

# Technical Services Compensation Comparability Study

*April 2008*

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# Section 1: Introduction and Mandate

The Public Service Labour Relations Board of Canada (PSLRB) is an independent quasi-judicial statutory tribunal that administers the collective bargaining and grievance adjudication systems in the Canadian federal public service and in Parliament.

One of the ways the PSLRB assists employers and bargaining agents in their negotiations is by carrying out compensation studies whose data (rates of pay, employee earnings, conditions of employment, and benefits) is used in the collective bargaining process.

To assist it in its mandate, the PSLRB secured Aon Consulting's services to carry out a pan-Canadian compensation study in the private and public sectors for 30 technical jobs. The study was carried out during the months of February and March 2008.

The study was steered by the PSLRB in consultation with the Public Service Alliance of Canada (PSAC) and the Treasury Board of Canada Secretariat (TBS).

The main objectives of the study were:

- To design and carry out a compensation study according to generally accepted principles in statistics and compensation study methodology that would meet the parties' (PSLRB, PSAC and TBS) requirements.
- To determine how and at what level other public and private organizations are compensating the 30 jobs in question.

The study data would ultimately be used to assist the employer and union in their collective bargaining negotiations in 2008.



# Section 2: Overview of the Study

## 1. Study Contents

This study report contains detailed information about:

- Cash compensation levels and policies
- Retirement programs
- Benefits prevalence
- Vacation policies
- Overtime policies

The results are based on:

- Data from 61 participating organizations (see Appendix A for list of participants)
- Compensation data was provided for 30 study benchmark positions (see Appendix B for job capsules).



# Section 2: Overview of the Study

## 2. Sample Size and Participation Rate

In total, 422 organizations were invited to participate in this study. The breakdown is as follows:

Sector	Target Sample Size	Number Contacted*	Number of Participants	Participation Rate by Sector
Private Sector	348	324	35	10%
Provincial Gov't	13	13	11	85%
Municipalities	61	61	15	25%
<b>TOTAL</b>	<b>422</b>	<b>398</b>	<b>61</b>	<b>14%</b>

\*Note: Attempts were made to contact all organizations, but in some cases they had closed operations, others never responded to our messages, and some contacts were away for an extended period of time.

Of the 422 organizations that were invited, we received a total of 61 partially or entirely completed questionnaires. This represents a 14% participation rate. A detailed description of sampling methodology is shown in the following section. In Appendix A, you will find a complete list of participants.

## 3. Reasons for Non-Participation

The most common reasons for invitees declining to participate were the following:

- Inability to provide valid matches with benchmark jobs (25 to 30 percent of contacted organizations)
- Lack of time or resources to complete the questionnaire (20 to 25 percent of contacted organizations)
- Lack of interest in the results (20 to 25 percent of contacted organizations)
- Inconvenient timing with salary and performance reviews being conducted (10 to 15 percent of contacted organizations).



# Section 3: Methodology

## Jobs Studied and Sample Selection

This section presents the benchmark jobs and the approaches used to establish the reference market for the study, develop the questionnaires, carry out the study, and validate the data.

### 1. Jobs Studied

The parties jointly determined which jobs were to be studied. A committee was then formed from members of the TBS and PSAC to develop the benchmark job capsules that participants used to match with their jobs.

The following table outlines the jobs that were studied. The job capsules used by participants for matching purposes are presented in Appendix B.

Jobs Studied
TECH 201 – Draftsperson
TECH 202 – Publications Designer
TECH 203 – Agriculture/Foods Inspector
TECH 204 – "Senior" Agricultural/Foods Inspector
TECH 205 – Senior Inspector
TECH 206 – Quality Assurance Representative
TECH 207 – Civil Aviation Safety Inspector - Maintenance and Manufacturing
TECH 208 – Superintendent, Dangerous Goods
TECH 209 – Aircraft Maintenance Engineer
TECH 210 – Team Leader Aircraft Maintenance Engineer
TECH 211 – Technical Operations Inspector - Rail
TECH 212 – Senior Marine Safety Inspector



# Section 3: Methodology

<b>Jobs Studied</b>
TECH 213 – Maritime Search and Rescue Coordinator
TECH 214 – Ammunition Technician
TECH 215 – Environmental Technician
TECH 216 – Environmental Inspector
TECH 217 – Environmental Health Officer (Environmental Inspector)
TECH 218 – Environmental Officer
TECH 219 – Multidisciplinary Hydrographer/Geodetic Survey Technician
TECH 220 – "Junior" GIS Technician
TECH 221 – "Working Level" GIS Technician
TECH 222 – "Senior" GIS Technician
TECH 223 – "Intermediate" Engineering Technician/Project Manager
TECH 224 – "Fully Qualified" Engineering Technician/Project Manager
TECH 225 – "Specialist" Engineering Technician/Project Manager
TECH 226 – Junior Biological/Life Sciences Research Technician
TECH 227 – Intermediate Biological/Life Sciences Research Technician
TECH 228 – Senior Biological/Life Sciences Research Technician
FISH 101 – Junior Fishery Officer
FISH 102 – Senior Fishery Officer



# Section 3: Methodology

## 2. Sample Selection

### a) Sample Frame – Public Sector

Seventy-four public-sector organizations were invited to participate, which included the following:

- All provincial and territorial governments.
- Sixty-one of Canada's largest municipalities with a population of more than 50,000 were randomly selected. Some smaller municipalities were also invited in order to capture the provincial/territorial representation in the sample.

### b) Sample Frame – Private Sector

Organizations invited to participate were selected under a combination of stratified and random sampling approaches from the industries in which the jobs studied were expected to be found. In total 324 private organizations were invited to participate in the study.

The steps below describe the sample framing process. This sampling process was intended to minimize bias as much as possible, all the while optimizing the quality and quantity of information collected. The sample intentionally targeted the most relevant employers.

STEP 1	Determination of industry prevalence for the jobs studied
	<ul style="list-style-type: none"><li>• We identified the appropriate NOC codes for each job studied using the 2006 National Occupation Classification (NOC), wherever possible;</li><li>• Using the NOC code, we identified the most prevalent <i>occupational areas</i> for each job studied and their corresponding prevalence levels ("Where They Find Work - Top <i>Occupational Areas</i>"), as published in Service Canada's Job Futures website;</li><li>• We identified the precise industrial sub-sectors forming the <i>occupational areas</i> using the 2007 North American Industry Classification System (NAICS).</li></ul>



# Section 3: Methodology

<b>STEP 2</b>	<b>Definition of the "industry universe"</b> <ul style="list-style-type: none"><li>For each job studied, we retained the industrial sub-sector(s) that represented the <i>occupational area(s)</i> with the highest concentration levels so that a significant prevalence level was reached for the jobs. (See Appendix C for industry list.)</li></ul>
<b>STEP 3</b>	<b>Definition of the "organization universe"</b> <ul style="list-style-type: none"><li>We identified all organizations across Canada that employed over 50 employees within the <i>industry universe</i>. This was done by using a commercial database which generated approximately 12,000 records. All duplicates were eliminated and branch information was consolidated. The resulting number of distinct records formed the population from which the sample was determined.</li></ul>
<b>STEP 4</b>	<b>Organization Sample Selection</b> <ul style="list-style-type: none"><li>The largest employers of each industrial sub-sector were automatically selected (to ensure a representative sample, participant interest and optimize the effort-to-result relationship). This group typically included three to five pan-Canadian employers. These were coded as subset “A”, implying 100% inclusion in the sample.</li><li>Two more subsets from the company universe were randomly selected. Subset “B” included Canadian companies which were considered as having a high probability of employment for the jobs studied. Subset “C” included smaller localized companies where employment of the jobs studied was expected to be less probable or in fewer numbers.</li><li>Based on the industry and expected job prevalence, an average sampling rate of 40% to 50% was applied for subset “B” and up to 10% for subset “C”.</li></ul>



# Section 3: Methodology

## 3. Sample Bias

The methodology used in determining the sample is sound and in line with traditional statistical approaches and compensation survey methods. Regardless of the care used in designing the sample methodology, we could not eliminate some inherent bias in the study, namely:

- Voluntary participation: The fact that participants volunteered for this study introduces a non-random selection bias.
- Restricted sampling: The sample was selected based on size of employers and their expected employment of the jobs studied.
- Time sampling: The launch of the study coincided with the salary/performance review cycle in many organizations.

## 4. Minimum Sample Size Requirements

It was impossible to establish the minimum sample size requirements to achieve a given level of confidence in the results for three reasons. First, the actual number of incumbents found in the general population in each of the in-scope positions was unknown. Second, we could not know the actual number of incumbents that would be found within each of the organizations studied and for each reported stratum. Finally, we could not forecast the participation rate.



# Section 3: Methodology

## Questionnaire, Study Process and Provisions

### 1. Questionnaire

The questionnaire was drafted by Aon Consulting based on standard questionnaires used in other compensation studies; these were then reviewed, modified and subsequently approved by all the interested parties (please see Appendix D for the questionnaire).

The questionnaire was divided into three main sections:

- Participant profile
- Benefits and working conditions: 24 questions to be completed on-line
- Cash compensation: 13 data elements completed on a spreadsheet and e-mailed to Aon Consulting.

A glossary of terms was also included to assist participants who may not be familiar with certain terms included in the questionnaire (Appendix E).

The questionnaire was administered via a web-enabled on-line questionnaire using Aon Consulting's Anova Survey platform.

Aon Consulting offered technical and content assistance, whenever needed. Assistance could be obtained by dialing a toll-free telephone number or through on-line assistance.



# Section 3: Methodology

## 2. Study Process Overview

An attempt to contact all organizations in the sample was made via the telephone. A total of 398 (94%) organizations were contacted by an Aon Consulting representative.

The identification of the appropriate individual within each organization was done by:

- Using contact information within our corporate contact directory where possible.
- Searching for the Canadian corporate headquarters telephone number via the Internet. Calls were placed to the Human Resources department or the main switchboard and a request was made to speak to the person responsible for compensation matters in the organization.

Once personal contact was made with the right individual, the representative explained to them the benefits of participation, answered their questions and secured their e-mail address and coordinates.

Once Aon Consulting had permission to e-mail the invitee, a customized invitation (including a customized list of jobs that pertained to their sector) was sent that included a link to the study. The invitation included a letter signed by the Director of Compensation and Analysis Research Services for the PSLRB and the job capsules. A few days after the initial contact, the invitee was called to ensure the invitation had been received.

Subsequent to the initial invitation, no less than two additional reminder e-mails were sent out. The deadlines were extended to allow participants enough time to gather and enter the data. The study was open for a period of five weeks from February 6<sup>th</sup> to March 14<sup>th</sup> 2008.

Apart from the e-mails, several follow-up calls were placed to all invitees who showed an interest in participating. The purposes of the calls were to offer reminders, provide assistance, reiterate the benefits of participation, reconfirm their participation and validate data submissions. An average of five calls was made to participants. The Aon Consulting representatives were required to document their activities and responses from the participants and invitees.



# Section 3: Methodology

All Aon Consulting representatives received training on how to promote the study and respond to participation rejections. The callers were also given support documentation to facilitate their calls. Each invitee was assigned to an Aon Consulting representative who was responsible for supporting and following up with them throughout the study process.

## 3. Job Matching Process

Participating organizations matched jobs in their own organization that were similar in scope and responsibilities to the benchmark jobs based on the job capsules that were included with the study. They also reported the degree of match to each benchmark job (i.e. less, more or equal to benchmark jobs) for each incumbent in their cash compensation spreadsheet. No adjustments were made to the data to account for the differences in responsibilities with the benchmark jobs.

### a) Job Matching and Validity

The validity of the data rests on the quality of matches that were performed by participants. As we can never know what the actual matched jobs entailed in any given participating organization, the most reliable source of information was the respondent. This is the standard methodology used in compensation studies of this magnitude.

As the participant job titles were submitted by respondents, these offered us another validation tool for verifying matches although their level of precision for inferences was limited due to the absence of actual job descriptions.

## 4. Provisions for Sound Study Methodology

### a) Provisions for Effective Research Settings

Aon Consulting made every effort to design the study process to meet the traditional requirements of effective research design principles, namely:

- Coherence – Participants experience in the study process was smooth and there was a logical flow of events. Participants were given an explanation and written directions about the purpose of the study and how to complete it, along with support documentation and personal technical/content support.



# Section 3: Methodology

- Simplicity – The research platform was kept simple. An on-line questionnaire and a downloadable spreadsheet were the only tools used to collect the data. Technical assistance was always available, but rarely used by the participants.
- Consistency – Each participant was offered a consistent study experience. All Aon representatives were given detailed scripts and training on how to promote the study and the procedures involved in participation and follow-up.

## b) Implementation of Techniques for Increasing Response Rates

Questionnaires traditionally incite low response rates. Due to the nature of the information sought, however, questionnaires offer the most practical approach to compensation data collection.

To overcome the challenges associated with questionnaires, we implemented the following initiatives that are known to bolster participation rates for questionnaire-based studies.

- Complimentary copy of study results
- Pre-notification of study initiative and participant requirements.
- Inclusion of a personalized cover letter signed by the Director of Compensation and Analysis Research Services of the PSLRB
- Mailing of at least two reminder e-mails
- Initiation of multiple reminder phone calls
- Promise of confidentiality
- Assignment to a designated Aon representative.



# Section 3: Methodology

## Data Processing – Cleaning

### 1. Approach

#### a) Incumbent-based Compensation Data

The data submitted by each organization was processed through three stages of review: visual check, company edit and job edit.

The visual check ensured that the data conformed with established job matches, secondly, that the coding instructions were correctly applied, and finally, that the data submitted was complete.

The company edit ensured that all compensation element fields had been correctly identified and completed. Additionally, relativity comparison analyses were conducted.

The job edit ensured that anomalies and inconsistencies were identified and corrected. A percentile analysis was used to identify and potentially correct or remove outliers.

A small number of organizations provided us with compensation data that was not incumbent-based due to time or system constraints (six provinces/territories, three municipalities and three private organizations). For these organizations, the average paid salary was allocated along the number of incumbents in a province/territory based on the information provided by the participant.

#### b) Organization Profile, Benefits and Working Conditions Data

Data was reviewed for each organization to ensure the consistency and validity of the responses provided:

- Responses were adjusted to meet required format
- Typos were corrected
- Consistency of the responses was checked and invalid information was corrected or removed
- Responses for companies that had no jobs matching this study were removed.



# Section 4: Study Data

## Data Presentation Guidelines

The results shown in section 5, 6 and 7 show detailed results by frequency, three levels of percentile/quartile data and average (see definitions below) as appropriate. There are additional data cuts by region, sector and size of employer. The cash compensation results in Section 7 are weighted by incumbents, as requested by the parties.

To preserve the confidentiality of data supplied by participating organizations, results were presented under strict minimum disclosure rules.

- **Average**
  - *Definition:* A single value that summarizes or represents the general significance of a set of unequal values that is obtained by dividing the sum total of a set of figures by the number of figures.
  - *Minimum disclosure rule:* Minimum of three incumbents and three organizations.
- **25<sup>th</sup> percentile**
  - *Definition:* The first quartile whose value is such that 25% of the observations are smaller and 75% of the observations are larger.
  - *Minimum disclosure rule:* Minimum of five incumbents and three organizations.
- **50<sup>th</sup> percentile (Median)**
  - *Definition:* The middle value of a ranked set of numbers.
  - *Minimum disclosure rule:* Minimum of five incumbents and three organizations.
- **75<sup>th</sup> percentile**
  - *Definition:* The third quartile whose value is such that 75% of the observations are smaller and 25% of the observations are larger.
  - *Minimum disclosure rule:* Minimum of five incumbents and three organizations.



# Section 4: Study Data

## Distribution by Quartile of Cash Compensation

To measure the link between the levels of cash compensation and benefits, we have split the respondent organizations into four groups/quartiles representing the competitive levels of the compensation provided and have reported benefits separately for each of these four groups/quartiles.

For each organization that provided incumbent compensation information, we have determined the ranking of the compensation offered, using the following process:

- A job relative-to-market compa-ratio was calculated for each job reported by taking the average actual base salary within the organization and dividing it by the median actual base salary calculated for all organizations.
- An organization relative-to-market compa-ratio was calculated by averaging all the job compa-ratios for which the organization submitted compensation data.
- The organizations were ranked by quartile based on their organization relative-to-market compa-ratio.

## Validity of Study Data

Although the information collected in this study is based on an adequate number of responses to make inferences, the reliability of the data decreases when examining the data along regional, size or sectoral levels as the number of actual observations per data cut decreases.



# Section 4: Study Data

## How to Read the Report

Data cuts are provided:

1. For all organizations.
2. For each province in which the organizations have employees.
3. For each region in which the organizations have employees.
4. By sector.
5. By size (number of employees in Canada).
6. By quartile of cash compensation (section 5 and 6 only) presents the ranking of cash compensation provided by the organizations. For example, organizations offering top quartile cash compensation are grouped in the "top quartile" group (see page 17 for descriptions).

Note that data cuts by province and region do not add up to the total number of organization as an organization may have activities in more than one province or region.

## Section 6 - Benefits and Working Conditions Report

### Retirement Plans

	Assessment program affected		Type of plan affected (# org.)		DC Plan - Min. employee contribution (% of salary)			DC Plan - Max. employee contribution (% of salary)									
	#Org	Yes	No	DC	R&SF	DP&P	DB	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.
<b>ALL ORGANIZATIONS</b>																	
All Organizations	32	45	4	17	13	4	26	13	2.22	3.00	3.73	3.17	10	2.22	4.22	3.22	4.22
<b>BY PROVINCE/TERRITORY</b>																	
Newfoundland & Labrador	12	12	1	7	6	2	4	3	2.00	2.30	4.00	3.30	3	=	=	=	4.33
Prince Edward Island	6	3	1	2	3	1	3	1	=	=	=	=	1	=	=	=	=
New Scotia	12	11	1	3	6	1	6	4	=	2.22	=	3.13	1	=	=	=	3.00
New Brunswick	13	14	1	6	7	1	6	4	=	2.22	=	3.13	2	=	=	=	=
Quebec	20	27	3	12	13	3	14	5	3.00	3.00	4.00	3.36	6	4.00	4.30	3.75	4.67
Ontario	23	23	2	10	11	3	11	5	2.50	2.22	4.00	3.67	4	=	3.00	=	3.25
Manitoba	12	12	1	6	7	2	7	4	=	2.00	=	2.88	2	=	=	=	2.67
Saskatchewan	13	11	2	6	3	1	3	4	=	2.22	=	3.89	3	=	=	=	3.33
Alberta	17	13	2	6	7	3	7	3	2.00	3.00	3.30	3.00	4	=	4.30	=	3.75
British Columbia	21	10	1	8	5	3	11	7	2.30	3.00	3.22	2.84	3	4.00	3.00	6.00	4.20
Nunavut, Yukon, Northwest Territories	2	2	-	1	1	-	2	-	=	=	=	-	-	=	=	=	-
Yukon	6	6	-	2	3	-	3	1	=	=	=	-	1	=	=	=	-
Nunavut	3	3	-	2	1	-	4	1	=	=	=	-	-	=	=	=	-
<b>BY REGION</b>																	
Atlantic (NL, PEI, NS, NB)	14	15	1	9	9	3	5	7	2.30	3.00	3.73	3.07	3	4.00	4.30	3.00	4.00
Central (ON, QC)	26	33	3	13	14	1	15	10	2.62	3.00	3.85	3.43	6	4.00	4.30	3.75	4.67
Prairie (AB, SK, MB)	21	15	2	9	8	3	10	5	2.70	3.00	3.63	2.94	7	3.30	3.00	6.00	4.43
Pacific (BC)	21	10	1	8	5	3	11	7	2.30	3.00	3.22	2.84	3	4.00	3.00	6.00	4.20
Territories (NU, NWT, YT)	5	5	-	3	3	-	6	2	=	=	=	-	1	=	=	=	-
<b>BY SECTOR</b>																	
Private	22	28	4	13	13	4	10	12	2.35	3.00	3.63	3.13	7	3.30	4.00	3.30	4.00
Public Municipal	11	11	-	2	-	-	11	1	=	=	=	-	1	=	=	=	-
Public Provincial	5	5	-	2	-	-	5	2	=	=	=	-	2	=	=	=	-
Public Federal	-	-	-	-	-	-	-	-	=	=	=	-	-	=	=	=	-
Public All	20	20	-	4	-	-	15	3	=	=	=	-	3.33	3	=	=	4.33
<b>BY ORGANIZATION SIZE (# ESS)</b>																	
20 or less	5	7	2	1	3	2	1	2	=	=	=	-	1	=	=	=	-
201 to 500	11	10	1	2	3	-	6	2	=	=	=	-	-	=	=	=	-
1,001 to 2,000	12	12	-	7	3	1	*	3	1.00	1.00	1.30	1.10	4	=	3.30	=	3.75
2,001 to 5,000	5	7	1	2	2	-	3	2	=	=	=	-	1	=	=	=	-
50,000 and over	12	12	-	3	2	1	5	4	=	2.30	=	3.00	4	=	2.22	=	3.33
<b>BY QUARTILE OF CASH COMPENSATION</b>																	
Top Quartile (#76 to #87)	5	8	1	3	2	1	2	3	=	=	=	-	1	=	=	=	-
Third Quartile (#51 to #75)	10	10	-	6	2	1	7	7	1.00	1.30	1.00	1.21	3	3.00	4.30	3.00	3.70
Second Quartile (#26 to #50)	5	7	1	4	4	1	3	2	=	=	=	-	1	=	=	=	-
Bottom Quartile (#1 to #25)	5	5	1	-	3	1	3	-	=	=	=	-	-	=	=	=	-

\*Org.: Number of organizations; 25th, 50th (median), 75th (top quartile); Avg.: Average  
\*\*Data has been disguised to protect confidentiality



# Section 5 - Participant Profile Report

## Participant Profile

	Company size (number of employees)					Annual revenues (\$M)					Average age of employees					Proportion of male employees (%)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	60	628	1924	7398	8509	40	100	750	3965	4546	41	41.0	43.0	45.0	43.2	43	53	68	78	66
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	13	581	2387	6500	8332	11	49	973	3540	2468	9	42.0	42.0	43.0	44.5	10	63	68	77	70
Prince Edward Island	6	3158	5985	15125	10782	5	1226	1930	5150	3788	4	*	42.2	*	42.3	4	*	70	*	70
Nova Scotia	12	1123	2444	7398	6725	8	49	1063	2735	2492	8	42.0	42.2	43.6	42.9	9	60	70	79	68
New Brunswick	15	400	2387	12250	9376	11	49	1226	5675	2878	10	41.9	42.0	42.3	41.5	11	64	70	78	71
Quebec	35	579	1750	5935	7362	25	75	900	1930	4522	24	42.0	42.7	45.0	43.7	27	63	70	79	70
Ontario	30	577	1600	5253	7599	19	80	983	2965	2223	21	42.0	42.4	45.0	42.9	23	60	68	78	66
Manitoba	13	1303	3966	13796	9451	10	283	1578	5938	3512	9	42.0	42.0	43.0	42.3	10	63	70	79	69
Saskatchewan	14	786	3985	10629	8911	11	75	1200	3540	2433	9	42.0	42.0	43.0	42.0	10	61	67	77	68
Alberta	19	563	2387	6450	7690	14	188	1213	4345	4800	15	42.0	42.0	44.5	42.2	16	60	70	79	68
British-Columbia	22	656	2444	6469	7577	16	127	942	1406	1888	16	42.0	42.7	45.0	43.1	17	60	70	79	67
North West Territories	2	*	*	*	*	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	5	2387	4725	5470	8969	4	*	1229	*	3277	3	*	*	*	42.8	4	*	70	*	65
Nunavut	6	1033	2627	4261	2690	4	*	637	*	635	4	*	42.2	*	42.6	4	*	65	*	61

### BY REGION

Atlantic (NL, PEI, NS, NB)	19	654	2387	8296	8234	13	50	973	5150	2580	14	41.9	42.0	43.4	43.3	15	63	70	81	71
Central (ON, QC)	44	580	1775	5703	8230	30	99	937	3447	4221	30	41.9	43.0	45.0	43.6	32	61	70	78	68
Prairies (AB, SK, MB)	23	777	2500	9253	7756	18	130	1092	4345	4300	18	42.0	42.7	44.0	42.4	19	54	70	79	65
Pacific (BC)	22	656	2444	6469	7577	16	127	942	1406	1888	16	42.0	42.7	45.0	43.1	17	60	70	79	67
Territories (YU, NWT, NT)	8	468	2627	4911	6051	6	48	638	1230	2198	5	42.0	42.0	42.4	42.5	6	61	65	76	65

### BY SECTOR

Private	36	350	1138	4058	4458	24	49	750	1237	2363	25	41.0	42.0	45.0	43.2	28	65	75	82	73
Public-Municipal	14	846	1457	4076	4647	9	110	220	312	1422	8	40.0	43.5	45.0	41.9	7	63	65	69	64
Public-Provincial	10	10570	19693	33938	28498	7	2616	6292	23450	16046	8	44.0	45.0	45.2	44.7	8	37	40	46	42
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	24	1146	4663	20919	14585	16	163	772	6619	7820	16	43.2	44.5	45.1	43.3	15	40	50	64	52

### BY ORGANIZATION SIZE (# EES)

50 to 499	11	90	200	290	193	7	25	36	43	39	7	37.0	42.0	42.8	40.3	8	69	77	83	74
500 to 999	12	580	698	770	702	8	91	105	187	184	11	41.0	42.0	45.0	42.3	12	65	72	79	72
1,000 to 2,999	13	1400	1900	2387	1903	7	226	312	937	574	7	42.5	45.0	48.0	46.6	7	64	72	86	75
3,000 to 9,999	9	4333	4725	6400	5060	6	1207	1229	1260	1307	6	41.4	42.7	43.8	42.9	6	48	53	78	59
10,000 and over	15	12901	21000	33537	28648	12	4863	6946	13860	14020	10	43.1	44.5	45.2	44.1	10	40	46	59	49

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	11	594	1092	6496	9518	8	263	900	2448	3994	7	44.3	45.0	45.3	43.8	6	49	60	74	61
Third Quartile (P51 to P75)	10	679	1763	3571	5426	6	281	1092	1220	1610	6	42.0	42.2	42.9	43.6	7	63	78	80	71
Second Quartile (P26 to P50)	10	1602	7213	30498	14395	6	483	3781	9523	9403	8	41.0	41.5	45.1	42.0	8	44	57	79	60
Bottom Quartile (P25 & below)	10	325	2224	9768	11742	9	36	100	900	6714	9	41.0	42.0	44.0	42.9	9	59	64	70	62

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 5 - Participant Profile Report

## Participant Profile

	Number of non-unionized employees					Number of unionized employees					Proportion of unionized employees ( #unionized divided by #employees)				
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	54	163	542	2004	2130	52	86	535	5109	6421	52	14	73	88	55
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	12	425	601	2406	2792	12	0	281	1550	3151	12	0	12	75	32
Prince Edward Island	6	972	2786	5762	5115	6	50	281	3728	5667	6	0	8	70	32
Nova Scotia	12	561	1152	2406	3012	12	0	281	2713	3713	12	0	8	80	32
New Brunswick	14	148	810	3189	2785	14	0	149	588	4618	14	0	12	78	33
Quebec	32	132	500	1710	1881	31	29	361	1606	4577	31	1	47	85	46
Ontario	28	183	541	2284	2025	28	0	329	913	4489	28	0	40	82	40
Manitoba	12	561	1152	2406	2964	12	0	281	3688	4178	12	0	8	85	33
Saskatchewan	13	150	620	2026	2659	13	0	200	2350	3606	13	0	1	84	31
Alberta	18	226	627	1845	3074	17	0	320	2000	2793	17	0	15	59	30
British-Columbia	20	315	593	1484	2213	19	0	361	3689	4099	19	0	29	82	40
North West Territories	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Yukon	5	620	647	2026	1394	5	361	4078	4850	7575	5	15	86	89	56
Nunavut	5	581	620	647	795	5	10	361	4078	1860	5	9	15	86	40

### BY REGION

Atlantic (NL, PEI, NS, NB)	18	275	810	2799	2402	18	0	281	1850	4234	18	0	22	81	38
Central (ON, QC)	40	146	500	2041	1945	39	49	400	1854	5809	39	5	59	87	50
Prairies (AB, SK, MB)	22	226	627	1780	2694	21	0	361	4078	3602	21	0	29	84	41
Pacific (BC)	20	315	593	1484	2213	19	0	361	3689	4099	19	0	29	82	40
Territories (YU, NWT, NT)	7	356	620	1337	1093	7	5	361	4464	5412	7	5	15	87	41

### BY SECTOR

Private	32	145	500	1379	1581	30	0	200	506	1749	30	0	27	71	35
Public-Municipal	13	133	245	589	668	13	651	1505	4012	4229	13	86	89	90	84
Public-Provincial	9	1921	3233	8000	6189	9	8153	12438	29500	25158	9	81	84	89	79
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	22	241	626	2947	2927	22	1150	4983	15860	12791	22	82	87	90	82

### BY ORGANIZATION SIZE (# EES)

50 to 499	10	36	110	145	103	9	0	10	98	82	9	0	9	57	31
500 to 999	12	184	347	523	347	11	310	430	533	387	11	41	59	79	54
1,000 to 2,999	10	241	500	1227	770	10	430	1216	1657	1127	10	25	77	87	58
3,000 to 9,999	9	589	620	3057	1878	9	0	3300	4078	2464	9	0	83	87	49
10,000 and over	13	2087	3546	8000	6553	13	8500	17000	28588	22726	13	80	84	89	74

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	10	146	347	2401	1923	10	149	350	4553	7808	10	45	60	85	56
Third Quartile (P51 to P75)	8	561	627	1151	871	8	254	381	1215	1221	8	11	27	47	34
Second Quartile (P26 to P50)	10	498	2586	4136	4120	9	477	6290	27400	11418	9	25	80	89	59
Bottom Quartile (P25 & below)	10	210	600	2773	3689	9	10	200	2000	8948	9	1	71	84	46

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 5 - Participant Profile Report

## Participant Profile

	Industry sector (# org.)											
	#Org	Agric.	Min&Oil	Util	Const.	Mfg	Transp	Publ'ng	Scient.	Waste	Other	Public
<b>ALL ORGANIZATIONS</b>												
All Organizations	59	1	3	-	3	8	9	2	4	1	4	24

## BY PROVINCE/TERRITORY

Newfoundland & Labrador	13	-	1	-	2	4	3	-	1	1	1	-
Prince Edward Island	6	-	-	-	1	2	3	-	-	-	-	-
Nova Scotia	12	-	-	-	2	4	3	-	1	-	1	1
New Brunswick	15	-	-	-	2	3	4	-	2	1	1	2
Quebec	35	1	2	-	3	7	6	2	4	1	3	6
Ontario	29	-	1	-	2	7	5	1	3	1	3	6
Manitoba	13	-	-	-	2	3	4	-	1	-	2	1
Saskatchewan	14	-	-	-	2	3	3	1	1	-	2	2
Alberta	19	-	1	-	2	5	4	1	1	-	3	2
British-Columbia	22	-	-	-	2	5	7	1	1	-	2	4
North West Territories	2	-	-	-	-	1	1	-	-	-	-	-
Yukon	5	-	-	-	-	1	2	-	1	-	-	1
Nunavut	6	-	-	-	1	1	1	-	-	1	-	2

## BY REGION

Atlantic (NL, PEI, NS, NB)	19	-	1	-	2	4	4	-	2	1	2	3
Central (ON, QC)	43	1	3	-	3	8	6	2	4	1	3	12
Prairies (AB, SK, MB)	23	-	1	-	2	5	5	1	1	-	3	5
Pacific (BC)	22	-	-	-	2	5	7	1	1	-	2	4
Territories (YU, NWT, NT)	8	-	-	-	1	1	2	-	1	1	-	2

## BY SECTOR

Private	35	1	3	-	3	8	9	2	4	1	4	-
Public-Municipal	14	-	-	-	-	-	-	-	-	-	-	14
Public-Provincial	10	-	-	-	-	-	-	-	-	-	-	10
Public-Federal	-	-	-	-	-	-	-	-	-	-	-	-
Public-All	24	-	-	-	-	-	-	-	-	-	-	24

## BY ORGANIZATION SIZE (# EES)

50 to 499	11	-	-	-	1	1	3	1	2	1	1	1
500 to 999	12	-	1	-	1	2	2	-	1	-	1	4
1,000 to 2,999	12	-	2	-	-	3	-	-	-	-	1	6
3,000 to 9,999	9	-	-	-	-	1	3	1	1	-	-	3
10,000 and over	15	1	-	-	1	1	1	-	-	-	1	10

## BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	11	-	1	-	-	2	2	1	-	-	-	5
Third Quartile (P51 to P75)	10	-	1	-	1	3	2	1	1	-	1	-
Second Quartile (P26 to P50)	10	-	-	-	-	1	3	-	-	-	1	5
Bottom Quartile (P25 & below)	10	-	-	-	1	2	1	-	2	1	-	3

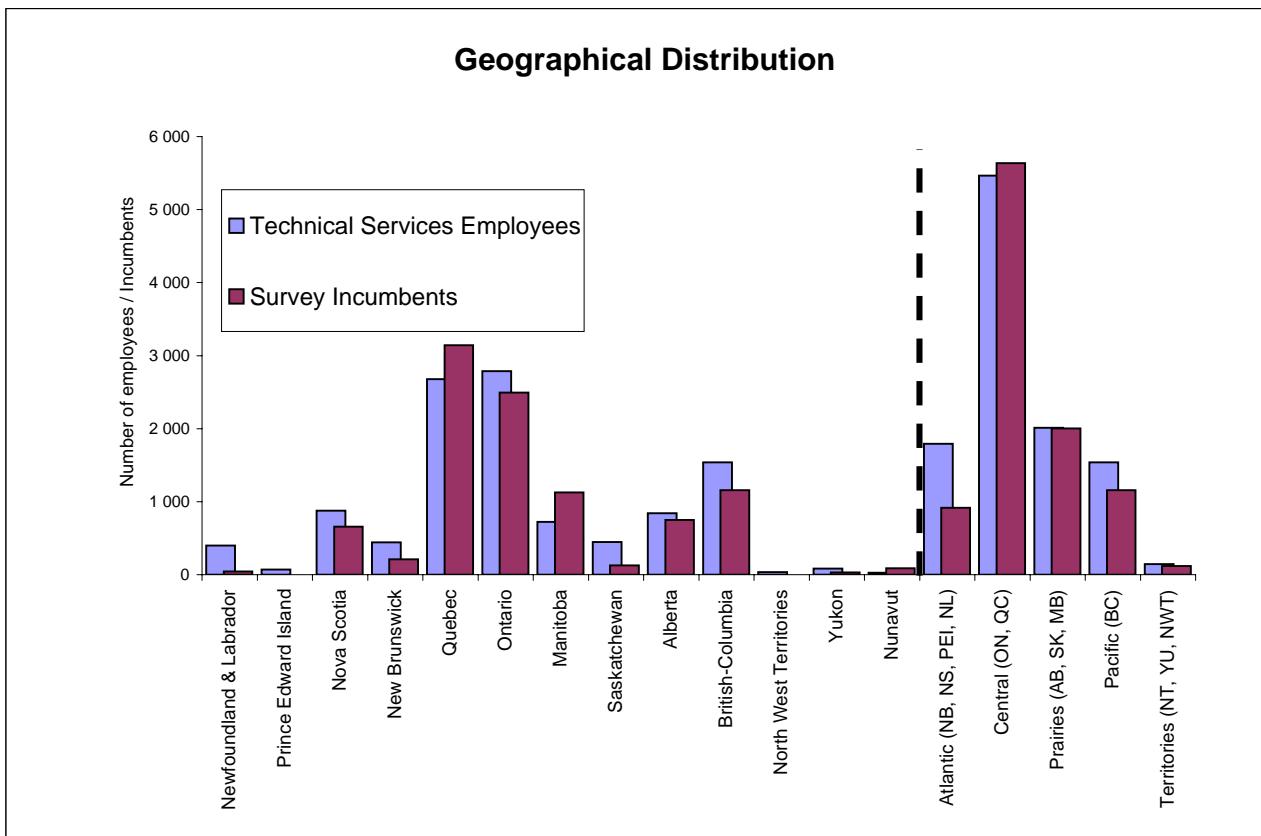
#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 5 - Participant Profile Report

## Participant Profile



# Section 6 - Benefits and Working Conditions Report

## Retirement Plans

	Retirement program offered			Type of plan offered (# org.)			DC Plan - Min. employee contribution (% of salary)				DC Plan - Max. employee contribution (% of salary)						
	#Org	Yes	No	DC	RRSP	DPSR	DB	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.
<b>ALL ORGANIZATIONS</b>																	
All Organizations	52	48	4	17	15	4	29	15	2.25	3.00	3.75	3.17	10	3.25	4.25	5.75	4.25

## BY PROVINCE/TERRITORY

Newfoundland & Labrador	13	12	1	7	6	2	4	5	3.00	3.50	4.00	3.50	3	*	*	*	4.33
Prince Edward Island	6	5	1	2	3	1	3	1	*	*	*	*	1	*	*	*	*
Nova Scotia	12	11	1	5	6	2	6	4	*	3.25	*	3.13	3	*	*	*	5.00
New Brunswick	15	14	1	6	7	3	6	4	*	3.25	*	3.13	2	*	*	*	*
Quebec	30	27	3	12	13	3	14	9	3.00	3.00	4.00	3.56	6	4.00	4.50	5.75	4.67
Ontario	25	23	2	10	11	3	11	8	2.88	3.25	4.00	3.69	4	*	5.50	*	5.25
Manitoba	13	12	1	6	7	2	7	4	*	3.00	*	2.88	3	*	*	*	5.67
Saskatchewan	13	11	2	6	5	2	5	4	*	3.25	*	3.63	3	*	*	*	5.33
Alberta	17	15	2	6	7	3	7	5	2.00	3.00	3.50	2.50	4	*	4.50	*	3.75
British-Columbia	21	20	1	8	9	3	11	7	2.50	3.00	3.25	2.64	5	4.00	5.00	6.00	4.20
North West Territories	2	2	-	1	1	-	2	-	*	*	*	*	-	*	*	*	*
Yukon	6	6	-	2	3	-	5	1	*	*	*	*	1	*	*	*	*
Nunavut	5	5	-	2	1	-	4	1	*	*	*	*	-	*	*	*	*

## BY REGION

Atlantic (NL, PEI, NS, NB)	19	18	1	9	9	3	8	7	2.50	3.00	3.75	3.07	5	4.00	4.50	5.00	4.50
Central (ON, QC)	36	33	3	13	14	3	18	10	2.63	3.00	3.88	3.45	6	4.00	4.50	5.75	4.67
Prairies (AB, SK, MB)	21	19	2	9	8	3	10	8	2.75	3.00	3.63	2.94	7	3.50	5.00	6.00	4.43
Pacific (BC)	21	20	1	8	9	3	11	7	2.50	3.00	3.25	2.64	5	4.00	5.00	6.00	4.20
Territories (YU, NWT, NT)	8	8	-	3	3	-	6	2	*	*	*	*	1	*	*	*	*

## BY SECTOR

Private	32	28	4	13	15	4	10	12	2.38	3.00	3.63	3.13	7	3.50	4.00	5.50	4.00
Public-Municipal	11	11	-	2	-	-	11	1	*	*	*	*	1	*	*	*	*
Public-Provincial	9	9	-	2	-	-	8	2	*	*	*	*	2	*	*	*	*
Public-Federal	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*
Public-All	20	20	-	4	-	-	19	3	*	*	*	3.33	3	*	*	*	4.83

## BY ORGANIZATION SIZE (# EES)

50 to 499	9	7	2	1	3	2	1	2	*	*	*	*	1	*	*	*	*
500 to 999	11	10	1	2	3	-	6	2	*	*	*	*	-	*	*	*	*
1,000 to 2,999	12	12	-	7	5	1	9	5	3.00	3.00	3.50	3.10	4	*	3.50	*	3.75
3,000 to 9,999	8	7	1	2	2	-	5	2	*	*	*	*	1	*	*	*	*
10,000 and over	12	12	-	5	2	1	8	4	*	2.50	*	3.00	4	*	5.25	*	5.38

## BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	9	8	1	3	2	1	2	3	*	*	*	*	2	*	*	*	*
Third Quartile (P51 to P75)	10	10	-	6	2	1	7	7	2.00	2.50	3.00	2.21	5	3.00	4.50	5.00	3.70
Second Quartile (P26 to P50)	8	7	1	4	4	1	5	2	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	9	8	1	-	3	1	5	-	*	*	*	*	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Retirement Plans

DC Plan - Employer contribution (% of salary)					DC Plan - Employer contribution (% of employee contribution)					DC Plan - Tandem DB plan (# org.)			DC Plan - Additional comp. recognized (#org.)		RRSP - Min. employee contribution (% of salary)					
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	Active	Frozen	No DB	# Org.	Yes	No	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	10	3.00	3.50	4.19	3.53	10	100	100	100	103	6	6	6	19	15	4	10	-	1.50	2.88	1.45
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	5	4.00	4.00	4.25	4.25	2	*	*	*	*	2	2	3	8	6	2	4	*	1.25	*	1.38
Prince Edward Island	-	*	*	*	*	1	*	*	*	*	2	-	1	3	2	1	3	*	*	*	0.83
Nova Scotia	2	*	*	*	*	3	*	*	*	117	2	2	2	6	5	1	4	*	1.25	*	1.38
New Brunswick	3	*	*	*	3.75	2	*	*	*	*	3	1	5	9	8	1	6	0.50	2.25	2.88	1.75
Quebec	5	4.00	4.00	4.25	4.25	7	100	100	125	119	4	5	5	14	12	2	8	-	1.50	2.63	1.44
Ontario	5	3.00	4.00	4.25	3.65	6	100	100	138	122	3	4	5	13	12	1	8	-	1.00	2.63	1.31
Manitoba	2	*	*	*	*	3	*	*	*	100	3	2	2	7	6	1	5	-	-	2.50	1.10
Saskatchewan	4	*	3.63	*	4.31	2	*	*	*	*	3	2	2	7	5	2	4	*	1.25	*	1.38
Alberta	4	*	3.63	*	3.31	4	*	100	*	88	2	3	2	7	6	1	5	-	-	2.50	1.10
British-Columbia	5	3.00	3.00	4.25	3.25	6	100	100	138	117	3	4	3	10	8	2	6	-	1.25	2.88	1.42
North West Territories	-	*	*	*	*	-	*	*	*	*	1	-	-	2	1	1	1	*	*	*	*
Yukon	-	*	*	*	*	1	*	*	*	*	2	-	-	3	2	1	2	*	*	*	*
Nunavut	1	*	*	*	*	-	*	*	*	*	1	-	1	3	2	1	1	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	5	4.00	4.00	4.25	4.25	4	*	100	*	113	3	3	5	12	10	2	6	0.50	2.25	2.88	1.75
Central (ON, QC)	6	3.25	4.00	4.19	3.71	7	100	100	125	119	4	5	5	15	13	2	9	-	1.00	2.50	1.28
Prairies (AB, SK, MB)	6	3.00	3.63	5.56	3.88	6	100	100	100	92	4	4	2	10	8	2	6	-	-	1.88	0.92
Pacific (BC)	5	3.00	3.00	4.25	3.25	6	100	100	138	117	3	4	3	10	8	2	6	-	1.25	2.88	1.42
Territories (YU, NWT, NT)	1	*	*	*	*	1	*	*	*	*	2	-	1	4	3	1	2	*	*	*	*

### BY SECTOR

Private	8	2.50	3.50	4.06	3.16	8	83	100	113	104	4	5	6	15	12	3	10	-	1.50	2.88	1.45
Public-Municipal	1	*	*	*	*	-	*	*	*	*	1	-	-	2	2	-	-	*	*	*	*
Public-Provincial	1	*	*	*	*	2	*	*	*	*	1	1	-	2	1	1	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	-	-	-	-	-	-	*	*	*	*
Public-All	2	*	*	*	*	2	*	*	*	*	2	1	-	4	3	1	-	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	2	*	*	*	*	1	*	*	*	*	-	-	3	3	3	-	1	*	*	*	*
500 to 999	1	*	*	*	*	2	*	*	*	*	-	1	1	2	1	1	2	*	*	*	*
1,000 to 2,999	4	*	4.13	*	4.31	2	*	*	*	*	2	2	1	7	5	2	3	*	*	*	2.17
3,000 to 9,999	1	*	*	*	*	1	*	*	*	*	1	-	1	2	2	-	2	*	*	*	*
10,000 and over	2	*	*	*	*	4	*	100	*	100	3	3	-	5	4	1	2	*	*	*	*

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	3	*	*	*	5.67	2	*	*	*	*	-	2	3	4	3	1	2	*	*	*	*
Third Quartile (P51 to P75)	4	*	2.00	*	1.75	4	*	100	*	75	3	1	1	5	4	1	1	*	*	*	*
Second Quartile (P26 to P50)	2	*	*	*	*	1	*	*	*	*	2	1	1	5	4	1	4	*	1.75	*	1.63
Bottom Quartile (P25 & below)	-	*	*	*	*	1	*	*	*	*	-	1	1	3	3	-	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Retirement Plans

RRSP - Max. employee contribution (% of salary)					RRSP - Employer contribution (% of salary)					RRSP - Employer contribution (% of employee contribution)					RRSP - Fees paid by (# org.)			RRSP - Add'l comp. recognized (# org.)		
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	# Org.	ER	EE	# Org.	Yes	No

