



Association of Ontario Land Surveyors Salary Survey Analysis (Second)

2020

Process and Definitions

Process

- The survey was sent to all Ontario Land Surveyors and Articling Students
- No identifying information was collected
- All data was included except where noted
- Numbers from different views of the data will not match since not all members answered all the questions thereby making it impossible to include their returns in some analysis
- Returns were not provided where less than 4 members were in a category

Definitions

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

Other Notes

- The survey was completed in the spring of 2021 but the survey was completed for 2020 salaries
- The Survey was reissued since there was a problem with the questions that did not allow owners to be separated from employed surveyors

Summary of Respondents

- 183 responses were received from licensed and registered members of a possible 513 (36% response rate)
 - 3 licensed private practice consultants
 - 76 licensed private practice employees
 - 67 licensed private practice owners/partners
 - 24 licensed government employees (4 federal, 10 municipal, 10 provincial,
 - 2 registered government employees (1 municipal, 1 federal)
 - 6 registered members in private practice (2 employees and 4 owners/partners)
 - 2 licensed members working in some form of institution
 - 1 registered member working in some form of institution
 - 1 inactive licensed member
 - 1 not declared
- 31 responses were received from articling students of a possible 90 (34% response rate)
- 1 undeclared

Total Compensation by Employment

| Membership/Sector/Employment | Number Returns | Total Compensation | | | | Average Benefits |
|----------------------------------|----------------|--------------------|-----------|-----------|-----------|------------------|
| | | 20% | Median | 80% | Average | |
| Articling Students | 31* | \$51,800 | \$62,500 | \$76,810 | \$70,124 | \$3,603 |
| Registered Members Owner/Partner | 4 | \$113,340 | \$137,250 | \$164,700 | \$139,463 | \$6,000 |
| Private Practice Employees | 76* | \$86,394 | \$123,000 | \$166,700 | \$133,530 | \$8,914 |
| Private Practice Owner/Partner | 67* | \$125,400 | \$190,000 | \$371,600 | \$274,953 | \$19,281 |
| Federal Government | 4 | \$110,400 | \$116,392 | \$122,870 | \$116,696 | \$8,750 |
| Provincial Government | 10 | \$109,286 | \$113,900 | \$141,000 | \$134,388 | \$3,350 |
| Municipal Government | 10 | \$102,526 | \$114,500 | \$152,544 | \$133,592 | \$12,889 |
| All members | 183* | \$83,100 | \$127,000 | \$206,800 | \$169,537 | \$11,938 |

Notes: Categories with less than 4 returns are not shown

*1 or more member(s) did not enter salary

Total Compensation by Region for all members

| Region | Number Returns | Total Compensation | | | |
|---------------------------------|----------------|--------------------|-----------|-----------|-----------|
| | | 20% | Median | 80% | Average |
| Eastern | 24 | \$102,600 | \$150,000 | \$221,000 | \$198,969 |
| Georgian Bay | 10* | \$110,000 | \$200,000 | \$340,000 | \$220,444 |
| Hamilton & District | 24 | \$109,600 | \$135,000 | \$188,320 | \$166,182 |
| Kawartha-Haliburton | 11 | \$92,116 | \$110,107 | \$167,850 | \$133,163 |
| North Western and North Eastern | 19* | \$104,200 | \$136,500 | \$154,800 | \$133,063 |
| South Central | 76* | \$93,131 | \$132,000 | \$270,000 | \$195,980 |
| South-Western | 19 | \$103,000 | \$150,000 | \$245,800 | \$213,868 |

*1 or more member(s) did not enter salary

Total Compensation by age for all members

| Age | Number Returns | Total Compensation | | | |
|---------------|----------------|--------------------|-----------|-----------|-----------|
| | | 20% | Median | 80% | Average |
| 25 or younger | 1 | Insufficient data | | | |
| 26-30 | 11 | \$87,000 | \$103,000 | \$184,000 | \$132,216 |
| 31-35 | 23* | \$97,238 | \$110,000 | \$155,600 | \$121,850 |
| 36-40 | 17 | \$78,300 | \$100,000 | \$186,200 | \$147,898 |
| 41-45 | 12 | \$112,600 | \$183,500 | \$257,400 | \$212,879 |
| 46-50 | 17 | \$108,148 | \$135,000 | \$238,400 | \$173,911 |
| 51-55 | 25 | \$116,090 | \$137,000 | \$250,800 | \$248,463 |
| 56-60 | 31 | \$110,107 | \$170,000 | \$270,000 | \$207,119 |
| 61-65 | 25 | \$79,400 | \$135,000 | \$281,000 | \$207,433 |
| 66-70 | 17* | \$140,000 | \$170,000 | \$200,000 | \$181,594 |
| 71-75 | 3 | Insufficient data | | | |
| over 76 | 1* | Insufficient data | | | |

