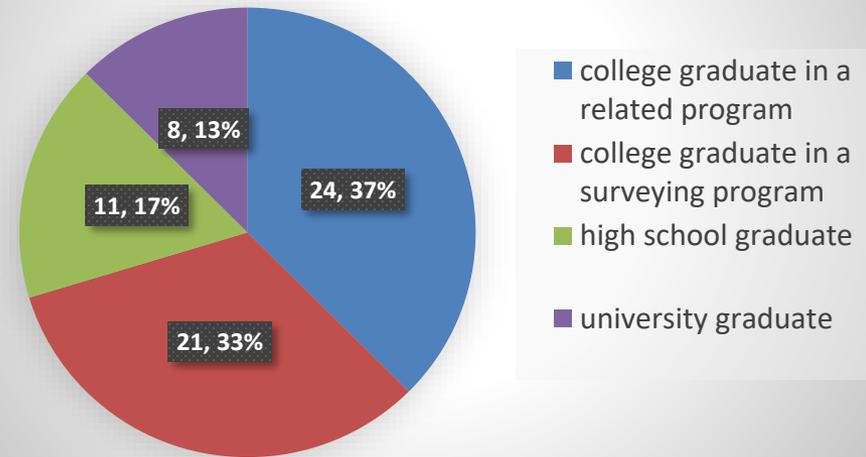


Education and Experience – Office Staff

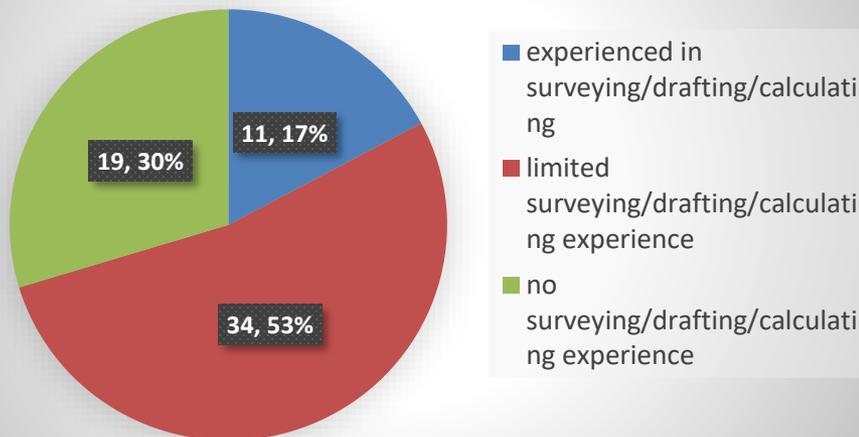
Average Experience of Office Staff



Starting Office Staff



Starting Office Staff



Average Office Staff