### ALL ORGANIZATIONS

All Organizations	5	4.00	4.00	5.00	4.90	10	-	-	3.00	1.60	9	-	100	150	86	16	8	8	15	2	13
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	3	*	*	*	5.50	4	*	-	*	1.75	4	*	85.00	*	81.50	6	3	3	6	-	6
Prince Edward Island	3	*	*	*	5.50	2	*	*	*	*	3	*	*	*	58.67	3	1	2	4	-	4
Nova Scotia	3	*	*	*	5.50	4	*	-	*	1.75	4	*	85.00	*	81.50	6	3	3	7	1	6
New Brunswick	3	*	*	*	5.50	4	*	2.50	*	3.00	4	*	85.00	*	81.50	7	5	2	7	-	7
Quebec	5	4.00	4.00	5.00	4.90	7	-	-	2.50	1.71	7	10.00	100.00	153.00	96.57	13	6	7	12	1	11
Ontario	4	*	4.50	*	5.13	8	-	-	4.25	2.00	6	5.00	85.00	154.50	96.00	12	7	5	12	2	10
Manitoba	4	*	4.50	*	5.13	5	-	-	-	1.40	4	*	85.00	*	81.50	7	3	4	8	1	7
Saskatchewan	3	*	*	*	5.50	3	*	*	*	2.33	4	*	85.00	*	81.50	5	3	2	6	-	6
Alberta	3	*	*	*	5.50	6	-	-	3.00	1.83	5	-	20.00	150.00	65.20	8	4	4	9	2	7
British-Columbia	4	*	4.50	*	5.13	6	-	-	-	1.17	6	40.00	125.00	154.50	112.67	9	3	6	10	1	9
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	-	-	1	-	1
Yukon	2	*	*	*	*	3	*	*	*	2.33	2	*	*	*	*	2	2	-	3	-	3
Nunavut	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	-	-	1	-	1

### BY REGION

Atlantic (NL, PEI, NS, NB)	3	*	*	*	5.50	6	-	-	3.75	2.00	4	*	85.00	*	81.50	9	5	4	8	1	7
Central (ON, QC)	5	4.00	4.00	5.00	4.90	9	-	-	4.00	1.78	8	-	60.00	151.50	84.50	15	8	7	14	2	12
Prairies (AB, SK, MB)	4	*	4.50	*	5.13	7	-	-	2.00	1.57	5	-	20.00	150.00	65.20	9	4	5	10	2	8
Pacific (BC)	4	*	4.50	*	5.13	6	-	-	-	1.17	6	40.00	125.00	154.50	112.67	9	3	6	10	1	9
Territories (YU, NWT, NT)	2	*	*	*	*	3	*	*	*	2.33	2	*	*	*	*	2	2	-	3	-	3

### BY SECTOR

Private	5	4.00	4.00	5.00	4.90	10	-	-	3.00	1.60	9	-	100.00	150.00	86.22	16	8	8	14	2	12
Public-Municipal	-	*	*	*	*	-	*	*	*	*	*	-	*	*	*	*	-	-	1	-	1
Public-Provincial	-	*	*	*	*	-	*	*	*	*	*	-	*	*	*	*	-	-	-	-	-
Public-Federal	-	*	*	*	*	-	*	*	*	*	*	-	*	*	*	*	-	-	-	-	-
Public-All	-	*	*	*	*	-	*	*	*	*	*	-	*	*	*	*	-	-	1	-	1

### BY ORGANIZATION SIZE (# EES)

50 to 499	-	*	*	*	*	3	*	*	*	4.00	-	*	*	*	*	4	2	2	5	-	5	
500 to 999	-	*	*	*	*	1	*	*	*	*	3	*	*	*	*	116.67	2	1	1	2	1	1
1,000 to 2,999	2	*	*	*	*	3	*	*	*	-	3	*	*	*	*	90.00	4	2	2	4	1	3
3,000 to 9,999	1	*	*	*	*	2	*	*	*	*	-	*	*	*	*	3	2	1	1	-	1	
10,000 and over	2	*	*	*	*	1	*	*	*	*	3	*	*	*	*	52.00	3	1	2	3	-	3

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	1	*	*	*	*	-	*	*	*	*	1	*	*	*	*	3	1	2	2	-	2	
Third Quartile (P51 to P75)	1	*	*	*	*	4	*	-	*	-	1	*	*	*	*	4	2	2	3	1	2	
Second Quartile (P26 to P50)	3	*	*	*	*	5.17	2	*	*	*	3	*	*	*	*	90.00	3	2	1	4	-	4
Bottom Quartile (P25 & below)	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	3	2	1	4	1	3	

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Retirement Plans

DPSP - Employer contribution (% of salary)					DB Plan - Non-integrated employee cont. (% of salary)					DB Plan - Integrated employee cont. (% of salary up to YMPE)					DB Plan - Integrated employee cont. (% of salary in excess of YMPE)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	3	*	*	*	2.83	11	-	6.00	7.75	4.21	21	5.16	6.25	6.99	5.87	21	7.38	8.40	9.56	7.96
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	3	*	*	*	2.50	2	*	*	*	*	2	*	*	*	7.20
Prince Edward Island	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	1	*	*	*	6.00
Nova Scotia	1	*	*	*	*	3	*	*	*	2.50	4	*	5.08	*	4.39	4	4.50	*	8.70	6.00
New Brunswick	3	*	*	*	2.83	3	*	*	*	5.60	3	*	*	*	5.32	3	*	*	7.95	7.30
Quebec	3	*	*	*	2.83	7	-	6.50	7.75	4.43	7	3.10	5.08	5.25	3.88	8	5.50	6.00	7.85	5.87
Ontario	3	*	*	*	2.83	5	-	-	6.00	2.70	9	5.25	5.40	6.50	5.46	8	6.00	7.95	9.60	7.09
Manitoba	1	*	*	*	*	3	*	*	*	2.50	5	4.90	5.25	5.25	4.28	5	6.00	6.00	7.00	5.48
Saskatchewan	1	*	*	*	*	2	*	*	*	*	3	*	*	*	6.33	3	*	*	10.76	9.17
Alberta	1	*	*	*	*	4	*	-	*	1.88	5	4.90	4.90	5.25	4.35	5	6.00	8.40	8.40	6.47
British-Columbia	1	*	*	*	*	4	*	-	*	1.88	9	4.90	5.25	6.99	5.26	9	6.00	8.40	8.49	6.93
North West Territories	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	-	*	*	*	*	1	*	*	*	*	3	*	*	*	4.92	3	*	*	8.25	7.50
Nunavut	-	*	*	*	*	1	*	*	*	*	2	*	*	*	*	2	*	*	*	8.40

### BY REGION

Atlantic (NL, PEI, NS, NB)	3	*	*	*	2.83	5	-	-	7.50	3.36	5	4.90	5.25	5.80	4.67	5	6.00	7.50	8.40	6.30
Central (ON, QC)	3	*	*	*	2.83	9	-	6.00	7.50	4.11	11	4.99	5.33	6.50	5.16	11	6.00	7.85	9.30	6.99
Prairies (AB, SK, MB)	1	*	*	*	*	4	*	-	*	1.88	8	4.90	5.25	6.17	5.23	8	6.00	7.70	8.69	7.31
Pacific (BC)	1	*	*	*	*	4	*	-	*	1.88	9	4.90	5.25	6.99	5.26	9	6.00	8.40	8.49	6.93
Territories (YU, NWT, NT)	-	*	*	*	*	1	*	*	*	*	4	*	4.90	*	4.91	4	7.58	*	8.40	7.73

### BY SECTOR

Private	3	*	*	*	2.83	5	-	-	-	1.50	8	3.70	5.25	5.33	4.26	8	5.50	6.00	7.95	6.07
Public-Municipal	-	*	*	*	*	6	6.13	7.25	8.75	6.47	6	6.62	6.99	8.35	7.44	5	8.49	9.60	9.60	9.86
Public-Provincial	-	*	*	*	*	-	*	*	*	*	7	5.35	6.00	7.05	6.15	8	7.95	8.30	9.24	8.43
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	
Public-All	-	*	*	*	*	6	6.13	7.25	8.75	6.47	13	6.00	6.69	7.40	6.74	13	8.19	8.49	9.60	8.98

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	2	*	*	*	*	1	*	*	*	*	1	*	*	*	9.60
500 to 999	-	*	*	*	*	3	*	*	*	7.26	4	*	5.95	*	6.40	3	*	*	9.00	8.50
1,000 to 2,999	1	*	*	*	*	5	-	-	8.00	3.40	4	*	6.75	*	5.59	4	6.37	*	10.48	7.80
3,000 to 9,999	1	*	*	*	*	1	*	*	*	*	4	*	5.08	*	5.44	4	7.58	*	8.42	7.75
10,000 and over	-	*	*	*	*	-	*	*	*	*	8	5.53	6.00	7.05	5.90	9	6.75	7.85	9.24	7.75

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*	1	*	*	*	8.19
Third Quartile (P51 to P75)	-	*	*	*	*	2	*	*	*	*	7	5.53	6.69	7.52	5.95	7	6.75	9.13	9.58	7.84
Second Quartile (P26 to P50)	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*	2	*	*	*	7.20
Bottom Quartile (P25 & below)	1	*	*	*	*	2	*	*	*	*	6	6.50	6.99	6.99	6.94	5	8.24	8.49	8.77	8.52

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Retirement Plans

DB Plan - Salary used for pension calculations (# org.)						Additional comp. Recognized (DB)			DB Plan - Non-integrated benefit formula (% of salary)						DB Plan - Integrated benefit formula (% of salary up to YMPE)						DB Plan - Integrated benefit formula (% of salary in excess of YMPE)						
Career	Fin.3	Fin.5	Ind. Car.	Other	# Org.	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	-	7	17	-	5	24	8	16	8	2.00	2.00	2.00	3.13	10	1.31	1.39	1.75	1.83	10	2.00	2.00	2.00	2.69
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	-	2	2	-	2	4	2	2	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	*	*	*	
Prince Edward Island	-	2	-	-	2	2	1	1	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	*	*	*	
Nova Scotia	-	2	4	-	2	6	2	4	-	*	*	*	*	3	*	*	*	2.08	3	*	*	*	*	2.83	*		
New Brunswick	-	2	3	-	2	5	3	2	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*	*	*	*	
Quebec	-	6	5	-	4	13	3	10	3	*	*	*	*	2.00	5	1.38	1.75	1.75	1.88	5	2.00	2.00	2.00	2.50			
Ontario	-	3	7	-	3	9	3	6	1	*	*	*	*	5	1.00	1.75	1.75	1.75	1.60	5	1.50	2.00	2.00	2.10			
Manitoba	-	3	3	-	2	6	2	4	1	*	*	*	*	3	*	*	*	1.50	3	*	*	*	*	1.83			
Saskatchewan	-	3	1	-	3	4	3	1	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	*	*	*	
Alberta	-	2	5	-	2	7	4	3	-	*	*	*	*	5	1.40	1.75	3.50	2.51	5	2.00	2.00	5.00	3.78				
British-Columbia	-	3	5	-	3	9	3	6	2	*	*	*	*	5	1.75	1.75	3.50	2.58	5	2.00	2.00	5.00	3.78				
North West Territories	-	1	-	-	1	1	-	1	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	*	*	*	
Yukon	-	2	2	-	2	4	2	2	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	*	*	*	
Nunavut	-	1	2	-	1	3	2	1	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	*	*	*	

### BY REGION

Atlantic (NL, PEI, NS, NB)	-	2	6	-	2	8	3	5	1	*	*	*	*	4	*	1.53	*	1.89	4	*	2.00	*	2.63			
Central (ON, QC)	-	6	9	-	4	15	4	11	4	*	2.00	*	2.00	6	1.09	1.56	1.75	1.56	6	1.63	2.00	2.00	2.08			
Prairies (AB, SK, MB)	-	4	6	-	3	10	5	5	1	*	*	*	*	7	1.38	1.75	2.63	2.24	7	2.00	2.00	3.50	3.27			
Pacific (BC)	-	3	5	-	3	9	3	6	2	*	*	*	*	5	1.75	1.75	3.50	2.58	5	2.00	2.00	5.00	3.78			
Territories (YU, NWT, NT)	-	2	3	-	2	5	3	2	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	*	*	*

### BY SECTOR

Private	-	4	4	-	4	10	3	7	-	*	*	*	*	5	1.38	1.75	1.75	1.88	5	2.00	2.00	2.00	2.50			
Public-Municipal	-	3	6	-	1	7	3	4	6	2.00	2.00	2.00	3.31	2	*	*	*	*	2	*	*	*	*			
Public-Provincial	-	-	7	-	-	7	2	5	2	*	*	*	*	3	*	*	*	2.53	3	*	*	*	4.13			
Public-Federal	-	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	*		
Public-All	-	3	13	-	1	14	5	9	8	2.00	2.00	2.00	3.13	5	1.30	1.35	1.40	1.79	5	2.00	2.00	2.00	2.88			

### BY ORGANIZATION SIZE (# EES)

50 to 499	-	-	1	-	-	1	-	1	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	*	*	*		
500 to 999	-	-	5	-	1	4	2	2	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*	*	*	*		
1,000 to 2,999	-	4	3	-	1	6	3	3	3	*	*	*	*	4.63	3	*	*	*	1.95	3	*	*	*	2.83				
3,000 to 9,999	-	1	3	-	1	5	1	4	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*	*	*	*		
10,000 and over	-	2	5	-	2	8	2	6	2	*	*	*	*	4	*	1.39	*	1.46	4	*	2.00	*	2.00	*	2.00			

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	-	1	2	-	-	3	-	3	2	*	*	*	*	1	*	*	*	*	1	*	*	*	*	*	*	*	
Third Quartile (P51 to P75)	-	2	4	-	2	6	3	3	-	*	*	*	*	5	1.30	1.35	1.40	1.36	5	2.00	2.00	2.00	1.90				
Second Quartile (P26 to P50)	-	2	1	-	1	3	1	2	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	*	*	*	
Bottom Quartile (P25 & below)	-	1	3	-	1	4	-	4	3	*	*	*	*	4.63	1	*	*	*	1	*	*	*	*	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Retirement Plans

	DB Plan - Normal retirement age					DB Plan - Minimum age of retirement without reduction					DB Plan - Minimum service for retirement without reduction					DB Plan - Index after retirement		
	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	Yes	No	
<b>ALL ORGANIZATIONS</b>																		
All Organizations	27	65.0	65.0	65.0	64.2	25	60.0	55.0	55.0	56.7	23	30.0	25.0	25.0	12.5	21.0	20	7

## BY PROVINCE/TERRITORY

Newfoundland & Labrador	5	65.0	65.0	65.0	64.0	4	*	57.5	*	57.5	5	30.0	25.0	25.0	22.4	2	3
Prince Edward Island	2	*	*	*	62.5	2	*	*	*	*	2	*	*	*	*	1	1
Nova Scotia	6	65.0	65.0	65.0	64.2	6	60.0	57.5	55.0	57.0	6	25.0	22.5	6.5	17.3	3	3
New Brunswick	5	65.0	65.0	60.0	63.0	4	*	57.5	*	57.5	3	*	*	*	19.0	4	1
Quebec	14	65.0	65.0	65.0	64.1	13	60.0	60.0	55.0	57.8	14	30.0	25.0	11.3	19.8	8	7
Ontario	11	65.0	65.0	65.0	64.1	10	58.8	55.0	55.0	56.7	11	30.0	25.0	22.5	24.3	6	4
Manitoba	6	65.0	65.0	65.0	64.2	6	58.8	55.0	55.0	57.0	5	25.0	25.0	20.0	20.4	3	3
Saskatchewan	4	*	65.0	*	63.8	4	*	55.0	*	56.3	3	*	*	*	19.0	3	1
Alberta	7	65.0	65.0	65.0	64.3	7	60.0	55.0	55.0	57.4	7	30.0	25.0	22.5	23.9	4	3
British-Columbia	9	65.0	65.0	65.0	63.9	10	60.0	55.0	55.0	57.2	9	30.0	25.0	20.0	20.8	5	4
North West Territories	1	*	*	*	60.0	1	*	*	*	*	1	*	*	*	*	1	-
Yukon	4	*	62.5	*	62.5	4	*	55.0	*	55.0	4	*	30.0	*	28.8	3	1
Nunavut	3	*	*	*	63.3	3	*	*	*	56.7	3	*	*	*	20.7	3	-

## BY REGION

Atlantic (NL, PEI, NS, NB)	9	65.0	65.0	65.0	63.9	7	60.0	60.0	55.0	57.4	7	27.5	25.0	11.0	19.1	5	4
Central (ON, QC)	18	65.0	65.0	65.0	64.3	16	60.0	55.0	55.0	57.3	18	30.0	25.0	16.3	21.5	11	7
Prairies (AB, SK, MB)	10	65.0	65.0	65.0	64.5	10	58.8	55.0	55.0	56.7	8	30.0	25.0	23.8	24.0	6	4
Pacific (BC)	9	65.0	65.0	65.0	63.9	10	60.0	55.0	55.0	57.2	9	30.0	25.0	20.0	20.8	5	4
Territories (YU, NWT, NT)	5	65.0	65.0	60.0	63.0	5	55.0	55.0	55.0	56.0	5	30.0	30.0	25.0	23.4	4	1

## BY SECTOR

Private	12	65.0	65.0	65.0	64.2	11	60.0	55.0	55.0	57.0	12	30.0	25.0	13.8	20.2	7	5
Public-Municipal	9	65.0	65.0	65.0	64.8	7	60.0	55.0	55.0	57.1	6	30.0	25.0	5.0	18.3	6	2
Public-Provincial	6	65.0	65.0	61.3	63.3	7	57.5	55.0	55.0	55.7	5	35.0	30.0	30.0	26.4	7	-
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-
Public-All	15	65.0	65.0	65.0	64.2	14	60.0	55.0	55.0	56.4	11	30.0	30.0	11.0	22.0	13	2

## BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	65.0	1	*	*	*	*	1	*	*	*	*	1	-
500 to 999	6	65.0	65.0	63.5	63.8	4	*	57.5	*	57.5	5	30.0	20.0	2.0	16.4	4	1
1,000 to 2,999	8	65.0	65.0	65.0	65.0	7	60.0	55.0	55.0	57.4	6	30.0	27.5	21.3	24.2	4	4
3,000 to 9,999	5	65.0	65.0	60.0	63.0	5	55.0	55.0	55.0	56.0	5	30.0	30.0	25.0	23.0	4	1
10,000 and over	7	65.0	65.0	65.0	64.3	8	60.0	55.0	55.0	56.3	6	32.5	20.0	5.3	18.7	7	1

## BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	2	*	*	*	65.0	3	*	*	*	60.0	3	*	*	*	30.0	2	1
Third Quartile (P51 to P75)	6	65.0	65.0	65.0	64.2	6	58.8	55.0	55.0	56.2	4	*	22.5	*	20.5	4	2
Second Quartile (P26 to P50)	4	*	65.0	*	63.8	4	*	55.0	*	56.3	4	*	17.5	*	16.8	3	1
Bottom Quartile (P25 & below)	5	65.0	65.0	65.0	64.0	5	60.0	55.0	55.0	57.0	5	30.0	20.0	15.0	19.0	4	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Retirement Plans

	DB Plan - Normal form of pension (# org.)							DB Plan - Flexible plan (# org.)			
	Life	Gar.5	Gar.10	Gar.15	J&S 50	J&S60	J&S66	Other	#Org.	Yes	No
<b>ALL ORGANIZATIONS</b>											
All Organizations	3	5	-	1	5	5	1	6	26	2	24

## BY PROVINCE/TERRITORY

Newfoundland & Labrador	-	1	-	-	3	1	-	1	5	1	4
Prince Edward Island	-	1	-	-	2	-	-	-	2	-	2
Nova Scotia	-	1	-	-	2	1	1	2	6	-	6
New Brunswick	1	2	-	-	2	-	-	1	5	-	5
Quebec	-	2	-	1	4	5	1	1	15	2	13
Ontario	-	1	-	-	2	2	1	4	9	-	9
Manitoba	-	1	-	-	2	1	1	2	5	-	5
Saskatchewan	-	2	-	-	2	-	-	1	4	-	4
Alberta	1	2	-	-	2	1	1	1	7	-	7
British-Columbia	2	1	-	-	2	2	1	1	10	-	10
North West Territories	-	1	-	-	1	-	-	-	1	-	1
Yukon	1	1	-	-	3	-	-	-	4	-	4
Nunavut	1	1	-	-	1	-	-	1	3	-	3

## BY REGION

Atlantic (NL, PEI, NS, NB)	1	2	-	-	3	1	1	2	9	1	8
Central (ON, QC)	-	2	-	1	4	5	1	4	17	2	15
Prairies (AB, SK, MB)	1	3	-	-	2	2	1	2	9	-	9
Pacific (BC)	2	1	-	-	2	2	1	1	10	-	10
Territories (YU, NWT, NT)	1	1	-	-	3	-	-	1	5	-	5

## BY SECTOR

Private	-	1	-	-	3	5	1	2	12	1	11
Public-Municipal	1	3	-	1	-	-	-	2	7	1	6
Public-Provincial	2	1	-	-	2	-	-	2	7	-	7
Public-Federal	-	-	-	-	-	-	-	-	-	-	-
Public-All	3	4	-	1	2	-	-	4	14	1	13

## BY ORGANIZATION SIZE (# EES)

50 to 499	-	-	-	-	-	-	-	1	1	-	1
500 to 999	-	1	-	-	-	-	-	2	4	-	4
1,000 to 2,999	-	2	-	1	1	2	1	1	8	2	6
3,000 to 9,999	2	1	-	-	2	1	-	-	5	-	5
10,000 and over	1	1	-	-	2	2	-	2	8	-	8

## BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	-	1	-	-	1	1	-	-	3	-	3
Third Quartile (P51 to P75)	1	2	-	-	1	-	1	1	7	-	7
Second Quartile (P26 to P50)	-	1	-	-	1	2	-	1	4	-	4
Bottom Quartile (P25 & below)	1	-	-	-	-	1	-	1	4	-	4

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Benefits program in place (#Org.)	Type of plan offered (#Org.)								
	#Org	Yes	No	Conv.	Modular	Core+	Cafet.	Spd'gAct	Other
<b>ALL ORGANIZATIONS</b>									
All Organizations	42	42	-	33	2	3	2	1	1

### BY PROVINCE

Newfoundland & Labrador	12	12	-	8	2	-	1	-	-
Prince Edward Island	6	6	-	4	1	-	-	-	-
Nova Scotia	11	11	-	8	1	-	1	-	-
New Brunswick	14	14	-	10	1	-	1	1	-
Quebec	24	24	-	19	2	1	2	-	-
Ontario	19	19	-	16	1	-	2	-	-
Manitoba	11	11	-	7	1	-	1	-	1
Saskatchewan	12	12	-	8	1	1	1	-	-
Alberta	15	15	-	11	1	1	1	-	-
British-Columbia	17	17	-	14	1	-	2	-	-
North West Territories	2	2	-	1	-	-	-	-	-
Yukon	5	5	-	4	-	-	-	-	-
Nunavut	5	5	-	4	-	-	-	-	-

### BY REGION

Atlantic (NL, PEI, NS, NB)	17	17	-	12	2	-	1	1	-
Central (ON, QC)	28	28	-	23	2	1	2	-	-
Prairies (AB, SK, MB)	19	19	-	13	1	2	1	-	1
Pacific (BC)	17	17	-	14	1	-	2	-	-
Territories (YU, NWT, NT)	7	7	-	6	-	-	-	-	-

### BY SECTOR

Private	25	25	-	21	2	-	2	-	-
Public-Municipal	9	9	-	7	-	1	-	1	-
Public-Provincial	8	8	-	5	-	2	-	-	1
Public-Federal	-	-	-	-	-	-	-	-	-
Public-All	17	17	-	12	-	3	-	1	1

### BY ORGANIZATION SIZE (# EES)

50 to 499	8	8	-	8	-	-	-	-	-
500 to 999	9	9	-	8	-	-	1	1	-
1,000 to 2,999	9	9	-	5	1	1	1	-	-
3,000 to 9,999	6	6	-	6	-	-	-	-	-
10,000 and over	10	10	-	6	1	2	-	-	1

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	9	-	7	1	1	-	-	-
Third Quartile (P51 to P75)	8	8	-	6	-	2	-	-	-
Second Quartile (P26 to P50)	6	6	-	4	-	-	1	-	-
Bottom Quartile (P25 & below)	6	6	-	6	-	-	1	-	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

% of BC employee prov. health premium paid by employer					% of Alberta employee prov. health premium paid by employer					% of Ontario employee prov. health premium paid by employer					% of Quebec prov. drug plan premiums paid by employer				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	16	-	50	100	47	14	-	50	89	47	15	25	100	100	67	8	-	-	6
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### BY PROVINCE

Newfoundland & Labrador	8	38	53	100	57	7	25	50	78	51	7	28	100	100	65	3	*	*	*	-
Prince Edward Island	4	*	25	*	38	4	*	25	*	38	3	*	*	*	33	2	*	*	*	*
Nova Scotia	9	-	50	100	51	7	25	50	78	51	7	28	100	100	65	2	*	*	*	*
New Brunswick	7	25	50	100	57	6	13	50	88	50	6	25	100	100	67	2	*	*	*	*
Quebec	9	50	55	100	62	8	38	53	100	57	9	55	100	100	73	6	-	-	-	8
Ontario	9	50	55	100	62	9	50	55	100	62	12	89	100	100	80	2	*	*	*	*
Manitoba	8	38	75	100	63	7	25	50	100	57	7	50	100	100	71	2	*	*	*	*
Saskatchewan	9	-	50	100	44	8	-	25	63	38	8	-	50	100	50	4	*	-	*	-
Alberta	10	-	50	89	46	11	-	50	78	46	9	-	100	100	62	3	*	*	*	-
British-Columbia	13	50	50	100	58	10	13	50	89	51	9	50	100	100	67	2	*	*	*	*
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	3	*	*	*	*	50	2	*	*	*	3	*	*	*	67	1	*	*	*	*
Nunavut	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*	1	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	9	-	50	100	51	7	25	50	78	51	7	28	100	100	65	3	*	*	*	-
Central (ON, QC)	9	50	55	100	62	9	50	55	100	62	12	89	100	100	80	6	-	-	-	8
Prairies (AB, SK, MB)	12	-	50	100	46	13	-	50	100	47	11	-	100	100	60	4	*	-	*	-
Pacific (BC)	13	50	50	100	58	10	13	50	89	51	9	50	100	100	67	2	*	*	*	*
Territories (YU, NWT, NT)	4	*	50	*	50	3	*	*	*	33	4	*	100	*	75	1	*	*	*	*

### BY SECTOR

Private	13	-	50	100	50	12	-	50	100	50	12	38	100	100	67	5	-	-	-	10
Public-Municipal	1	*	*	*	*	-	*	*	*	*	2	*	*	*	*	1	*	*	*	*
Public-Provincial	2	*	*	*	*	2	*	*	*	*	1	*	*	*	*	2	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	3	*	*	*	*	33	2	*	*	*	3	*	*	*	67	3	*	*	*	-

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	33	2	*	*	*	*	3	*	*	*	67	2	*	*	*	*
500 to 999	3	*	*	*	50	3	*	*	*	67	5	100	100	100	90	-	*	*	*	*
1,000 to 2,999	3	*	*	*	85	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
3,000 to 9,999	3	*	*	*	50	3	*	*	*	50	3	*	*	*	33	2	*	*	*	*
10,000 and over	4	*	-	*	25	4	*	25	*	38	2	*	*	*	2	*	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	3	*	*	*	52	3	*	*	*	52	2	*	*	*	*	3	*	*	*	-
Third Quartile (P51 to P75)	4	*	-	*	13	3	*	*	*	17	1	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	4	*	75	*	75	4	*	75	*	75	4	*	100	*	75	1	*	*	*	*
Bottom Quartile (P25 & below)	2	*	*	*	*	2	*	*	*	*	3	*	*	*	67	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Employee's life insurance - Prot. in force (#Org.)			Employee's life insurance - Coverage (multiple of salary)					Employee's life insurance - Max. amount (\$000)					Employee's life insurance - Fixed amount (\$000)					Employee's life insurance - Portion paid by employer (%)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	43	43	-	38	1.0	2.0	2.0	1.9	25	245	325	500	454	4	*	33	*	29	36	50	100	74
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### BY PROVINCE

Newfoundland & Labrador	11	11	-	11	1.0	1.5	2.0	1.7	7	200	300	500	537	-	*	*	*	*	11	75	100	100	77
Prince Edward Island	5	5	-	5	1.0	1.5	2.0	1.6	3	*	*	*	220	-	*	*	*	*	5	0	100	100	60
Nova Scotia	10	10	-	10	1.0	1.8	2.0	1.7	7	110	300	400	269	-	*	*	*	*	10	63	100	100	75
New Brunswick	13	13	-	13	1.0	1.0	2.0	1.5	8	138	200	350	251	1	*	*	*	*	13	50	100	100	77
Quebec	24	24	-	22	1.0	1.6	2.0	1.6	14	211	275	456	441	1	*	*	*	*	21	50	100	100	71
Ontario	20	20	-	19	1.3	2.0	2.0	1.9	12	221	275	350	330	1	*	*	*	*	19	100	100	100	84
Manitoba	10	10	-	9	1.0	1.5	2.5	1.8	7	173	300	500	386	-	*	*	*	*	10	46	100	100	73
Saskatchewan	11	11	-	10	1.0	1.8	2.5	2.1	6	150	325	463	302	1	*	*	*	*	10	50	100	100	72
Alberta	14	14	-	13	1.0	2.0	2.0	1.7	9	300	400	500	407	1	*	*	*	*	12	92	100	100	81
British-Columbia	17	17	-	17	1.5	2.0	2.5	2.0	12	249	325	500	342	-	*	*	*	*	15	100	100	100	80
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*
Yukon	4	4	-	4	*	2.3	*	2.4	2	*	*	*	*	-	*	*	*	*	3	*	*	*	67
Nunavut	4	4	-	4	*	2.0	*	1.8	1	*	*	*	*	-	*	*	*	*	3	*	*	*	50

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	16	1.0	1.5	2.0	1.6	11	135	250	400	403	1	*	*	*	*	16	50	100	100	78
Central (ON, QC)	29	29	-	26	1.0	2.0	2.0	1.7	16	234	300	500	468	2	*	*	*	*	25	50	100	100	76
Prairies (AB, SK, MB)	18	18	-	16	1.0	2.0	2.5	2.0	12	286	375	500	438	1	*	*	*	*	16	59	100	100	76
Pacific (BC)	17	17	-	17	1.5	2.0	2.5	2.0	12	249	325	500	342	-	*	*	*	*	15	100	100	100	80
Territories (YU, NWT, NT)	6	6	-	6	2.0	2.0	2.4	2.1	3	*	*	*	*	287	-	*	*	*	5	50	100	100	70

### BY SECTOR

Private	25	25	-	22	1.1	2.0	2.0	1.9	16	234	300	500	460	2	*	*	*	*	22	63	100	100	80
Public-Municipal	10	10	-	9	1.0	2.0	2.0	1.8	5	300	325	350	425	2	*	*	*	*	8	50	100	100	75
Public-Provincial	8	8	-	7	1.0	2.0	2.5	2.1	4	*	375	*	468	-	*	*	*	*	6	28	50	67	49
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	18	-	16	1.0	2.0	2.1	1.9	9	300	350	400	444	2	*	*	*	*	14	50	67	100	65

### BY ORGANIZATION SIZE (# EES)

50 to 499	8	8	-	6	2.0	2.0	2.4	2.1	5	150	300	300	270	2	*	*	*	*	7	50	100	100	79
500 to 999	11	11	-	10	1.1	1.9	2.0	1.8	7	225	500	500	443	1	*	*	*	*	9	100	100	100	78
1,000 to 2,999	8	8	-	7	1.3	2.0	2.0	1.7	5	325	350	1000	795	1	*	*	*	*	6	63	100	100	83
3,000 to 9,999	6	6	-	6	1.6	2.0	2.0	1.9	3	*	*	*	332	-	*	*	*	*	5	0	100	100	60
10,000 and over	10	10	-	9	1.0	1.0	2.5	1.9	5	120	350	400	386	-	*	*	*	*	9	44	84	100	68

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	9	-	9	1.0	1.0	2.0	1.8	6	213	275	319	254	-	*	*	*	*	8	50	100	100	71
Third Quartile (P51 to P75)	8	8	-	8	1.4	2.0	2.5	1.9	5	120	400	500	316	-	*	*	*	*	7	59	100	100	81
Second Quartile (P26 to P50)	5	5	-	4	*	1.5	*	1.8	2	*	*	*	*	1	*	*	*	*	4	*	100	*	75
Bottom Quartile (P25 & below)	8	8	-	7	1.8	2.0	2.0	1.9	6	263	325	463	425	1	*	*	*	*	7	75	100	100	79

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Dependents' life ins. - Prot. in force (#Org.)			Dependents' life insurance - Spouse coverage (\$000)						Dependents' life insurance - Children coverage (\$000)						Dependents' life insurance - Portion paid by employer (%)						Employee and dpendents' life insurance - Avg annual cost per employee (\$)					
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.				

### ALL ORGANIZATIONS

All Organizations	40	36	4	23	6.0	10.0	11.0	24.6	21	5.0	5.0	7.0	5.6	28	0	25	100	41	15	130	240	500	644
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### BY PROVINCE

Newfoundland & Labrador	10	9	1	3	*	*	*	7	3	*	*	*	4	9	0	0	100	39	7	170	240	360	900
Prince Edward Island	4	3	1	-	*	*	*	*	-	*	*	*	*	3	*	*	*	0	3	*	*	*	1710
Nova Scotia	9	7	2	2	*	*	*	*	2	*	*	*	*	7	0	0	50	29	5	130	240	437	1161
New Brunswick	12	11	1	4	*	8	*	8	4	*	8	*	7	11	0	0	50	23	7	168	360	519	1066
Quebec	23	22	1	11	5	10	20	39	11	4	5	5	5	19	0	0	75	37	10	130	240	437	761
Ontario	18	15	3	7	6	10	10	42	7	4	5	6	5	15	0	50	100	47	10	213	360	512	892
Manitoba	9	8	1	1	*	*	*	*	1	*	*	*	*	7	0	0	50	29	5	100	130	437	1133
Saskatchewan	10	9	1	4	*	8	*	11	3	*	*	*	8	7	0	0	0	14	4	*	284	*	1392
Alberta	13	11	2	7	5	10	10	9	5	3	5	5	4	10	0	0	100	40	5	130	240	437	1161
British-Columbia	15	14	1	7	8	10	10	43	6	5	5	5	5	12	0	0	100	42	7	165	240	585	963
North West Territories	1	1	-	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	4	3	1	1	*	*	*	*	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Nunavut	4	4	-	3	*	*	*	5	3	*	*	*	3	3	*	*	*	17	2	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	15	13	2	5	5	10	10	8	5	5	5	10	7	13	0	0	50	35	9	190	262	464	856
Central (ON, QC)	27	24	3	13	5	10	10	35	13	3	5	5	5	21	0	50	100	43	12	150	262	484	735
Prairies (AB, SK, MB)	17	15	2	9	5	10	10	11	7	4	5	6	5	12	0	0	100	42	6	108	185	388	985
Pacific (BC)	15	14	1	7	8	10	10	43	6	5	5	5	5	12	0	0	100	42	7	165	240	585	963
Territories (YU, NWT, NT)	6	5	1	3	*	*	*	5	3	*	*	*	3	4	*	25	*	38	3	*	*	*	240

### BY SECTOR

Private	24	22	2	12	5	10	10	35	10	3	5	5	5	20	0	50	100	48	11	202	262	519	778
Public-Municipal	8	7	1	5	10	10	10	12	5	5	5	10	7	5	0	0	50	30	2	*	*	*	*
Public-Provincial	8	7	1	6	10	11	14	14	6	5	5	7	6	3	*	*	*	17	2	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	16	14	2	11	10	10	14	13	11	5	5	9	6	8	0	0	50	25	4	*	100	*	200

### BY ORGANIZATION SIZE (# EES)

50 to 499	8	8	-	4	*	8	*	8	2	*	*	*	*	7	50	50	100	64	4	*	492	*	1567
500 to 999	10	9	1	8	9	10	10	39	8	5	5	8	6	8	0	0	100	38	3	*	*	*	477
1,000 to 2,999	7	7	-	4	*	8	*	11	4	*	4	*	5	5	0	50	100	50	2	*	*	*	*
3,000 to 9,999	6	5	1	1	*	*	*	*	1	*	*	*	*	4	*	0	*	25	3	*	*	*	0
10,000 and over	9	7	2	6	11	14	26	30	6	5	5	7	7	4	*	0	*	13	3	*	*	*	77

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	8	-	6	6	10	10	12	6	3	5	5	4	6	0	25	50	33	6	130	240	283	1131
Third Quartile (P51 to P75)	8	6	2	5	10	12	15	14	4	*	10	*	9	5	0	0	50	30	1	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	2	*	*	*	*	2	*	*	*	*	4	*	0	*	25	1	*	*	*	*
Bottom Quartile (P25 & below)	7	6	1	4	*	55	*	93	4	*	5	*	5	6	0	25	88	42	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

ADD insurance - Prot. in force (# Org.)			ADD Insurance - Coverage (multiple of salary)						ADD Insurance - Max. amount (\$000)						ADD Insurance - Fixed amount (\$000)						ADD Insurance - Portion paid by employer (%)					
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.				

### ALL ORGANIZATIONS

All Organizations	42	33	9	19	1.0	1.5	2.0	1.6	14	250	338	475	354	5	25	25	75	54	23	50	100	100	71
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### BY PROVINCE

Newfoundland & Labrador	11	6	5	6	1.0	1.3	1.5	1.3	5	300	350	500	332	-	*	*	*	*	6	25	100	100	67	
Prince Edward Island	5	3	2	3	*	*	1.2	2	*	*	*	*	*	-	*	*	*	*	3	*	*	*	*	33
Nova Scotia	10	5	5	5	1.0	1.0	1.5	1.3	4	*	325	*	290	-	*	*	*	*	5	0	100	100	60	
New Brunswick	13	8	5	7	1.0	1.0	1.3	1.2	5	150	250	350	252	1	*	*	*	*	8	38	100	100	69	
Quebec	24	18	6	13	1.0	1.5	2.0	1.6	10	250	313	463	364	1	*	*	*	*	14	0	88	100	59	
Ontario	19	13	6	9	1.0	1.0	2.0	1.6	7	200	250	325	259	1	*	*	*	*	11	75	100	100	77	
Manitoba	10	6	4	4	*	1.0	1.1	1.1	4	*	213	*	234	-	*	*	*	*	5	0	100	100	60	
Saskatchewan	11	7	4	4	*	1.0	1.1	1.1	3	*	*	*	287	1	*	*	*	*	5	0	50	100	50	
Alberta	14	10	4	8	1.0	1.0	1.6	1.3	6	313	375	475	343	1	*	*	*	*	8	50	100	100	71	
British-Columbia	17	12	5	8	1.0	1.5	2.0	1.5	7	275	350	425	323	1	*	*	*	*	9	100	100	100	78	
North West Territories	1	-	1	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	*
Yukon	4	1	3	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	*
Nunavut	4	1	3	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	10	6	9	1.0	1.0	1.5	1.3	7	200	300	425	294	1	*	*	*	*	10	63	100	100	75
Central (ON, QC)	28	21	7	14	1.0	1.3	2.0	1.6	10	250	313	463	364	2	*	*	*	*	16	0	100	100	64
Prairies (AB, SK, MB)	18	14	4	8	1.0	1.0	1.6	1.3	7	188	350	450	305	2	*	*	*	*	10	54	100	100	72
Pacific (BC)	17	12	5	8	1.0	1.5	2.0	1.5	7	275	350	425	323	1	*	*	*	*	9	100	100	100	78
Territories (YU, NWT, NT)	6	1	5	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*

### BY SECTOR

Private	25	18	7	13	1.0	1.5	2.0	1.6	9	250	300	500	312	1	*	*	*	*	14	63	100	100	75	
Public-Municipal	9	8	1	3	*	*	2.0	3	*	*	*	558	3	*	*	*	*	73	6	56	88	100	71	
Public-Provincial	8	7	1	3	*	*	*	1.0	2	*	*	*	*	1	*	*	*	*	3	*	*	*	*	56
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	*
Public-All	17	15	2	6	1.0	1.5	2.0	1.5	5	325	350	400	430	4	*	50	*	61	9	50	75	100	66	

### BY ORGANIZATION SIZE (# EES)

50 to 499	8	4	4	3	*	*	*	1.7	3	*	*	*	220	-	*	*	*	*	3	*	*	*	*	50
500 to 999	10	8	2	3	*	*	*	2.2	2	*	*	*	*	1	*	*	*	*	5	100	100	100	80	
1,000 to 2,999	8	8	-	6	1.6	2.0	2.0	1.8	5	325	350	500	495	2	*	*	*	*	6	81	100	100	88	
3,000 to 9,999	6	5	1	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*	4	*	100	*	75	
10,000 and over	10	8	2	5	1.0	1.0	1.0	1.0	2	*	*	*	*	-	*	*	*	*	5	0	67	100	53	

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	6	1.0	1.0	1.8	1.3	4	*	275	*	221	-	*	*	*	*	6	19	88	100	63	
Third Quartile (P51 to P75)	8	6	2	4	*	1.3	*	1.4	2	*	*	*	*	1	*	*	*	*	5	67	100	100	83	
Second Quartile (P26 to P50)	5	3	2	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	2	*	*	*	*	
Bottom Quartile (P25 & below)	8	7	1	5	1.0	1.5	2.0	1.5	4	*	300	*	313	-	*	*	*	*	5	0	50	100	50	

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

ADD insurance - Avg annual cost per employee (\$)						Survivors' pension - Prot. in force (#Org.)			Survivors' pension - Coverage (multiple of salary)						Survivors' pension - Maximum amount (\$000)			Survivors' pension - Fixed amount (\$000)				
#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	8	0	8	18	36	35	6	29	1	*	*	*	*	-	*	*	*	*	-	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	4	*	11	*	58	9	-	9	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Prince Edward Island	2	*	*	*	*	3	-	3	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Nova Scotia	3	*	*	*	7	8	-	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*
New Brunswick	2	*	*	*	*	10	1	9	1	*	*	*	*	-	*	*	*	*	-	*	*	*
Quebec	5	0	8	14	46	19	2	17	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Ontario	5	0	4	10	6	15	3	12	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Manitoba	2	*	*	*	*	8	1	7	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Saskatchewan	2	*	*	*	*	8	-	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Alberta	3	*	*	*	7	12	1	11	-	*	*	*	*	-	*	*	*	*	-	*	*	*
British-Columbia	4	*	11	*	11	13	3	10	-	*	*	*	*	-	*	*	*	*	-	*	*	*
North West Territories	-	*	*	*	*	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Yukon	-	*	*	*	*	3	1	2	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Nunavut	-	*	*	*	*	3	1	2	-	*	*	*	*	-	*	*	*	*	-	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	4	*	11	*	58	13	1	12	1	*	*	*	*	-	*	*	*	*	-	*	*	*
Central (ON, QC)	7	0	4	13	39	23	3	20	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Prairies (AB, SK, MB)	3	*	*	*	7	15	2	13	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Pacific (BC)	4	*	11	*	11	13	3	10	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Territories (YU, NWT, NT)	-	*	*	*	*	5	1	4	-	*	*	*	*	-	*	*	*	*	-	*	*	*

### BY SECTOR

Private	5	8	14	22	51	20	2	18	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Public-Municipal	2	*	*	*	*	7	2	5	1	*	*	*	*	-	*	*	*	*	-	*	*	*
Public-Provincial	1	*	*	*	*	8	2	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Public-Federal	-	*	*	*	*	*	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Public-All	3	*	*	*	*	0	15	4	11	1	*	*	*	-	*	*	*	*	-	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	2	*	*	*	*	8	-	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*
500 to 999	1	*	*	*	*	8	3	5	1	*	*	*	*	-	*	*	*	*	-	*	*	*
1,000 to 2,999	2	*	*	*	*	6	-	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*
3,000 to 9,999	1	*	*	*	*	4	2	2	-	*	*	*	*	-	*	*	*	*	-	*	*	*
10,000 and over	2	*	*	*	*	9	1	8	-	*	*	*	*	-	*	*	*	*	-	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	*	4	*	6	6	-	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Third Quartile (P51 to P75)	1	*	*	*	*	7	1	6	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Second Quartile (P26 to P50)	-	*	*	*	*	4	1	3	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Bottom Quartile (P25 & below)	1	*	*	*	*	6	1	5	-	*	*	*	*	-	*	*	*	*	-	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Survivors's pension - Portion paid by employer (%)					Survivors' pension - Avg annual cost per employee (\$)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	5	0	50	100	50	6	0	0	0	32
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### BY PROVINCE