*1 or more member(s) did not enter salary

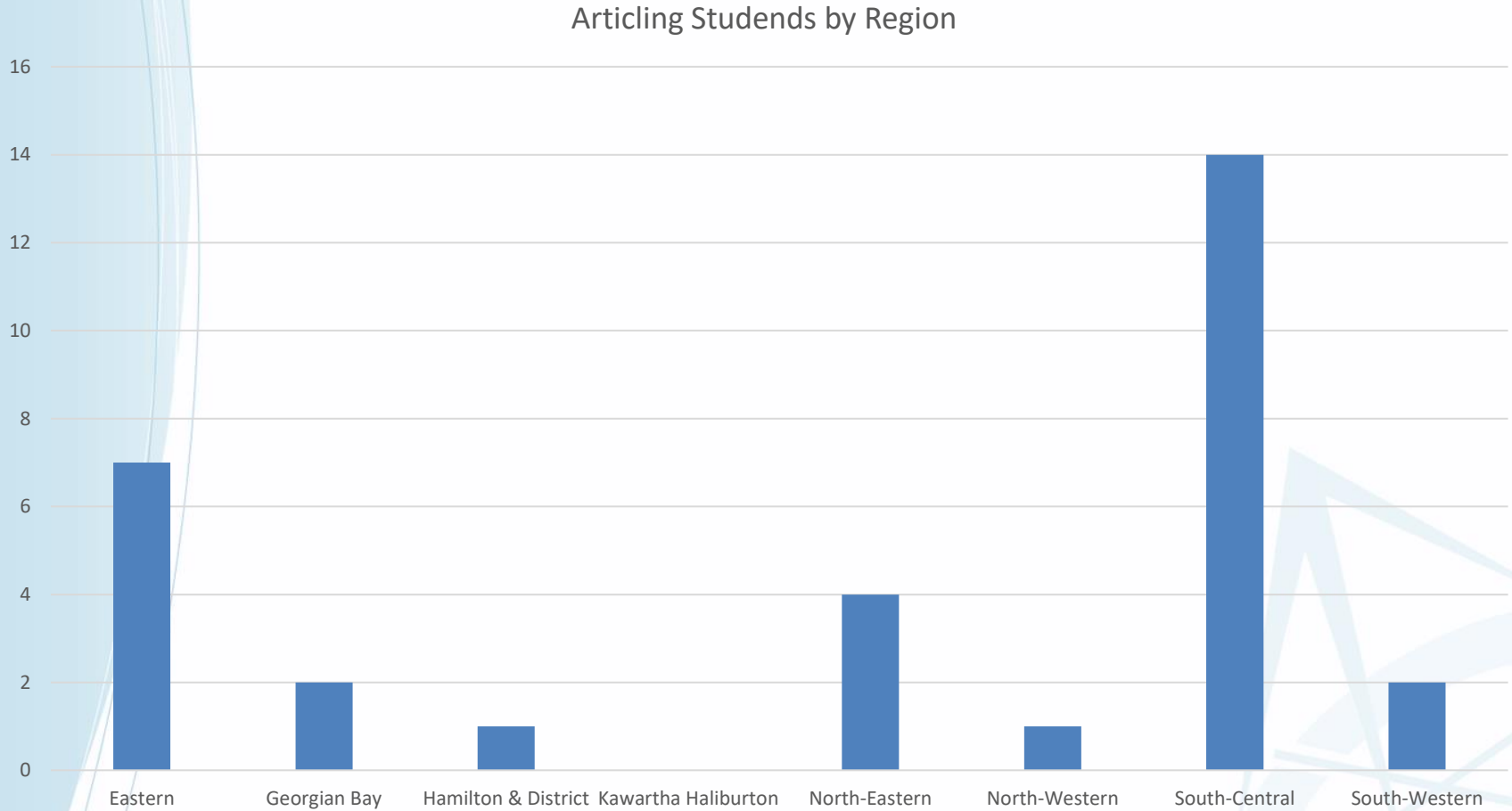
Total Compensation by Education for all members

| Education | Number Returns | Total Compensation | | | |
|------------------------|----------------|--------------------|-----------|-----------|-----------|
| | | 20% | Median | 80% | Average |
| Undergraduate degree | 157* | \$102,000 | \$136,500 | \$225,000 | \$189,338 |
| Master's degree or PhD | 19 | \$98,800 | \$150,000 | \$258,000 | \$177,670 |
| Other | 7* | \$62,500 | \$89,053 | \$92,940 | \$82,758 |