Newfoundland & Labrador	3	*	*	*	0	3	*	*	*	0
Prince Edward Island	2	*	*	*	*	2	*	*	*	*
Nova Scotia	3	*	*	*	0	3	*	*	*	0
New Brunswick	3	*	*	*	0	2	*	*	*	*
Quebec	5	0	50	100	50	5	0	0	0	38
Ontario	5	0	50	100	50	4	*	0	*	0
Manitoba	4	*	0	*	33	2	*	*	*	*
Saskatchewan	3	*	*	*	0	2	*	*	*	*
Alberta	3	*	*	*	0	3	*	*	*	0
British-Columbia	4	*	0	*	33	3	*	*	*	0
North West Territories	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	1	*	*	*	*
Nunavut	1	*	*	*	*	1	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	3	*	*	*	0	3	*	*	*	0
Central (ON, QC)	5	0	50	100	50	6	0	0	0	32
Prairies (AB, SK, MB)	4	*	0	*	33	3	*	*	*	0
Pacific (BC)	4	*	0	*	33	3	*	*	*	0
Territories (YU, NWT, NT)	1	*	*	*	*	1	*	*	*	*

### BY SECTOR

Private	5	0	50	100	50	4	*	0	*	48
Public-Municipal	-	*	*	*	*	1	*	*	*	*
Public-Provincial	-	*	*	*	*	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*
Public-All	-	*	*	*	*	2	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	2	*	*	*	*
500 to 999	1	*	*	*	*	-	*	*	*	*
1,000 to 2,999	1	*	*	*	*	1	*	*	*	*
3,000 to 9,999	2	*	*	*	*	1	*	*	*	*
10,000 and over	-	*	*	*	*	2	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	1	*	*	*	*	3	*	*	*	0
Third Quartile (P51 to P75)	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	50	1	*	*	*	*
Bottom Quartile (P25 & below)	-	*	*	*	*	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Hospitalization - Prot. in force (#Org.)			Hospitalization - Type offered (# Org.)			Hospitalization - First rate of reimbursement (%)			Hospitalization - Threshold for second rate of reimbursement (\$)			Hospitalization - Second rate of reimbursement (%)								
#Org	Yes	No	Private	Semi	Ward	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	42	40	2	6	24	1	36	100	100	100	98	5	765	530	295	530	3	*	*	*	100
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### BY PROVINCE

Newfoundland & Labrador	11	11	-	1	7	-	11	100	100	100	96	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	5	5	-	-	3	-	5	100	100	100	96	-	*	*	*	*	-	*	*	*	*
Nova Scotia	10	10	-	1	6	-	10	100	100	100	96	-	*	*	*	*	-	*	*	*	*
New Brunswick	13	13	-	1	9	1	11	100	100	100	96	1	*	*	*	*	-	*	*	*	*
Quebec	23	22	1	3	15	-	21	100	100	100	98	1	*	*	*	*	2	*	*	*	*
Ontario	20	19	1	2	14	-	17	100	100	100	98	2	*	*	*	*	-	*	*	*	*
Manitoba	10	10	-	1	7	-	10	100	100	100	96	-	*	*	*	*	-	*	*	*	*
Saskatchewan	11	11	-	2	5	-	11	90	100	100	95	-	*	*	*	*	-	*	*	*	*
Alberta	14	14	-	2	9	-	14	100	100	100	96	1	*	*	*	*	-	*	*	*	*
British-Columbia	17	17	-	2	9	-	16	100	100	100	96	3	*	*	*	*	530	1	*	*	*
North West Territories	1	1	-	-	-	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	-	3	-	4	*	100	*	100	1	*	*	*	*	-	*	*	*	*
Nunavut	4	4	-	1	2	-	4	*	100	*	95	1	*	*	*	*	-	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	1	11	1	14	100	100	100	97	1	*	*	*	*	-	*	*	*	*
Central (ON, QC)	28	26	2	4	18	-	24	100	100	100	98	2	*	*	*	*	2	*	*	*	*
Prairies (AB, SK, MB)	18	18	-	2	11	-	18	100	100	100	97	1	*	*	*	*	-	*	*	*	*
Pacific (BC)	17	17	-	2	9	-	16	100	100	100	96	3	*	*	*	*	530	1	*	*	*
Territories (YU, NWT, NT)	6	6	-	1	4	-	6	100	100	100	97	1	*	*	*	*	-	*	*	*	*

### BY SECTOR

Private	24	24	-	5	14	-	23	100	100	100	97	2	*	*	*	*	2	*	*	*	*
Public-Municipal	10	9	1	1	6	-	7	100	100	100	97	2	*	*	*	*	1	*	*	*	*
Public-Provincial	8	7	1	-	4	1	6	100	100	100	100	1	*	*	*	*	-	*	*	*	*
Public-Federal	-	-	-	-	-	-	*	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	16	2	1	10	1	13	100	100	100	98	3	*	*	*	*	530	1	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	1	6	-	6	100	100	100	97	2	*	*	*	*	-	*	*	*	*
500 to 999	11	11	-	4	6	-	9	100	100	100	98	1	*	*	*	*	-	*	*	*	*
1,000 to 2,999	8	8	-	-	4	-	8	100	100	100	98	1	*	*	*	*	2	*	*	*	*
3,000 to 9,999	6	5	1	-	4	-	5	100	100	100	96	1	*	*	*	*	-	*	*	*	*
10,000 and over	10	9	1	1	4	1	8	100	100	100	100	-	*	*	*	*	1	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	1	4	-	8	100	100	100	100	-	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	1	4	1	7	100	100	100	100	1	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	1	2	-	5	100	100	100	96	-	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	8	8	-	1	6	-	6	85	100	100	93	3	*	*	*	*	1000	2	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Hospitalization - individual deductible (\$)					Hospitalization - family deductible (\$)					Hospitalization - portion of cost paid by employer (%)					Hospitalization - Avg annual cost per employee (\$)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	23	25	0	0	15	24	50	5	0	24	30	77	100	100	84	16	383	840	1582	1084
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### BY PROVINCE

Newfoundland & Labrador	9	10	0	0	12	9	20	0	0	22	10	70	100	100	87	7	733	837	1382	957	
Prince Edward Island	5	10	0	0	12	5	20	0	0	24	5	100	100	100	92	2	*	*	*	*	
Nova Scotia	7	30	0	0	16	7	50	0	0	29	8	90	100	100	89	5	525	770	1082	837	
New Brunswick	9	10	0	0	12	9	20	0	0	22	11	68	100	100	85	7	175	767	1409	824	
Quebec	13	10	0	0	11	13	20	0	0	19	17	60	100	100	82	10	700	840	1601	1113	
Ontario	13	10	0	0	10	13	20	0	0	18	16	90	100	100	88	11	312	837	1526	1056	
Manitoba	7	30	10	0	17	7	50	20	0	31	9	100	100	100	96	4	*	700	*	836	
Saskatchewan	7	38	10	0	19	7	65	20	0	36	9	100	100	100	96	5	26	368	977	636	
Alberta	11	38	0	0	18	11	65	0	0	32	12	59	100	100	80	6	700	840	1300	929	
British-Columbia	13	50	10	0	22	14	54	23	0	36	14	100	100	100	87	7	613	770	848	797	
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*	
Yukon	3	*	*	*	*	23	3	*	*	*	40	4	*	100	*	100	2	*	*	*	*
Nunavut	4	*	25	*	28	4	*	40	*	45	3	*	*	*	83	2	*	*	*	*	

### BY REGION

Atlantic (NL, PEI, NS, NB)	11	5	0	0	10	11	10	0	0	18	13	60	100	100	84	9	525	837	1572	918
Central (ON, QC)	16	10	0	0	10	16	20	0	0	16	20	77	100	100	85	13	571	1070	1653	1233
Prairies (AB, SK, MB)	12	31	5	0	17	12	58	10	0	31	16	90	100	100	85	7	201	770	1185	780
Pacific (BC)	13	50	10	0	22	5	80	20	0	40	5	100	100	100	90	3	*	*	*	1320
Territories (YU, NWT, NT)	5	50	10	0	24	5	80	20	0	40	5	100	100	100	90	3	*	*	*	1320

### BY SECTOR

Private	16	25	0	0	12	16	50	0	0	23	19	80	100	100	85	13	671	845	1572	1062
Public-Municipal	4	*	5	*	9	5	25	10	0	12	6	87	100	100	80	3	*	*	*	1172
Public-Provincial	3	*	*	*	38	3	*	*	*	52	5	75	100	100	85	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	7	40	10	0	21	8	33	18	0	27	11	79	100	100	82	3	*	*	*	1172

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	25	0	0	15	5	50	0	0	30	6	50	75	100	67	3	*	*	*	1414
500 to 999	6	25	25	14	23	6	50	38	14	36	6	100	100	100	83	4	*	1075	*	1509
1,000 to 2,999	3	*	*	*	0	4	*	0	*	6	6	87	100	100	90	4	*	438	*	609
3,000 to 9,999	5	10	0	0	14	5	20	0	0	24	5	100	100	100	100	3	*	*	*	91
10,000 and over	4	*	5	*	16	4	*	10	*	19	7	68	100	100	84	2	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	0	0	0	8	6	0	0	0	17	7	58	82	100	78	4	*	767	*	593
Third Quartile (P51 to P75)	5	25	10	0	18	5	50	20	0	25	6	56	88	100	71	2	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	20	3	*	*	*	33	3	*	*	*	100	2	*	*	*	*
Bottom Quartile (P25 & below)	3	*	*	*	*	0	4	*	0	*	6	6	100	100	92	3	*	*	*	1857

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Drugs - Protection in force (#Org.)			Drugs - First rate of reimbursement (%)						Drugs - Threshold for second rate of reimbursement (\$)				Drugs - Second rate of reimbursement (%)					
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	

### ALL ORGANIZATIONS

All Organizations	42	42	-	39	80	80	100	88	8	1750	1000	1000	2200	7	100	100	100	97
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### BY PROVINCE

Newfoundland & Labrador	11	11	-	11	80	80	85	84	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	5	5	-	5	80	80	80	83	-	*	*	*	*	-	*	*	*	*
Nova Scotia	10	10	-	9	80	80	90	85	-	*	*	*	*	-	*	*	*	*
New Brunswick	13	13	-	12	80	80	83	83	2	*	*	*	*	1	*	*	*	*
Quebec	23	23	-	23	80	80	95	86	5	3375	1500	1000	2875	6	100	100	100	97
Ontario	20	20	-	19	80	85	100	89	3	*	*	*	*	1000	1	*	*	*
Manitoba	10	10	-	10	80	80	98	87	1	*	*	*	*	-	*	*	*	*
Saskatchewan	11	11	-	11	80	80	100	88	-	*	*	*	*	-	*	*	*	*
Alberta	14	14	-	14	80	80	98	86	-	*	*	*	*	-	*	*	*	*
British-Columbia	17	17	-	17	80	80	100	89	1	*	*	*	*	1	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	90	*	90	-	*	*	*	*	-	*	*	*	*
Nunavut	4	4	-	4	*	80	*	80	-	*	*	*	*	-	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	14	80	80	80	83	2	*	*	*	*	1	*	*	*	*
Central (ON, QC)	28	28	-	27	80	80	100	87	6	3375	1500	1000	2875	6	100	100	100	97
Prairies (AB, SK, MB)	18	18	-	18	80	80	100	87	1	*	*	*	*	-	*	*	*	*
Pacific (BC)	17	17	-	17	80	80	100	89	1	*	*	*	*	1	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	6	80	80	95	87	-	*	*	*	*	-	*	*	*	*

### BY SECTOR

Private	24	24	-	24	80	83	100	88	2	*	*	*	*	3	*	*	*	93
Public-Municipal	10	10	-	9	80	80	100	88	4	*	2000	*	3500	3	*	*	*	100
Public-Provincial	8	8	-	6	80	80	84	84	2	*	*	*	*	1	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	18	-	15	80	80	95	86	6	2000	1000	1000	2440	4	*	100	*	100

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	8	79	90	100	89	2	*	*	*	*	1	*	*	*	*
500 to 999	11	11	-	9	80	100	100	92	-	*	*	*	*	-	*	*	*	*
1,000 to 2,999	8	8	-	8	80	80	90	84	3	*	*	*	*	4	*	100	*	100
3,000 to 9,999	6	6	-	6	80	80	95	87	1	*	*	*	*	-	*	*	*	*
10,000 and over	10	10	-	8	80	80	89	86	2	*	*	*	*	2	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	9	-	8	80	80	81	83	3	*	*	*	*	1500	2	*	*	*
Third Quartile (P51 to P75)	8	8	-	6	80	90	100	90	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	5	80	90	100	90	-	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	8	8	-	7	80	80	93	86	3	*	*	*	*	1000	3	*	*	93

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Drugs - individual deductible (\$)					Drugs - family deductible (\$)					Drugs - portion of cost paid by employer (%)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	24	25	10	0	39	23	50	20	0	31	30	76	100	100	83
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### BY PROVINCE

Newfoundland & Labrador	9	10	0	0	10	9	20	0	0	23	9	60	100	100	85
Prince Edward Island	5	25	10	0	17	5	75	20	0	39	5	100	100	100	92
Nova Scotia	8	31	10	0	70	7	48	9	0	29	7	80	100	100	88
New Brunswick	9	25	9	0	22	8	81	15	0	38	10	64	100	100	84
Quebec	15	25	10	0	19	15	38	20	0	28	16	59	100	100	81
Ontario	12	25	10	0	20	12	56	20	0	33	16	90	100	100	88
Manitoba	7	18	10	5	15	7	48	20	5	32	8	100	100	100	95
Saskatchewan	7	18	9	0	13	7	48	9	0	29	8	100	100	100	95
Alberta	10	21	5	0	15	10	61	5	0	30	11	58	100	100	77
British-Columbia	13	25	10	0	21	14	54	23	2	36	13	80	100	100	84
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	3	*	*	*	23	3	*	*	*	40	4	*	100	*	95
Nunavut	4	*	5	*	17	4	*	5	*	27	3	*	*	*	77

### BY REGION

Atlantic (NL, PEI, NS, NB)	12	31	7	0	56	10	61	5	0	30	12	59	100	100	83
Central (ON, QC)	16	25	10	0	18	16	31	20	0	28	20	77	100	100	85
Prairies (AB, SK, MB)	11	18	9	0	15	11	48	9	0	29	15	70	100	100	83
Pacific (BC)	13	25	10	0	21	5	20	9	0	26	5	80	100	100	86
Territories (YU, NWT, NT)	5	10	9	0	16	5	20	9	0	26	5	80	100	100	86

### BY SECTOR

Private	16	25	10	0	17	16	50	15	0	30	18	70	100	100	84
Public-Municipal	5	25	10	5	13	5	25	25	20	19	7	91	100	100	83
Public-Provincial	3	*	*	*	195	2	*	*	*	*	5	75	80	100	81
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	8	56	25	9	81	7	40	25	23	36	12	79	100	100	82

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	10	0	0	12	5	20	0	0	24	6	50	75	100	67
500 to 999	6	25	25	13	19	5	50	50	25	37	6	100	100	100	83
1,000 to 2,999	4	*	0	*	6	5	25	0	0	10	5	82	100	100	87
3,000 to 9,999	5	60	10	0	34	5	100	20	0	44	6	100	100	100	97
10,000 and over	4	*	40	*	140	3	*	*	*	50	7	68	100	100	84

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	44	13	0	29	6	94	38	0	46	7	58	82	100	78
Third Quartile (P51 to P75)	5	55	25	10	112	4	*	35	*	31	6	56	88	100	71
Second Quartile (P26 to P50)	3	*	*	*	6	3	*	*	*	10	2	*	*	*	*
Bottom Quartile (P25 & below)	2	*	*	*	*	3	*	*	*	15	6	100	100	100	92

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Paramedic care - Prot. in force (#Org.)			Paramedic care - First rate of reimbursement (%)					Paramedic care - Threshold for second rate of reimbursement (\$)					Paramedic care - Second rate of reimbursement (%)					Paramedic care - individual deductible (\$)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	42	41	1	34	80	95	100	89	17	813	500	500	695	4	*	100	*	98	18	25	10	0	15
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### BY PROVINCE

Newfoundland & Labrador	11	11	-	11	80	80	95	85	3	*	*	*	833	-	*	*	*	*	8	13	0	0	11
Prince Edward Island	5	5	-	5	80	80	100	87	1	*	*	*	*	-	*	*	*	*	5	31	13	0	19
Nova Scotia	10	10	-	10	80	85	100	89	3	*	*	*	833	-	*	*	*	*	6	25	0	0	15
New Brunswick	13	13	-	12	80	80	100	87	5	500	500	500	640	-	*	*	*	*	7	19	0	0	13
Quebec	23	22	1	20	80	80	100	84	8	938	500	500	806	3	*	*	*	*	97	12	18	0	10
Ontario	20	20	-	16	80	85	100	87	9	638	500	500	631	-	*	*	*	*	10	10	0	0	11
Manitoba	10	10	-	10	80	80	98	84	4	*	625	*	775	-	*	*	*	*	6	25	10	0	17
Saskatchewan	11	11	-	11	80	100	100	91	3	*	*	*	833	-	*	*	*	*	6	25	25	0	20
Alberta	14	14	-	12	80	95	100	90	4	*	850	*	925	-	*	*	*	*	8	25	0	0	14
British-Columbia	17	17	-	15	80	90	100	88	7	875	700	500	711	1	*	*	*	*	11	25	18	0	19
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*
Yukon	4	4	-	3	*	*	*	*	100	-	*	*	*	-	*	*	*	*	2	*	*	*	*
Nunavut	4	4	-	3	*	*	*	*	87	2	*	*	*	-	*	*	*	*	2	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	15	80	80	100	87	6	500	500	500	617	-	*	*	*	*	9	6	0	0	9	
Central (ON, QC)	28	27	1	22	80	80	100	85	10	750	500	500	783	3	*	*	*	*	97	13	14	0	0	10
Prairies (AB, SK, MB)	18	18	-	16	80	95	100	88	7	875	700	500	757	-	*	*	*	*	9	25	5	0	14	
Pacific (BC)	17	17	-	15	80	90	100	88	7	875	700	500	711	1	*	*	*	*	11	25	18	0	19	
Territories (YU, NWT, NT)	6	6	-	5	80	100	100	92	2	*	*	*	*	-	*	*	*	*	3	*	*	*	0	

### BY SECTOR

Private	24	24	-	22	80	90	100	88	9	700	500	500	575	2	*	*	*	*	14	25	0	0	12
Public-Municipal	10	10	-	7	80	100	100	87	5	1250	800	575	1025	2	*	*	*	*	3	*	*	*	12
Public-Provincial	8	7	1	5	80	100	100	92	3	*	*	*	617	-	*	*	*	*	1	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	17	1	12	80	100	100	89	8	1000	600	500	850	2	*	*	*	*	4	*	18	*	23

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	7	80	100	100	91	5	550	500	425	475	-	*	*	*	*	5	25	10	0	17
500 to 999	11	11	-	8	95	100	100	91	4	*	550	*	656	-	*	*	*	*	3	*	*	*	25
1,000 to 2,999	8	8	-	7	80	80	95	86	3	*	*	*	1167	3	*	*	*	100	3	*	*	*	0
3,000 to 9,999	6	6	-	4	*	80	*	78	2	*	*	*	*	-	*	*	*	*	4	*	0	*	3
10,000 and over	10	9	1	8	80	95	100	91	3	*	*	*	617	1	*	*	*	*	3	*	*	*	40

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	7	80	80	80	82	4	*	500	*	875	1	*	*	*	*	6	19	0	0	13
Third Quartile (P51 to P75)	8	8	-	7	100	100	100	97	5	700	500	500	545	-	*	*	*	*	4	*	25	*	27
Second Quartile (P26 to P50)	5	5	-	5	80	90	100	84	2	*	*	*	*	1	*	*	*	*	2	*	*	*	*
Bottom Quartile (P25 & below)	8	8	-	5	80	90	100	90	4	*	500	*	567	2	*	*	*	*	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Paramedic care - family deductible (\$)					Paramedic care - portion of cost paid by employer (%)					Health Care - Combined deductible (\$)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	16	25	0	0	12	28	71	100	100	82	16	21	0	0	11
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### BY PROVINCE

Newfoundland & Labrador	7	0	0	0	7	9	60	100	100	85	7	10	0	0	10
Prince Edward Island	4	*	0	*	13	5	100	100	100	92	3	*	*	*	7
Nova Scotia	5	0	0	0	10	7	80	100	100	88	6	15	0	0	12
New Brunswick	6	0	0	0	8	10	64	100	100	84	7	10	0	0	10
Quebec	11	5	0	0	8	16	59	100	100	81	11	23	0	0	11
Ontario	9	0	0	0	7	15	80	100	100	88	9	0	0	0	8
Manitoba	5	10	0	0	12	7	100	100	100	94	5	20	0	0	14
Saskatchewan	5	25	0	0	15	8	100	100	100	95	5	20	0	0	14
Alberta	7	13	0	0	11	10	56	90	100	75	8	5	0	0	9
British-Columbia	9	25	0	0	16	13	80	100	100	84	8	28	0	0	15
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	4	*	100	*	95	3	*	*	*	23
Nunavut	2	*	*	*	*	3	*	*	*	77	1	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	8	0	0	0	6	12	59	100	100	83	9	0	0	0	8
Central (ON, QC)	12	3	0	0	7	19	71	100	100	84	13	20	0	0	9
Prairies (AB, SK, MB)	8	14	0	0	11	13	60	100	100	80	8	5	0	0	9
Pacific (BC)	9	25	0	0	16	5	80	100	100	86	3	*	*	*	23
Territories (YU, NWT, NT)	2	*	*	*	*	5	80	100	100	86	3	*	*	*	23

### BY SECTOR

Private	12	14	0	0	9	17	60	100	100	83	12	21	0	0	12
Public-Municipal	3	*	*	*	8	7	91	100	100	83	3	*	*	*	8
Public-Provincial	1	*	*	*	*	4	*	78	*	76	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	4	*	13	*	20	11	78	100	100	81	4	*	0	*	6

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	25	0	0	15	6	50	75	100	67	3	*	*	*	17
500 to 999	2	*	*	*	*	5	100	100	100	80	3	*	*	*	25
1,000 to 2,999	3	*	*	*	0	5	82	100	100	87	5	0	0	0	5
3,000 to 9,999	4	*	0	*	3	6	100	100	100	97	3	*	*	*	0
10,000 and over	2	*	*	*	*	6	64	88	100	81	2	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	0	0	0	8	7	58	82	100	78	3	*	*	*	0
Third Quartile (P51 to P75)	2	*	*	*	*	6	56	88	100	71	3	*	*	*	7
Second Quartile (P26 to P50)	2	*	*	*	*	2	*	*	*	3	*	*	*	*	8
Bottom Quartile (P25 & below)	2	*	*	*	*	5	100	100	100	90	3	*	*	*	0

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Outside Canada - Prot. in force (#Org.)			Outside Canada - First rate of reimbursement (%)					Outside Canada - Threshold for second rate of reimbursement (\$000)					Outside Canada - Second rate of reimbursement (%)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	42	39	3	27	100	100	100	98	10	1000	1000	1000	1304	1	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	11	11	-	10	100	100	100	98	2	*	*	*	*	-	*	*	*
Prince Edward Island	5	5	-	4	*	100	*	100	2	*	*	*	*	-	*	*	*
Nova Scotia	10	10	-	9	100	100	100	100	2	*	*	*	*	-	*	*	*
New Brunswick	13	13	-	10	100	100	100	100	4	*	1500	*	2006	-	*	*	*
Quebec	23	21	2	16	100	100	100	98	4	*	1000	*	1756	1	*	*	*
Ontario	20	20	-	13	100	100	100	100	6	1000	1000	1000	1504	-	*	*	*
Manitoba	10	10	-	9	100	100	100	98	3	*	*	*	345	-	*	*	*
Saskatchewan	11	11	-	10	100	100	100	100	4	*	1000	*	756	-	*	*	*
Alberta	14	13	1	9	100	100	100	100	3	*	*	*	675	-	*	*	*
British-Columbia	17	17	-	12	100	100	100	100	3	*	*	*	675	-	*	*	*
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*
Yukon	4	4	-	3	*	*	*	*	100	1	*	*	*	-	*	*	*
Nunavut	4	4	-	3	*	*	*	*	100	-	*	*	*	-	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	16	-	13	100	100	100	98	4	*	1500	*	2006	-	*	*	*
Central (ON, QC)	28	26	2	18	100	100	100	99	6	1000	1000	1000	1504	1	*	*	*
Prairies (AB, SK, MB)	18	17	1	13	100	100	100	98	6	1000	1000	269	673	-	*	*	*
Pacific (BC)	17	17	-	12	100	100	100	100	3	*	*	*	675	-	*	*	*
Territories (YU, NWT, NT)	6	6	-	5	100	100	100	100	1	*	*	*	*	-	*	*	*

### BY SECTOR

Private	24	23	1	17	100	100	100	99	5	1000	1000	1000	1605	1	*	*	*
Public-Municipal	10	10	-	6	100	100	100	100	2	*	*	*	*	-	*	*	*
Public-Provincial	8	6	2	4	*	100	*	95	3	*	*	*	1003	-	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*
Public-All	18	16	2	10	100	100	100	98	5	1000	1000	1000	1002	-	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	7	-	7	100	100	100	100	1	*	*	*	*	-	*	*	*
500 to 999	11	11	-	5	100	100	100	100	2	*	*	*	*	-	*	*	*
1,000 to 2,999	8	7	1	6	100	100	100	96	1	*	*	*	*	-	*	*	*
3,000 to 9,999	6	6	-	2	*	*	*	*	2	*	*	*	*	-	*	*	*
10,000 and over	10	8	2	7	100	100	100	97	4	*	513	*	759	1	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	6	100	100	100	100	2	*	*	*	*	-	*	*	*
Third Quartile (P51 to P75)	8	7	1	5	100	100	100	100	3	*	*	*	1008	-	*	*	*
Second Quartile (P26 to P50)	5	4	1	4	*	100	*	100	-	*	*	*	*	-	*	*	*
Bottom Quartile (P25 & below)	8	8	-	4	*	100	*	100	4	*	1000	*	1000	1	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Outside Canada - individual deductible (\$)					Outside Canada - family deductible (\$)					Outside Canada - Portion of cost paid by employer (%)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	16	25	0	0	12	16	31	0	0	19	26	87	100	100	85
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### BY PROVINCE

Newfoundland & Labrador	7	0	0	0	7	7	0	0	0	14	9	60	100	100	85
Prince Edward Island	4	*	0	*	13	4	*	0	*	25	5	100	100	100	92
Nova Scotia	5	0	0	0	10	5	0	0	0	20	7	80	100	100	88
New Brunswick	6	0	0	0	8	6	0	0	0	17	9	60	100	100	84
Quebec	11	5	0	0	8	11	10	0	0	13	16	59	100	100	81
Ontario	9	0	0	0	7	9	0	0	0	13	16	90	100	100	88
Manitoba	5	10	0	0	12	5	20	0	0	24	7	100	100	100	94
Saskatchewan	5	25	0	0	15	5	50	0	0	30	8	100	100	100	95
Alberta	7	13	0	0	11	7	25	0	0	21	9	60	100	100	79
British-Columbia	9	25	0	0	16	9	50	0	0	25	12	90	100	100	85
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	1	*	*	*	*	3	*	*	*	100
Nunavut	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	8	0	0	0	6	8	0	0	0	13	11	58	100	100	83
Central (ON, QC)	12	3	0	0	7	12	5	0	0	12	20	77	100	100	85
Prairies (AB, SK, MB)	8	14	0	0	11	8	28	0	0	21	12	90	100	100	85
Pacific (BC)	9	25	0	0	16	9	50	0	0	25	12	90	100	100	85
Territories (YU, NWT, NT)	2	*	*	*	*	2	*	*	*	*	4	*	100	*	88

### BY SECTOR

Private	12	14	0	0	9	12	28	0	0	18	18	70	100	100	84
Public-Municipal	3	*	*	*	8	3	*	*	*	8	7	91	100	100	83
Public-Provincial	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	4	*	13	*	20	4	*	13	*	20	8	96	100	100	85

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	25	0	0	15	5	50	0	0	30	6	50	75	100	67
500 to 999	2	*	*	*	*	2	*	*	*	*	6	100	100	100	83
1,000 to 2,999	3	*	*	*	0	3	*	*	*	0	5	82	100	100	87
3,000 to 9,999	4	*	0	*	3	4	*	0	*	5	5	100	100	100	100
10,000 and over	2	*	*	*	*	2	*	*	*	*	4	*	100	*	90

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	0	0	0	8	6	0	0	0	17	7	58	82	100	78
Third Quartile (P51 to P75)	2	*	*	*	*	2	*	*	*	*	4	*	100	*	75
Second Quartile (P26 to P50)	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Bottom Quartile (P25 & below)	2	*	*	*	*	2	*	*	*	*	6	100	100	100	92

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Vision Care - Prot. in force (#Org.)			Vision Care - First rate of reimbursement (%)					Vision Care - Threshold for second rate (\$)					Vision Care - Second rate of reimbursement (%)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	42	34	8	25	100	100	100	96	28	250	200	144	199	-	*	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	11	8	3	7	100	100	100	97	6	238	175	113	167	-	*	*	*	*
Prince Edward Island	5	3	2	3	*	*	*	100	2	*	*	*	*	-	*	*	*	*
Nova Scotia	10	8	2	7	100	100	100	97	6	225	150	113	158	-	*	*	*	*
New Brunswick	13	10	3	8	95	100	100	95	9	225	200	125	172	-	*	*	*	*
Quebec	23	16	7	11	100	100	100	98	12	231	200	138	181	-	*	*	*	*
Ontario	20	17	3	13	100	100	100	98	14	250	238	200	218	-	*	*	*	*
Manitoba	10	8	2	7	100	100	100	97	7	238	225	125	179	-	*	*	*	*
Saskatchewan	11	9	2	7	100	100	100	100	8	213	138	88	147	-	*	*	*	*
Alberta	14	11	3	8	100	100	100	98	9	250	200	100	183	-	*	*	*	*
British-Columbia	17	14	3	11	100	100	100	96	11	250	200	125	195	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	3	*	*	*	*	100	3	*	*	*	150	-	*	*	*
Nunavut	4	4	-	3	*	*	*	*	100	3	*	*	*	217	-	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	12	4	10	85	100	100	94	10	219	175	131	170	-	*	*	*	*
Central (ON, QC)	28	21	7	15	100	100	100	99	16	250	213	150	206	-	*	*	*	*
Prairies (AB, SK, MB)	18	15	3	12	100	100	100	97	13	250	200	125	187	-	*	*	*	*
Pacific (BC)	17	14	3	11	100	100	100	96	11	250	200	125	195	-	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	5	100	100	100	100	5	200	200	150	180	-	*	*	*	*

### BY SECTOR

Private	24	19	5	13	100	100	100	98	16	231	200	100	172	-	*	*	*	*
Public-Municipal	10	8	2	7	90	100	100	94	6	319	275	156	246	-	*	*	*	*
Public-Provincial	8	7	1	5	80	100	100	92	6	225	213	200	225	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	18	15	3	12	80	100	100	93	12	306	225	188	235	-	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	5	2	3	*	*	*	100	5	200	200	150	185	-	*	*	*	*
500 to 999	11	10	1	7	100	100	100	97	8	263	225	181	213	-	*	*	*	*
1,000 to 2,999	8	6	2	4	*	90	*	90	4	*	113	*	156	-	*	*	*	*
3,000 to 9,999	6	4	2	3	*	*	*	100	3	*	*	*	225	-	*	*	*	*
10,000 and over	10	9	1	8	95	100	100	95	8	231	213	150	206	-	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	6	3	5	100	100	100	96	3	*	*	*	217	-	*	*	*	*
Third Quartile (P51 to P75)	8	7	1	6	100	100	100	97	6	206	138	106	171	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	3	*	*	*	100	4	*	163	*	156	-	*	*	*	*
Bottom Quartile (P25 & below)	8	7	1	5	100	100	100	96	6	319	275	213	263	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Vision Care - individual deductible (\$)					Vision Care - family deductible (\$)					Vision Care - Portion of cost paid by employer (%)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	9	0	0	0	7	10	15	0	0	10	25	75	100	100	84
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### BY PROVINCE

Newfoundland & Labrador	4	*	0	*	0	4	*	0	*	0	6	56	80	100	78
Prince Edward Island	2	*	*	*	*	2	*	*	*	*	3	*	*	*	87
Nova Scotia	3	*	*	*	0	3	*	*	*	0	5	60	100	100	83
New Brunswick	3	*	*	*	0	3	*	*	*	0	7	55	75	100	76
Quebec	6	0	0	0	2	6	0	0	0	3	12	54	91	100	75
Ontario	6	0	0	0	2	6	0	0	0	3	13	60	100	100	86
Manitoba	3	*	*	*	3	3	*	*	*	7	6	100	100	100	93
Saskatchewan	3	*	*	*	0	3	*	*	*	0	6	100	100	100	93
Alberta	4	*	0	*	0	4	*	0	*	0	8	59	90	100	81
British-Columbia	5	10	0	0	13	6	24	10	0	17	10	85	100	100	90
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	1	*	*	*	*	1	*	*	*	*	4	*	100	*	95
Nunavut	2	*	*	*	*	2	*	*	*	*	3	*	*	*	77

### BY REGION

Atlantic (NL, PEI, NS, NB)	4	*	0	*	0	4	*	0	*	0	8	54	68	100	74
Central (ON, QC)	7	0	0	0	1	7	0	0	0	3	16	59	100	100	81
Prairies (AB, SK, MB)	5	0	0	0	2	5	0	0	0	4	12	75	100	100	87
Pacific (BC)	5	10	0	0	13	6	24	10	0	17	10	85	100	100	90
Territories (YU, NWT, NT)	2	*	*	*	*	2	*	*	*	*	5	80	100	100	86

### BY SECTOR

Private	6	0	0	0	2	6	0	0	0	3	13	60	100	100	86
Public-Municipal	2	*	*	*	*	3	*	*	*	8	7	91	100	100	83
Public-Provincial	1	*	*	*	*	1	*	*	*	*	5	75	80	100	81
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	3	*	*	*	*	18	4	*	13	*	20	12	79	100	82

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	0	3	*	*	*	0	4	*	75	*	75
500 to 999	-	*	*	*	*	-	*	*	*	*	6	100	100	100	83
1,000 to 2,999	2	*	*	*	*	3	*	*	*	8	4	*	91	*	84
3,000 to 9,999	2	*	*	*	*	2	*	*	*	*	4	*	100	*	95
10,000 and over	2	*	*	*	*	2	*	*	*	*	7	68	100	100	84

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	*	0	*	0	4	*	0	*	0	5	55	60	82	69
Third Quartile (P51 to P75)	1	*	*	*	*	1	*	*	*	*	5	75	100	100	85
Second Quartile (P26 to P50)	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Bottom Quartile (P25 & below)	1	*	*	*	*	2	*	*	*	*	5	100	100	100	90

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Dental basic coverage - Prot. in force (#Org.)			Dental basic - First rate of reimbursement (%)				Dental basic - Threshold for second rate of reimbursement (\$)				Dental basic - Second rate of reimbursement (%)						
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	40	37	3	34	80	100	100	91	17	1813	1500	1000	1545	2	*	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	10	10	-	10	80	90	100	90	5	1500	1500	1500	1500	-	*	*	*	*
Prince Edward Island	4	4	-	4	*	90	*	90	2	*	*	*	*	-	*	*	*	*
Nova Scotia	9	9	-	9	90	100	100	93	4	*	1500	*	1375	-	*	*	*	*
New Brunswick	12	11	1	10	83	95	100	92	5	1625	1500	1500	1625	-	*	*	*	*
Quebec	22	19	3	16	80	85	100	89	8	1625	1500	1000	1438	2	*	*	*	*
Ontario	18	17	1	15	90	100	100	95	5	2000	1500	1500	1700	-	*	*	*	*
Manitoba	9	9	-	8	88	95	100	93	5	1500	1500	1500	1595	-	*	*	*	*
Saskatchewan	10	10	-	10	90	100	100	94	3	*	*	*	1500	-	*	*	*	*
Alberta	13	13	-	13	90	100	100	94	6	1688	1500	1500	1542	-	*	*	*	*
British-Columbia	16	16	-	15	85	100	100	93	9	2000	1500	1500	1722	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	100	*	98	3	*	*	*	1333	-	*	*	*	*
Nunavut	4	4	-	4	*	95	*	93	4	*	1500	*	1500	-	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	15	14	1	13	80	90	100	91	7	1500	1500	1125	1417	-	*	*	*	*
Central (ON, QC)	26	23	3	20	80	95	100	91	8	1625	1500	1000	1438	2	*	*	*	*
Prairies (AB, SK, MB)	17	17	-	16	80	100	100	93	8	1813	1500	1494	1591	-	*	*	*	*
Pacific (BC)	16	16	-	15	85	100	100	93	9	2000	1500	1500	1722	-	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	6	93	100	100	95	5	1500	1500	1500	1500	-	*	*	*	*

### BY SECTOR

Private	23	22	1	19	80	100	100	92	9	2000	1500	1500	1611	2	*	*	*	*
Public-Municipal	9	8	1	8	80	90	100	90	3	*	*	*	1667	-	*	*	*	*
Public-Provincial	8	7	1	7	80	100	100	91	5	1544	1238	1000	1306	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	17	15	2	15	80	100	100	91	8	1613	1000	1000	1461	-	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	100	100	100	96	2	*	*	*	*	-	*	*	*	*
500 to 999	10	9	1	8	100	100	100	98	3	*	*	*	1500	-	*	*	*	*
1,000 to 2,999	8	8	-	8	80	80	80	83	4	*	1000	*	1500	1	*	*	*	*
3,000 to 9,999	6	6	-	4	*	95	*	93	3	*	*	*	1500	-	*	*	*	*
10,000 and over	10	9	1	9	80	90	100	90	5	1563	1488	1356	1431	1	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	7	1	5	80	80	90	86	2	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	8	80	90	100	90	6	1750	1500	1500	1550	-	*	*	*	*
Second Quartile (P26 to P50)	5	5	-	4	*	95	*	93	3	*	*	*	1667	1	*	*	*	*
Bottom Quartile (P25 & below)	7	6	1	6	80	90	100	90	1	*	*	*	*	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Dental basic - Frequency of exams (months)					Dental basic - Individual deductible (\$)					Dental basic - Family deductible (\$)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	29	9	9	6	9	21	25	25	0	18	21	50	50	0	31
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### BY PROVINCE

Newfoundland & Labrador	9	9	9	6	8	9	25	0	0	11	9	50	0	0	23
Prince Edward Island	4	*	9	*	8	4	*	13	*	13	4	*	25	*	31
Nova Scotia	7	9	9	6	8	7	25	0	0	14	7	63	0	0	29
New Brunswick	10	9	9	6	8	8	31	13	0	19	8	56	25	0	32
Quebec	17	9	9	9	9	14	25	25	0	18	14	50	38	0	31
Ontario	16	9	9	8	9	12	25	5	0	15	12	50	5	0	26
Manitoba	7	9	9	6	8	7	25	25	0	18	7	63	50	0	36
Saskatchewan	7	9	9	6	8	7	25	25	0	18	7	63	50	0	36
Alberta	11	9	9	6	8	10	25	13	0	17	10	58	25	0	32
British-Columbia	13	9	9	6	8	12	25	25	0	18	12	53	50	0	35
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	4	*	8	*	8	3	*	*	*	22	3	*	*	*	37
Nunavut	3	*	*	*	9	4	*	20	*	23	4	*	30	*	35

### BY REGION

Atlantic (NL, PEI, NS, NB)	12	9	9	6	8	10	25	0	0	15	10	50	0	0	26
Central (ON, QC)	21	9	9	9	9	16	25	18	0	16	16	50	18	0	28
Prairies (AB, SK, MB)	13	12	9	6	9	11	25	25	0	17	11	55	50	0	33
Pacific (BC)	13	9	9	6	8	12	25	25	0	18	12	53	50	0	35
Territories (YU, NWT, NT)	5	9	9	6	8	5	40	25	0	23	5	60	50	0	38

### BY SECTOR

Private	18	9	9	9	9	16	25	25	0	17	16	50	38	0	30
Public-Municipal	7	9	6	6	8	4	*	18	*	15	4	*	30	*	28
Public-Provincial	4	*	11	*	11	1	*	*	*	*	1	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	11	11	9	6	9	5	25	25	10	20	5	50	50	10	34

### BY ORGANIZATION SIZE (# EES)

50 to 499	4	*	8	*	8	4	*	0	*	6	4	*	0	*	13
500 to 999	6	9	9	7	8	5	25	25	25	27	5	50	50	25	43
1,000 to 2,999	7	12	9	6	9	5	25	0	0	10	5	50	0	0	20
3,000 to 9,999	6	9	9	9	10	5	40	25	0	23	5	50	50	0	32
10,000 and over	6	11	9	9	10	2	*	*	*	*	2	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	6	11	9	9	10	6	25	25	6	21	6	50	38	6	33
Third Quartile (P51 to P75)	6	12	11	7	10	3	*	*	*	17	3	*	*	*	33
Second Quartile (P26 to P50)	4	*	11	*	10	4	*	13	*	19	4	*	25	*	33
Bottom Quartile (P25 & below)	6	9	9	9	9	2	*	*	*	2	*	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Dental - Combined deductible (\$)					Dental basic - Portion paid by employer (%)					Dental basic - Annual cost per employee (\$)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	13	50	0	0	17	26	87	100	100	90	14	191	576	843	633
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### BY PROVINCE

Newfoundland & Labrador	7	25	0	0	14	8	89	100	100	88	6	404	483	781	556
Prince Edward Island	3	*	*	*	17	3	*	*	*	100	1	*	*	*	*
Nova Scotia	6	38	0	0	17	7	83	100	100	89	4	*	629	*	592
New Brunswick	6	38	0	0	17	8	88	100	100	88	5	0	549	858	504
Quebec	9	25	0	0	14	13	100	100	100	91	8	300	483	730	503
Ontario	9	50	0	0	17	14	100	100	100	93	9	121	549	1111	704
Manitoba	5	50	0	0	20	7	100	100	100	100	3	*	*	*	656
Saskatchewan	5	50	0	0	20	6	100	100	100	92	4	*	435	*	495
Alberta	8	50	0	0	19	9	100	100	100	95	5	400	858	1111	774
British-Columbia	8	50	0	0	19	11	100	100	100	94	6	451	700	843	628
North West Territories	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	3	*	*	*	33	3	*	*	*	100	2	*	*	*	*
Nunavut	1	*	*	*	*	2	*	*	*	*	2	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	8	13	0	0	13	11	60	100	100	84	7	200	417	704	476
Central (ON, QC)	11	38	0	0	16	17	100	100	100	93	11	261	549	985	677
Prairies (AB, SK, MB)	8	50	0	0	19	12	100	100	100	92	6	109	629	1048	647
Pacific (BC)	8	50	0	0	19	11	100	100	100	94	6	451	700	843	628
Territories (YU, NWT, NT)	3	*	*	*	33	4	*	100	*	88	3	*	*	*	839

### BY SECTOR

Private	12	50	0	0	19	16	100	100	100	94	11	409	603	827	629
Public-Municipal	1	*	*	*	*	6	77	91	100	85	3	*	*	*	644
Public-Provincial	-	*	*	*	*	4	*	83	*	79	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	1	*	*	*	*	10	68	91	100	82	3	*	*	*	644

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	17	4	*	100	*	88	2	*	*	*	*
500 to 999	2	*	*	*	*	5	100	100	100	100	4	*	1148	*	1175
1,000 to 2,999	4	*	0	*	6	6	60	79	96	77	4	*	206	*	207
3,000 to 9,999	3	*	*	*	0	5	100	100	100	100	3	*	*	*	327
10,000 and over	1	*	*	*	*	6	74	100	100	86	1	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	2	*	*	*	*	4	*	69	*	72	3	*	*	*	316
Third Quartile (P51 to P75)	2	*	*	*	*	7	58	100	100	81	2	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	8	3	*	*	*	100	2	*	*	*	*
Bottom Quartile (P25 & below)	3	*	*	*	17	5	100	100	100	95	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Endo/periodontics - Prot. in force (#Org.)			Endo/periodontics - First rate of reimbursement (%)					Endo/periodontics - Threshold for second rate of reimbursement (\$)					Endo/periodontics - Second rate of reimbursement (%)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	39	34	5	33	80	80	100	84	11	1875	1500	1000	1611	2	*	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	10	8	2	9	80	80	90	77	3	*	*	*	1667	-	*	*	*	*
Prince Edward Island	4	4	-	4	*	90	*	88	2	*	*	*	*	-	*	*	*	*
Nova Scotia	9	7	2	8	80	85	90	76	3	*	*	*	1667	-	*	*	*	*
New Brunswick	11	9	2	9	80	80	90	86	3	*	*	*	1667	-	*	*	*	*
Quebec	21	16	5	15	80	80	90	77	3	*	*	*	1667	2	*	*	*	*
Ontario	17	14	3	14	80	90	100	83	2	*	*	*	*	-	*	*	*	*
Manitoba	9	8	1	7	80	90	90	87	3	*	*	*	1825	-	*	*	*	*
Saskatchewan	10	9	1	9	80	90	100	87	2	*	*	*	*	-	*	*	*	*
Alberta	13	11	2	12	80	90	100	84	5	2000	1750	1500	1750	-	*	*	*	*
British-Columbia	16	14	2	14	80	90	100	85	6	2375	1750	1500	1917	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	95	*	95	3	*	*	*	1667	-	*	*	*	*
Nunavut	4	3	1	3	*	*	*	90	2	*	*	*	*	-	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	14	11	3	12	80	80	90	78	5	1500	1000	1000	1400	-	*	*	*	*
Central (ON, QC)	25	20	5	19	80	80	100	82	3	*	*	*	1667	2	*	*	*	*
Prairies (AB, SK, MB)	17	15	2	15	80	90	100	83	6	1938	1625	1481	1704	-	*	*	*	*
Pacific (BC)	16	14	2	14	80	90	100	85	6	2375	1750	1500	1917	-	*	*	*	*
Territories (YU, NWT, NT)	6	5	1	5	90	90	100	92	3	*	*	*	1667	-	*	*	*	*

### BY SECTOR

Private	22	19	3	18	80	85	100	82	5	2000	1500	1500	1700	2	*	*	*	*
Public-Municipal	9	8	1	8	80	80	100	84	2	*	*	*	*	-	*	*	*	*
Public-Provincial	8	7	1	7	80	80	100	89	4	*	1238	*	1306	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	17	15	2	15	80	80	100	86	6	1681	1238	1000	1538	-	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	100	100	100	96	1	*	*	*	*	-	*	*	*	*
500 to 999	10	8	2	7	80	100	100	87	2	*	*	*	*	-	*	*	*	*
1,000 to 2,999	8	7	1	8	73	80	80	66	2	*	*	*	*	1	*	*	*	*
3,000 to 9,999	5	5	-	4	*	95	*	93	2	*	*	*	*	-	*	*	*	*
10,000 and over	10	9	1	9	80	80	90	87	4	*	1488	*	1431	1	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	7	5	2	5	80	80	90	70	-	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	8	80	80	93	83	4	*	1625	*	1563	-	*	*	*	*
Second Quartile (P26 to P50)	5	4	1	3	*	*	83	1	*	*	*	*	1	*	*	*	*	
Bottom Quartile (P25 & below)	7	6	1	6	80	90	100	90	1	*	*	*	*	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Major Restoration - Prot. in force (#Org.)			Major Restoration - First rate of reimbursement (%)						Major Restoration - Threshold for second rate of reimbursement (\$)				Major Restoration -Second rate of reimbursement (%)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	38	31	7	31	50	50	80	62	19	2000	1500	1238	1643	1	*	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	10	9	1	9	50	50	50	57	5	1500	1500	1500	1500	-	*	*	*	*
Prince Edward Island	4	3	1	3	*	*	*	50	2	*	*	*	*	-	*	*	*	*
Nova Scotia	9	8	1	8	50	50	65	61	4	*	1500	*	1375	-	*	*	*	*
New Brunswick	11	8	3	8	50	50	65	61	5	1500	1500	1500	1500	-	*	*	*	*
Quebec	21	15	6	14	50	50	64	60	6	1875	1500	1500	1583	1	*	*	*	*
Ontario	17	15	2	14	50	50	64	60	9	2000	2000	1500	1722	-	*	*	*	*
Manitoba	8	7	1	7	50	50	60	60	5	1500	1500	1500	1595	-	*	*	*	*
Saskatchewan	10	9	1	9	50	50	100	68	4	*	1500	*	1625	-	*	*	*	*
Alberta	13	12	1	12	50	50	65	62	8	2000	1625	1500	1656	-	*	*	*	*
British-Columbia	16	15	1	14	50	50	58	56	8	2000	1500	1500	1750	-	*	*	*	*
North West Territories	1	1	-	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	50	*	53	3	*	*	*	1333	-	*	*	*	*
Nunavut	4	4	-	4	*	50	*	50	4	*	1500	*	1500	-	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	14	11	3	11	50	50	70	61	7	1500	1500	1000	1357	-	*	*	*	*
Central (ON, QC)	25	19	6	18	50	50	76	61	10	2000	1750	1500	1650	1	*	*	*	*
Prairies (AB, SK, MB)	16	15	1	15	50	50	70	63	10	2000	1625	1500	1673	-	*	*	*	*
Pacific (BC)	16	15	1	14	50	50	58	56	8	2000	1500	1500	1750	-	*	*	*	*
Territories (YU, NWT, NT)	6	6	-	6	50	50	50	52	5	1500	1500	1500	1500	-	*	*	*	*

### BY SECTOR

Private	22	18	4	17	50	50	60	59	10	2000	1750	1500	1700	1	*	*	*	*
Public-Municipal	9	8	1	8	50	65	80	65	5	2000	2000	1000	1800	-	*	*	*	*
Public-Provincial	7	5	2	6	53	63	76	68	4	*	1238	*	1306	-	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	16	13	3	14	50	63	80	66	9	2000	1475	1000	1581	-	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	50	50	60	62	4	*	2000	*	2000	-	*	*	*	*
500 to 999	10	8	2	8	50	58	80	63	5	2000	1500	1500	1600	-	*	*	*	*
1,000 to 2,999	8	7	1	7	50	50	80	66	2	*	*	*	*	-	*	*	*	*
3,000 to 9,999	5	4	1	3	*	*	*	50	4	*	1250	*	1375	-	*	*	*	*
10,000 and over	9	7	2	8	50	55	69	63	4	*	1488	*	1431	1	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	7	5	2	5	50	50	80	66	1	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	8	7	1	7	50	50	58	56	4	*	1625	*	1563	-	*	*	*	*
Second Quartile (P26 to P50)	5	4	1	3	*	*	67	3	*	*	1667	-	*	*	*	*	*	
Bottom Quartile (P25 & below)	7	5	2	5	50	50	65	59	3	*	*	*	2333	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Orthodontic - Prot. in force (#Org.)			Orthodontic - First rate of reimbursement (%)					Orthodontic - Threshold for second rate of reimbursement (\$)					Orthodontic - Second rate of reimbursement (%)					Orthodontic - Maximum age if applicable				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	40	31	9	26	50	50	50	51	26	2500	2000	1500	2141	-	*	*	*	*	14	18	19	21	20
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### BY PROVINCE

Newfoundland & Labrador	10	9	1	8	50	50	50	8	2000	2000	1875	1875	-	*	*	*	*	5	18	19	20	19
Prince Edward Island	4	3	1	3	*	*	*	50	3	*	*	*	2000	-	*	*	*	2	*	*	*	*
Nova Scotia	9	8	1	7	50	50	50	7	2000	2000	2000	2000	-	*	*	*	*	4	*	19	*	19
New Brunswick	12	10	2	8	50	50	50	9	2000	2000	1500	1833	-	*	*	*	*	3	*	*	*	20
Quebec	22	13	9	9	50	50	50	12	2125	2000	1500	1917	-	*	*	*	*	8	18	20	21	20
Ontario	18	15	3	11	50	50	50	14	2500	2000	2000	2250	-	*	*	*	*	9	18	19	21	19
Manitoba	9	8	1	6	50	50	50	8	2125	2000	1919	2022	-	*	*	*	*	4	*	21	*	20
Saskatchewan	10	9	1	7	50	50	50	7	2000	2000	1750	1929	-	*	*	*	*	4	*	19	*	19
Alberta	13	12	1	11	50	50	50	10	2000	2000	2000	2150	-	*	*	*	*	7	19	19	20	19
British-Columbia	16	15	1	12	50	50	50	13	3000	2000	2000	2346	-	*	*	*	*	8	18	19	20	19
North West Territories	1	1	-	1	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	4	4	-	4	*	50	*	50	3	*	*	*	2167	-	*	*	*	2	*	*	*	*
Nunavut	4	4	-	4	*	50	*	50	3	*	*	*	2167	-	*	*	*	2	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	15	13	2	11	50	50	50	53	11	2000	2000	1500	1773	-	*	*	*	*	5	18	19	20	19
Central (ON, QC)	26	17	9	13	50	50	50	50	16	2500	2000	1500	2125	-	*	*	*	*	11	18	19	21	20
Prairies (AB, SK, MB)	17	16	1	13	50	50	50	50	12	2125	2000	1919	2140	-	*	*	*	*	9	18	19	20	19
Pacific (BC)	16	15	1	12	50	50	50	50	13	3000	2000	2000	2346	-	*	*	*	*	8	18	19	20	19
Territories (YU, NWT, NT)	6	6	-	6	50	50	50	50	5	2000	2000	2000	2100	-	*	*	*	*	3	*	*	*	19

### BY SECTOR

Private	23	17	6	13	50	50	50	50	16	2500	2000	1500	2094	-	*	*	*	*	10	18	19	21	20
Public-Municipal	9	7	2	7	50	50	50	50	6	2875	2000	1500	2167	-	*	*	*	*	3	*	*	*	19
Public-Provincial	8	7	1	6	50	50	54	56	4	*	2000	*	2294	-	*	*	*	*	1	*	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	17	14	3	13	50	50	50	53	10	2875	2000	1544	2218	-	*	*	*	*	4	*	19	*	19

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	5	1	5	50	50	50	50	5	2000	2000	2000	2100	-	*	*	*	*	1	*	*	*	*
500 to 999	10	7	3	6	50	50	50	50	7	3000	2500	1750	2500	-	*	*	*	*	4	*	19	*	19
1,000 to 2,999	8	6	2	5	50	50	50	50	4	*	1750	*	1875	-	*	*	*	*	4	*	19	*	20
3,000 to 9,999	6	5	1	3	*	*	*	*	50	4	*	2000	*	1875	-	*	*	*	3	*	*	*	19
10,000 and over	10	8	2	7	50	50	53	55	6	2000	2000	1756	2113	-	*	*	*	*	2	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	6	2	4	*	50	*	50	4	*	1500	*	1500	-	*	*	*	*	2	*	*	*	*
Third Quartile (P51 to P75)	8	8	-	8	50	50	51	54	6	2000	2000	2000	2167	-	*	*	*	*	3	*	*	*	19
Second Quartile (P26 to P50)	5	4	1	2	*	*	*	*	4	*	2250	*	2250	-	*	*	*	*	3	*	*	*	21
Bottom Quartile (P25 & below)	7	4	3	3	*	*	*	*	50	4	*	3000	*	3250	-	*	*	*	2	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Short-term disability - Type offered			Long-term disability - Prot. in force (#Org.)			Long-term disability - Coverage (%)						Long-term disability - Maximum per month (\$)			Long-term disability - Maximum age					
Self	Insured	ASO	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	17	14	2	38	38	-	37	60	67	70	68	29	5000	7500	10000	7799	32	65	65	65	65
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### BY PROVINCE

Newfoundland & Labrador	5	4	2	11	11	-	11	60	67	70	68	10	5150	9500	10750	8840	8	65	65	65	64
Prince Edward Island	1	3	2	5	5	-	5	67	70	70	73	4	*	7800	*	8975	3	*	*	*	65
Nova Scotia	3	5	2	10	10	-	10	62	68	70	69	9	5000	5600	10000	7656	7	65	65	65	64
New Brunswick	4	6	2	13	13	-	13	60	67	70	68	11	5000	8000	10500	8127	9	65	65	65	64
Quebec	9	11	2	24	24	-	23	60	67	70	68	21	4084	7200	10000	7556	18	65	65	65	65
Ontario	9	7	2	18	18	-	18	60	67	70	68	16	5450	7750	10250	8744	13	65	65	65	65
Manitoba	3	4	2	9	9	-	10	60	70	70	70	7	5000	5600	9500	7843	5	65	65	65	65
Saskatchewan	3	4	2	10	10	-	10	61	68	70	70	7	5000	5600	9500	7843	7	65	65	65	65
Alberta	5	5	2	13	13	-	13	67	70	70	69	10	5150	8250	10000	9040	10	65	65	65	65
British-Columbia	6	7	2	16	16	-	15	60	67	70	67	12	5000	7500	10000	8325	12	65	65	65	65
North West Territories	-	-	2	1	1	-	1	*	*	*	*	1	*	*	*	*	1	*	*	*	*
Yukon	-	2	2	4	4	-	4	*	70	*	68	3	*	*	*	10200	3	*	*	*	65
Nunavut	1	-	2	4	4	-	4	*	70	*	68	3	*	*	*	13333	4	*	65	*	64

### BY REGION

Atlantic (NL, PEI, NS, NB)	6	7	2	16	16	-	16	60	67	70	68	14	5000	8500	10750	8279	12	64	65	65	64
Central (ON, QC)	12	11	2	27	27	-	26	60	67	70	68	24	4771	7350	10250	7924	21	65	65	65	65
Prairies (AB, SK, MB)	7	5	2	16	16	-	17	66	70	70	69	10	5150	8250	10000	9040	12	65	65	65	65
Pacific (BC)	6	7	2	16	16	-	15	60	67	70	67	12	5000	7500	10000	8325	12	65	65	65	65
Territories (YU, NWT, NT)	1	2	2	6	6	-	6	63	70	70	67	5	5600	9000	11000	10120	5	65	65	65	64

### BY SECTOR

Private	10	10	2	24	24	-	23	60	67	70	67	22	5000	7500	10750	7973	19	65	65	65	65
Public-Municipal	5	2	-	7	7	-	7	63	70	74	68	5	6000	7200	7500	6957	6	65	65	65	65
Public-Provincial	2	2	-	7	7	-	7	70	70	73	72	2	*	*	*	*	7	63	65	65	64
Public-Federal	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	7	4	-	14	14	-	14	66	70	75	70	7	5042	7200	8750	7255	13	65	65	65	64

### BY ORGANIZATION SIZE (# EES)

50 to 499	2	4	-	7	7	-	7	60	67	67	65	7	3500	5000	7500	5471	6	65	65	65	64
500 to 999	5	3	-	10	10	-	10	60	66	70	66	9	5000	6000	9000	7926	9	65	65	65	66
1,000 to 2,999	5	2	1	7	7	-	6	61	66	69	65	6	5550	8600	10000	7650	7	65	65	65	65
3,000 to 9,999	1	2	1	5	5	-	5	68	70	70	69	3	*	*	*	12667	2	*	*	*	*
10,000 and over	4	3	-	9	9	-	9	70	70	75	74	4	*	8325	*	8163	8	64	65	65	64

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	3	-	9	9	-	9	60	63	78	71	6	2563	9000	10000	6675	7	65	65	65	64
Third Quartile (P51 to P75)	4	3	-	8	8	-	7	63	67	70	66	5	5000	5600	7500	6820	8	64	65	65	64
Second Quartile (P26 to P50)	2	1	2	5	5	-	4	*	70	*	67	4	*	7000	*	8800	4	*	65	*	65
Bottom Quartile (P25 & below)	3	3	-	6	6	-	6	66	67	69	68	6	8125	10525	14013	10842	5	65	65	65	65

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Long term disability - portion paid by employer (%)					Long-term disability - Integration with pension				Long-term disability - Indexation				Long-term disability - Rate of indexation (% of CPI)				Long term disability - Maximum indexation rate (%)			
#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	37	0	50	100	52	31	11	20	33	13	20	7	75	100	100	79	10	3.0	3.0	3.0	2.8
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### BY PROVINCE

Newfoundland & Labrador	11	0	50	100	55	10	2	8	10	4	6	4	*	100	*	75	4	*	3.0	*	2.8
Prince Edward Island	5	0	100	100	60	5	1	4	5	3	2	2	*	*	*	*	3	*	*	*	3.7
Nova Scotia	10	0	50	100	50	9	1	8	9	3	6	3	*	*	*	67	4	*	3.0	*	2.8
New Brunswick	12	0	50	100	46	11	3	8	11	5	6	4	*	100	*	100	3	*	*	*	3.7
Quebec	23	0	50	100	46	18	6	12	20	10	10	5	100	100	100	80	9	3.0	3.0	3.0	2.8
Ontario	18	0	75	100	58	14	3	11	17	7	10	5	100	100	100	80	5	3.0	3.0	3.0	2.8
Manitoba	10	13	100	100	65	9	2	7	9	3	6	2	*	*	*	*	3	*	*	*	3.7
Saskatchewan	10	13	75	100	60	8	1	7	9	5	4	3	*	*	*	83	4	*	3.0	*	3.5
Alberta	13	0	85	100	57	12	2	10	12	4	8	4	*	100	*	75	4	*	3.0	*	2.8
British-Columbia	16	0	25	100	46	13	3	10	14	5	9	4	*	100	*	75	5	3.0	3.0	3.0	2.8
North West Territories	1	*	*	*	*	1	1	-	1	1	-	1	*	*	*	*	1	*	*	*	*
Yukon	4	*	100	*	96	4	2	2	4	3	1	3	*	*	*	100	2	*	*	*	*
Nunavut	4	*	68	*	71	3	3	-	3	3	-	3	*	*	*	100	1	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	15	0	50	100	47	14	3	11	14	5	9	5	100	100	100	80	4	*	3.0	*	2.8
Central (ON, QC)	26	0	50	100	52	21	7	14	23	10	13	5	100	100	100	80	9	3.0	3.0	3.0	2.8
Prairies (AB, SK, MB)	17	0	100	100	64	15	3	12	16	6	10	5	50	100	100	70	5	3.0	3.0	3.0	2.8
Pacific (BC)	16	0	25	100	46	13	3	10	14	5	9	4	*	100	*	75	5	3.0	3.0	3.0	2.8
Territories (YU, NWT, NT)	6	59	93	100	81	5	3	2	5	4	1	4	*	100	*	100	2	*	*	*	*

### BY SECTOR

Private	24	0	25	100	44	19	5	14	22	8	14	5	100	100	100	80	6	3.0	3.0	2.3	2.7
Public-Municipal	5	50	100	100	70	7	4	3	6	3	3	1	*	*	*	*	2	*	*	*	*
Public-Provincial	8	38	93	100	67	5	2	3	5	2	3	1	*	*	*	*	2	*	*	*	*
Public-Federal	-	*	*	*	*	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*
Public-All	13	50	100	100	68	12	6	6	11	5	6	2	*	*	*	*	4	*	3.0	*	3.0

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	0	50	75	43	6	2	4	6	2	4	1	*	*	*	*	1	*	*	*	*
500 to 999	9	0	50	100	50	7	2	5	8	3	5	-	*	*	*	*	2	*	*	*	*
1,000 to 2,999	6	0	0	38	25	7	3	4	7	3	4	2	*	*	*	*	3	*	*	*	2.0
3,000 to 9,999	5	0	85	100	57	4	2	2	5	3	2	3	*	*	*	100	1	*	*	*	*
10,000 and over	10	63	100	100	75	7	2	5	7	2	5	1	*	*	*	*	3	*	*	*	3.7

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	0	0	50	28	6	2	4	8	6	2	3	*	*	*	67	6	3.0	3.0	2.3	2.3
Third Quartile (P51 to P75)	8	0	50	100	50	7	-	7	6	2	4	2	*	*	*	*	1	*	*	*	*
Second Quartile (P26 to P50)	5	0	50	100	50	4	2	2	4	1	3	1	*	*	*	*	1	*	*	*	*
Bottom Quartile (P25 & below)	6	13	75	100	58	5	2	3	6	1	5	-	*	*	*	*	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Long term - Avg annual cost per employee (\$)					Maternity Top Up			Maternity Top Up - Coverage (% of salary)					Maternity Top Up - Maximum monthly coverage (\$)				
#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	15	0	376	573	359	39	23	16	20	75	93	93	81	1	*	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	6	281	439	699	456	11	6	5	6	73	92	93	81	1	*	*	*	*
Prince Edward Island	2	*	*	*	*	5	4	1	4	*	80	*	76	1	*	*	*	*
Nova Scotia	4	*	439	*	430	10	7	3	7	78	93	93	83	1	*	*	*	*
New Brunswick	6	274	300	577	399	13	8	5	8	73	83	93	80	1	*	*	*	*
Quebec	11	206	436	618	413	23	13	10	11	71	93	93	77	1	*	*	*	*
Ontario	8	281	425	570	424	19	10	9	9	75	90	93	82	1	*	*	*	*
Manitoba	4	*	577	*	574	10	8	2	7	78	93	93	83	1	*	*	*	*
Saskatchewan	3	*	*	*	574	10	7	3	7	78	93	94	83	1	*	*	*	*
Alberta	5	0	300	577	344	14	9	5	8	84	93	95	85	1	*	*	*	*
British-Columbia	7	75	376	546	362	16	10	6	9	75	90	93	82	1	*	*	*	*
North West Territories	1	*	*	*	*	1	1	-	1	*	*	*	*	-	*	*	*	*
Yukon	2	*	*	*	*	4	3	1	3	*	*	*	95	1	*	*	*	*
Nunavut	2	*	*	*	*	4	3	1	3	*	*	*	93	-	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	8	137	300	659	391	16	9	7	9	75	90	93	81	1	*	*	*	*
Central (ON, QC)	12	274	550	577	429	27	15	12	13	75	93	93	78	1	*	*	*	*
Prairies (AB, SK, MB)	6	0	300	577	344	17	12	5	10	91	93	95	87	1	*	*	*	*
Pacific (BC)	7	75	376	546	362	16	10	6	9	75	90	93	82	1	*	*	*	*
Territories (YU, NWT, NT)	3	*	*	*	565	6	4	2	4	*	93	*	95	1	*	*	*	*

### BY SECTOR

Private	12	69	376	576	376	24	11	13	9	67	90	93	74	1	*	*	*	*	
Public-Municipal	1	*	*	*	*	7	4	3	4	*	84	*	85	-	*	*	*	*	
Public-Provincial	2	*	*	*	*	8	8	-	7	89	93	93	90	-	*	*	*	*	
Public-Federal	-	*	*	*	*	-	-	-	-	*	*	*	*	-	*	*	*	*	
Public-All	3	*	*	*	*	275	15	12	3	11	80	93	93	88	-	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	*	*	*	284	7	-	7	-	*	*	*	*	-	*	*	*	*
500 to 999	2	*	*	*	*	11	6	5	6	75	84	93	85	-	*	*	*	*
1,000 to 2,999	3	*	*	*	247	6	3	3	2	*	*	*	*	-	*	*	*	*
3,000 to 9,999	3	*	*	*	845	5	4	1	3	*	*	*	84	-	*	*	*	*
10,000 and over	4	*	300	*	291	10	10	-	9	75	93	93	75	1	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	5	137	274	287	191	9	4	5	4	*	94	*	82	-	*	*	*	*
Third Quartile (P51 to P75)	2	*	*	*	*	7	5	2	4	*	89	*	88	1	*	*	*	*
Second Quartile (P26 to P50)	3	*	*	*	422	5	5	-	3	*	*	*	92	-	*	*	*	*
Bottom Quartile (P25 & below)	1	*	*	*	*	7	4	3	4	*	71	*	60	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Maternity Top Up - Maximum duration (# weeks)						Maternity Top Up - portion paid by employer (%)						Maternity Top Up - avg annual cost per employee (\$)						Parental Top Up				Parental Top Up - Coverage (% of salary)			
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.			

### ALL ORGANIZATIONS

All Organizations	22	15	17	17	17	14	100	100	100	91	3	*	*	*	1167	35	7	28	7	0	70	84	48
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### BY PROVINCE

Newfoundland & Labrador	6	8	15	17	13	5	100	100	100	80	1	*	*	*	11	1	10	2	*	*	*	*
Prince Edward Island	4	*	11	*	11	4	*	100	*	75	-	*	*	*	5	-	5	1	*	*	*	*
Nova Scotia	7	11	15	16	13	5	100	100	100	80	1	*	*	*	10	1	9	2	*	*	*	*
New Brunswick	8	13	16	17	14	5	100	100	100	80	1	*	*	*	13	1	12	3	*	*	*	23
Quebec	13	15	17	18	18	10	93	100	100	88	2	*	*	*	22	4	18	3	*	*	*	23
Ontario	10	8	15	17	17	8	100	100	100	88	2	*	*	*	17	1	16	2	*	*	*	*
Manitoba	8	13	15	17	14	6	100	100	100	83	1	*	*	*	9	1	8	2	*	*	*	*
Saskatchewan	7	11	15	17	13	6	100	100	100	83	1	*	*	*	10	2	8	3	*	*	*	55
Alberta	8	6	15	17	12	7	100	100	100	86	1	*	*	*	13	2	11	3	*	*	*	54
British-Columbia	10	15	16	17	18	6	100	100	100	83	1	*	*	*	15	3	12	4	*	73	*	60
North West Territories	1	*	*	*	*	1	*	*	*	*	-	*	*	*	1	-	1	-	*	*	*	*
Yukon	3	*	*	*	*	16	2	*	*	*	-	*	*	*	4	1	3	2	*	*	*	*
Nunavut	3	*	*	*	*	17	1	*	*	*	-	*	*	*	4	1	3	1	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	9	15	15	17	14	5	100	100	100	80	1	*	*	*	*	16	1	15	3	*	*	*	23
Central (ON, QC)	15	15	17	18	17	12	98	100	100	90	3	*	*	*	1167	25	4	21	3	*	*	*	23
Prairies (AB, SK, MB)	11	11	15	17	13	9	100	100	100	89	1	*	*	*	*	15	3	12	4	*	82	*	65
Pacific (BC)	10	15	16	17	18	6	100	100	100	83	1	*	*	*	*	15	3	12	4	*	73	*	60
Territories (YU, NWT, NT)	4	*	17	*	17	2	*	*	*	*	-	*	*	*	*	6	1	5	2	*	*	*	*

### BY SECTOR

Private	11	11	17	18	17	9	90	100	100	87	1	*	*	*	*	23	3	20	3	*	*	*	23
Public-Municipal	4	*	16	*	16	3	*	*	*	100	2	*	*	*	*	6	-	6	1	*	*	*	*
Public-Provincial	7	15	17	17	2	*	*	*	*	*	-	*	*	*	*	6	4	2	3	*	*	*	88
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	-	-	*	*	*	*	*
Public-All	11	15	17	17	17	5	100	100	100	100	2	*	*	*	*	12	4	8	4	*	84	*	66

### BY ORGANIZATION SIZE (# EES)

50 to 499	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	7	-	7	-	*	*	*	*
500 to 999	6	15	16	17	20	3	*	*	*	100	1	*	*	*	*	9	-	9	1	*	*	*	*
1,000 to 2,999	3	*	*	*	17	3	*	*	*	97	2	*	*	*	*	6	2	4	1	*	*	*	*
3,000 to 9,999	4	*	17	*	14	3	*	*	*	67	-	*	*	*	*	5	1	4	1	*	*	*	*
10,000 and over	9	15	15	17	15	5	100	100	100	98	-	*	*	*	*	8	4	4	4	*	73	*	60

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	4	*	18	*	16	3	*	*	*	100	1	*	*	*	*	9	2	7	1	*	*	*	*
Third Quartile (P51 to P75)	4	*	15	*	16	2	*	*	*	*	-	*	*	*	*	6	1	5	2	*	*	*	*
Second Quartile (P26 to P50)	5	17	17	17	17	4	*	100	*	98	1	*	*	*	*	5	2	3	1	*	*	*	*
Bottom Quartile (P25 & below)	4	*	12	*	21	3	*	*	*	63	-	*	*	*	*	6	1	5	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Parental Top Up - Maximum monthly coverage (\$)						Parental Top Up - Maximum duration (# weeks)						Parental Top Up - portion paid by employer (%)						Parental Top Up - avg annual cost per employee (\$)					
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.				

### ALL ORGANIZATIONS

All Organizations	-	*	*	*	*	6	17	26	48	29	2	*	*	*	*	-	*	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Prince Edward Island	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Nova Scotia	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
New Brunswick	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Quebec	-	*	*	*	*	2	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Ontario	-	*	*	*	*	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Manitoba	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Saskatchewan	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Alberta	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
British-Columbia	-	*	*	*	*	2	*	*	*	*	-	*	*	*	*	-	*	*	*	*
North West Territories	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Yukon	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Nunavut	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Central (ON, QC)	-	*	*	*	*	2	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Prairies (AB, SK, MB)	-	*	*	*	*	2	*	*	*	*	2	*	*	*	*	-	*	*	*	*
Pacific (BC)	-	*	*	*	*	2	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Territories (YU, NWT, NT)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*

### BY SECTOR

Private	-	*	*	*	*	2	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Public-Municipal	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-Provincial	-	*	*	*	*	3	*	*	*	*	23	1	*	*	*	-	*	*	*	*
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	-	*	*	*	*	4	*	17	*	17	1	*	*	*	*	-	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
500 to 999	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
1,000 to 2,999	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
3,000 to 9,999	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
10,000 and over	-	*	*	*	*	3	*	*	*	*	35	1	*	*	*	-	*	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Third Quartile (P51 to P75)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Second Quartile (P26 to P50)	-	*	*	*	*	1	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Bottom Quartile (P25 & below)	-	*	*	*	*	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Health care spending account - Prot. in force (#Org.)			Health care spending account - Maximum amount (\$)			Optional additional coverage										
#Org	Yes	No	#Org	25th	50th	75th	Avg.	EE Life	DpdLife	EE ADD	Dpd ADD	Health	Dental	STI	LTI	Critical

### ALL ORGANIZATIONS

All Organizations	37	4	33	3	*	*	*	417	31	27	18	13	5	4	-	3	5
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### BY PROVINCE

Newfoundland & Labrador	10	1	9	1	*	*	*	9	8	7	6	2	2	-	-	2
Prince Edward Island	5	-	5	-	*	*	*	4	3	3	3	1	1	-	-	2
Nova Scotia	9	-	9	-	*	*	*	9	7	6	5	1	1	-	-	2
New Brunswick	12	1	11	-	*	*	*	11	9	6	4	2	2	-	-	2
Quebec	21	2	19	2	*	*	*	19	18	13	10	3	2	-	2	4
Ontario	17	-	17	-	*	*	*	14	13	9	8	1	1	-	-	4
Manitoba	9	1	8	1	*	*	*	8	7	6	5	1	1	-	-	3
Saskatchewan	10	-	10	-	*	*	*	10	9	6	5	1	1	-	-	2
Alberta	13	-	13	-	*	*	*	13	11	8	6	2	2	-	-	3
British-Columbia	13	-	13	-	*	*	*	13	12	9	8	1	1	-	1	4
North West Territories	1	-	1	-	*	*	*	-	-	-	-	-	-	-	-	-
Yukon	3	-	3	-	*	*	*	3	3	1	2	-	-	-	-	1
Nunavut	4	-	4	-	*	*	*	2	2	2	2	-	-	-	-	-

### BY REGION

Atlantic (NL, PEI, NS, NB)	15	2	13	1	*	*	*	14	11	8	6	3	3	-	-	2
Central (ON, QC)	25	2	23	2	*	*	*	21	20	14	11	3	2	-	2	4
Prairies (AB, SK, MB)	17	1	16	1	*	*	*	16	14	10	8	2	2	-	-	4
Pacific (BC)	13	-	13	-	*	*	*	13	12	9	8	1	1	-	1	4
Territories (YU, NWT, NT)	5	-	5	-	*	*	*	4	4	2	3	-	-	-	-	1

### BY SECTOR

Private	22	2	20	2	*	*	*	19	18	10	9	2	2	-	1	4
Public-Municipal	8	1	7	-	*	*	*	6	6	4	2	1	1	-	1	-
Public-Provincial	7	1	6	1	*	*	*	6	3	4	2	2	1	-	1	1
Public-Federal	-	-	-	-	*	*	*	-	-	-	-	-	-	-	-	-
Public-All	15	2	13	1	*	*	*	12	9	8	4	3	2	-	2	1

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	-	6	-	*	*	*	5	5	1	1	-	-	-	-	1
500 to 999	10	1	9	-	*	*	*	8	8	3	3	1	1	-	-	1
1,000 to 2,999	7	1	6	1	*	*	*	6	6	6	3	1	1	-	1	-
3,000 to 9,999	5	-	5	-	*	*	*	4	3	3	2	1	1	-	-	1
10,000 and over	9	2	7	2	*	*	*	8	5	5	4	2	1	-	2	2

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	-	9	-	*	*	*	8	8	5	4	1	-	-	1	1
Third Quartile (P51 to P75)	7	-	7	-	*	*	*	7	4	3	2	1	1	-	-	2
Second Quartile (P26 to P50)	5	-	5	-	*	*	*	3	3	3	2	-	-	-	-	1
Bottom Quartile (P25 & below)	6	1	5	1	*	*	*	5	4	3	2	1	1	-	2	1

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Credits allocated for optional addt coverage			Credits allocated (\$)					Credits allocated in portion of salary (%)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	35	1	34	-	*	*	*	*	-	*	*	*
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### BY PROVINCE

Newfoundland & Labrador	10	-	10	-	*	*	*	*	-	*	*	*
Prince Edward Island	4	-	4	-	*	*	*	*	-	*	*	*
Nova Scotia	9	-	9	-	*	*	*	*	-	*	*	*
New Brunswick	12	-	12	-	*	*	*	*	-	*	*	*
Quebec	22	-	22	-	*	*	*	*	-	*	*	*
Ontario	17	-	17	-	*	*	*	*	-	*	*	*
Manitoba	8	-	8	-	*	*	*	*	-	*	*	*
Saskatchewan	9	1	8	-	*	*	*	*	-	*	*	*
Alberta	12	-	12	-	*	*	*	*	-	*	*	*
British-Columbia	14	-	14	-	*	*	*	*	-	*	*	*
North West Territories	-	-	-	-	*	*	*	*	-	*	*	*
Yukon	3	-	3	-	*	*	*	*	-	*	*	*
Nunavut	3	-	3	-	*	*	*	*	-	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	15	-	15	-	*	*	*	*	-	*	*	*
Central (ON, QC)	25	-	25	-	*	*	*	*	-	*	*	*
Prairies (AB, SK, MB)	15	1	14	-	*	*	*	*	-	*	*	*
Pacific (BC)	14	-	14	-	*	*	*	*	-	*	*	*
Territories (YU, NWT, NT)	5	-	5	-	*	*	*	*	-	*	*	*

### BY SECTOR

Private	22	-	22	-	*	*	*	*	-	*	*	*
Public-Municipal	7	-	7	-	*	*	*	*	-	*	*	*
Public-Provincial	6	1	5	-	*	*	*	*	-	*	*	*
Public-Federal	-	-	-	-	*	*	*	*	-	*	*	*
Public-All	13	1	12	-	*	*	*	*	-	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	-	6	-	*	*	*	*	-	*	*	*
500 to 999	10	-	10	-	*	*	*	*	-	*	*	*
1,000 to 2,999	7	-	7	-	*	*	*	*	-	*	*	*
3,000 to 9,999	4	-	4	-	*	*	*	*	-	*	*	*
10,000 and over	8	1	7	-	*	*	*	*	-	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	1	8	-	*	*	*	*	-	*	*	*
Third Quartile (P51 to P75)	7	-	7	-	*	*	*	*	-	*	*	*
Second Quartile (P26 to P50)	4	-	4	-	*	*	*	*	-	*	*	*
Bottom Quartile (P25 & below)	6	-	6	-	*	*	*	*	-	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Sick days - Entitlement			Sick days - Eligibility period						Sick days - Number of sick days per year					Sick days - Carry over to next year allowed (#Org.)			Sick days - Number per year that can be carried over				
#Org	Yes	No	None	3 mths	6 mths	1 yr	Other	#Org	25th	50th	75th	Avg.	#Org	Yes	No	#Org	25th	50th	75th	Avg.	

### ALL ORGANIZATIONS

All Organizations	42	33	9	15	11	3	3	33	5	12	18	31	33	14	19	9	9	15	79	62
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### BY PROVINCE

Newfoundland & Labrador	11	8	3	3	5	-	-	8	6	12	15	20	7	3	4	2	*	*	*	*
Prince Edward Island	5	5	-	2	3	-	-	5	5	6	8	8	4	1	3	-	*	*	*	*
Nova Scotia	10	9	1	4	5	-	-	9	6	14	16	20	8	3	5	2	*	*	*	*
New Brunswick	13	11	2	5	5	-	-	11	5	12	15	29	10	4	6	3	*	*	*	87
Quebec	24	18	6	6	7	1	3	2	18	5	8	15	14	18	6	12	4	*	9	*
Ontario	19	14	5	5	7	1	-	2	14	6	15	18	32	14	6	8	4	*	15	*
Manitoba	10	8	2	4	4	-	-	1	8	6	12	15	38	8	4	4	2	*	*	*
Saskatchewan	11	9	2	5	5	-	-	-	9	6	12	15	10	8	5	3	3	*	*	10
Alberta	14	11	3	5	7	-	-	-	11	5	8	14	16	10	4	6	2	*	*	*
British-Columbia	17	13	4	6	7	1	-	-	13	5	6	15	15	13	5	8	3	*	*	16
North West Territories	1	1	-	1	-	-	-	1	*	*	*	*	1	1	-	-	*	*	*	*
Yukon	4	4	-	3	1	-	-	-	4	*	9	*	9	4	3	1	1	*	*	*
Nunavut	4	3	1	3	-	-	-	-	3	*	*	*	11	3	3	-	1	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	13	3	6	6	-	-	1	13	6	15	17	33	12	4	8	3	*	*	87
Central (ON, QC)	28	21	7	7	8	2	3	2	21	5	12	17	23	21	8	13	6	5	12	15
Prairies (AB, SK, MB)	18	14	4	8	7	-	-	1	14	5	11	15	32	14	7	7	3	*	*	10
Pacific (BC)	17	13	4	6	7	1	-	-	13	5	6	15	15	13	5	8	3	*	*	16
Territories (YU, NWT, NT)	6	5	1	4	1	-	-	-	5	6	12	15	10	5	4	1	2	*	*	*

### BY SECTOR

Private	25	16	9	5	9	-	2	2	16	5	6	15	14	16	5	11	3	*	*	7
Public-Municipal	9	9	-	4	2	2	1	-	9	8	18	59	54	9	4	5	4	*	79	*
Public-Provincial	8	8	-	6	-	1	-	1	8	9	14	16	36	8	5	3	2	*	*	*
Public-Federal	-	-	-	-	-	-	-	-	*	*	*	*	*	-	-	-	*	*	*	*
Public-All	17	17	-	10	2	3	1	1	17	8	15	18	45	17	9	8	6	24	79	158

### BY ORGANIZATION SIZE (# EES)

50 to 499	8	6	2	-	4	1	1	1	6	4	5	10	8	6	3	3	3	*	*	46
500 to 999	11	8	3	3	2	-	2	1	8	6	15	59	53	8	3	5	2	*	*	*
1,000 to 2,999	8	6	2	3	2	1	-	-	6	9	18	20	28	6	2	4	2	*	*	*
3,000 to 9,999	5	4	1	3	2	-	-	-	4	*	8	*	8	4	2	2	-	*	*	*
10,000 and over	10	9	1	6	1	1	-	1	9	6	12	15	33	9	4	5	2	*	*	*

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	9	8	1	2	4	1	1	-	8	5	6	14	19	8	2	6	1	*	*	*
Third Quartile (P51 to P75)	8	8	-	5	2	1	-	-	8	6	6	13	9	8	2	6	2	*	*	*
Second Quartile (P26 to P50)	5	3	2	4	-	-	-	-	3	*	*	*	17	4	2	2	1	*	*	*
Bottom Quartile (P25 & below)	8	5	3	2	1	1	-	1	5	15	18	18	15	4	3	1	3	*	*	79

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Sick days - Reimb. of unused sick days (# Org.)			Sick days - Rate of reimbursement of unused sick days (%)					Sick days - Maximum to be reimbursed (#Org.)			Sick days - If yes, when does reimbursement take place (#Org.)				
#Org	Yes	No	#Org	25th	50th	75th	Avg.	#Org	Yes	No	Retir.	Term.	End of yr	Other	

### ALL ORGANIZATIONS

All Organizations	33	9	24	9	75	100	100	86	11	4	7	5	5	5	-
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### BY PROVINCE

Newfoundland & Labrador	8	2	6	2	*	*	*	*	3	-	3	1	1	1	-
Prince Edward Island	5	1	4	1	*	*	*	*	1	-	1	-	-	1	-
Nova Scotia	9	2	7	2	*	*	*	*	3	-	3	1	1	1	-
New Brunswick	11	2	9	2	*	*	*	*	3	-	3	1	1	1	-
Quebec	19	8	11	8	94	100	100	91	9	3	6	4	4	5	-
Ontario	15	3	12	3	*	*	*	*	75	5	-	5	2	2	2
Manitoba	9	2	7	2	*	*	*	*	2	-	2	1	1	1	-
Saskatchewan	9	3	6	3	*	*	*	*	67	3	1	2	2	2	1
Alberta	11	2	9	2	*	*	*	*	3	-	3	1	1	1	-
British-Columbia	13	2	11	2	*	*	*	*	3	-	3	1	1	1	-
North West Territories	1	-	1	-	*	*	*	*	-	-	-	-	-	-	-
Yukon	4	1	3	1	*	*	*	*	1	-	1	1	1	-	-
Nunavut	3	-	3	-	*	*	*	*	-	-	-	-	-	-	-

### BY REGION

Atlantic (NL, PEI, NS, NB)	13	2	11	2	*	*	*	*	4	-	4	1	1	1	-
Central (ON, QC)	22	8	14	8	94	100	100	91	10	3	7	4	4	5	-
Prairies (AB, SK, MB)	15	3	12	3	*	*	*	*	67	4	1	3	2	2	1
Pacific (BC)	13	2	11	2	*	*	*	*	3	-	3	1	1	1	-
Territories (YU, NWT, NT)	5	1	4	1	*	*	*	*	1	-	1	1	1	-	-

### BY SECTOR

Private	16	4	12	4	*	88	*	81	5	-	5	2	2	2	-
Public-Municipal	9	4	5	4	*	100	*	88	5	3	2	2	2	3	-
Public-Provincial	8	1	7	1	*	*	*	*	1	1	-	1	1	-	-
Public-Federal	-	-	-	-	*	*	*	*	-	-	-	-	-	-	-
Public-All	17	5	12	5	100	100	100	90	6	4	2	3	3	3	-

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	2	4	2	*	*	*	*	4	-	4	1	1	1	-
500 to 999	7	3	4	3	*	*	*	*	92	2	-	2	1	1	2
1,000 to 2,999	6	3	3	3	*	*	*	*	83	4	3	1	2	2	-
3,000 to 9,999	5	-	5	-	*	*	*	*	-	-	-	-	-	-	-
10,000 and over	9	1	8	1	*	*	*	*	1	1	-	1	1	-	-

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	4	4	4	*	100	*	100	5	2	3	1	1	2	-
Third Quartile (P51 to P75)	7	1	6	1	*	*	*	*	1	1	-	1	1	-	-
Second Quartile (P26 to P50)	4	-	4	-	*	*	*	*	-	-	-	-	-	-	-
Bottom Quartile (P25 & below)	5	-	5	-	*	*	*	*	2	-	2	-	-	-	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Employee Benefits Plan

Severance pay - Entitlement (#Org.)			Severance pay - Timing (#Org.)						Severance pay - Eligibility (years of service)				Severance pay - Maximum duration paid (# months)				Severance pay - Mode of payment (#Org.)			
#Org	Yes	No	Retir.	Resign	Term.	Death	Other	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	LpSm	Sal.Cont.	Other

### ALL ORGANIZATIONS

All Organizations	36	18	18	11	2	9	4	4	12	2.8	1.0	0.2	2.2	12	6	10	14	11	12	3	6
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### BY PROVINCE

Newfoundland & Labrador	11	5	6	4	-	2	1	2	3	*	*	*	0.8	3	*	*	*	9	5	2	1
Prince Edward Island	5	2	3	1	-	-	-	1	2	*	*	*	*	2	*	*	*	*	2	1	1
Nova Scotia	10	5	5	3	1	2	1	1	4	*	0.6	*	0.6	4	*	10	*	10	5	2	1
New Brunswick	13	6	7	5	-	4	2	1	4	*	1.0	*	1.8	4	*	7	*	8	5	2	2
Quebec	22	8	14	5	-	4	1	3	4	*	1.0	*	0.8	5	7	8	12	10	6	3	2
Ontario	17	8	9	5	-	5	1	1	4	*	0.6	*	0.6	5	8	12	18	14	6	3	2
Manitoba	10	6	4	4	-	3	2	1	4	*	1.0	*	2.8	5	7	8	12	11	5	3	2
Saskatchewan	10	5	5	4	1	3	1	1	4	*	1.0	*	1.1	4	*	10	*	10	4	2	2
Alberta	14	7	7	3	-	4	2	2	6	1.0	0.6	0.1	0.7	5	8	12	18	15	5	2	1
British-Columbia	14	7	7	4	-	3	2	2	5	2.0	1.0	1.0	1.9	6	7	10	21	14	6	3	1
North West Territories	1	1	-	1	-	-	-	-	1	*	*	*	*	1	*	*	*	*	1	-	-
Yukon	4	4	-	2	-	1	1	2	3	*	*	*	1.3	3	*	*	*	17	4	1	1
Nunavut	4	3	1	2	-	1	2	1	3	*	*	*	1.1	3	*	*	*	15	3	1	-

### BY REGION

Atlantic (NL, PEI, NS, NB)	16	8	8	6	1	4	2	2	5	1.0	1.0	0.3	1.5	5	7	8	12	9	7	2	2
Central (ON, QC)	25	10	15	6	-	5	1	3	5	1.0	1.0	0.3	0.7	6	7	10	17	12	7	3	3
Prairies (AB, SK, MB)	17	10	7	5	1	6	3	2	8	2.0	1.0	0.2	1.9	8	7	12	20	15	6	3	3
Pacific (BC)	14	7	7	4	-	3	2	2	5	2.0	1.0	1.0	1.9	6	7	10	21	14	6	3	1
Territories (YU, NWT, NT)	6	5	1	3	-	2	2	2	4	*	1.0	*	1.1	4	*	10	*	14	5	2	1

### BY SECTOR

Private	23	8	15	5	-	5	1	2	4	*	0.6	*	0.6	5	8	12	18	14	6	3	1
Public-Municipal	7	4	3	3	-	1	-	1	2	*	*	*	*	2	*	*	*	*	2	-	3
Public-Provincial	6	6	-	3	2	3	3	1	6	4.3	2.0	0.5	3.0	5	6	12	12	13	4	-	2
Public-Federal	-	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*	-	-	-
Public-All	13	10	3	6	2	4	3	2	8	5.0	2.0	0.8	3.0	7	4	6	12	10	6	-	5