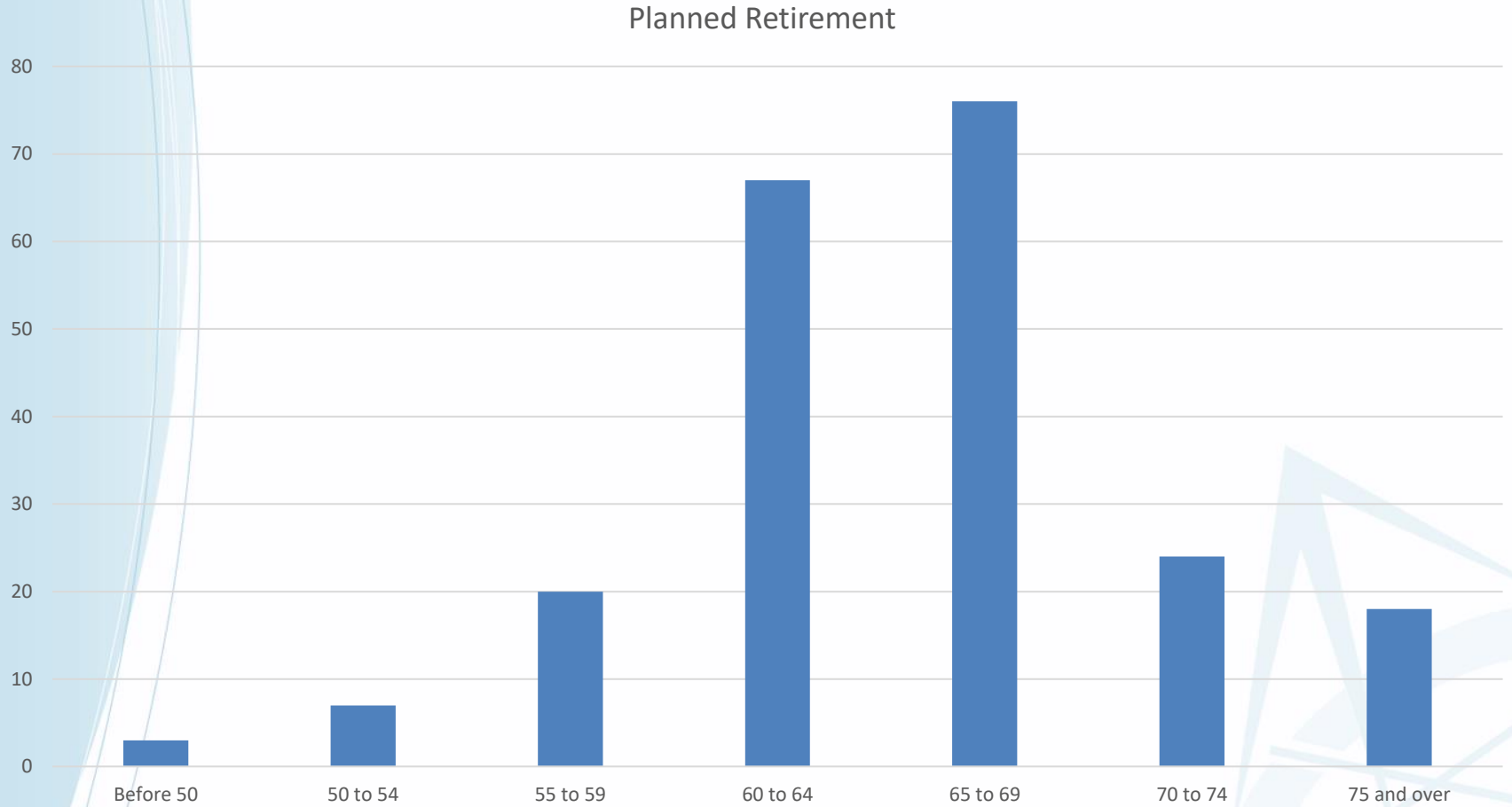
Work Breakdown of Owners by number of surveyors

| Owners (number of surveyors) | Averages of responses | | | | | |
|------------------------------|-----------------------|---------------|-------|------------|-------------------|---------|
| | % Cadastral | % Engineering | % GIS | % Geodetic | % Photogrammetric | % other |
| 1 | 65 | 14 | 4 | 1 | 4 | 18 |
| 2 | 71 | 26 | 0 | 2 | 0 | 2 |
| 3-5 | 64 | 26 | 0 | 5 | 0 | 6 |
| 6 or more | 55 | 32 | 3 | 3 | 2 | 5 |

Articling Students by Region



Planned Retirement Age



Additional Statistics (% with coverage/payment)

| | Public Sector | Private Sector |
|--|---------------|----------------|
| Pension Plan (Defined Benefits) | 46% | 4% |
| Pension Plan (Pension Contribution) | 23% | 4% |
| Pension Plan (Matching Contributions) | 8% | 39% |
| Health Benefits | 100% | 83% |
| Company share purchase plans | 0% | 16% |
| Automobile related benefits (lease/company car) | 4% | 65% |
| Conference registration and travel | 69% | 83% |
| Professional membership dues | 100% | 93% |
| Other professional dues | 23% | 49% |
| Time off in lieu of overtime | 38% | 17% |
| Educational assistance | 31% | 44% |
| Reimbursement (i.e. MBA) | 8% | 15% |
| Flex-time and/or compressed work week | 58% | 21% |
| Company credit card | 23% | 35% |
| Club membership(s) - fitness, business/dining/golf | 8% | 15% |