### BY ORGANIZATION SIZE (# EES)

50 to 499	8	1	7	1	-	1	-	-	*	*	*	*	*	-	*	*	*	*	1	-	-
500 to 999	8	6	2	4	-	4	1	1	3	*	*	*	0.4	3	*	*	*	9	3	1	3
1,000 to 2,999	7	2	5	2	-	-	1	1	1	*	*	*	*	1	*	*	*	*	2	-	-
3,000 to 9,999	5	3	2	1	-	1	1	1	2	*	*	*	*	3	*	*	*	21	2	1	-
10,000 and over	8	6	2	3	2	3	2	1	6	4.3	1.5	0.3	2.8	5	6	12	12	10	4	1	3

### BY QUARTILE OF CASH COMP.

Top Quartile (P76 & up)	8	1	7	1	1	1	-	-	1	*	*	*	*	1	*	*	*	*	-	-	1
Third Quartile (P51 to P75)	5	4	1	1	1	2	1	1	4	*	0.5	*	1.5	3	*	*	*	10	3	1	1
Second Quartile (P26 to P50)	5	3	2	2	-	2	1	-	2	*	*	*	*	3	*	*	*	13	2	2	-
Bottom Quartile (P25 & below)	6	2	4	1	-	1	-	-	2	*	*	*	*	2	*	*	*	*	1	-	-

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Vacation & Holidays

Eligibility to 1 week vacation (# of years of service)					Eligibility to 2 weeks vacation (# of years of service)					Eligibility to 3 weeks vacation (# of years of service)					Eligibility to 4 weeks vacation (# of years of service)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	15	0.5	0.3	0.0	0.3	36	1.0	1.0	0.0	0.7	49	4.0	2.0	1.0	2.5	49	10.0	8.0	5.0	7.5
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	3	*	*	*	0.3	10	1.0	1.0	1.0	0.9	13	5.0	3.0	1.0	3.1	13	10.0	10.0	8.0	8.5
Prince Edward Island	3	*	*	*	0.3	6	1.0	1.0	1.0	0.8	6	5.0	4.5	3.3	3.7	6	10.0	10.0	7.8	8.7
Nova Scotia	3	*	*	*	0.3	9	1.0	1.0	1.0	0.8	12	4.3	3.0	1.0	2.8	12	10.0	10.0	7.8	8.8
New Brunswick	4	*	0.3	*	0.3	13	1.0	1.0	0.0	0.7	15	5.0	3.0	1.5	3.0	15	10.0	10.0	8.0	9.0
Quebec	9	0.5	0.5	0.0	0.3	22	1.0	1.0	1.0	0.8	29	5.0	3.0	1.0	2.9	29	10.0	9.0	5.0	8.0
Ontario	5	0.5	0.5	0.0	0.4	18	1.0	1.0	0.3	0.7	25	4.0	3.0	1.0	2.9	24	10.0	10.0	8.8	9.2
Manitoba	3	*	*	*	0.3	10	1.0	1.0	1.0	0.8	13	5.0	3.0	1.0	3.1	13	10.0	10.0	8.0	9.0
Saskatchewan	4	*	0.3	*	0.3	10	1.0	1.0	1.0	0.8	13	5.0	3.0	1.0	2.9	12	10.0	10.0	7.0	8.7
Alberta	3	*	*	*	0.3	13	1.0	1.0	1.0	0.8	16	5.0	3.0	1.0	3.0	16	10.0	9.5	7.8	8.3
British-Columbia	5	0.5	0.5	0.0	0.4	17	1.0	1.0	1.0	0.8	20	5.0	3.0	1.0	3.0	20	10.0	9.5	7.0	8.3
North West Territories	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*	2	*	*	*	*
Yukon	3	*	*	*	0.3	4	*	1.0	*	0.8	4	*	2.0	*	2.3	6	10.0	6.0	0.5	6.2
Nunavut	2	*	*	*	*	4	*	1.0	*	0.8	4	*	2.0	*	1.8	5	8.0	8.0	2.0	5.6

### BY REGION

Atlantic (NL, PEI, NS, NB)	4	*	0.3	*	0.3	15	1.0	1.0	0.0	0.7	19	4.5	3.0	1.0	2.7	19	10.0	10.0	8.0	8.5
Central (ON, QC)	11	0.5	0.5	0.0	0.3	26	1.0	1.0	1.0	0.8	35	4.0	3.0	1.0	2.8	35	10.0	9.0	6.0	8.2
Prairies (AB, SK, MB)	4	*	0.3	*	0.3	15	1.0	1.0	0.5	0.7	20	5.0	3.0	1.0	2.8	20	10.0	9.0	7.0	8.3
Pacific (BC)	5	0.5	0.5	0.0	0.4	17	1.0	1.0	1.0	0.8	20	5.0	3.0	1.0	3.0	20	10.0	9.5	7.0	8.3
Territories (YU, NWT, NT)	3	*	*	*	0.3	5	1.0	1.0	1.0	0.8	6	3.0	2.0	1.0	2.2	8	10.0	8.0	1.5	6.6

### BY SECTOR

Private	6	0.5	0.4	0.1	0.3	23	1.0	1.0	0.8	0.8	31	5.0	3.0	1.0	3.1	28	10.0	10.0	8.0	8.7
Public-Municipal	7	0.5	0.0	0.0	0.3	10	1.0	1.0	0.0	0.6	12	2.3	2.0	1.8	2.0	12	9.0	7.0	5.8	7.3
Public-Provincial	2	*	*	*	*	3	*	*	*	0.7	6	1.0	1.0	0.3	0.7	9	7.0	3.0	1.0	4.0
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	9	0.5	0.0	0.0	0.3	13	1.0	1.0	0.0	0.6	18	2.0	1.5	1.0	1.6	21	8.0	6.0	5.0	5.9

### BY ORGANIZATION SIZE (# EES)

50 to 499	2	*	*	*	*	8	1.0	1.0	1.0	0.9	10	5.0	4.5	3.0	3.7	8	10.0	10.0	9.5	9.1
500 to 999	2	*	*	*	*	5	1.0	1.0	0.0	0.6	11	2.5	1.0	1.0	2.0	10	9.0	8.5	5.8	7.8
1,000 to 2,999	5	0.5	0.0	0.0	0.2	9	1.0	1.0	0.0	0.7	10	3.0	2.5	2.0	2.4	10	9.8	8.0	6.3	7.5
3,000 to 9,999	1	*	*	*	*	7	1.0	1.0	0.0	0.6	7	4.0	3.0	1.5	2.7	9	10.0	7.0	2.0	6.4
10,000 and over	5	0.5	0.5	0.3	0.5	7	1.0	1.0	0.8	0.8	11	3.5	1.0	1.0	2.0	12	8.5	7.5	4.5	6.8

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	1	*	*	*	*	7	1.0	1.0	1.0	0.9	9	5.0	3.0	2.0	3.2	10	10.0	9.0	5.5	7.6
Third Quartile (P51 to P75)	4	*	0.3	*	0.4	8	1.0	0.0	0.0	0.4	10	3.0	1.5	0.3	1.9	10	8.8	8.0	6.3	7.7
Second Quartile (P26 to P50)	3	*	*	*	0.3	6	1.0	1.0	1.0	0.8	8	4.3	3.0	1.0	2.8	7	10.0	10.0	8.5	8.9
Bottom Quartile (P25 & below)	4	*	0.2	*	0.3	6	1.0	0.8	0.2	0.6	9	4.0	2.0	1.0	2.4	9	10.0	9.0	8.0	8.7

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Vacation & Holidays

Eligibility to 5 weeks vacation (# of years of service)					Eligibility to 6 weeks vacation (# of years of service)					Eligibility to more than 6 weeks vacation (# of years of service)				
#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	41	20.0	16.0	15.0	16.9	29	25.0	24.0	20.0	22.7	7	27.5	25.0	21.0	24.6
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	10	24.0	20.0	20.0	20.8	4	*	27.5	*	23.8	1	*	*	*	*
Prince Edward Island	3	*	*	*	26.7	1	*	*	*	*	-	*	*	*	*
Nova Scotia	9	25.0	20.0	20.0	22.3	4	*	27.5	*	27.5	-	*	*	*	*
New Brunswick	10	24.0	20.0	20.0	22.3	3	*	*	*	28.3	-	*	*	*	*
Quebec	21	21.0	20.0	15.0	19.1	13	29.0	25.0	20.0	23.6	2	*	*	*	*
Ontario	19	21.0	20.0	17.5	20.2	11	30.0	26.0	24.5	26.5	1	*	*	*	*
Manitoba	10	24.0	20.5	20.0	21.6	4	*	27.5	*	26.3	-	*	*	*	*
Saskatchewan	9	21.0	20.0	19.0	21.0	5	29.0	26.0	23.0	25.8	-	*	*	*	*
Alberta	13	21.0	20.0	18.0	19.8	6	28.3	25.5	25.0	25.0	1	*	*	*	*
British-Columbia	17	21.0	20.0	15.0	18.8	8	29.3	25.0	20.0	24.5	3	*	*	*	20.7
North West Territories	1	*	*	*	*	1	*	*	*	*	-	*	*	*	*
Yukon	5	20.0	20.0	7.0	15.0	3	*	*	*	19.7	2	*	*	*	*
Nunavut	4	*	20.0	*	16.8	3	*	*	*	24.7	1	*	*	*	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	14	24.0	20.0	19.3	20.6	5	29.0	26.0	25.0	24.0	1	*	*	*	*
Central (ON, QC)	27	20.5	18.0	15.0	18.6	19	27.5	25.0	20.0	23.8	3	*	*	*	28.3
Prairies (AB, SK, MB)	17	21.0	20.0	15.0	18.9	9	26.0	25.0	21.0	23.8	1	*	*	*	*
Pacific (BC)	17	21.0	20.0	15.0	18.8	8	29.3	25.0	20.0	24.5	3	*	*	*	20.7
Territories (YU, NWT, NT)	7	20.0	20.0	13.5	16.4	4	*	22.0	*	22.0	2	*	*	*	*

### BY SECTOR

Private	20	21.0	19.5	16.5	19.1	11	30.0	26.0	22.5	24.7	1	*	*	*	*
Public-Municipal	12	16.0	15.0	14.8	15.3	11	24.5	23.0	20.0	22.5	3	*	*	*	25.3
Public-Provincial	9	16.0	14.0	10.0	14.1	7	23.0	20.0	17.5	20.0	3	*	*	*	22.0
Public-Federal	-	*	*	*	*	-	*	*	*	*	-	*	*	*	*
Public-All	21	16.0	15.0	14.0	14.8	18	24.8	21.5	20.0	21.5	6	25.8	23.0	21.0	23.7

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	20.0	20.0	17.0	20.4	2	*	*	*	*	-	*	*	*	*
500 to 999	9	18.0	16.0	15.0	16.9	7	29.5	25.0	24.5	26.7	-	*	*	*	*
1,000 to 2,999	10	19.8	15.0	14.3	16.0	8	25.3	21.5	20.0	21.8	3	*	*	*	26.7
3,000 to 9,999	6	17.5	15.0	8.8	13.8	5	24.0	19.0	15.0	20.4	3	*	*	*	23.7
10,000 and over	11	23.0	16.0	14.5	17.7	7	25.0	21.0	20.0	22.3	1	*	*	*	*

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	6	25.0	22.5	15.5	22.2	3	*	*	*	20.3	-	*	*	*	*
Third Quartile (P51 to P75)	10	20.3	16.0	15.0	17.2	5	25.0	25.0	23.0	24.6	1	*	*	*	*
Second Quartile (P26 to P50)	6	20.8	20.0	19.3	20.0	4	*	27.5	*	26.3	-	*	*	*	*
Bottom Quartile (P25 & below)	7	17.0	16.0	15.5	16.3	7	25.0	25.0	24.0	25.0	1	*	*	*	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Vacation & Holidays

	Statutory holidays (# of days per year)					Statutory holidays (# org. providing)								Floating holidays (# org. providing)				
	#Org	25th	50th	75th	Avg.	#Org	9days	10days	11days	12days	13days	≥14d	Avg.	#Org	1day	2days	3days	≥4d

### ALL ORGANIZATIONS

All Organizations	51	10.0	11.0	12.0	10.8	51	6	7	17	14	4	1	10.8	37	4	2	3	2	0.7
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	13	9.0	10.0	11.0	10.0	13	3	4	3	2	-	-	10.0	8	-	-	1	-	0.4
Prince Edward Island	6	9.0	9.5	10.8	9.5	6	2	1	1	1	-	-	9.5	4	-	-	-	-	0.0
Nova Scotia	12	9.0	11.0	11.3	10.3	12	3	1	4	3	-	-	10.3	9	-	-	1	-	0.3
New Brunswick	15	9.0	10.0	11.0	9.5	15	3	3	5	2	-	-	9.5	9	-	-	1	-	0.3
Quebec	30	10.0	11.0	12.0	10.6	30	5	4	7	8	3	1	10.6	22	1	2	2	2	0.9
Ontario	25	9.0	11.0	12.0	10.1	25	5	4	7	6	1	-	10.1	18	1	1	2	-	0.5
Manitoba	13	9.0	10.0	11.0	10.0	13	4	2	4	2	-	-	10.0	8	-	-	1	-	0.4
Saskatchewan	12	9.0	10.5	11.0	10.0	12	3	2	5	1	-	-	10.0	7	1	-	1	-	0.6
Alberta	16	9.8	11.0	11.3	10.4	16	3	2	6	4	-	-	10.4	12	1	-	1	-	0.3
British-Columbia	21	10.0	11.0	11.0	10.4	21	4	4	8	4	-	-	10.4	17	-	1	1	-	0.3
North West Territories	2	*	*	*	*	2	-	-	1	1	-	-	*	-	-	-	-	-	*
Yukon	6	11.0	11.5	12.0	11.2	6	1	-	2	3	-	-	11.2	2	-	-	-	-	*
Nunavut	5	11.0	11.0	12.0	11.2	5	-	1	2	2	-	-	11.2	3	-	-	-	-	0.0

### BY REGION

Atlantic (NL, PEI, NS, NB)	19	9.5	11.0	11.0	9.8	19	3	4	6	4	-	-	9.8	12	-	-	1	-	0.3
Central (ON, QC)	36	10.0	11.0	12.0	10.7	36	6	5	9	9	4	1	10.7	27	2	2	3	2	0.9
Prairies (AB, SK, MB)	20	9.8	11.0	11.3	10.5	20	4	2	8	5	-	-	10.5	14	2	-	1	-	0.4
Pacific (BC)	21	10.0	11.0	11.0	10.4	21	4	4	8	4	-	-	10.4	17	-	1	1	-	0.3
Territories (YU, NWT, NT)	8	10.8	11.0	12.0	11.0	8	1	1	3	3	-	-	11.0	4	-	-	-	-	0.0

### BY SECTOR

Private	30	10.0	11.0	11.0	10.1	30	5	7	9	7	-	-	10.1	22	1	2	1	-	0.4
Public-Municipal	12	11.0	11.5	13.0	11.8	12	1	-	5	2	3	1	11.8	9	1	-	2	2	1.8
Public-Provincial	9	11.0	12.0	12.0	11.8	9	-	-	3	5	1	-	11.8	6	2	-	-	-	0.3
Public-Federal	-	*	*	*	*	-	-	-	-	-	-	-	*	-	-	-	-	-	*
Public-All	21	11.0	12.0	12.0	11.8	21	1	-	8	7	4	1	11.8	15	3	-	2	2	1.2

### BY ORGANIZATION SIZE (# EES)

50 to 499	9	9.0	11.0	11.0	9.1	9	1	1	4	-	1	-	9.1	7	-	1	-	-	0.3
500 to 999	11	10.5	11.0	12.0	11.0	11	1	2	4	4	-	-	11.0	8	-	1	2	-	1.0
1,000 to 2,999	10	11.0	11.5	12.0	11.6	10	1	1	3	3	1	1	11.6	7	1	-	1	1	1.1
3,000 to 9,999	9	10.0	11.0	12.0	10.9	9	1	2	3	3	-	-	10.9	6	1	-	-	-	0.2
10,000 and over	12	10.8	11.5	12.0	11.3	12	2	1	3	4	2	-	11.3	9	2	-	-	1	0.8

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	10	9.3	11.0	12.0	10.8	10	2	1	2	2	1	1	10.8	9	2	1	-	-	0.4
Third Quartile (P51 to P75)	10	10.3	11.0	11.0	10.8	10	1	2	5	2	-	-	10.8	8	2	-	-	-	0.3
Second Quartile (P26 to P50)	8	9.8	11.0	11.3	10.6	8	2	1	3	2	-	-	10.6	4	-	-	1	-	0.8
Bottom Quartile (P25 & below)	9	10.0	11.0	12.0	9.9	9	1	1	3	2	1	-	9.9	9	-	1	1	-	0.6

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Vacation & Holidays

#Org	Personal days (# org. providing)							Total holiday, floating &personal (# days per year)				
	1day	3days	5days	6days	7days	≥12d	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	35	1	1	1	1	1	3	1.7	52	11.0	11.0	13.0	12.2
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	-	-	-	-	0.0	13	10.0	10.0	11.0	10.2	
Prince Edward Island	4	-	-	-	-	-	0.0	6	9.0	9.5	10.8	9.5	
Nova Scotia	8	-	-	-	-	-	0.0	12	9.8	11.0	12.0	10.5	
New Brunswick	8	-	-	-	-	-	0.0	15	9.5	11.0	11.0	9.7	
Quebec	20	1	1	-	-	1	0.6	30	10.0	11.0	12.0	11.7	
Ontario	17	-	1	1	-	-	1	1.2	25	10.0	11.0	12.0	11.3
Manitoba	7	-	-	-	-	-	0.0	13	9.0	11.0	11.0	10.2	
Saskatchewan	7	-	-	-	-	-	2	3.4	13	9.0	11.0	12.0	11.4
Alberta	11	-	-	-	-	-	1	1.1	17	10.0	11.0	12.0	10.8
British-Columbia	15	-	-	-	-	-	0.0	21	10.0	11.0	11.0	10.6	
North West Territories	-	-	-	-	-	-	*	2	*	*	*	*	
Yukon	3	-	-	-	1	-	2.0	6	11.0	11.5	12.0	12.2	
Nunavut	3	-	-	-	-	-	0.0	5	11.0	11.0	12.0	11.2	

### BY REGION

Atlantic (NL, PEI, NS, NB)	11	-	-	-	-	-	0.0	19	10.0	11.0	11.5	10.0	
Central (ON, QC)	24	1	1	1	-	1	1	1.2	36	10.8	11.5	13.0	12.1
Prairies (AB, SK, MB)	14	-	-	-	-	-	3	2.6	21	10.0	11.0	12.0	12.0
Pacific (BC)	15	-	-	-	-	-	0.0	21	10.0	11.0	11.0	10.6	
Territories (YU, NWT, NT)	5	-	-	-	1	-	1.2	8	10.8	11.0	12.0	11.8	

### BY SECTOR

Private	20	1	1	-	-	-	1	0.8	31	10.0	11.0	12.0	10.6
Public-Municipal	9	-	-	1	-	1	1	2.7	12	11.0	14.0	17.0	15.2
Public-Provincial	6	-	-	-	1	-	1	3.0	9	12.0	12.0	13.0	14.0
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	*
Public-All	15	-	-	1	1	1	2	2.8	21	11.0	13.0	17.0	14.7

### BY ORGANIZATION SIZE (# EES)

50 to 499	6	1	-	-	-	-	0.2	10	7.0	11.0	11.0	8.5	
500 to 999	9	-	1	1	-	-	1	2.2	11	11.0	12.0	15.0	13.5
1,000 to 2,999	6	-	-	-	-	-	1	2.0	10	11.3	12.0	15.0	13.6
3,000 to 9,999	6	-	-	-	1	-	-	1.0	9	11.0	11.0	12.0	11.7
10,000 and over	8	-	-	-	-	-	1	1	12	10.8	12.0	13.0	13.5

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	8	-	-	-	-	-	1	1.5	10	10.3	11.5	12.8	12.4
Third Quartile (P51 to P75)	7	-	-	-	-	-	1	1.7	10	11.0	11.0	11.8	12.2
Second Quartile (P26 to P50)	3	-	-	-	-	-	-	0.0	8	10.8	11.0	12.0	11.0
Bottom Quartile (P25 & below)	9	-	-	1	-	-	1	1.9	9	11.0	12.0	14.0	12.3

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Overtime

Overtime offered			Basis for paying OT				Time after which OT applies (hours per day)				Time after which OT applies (hours per week)					
#Org	Yes	No	Day	Week	D&W	Other	#Org	25th	50th	75th	Avg.	#Org	25th	50th	75th	Avg.

### ALL ORGANIZATIONS

All Organizations	50	43	7	12	12	18	5	31	8.0	8.0	7.1	7.7	30	40.0	40.0	36.3	38.8
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	13	10	3	2	5	2	2	5	8.0	8.0	8.0	7.9	8	40.0	40.0	40.0	40.5
Prince Edward Island	6	6	-	1	4	-	1	2	*	*	*	*	4	*	40.0	*	40.0
Nova Scotia	12	10	2	2	5	2	2	5	8.0	8.0	7.5	7.7	8	40.0	40.0	40.0	39.4
New Brunswick	15	12	3	2	7	2	2	5	8.0	8.0	8.0	8.0	10	40.0	40.0	40.0	40.0
Quebec	29	24	5	7	10	7	3	16	8.0	8.0	7.4	7.8	18	40.0	40.0	40.0	39.0
Ontario	23	20	3	7	6	7	2	14	8.0	8.0	8.0	7.9	12	40.1	40.0	40.0	40.1
Manitoba	13	10	3	2	5	3	2	6	8.0	8.0	8.0	8.0	9	40.0	40.0	40.0	40.5
Saskatchewan	13	11	2	2	6	2	2	5	8.0	8.0	8.0	8.0	9	40.0	40.0	40.0	40.5
Alberta	17	14	3	3	5	6	2	10	8.0	8.0	7.6	7.8	12	40.0	40.0	40.0	40.0
British-Columbia	21	17	4	5	5	6	4	12	8.0	8.0	7.5	7.8	11	40.0	40.0	40.0	40.2
North West Territories	2	2	-	-	1	-	1	-	*	*	*	*	1	*	*	*	*
Yukon	6	5	1	1	1	2	2	3	*	*	*	*	4	*	40.0	*	39.4
Nunavut	5	3	2	-	2	2	1	2	*	*	*	*	4	*	40.0	*	39.4

### BY REGION

Atlantic (NL, PEI, NS, NB)	19	15	4	3	7	4	2	8	8.0	8.0	7.9	7.8	12	40.0	40.0	40.0	39.6
Central (ON, QC)	34	29	5	9	10	10	3	20	8.0	8.0	7.4	7.8	20	40.0	40.0	37.5	38.9
Prairies (AB, SK, MB)	21	17	4	4	6	8	2	13	8.0	8.0	8.0	7.9	15	40.0	40.0	40.0	40.0
Pacific (BC)	21	17	4	5	5	6	4	12	8.0	8.0	7.5	7.8	11	40.0	40.0	40.0	40.2
Territories (YU, NWT, NT)	8	6	2	1	2	3	2	4	*	8.0	*	7.9	6	40.0	40.0	40.0	39.6

### BY SECTOR

Private	30	25	5	8	9	7	4	17	8.0	8.0	8.0	8.1	17	40.0	40.0	40.0	40.4
Public-Municipal	11	10	1	4	2	4	-	7	7.0	7.0	6.9	7.1	5	35.0	35.0	35.0	35.8
Public-Provincial	9	8	1	-	1	7	1	7	8.0	7.5	7.1	7.5	8	40.0	36.9	35.9	37.5
Public-Federal	-	-	-	-	-	-	-	-	*	*	*	*	-	*	*	*	*
Public-All	20	18	2	4	3	11	1	14	7.9	7.0	7.0	7.3	13	40.0	36.3	35.0	36.8

### BY ORGANIZATION SIZE (# EES)

50 to 499	9	8	1	3	2	2	2	6	8.0	8.0	8.0	7.8	6	40.0	40.0	40.0	40.0
500 to 999	11	9	2	2	2	5	1	6	8.0	8.0	8.0	7.8	5	40.2	40.0	40.0	39.4
1,000 to 2,999	10	8	2	3	2	3	-	6	7.9	7.3	7.0	7.7	5	40.0	40.0	35.0	37.8
3,000 to 9,999	8	6	2	3	2	2	1	6	8.0	8.0	7.6	7.8	4	*	40.0	*	39.2
10,000 and over	12	12	-	1	4	6	1	7	8.0	8.0	7.1	7.6	10	40.0	38.1	35.3	38.2

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	10	9	1	1	4	4	1	6	8.0	7.8	7.1	7.5	9	40.0	40.0	38.8	38.6
Third Quartile (P51 to P75)	10	10	-	2	2	5	1	7	8.0	8.0	7.6	7.8	7	40.0	40.0	36.3	38.2
Second Quartile (P26 to P50)	7	4	3	2	2	1	1	3	*	*	*	8.7	3	*	*	*	41.4
Bottom Quartile (P25 & below)	9	9	-	4	2	3	-	8	8.0	8.0	7.0	7.6	4	*	40.0	*	39.3

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

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# Section 6 - Benefits and Working Conditions Report

## Overtime

#Org	Regular work day - First OT rate (as a multiple of regular rate)						#Org	Regular work day - Time after which second OT rate applies (# hours)				#Org	Regular work day - Second OT rate (as a multiple of regular rate)					
	1x	1.5x	2x	2.5x	3x	Avg.		25th	50th	75th	Avg.		1x	1.5x	2x	2.5x	3x	Avg.

### ALL ORGANIZATIONS

All Organizations	35	3	31	1	-	-	1.5	15	8.0	4.0	2.0	4.8	15	-	5	10	-	1.8
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	10	2	8	-	-	-	1.4	3	*	*	*	7.8	1	-	1	-	-	*
Prince Edward Island	5	1	4	-	-	-	1.4	1	*	*	*	*	-	-	-	-	-	*
Nova Scotia	10	2	8	-	-	-	1.4	3	*	*	*	7.8	1	-	1	-	-	*
New Brunswick	10	3	7	-	-	-	1.4	3	*	*	*	8.0	2	-	2	-	-	*
Quebec	18	3	15	-	-	-	1.4	6	8.0	8.0	7.6	7.3	6	-	5	1	-	1.6
Ontario	15	3	12	-	-	-	1.4	5	8.0	8.0	8.0	7.9	2	-	2	-	-	*
Manitoba	10	2	8	-	-	-	1.4	2	*	*	*	*	1	-	1	-	-	*
Saskatchewan	11	2	8	1	-	-	1.5	3	*	*	*	6.7	3	-	1	2	-	1.8
Alberta	15	2	13	-	-	-	1.4	6	8.0	7.8	4.9	6.3	3	-	1	2	-	1.8
British-Columbia	17	2	15	-	-	-	1.4	8	7.6	3.0	2.0	4.3	6	-	1	5	-	1.9
North West Territories	1	-	1	-	-	-	*	-	*	*	*	*	-	-	-	-	-	*
Yukon	5	-	5	-	-	-	1.5	3	*	*	*	5.3	2	-	2	-	-	*
Nunavut	4	1	3	-	-	-	1.4	2	*	*	*	*	2	-	1	1	-	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	13	3	10	-	-	-	1.4	4	*	8.0	*	7.9	2	-	2	-	-	*
Central (ON, QC)	21	3	18	-	-	-	1.4	7	8.0	8.0	7.8	7.4	6	-	5	1	-	1.6
Prairies (AB, SK, MB)	18	2	15	1	-	-	1.5	7	8.0	7.5	4.0	5.9	5	-	1	4	-	1.9
Pacific (BC)	17	2	15	-	-	-	1.4	8	7.6	3.0	2.0	4.3	6	-	1	5	-	1.9
Territories (YU, NWT, NT)	7	1	6	-	-	-	1.4	4	*	6.0	*	6.0	3	-	1	2	-	1.8

### BY SECTOR

Private	20	3	17	-	-	-	1.4	8	8.0	8.0	6.6	6.7	6	-	4	2	-	1.7
Public-Municipal	7	-	6	1	-	-	1.6	2	*	*	*	*	4	-	1	3	-	1.9
Public-Provincial	8	-	8	-	-	-	1.5	5	4.0	4.0	2.0	3.2	5	-	-	5	-	2.0
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	*
Public-All	15	-	14	1	-	-	1.5	7	4.0	2.0	2.0	2.7	9	-	1	8	-	1.9

### BY ORGANIZATION SIZE (# EES)

50 to 499	8	1	7	-	-	-	1.4	-	*	*	*	*	-	-	-	-	-	*
500 to 999	5	1	4	-	-	-	1.4	4	*	8.0	*	6.5	3	-	2	1	-	1.7
1,000 to 2,999	7	-	6	1	-	-	1.6	3	*	*	*	4.2	4	-	1	3	-	1.9
3,000 to 9,999	5	-	5	-	-	-	1.5	4	*	4.0	*	4.5	4	-	1	3	-	1.9
10,000 and over	10	1	9	-	-	-	1.5	4	*	3.0	*	4.0	4	-	1	3	-	1.9

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	8	1	7	-	-	-	1.4	4	*	7.8	*	6.9	3	-	2	1	-	1.7
Third Quartile (P51 to P75)	9	-	8	1	-	-	1.6	4	*	2.0	*	3.5	4	-	-	4	-	2.0
Second Quartile (P26 to P50)	4	1	3	-	-	-	1.4	2	*	*	*	*	2	-	1	1	-	*
Bottom Quartile (P25 & below)	6	1	5	-	-	-	1.4	3	*	*	*	3.7	3	-	1	2	-	1.8

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Overtime

Holiday - First OT rate (as a multiple of regular rate)							Holiday - Time after which second OT rate applies (# hours)						Holiday - Second OT rate (as a multiple of regular rate)						
#Org	1x	1.5x	2x	2.5x	3x	Avg.	#Org	25th	50th	75th	Avg.	#Org	1x	1.5x	2x	2.5x	3x	Avg.	

### ALL ORGANIZATIONS

All Organizations	31	-	19	8	4	-	1.8	12	8.0	8.0	7.9	7.9	9	-	3	5	-	1	1.9
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	7	-	-	-	1.5	2	*	*	*	*	1	-	1	-	-	-	*
Prince Edward Island	3	-	3	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
Nova Scotia	8	-	7	-	1	-	1.6	3	*	*	*	7.5	2	-	1	-	-	1	*
New Brunswick	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Quebec	15	-	11	4	-	-	1.6	3	*	*	*	9.2	4	-	2	2	-	-	1.8
Ontario	12	-	10	1	1	-	1.6	5	8.0	8.0	8.0	7.9	2	-	1	1	-	-	*
Manitoba	8	-	8	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Saskatchewan	8	-	6	-	2	-	1.8	2	*	*	*	*	1	-	1	-	-	-	*
Alberta	12	-	10	1	1	-	1.6	3	*	*	*	7.8	1	-	1	-	-	-	*
British-Columbia	15	-	12	3	-	-	1.6	5	8.0	8.0	8.0	7.9	3	-	2	1	-	-	1.7
North West Territories	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Yukon	4	-	3	1	-	-	1.6	1	*	*	*	*	1	-	1	-	-	-	*
Nunavut	2	-	1	1	-	-	*	1	*	*	*	*	1	-	1	-	-	-	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	9	-	8	-	1	-	1.6	3	*	*	*	7.5	2	-	1	-	-	1	*
Central (ON, QC)	19	-	13	5	1	-	1.7	6	8.0	8.0	8.0	8.6	5	-	2	3	-	-	1.8
Prairies (AB, SK, MB)	14	-	11	1	2	-	1.7	4	*	8.0	*	7.9	1	-	1	-	-	-	*
Pacific (BC)	15	-	12	3	-	-	1.6	5	8.0	8.0	8.0	7.9	3	-	2	1	-	-	1.7
Territories (YU, NWT, NT)	5	-	4	1	-	-	1.6	2	*	*	*	*	2	-	1	1	-	-	*

### BY SECTOR

Private	17	-	15	1	1	-	1.6	7	8.0	8.0	8.0	8.5	6	-	3	3	-	-	1.8
Public-Municipal	7	-	1	5	1	-	2.0	2	*	*	*	*	1	-	-	1	-	-	*
Public-Provincial	7	-	3	2	2	-	1.9	3	*	*	*	6.3	2	-	-	1	-	1	*
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	*	
Public-All	14	-	4	7	3	-	2.0	5	8.0	8.0	7.0	7.0	3	-	-	2	-	1	2.3

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	-	4	2	1	-	1.8	-	*	*	*	*	-	-	-	-	-	-	*
500 to 999	6	-	4	1	1	-	1.8	5	8.0	8.0	8.0	8.0	3	-	2	1	-	-	1.7
1,000 to 2,999	5	-	4	1	-	-	1.6	3	*	*	*	9.2	2	-	-	2	-	-	*
3,000 to 9,999	4	-	2	2	-	-	1.8	2	*	*	*	*	2	-	-	2	-	-	*
10,000 and over	9	-	5	2	2	-	1.8	2	*	*	*	*	2	-	1	-	-	1	*

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	7	-	4	2	1	-	1.8	2	*	*	*	*	-	-	-	-	-	-	*
Third Quartile (P51 to P75)	7	-	5	1	1	-	1.7	3	*	*	*	7.7	3	-	-	2	-	1	2.3
Second Quartile (P26 to P50)	3	-	3	-	-	-	1.5	2	*	*	*	*	2	-	1	1	-	-	*
Bottom Quartile (P25 & below)	4	-	2	2	-	-	1.8	2	*	*	*	*	1	-	1	-	-	-	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 6 - Benefits and Working Conditions Report

## Overtime

First rest day - First OT rate (as a multiple of regular rate)							First rest day - Time after which second OT rate applies (# hours)					First rest day - Second OT rate (as a multiple of regular rate)						
#Org	1x	1.5x	2x	2.5x	3x	Avg.	#Org	25th	50th	75th	Avg.	#Org	1x	1.5x	2x	2.5x	3x	Avg.

### ALL ORGANIZATIONS

All Organizations	27	1	23	3	-	-	1.5	13	8.0	7.5	4.0	6.0	11	-	4	7	-	-	1.8
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	7	-	-	-	1.5	2	*	*	*	*	1	-	1	-	-	-	*
Prince Edward Island	3	-	3	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
Nova Scotia	7	1	6	-	-	-	1.4	2	*	*	*	*	1	-	1	-	-	-	*
New Brunswick	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Quebec	13	-	13	-	-	-	1.5	4	*	5.8	*	5.9	5	-	3	2	-	-	1.7
Ontario	11	-	11	-	-	-	1.5	4	*	8.0	*	7.9	1	-	1	-	-	-	*
Manitoba	7	-	6	1	-	-	1.6	1	*	*	*	*	1	-	1	-	-	-	*
Saskatchewan	7	-	6	1	-	-	1.6	2	*	*	*	*	1	-	1	-	-	-	*
Alberta	9	-	9	-	-	-	1.5	4	*	7.8	*	6.9	2	-	1	1	-	-	*
British-Columbia	13	-	12	1	-	-	1.5	7	8.0	7.5	4.0	5.9	6	-	2	4	-	-	1.8
North West Territories	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Yukon	4	-	4	-	-	-	1.5	2	*	*	*	*	2	-	-	2	-	-	*
Nunavut	2	-	2	-	-	-	*	2	*	*	*	*	2	-	1	1	-	-	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	8	1	7	-	-	-	1.4	2	*	*	*	*	1	-	1	-	-	-	*	
Central (ON, QC)	17	-	17	-	-	-	1.5	6	8.0	7.8	4.9	6.6	5	-	3	2	-	-	1.7	
Prairies (AB, SK, MB)	11	-	9	2	-	-	1.6	5	8.0	8.0	7.5	7.1	2	-	1	1	-	-	*	
Pacific (BC)	13	-	12	1	-	-	1.5	7	8.0	7.5	4.0	5.9	6	-	2	4	-	-	1.8	
Territories (YU, NWT, NT)	5	-	5	-	-	-	1.5	3	*	*	*	*	5.3	3	-	1	2	-	-	1.8

### BY SECTOR

Private	14	-	14	-	-	-	1.5	6	8.0	8.0	7.6	7.3	5	-	3	2	-	-	1.7
Public-Municipal	7	-	7	-	-	-	1.5	4	*	4.0	*	4.5	4	-	1	3	-	-	1.9
Public-Provincial	6	1	2	3	-	-	1.7	3	*	*	*	5.3	2	-	-	2	-	-	*
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Public-All	13	1	9	3	-	-	1.6	7	6.0	4.0	4.0	4.9	6	-	1	5	-	-	1.9

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	-	5	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
500 to 999	6	-	6	-	-	-	1.5	6	8.0	8.0	8.0	7.3	4	-	2	2	-	-	1.8
1,000 to 2,999	4	-	4	-	-	-	1.5	3	*	*	*	5.2	3	-	1	2	-	-	1.8
3,000 to 9,999	4	-	4	-	-	-	1.5	3	*	*	*	3.3	3	-	-	3	-	-	2.0
10,000 and over	8	1	4	3	-	-	1.6	1	*	*	*	*	1	-	1	-	-	-	*

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	6	-	5	1	-	-	1.6	2	*	*	*	*	-	-	-	-	-	-	*
Third Quartile (P51 to P75)	5	1	3	1	-	-	1.5	1	*	*	*	*	1	-	-	1	-	-	*
Second Quartile (P26 to P50)	3	-	3	-	-	-	1.5	2	*	*	*	*	2	-	1	1	-	-	*
Bottom Quartile (P25 & below)	4	-	4	-	-	-	1.5	3	*	*	*	4.7	3	-	1	2	-	-	1.8

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality

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# Section 6 - Benefits and Working Conditions Report

## Overtime

#Org	Second rest day - First OT rate (as a multiple of regular rate)						#Org	Second rest day - Time after which second OT rate applies (# hours)				#Org	Second rest day - Second OT rate (as a multiple of regular rate)					
	1x	1.5x	2x	2.5x	3x	Avg.		25th	50th	75th	Avg.		1x	1.5x	2x	2.5x	3x	Avg.

### ALL ORGANIZATIONS

All Organizations	26	-	14	12	-	-	1.7	10	8.0	8.0	4.9	6.6	8	-	3	5	-	-	1.8
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### BY PROVINCE/TERRITORY

Newfoundland & Labrador	7	-	7	-	-	-	1.5	2	*	*	*	*	1	-	1	-	-	-	*
Prince Edward Island	3	-	3	-	-	-	1.5	-	*	*	*	*	-	-	-	-	-	-	*
Nova Scotia	7	-	6	1	-	-	1.6	2	*	*	*	*	1	-	1	-	-	-	*
New Brunswick	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Quebec	13	-	10	3	-	-	1.6	4	*	5.8	*	5.9	5	-	2	3	-	-	1.8
Ontario	11	-	9	2	-	-	1.6	4	*	8.0	*	7.9	1	-	1	-	-	-	*
Manitoba	7	-	6	1	-	-	1.6	1	*	*	*	*	1	-	1	-	-	-	*
Saskatchewan	6	-	6	-	-	-	1.5	1	*	*	*	*	1	-	1	-	-	-	*
Alberta	9	-	8	1	-	-	1.6	3	*	*	*	*	7.8	1	-	1	-	-	*
British-Columbia	13	-	9	4	-	-	1.7	6	8.0	8.0	7.6	6.9	4	-	2	2	-	-	1.8
North West Territories	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Yukon	4	-	2	2	-	-	1.8	-	*	*	*	*	-	-	-	-	-	-	*
Nunavut	2	-	1	1	-	-	*	1	*	*	*	*	1	-	1	-	-	-	*

### BY REGION

Atlantic (NL, PEI, NS, NB)	8	-	7	1	-	-	1.6	2	*	*	*	*	1	-	1	-	-	-	*
Central (ON, QC)	17	-	12	5	-	-	1.6	6	8.0	7.8	4.9	6.6	5	-	2	3	-	-	1.8
Prairies (AB, SK, MB)	10	-	8	2	-	-	1.6	3	*	*	*	*	7.8	1	-	1	-	-	*
Pacific (BC)	13	-	9	4	-	-	1.7	6	8.0	8.0	7.6	6.9	4	-	2	2	-	-	1.8
Territories (YU, NWT, NT)	5	-	3	2	-	-	1.7	1	*	*	*	*	1	-	1	-	-	-	*

### BY SECTOR

Private	14	-	12	2	-	-	1.6	6	8.0	8.0	7.6	7.3	5	-	3	2	-	-	1.7
Public-Municipal	7	-	2	5	-	-	1.9	4	*	6.0	*	5.5	3	-	-	3	-	-	2.0
Public-Provincial	5	-	-	5	-	-	2.0	-	*	*	*	*	-	-	-	-	-	-	*
Public-Federal	-	-	-	-	-	-	*	-	*	*	*	*	-	-	-	-	-	-	*
Public-All	12	-	2	10	-	-	1.9	4	*	6.0	*	5.5	3	-	-	3	-	-	2.0

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	-	4	1	-	-	1.6	-	*	*	*	*	-	-	-	-	-	-	*
500 to 999	6	-	4	2	-	-	1.7	6	8.0	8.0	8.0	7.3	4	-	2	2	-	-	1.8
1,000 to 2,999	4	-	2	2	-	-	1.8	3	*	*	*	6.5	2	-	-	2	-	-	*
3,000 to 9,999	4	-	1	3	-	-	1.9	1	*	*	*	*	1	-	-	1	-	-	*
10,000 and over	7	-	3	4	-	-	1.8	-	*	*	*	*	1	-	1	-	-	-	*

### BY QUARTILE OF CASH COMPENSATION

Top Quartile (P76 & up)	5	-	4	1	-	-	1.6	1	*	*	*	*	-	-	-	-	-	-	*
Third Quartile (P51 to P75)	5	-	1	4	-	-	1.9	1	*	*	*	*	1	-	-	1	-	-	*
Second Quartile (P26 to P50)	3	-	3	-	-	-	1.5	2	*	*	*	*	2	-	1	1	-	-	*
Bottom Quartile (P25 & below)	4	-	2	2	-	-	1.8	3	*	*	*	*	6.0	2	-	1	1	-	*

#Org.: Number of organizations; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Draftsperson

### FREQUENCY

# of responding organizations	31
# of matched incumbents	483

### ALL INCUMBENTS

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
All Incumbents	31	483	43	439	1	483	483		447	16.71	21.42	23.14	20.27	447	20.97	25.37	27.65	24.94	470	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	9	216	4	211	1	216	216		216	13.64	17.30	21.64	17.97	216	17.08	22.58	27.03	22.47	216	0.00	0.00	0.00	0.00
Ontario	11	116	2	114		116	116		116	22.42	23.14	23.14	22.87	116	25.37	25.37	28.95	27.54	116	0.00	0.00	0.00	0.00
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	3	12		12		12	12		12	27.57	28.14	28.14	26.96	12	33.65	35.18	35.18	34.71	12	0.00	0.00	0.00	0.01
British-Columbia	3	26		26		26	26		26	19.96	23.50	24.13	21.82	26	24.95	27.65	29.70	26.65	26	0.00	0.00	0.00	0.00
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	4	58		58		58	58		22	20.18	20.18	20.64	19.85	22	25.35	25.35	25.80	24.88	45	0.00	0.00	0.00	0.00
Central (ON, QC)	19	332	6	325	1	332	332		332	16.36	20.63	23.14	19.69	332	20.46	25.37	27.40	24.24	332	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	6	62	33	29		62	62		62	19.22	21.42	21.42	21.88	62	24.42	25.63	25.63	27.00	62	0.00	0.00	0.00	0.00
Pacific (BC)	3	26		26		26	26		26	19.96	23.50	24.13	21.82	26	24.95	27.65	29.70	26.65	26	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	3	5	4	1		5	5		5	26.38	32.64	39.12	33.04	5	30.38	33.47	44.41	36.96	5	0.00	0.00	0.00	0.00

### BY SECTOR

Private	11	289	3	285	1	289	289		289	16.36	19.02	22.18	19.30	289	20.46	23.77	27.72	24.45	289	0.00	0.00	0.00	0.00
Public-Municipal	11	79	3	76		79	79		79	23.14	23.14	23.14	22.92	79	25.37	25.37	25.37	26.21	79	0.00	0.00	0.00	0.00
Public-Provincial	9	115	37	78		115	115		79	20.18	21.42	21.42	21.19	79	25.35	25.63	25.63	25.45	102	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	20	194	40	154		194	194		158	21.09	22.42	23.14	22.05	158	25.37	25.37	25.63	25.83	181	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	13	3	9	1	13	13		13	12.88	17.30	21.09	16.98	13	18.58	24.72	25.13	24.33	13	0.00	0.00	0.00	0.00
500 to 999	5	9	2	7		9	9		9	26.18	29.46	30.90	27.84	9	32.80	36.91	41.34	36.46	9	0.00	0.00	0.03	0.02
1,000 to 2,499	6	22	1	21		22	22		22	21.66	23.49	29.22	24.75	22	29.47	31.92	31.92	31.95	22	0.00	0.00	0.00	0.00
2,500 to 9,999	7	140	2	138		140	140		140	13.64	16.36	21.64	18.23	140	17.08	20.46	27.03	22.55	140	0.00	0.00	0.00	0.00
10,000 and over	8	287	33	254		287	287		251	19.14	21.42	23.14	20.70	251	23.93	25.37	25.71	24.86	274	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Draftsperson

### FREQUENCY

# of responding organizations	31
# of matched incumbents	483

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	31	377	18.28	23.28	27.01	23.15	469	0.00	0.00	0.00	0.02	473	209	264	483	37.5	37.5	35.0	36.7
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	9	216	16.29	19.41	24.52	20.86	216	0.00	0.00	0.00	0.01	216	18	198	216	37.5	37.5	37.5	37.2
Ontario	11	49	23.99	25.71	30.39	26.90	115	0.00	0.00	0.00	0.00	106	76	30	116	37.5	35.0	35.0	36.4
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	3	12	29.76	32.20	34.87	32.41	12	0.00	0.00	0.00	0.63	12	1	11	12	40.0	40.0	40.0	39.8
British-Columbia	3	26	25.70	27.95	29.70	26.93	26	0.00	0.00	0.00	0.00	26	9	17	26	37.5	37.5	35.0	36.6
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	4	57	24.51	25.35	27.12	25.73	45	0.00	0.00	0.00	0.00	58	50	8	58	36.3	35.0	35.0	35.6
Central (ON, QC)	19	265	17.00	21.30	25.71	21.97	331	0.00	0.00	0.00	0.00	322	94	228	332	37.5	37.5	35.0	36.9
Prairies (AB, SK, MB)	6	29	19.22	24.42	30.53	25.47	62	0.00	0.00	0.00	0.12	62	51	11	62	40.0	36.3	36.3	37.3
Pacific (BC)	3	26	25.70	27.95	29.70	26.93	26	0.00	0.00	0.00	0.00	26	9	17	26	37.5	37.5	35.0	36.6
Territories (NT, YU, NWT)	3						5	0.00	0.00	0.00	0.00	5	5		5	37.5	37.5	18.8	30.0

### BY SECTOR

Private	11	279	17.10	22.28	27.02	22.64	289	0.00	0.00	0.00	0.03	279	16	263	289	37.5	37.5	37.5	37.6
Public-Municipal	11	21	24.34	27.65	29.70	26.22	78	0.00	0.00	0.00	0.00	79	78	1	79	35.0	35.0	35.0	35.4
Public-Provincial	9	77	20.88	25.35	25.71	24.19	102	0.00	0.00	0.00	0.00	115	115		115	36.3	36.3	35.0	35.5
Public-Federal																			
Public-All	20	98	21.26	25.35	26.59	24.62	180	0.00	0.00	0.00	0.00	194	193	1	194	36.3	35.0	35.0	35.4

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	13	17.00	18.40	22.31	19.53	13	0.00	0.00	0.00	0.00	13	4	9	13	40.0	40.0	37.5	38.7
500 to 999	5	7	34.90	36.91	41.56	37.77	8	0.00	0.00	0.94	0.94	9	6	3	9	37.5	37.5	36.3	37.4
1,000 to 2,499	6	22	27.65	30.49	31.92	28.65	22	0.00	0.00	0.00	0.00	22	13	9	22	36.3	36.3	36.3	36.4
2,500 to 9,999	7	136	16.41	18.91	24.36	20.40	140	0.00	0.00	0.00	0.01	140	19	121	140	37.5	37.5	37.5	37.2
10,000 and over	8	199	20.63	24.52	27.02	24.15	274	0.00	0.00	0.00	0.00	287	165	122	287	37.5	36.3	35.0	36.6

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Publications Designer

### FREQUENCY

# of responding organizations	21
# of matched incumbents	323

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)					Normal Maximum Currently in Force (\$ per hour)					Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	21	323	58	262	3	323	323		319	17.30	17.30	20.98	19.12	319	24.21	24.21	28.83	25.87	305	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	7	221		221		221	221		221	17.30	17.30	17.30	17.37	221	24.21	24.21	24.21	24.29	221	0.00	0.00	0.00	0.00
Ontario	7	23	4	16	3	23	23		23	21.75	27.13	27.18	24.54	23	27.92	29.78	31.24	29.28	23	0.00	0.00	0.00	0.00
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																							
Alberta	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																							
Yukon																							
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	14	244	4	237	3	244	244		244	17.30	17.30	17.30	18.05	244	24.21	24.21	24.21	24.76	244	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	3	52	51	1		52	52		52	22.32	22.32	22.32	22.29	52	28.83	28.83	28.83	28.78	52	0.00	0.00	0.00	0.00
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	10	23	6	15	2	23	23		23	18.84	21.34	22.07	21.56	23	22.67	25.35	31.24	28.14	23	0.00	0.00	0.00	0.00
Public-Municipal	5	12		11	1	12	12		12	26.65	27.18	27.18	26.30	12	29.78	29.78	29.88	29.94	12	0.00	0.00	0.00	0.00
Public-Provincial	6	288	52	236		288	288		284	17.30	17.30	20.98	18.62	284	24.21	24.21	28.83	25.52	270	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	11	300	52	247	1	300	300		296	17.30	17.30	20.98	18.93	296	24.21	24.21	28.83	25.70	282	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	4	11	6	3	2	11	11		11	18.74	22.14	27.83	23.63	11	21.52	25.35	34.81	28.21	11	0.00	0.00	0.00	0.00
10,000 and over	9	297	50	247		297	297		293	17.30	17.30	20.98	18.72	293	24.21	24.21	28.83	25.55	279	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Publications Designer

### FREQUENCY

# of responding organizations	21
# of matched incumbents	323

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	21	307	24.21	24.21	25.66	24.56	305	0.00	0.00	0.00	0.00	319	278	41	323	36.3	35.0	35.0	35.3
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	7	221	24.21	24.21	24.21	23.65	221	0.00	0.00	0.00	0.00	221	204	17	221	35.0	35.0	35.0	35.1
Ontario	7	10	22.62	27.47	32.35	28.19	23	0.00	0.00	0.00	0.00	19	17	2	23	37.5	35.0	35.0	35.9
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																			
Alberta	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																			
Yukon																			
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	14	231	24.21	24.21	24.21	23.84	244	0.00	0.00	0.00	0.00	240	221	19	244	35.0	35.0	35.0	35.1
Prairies (AB, SK, MB)	3	52	25.66	25.66	25.66	25.76	52	0.00	0.00	0.00	0.00	52	50	2	52	36.3	36.3	36.3	36.4
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	10	19	24.51	26.44	29.75	27.30	23	0.00	0.00	0.00	0.03	19	12	7	23	37.5	37.5	35.0	37.1
Public-Municipal	5	3	*	*	*	27.52	12	0.00	0.00	0.00	0.00	12	11	1	12	35.0	35.0	35.0	34.9
Public-Provincial	6	285	24.21	24.21	24.21	24.36	270	0.00	0.00	0.00	0.00	288	255	33	288	35.0	35.0	35.0	35.1
Public-Federal																			
Public-All	11	288	24.21	24.21	24.94	24.38	282	0.00	0.00	0.00	0.00	300	266	34	300	35.0	35.0	35.0	35.1

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	4	11	23.17	26.73	32.82	28.08	11	0.00	0.00	0.00	0.00	11	9	2	11	37.5	37.5	37.5	37.3
10,000 and over	9	289	24.21	24.21	25.61	24.39	279	0.00	0.00	0.00	0.00	297	263	34	297	35.0	35.0	35.0	35.3

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Agriculture/foods Inspector

### FREQUENCY

# of responding organizations	9
# of matched incumbents	383

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	9	383	7	371	5	383	383		377	17.30	17.30	29.33	22.17	377	24.21	24.21	35.79	28.67	378	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																						
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																						
Alberta																						
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																						
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut																						

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	12		7	5	12	12		6	17.60	17.60	17.60	17.23	6	21.85	21.85	21.85	20.88	7	0.00	0.00	0.00	0.00
Central (ON, QC)	3	351		351		351	351		351	17.30	17.30	29.33	22.24	351	24.21	24.21	35.79	28.97	351	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	7	354	7	342	5	354	354		348	17.30	17.30	29.33	22.22	348	24.21	24.21	35.79	28.72	349	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	8	382	7	370	5	382	382		376	17.30	17.30	29.33	22.18	376	24.21	24.21	35.79	28.70	377	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999																							
1,000 to 2,499																							
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over	7	381	6	370	5	381	381		375	17.30	17.30	29.33	22.18	375	24.21	24.21	35.79	28.70	376	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Agriculture/foods Inspector

### FREQUENCY

# of responding organizations	9
# of matched incumbents	383

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																			
All Incumbents	9	376	22.97	24.21	33.31	26.38	378	0.00	0.00	0.00	0.00	383	380	3	383	36.3	35.0	35.0	35.6

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																		
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																		
Alberta																		
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																		
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut																		

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	12	21.48	24.03	27.76	24.01	7	0.00	0.00	0.00	0.00	12	11	1	12	40.0	37.5	35.0	37.5
Central (ON, QC)	3	351	24.21	24.21	33.31	26.44	351	0.00	0.00	0.00	0.00	351	349	2	351	36.3	35.0	35.0	35.5
Prairies (AB, SK, MB)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Provincial	7	347	22.97	24.21	33.31	26.41	349	0.00	0.00	0.00	0.00	354	352	2	354	36.3	35.0	35.0	35.6
Public-Federal																			
Public-All	8	375	22.97	24.21	33.31	26.41	377	0.00	0.00	0.00	0.00	382	380	2	382	36.3	35.0	35.0	35.6

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999																			
1,000 to 2,499																			
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
10,000 and over	7	375	22.97	24.21	33.31	26.41	376	0.00	0.00	0.00	0.00	381	379	2	381	36.3	35.0	35.0	35.6

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Sr Agricultural/foods Inspector

### FREQUENCY

# of responding organizations	5
# of matched incumbents	30

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
<b>ALL INCUMBENTS</b>																						
All Incumbents	5	30	9	20	1	30	30		30	25.81	25.81	25.95	26.57	30	27.03	27.03	33.61	29.93	30	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																						
Nova Scotia																						
New Brunswick																						
Quebec	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																						
Alberta																						
British-Columbia																						
North West Territories																						
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut																						

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																						
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Municipal																						
Public-Provincial	4	29	9	19	1	29	29		29	25.81	25.81	25.95	26.74	29	27.03	27.03	33.61	30.10	29	0.00	0.00	0.00
Public-Federal																						
Public-All	4	29	9	19	1	29	29		29	25.81	25.81	25.95	26.74	29	27.03	27.03	33.61	30.10	29	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																						
500 to 999																						
1,000 to 2,499																						
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over	3	28	9	19		28	28		28	25.81	25.81	25.95	26.71	28	27.03	27.03	33.61	30.05	28	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Sr Agricultural/foods Inspector

### FREQUENCY

# of responding organizations	5
# of matched incumbents	30

# Org .Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																			
All Incumbents	5	24	27.03	27.03	27.03	28.63	30	0.00	0.00	0.00	0.00	30	29	1	30	36.3	35.0	35.0	36.3

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																		
Nova Scotia																		
New Brunswick																		
Quebec	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																		
Alberta																		
British-Columbia																		
North West Territories																		
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut																		

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																		
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Municipal																			
Public-Provincial	4	23	27.03	27.03	27.03	28.93	29	0.00	0.00	0.00	0.00	29	29		29	36.3	35.0	35.0	36.1
Public-Federal																			
Public-All	4	23	27.03	27.03	27.03	28.93	29	0.00	0.00	0.00	0.00	29	29		29	36.3	35.0	35.0	36.1

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999																			
1,000 to 2,499																			
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
10,000 and over	3	23	27.03	27.03	27.03	28.93	28	0.00	0.00	0.00	0.00	28	28		28	36.3	35.0	35.0	36.1

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Inspector

### FREQUENCY

# of responding organizations	16
# of matched incumbents	300

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)					Normal Maximum Currently in Force (\$ per hour)					Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	16	300	1	295	4	300	300		141	30.72	30.72	34.45	30.09	141	30.72	30.72	41.09	33.97	299	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																							
Quebec	3	69		68	1	69	69		69	30.72	30.72	30.72	30.09	69	30.72	30.72	30.72	30.57	69	0.00	0.00	0.00	0.00
Ontario	6	51	1	48	2	51	51		51	30.72	34.45	34.45	31.21	51	36.91	41.09	41.09	38.23	51	0.00	0.00	0.00	0.00
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																							
Yukon																							
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	7	120	1	116	3	120	120		120	30.72	30.72	34.45	30.56	120	30.72	30.72	41.09	33.82	120	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	5	16		15	1	16	16		16	20.95	21.70	30.72	26.00	16	27.71	29.93	31.87	34.07	16	0.00	0.02	0.04	0.02
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	9	95	1	90	4	95	95		95	30.72	30.72	30.72	28.70	95	30.72	30.72	30.72	31.29	94	0.00	0.00	0.00	0.00
Public-Municipal	3	7		7		7	7		7	21.70	21.70	22.58	23.82	7	27.71	27.71	31.89	30.47	7	0.00	0.00	0.00	0.00
Public-Provincial	4	198		198		198	198		39	34.45	34.45	34.45	34.61	39	41.09	41.09	41.09	41.12	198	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	7	205		205		205	205		46	34.45	34.45	34.45	32.97	46	41.09	41.09	41.09	39.50	205	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	3	6	1	5		6	6		6	24.61	29.46	35.44	29.31	6	30.90	36.91	51.35	40.64	5	0.00	0.00	0.07	0.03
1,000 to 2,499	3	18		14	4	18	18		18	17.83	20.62	20.95	19.92	18	26.74	28.90	29.93	29.39	18	0.00	0.00	0.04	0.01
2,500 to 9,999	5	10		10		10	10		10	21.70	25.98	36.80	29.02	10	27.71	29.92	41.54	34.21	10	0.00	0.00	0.00	0.00
10,000 and over	3	264		264		264	264		105	30.72	30.72	34.45	32.00	105	30.72	30.72	41.09	34.28	264	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Inspector

### FREQUENCY

# of responding organizations	16
# of matched incumbents	300

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	16	296	30.09	30.99	33.60	32.29	299	0.00	0.00	0.00	0.03	300	278	22	300	40.0	35.0	35.0	36.8
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec	3	69	30.72	30.72	30.72	30.32	69	0.00	0.00	0.00	0.00	69	66	3	69	40.0	40.0	40.0	40.0
Ontario	6	50	34.45	37.19	39.90	35.71	51	0.00	0.00	0.00	0.00	51	43	8	51	36.9	36.3	36.3	37.0
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																			
Yukon																			
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	7	119	30.72	30.72	36.91	32.58	120	0.00	0.00	0.00	0.00	120	109	11	120	40.0	40.0	36.3	38.7
Prairies (AB, SK, MB)	5	16	27.59	28.82	31.05	31.82	16	0.00	0.00	0.00	0.54	16	7	9	16	40.0	40.0	40.0	40.0
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	9	95	30.72	30.72	30.72	30.37	94	0.00	0.00	0.00	0.09	95	73	22	95	40.0	40.0	40.0	39.9
Public-Municipal	3	6	25.24	27.71	27.71	28.01	7	0.00	0.00	0.00	0.00	7	7		7	40.0	40.0	37.5	38.6
Public-Provincial	4	195	30.09	33.60	33.60	33.36	198	0.00	0.00	0.00	0.00	198	198		198	35.0	35.0	35.0	35.2
Public-Federal																			
Public-All	7	201	30.09	33.60	33.60	33.20	205	0.00	0.00	0.00	0.00	205	205		205	35.0	35.0	35.0	35.3

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	3	6	30.87	36.91	45.29	37.94	5	0.00	0.00	4.33	1.73	6	3	3	6	40.0	38.8	37.5	38.8
1,000 to 2,499	3	18	22.71	24.49	27.82	25.54	18	0.00	0.00	0.00	0.00	18	1	17	18	40.0	40.0	40.0	40.0
2,500 to 9,999	5	7	26.07	27.71	28.98	10	0.00	0.00	0.00	0.00	10	8	2	10	40.0	40.0	38.1	39.0	
10,000 and over	3	264	30.72	31.26	33.60	32.67	264	0.00	0.00	0.00	0.00	264	264		264	40.0	35.0	35.0	36.5

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Quality Assurance Representative

### FREQUENCY

# of responding organizations	16
# of matched incumbents	156

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	16	156	2	44	110	156	156		148	28.40	28.40	28.40	28.31	148	34.22	34.22	34.22	34.96	155	0.00	0.00	0.00	0.01

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Prince Edward Island																							
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick																							
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Ontario	5	58	1	11	46	58	58		58	28.40	28.40	28.40	29.26	58	34.22	34.22	34.22	36.45	58	0.00	0.00	0.00	0.00
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	5	15		2	13	15	15		15	28.40	28.40	29.41	29.48	15	34.22	34.22	34.52	37.75	15	0.06	0.06	0.06	0.05
British-Columbia	6	29	1	19	9	29	29		29	21.37	26.86	28.40	25.35	29	24.94	33.65	34.22	30.83	28	0.00	0.00	0.00	0.00
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	33		8	25	33	33		25	28.40	28.40	28.40	28.76	25	34.22	34.22	34.22	34.45	33	0.00	0.00	0.00	0.00
Central (ON, QC)	5	67	1	12	54	67	67		67	28.40	28.40	28.40	28.93	67	34.22	34.22	34.22	36.14	67	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	7	25		3	22	25	25		25	28.40	28.40	28.40	28.75	25	34.22	34.22	34.22	36.31	25	0.00	0.04	0.06	0.03
Pacific (BC)	6	29	1	19	9	29	29		29	21.37	26.86	28.40	25.35	29	24.94	33.65	34.22	30.83	28	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	10	130	2	20	108	130	130		130	28.40	28.40	28.40	28.71	130	34.22	34.22	34.22	35.77	129	0.00	0.00	0.00	0.01
Public-Municipal	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Provincial	4	24		24		24	24		16	20.21	21.98	28.02	25.14	16	22.89	24.94	31.92	28.57	24	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	6	26		24	2	26	26		18	20.50	22.30	28.01	25.39	18	23.23	25.31	34.47	29.10	26	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
500 to 999	4	117	2	10	105	117	117		117	28.40	28.40	28.40	29.17	117	34.22	34.22	34.22	35.32	116	0.00	0.00	0.00	0.01
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	6	6		3	3	6	6		6	28.90	31.98	36.51	33.53	6	35.58	38.31	39.69	38.52	6	0.00	0.00	0.00	0.01
10,000 and over	3	27		27		27	27		19	16.77	20.21	22.30	20.84	19	23.56	25.67	33.65	28.20	27	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Quality Assurance Representative

### FREQUENCY

# of responding organizations	16
# of matched incumbents	156

# Org Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	16	153	29.53	31.54	34.22	31.89	155	0.00	0.00	0.00	0.19	153	28	125	156	37.5	37.5	37.5	37.4
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																			
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	5	57	30.24	31.80	34.22	33.05	58	0.00	0.00	0.00	0.02	58	4	54	58	37.5	37.5	37.5	37.6
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	5	15	30.08	33.33	34.54	33.87	15	1.73	1.87	2.05	1.86	15		15	15	40.0	37.5	37.5	38.3
British-Columbia	6	29	24.32	30.75	34.22	29.39	28	0.00	0.00	0.00	0.02	26	14	12	29	37.5	37.5	35.0	36.6
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	33	28.40	30.77	33.41	30.83	33	0.00	0.00	0.00	0.00	33	8	25	33	37.5	37.5	37.5	37.0
Central (ON, QC)	5	66	30.52	32.01	34.22	33.00	67	0.00	0.00	0.00	0.02	67	4	63	67	37.5	37.5	37.5	37.6
Prairies (AB, SK, MB)	7	25	29.78	33.42	34.22	33.29	25	0.00	0.48	1.91	1.11	25		25	25	40.0	37.5	37.5	38.2
Pacific (BC)	6	29	24.32	30.75	34.22	29.39	28	0.00	0.00	0.00	0.02	26	14	12	29	37.5	37.5	35.0	36.6
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	10	130	30.29	32.63	34.22	32.82	129	0.00	0.00	0.00	0.23	130	6	124	130	37.5	37.5	37.5	37.8
Public-Municipal	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	4	22	24.32	25.65	27.76	26.20	24	0.00	0.00	0.00	0.00	21	21		24	35.0	35.0	35.0	35.2
Public-Federal																			
Public-All	6	23	24.32	25.76	27.76	26.68	26	0.00	0.00	0.00	0.00	23	22	1	26	35.0	35.0	35.0	35.4

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	4	117	30.66	33.00	34.22	33.01	116	0.00	0.00	0.00	0.24	117	6	111	117	37.5	37.5	37.5	37.6
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	6	3	*	*	*	36.49	6	0.00	0.00	0.00	0.00	6	3	3	6	40.0	38.8	37.5	38.3
10,000 and over	3	27	24.04	25.03	27.76	25.80	27	0.00	0.00	0.00	0.09	24	19	5	27	35.0	35.0	35.0	35.9

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Civil Aviation Safety Inspector

### FREQUENCY

# of responding organizations	3
# of matched incumbents	44

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	3	44	15	26	3	44	44		44	20.00	29.73	33.95	27.97	44	23.00	36.20	37.16	32.30	44	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																						
Prince Edward Island																						
Nova Scotia																						
New Brunswick																						
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario																						
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																						
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia																						
North West Territories																						
Yukon																						
Nunavut																						

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																						
Central (ON, QC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																						
Territories (NT, YU, NWT)																						

### BY SECTOR

Private	3	44	15	26	3	44	44		44	20.00	29.73	33.95	27.97	44	23.00	36.20	37.16	32.30	44	0.00	0.00	0.00	0.00
Public-Municipal																							
Public-Provincial																							
Public-Federal																							
Public-All																							

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999																						
1,000 to 2,499																						
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over																						

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Civil Aviation Safety Inspector

### FREQUENCY

# of responding organizations	3
# of matched incumbents	44

# Org Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	3	44	23.00	35.45	36.29	31.96	44	0.00	0.00	0.00	0.00	44	15	29	44	40.0	40.0	40.0
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																		
Prince Edward Island																		
Nova Scotia																		
New Brunswick																		
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario																		
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																		
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia																		
North West Territories																		
Yukon																		
Nunavut																		

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																		
Central (ON, QC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																		
Territories (NT, YU, NWT)																		

### BY SECTOR

Private	3	44	23.00	35.45	36.29	31.96	44	0.00	0.00	0.00	0.00	44	15	29	44	40.0	40.0	40.0
Public-Municipal																		
Public-Provincial																		
Public-Federal																		
Public-All																		

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999																		
1,000 to 2,499																		
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over																		

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Aircraft Maintenance Engineer

### FREQUENCY

# of responding organizations	10
# of matched incumbents	2120

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	10	2120	248	1872		2120	2120		2117	25.81	25.81	25.81	24.78	2117	32.63	32.63	32.63	31.52	2002	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Ontario	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Manitoba	3	441	235	206		441	441		441	17.75	17.75	25.81	21.51	441	25.36	25.36	32.63	28.74	441	0.00	0.04	0.04	0.02
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	3	272	13	259		272	272		272	25.81	27.75	27.75	26.66	272	32.63	33.20	33.20	32.89	272	0.00	0.00	0.00	0.00
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
North West Territories																							
Yukon																							
Nunavut																							

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	3	934		934		934	934		934	25.81	25.81	25.81	25.67	934	32.63	32.63	32.63	32.21	934	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	6	733	248	485		733	733		733	17.75	25.81	25.81	23.52	733	25.36	32.63	32.63	30.32	733	0.00	0.00	0.04	0.01
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Territories (NT, YU, NWT)																							

### BY SECTOR

Private	5	2017	248	1769		2017	2017		2017	25.81	25.81	25.81	24.80	2017	32.63	32.63	32.63	31.68	1899	0.00	0.00	0.00	0.00
Public-Municipal																							
Public-Provincial	5	103		103		103	103		100	19.00	25.01	30.77	24.32	100	23.65	30.43	32.59	28.19	103	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	5	103		103		103	103		100	19.00	25.01	30.77	24.32	100	23.65	30.43	32.59	28.19	103	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
10,000 and over	6	1584		1584		1584	1584		1581	25.81	25.81	25.81	25.72	1581	32.63	32.63	32.63	32.35	1584	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Aircraft Maintenance Engineer

### FREQUENCY

# of responding organizations	10
# of matched incumbents	2120

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																			
All Incumbents	10	2116	32.44	32.44	32.44	30.72	2002	0.00	0.00	0.00	0.00	2120	1702	418	2120	40.0	40.0	40.0	40.0

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Ontario	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Manitoba	3	437	23.02	25.36	32.44	27.30	441	0.00	0.00	0.00	0.00	441	206	235	441	40.0	40.0	40.0	40.0
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	3	272	31.10	32.44	33.20	31.67	272	0.00	0.00	0.00	0.00	272	89	183	272	40.0	40.0	40.0	40.0
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
North West Territories																			
Yukon																			
Nunavut																			

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	3	934	32.44	32.44	32.44	32.17	934	0.00	0.00	0.00	0.00	934	934		934	40.0	40.0	40.0	40.0
Prairies (AB, SK, MB)	6	729	25.36	32.44	32.44	28.87	733	0.00	0.00	0.00	0.00	733	315	418	733	40.0	40.0	40.0	39.9
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Territories (NT, YU, NWT)																			

### BY SECTOR

Private	5	2017	32.44	32.44	32.44	30.84	1899	0.00	0.00	0.00	0.00	2017	1599	418	2017	40.0	40.0	40.0	40.0
Public-Municipal																			
Public-Provincial	5	99	25.81	27.03	32.59	28.37	103	0.00	0.00	0.00	0.00	103	103		103	40.0	40.0	40.0	39.3
Public-Federal																			
Public-All	5	99	25.81	27.03	32.59	28.37	103	0.00	0.00	0.00	0.00	103	103		103	40.0	40.0	40.0	39.3

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
10,000 and over	6	1580	32.44	32.44	32.44	32.19	1584	0.00	0.00	0.00	0.00	1584	1584		1584	40.0	40.0	40.0	40.0

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Team Leader Aircraft Maintenance Engineer

### FREQUENCY

# of responding organizations	6
# of matched incumbents	431

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	6	431		431		431	431		431	32.17	34.91	34.91	33.85	431	35.61	35.61	35.61	36.03	365	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick																							
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Ontario	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Manitoba	3	91		91		91	91		91	34.91	34.91	34.91	34.25	91	35.61	35.61	35.61	36.12	91	0.00	0.00	0.00	0.00
Saskatchewan																							
Alberta	4	38		38		38	38		38	33.95	33.95	34.91	33.50	38	35.61	36.20	36.20	36.35	38	0.00	0.00	0.00	0.00
British-Columbia	3	96		96		96	96		96	32.17	32.17	34.91	32.95	96	34.84	34.84	35.61	35.15	30	0.00	0.00	0.00	0.00
North West Territories																							
Yukon																							
Nunavut																							

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Prairies (AB, SK, MB)	5	129		129		129	129		129	33.95	34.91	34.91	34.03	129	35.61	35.61	36.20	36.19	129	0.00	0.00	0.00	0.00
Pacific (BC)	3	96		96		96	96		96	32.17	32.17	34.91	32.95	96	34.84	34.84	35.61	35.15	30	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)																							

### BY SECTOR

Private	5	430		430		430	430		430	32.17	34.91	34.91	33.87	430	35.61	35.61	35.61	36.04	364	0.00	0.00	0.00	0.00
Public-Municipal																							
Public-Provincial	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Federal																							
Public-All	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499																						
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Team Leader Aircraft Maintenance Engineer

### FREQUENCY

# of responding organizations	6
# of matched incumbents	431

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	6	430	35.00	35.00	35.00	35.05	365	0.00	0.00	0.00	0.00	431	348	83	431	40.0	40.0	40.0	40.0
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	3	90	35.00	35.00	35.00	35.23	91	0.00	0.00	0.00	0.00	91	77	14	91	40.0	40.0	40.0	40.0
Saskatchewan																			
Alberta	4	38	35.00	35.83	36.20	35.46	38	0.00	0.00	0.00	0.00	38	14	24	38	40.0	40.0	40.0	40.0
British-Columbia	3	96	33.82	33.82	35.00	34.03	30	0.00	0.00	0.00	0.00	96	94	2	96	40.0	40.0	40.0	40.0
North West Territories																			
Yukon																			
Nunavut																			

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	5	128	35.00	35.00	35.00	35.30	129	0.00	0.00	0.00	0.00	129	91	38	129	40.0	40.0	40.0	40.0
Pacific (BC)	3	96	33.82	33.82	35.00	34.03	30	0.00	0.00	0.00	0.00	96	94	2	96	40.0	40.0	40.0	40.0
Territories (NT, YU, NWT)																			

### BY SECTOR

Private	5	430	35.00	35.00	35.00	35.05	364	0.00	0.00	0.00	0.00	430	347	83	430	40.0	40.0	40.0	40.0
Public-Municipal																			
Public-Provincial	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Federal																			
Public-All	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499																			
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Superintendent, Dangerous Goods

### FREQUENCY

# of responding organizations	5
# of matched incumbents	45

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	5	45	43	1	1	45	45		45	22.42	22.42	22.42	23.34	45	28.10	28.10	28.10	29.15	45	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																						
Prince Edward Island																						
Nova Scotia																						
New Brunswick																						
Quebec																						
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta																						
British-Columbia																						
North West Territories																						
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																						
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																						
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private																							
Public-Municipal																							
Public-Provincial	5	45	43	1	1	45	45		45	22.42	22.42	22.42	23.34	45	28.10	28.10	28.10	29.15	45	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	5	45	43	1	1	45	45		45	22.42	22.42	22.42	23.34	45	28.10	28.10	28.10	29.15	45	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999																							
1,000 to 2,499																							
2,500 to 9,999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
10,000 and over	3	43	42		1	43	43		43	22.42	22.42	22.42	22.83	43	28.10	28.10	28.10	28.68	43	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Superintendent, Dangerous Goods

### FREQUENCY

# of responding organizations	5
# of matched incumbents	45

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																			
All Incumbents	5	42	22.42	22.42	22.42	22.96	45	0.00	0.00	0.00	0.00	45	44	1	45	37.3	37.3	37.3	36.9

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nova Scotia	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Municipal	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Provincial	5	42	22.42	22.42	22.42	22.96	45	0.00	0.00	0.00	0.00	45	44	1	45	37.3	37.3	37.3	36.9
Public-Federal	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-All	5	42	22.42	22.42	22.42	22.96	45	0.00	0.00	0.00	0.00	45	44	1	45	37.3	37.3	37.3	36.9

### BY ORGANIZATION SIZE (# EES)

50 to 499	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
500 to 999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
10,000 and over	3	42	22.42	22.42	22.42	22.96	43	0.00	0.00	0.00	0.00	43	43		43	37.3	37.3	37.3	37.3

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Technical Operations Inspector - Rail

### FREQUENCY

# of responding organizations	-
# of matched incumbents	-

### ALL INCUMBENTS

All Incumbents	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents																						

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																						
Prince Edward Island																						
Nova Scotia																						
New Brunswick																						
Quebec																						
Ontario																						
Manitoba																						
Saskatchewan																						
Alberta																						
British-Columbia																						
North West Territories																						
Yukon																						
Nunavut																						

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																						
Central (ON, QC)																						
Prairies (AB, SK, MB)																						
Pacific (BC)																						
Territories (NT, YU, NWT)																						

### BY SECTOR

Private																						
Public-Municipal																						
Public-Provincial																						
Public-Federal																						
Public-All																						

### BY ORGANIZATION SIZE (# EES)

50 to 499																						
500 to 999																						
1,000 to 2,499																						
2,500 to 9,999																						
10,000 and over																						

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Technical Operations Inspector - Rail

### FREQUENCY

# of responding organizations	-
# of matched incumbents	-

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status	# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.		#Inc.	Union	Non-Un.	#Inc.	25th	50th

### ALL INCUMBENTS

All Incumbents																	
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																	
Prince Edward Island																	
Nova Scotia																	
New Brunswick																	
Quebec																	
Ontario																	
Manitoba																	
Saskatchewan																	
Alberta																	
British-Columbia																	
North West Territories																	
Yukon																	
Nunavut																	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																	
Central (ON, QC)																	
Prairies (AB, SK, MB)																	
Pacific (BC)																	
Territories (NT, YU, NWT)																	

### BY SECTOR

Private																	
Public-Municipal																	
Public-Provincial																	
Public-Federal																	
Public-All																	

### BY ORGANIZATION SIZE (# EES)

50 to 499																	
500 to 999																	
1,000 to 2,499																	
2,500 to 9,999																	
10,000 and over																	

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Marine Safety Inspector

### FREQUENCY

# of responding organizations	3
# of matched incumbents	6

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
<b>ALL INCUMBENTS</b>																						
All Incumbents	3	6	5	1	6	6		6	28.71	33.29	35.24	32.11	6	35.86	39.62	41.81	38.75	6	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																					
Prince Edward Island																					
Nova Scotia																					
New Brunswick																					
Quebec	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario																					
Manitoba																					
Saskatchewan																					
Alberta																					
British-Columbia																					
North West Territories																					
Yukon																					
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																					
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)																					
Pacific (BC)																					
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Municipal																					
Public-Provincial	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Federal																					
Public-All	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499																					
500 to 999																					
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over																					

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Marine Safety Inspector

### FREQUENCY

# of responding organizations	3
# of matched incumbents	6

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	3	4	*	37.19	*	37.63	6	0.00	0.00	0.00	0.00	6	2	4	6	36.3	36.3	36.3	33.5
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia																			
New Brunswick																			
Quebec	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario																			
Manitoba																			
Saskatchewan																			
Alberta																			
British-Columbia																			
North West Territories																			
Yukon																			
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																			
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)																			
Pacific (BC)																			
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Municipal																			
Public-Provincial	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Federal																			
Public-All	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999																			
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over																			

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Maritime Search and Rescue Coordinator

### FREQUENCY

# of responding organizations	-
# of matched incumbents	-

### ALL INCUMBENTS

All Incumbents	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
		#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents																							

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia																							
New Brunswick																							
Quebec																							
Ontario																							
Manitoba																							
Saskatchewan																							
Alberta																							
British-Columbia																							
North West Territories																							
Yukon																							
Nunavut																							

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																							
Central (ON, QC)																							
Prairies (AB, SK, MB)																							
Pacific (BC)																							
Territories (NT, YU, NWT)																							

### BY SECTOR

Private																							
Public-Municipal																							
Public-Provincial																							
Public-Federal																							
Public-All																							

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999																							
1,000 to 2,499																							
2,500 to 9,999																							
10,000 and over																							

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Maritime Search and Rescue Coordinator

### FREQUENCY

# of responding organizations	-
# of matched incumbents	-

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status	# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.		#Inc.	Union	Non-Un.	#Inc.	25th	50th

### ALL INCUMBENTS

All Incumbents																	
----------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																	
Prince Edward Island																	
Nova Scotia																	
New Brunswick																	
Quebec																	
Ontario																	
Manitoba																	
Saskatchewan																	
Alberta																	
British-Columbia																	
North West Territories																	
Yukon																	
Nunavut																	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																	
Central (ON, QC)																	
Prairies (AB, SK, MB)																	
Pacific (BC)																	
Territories (NT, YU, NWT)																	

### BY SECTOR

Private																	
Public-Municipal																	
Public-Provincial																	
Public-Federal																	
Public-All																	

### BY ORGANIZATION SIZE (# EES)

50 to 499																	
500 to 999																	
1,000 to 2,499																	
2,500 to 9,999																	
10,000 and over																	

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Ammunition Technician

### FREQUENCY

# of responding organizations	-
# of matched incumbents	-

### ALL INCUMBENTS

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th
All Incumbents																					

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																					
Prince Edward Island																					
Nova Scotia																					
New Brunswick																					
Quebec																					
Ontario																					
Manitoba																					
Saskatchewan																					
Alberta																					
British-Columbia																					
North West Territories																					
Yukon																					
Nunavut																					

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																					
Central (ON, QC)																					
Prairies (AB, SK, MB)																					
Pacific (BC)																					
Territories (NT, YU, NWT)																					

### BY SECTOR

Private																					
Public-Municipal																					
Public-Provincial																					
Public-Federal																					
Public-All																					

### BY ORGANIZATION SIZE (# EES)

50 to 499																					
500 to 999																					
1,000 to 2,499																					
2,500 to 9,999																					
10,000 and over																					

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Ammunition Technician

### FREQUENCY

# of responding organizations	-
# of matched incumbents	-

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status	# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.		#Inc.	Union	Non-Un.	#Inc.	25th	50th

### ALL INCUMBENTS

All Incumbents																	
----------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																	
Prince Edward Island																	
Nova Scotia																	
New Brunswick																	
Quebec																	
Ontario																	
Manitoba																	
Saskatchewan																	
Alberta																	
British-Columbia																	
North West Territories																	
Yukon																	
Nunavut																	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																	
Central (ON, QC)																	
Prairies (AB, SK, MB)																	
Pacific (BC)																	
Territories (NT, YU, NWT)																	

### BY SECTOR

Private																	
Public-Municipal																	
Public-Provincial																	
Public-Federal																	
Public-All																	

### BY ORGANIZATION SIZE (# EES)

50 to 499																	
500 to 999																	
1,000 to 2,499																	
2,500 to 9,999																	
10,000 and over																	

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Technician

### FREQUENCY

# of responding organizations	17
# of matched incumbents	980

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)					Normal Maximum Currently in Force (\$ per hour)					Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	17	980	319	660	1	980	980		976	17.30	24.45	29.88	25.03	976	24.21	27.63	33.81	30.11	980	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																							
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	8	379	41	338		379	379		379	17.30	17.30	24.45	20.07	379	24.21	24.21	27.63	26.20	379	0.00	0.00	0.00	0.00
Ontario	4	327	83	243	1	327	327		327	27.18	34.45	34.45	31.03	327	29.78	41.09	41.09	36.05	327	0.00	0.00	0.00	0.00
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	3	56	35	21		56	56		56	24.45	24.45	29.88	26.09	56	27.63	27.63	33.81	30.05	56	0.00	0.00	0.00	0.00
British-Columbia	3	68	37	31		68	68		68	24.13	24.45	25.69	24.39	68	27.63	27.63	30.28	28.48	68	0.00	0.00	0.00	0.00
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	11	706	124	581	1	706	706		706	17.30	24.45	34.45	25.14	706	24.21	27.63	41.09	30.77	706	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	5	124	96	28		124	124		124	23.26	24.45	24.45	24.19	124	27.63	27.63	27.88	27.84	124	0.00	0.00	0.00	0.00
Pacific (BC)	3	68	37	31		68	68		68	24.13	24.45	25.69	24.39	68	27.63	27.63	30.28	28.48	68	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	7	486	291	194	1	486	486		486	24.45	24.45	27.95	25.33	486	27.63	27.63	31.13	29.15	486	0.00	0.00	0.00	0.00
Public-Municipal	6	52	1	51		52	52		52	24.92	27.18	27.18	26.32	52	29.78	29.78	32.20	30.51	52	0.00	0.00	0.00	0.00
Public-Provincial	4	442	27	415		442	442		438	17.30	17.30	34.45	24.54	438	24.21	24.21	41.09	31.13	442	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	10	494	28	466		494	494		490	17.30	18.54	34.45	24.73	490	24.21	24.21	41.09	31.06	494	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	4	427	291	135	1	427	427		427	24.45	24.45	27.08	25.21	427	27.63	27.63	30.63	28.69	427	0.00	0.00	0.00	0.00
10,000 and over	8	544	27	517		544	544		540	17.30	23.26	34.45	24.91	540	24.21	29.07	41.09	31.25	544	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Technician

### FREQUENCY

# of responding organizations	17
# of matched incumbents	980

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																			
All Incumbents	17	921	24.21	31.85	37.19	30.87	979	0.00	0.00	0.00	0.00	980	891	89	980	37.5	37.5	35.0	36.6

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Prince Edward Island																			
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	8	379	20.78	24.21	25.67	25.00	379	0.00	0.00	0.00	0.00	379	322	57	379	37.5	35.0	35.0	35.8
Ontario	4	295	34.45	38.55	41.09	37.19	326	0.00	0.00	0.00	0.00	327	326	1	327	37.5	36.3	36.3	36.5
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	3	56	30.92	31.85	35.32	32.45	56	0.00	0.00	0.00	0.08	56	48	8	56	37.5	37.5	37.5	37.9
British-Columbia	3	68	27.72	31.85	34.53	30.78	68	0.00	0.00	0.00	0.00	68	45	23	68	37.5	37.5	37.5	37.5
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	11	674	24.21	31.85	37.87	30.47	705	0.00	0.00	0.00	0.00	706	648	58	706	37.5	36.3	35.0	36.2
Prairies (AB, SK, MB)	5	97	31.54	31.85	35.32	32.47	124	0.00	0.00	0.00	0.04	124	116	8	124	40.0	37.5	37.5	38.2
Pacific (BC)	3	68	27.72	31.85	34.53	30.78	68	0.00	0.00	0.00	0.00	68	45	23	68	37.5	37.5	37.5	37.5
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	7	486	29.98	31.85	35.32	31.49	486	0.00	0.00	0.00	0.01	486	398	88	486	37.5	37.5	37.5	37.5
Public-Municipal	6	20	27.12	29.17	30.50	28.44	51	0.00	0.00	0.00	0.00	52	51	1	52	35.0	35.0	35.0	35.1
Public-Provincial	4	415	24.21	24.21	41.09	30.16	442	0.00	0.00	0.00	0.00	442	442		442	36.3	35.0	35.0	35.8
Public-Federal																			
Public-All	10	435	24.21	24.21	41.09	30.14	493	0.00	0.00	0.00	0.00	494	493	1	494	36.3	35.0	35.0	35.7

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	4	427	30.83	31.85	35.32	31.53	427	0.00	0.00	0.00	0.00	427	372	55	427	37.5	37.5	37.5	37.4
10,000 and over	8	485	24.21	24.21	39.90	30.35	544	0.00	0.00	0.00	0.00	544	515	29	544	36.3	35.0	35.0	35.9

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Inspector

### FREQUENCY

# of responding organizations	16
# of matched incumbents	199

### ALL INCUMBENTS

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																					
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	5	14		14		14	14		14	21.70	21.70	26.94	23.60	14	28.48	28.48	32.79	30.13	14	0.00	0.00
Ontario	3	73		73		73	73		73	37.21	37.21	37.21	35.56	73	44.07	44.07	44.07	42.32	73	0.00	0.00
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																					
Alberta	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	3	19		19		19	19		19	29.36	29.36	29.36	29.38	19	33.55	33.55	33.89	34.49	19	0.00	0.00
North West Territories																					
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	38		38		38	38		36	20.18	20.18	20.18	21.78	36	25.35	25.35	25.35	27.08	9	0.00	0.00	0.00
Central (ON, QC)	7	87		87		87	87		87	28.40	37.21	37.21	33.63	87	34.22	44.07	44.07	40.36	87	0.00	0.00	0.00
Prairies (AB, SK, MB)	3	49	37	12		49	49		49	21.80	21.80	21.80	23.24	49	29.11	29.11	29.11	30.61	49	0.00	0.00	0.01
Pacific (BC)	3	19		19		19	19		19	29.36	29.36	29.36	29.38	19	33.55	33.55	33.89	34.49	19	0.00	0.00	0.00
Territories (NT, YU, NWT)	3	6		1	5	6	6		6	28.85	28.85	35.31	32.26	6	33.26	33.26	40.19	36.95	6	0.00	0.00	0.00

### BY SECTOR

Private	3	36		36		36	36		36	28.40	28.40	28.40	28.26	36	34.22	34.22	34.22	34.72	36	0.00	0.00	0.06
Public-Municipal	4	11		11		11	11		11	21.70	21.70	21.99	22.56	11	28.48	28.48	28.48	29.50	11	0.00	0.00	0.00
Public-Provincial	9	152	37	110	5	152	152		150	21.80	29.36	37.21	28.90	150	29.11	33.55	44.07	35.26	123	0.00	0.00	0.00
Public-Federal																						
Public-All	13	163	37	121	5	163	163		161	21.80	28.85	37.21	28.47	161	29.11	33.55	44.07	34.86	134	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	3	6		1	5	6	6		6	28.85	28.85	29.49	30.43	6	33.26	33.26	34.61	35.10	6	0.00	0.00	0.00
10,000 and over	7	154	37	117		154	154		152	21.78	29.36	37.21	28.39	152	28.95	33.55	44.07	34.83	125	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Inspector

### FREQUENCY

# of responding organizations	16
# of matched incumbents	199

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	16	156	29.21	33.66	44.07	35.09	170	0.00	0.00	0.00	0.13	182	146	36	199	36.3	36.3	36.3
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																		
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	5	14	25.59	31.22	32.93	30.32	14	0.00	0.00	0.00	0.00	14	10	4	14	35.9	35.0	35.0
Ontario	3	73	41.40	44.07	44.07	40.95	73	0.00	0.00	0.00	0.00	73	61	12	73	36.3	36.3	36.4
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																		
Alberta	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	3	19	33.66	33.66	33.66	34.36	19	0.00	0.00	0.00	0.00	2	1	1	19	35.0	35.0	35.1
North West Territories																		
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	38	25.35	25.35	25.35	26.21	9	0.00	0.00	0.00	0.00	38	31	7	38	36.3	36.3	36.4
Central (ON, QC)	7	87	38.47	42.79	44.07	40.14	87	0.00	0.00	0.00	0.00	87	71	16	87	36.3	36.3	36.3
Prairies (AB, SK, MB)	3	12	29.45	29.69	31.66	31.11	49	0.00	0.00	0.00	0.45	49	37	12	49	36.3	36.3	36.7
Pacific (BC)	3	19	33.66	33.66	33.66	34.36	19	0.00	0.00	0.00	0.00	2	1	1	19	35.0	35.0	35.1
Territories (NT, YU, NWT)	3						6	0.00	0.00	0.00	0.00	6	6		6	37.5	37.5	37.5

### BY SECTOR

Private	3	36	29.55	30.20	31.26	30.94	36	0.00	0.00	1.76	0.61	36		36	36	37.5	37.5	37.7
Public-Municipal	4	11	28.41	34.27	34.66	30.62	11	0.00	0.00	0.00	0.00	11	11		11	35.0	35.0	35.0
Public-Provincial	9	109	25.35	41.40	44.07	36.58	123	0.00	0.00	0.00	0.00	135	135		152	36.3	36.3	36.0
Public-Federal																		
Public-All	13	120	25.35	40.70	44.07	36.42	134	0.00	0.00	0.00	0.00	146	146		163	36.3	36.3	35.9

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	3	1	*	*	*	*	6	0.00	0.00	0.00	0.00	6	6		6	37.5	37.5	37.5
10,000 and over	7	117	25.35	41.40	44.07	36.58	125	0.00	0.00	0.00	0.00	137	137		154	36.3	36.3	36.0

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Health Officer

### FREQUENCY

# of responding organizations	13
# of matched incumbents	432

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	13	432	48	383	1	432	432		429	25.81	33.67	33.67	30.08	429	30.56	36.89	36.89	34.80	384	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	3	113		113		113	113		113	19.95	19.95	27.23	23.52	113	25.79	25.79	28.28	28.42	113	0.00	0.00	0.00	0.00
Ontario	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
British-Columbia																							
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	5	350		350		350	350		350	27.23	33.67	33.67	31.08	350	28.85	36.89	36.89	35.31	350	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	3	23		22	1	23	23		23	21.80	21.80	21.80	22.58	23	29.11	29.11	29.11	30.70	23	0.00	0.00	0.00	0.01
Pacific (BC)																							
Territories (NT, YU, NWT)	3	8		8		8	8		8	31.85	31.85	33.17	33.13	8	36.77	36.77	37.85	37.99	8	0.00	0.00	0.00	0.00

### BY SECTOR

Private	3	28		28		28	28		28	26.52	30.65	30.65	28.74	28	31.88	37.50	37.50	35.61	28	0.00	0.00	0.00	0.01
Public-Municipal	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Provincial	8	219	48	171		219	219		216	19.95	25.81	36.49	27.00	216	25.79	32.47	41.43	32.68	171	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	10	404	48	355	1	404	404		401	25.81	33.67	33.67	30.17	401	29.11	36.89	36.89	34.74	356	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	3	7		6	1	7	7		7	31.85	31.85	31.85	32.16	7	36.77	36.77	37.32	37.74	7	0.00	0.00	0.00	0.00
10,000 and over	7	410	48	362		410	410		407	25.81	33.67	33.67	30.13	407	29.11	36.89	36.89	34.77	362	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Health Officer

### FREQUENCY

# of responding organizations	13
# of matched incumbents	432

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																			
All Incumbents	13	221	25.79	32.47	37.50	32.62	384	0.00	0.00	0.00	0.02	432	422	10	432	36.3	35.0	35.0	35.5

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	3	113	25.79	25.79	28.28	28.32	113	0.00	0.00	0.00	0.00	113	107	6	113	35.0	35.0	35.0	35.6
Ontario	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia																			
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	5	166	25.79	28.28	40.24	32.83	350	0.00	0.00	0.00	0.00	350	344	6	350	35.0	35.0	35.0	35.4
Prairies (AB, SK, MB)	3	4	*	29.35	*	30.93	23	0.00	0.00	0.00	0.34	23	19	4	23	36.3	36.3	36.3	36.9
Pacific (BC)																			
Territories (NT, YU, NWT)	3						8	0.00	0.00	0.00	0.00	8	8		8	37.5	37.5	32.8	32.8

### BY SECTOR

Private	3	28	30.56	37.50	37.50	34.65	28	0.00	0.00	0.00	0.28	28	21	7	28	40.0	37.5	37.5	38.1
Public-Municipal	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	8	192	25.79	32.47	38.60	32.31	171	0.00	0.00	0.00	0.00	219	217	2	219	36.3	36.3	35.0	35.6
Public-Federal																			
Public-All	10	193	25.79	32.47	38.36	32.32	356	0.00	0.00	0.00	0.00	404	401	3	404	36.3	35.0	35.0	35.3

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	3	1	*	*	*	*	7	0.00	0.00	0.00	0.00	7	6	1	7	37.5	37.5	37.5	37.9
10,000 and over	7	207	25.79	32.47	37.93	32.68	362	0.00	0.00	0.00	0.00	410	408	2	410	36.3	35.0	35.0	35.5

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Officer

### FREQUENCY

# of responding organizations	13
# of matched incumbents	126

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	13	126	22	101	3	126	126		108	25.81	25.81	32.98	29.69	108	27.03	34.13	39.73	35.12	126	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Prince Edward Island																							
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick																							
Quebec	4	46		46		46	46		46	25.81	25.81	25.81	26.56	46	27.03	27.03	27.03	28.43	46	0.00	0.00	0.00	0.00
Ontario	4	17		17		17	17		17	32.98	32.98	32.98	34.13	17	39.73	39.73	39.73	41.14	17	0.00	0.00	0.00	0.00
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan																							
Alberta	3	6		4	2	6	6		6	32.98	34.75	46.46	39.17	6	39.73	40.28	66.21	51.56	6	0.06	0.06	0.07	0.05
British-Columbia																							
North West Territories																							
Yukon																							
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	7	63		63		63	63		63	25.81	25.81	32.98	28.61	63	27.03	27.03	39.73	31.86	63	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	5	27	20	4	3	27	27		27	25.14	25.14	27.16	28.41	27	34.13	34.13	36.93	38.44	27	0.00	0.00	0.00	0.01
Pacific (BC)																							
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	6	38		35	3	38	38		38	32.98	32.98	32.98	34.29	38	39.73	39.73	39.73	42.24	38	0.00	0.00	0.00	0.01
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Provincial	6	87	22	65		87	87		69	25.14	25.81	25.81	27.18	69	27.03	27.03	34.13	31.21	87	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	7	88	22	66		88	88		70	25.14	25.81	25.81	27.19	70	27.03	27.03	34.13	31.26	88	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999	3	34		32	2	34	34		34	32.98	32.98	32.98	34.23	34	39.73	39.73	39.73	42.11	34	0.00	0.00	0.00	0.01
1,000 to 2,499	3	3		2	1	3	3		3	*	*	*	31.29	3	*	*	*	42.02	3	*	*	*	0.01
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over	4	80	20	60		80	80		62	25.14	25.81	25.81	25.82	62	27.03	27.03	34.13	29.72	80	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Environmental Officer

### FREQUENCY

# of responding organizations	13
# of matched incumbents	126

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	13	99	27.03	32.98	36.28	33.14	126	0.00	0.00	0.00	0.15	126	90	36	126	37.5	35.6	35.0	35.7
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																			
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec	4	46	27.03	27.03	27.03	28.16	46	0.00	0.00	0.00	0.00	46	42	4	46	35.0	35.0	35.0	35.2
Ontario	4	17	32.98	35.29	38.46	37.26	17	0.00	0.00	0.00	0.00	17	2	15	17	37.5	37.5	37.5	37.5
Manitoba	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																			
Alberta	3	6	38.43	42.43	61.06	48.81	6	2.25	2.33	5.07	3.14	6	1	5	6	39.7	38.1	37.5	38.5
British-Columbia																			
North West Territories																			
Yukon																			
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	7	63	27.03	27.03	33.54	30.62	63	0.00	0.00	0.00	0.00	63	44	19	63	37.5	35.0	35.0	35.8
Prairies (AB, SK, MB)	5	7	38.85	41.64	55.77	47.79	27	0.00	0.00	0.00	0.70	27	21	6	27	36.9	36.3	36.3	36.9
Pacific (BC)																			
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	6	38	34.56	37.14	39.45	38.76	38	0.00	0.00	0.00	0.50	38	2	36	38	37.5	37.5	37.5	37.7
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	6	60	27.03	27.03	32.49	29.67	87	0.00	0.00	0.00	0.00	87	87		87	36.3	35.0	35.0	34.9
Public-Federal																			
Public-All	7	61	27.03	27.03	32.15	29.64	88	0.00	0.00	0.00	0.00	88	88		88	36.3	35.0	35.0	34.8

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999	3	34	34.49	36.12	38.45	38.09	34	0.00	0.00	0.00	0.55	34		34	34	37.5	37.5	37.5	37.6
1,000 to 2,499	3	3	*	*	*	38.51	3	*	*	*	0.00	3	1	2	3	*	*	*	36.7
2,500 to 9,999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
10,000 and over	4	60	27.03	27.03	32.49	29.67	80	0.00	0.00	0.00	0.00	80	80		80	36.3	35.0	35.0	35.3

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Multidisciplinary Hydrographer / Geodetic Survey Technician

### FREQUENCY

# of responding organizations	2
# of matched incumbents	15

### ALL INCUMBENTS

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th
All Incumbents	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																					
Prince Edward Island																					
Nova Scotia																					
New Brunswick																					
Quebec																					
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																					
Alberta																					
British-Columbia																					
North West Territories																					
Yukon																					
Nunavut																					

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																					
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																					
Territories (NT, YU, NWT)																					

### BY SECTOR

Private																					
Public-Municipal																					
Public-Provincial	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Federal																					
Public-All	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499																					
500 to 999																					
1,000 to 2,499																					
2,500 to 9,999																					
10,000 and over	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Multidisciplinary Hydrographer / Geodetic Survey Technician

### FREQUENCY

# of responding organizations	2
# of matched incumbents	15

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																		
Prince Edward Island																		
Nova Scotia																		
New Brunswick																		
Quebec																		
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																		
Alberta																		
British-Columbia																		
North West Territories																		
Yukon																		
Nunavut																		

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)																		
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																		
Territories (NT, YU, NWT)																		

### BY SECTOR

Private																		
Public-Municipal																		
Public-Provincial	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Federal																		
Public-All	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY ORGANIZATION SIZE (# EES)

50 to 499																		
500 to 999																		
1,000 to 2,499																		
2,500 to 9,999																		
10,000 and over	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Junior GIS Technician

### FREQUENCY

# of responding organizations	16
# of matched incumbents	117

### ALL INCUMBENTS

	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
		#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents	16	117	41	75	1	117	117		117	16.14	17.30	24.63	19.31	117	20.26	24.21	28.02	23.69	91	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia																							
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	3	30	7	22	1	30	30		30	17.30	17.30	17.30	17.13	30	24.21	24.21	24.21	23.30	30	0.00	0.00	0.00	0.00
Ontario	4	6	3	3		6	6		6	27.15	27.46	27.46	27.10	6	32.66	32.66	32.83	32.34	6	0.00	0.00	0.00	0.01
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta																							
British-Columbia	3	24	2	22		24	24		24	24.63	24.63	24.78	24.68	24	28.02	28.02	28.44	28.41	24	0.00	0.00	0.00	0.00
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	7	36	10	25	1	36	36		36	17.30	17.30	17.30	18.79	36	24.21	24.21	24.21	24.81	36	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Pacific (BC)	3	24	2	22		24	24		24	24.63	24.63	24.78	24.68	24	28.02	28.02	28.44	28.41	24	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Municipal	8	14	2	11	1	14	14		14	23.50	25.23	25.23	24.03	14	27.65	29.70	29.70	28.68	14	0.00	0.00	0.00	0.00
Public-Provincial	7	96	32	64		96	96		96	16.53	16.90	19.06	18.85	96	20.46	21.23	25.15	23.21	70	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	15	110	34	75	1	110	110		110	16.90	17.30	24.63	19.51	110	21.23	24.21	28.02	23.91	84	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999	3	3		3		3	3		3	*	*	*	*	24.21	3	*	*	*	29.98	3	*	*	0.01
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	6	20	12	8		20	20		20	16.14	24.78	25.23	22.59	20	20.26	28.83	29.70	26.79	20	0.00	0.00	0.00	0.00
10,000 and over	5	91	27	64		91	91		91	15.45	16.90	17.30	18.32	91	18.15	21.23	24.21	22.71	65	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Junior GIS Technician

### FREQUENCY

# of responding organizations	16
# of matched incumbents	117

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	16	84	21.23	24.21	28.11	24.43	90	0.00	0.00	0.00	0.00	101	100	1	117	37.5	36.3	35.0	36.6
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia																			
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	3	30	22.06	24.21	24.21	23.18	30	0.00	0.00	0.00	0.00	30	30		30	35.0	35.0	35.0	35.5
Ontario	4	4	*	30.51	*	30.34	5	0.00	0.00	0.00	0.00	6	5	1	6	36.3	35.6	35.0	35.6
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta																			
British-Columbia	3	24	28.11	28.11	28.51	28.47	24	0.00	0.00	0.00	0.00	8	8		24	35.0	35.0	35.0	35.0
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	7	34	22.06	24.21	24.21	24.03	35	0.00	0.00	0.00	0.00	36	35	1	36	36.3	35.0	35.0	35.6
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	3	24	28.11	28.11	28.51	28.47	24	0.00	0.00	0.00	0.00	8	8		24	35.0	35.0	35.0	35.0
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Municipal	8	10	28.16	29.70	29.70	28.67	13	0.00	0.00	0.00	0.00	14	13	1	14	35.0	35.0	35.0	35.4
Public-Provincial	7	67	21.23	24.21	28.11	24.04	70	0.00	0.00	0.00	0.00	80	80		96	38.1	36.3	35.0	36.8
Public-Federal																			
Public-All	15	77	21.23	24.21	28.11	24.64	83	0.00	0.00	0.00	0.00	94	93	1	110	37.5	36.3	35.0	36.6

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999	3	1	*	*	*	*	2	*	*	*	*	3	2	1	3	*	*	*	35.4
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	6	13	22.06	22.06	29.70	25.59	20	0.00	0.00	0.00	0.00	20	20		20	37.5	37.5	35.0	36.8
10,000 and over	5	67	21.23	24.21	28.11	24.04	65	0.00	0.00	0.00	0.00	75	75		91	40.0	36.3	35.0	36.7

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Working Level GIS Technician

### FREQUENCY

# of responding organizations	18
# of matched incumbents	303

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	18	302	57	245		302	302		248	25.29	27.18	27.18	25.60	248	26.05	29.78	29.78	28.67	288	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	3	3	3	3	3	3	3	3	*	*	*	23.67	3	*	*	26.46	3	*	*	*	0.00	*	
Ontario	6	164	24	140		164	164		164	27.18	27.18	27.18	27.02	164	29.78	29.78	29.78	29.62	164	0.00	0.00	0.00	0.00
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
British-Columbia	3	29	1	28		29	29		29	26.86	26.86	26.86	26.73	29	30.64	30.64	30.64	30.43	29	0.00	0.00	0.00	0.00
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	69	69		69	69		15	20.18	20.18	20.18	20.58	15	25.35	25.35	25.35	25.85	55	0.00	0.00	0.00	0.00	
Central (ON, QC)	8	167	24	143		167	167		167	27.18	27.18	27.18	26.96	167	29.78	29.78	29.78	29.57	167	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	3	33	32	1		33	33		33	18.54	18.54	18.54	19.68	33	22.03	22.03	22.03	23.43	33	0.00	0.00	0.00	0.00
Pacific (BC)	3	29	1	28		29	29		29	26.86	26.86	26.86	26.73	29	30.64	30.64	30.64	30.43	29	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	3	35	25	10		35	35		35	25.29	25.29	25.57	25.26	35	26.05	26.05	27.23	26.69	35	0.00	0.00	0.00	0.00
Public-Municipal	7	131		131		131	131		131	27.18	27.18	27.18	27.14	131	29.78	29.78	29.78	29.90	131	0.00	0.00	0.00	0.00
Public-Provincial	8	136	32	104		136	136		82	18.54	20.18	26.86	23.28	82	22.03	25.35	30.64	27.56	122	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	15	267	32	235		267	267		213	26.86	27.18	27.18	25.66	213	29.78	29.78	29.78	29.00	253	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		
2,500 to 9,999	6	39	25	14		39	39		39	25.29	25.29	25.84	25.65	39	26.05	26.05	29.07	27.45	39	0.00	0.00	0.00	0.00
10,000 and over	7	258	32	226		258	258		204	26.86	27.18	27.18	25.59	204	29.78	29.78	29.78	28.84	244	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Working Level GIS Technician

### FREQUENCY

# of responding organizations	18
# of matched incumbents	303

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	18	141	25.55	26.59	30.75	27.80	288	0.00	0.00	0.00	0.00	275	274	1	302	36.3	35.0	35.0	35.9
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	3	3	*	*	*	27.42	3	*	*	*	0.00	3	2	1	3	*	*	*	39.2
Ontario	6	36	26.14	28.50	29.99	29.57	164	0.00	0.00	0.00	0.00	164	164		164	35.0	35.0	35.0	35.5
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	3	29	30.75	30.75	30.75	30.62	29	0.00	0.00	0.00	0.00	2	2		29	35.0	35.0	35.0	35.1
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	3	68	25.35	26.59	26.59	25.79	55	0.00	0.00	0.00	0.00	69	69		69	35.0	35.0	35.0	35.3
Central (ON, QC)	8	39	26.14	28.50	30.35	29.40	167	0.00	0.00	0.00	0.00	167	166	1	167	35.0	35.0	35.0	35.6
Prairies (AB, SK, MB)	3	5	26.15	26.15	26.15	26.31	33	0.00	0.00	0.00	0.00	33	33		33	40.0	40.0	40.0	39.4
Pacific (BC)	3	29	30.75	30.75	30.75	30.62	29	0.00	0.00	0.00	0.00	2	2		29	35.0	35.0	35.0	35.1
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	3	35	26.14	26.96	28.50	27.63	35	0.00	0.00	0.00	0.00	35	34	1	35	37.5	37.5	37.5	37.6
Public-Municipal	7	2	*	*	*	*	131	0.00	0.00	0.00	0.00	131	131		131	35.0	35.0	35.0	35.0
Public-Provincial	8	104	25.35	26.59	30.75	27.80	122	0.00	0.00	0.00	0.00	109	109		136	36.3	35.0	35.0	36.3
Public-Federal																			
Public-All	15	106	25.35	26.59	30.75	27.85	253	0.00	0.00	0.00	0.00	240	240		267	35.0	35.0	35.0	35.7

### BY ORGANIZATION SIZE (# EES)

50 to 499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
500 to 999	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	6	34	26.14	26.96	28.50	27.61	39	0.00	0.00	0.00	0.00	39	38	1	39	37.5	37.5	37.5	37.5
10,000 and over	7	104	25.35	26.59	30.75	27.80	244	0.00	0.00	0.00	0.00	231	231		258	35.0	35.0	35.0	35.7

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior GIS Technician

### FREQUENCY

# of responding organizations	11
# of matched incumbents	45

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
<b>ALL INCUMBENTS</b>																						
All Incumbents	11	45		41	4	45	45		45	29.36	35.41	35.41	33.46	45	36.51	44.37	44.37	40.70	45	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																						
Prince Edward Island																						
Nova Scotia																						
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	3	32		32		32	32		32	35.41	35.41	35.41	34.34	32	44.37	44.37	44.37	42.16	32	0.00	0.00	0.00
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta																						
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																						
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	4	33		33		33	33		33	35.41	35.41	35.41	34.17	33	44.37	44.37	44.37	41.97	33	0.00	0.00	0.00
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	3	6		5	1	6	6		6	32.83	37.93	41.05	36.99	6	37.45	43.03	46.55	42.07	6	0.00	0.00	0.00

### BY SECTOR

Private	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Municipal	3	4		1	3	4	4		4	*	26.79	*	28.49	4	*	36.12	*	36.13	4	*	0.00	*	0.00
Public-Provincial	6	35		34	1	35	35		35	35.41	35.41	35.41	34.88	35	44.37	44.37	44.37	42.75	35	0.00	0.00	0.00	
Public-Federal																							
Public-All	9	39		35	4	39	39		39	35.41	35.41	35.41	34.22	39	42.61	44.37	44.37	42.07	39	0.00	0.00	0.00	

### BY ORGANIZATION SIZE (# EES)

50 to 499																						
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	5	12		9	3	12	12		12	28.42	28.49	37.23	31.84	12	31.43	31.97	42.28	36.23	12	0.00	0.00	0.00
10,000 and over	3	29		29		29	29		29	35.41	35.41	35.41	34.44	29	44.37	44.37	44.37	42.89	29	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior GIS Technician

### FREQUENCY

# of responding organizations	11
# of matched incumbents	45

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	11	36	36.11	41.91	43.40	40.15	45	0.00	0.00	0.00	0.00	43	43		45	37.5	36.3	36.3	36.0
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia																			
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	3	31	40.74	43.07	44.37	41.27	32	0.00	0.00	0.00	0.00	32	32		32	36.3	36.3	36.3	36.4
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta																			
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	4	32	40.29	43.07	44.37	41.10	33	0.00	0.00	0.00	0.00	33	33		33	36.3	36.3	36.3	36.5
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	3						6	0.00	0.00	0.00	0.00	6	6		6	37.5	37.5	23.4	31.3

### BY SECTOR

Private	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Municipal	3	2	*	*	*	*	4	*	0.00	*	0.00	4	4		4	*	38.1	*	37.8
Public-Provincial	6	28	40.74	43.07	44.37	41.95	35	0.00	0.00	0.00	0.00	33	33		35	36.3	36.3	36.3	35.4
Public-Federal																			
Public-All	9	30	40.74	43.07	44.37	41.25	39	0.00	0.00	0.00	0.00	37	37		39	36.3	36.3	36.3	35.7

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	5	7	31.43	35.74	35.74	33.54	12	0.00	0.00	0.00	0.00	12	12		12	37.5	37.5	37.5	37.7
10,000 and over	3	28	40.74	43.07	44.37	41.95	29	0.00	0.00	0.00	0.00	27	27		29	36.3	36.3	36.3	36.3

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Intermediate Engineering Technician/Project Manager

### FREQUENCY

# of responding organizations	36
# of matched incumbents	983

### ALL INCUMBENTS

	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
		#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents	36	983	137	833	13	983	978	5	880	23.26	24.87	31.91	25.42	880	26.84	29.00	34.97	29.95	962	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		
Prince Edward Island																								
Nova Scotia	3	108		108		108	108		6	17.06	17.06	17.06	16.69	6	21.33	21.33	21.33	21.31	108	0.00	0.00	0.00	0.00	
New Brunswick	5	11	1	9	1	11	11		11	26.04	26.25	26.25	24.65	11	32.07	35.07	35.07	32.19	4	*	0.00	*	0.00	0.00
Quebec	17	431	1	427	3	431	428	3	430	18.72	24.87	24.87	22.20	430	23.38	26.84	26.84	25.60	429	0.00	0.00	0.00	0.00	
Ontario	12	212	13	199		212	210	2	212	31.91	31.91	31.91	30.97	212	34.97	34.97	34.97	35.20	212	0.00	0.00	0.00	0.00	
Manitoba	4	118	116	2		118	118		118	24.06	24.06	24.06	24.05	118	29.00	29.00	29.00	29.02	118	0.00	0.00	0.00	0.00	
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		
Alberta	4	19	1	18		19	19		19	23.23	23.26	23.26	23.75	19	29.07	29.07	34.85	30.79	19	0.00	0.00	0.04	0.02	
British-Columbia	6	68	3	65		68	68		68	21.54	36.77	36.77	31.29	68	41.98	45.96	45.96	41.65	56	0.00	0.00	0.00	0.00	
North West Territories																								
Yukon																								
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	7	120	2	117	1	120	120		18	17.06	25.84	26.25	22.06	18	21.33	29.07	35.07	28.39	113	0.00	0.00	0.00	0.00
Central (ON, QC)	24	643	14	626	3	643	638	5	642	19.05	24.87	31.91	25.09	642	23.93	26.84	34.97	28.76	641	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	8	146	117	20	9	146	146		146	24.06	24.06	24.06	24.02	146	29.00	29.00	29.00	29.34	146	0.00	0.00	0.00	0.00
Pacific (BC)	6	68	3	65		68	68		68	21.54	36.77	36.77	31.29	68	41.98	45.96	45.96	41.65	56	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	19	302	11	288	3	302	297	5	301	17.55	19.02	23.88	20.64	301	21.92	23.77	31.13	26.66	288	0.00	0.00	0.00	0.00
Public-Municipal	10	226	3	213	10	226	226		226	31.91	31.91	31.91	32.31	226	34.97	34.97	34.97	36.86	226	0.00	0.00	0.00	0.00
Public-Provincial	7	455	123	332		455	455		353	24.06	24.87	24.87	25.03	353	26.84	26.84	29.00	28.29	448	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	17	681	126	545	10	681	681		579	24.87	24.87	31.91	27.87	579	26.84	29.00	34.97	31.64	674	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	4	9		7	2	9	4	5	8	21.09	22.28	22.28	21.09	8	31.38	34.27	34.27	31.38	8	0.00	0.00	0.00	0.00
500 to 999	7	31	4	26	1	31	31		31	21.54	23.23	26.38	24.76	31	32.97	35.95	41.98	36.87	19	0.00	0.00	0.05	0.03
1,000 to 2,499	8	24	2	21	1	24	24		24	19.42	25.98	25.98	23.48	24	26.21	37.95	43.30	35.24	23	0.00	0.00	0.00	0.00
2,500 to 9,999	7	229	8	212	9	229	229		229	17.55	18.72	30.93	22.76	229	21.92	23.38	34.92	28.11	229	0.00	0.00	0.00	0.00
10,000 and over	8	683	122	561		683	683		581	24.06	24.87	31.91	26.50	581	26.84	29.00	34.97	29.95	676	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Intermediate Engineering Technician/Project Manager

### FREQUENCY

# of responding organizations	36
# of matched incumbents	983

### ALL INCUMBENTS

	# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
		#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.
All Incumbents	36	693	23.16	26.84	28.35	27.52	963	0.00	0.00	0.00	0.02	981	672	309	983	40.0	35.0	35.0	36.7

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																			
Nova Scotia	3	108	25.45	27.76	33.50	27.93	108	0.00	0.00	0.00	0.00	108	102	6	108	35.0	35.0	35.0	35.2
New Brunswick	5	10	30.51	34.55	34.55	31.50	4	*	0.00	*	0.00	11	9	2	11	36.9	36.3	36.3	37.0
Quebec	17	430	20.91	26.84	26.84	24.66	431	0.00	0.00	0.00	0.01	431	236	195	431	40.0	35.0	35.0	36.8
Ontario	12	45	31.04	35.20	40.23	34.10	211	0.00	0.00	0.00	0.00	210	187	23	212	35.0	35.0	35.0	35.6
Manitoba	4	3	*	*	*	27.18	118	0.00	0.00	0.00	0.00	118	116	2	118	40.0	40.0	40.0	40.0
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	4	19	27.39	29.62	31.29	30.03	19	0.00	0.00	1.33	0.70	19	3	16	19	40.0	40.0	40.0	39.7
British-Columbia	6	68	31.25	45.96	45.96	39.52	56	0.00	0.00	0.00	0.00	68	3	65	68	37.5	35.0	35.0	36.3
North West Territories																			
Yukon																			
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	7	119	25.45	27.76	34.55	28.23	113	0.00	0.00	0.00	0.00	120	112	8	120	35.0	35.0	35.0	35.4
Central (ON, QC)	24	475	21.09	26.84	26.84	25.55	642	0.00	0.00	0.00	0.01	641	423	218	643	37.5	35.0	35.0	36.4
Prairies (AB, SK, MB)	8	31	26.18	27.49	29.62	28.59	146	0.00	0.00	0.00	0.09	146	128	18	146	40.0	40.0	40.0	39.9
Pacific (BC)	6	68	31.25	45.96	45.96	39.52	56	0.00	0.00	0.00	0.00	68	3	65	68	37.5	35.0	35.0	36.3
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	19	299	19.24	22.57	28.97	24.63	290	0.00	0.00	0.00	0.06	300	36	264	302	40.0	40.0	37.5	38.7
Public-Municipal	10	60	34.50	45.96	45.96	41.02	225	0.00	0.00	0.00	0.00	226	182	44	226	35.0	35.0	35.0	35.2
Public-Provincial	7	334	26.84	26.84	26.84	27.68	448	0.00	0.00	0.00	0.00	455	454	1	455	40.0	35.0	35.0	36.1
Public-Federal																			
Public-All	17	394	26.84	26.84	27.76	29.71	673	0.00	0.00	0.00	0.00	681	636	45	681	35.0	35.0	35.0	35.8

### BY ORGANIZATION SIZE (# EES)

50 to 499	4	9	22.72	32.21	34.27	30.69	9	0.00	0.00	0.00	0.00	9	3	6	9	40.0	40.0	35.0	38.3
500 to 999	7	30	28.05	29.62	31.34	30.31	18	0.00	0.00	2.00	0.74	31	1	30	31	40.0	40.0	40.0	39.4
1,000 to 2,499	8	23	25.84	30.56	34.89	30.53	24	0.00	0.00	0.00	0.00	24	5	19	24	40.0	37.5	37.5	38.0
2,500 to 9,999	7	227	18.87	21.86	32.02	26.73	229	0.00	0.00	0.00	0.02	229	31	198	229	40.0	38.8	37.5	38.1
10,000 and over	8	404	26.78	26.84	27.76	27.51	676	0.00	0.00	0.00	0.00	683	627	56	683	37.5	35.0	35.0	36.2

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Fully Qualified Engineering Technician/Project Manager

### FREQUENCY

# of responding organizations	33
# of matched incumbents	625

### ALL INCUMBENTS

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)					Normal Maximum Currently in Force (\$ per hour)					Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
All Incumbents	33	625		578	47	625	622	3	523	24.72	28.67	31.58	29.04	523	31.13	35.79	39.48	36.70	603	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																							
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	15	276		267	9	276	274	2	275	23.37	24.92	28.67	26.24	275	29.18	31.13	35.79	32.76	274	0.00	0.00	0.00	0.00
Ontario	10	49		34	15	49	48	1	49	27.97	32.98	32.98	30.72	49	34.96	39.73	42.31	39.37	42	0.00	0.00	0.00	0.00
Manitoba	3	82		82		82	82		82	29.70	30.82	30.82	29.49	82	38.84	39.16	39.16	38.85	82	0.00	0.00	0.00	0.01
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	5	25		20	5	25	25		25	28.14	28.14	28.42	29.18	25	35.18	35.18	39.73	37.22	25	0.00	0.00	0.06	0.02
British-Columbia	6	57		52	5	57	57		57	32.98	40.46	40.46	36.86	57	49.01	50.57	50.57	47.00	54	0.00	0.00	0.00	0.00
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	4	119		113	6	119	119		18	28.05	28.05	32.98	29.73	18	38.39	38.39	39.73	38.12	109	0.00	0.00	0.00	0.00
Central (ON, QC)	21	325		301	24	325	322	3	324	23.37	24.92	28.67	26.90	324	29.18	31.13	35.79	33.74	316	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	8	108		102	6	108	108		108	28.14	30.82	30.82	29.42	108	38.84	39.16	39.16	38.45	108	0.00	0.00	0.00	0.01
Pacific (BC)	6	57		52	5	57	57		57	32.98	40.46	40.46	36.86	57	49.01	50.57	50.57	47.00	54	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	3	16		10	6	16	16		16	39.78	41.05	41.05	40.73	16	46.05	46.35	46.55	46.24	16	0.00	0.00	0.00	0.00

### BY SECTOR

Private	19	381		342	39	381	378	3	380	23.37	24.92	28.67	26.97	380	29.18	33.09	38.84	34.28	369	0.00	0.00	0.00	0.00
Public-Municipal	7	45		43	2	45	45		45	40.46	40.46	40.46	39.40	45	50.57	50.57	50.57	49.20	45	0.00	0.00	0.00	0.00
Public-Provincial	7	199		193	6	199	199		98	30.82	30.82	30.82	32.24	98	39.16	39.16	39.16	40.33	189	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	14	244		236	8	244	244		143	30.82	30.82	40.46	34.49	143	39.16	39.16	50.57	43.12	234	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	8		5	3	8	5	3	7	25.81	27.51	27.51	25.99	7	32.83	32.83	35.90	33.30	7	0.00	0.00	0.00	0.00
500 to 999	7	56		20	36	56	56		56	30.86	32.98	32.98	32.34	56	39.73	39.73	39.73	41.18	53	0.00	0.00	0.00	0.01
1,000 to 2,499	6	30		29	1	30	30		30	24.72	24.72	28.99	28.28	30	38.84	38.84	48.27	42.54	29	0.00	0.04	0.04	0.02
2,500 to 9,999	8	269		262	7	269	269		269	23.37	26.88	28.67	28.93	269	29.18	31.97	35.79	35.75	262	0.00	0.00	0.00	0.00
10,000 and over	6	260		260		260	260		159	23.64	30.82	30.82	28.12	159	29.56	39.16	39.16	35.64	250	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Fully Qualified Engineering Technician/Project Manager

### FREQUENCY

# of responding organizations	33
# of matched incumbents	625

### ALL INCUMBENTS

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
All Incumbents	33	540	27.76	32.12	38.00	33.22	605	0.00	0.00	0.00	0.08	625	214	411	625	37.5	37.5	35.0	37.1

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Prince Edward Island																			
Nova Scotia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	15	274	25.60	28.52	33.34	29.39	276	0.00	0.00	0.00	0.08	276	3	273	276	40.0	37.5	37.5	38.0
Ontario	10	48	34.66	38.72	40.70	37.38	42	0.00	0.00	0.00	0.00	49	11	38	49	40.0	37.5	37.5	37.9
Manitoba	3	17	28.36	31.88	33.98	31.13	82	0.00	0.00	0.00	0.00	82	66	16	82	36.3	36.3	36.3	37.0
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	5	25	34.50	36.70	37.83	36.25	25	0.00	0.00	2.13	0.93	25	4	21	25	40.0	40.0	37.5	39.1
British-Columbia	6	57	38.29	50.57	50.57	45.29	54	0.00	0.00	0.00	0.00	57	1	56	57	37.5	35.0	35.0	35.9
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	4	119	30.09	34.36	39.34	34.21	109	0.00	0.00	0.00	0.00	119	113	6	119	35.0	35.0	35.0	35.3
Central (ON, QC)	21	322	26.14	29.69	34.91	30.58	318	0.00	0.00	0.00	0.07	325	14	311	325	40.0	37.5	37.5	38.0
Prairies (AB, SK, MB)	8	42	31.95	34.50	36.77	34.18	108	0.00	0.00	0.00	0.21	108	71	37	108	40.0	36.3	36.3	37.5
Pacific (BC)	6	57	38.29	50.57	50.57	45.29	54	0.00	0.00	0.00	0.00	57	1	56	57	37.5	35.0	35.0	35.9
Territories (NT, YU, NWT)	3						16	0.00	0.00	0.00	0.00	16	15	1	16	37.5	37.5	37.5	35.2

### BY SECTOR

Private	19	380	26.58	30.61	35.37	31.03	371	0.00	0.00	0.00	0.13	381	12	369	381	40.0	37.5	37.5	38.2
Public-Municipal	7	42	50.57	50.57	49.52	45	0.00	0.00	0.00	0.00	45	4	41	45	35.0	35.0	35.0	35.1	
Public-Provincial	7	118	30.09	36.28	39.34	34.45	189	0.00	0.00	0.00	0.00	199	198	1	199	36.3	35.0	35.0	35.5
Public-Federal																			
Public-All	14	160	30.09	38.58	44.52	38.41	234	0.00	0.00	0.00	0.00	244	202	42	244	36.3	35.0	35.0	35.4

### BY ORGANIZATION SIZE (# EES)

50 to 499	5	8	27.95	30.85	39.99	32.96	8	0.00	0.00	0.00	0.00	8	1	7	8	40.0	40.0	39.4	39.1
500 to 999	7	55	34.50	35.90	39.69	36.69	53	0.00	0.00	0.00	0.44	56		56	56	40.0	37.5	37.5	38.1
1,000 to 2,499	6	29	31.86	34.18	39.73	34.69	30	0.00	0.00	0.00	0.00	30	1	29	30	40.0	40.0	37.5	38.5
2,500 to 9,999	8	253	26.14	29.88	34.70	32.18	262	0.00	0.00	0.00	0.06	269	28	241	269	40.0	37.5	37.5	37.7
10,000 and over	6	195	30.09	31.34	39.34	33.37	250	0.00	0.00	0.00	0.03	260	183	77	260	37.5	36.3	35.0	36.3

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Specialist Engineering Technician/Project Manager

### FREQUENCY

# of responding organizations	25
# of matched incumbents	428

### ALL INCUMBENTS

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)					Normal Maximum Currently in Force (\$ per hour)					Additional Merit Pay (avg as a % of salary)				
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
All Incumbents	25	428	53	329	46	428	426	2	428	28.67	32.78	33.29	32.04	428	33.81	37.04	41.18	38.90	418	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quebec	12	154	8	144	2	154	153	1	154	26.82	28.67	30.87	28.85	154	33.53	35.79	37.04	35.96	153	0.00	0.00	0.00	0.00
Ontario	10	180	18	132	30	180	179	1	180	32.78	32.78	36.34	34.30	180	37.04	40.20	41.45	40.53	174	0.00	0.00	0.00	0.00
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	4	49	19	28	2	49	49		49	29.88	32.78	34.03	32.45	49	33.81	37.04	42.54	39.62	49	0.00	0.00	0.00	0.00
British-Columbia	5	13	2	11		13	13		13	29.23	32.31	32.78	33.45	13	36.54	37.04	62.80	46.43	10	0.00	0.00	0.00	0.00
North West Territories																							
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	18	334	26	276	32	334	332	2	334	28.67	32.69	33.19	31.79	334	33.81	37.04	40.70	38.42	327	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	5	65	21	30	14	65	65		65	29.88	32.78	34.03	32.47	65	33.81	41.19	42.54	39.65	65	0.00	0.00	0.00	0.00
Pacific (BC)	5	13	2	11		13	13		13	29.23	32.31	32.78	33.45	13	36.54	37.04	62.80	46.43	10	0.00	0.00	0.00	0.00
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	15	389	51	304	34	389	387	2	389	28.67	32.69	32.92	31.96	389	33.81	37.04	40.70	38.78	379	0.00	0.00	0.00	0.00
Public-Municipal	6	17	1	4	12	17	17		17	32.96	32.96	34.78	35.39	17	41.19	41.19	42.31	43.93	17	0.00	0.00	0.00	0.00
Public-Provincial	4	22	1	21		22	22		22	25.81	33.29	33.29	30.87	22	27.03	42.31	42.31	37.13	22	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	10	39	2	25	12	39	39		39	32.40	32.96	34.04	32.84	39	38.98	41.19	42.31	40.09	39	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	4		3	1	4	2	2	4	*	37.78	*	37.78	4	*	45.11	*	45.11	4	*	0.00	*	0.00
500 to 999	6	23	1	17	5	23	23		23	32.21	32.21	42.00	34.83	23	40.26	50.82	50.92	48.13	20	0.00	0.03	0.04	0.02
1,000 to 2,499	4	14		13	1	14	14		14	32.69	32.69	32.69	35.51	14	54.47	54.47	54.47	55.70	13	0.00	0.00	0.00	0.00
2,500 to 9,999	8	289	52	198	39	289	289		289	29.88	32.78	35.68	32.94	289	35.79	37.04	40.70	38.59	283	0.00	0.00	0.00	0.00
10,000 and over	4	98		98		98	98		98	26.82	26.82	32.64	28.13	98	33.53	33.53	40.80	35.13	98	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Specialist Engineering Technician/Project Manager

### FREQUENCY

# of responding organizations	25
# of matched incumbents	428

### ALL INCUMBENTS

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
All Incumbents	25	420	36.30	39.91	42.53	39.60	418	0.00	0.00	0.00	0.07	428	210	218	428	38.8	37.5	37.5	38.0

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Quebec	12	153	31.98	36.72	39.38	35.78	154	0.00	0.00	0.00	0.11	154	21	133	154	37.5	37.5	37.5	37.6
Ontario	10	179	39.83	42.53	45.06	42.44	173	0.00	0.00	0.00	0.00	180	127	53	180	38.8	37.5	37.5	38.1
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	4	49	39.01	40.86	43.46	41.42	49	0.00	0.00	0.00	0.24	49	29	20	49	40.0	37.5	37.5	38.8
British-Columbia	5	13	35.34	39.01	43.27	40.80	10	0.00	0.00	0.00	0.00	13	4	9	13	37.5	37.5	37.5	37.7
North West Territories																			
Yukon	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	18	332	35.79	39.91	42.53	39.37	327	0.00	0.00	0.00	0.05	334	148	186	334	38.8	37.5	37.5	37.9
Prairies (AB, SK, MB)	5	65	39.01	39.31	42.53	40.79	65	0.00	0.00	0.00	0.18	65	45	20	65	40.0	38.8	37.5	38.9
Pacific (BC)	5	13	35.34	39.01	43.27	40.80	10	0.00	0.00	0.00	0.00	13	4	9	13	37.5	37.5	37.5	37.7
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	15	388	36.40	39.91	42.54	39.86	380	0.00	0.00	0.00	0.07	389	176	213	389	38.8	37.5	37.5	38.1
Public-Municipal	6	16	38.61	40.16	41.47	41.85	16	0.00	0.00	0.00	0.00	17	12	5	17	40.0	40.0	35.0	38.5
Public-Provincial	4	16	24.21	27.03	40.83	31.07	22	0.00	0.00	0.00	0.00	22	22		22	37.2	36.3	35.0	36.1
Public-Federal																			
Public-All	10	32	27.03	39.13	41.11	36.46	38	0.00	0.00	0.00	0.00	39	34	5	39	40.0	36.3	35.0	37.1

### BY ORGANIZATION SIZE (# EES)

50 to 499	3	4	*	41.01	*	41.73	4	*	0.00	*	0.00	4		4	4	*	38.8	*	38.1
500 to 999	6	23	40.54	43.34	47.54	44.21	19	0.00	0.00	0.00	0.62	23		23	23	40.0	40.0	37.5	39.0
1,000 to 2,499	4	13	43.05	44.80	47.36	47.23	14	0.00	0.00	0.00	0.00	14		14	14	40.0	37.5	37.5	38.7
2,500 to 9,999	8	282	37.87	41.03	42.53	40.74	283	0.00	0.00	0.00	0.05	289	194	95	289	38.8	37.5	37.5	38.0
10,000 and over	4	98	30.04	32.80	39.74	34.13	98	0.00	0.00	0.00	0.02	98	16	82	98	37.5	37.5	37.5	37.8

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Junior Biological / Life Sciences Research Technician

### FREQUENCY

# of responding organizations	15
# of matched incumbents	280

### ALL INCUMBENTS

	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
		#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents	15	280	4	276		280	280		256	17.69	17.69	25.03	20.20	256	24.21	24.21	28.63	26.53	276	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick																							
Quebec	3	178		178		178	178		178	17.69	17.69	17.69	17.93	178	24.21	24.21	24.21	24.31	178	0.00	0.00	0.00	0.00
Ontario	5	27		27		27	27		27	23.55	27.98	27.98	26.17	27	29.82	32.03	32.03	30.89	23	0.00	0.00	0.00	0.00
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Saskatchewan																							
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
North West Territories																							
Yukon																							
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	8	205		205		205	205		205	17.69	17.69	17.69	19.02	205	24.21	24.21	24.21	25.18	201	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	5	16	2	14		16	16		16	20.89	21.33	22.89	22.19	16	26.17	26.67	27.72	26.99	12	0.00	0.00	0.00	0.00
Public-Municipal	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Provincial	8	262	2	260		262	262		238	17.69	17.69	25.04	20.01	238	24.21	24.21	31.03	26.47	262	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	10	264	2	262		264	264		240	17.69	17.69	25.18	20.07	240	24.21	24.21	32.03	26.50	264	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	3	6		6		6	6		6	21.33	21.33	27.28	24.80	6	26.67	26.67	31.61	29.79	2	*	*	*	*
10,000 and over	8	264	2	262		264	264		240	17.69	17.69	24.63	19.96	240	24.21	24.21	28.02	26.41	264	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Junior Biological / Life Sciences Research Technician

### FREQUENCY

# of responding organizations	15
# of matched incumbents	280

### ALL INCUMBENTS

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week					
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	
All Incumbents	15	271	24.21	24.21	26.17	25.20	276	0.00	0.00	0.00	0.00	272	264	8	280	36.3	35.0	35.0	35.4

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick																			
Quebec	3	178	24.21	24.21	24.21	23.37	178	0.00	0.00	0.00	0.00	178	174	4	178	35.0	35.0	35.0	35.2
Ontario	5	22	29.68	32.03	32.03	29.78	23	0.00	0.00	0.00	0.00	24	20	4	27	36.3	36.3	36.3	36.7
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																			
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																			
Yukon																			
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	8	200	24.21	24.21	24.21	24.07	201	0.00	0.00	0.00	0.00	202	194	8	205	35.0	35.0	35.0	35.4
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	5	13	21.54	23.77	26.17	23.06	12	0.00	0.00	0.00	0.00	13	6	7	16	40.0	38.8	37.5	38.3
Public-Municipal	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	8	258	24.21	24.21	27.20	25.30	262	0.00	0.00	0.00	0.00	257	256	1	262	35.0	35.0	35.0	35.3
Public-Federal																			
Public-All	10	258	24.21	24.21	27.20	25.30	264	0.00	0.00	0.00	0.00	259	258	1	264	35.0	35.0	35.0	35.3

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	3	4	*	22.65	*	22.66	2	*	*	*	*	6	2	4	6	40.0	40.0	39.1	39.4
10,000 and over	8	261	24.21	24.21	25.55	25.26	264	0.00	0.00	0.00	0.00	259	255	4	264	35.0	35.0	35.0	35.3

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Intermediate Biological / Life Sciences Research Technician

### FREQUENCY

# of responding organizations	13
# of matched incumbents	353

### ALL INCUMBENTS

	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
		#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents	13	353		353		353	353		334	29.36	29.36	29.62	29.23	334	33.55	33.55	33.98	34.09	349	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																						
Prince Edward Island																						
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																						
Quebec	3	39		39		39	39		39	30.65	30.65	30.65	29.70	39	37.50	37.50	37.50	35.52	39	0.00	0.00	0.00
Ontario	3	51		51		51	51		51	29.62	29.62	29.62	29.73	51	33.98	33.98	33.98	34.39	47	0.00	0.00	0.00
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																						
Yukon																						
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	6	90		90		90	90		90	29.62	29.62	30.65	29.72	90	33.98	33.98	37.50	34.88	86	0.00	0.00	0.00
Prairies (AB, SK, MB)	3	42		42		42	42		42	24.10	24.10	27.49	25.65	42	30.35	30.35	36.20	32.98	42	0.00	0.00	0.00
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	5	44		44		44	44		44	27.97	30.65	30.65	29.83	44	34.96	37.50	37.50	35.82	40	0.00	0.00	0.00
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	7	308		308		308	308		289	29.36	29.36	29.36	29.16	289	33.55	33.55	33.98	33.86	308	0.00	0.00	0.00
Public-Federal																						
Public-All	8	309		309		309	309		290	29.36	29.36	29.36	29.13	290	33.55	33.55	33.98	33.83	309	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																						
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	3	13		13		13	13		13	27.97	41.05	41.05	35.51	13	34.96	46.55	46.55	41.23	9	0.00	0.00	0.00
10,000 and over	7	327		327		327	327		308	29.36	29.36	29.36	28.89	308	33.55	33.55	33.98	33.79	327	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Intermediate Biological / Life Sciences Research Technician

### FREQUENCY

# of responding organizations	13
# of matched incumbents	353

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	13	318	33.66	33.66	33.90	33.22	349	0.00	0.00	0.00	0.00	164	157	7	353	36.3	35.0	35.0	35.8
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec	3	39	37.50	37.50	37.50	35.21	39	0.00	0.00	0.00	0.00	39	37	2	39	37.5	37.5	37.5	37.9
Ontario	3	51	32.99	33.98	33.98	33.16	47	0.00	0.00	0.00	0.00	51	46	5	51	36.3	36.3	36.3	36.6
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																			
Yukon																			
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	6	90	32.99	33.98	37.50	34.05	86	0.00	0.00	0.00	0.00	90	83	7	90	37.5	36.3	36.3	37.2
Prairies (AB, SK, MB)	3	20	34.00	34.00	34.00	34.00	42	0.00	0.00	0.00	0.00	42	42		42	40.0	40.0	36.3	38.2
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	5	44	28.53	37.50	37.50	34.74	40	0.00	0.00	0.00	0.00	44	37	7	44	38.1	37.5	37.5	38.1
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	7	274	33.66	33.66	33.66	32.97	308	0.00	0.00	0.00	0.00	119	119		308	36.3	35.0	35.0	35.4
Public-Federal																			
Public-All	8	274	33.66	33.66	33.66	32.97	309	0.00	0.00	0.00	0.00	120	120		309	36.3	35.0	35.0	35.4

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	3	4	*	28.32	*	28.39	9	0.00	0.00	0.00	0.00	13	9	4	13	40.0	37.5	37.5	38.5
10,000 and over	7	306	33.66	33.66	33.98	33.38	327	0.00	0.00	0.00	0.00	138	136	2	327	36.3	35.0	35.0	35.8

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Biological / Life Sciences Research Technician

### FREQUENCY

# of responding organizations	13
# of matched incumbents	222

### ALL INCUMBENTS

	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
		#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents	13	222	215	7	222	222			211	25.81	29.47	32.13	29.37	211	30.56	36.75	36.75	34.50	218	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																							
Prince Edward Island																							
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
New Brunswick																							
Quebec	3	100		95	5	100	100		100	23.16	25.81	25.81	25.21	100	27.03	29.36	30.56	29.64	100	0.00	0.00	0.00	0.00
Ontario	4	10		9	1	10	10		10	32.16	32.16	42.00	35.76	10	40.20	40.20	50.82	44.47	6	0.01	0.04	0.04	0.02
Manitoba																							
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
North West Territories																							
Yukon																							
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Central (ON, QC)	7	110		104	6	110	110		110	23.16	25.81	26.46	26.17	110	27.03	30.56	30.56	30.99	106	0.00	0.00	0.00	0.00
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	

### BY SECTOR

Private	5	74		68	6	74	74		74	23.16	23.16	26.46	26.48	74	30.56	30.56	30.56	33.10	70	0.00	0.00	0.00	0.00
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Public-Provincial	7	147		147		147	147		136	25.81	32.13	32.13	30.95	136	27.03	36.75	36.75	35.27	147	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	8	148		147	1	148	148		137	25.81	32.13	32.13	30.92	137	27.03	36.75	36.75	35.26	148	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
2,500 to 9,999	3	12		11	1	12	12		12	32.16	44.89	44.89	39.12	12	40.20	50.94	50.94	45.88	8	0.00	0.00	0.00	0.00
10,000 and over	6	140		140		140	140		129	25.81	32.13	32.13	30.07	129	27.03	36.75	36.75	34.34	140	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Biological / Life Sciences Research Technician

### FREQUENCY

# of responding organizations	13
# of matched incumbents	222

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	13	212	27.20	36.53	36.87	33.09	218	0.00	0.00	0.00	0.00	146	127	19	222	36.3	35.0	35.0	35.8
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec	3	100	27.03	27.20	28.71	28.50	100	0.00	0.00	0.00	0.00	100	92	8	100	36.3	36.3	35.0	36.4
Ontario	4	9	37.69	39.78	50.71	43.08	6	0.00	0.00	0.00	0.00	9	1	8	10	40.0	37.5	37.5	38.1
Manitoba																			
Saskatchewan	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																			
Yukon																			
Nunavut	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	7	109	27.03	27.20	30.56	29.70	106	0.00	0.00	0.00	0.00	109	93	16	110	36.3	36.3	35.0	36.5
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private	5	73	27.20	28.54	30.56	31.14	70	0.00	0.00	0.00	0.00	73	57	16	74	37.5	36.3	36.3	37.3
Public-Municipal	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Public-Provincial	7	138	27.03	36.87	36.87	34.15	147	0.00	0.00	0.00	0.00	72	69	3	147	35.0	35.0	35.0	35.0
Public-Federal																			
Public-All	8	139	27.03	36.87	36.87	34.12	148	0.00	0.00	0.00	0.00	73	70	3	148	35.0	35.0	35.0	35.1

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
1,000 to 2,499	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2,500 to 9,999	3	5	36.54	37.69	37.69	36.32	8	0.00	0.00	0.00	0.00	12	8	4	12	40.0	37.5	37.5	38.5
10,000 and over	6	140	27.03	36.87	36.87	34.27	140	0.00	0.00	0.00	0.00	65	62	3	140	35.0	35.0	35.0	35.2

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Junior Fishery Officers

### FREQUENCY

# of responding organizations	5
# of matched incumbents	287

### ALL INCUMBENTS

	# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)					
		#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.
All Incumbents	5	287	233	54	287	287			275	21.09	29.29	29.29	26.08	275	25.79	31.69	31.69	29.29	287	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																						
Prince Edward Island																						
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																						
Quebec																						
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																						
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																						
Yukon																						
Nunavut																						

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)																						

### BY SECTOR

Private																						
Public-Municipal																						
Public-Provincial	5	287	233	54	287	287			275	21.09	29.29	29.29	26.08	275	25.79	31.69	31.69	29.29	287	0.00	0.00	0.00
Public-Federal																						
Public-All	5	287	233	54	287	287			275	21.09	29.29	29.29	26.08	275	25.79	31.69	31.69	29.29	287	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																						
500 to 999																						
1,000 to 2,499																						
2,500 to 9,999																						
10,000 and over	5	287	233	54	287	287			275	21.09	29.29	29.29	26.08	275	25.79	31.69	31.69	29.29	287	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Junior Fishery Officers

### FREQUENCY

# of responding organizations	5
# of matched incumbents	287

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	5	233	29.29	31.69	31.69	29.44	287	0.00	0.00	0.00	0.00	281	281		287	40.0	40.0	40.0	39.0
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec																			
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																			
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
North West Territories																			
Yukon																			
Nunavut																			

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Territories (NT, YU, NWT)																			

### BY SECTOR

Private																			
Public-Municipal																			
Public-Provincial	5	233	29.29	31.69	31.69	29.44	287	0.00	0.00	0.00	0.00	281	281		287	40.0	40.0	40.0	39.0
Public-Federal																			
Public-All	5	233	29.29	31.69	31.69	29.44	287	0.00	0.00	0.00	0.00	281	281		287	40.0	40.0	40.0	39.0

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999																			
1,000 to 2,499																			
2,500 to 9,999																			
10,000 and over	5	233	29.29	31.69	31.69	29.44	287	0.00	0.00	0.00	0.00	281	281		287	40.0	40.0	40.0	39.0

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Fishery Officers

### FREQUENCY

# of responding organizations	5
# of matched incumbents	120

# Org. Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure				Normal Minimum Currently in Force (\$ per hour)				Normal Maximum Currently in Force (\$ per hour)				Additional Merit Pay (avg as a % of salary)						
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	
<b>ALL INCUMBENTS</b>																							
All Incumbents	5	120	1	54	65	120	120		116	23.37	23.37	24.41	24.41	116	27.86	27.86	31.03	29.97	120	0.00	0.00	0.00	0.00

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																						
Prince Edward Island																						
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																						
Quebec																						
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																						
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia																						
North West Territories																						
Yukon																						
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																						
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private																							
Public-Municipal																							
Public-Provincial	5	120	1	54	65	120	120		116	23.37	23.37	24.41	24.41	116	27.86	27.86	31.03	29.97	120	0.00	0.00	0.00	0.00
Public-Federal																							
Public-All	5	120	1	54	65	120	120		116	23.37	23.37	24.41	24.41	116	27.86	27.86	31.03	29.97	120	0.00	0.00	0.00	0.00

### BY ORGANIZATION SIZE (# EES)

50 to 499																							
500 to 999																							
1,000 to 2,499																							
2,500 to 9,999																							
10,000 and over	4	119		54	65	119	119		115	23.37	23.37	24.41	24.41	115	27.86	27.86	31.03	29.88	119	0.00	0.00	0.00	0.00

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report

## Senior Fishery Officers

### FREQUENCY

# of responding organizations	5
# of matched incumbents	120

# Org. Reporting	Actual Salary as of Jan. 2008 (\$ per hour)					Actual Merit Paid Over Maximum (\$ per hour)					Unionized Status			# Regular Hours Per Week				
	#Inc.	25th	50th	75th	Avg.	#Inc.	25th	50th	75th	Avg.	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.

### ALL INCUMBENTS

All Incumbents	5	60	29.12	29.12	29.12	30.46	120	0.00	0.00	0.00	0.00	120	120		120	40.0	36.3	36.3	37.9
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador																			
Prince Edward Island																			
Nova Scotia	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
New Brunswick																			
Quebec																			
Ontario	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Saskatchewan																			
Alberta	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
British-Columbia																			
North West Territories																			
Yukon																			
Nunavut	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Central (ON, QC)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Prairies (AB, SK, MB)	2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pacific (BC)																			
Territories (NT, YU, NWT)	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

### BY SECTOR

Private																			
Public-Municipal																			
Public-Provincial	5	60	29.12	29.12	29.12	30.46	120	0.00	0.00	0.00	0.00	120	120		120	40.0	36.3	36.3	37.9
Public-Federal																			
Public-All	5	60	29.12	29.12	29.12	30.46	120	0.00	0.00	0.00	0.00	120	120		120	40.0	36.3	36.3	37.9

### BY ORGANIZATION SIZE (# EES)

50 to 499																			
500 to 999																			
1,000 to 2,499																			
2,500 to 9,999																			
10,000 and over	4	60	29.12	29.12	29.12	30.46	119	0.00	0.00	0.00	0.00	119	119		119	40.0	36.3	36.3	38.1

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report (All Jobs Combined)

## All Jobs Combined

### FREQUENCY

# of responding organizations	54
# of matched incumbents	9837

# Org Reporting	Quality of Match (part. job against capsule)				Formalized Salary Range Structure			Unionized Status			# Regular Hours Per Week					
	#Inc.	Less	Equal	More	#Inc.	Yes	No	#Inc.	Union	Non-Un.	#Inc.	25th	50th	75th	Avg.	

### ALL INCUMBENTS

All Incumbents	54	9836	1160	8299	377	9836	9826	10	9476	7339	2137	9836	35.0	37.5	40.0	37.5
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### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	3	46	27	15	4	46	46		46	36	10	46	37.5	37.5	37.5	37.7
Prince Edward Island																
Nova Scotia	6	659	7	625	27	659	659		659	600	59	659	35.0	35.0	35.0	35.4
New Brunswick	6	212	70	135	7	212	212		212	192	20	212	36.3	36.3	36.3	36.6
Quebec	25	3144	76	3035	33	3144	3138	6	3144	2172	972	3144	35.0	37.5	40.0	37.1
Ontario	18	2494	167	2222	105	2494	2490	4	2474	2218	256	2494	36.3	37.5	40.0	37.4
Manitoba	6	1128	560	444	124	1128	1128		1128	839	289	1128	40.0	40.0	40.0	39.3
Saskatchewan	4	128	55	45	28	128	128		128	125	3	128	37.3	37.3	40.0	38.0
Alberta	11	749	119	608	22	749	749		749	415	334	749	36.3	40.0	40.0	38.5
British-Columbia	12	1156	49	1093	14	1156	1156		816	629	187	1156	35.0	37.5	40.0	37.7
North West Territories																
Yukon	2	32	11	9	12	32	32		32	32		32	37.5	37.5	37.5	37.5
Nunavut	3	88	19	68	1	88	88		88	81	7	88	18.8	37.5	37.5	30.5

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	10	917	104	775	38	917	917		917	828	89	917	35.0	35.0	36.3	35.8
Central (ON, QC)	35	5638	243	5257	138	5638	5628	10	5618	4390	1228	5638	35.0	37.5	40.0	37.3
Prairies (AB, SK, MB)	15	2005	734	1097	174	2005	2005		2005	1379	626	2005	37.5	40.0	40.0	38.9
Pacific (BC)	12	1156	49	1093	14	1156	1156		816	629	187	1156	35.0	37.5	40.0	37.7
Territories (NT, YU, NWT)	4	120	30	77	13	120	120		120	113	7	120	18.8	37.5	37.5	32.3

### BY SECTOR

Private	30	4876	662	4009	205	4876	4866	10	4856	2860	1996	4876	37.5	40.0	40.0	39.0
Public-Municipal	13	818	10	775	33	818	818		818	722	96	818	35.0	35.0	35.0	35.2
Public-Provincial	11	4142	488	3515	139	4142	4142		3802	3757	45	4142	35.0	35.0	36.3	36.0
Public-Federal																
Public-All	24	4960	498	4290	172	4960	4960		4620	4479	141	4960	35.0	35.0	36.3	35.9

### BY ORGANIZATION SIZE (# EES)

50 to 499	7	76	18	50	8	76	66	10	76	26	50	76	40.0	40.0	40.0	39.2
500 to 999	10	517	13	352	152	517	517		517	208	309	517	37.5	37.5	40.0	38.7
1,000 to 2,499	8	453	240	197	16	453	453		453	107	346	453	37.5	40.0	40.0	39.0
2,500 to 9,999	12	1782	411	1296	75	1782	1782		1782	775	1007	1782	37.5	37.5	40.0	38.1
10,000 and over	14	6952	469	6357	126	6952	6952		6612	6194	418	6952	35.0	36.3	40.0	37.2

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Section 7 - Cash Compensation Report (All Jobs Combined)

## All Jobs Combined

### FREQUENCY

# of responding organizations	54
# of matched incumbents	9837

### ALL INCUMBENTS

	Expiration date of structure							Expiration date of base salary						
	#Inc.	10th	25th	50th	75th	90th	Avg.	#Inc.	10th	25th	50th	75th	90th	Avg.
All Incumbents	9702	2008-03-29	2008-03-31	2008-06-30	2008-12-31	2009-08-31	2008-09-20	8865	2008-01-04	2008-03-31	2008-06-30	2008-12-31	2009-02-01	2008-08-19

### BY INCUMBENT PROVINCE/TERRITORY

Newfoundland & Labrador	46	2008-03-31	2009-07-15	2009-08-31	2009-08-31	2009-08-31	2009-04-29	46	2008-03-31	2008-09-01	2008-09-01	2008-09-01	2008-09-01	2008-08-03
Prince Edward Island														
Nova Scotia	659	2008-12-20	2010-03-31	2010-03-31	2010-03-31	2010-03-31	2010-01-07	659	2008-09-01	2010-03-31	2010-03-31	2010-03-31	2010-03-31	2010-01-02
New Brunswick	212	2008-05-30	2008-05-30	2008-05-30	2008-08-31	2009-08-31	2008-08-18	207	2008-03-31	2008-05-30	2008-05-30	2008-06-30	2008-09-01	2008-06-17
Quebec	3115	2008-03-31	2008-03-31	2008-06-30	2009-01-03	2009-02-01	2008-08-03	3111	2008-01-04	2008-01-04	2008-06-30	2008-12-31	2009-02-01	2008-06-20
Ontario	2403	2008-03-31	2008-03-31	2008-06-30	2008-12-31	2009-06-30	2008-09-20	2378	2008-03-31	2008-03-31	2008-06-30	2008-12-31	2008-12-31	2008-08-19
Manitoba	1128	2008-03-14	2008-03-14	2008-06-30	2009-01-01	2009-01-01	2008-07-08	605	2008-01-01	2008-01-01	2008-06-30	2008-06-30	2008-06-30	2008-04-22
Saskatchewan	128	2006-12-31	2009-08-31	2009-10-30	2009-10-30	2009-12-31	2009-04-23	128	2008-12-31	2008-12-31	2009-10-30	2009-10-30	2009-10-30	2009-06-17
Alberta	745	2008-01-05	2008-01-05	2008-08-31	2008-08-31	2009-08-31	2008-09-03	498	2008-01-05	2008-01-05	2008-04-30	2008-09-01	2008-12-20	2008-05-29
British-Columbia	1153	2008-03-29	2008-03-29	2008-06-30	2008-10-31	2008-12-31	2008-08-11	1148	2008-03-29	2008-03-29	2008-06-30	2008-10-31	2008-12-20	2008-07-22
North West Territories														
Yukon	32	2008-05-31	2008-05-31	2008-05-31	2008-05-31	2009-07-16	2008-07-27	4	*	*	2008-09-01	*	*	2008-09-01
Nunavut	81	2006-09-30	2006-09-30	2007-01-04	2007-01-04	2007-01-04	2007-02-26	81	2006-09-30	2006-09-30	2008-03-31	2008-03-31	2008-03-31	2007-10-20

### BY INCUMBENT REGION

Atlantic (NB, NS, PEI, NL)	917	2008-05-30	2008-07-15	2010-03-31	2010-03-31	2010-03-31	2009-08-30	912	2008-05-30	2008-06-30	2010-03-31	2010-03-31	2010-03-31	2009-08-01
Central (ON, QC)	5518	2008-03-31	2008-03-31	2008-06-30	2008-12-31	2009-02-01	2008-08-24	5489	2008-01-04	2008-03-31	2008-06-30	2008-12-31	2009-02-01	2008-07-16
Prairies (AB, SK, MB)	2001	2008-01-05	2008-03-14	2008-06-30	2009-01-01	2009-08-31	2008-08-17	1231	2008-01-01	2008-01-05	2008-06-30	2008-09-01	2008-12-31	2008-06-20
Pacific (BC)	1153	2008-03-29	2008-03-29	2008-06-30	2008-10-31	2008-12-31	2008-08-11	1148	2008-03-29	2008-03-29	2008-06-30	2008-10-31	2008-12-20	2008-07-22
Territories (NT, YU, NWT)	113	2006-09-30	2007-01-04	2007-01-04	2008-05-31	2008-05-31	2007-07-22	85	2006-09-30	2006-09-30	2008-03-31	2008-03-31	2008-09-01	2007-11-04

### BY SECTOR

Private	4750	2008-04-01	2008-06-30	2008-06-30	2009-02-01	2009-08-31	2008-10-15	4708	2008-01-07	2008-06-30	2008-06-30	2008-12-20	2009-02-01	2008-08-11
Public-Municipal	817	2008-03-31	2008-03-31	2008-03-31	2008-12-31	2008-06-05	798	2008-03-31	2008-03-31	2008-03-31	2008-12-31	2008-12-31	2008-06-06	
Public-Provincial	4135	2008-03-14	2008-03-31	2008-03-31	2008-12-31	2010-03-31	2008-09-13	3359	2008-01-04	2008-01-04	2008-03-31	2008-12-31	2010-03-31	2008-09-16
Public-Federal														
Public-All	4952	2008-03-14	2008-03-31	2008-03-31	2008-12-31	2010-03-31	2008-08-27	4157	2008-01-04	2008-01-04	2008-03-31	2008-12-31	2010-03-31	2008-08-27

### BY ORGANIZATION SIZE (# EES)

50 to 499	51	2008-04-01	2008-04-01	2008-10-31	2008-12-31	2008-12-31	2008-08-17	31	2008-03-31	2008-04-07	2008-12-31	2008-12-31	2008-12-31	2008-09-02
500 to 999	491	2008-03-31	2008-03-31	2008-06-30	2008-10-31	2008-10-31	2008-09-19	465	2008-03-31	2008-03-31	2008-06-30	2008-10-31	2008-10-31	2008-07-26
1,000 to 2,499	404	2008-04-30	2008-05-31	2009-01-01	2009-01-01	2009-01-01	2008-10-28	401	2008-01-01	2008-01-01	2008-04-30	2008-05-31	2008-02-27	
2,500 to 9,999	1781	2008-01-05	2008-12-31	2009-02-01	2009-08-31	2009-08-31	2009-01-03	1744	2008-01-05	2008-09-01	2009-02-01	2008-10-07		
10,000 and over	6946	2008-03-29	2008-03-31	2008-06-30	2008-12-20	2009-01-05	2008-08-25	6198	2008-01-04	2008-03-29	2008-06-30	2008-12-31	2009-10-30	2008-08-21

#Inc.: Number of incumbents; 25th: 25th percentile; 50th: 50th percentile (or median); 75th: 75th percentile; Avg.: Average

Asterisk: Data not disclosed to preserve confidentiality



# Appendix A: Participant List

- A.Net Solutions Inc.
- ACTS
- Air Canada
- Air Liquide Canada
- Alcan Inc
- Apotex Inc.
- Canwest
- Cascade Aerospace
- City of Abbotsford
- City of Burlington
- City of Fredericton
- City of Hamilton
- City of London
- City of Longueuil
- City of Montréal
- City of Regina
- City of Repentigny
- City of Saguenay
- City of Sarnia
- City of Toronto
- City of Trois-Rivières
- City of Vancouver
- City of Waterloo
- Compagnie minière IOC
- Defence Construction Canada
- Dessau
- Equant Canada Inc
- FP Resources
- Government of Alberta
- Government of British Columbia
- Government of Manitoba
- Government of New Brunswick
- Government of Nova Scotia
- Government of Nunavut
- Government of Ontario
- Government of Quebec
- Government of Saskatchewan
- Government of the Northwest Territories
- Government of Yukon
- Industries Harnois
- L-3 MAS
- La Coop fédérée
- La Presse
- MDS Nordin
- NAV CANADA
- Platinum Energy Services Lloydminster Corp.
- Praxair, Inc.
- Prommel
- Propair
- QIT Fer et Titane
- Rona Inc
- Roxboro Excavation inc
- Sanexen Services Environnementaux
- Sherritt International Corporation
- SNC-LAVALIN
- Standard Aero Limited
- St-Lawrence Seaway Mgmt Corp.
- Sunwest Aviation Ltd.
- Teknika HBA
- VIH Aviation Group
- WestJet



# Appendix B: Job Capsules

The job descriptions in this study are organized by family. The characters used in each job code indicate the unique job number.

## Drawing and Publications

### **TECH201 – Draftsperson**

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- Makes electro-mechanical design drawings of electronic systems equipment, civil and architectural drawings, related assets and infrastructure.
- Produces project designs, plans and specifications for construction, renovation and repair projects to be tendered for contract, ensuring that contract work complies with acceptable drafting practices and standards.
- Consults with project managers and visits project sites to obtain specifications of the equipment for which drafting services and illustrations are required.
- Contributes to the maintenance of a technical library.
- Discusses project designs, plans and specifications with project designers, project managers, and senior management to determine drafting requirements.
- Discusses and exchanges technical information with professional personnel from other government departments to discuss drafting requirements, design and fabrication.

### **TECH202 – Publications Designer**

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- Designs cover pages; creates page-layout for publications, presentations, graphics, charts, reports, spreadsheets, forms and questionnaires.
- Produces camera-ready documents for printing and Internet for electronic dissemination.
- Converts documents into electronic documents, and disseminates to sites on the Internet, imports/converts documents.
- Develops technical applications, tests procedures and amends templates/macros.
- Participates in the testing and evaluation of hardware, software, and related peripherals.
- Provides advice to clients on electronic publishing methods, techniques and practices.
- Provides assistance to users on technical applications.



# Appendix B: Job Capsules

## Agriculture

### **TECH203 – Agriculture/Foods Inspector**

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- Performs preliminary inspection and analysis in preparation for official inspection and grading.
- Draws representative samples, or monitors the drawing of samples by automatic mechanical sampling apparatus.
- Determines and records content level (e.g. proteins, etc.) of foods for grading purposes.
- Maintains original records of inspection data used to prepare official certificates of grades, and inspects equipment.
- Monitors incoming deliveries for quality assurance.
- Monitors the correct functioning of machinery, maintains records and compiles reports.

### **TECH204 – "Senior" Agricultural/Foods Inspector**

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- Inspects and analyzes samples and assigns official grades to them.
- Ensures and enforces compliance with acts and/or regulations.
- Occasionally coordinates and supervises inspection activities
- Investigates complaints and situations of non-compliance with legislation and policies.
- Provides regulatory, procedural and operational advice to colleagues and other partners in the industry.
- Contributes to product marketability by participating in a grading and quality management system.
- Supervises and coordinates inspection assistants in collection, identification and preliminary analysis.



# Appendix B: Job Capsules

## Inspection & Quality Assurance

### **TECH205 – Senior Inspector**

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- Plans, schedules and carries out product audits and trade measurement inspections and issues certificates and statements of accuracy in compliance with several acts.
- Identifies and investigates potential measurement inequities or policy breaches; investigates and resolves complaints and disputes received from clients and follows up with appropriate enforcement action.
- Calibrates, certifies and maintains technical equipment and measurement standards.
- Participates in the implementation and promotion of alternate service delivery arrangements.
- Interacts with clients by providing advice, guidance, interpretation, and information on technical matters.
- Delivers technical training to clients, industry partners, and colleagues and occasionally develops training materials.
- Participates on national or regional interdisciplinary project teams and working groups.

### **TECH206 – Quality Assurance Representative**

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- Assesses risk, plans, prioritizes, schedules and conducts Quality Assurance surveillance activities to determine production capabilities and the adequacy of quality systems.
- Provides leadership in the development, implementation and continued improvement of Quality Systems, which includes providing briefings and information to management.
- Provides consultative services on the establishment, adaptation and enhancement of Quality Management Systems that meet recognized quality systems standards and on strategies for satisfying these standards.
- Reviews contracts awarded to industries; identifies and recommends amendments to correct contract anomalies and deficiencies; assesses contractor performance.
- Specifies the type and determines the amount of Quality Assurance regulations to be performed through a risk assessment process.
- Develops QA Guidance documents for surveillance, in compliance with established standards.
- Informs contractor of identified non-compliance with contractual requirements, monitors and conducts follow up actions and arranges and conducts assessments of corrective action taken.



# Appendix B: Job Capsules

## Civil Aviation Safety and Aircraft

### **TECH207 – Civil Aviation Safety Inspector – Maintenance and Manufacturing**

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- Conducts comprehensive safety compliance audits, inspections and surveillance of aircraft, equipment facilities and approved manuals.
- Evaluates and approves or rejects applications from companies and individuals for certificates of approval to conduct aircraft maintenance, aircraft manufacturing, aircraft maintenance training and aeronautical product distribution.
- Issues aircraft flight authorities.
- Investigates and analyzes aircraft incidents, accidents and component failures to determine and report on their cause and effect on continuing maintenance activities.
- Evaluates and approves aircraft maintenance schedules to ensure continued safe aircraft operation and regulatory compliance.
- Enforces compliance with Aviation Regulations; provide regulatory advice.
- Manages and/or leads teams of inspectors conducting safety compliance audits.
- Recommends and participates in developing and formulating changes to operational safety regulations, standards and policies.

### **TECH208 – Superintendent, Dangerous Goods**

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- Monitors and controls the regulatory inspection, audit, investigation and enforcement of suspected and/or reported infractions of the applicable regulations.
- Evaluates and approves air and/or land operators' documents to the transportation of dangerous goods and conducts routine inspections to ensure compliance with regulations.
- Plans, manages, and conducts investigations of suspected and/or reported infractions of an Act and of dangerous goods occurrences – this includes interrogations and interviews.
- Determines appropriate enforcement action, including prosecution which involves preparation of legal documents and court briefs. Serves as an expert witness before judicial or quasi-judicial proceedings.
- Evaluates and synthesizes technical proposals for program, legislative or regulatory reform.
- Prepares technical reports on findings and conducts follow-up evaluations.



# Appendix B: Job Capsules

## **TECH209 – Aircraft Maintenance Engineer**

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- Maintains, inspects, repairs, modifies all aircraft, systems, components, airframe and engines including the airworthiness certification release of the complete aircraft for return to service when work is completed.
- Maintains, inspects, repairs, modifies, overhauls and calibrates off-aircraft components, equipment and parts.
- Carries out scheduled and unscheduled maintenance, component changes, and regular and special inspection of aircraft.
- Carries out daily pre-and-post-flight serviceability inspections to ensure aircraft continued serviceability.
- Investigates aircraft system faults and researches possible rectifications with applicable engineering sources or manufacturers' customer support.
- Retrieves and interprets critical aircraft system maintenance and fault data using latest generation on board computer-based maintenance diagnostic systems.
- Authorizes and/or certifies the Maintenance Release of aircraft, equipment, components and accessories following maintenance, repairs or modifications to the applicable airworthiness standards.
- Provides flight engineer crew services on board aircraft for all maintenance, inspection, repair, and certification requirements while away from home base for extended periods of time.

## **TECH210 – Team Leader Aircraft Maintenance Engineer**

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- Certifies the airworthiness of aircraft following maintenance/repairs.
- Plans and organizes scheduled and unscheduled inspections and maintenance of aircraft.
- Carries out troubleshooting and provides advice and guidance to team members and other professionals assessing problems and solutions to get the aircraft airworthy with the minimum of delay and cost.
- Manages a team of aircraft technicians in the conduct of inspections, maintenance and certification of aircraft and provides training to junior employees.
- Develops more efficient work methods to ensure the optimum level of aircraft serviceability and airworthiness.
- Arranges and expedites parts and services when aircraft break down unexpectedly.
- Acts as main contact for various aircraft manufacturers and vendors to provide and receive engineering and technical support.



# Appendix B: Job Capsules

## **TECH211 – Technical Operations Inspector - Rail**

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- Verifies that rail equipment functions are in compliance with legislation and/or rules and regulations.
- Conducts a planned program of surveillance, inspection, investigation and audit of railway yards, train movements, maintenance of way crews, safety and health, as well as other operations.
- Prepares technical reports on findings, reviews program weaknesses with officials and determines enforcement action, including the preparation of legal documents and acting as an expert witness.
- Participates in the development of new rules and regulations, instruction manuals and training packages.
- Provides authoritative technical advice and guidance to management and other parties.

## **Marine Safety Inspection & Rescue**

### **TECH212 – Senior Marine Safety Inspector**

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- Develops, implements, and monitors policy, legislation, regulations, standards, and guidelines to enhance safety at sea, the safe operation, navigation, design and maintenance of ships.
- Develops, implements, delivers, and monitors marine safety programs such as quality assurance, crew certification, product/equipment approvals, investigations, pilotage, training.
- Performs audits, inspections, and investigations when necessary to enhance the enforcement programs.
- Develops papers and positions and provides expert technical advice and recommendations to senior management.
- Manages statistical data and analyzes trends and developments to monitor, assess recommendations on marine safety programs and to address problem areas early on in the process.
- Consults with the marine industry to address technical issues with a view to reach consensus to further the development and enhancement of marine safety.
- Acts as project manager and participates on project teams to address marine safety priorities and issues.



# Appendix B: Job Capsules

## **TECH213 – Maritime Search and Rescue Coordinator**

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- Responds to maritime incident reports, conducts interviews and investigations, assesses potential risk and determines the degree of urgency and appropriate response.
- Plans, co-ordinates, controls and directs the response to maritime incidents including: liaising with a wide variety of stakeholders; briefing next of kin, and other points of contact, and; conducting media briefings on search and rescue incidents.
- Selects and tasks the most appropriate combination of resources, including primary and secondary maritime Search And Rescue Units and initiates requests for other units; land, air and marine.
- Provides expert maritime advice and assistance to any authority involved in humanitarian incidents.
- Recommends the cessation of a search for persons lost at sea after determining all chance of survival has been exhausted.
- Collects, correlates and disseminates statistical data, preparing operation reports on major maritime Search and Rescue incidents.
- Assists in the development of regional search and rescue plans, developing and testing back-up and contingency plans.

## Ammunition Area

### **TECH214 – Ammunition Technician**

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- Breaks down, repairs, modifies, maintains, tests and calibrates ammunition, explosives and related items.
- Disposes of ammunition and explosives by demolition, mutilation and prepares other ammunition and explosives for sale.
- Performs quality control while inspecting ammunition, explosives and related items.
- Operates specialized laboratory, calibration, test and pneumatic equipment and other standard equipment.
- Technically prepares ammunition for shipping.
- Receives and prepares ammunition, explosives and missiles for warehousing and storage.
- Collects, maintains and evaluates technical data and specifications by conducting inspections, tests and inventory.



# Appendix B: Job Capsules

## Environment

### **TECH215 – Environmental Technician**

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- Inspects, monitors, installs, and performs routine and unscheduled maintenance and calibrates complex environmental equipment, such as communication systems, weather radar, or other observing stations.
- Conduct quality assurance reviews.
- Analyzes system failures and responds in a timely manner.
- Organizes and conducts field surveys in one of the following, or related areas: water flow, stream flow, water quality, air quality, geomorphological surveys, snow surveys, or using other meteorological data.
- Performs computations involving a wide range of complex methods to provide data for assessment and management of environmental resources.
- Provides data, information, technical expertise, and logistical services and advice internally and externally.
- Trains colleagues on specialized electronic systems, maintenance and upgrade procedures.

### **TECH216 – Environmental Inspector**

---

- Plans, coordinates and conducts audits and inspections.
- Plans and undertakes complex investigations involving the gathering of evidence, the execution of search warrants, the taking of statements from witnesses and the evaluation of evidence for the purpose of making recommendations on enforcement actions.
- Plans, coordinates and conducts environmental sampling surveys in support of regulatory and scientific programs.
- Provides technical advice on monitoring and compliance techniques.
- Plans, coordinates and conducts surveillance operations, and maintains equipment.
- May provide testimony in court regarding issues of non-compliance with legislation and evidence collected during inspections, surveillance, investigations.
- Assists in the development of inspection plans.



# Appendix B: Job Capsules

## **TECH217 – Environmental Health Officer (Environmental Inspector)**

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- Identifies and provides preventive or corrective measures/recommendations on environmental contaminants, pest control, communicable disease control, transportation of dangerous goods, public events, and other environmental issues.
- Conducts one or more of the following: 1) Epidemiological investigations, 2) Environmental screening or assessments, 3) Public health inspection programs.
- Performs worksite assessments to identify occupational health and safety hazards and to make recommendations.
- Reviews and provides advice on integrated Emergency Disaster Planning.
- Coordinates, develops, plans, prepares and delivers educational training packages and/or seminars.
- Plans, organizes, coordinates, and implements environmental health, and occupational health and safety programs during routine and emergency situations.

## **TECH218 – Environmental Officer**

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- Develops and implements emergency plans for environmental situations.
- Supervises the procurement, upkeep and effective deployment of a variety of machinery and equipment.
- Monitors industry's conformity to regulatory provisions for environmental cases and response standards.
- Responds as the On-Scene Commander.
- Manages the budget and human resources for designated area of responsibility.
- Researches and prepares reports, briefings, and other presentation material. Provides information to staff, clients and the general public.
- Provides situational reports, and reports on investigations of environmental issues to senior management.



# Appendix B: Job Capsules

## **TECH219 – Multidisciplinary Hydrographer/Geodetic Survey Technician**

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- Performs hydrographic and geodetic surveys and engineering projects in order to collect the information required to produce nautical charts and related products.
- Gathers and analyzes data pertaining in order to establish reference water levels and to produce reference documentation such as nautical charts, tide tables and current atlases, and related products.
- Researches and evaluates internal and external source documents and data sets in order to produce nautical products such as charts and other related products, and to inform the nautical community of navigation hazards and other pertinent nautical information.
- Maintains complex databases to preserve historic and contemporary data.
- Cooperates in the development of new software, tools and equipment designed to improve productivity and capability.
- Leads small teams and operations.

## **GIS Services**

### **TECH220 – "Junior" GIS Technician**

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- Carries out Geographic Information Systems data collection/compilation, processing and verification as part of the quality control process; corrects data anomalies and errors; assembles and presents GIS data.
- Modifies, designs, develops, manages and maintains Geographical Information Systems data management structures and databases.
- Maintains GIS databases and data files consistent with project plans; prepares and maintains technical documentation.
- Undertakes site inspections and site analysis to determine project requirements and confirm as-built conditions.
- Provides quality control and assurance services in geo-spatial data on hardcopy and digital products.
- Produces geographical information from technical data for clients.



# Appendix B: Job Capsules

## **TECH221 – "Working Level" GIS Technician**

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- Organizes the technical and logistical activities of data acquisition, analysis/processing and representation required for the production of geomatics products using advanced photogrammetric hardware and software.
- Examines, validates and assesses the quality of data and data products; identifies and resolves problems.
- Tests new technologies and the performance of tools and equipment; develops and presents recommendations for improvements; documents new procedures.
- Designs and develops GIS data and data product referencing and classification frameworks; documents procedures.
- Organizes and conducts field assignments to collect and process (geo-spatial) data.
- Consults with and provides technical advice to senior management, scientists, professionals, etc.
- Prepares time/cost inputs, and assembles reference material including technical specifications and documentation.

## **TECH222 – "Senior" GIS Technician**

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- Organizes, leads, or coordinates and carries out the technical portions of data acquisition, analysis/processing and representation projects.
- Plans, organizes, and implements administrative and operational activities in order to provide digital spatial data imagery and other products to respond to the needs of senior managers and professionals.
- Conducts quality control inspections with respect to GIS and geo-spatial data collection.
- Implements new analytical, experimental or investigative approaches for systems; provides expert knowledge and equipment know-how on a variety of GIS related issues.
- Operates specialized GIS software and equipment; maintains and operates GIS databases and develops job specifications, exhibits, and cost estimates.
- Provides management with an ongoing and critical assessment of the quality, cost and responsiveness of products and service standards; provides technical project planning, resources and strategic inputs to support the preparation of annual business strategies and project/operational budgets.
- Develops and delivers training modules.



# Appendix B: Job Capsules

## Engineering, Technical/Project Management (Civil/Mechanical/Electrical)

### **TECH223 – "Intermediate" Engineering Technician/Project Manager**

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- Provides technical advice and expertise. Coordinates the development of technical solutions. Develops project requirement definitions.
- Conducts surveys to inspect, evaluate and assess the condition and performance of systems, identifies requirements for maintaining or improving the life-cycle facility operations, compliance with environmental and safety regulations and standards; and conducts reviews and develops reports presenting findings and recommendations.
- Performs quality control; identifies problems and their cost implications and negotiates solutions.
- Participates in the planning, design, construction, commissioning and evaluation of infrastructure and environment projects.
- Develops and maintains working relationships with clients, contracting authorities, contractors and manufacturers/suppliers.
- Identifies and advises on opportunities for the application of new technologies.

### **TECH224 – "Fully Qualified" Engineering Technician/Project Manager**

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- Responsible for the technical content of projects, both as designer and as reviewing and approving authority of Contractor-submitted designs; prepares cost estimates.
- Functions as project manager and technical authority by monitoring, assessing, and reviewing project development to ensure solutions meet operational requirements.
- Identifies maintenance deficiencies through on-site visits and recommends corrective measures.
- Provides technical advice and consultative services for refits and repairs.
- Conducts feasibility studies and investigative reports.
- Develops and recommends new procedures to enhance equipment reliability and reduce maintenance costs; develops, maintains and improves fleet of equipment.
- Acts as a team leader on projects and coordinates team members.



# Appendix B: Job Capsules

## **TECH225 – "Specialist" Engineering Technician/Project Manager**

---

- Plans, manages and leads complex projects; acts as a team leader on projects and coordinates team members
- Provides quality assurance and quality control services during all phases of project delivery.
- Inspects and evaluates projects and recommends requirements and procedures for maintenance and upgrades.
- Plans, coordinates and conducts formal and informal technical investigations, identifies causes of malfunctions and develops satisfactory solutions.
- Develops test and trial procedures, schedules and programs; develops policies, standards, guidelines, best practices and associated systems and procedures.
- Provides advice and guidance on technical, functional and operational issues.
- Prepares preliminary and final designs; reviews and recommends on the suitability of project designs, drawings, and specifications.

## **Biological/Life Sciences Research**

### **TECH226 – Junior Biological/Life Sciences Research Technician**

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- Conducts field and/or laboratory research using or selecting standard or established procedures under direct supervision.
- Selects and applies techniques under the guidance of a supervisor. Identifies and resolves minor problems.
- Collects, records, processes, inputs and manipulates data for supervisor (e.g., summarizing, calculating, graphing).
- Performs work that is reviewed by a senior technical position or a research scientist.
- Contributes to the publication of manuscripts, including drafting of methods or preparing tables and graphs.
- Has control over limited resources (e.g., lab supplies, samples, equipment).



# Appendix B: Job Capsules

## **TECH227 – Intermediate Biological/Life Sciences Research Technician**

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- Conducts field and/or laboratory research under general direction of supervisor; assesses suitability of methods and/or adapts protocols or equipment to meet research objectives or increase effectiveness.
- Adapts methodologies/tools; contributes to experimental design; recommends courses of action; interprets data to detect anomalies and analyzes results.
- Creates draft reports and/or assists in the preparation of portions of research reports or posters such as methods, graphs and tables.
- Contributes to the publication of manuscripts, including the drafting of methods, preparing tables and graphs, and some interpretation of results.
- Performs work that may be released to other users without review.
- Has direct control of and is responsible for significant resources.
- Provides explanations and interpretations of analytical studies or reviews; discusses the suitability of methods, techniques, equipment, or services; provides technical advice to collaborators/clients, students and co-workers.

## **TECH228 – Senior Biological/Life Sciences Research Technician**

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- Conducts field and/or laboratory research, which require analysis and evaluation of requirements and independently investigates and develops plans to meet research objectives.
- Has a high level of responsibility and freedom in the planning and conducting of research. Consults with research scientist at project conception, completion or if changing research direction.
- Develops methodologies/tools; designs experiments and recommends courses of action.
- Interprets data to explain significant biological implications.
- Writes reports or technical bulletins, posters and assists in the drafting of scientific papers in order to disseminate research results.
- Has direct control of and is responsible for significant resources.
- Provides explanations and interpretations of analytical studies or reviews; discusses the suitability of methods, techniques, equipment, or services; provides technical advice to collaborators/clients, students, co-workers and the general public.



# Appendix B: Job Capsules

## FISH – Fisheries Activities

### **FISH101 –Junior Fishery Officer**

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- Carries out compliance inspections and enforcement of various acts and regulations during field operations as Junior Fishery Officer on site.
- Conducts basic investigations and gathers evidence, assists senior officers to determine appropriate course of action, prepares violation reports, prepares and executes court documents and court briefs, and presents evidence in court.
- Assists Fishery Officers in promoting stewardship of fisheries resources and fish habitat among the various user groups (private and public), including the monitoring of remediation works and permit compliance.
- Interacts with business owners and managers regarding enforcement decisions that may result in significant economic impact.
- Carries and may use a firearm.

### **FISH102 – Senior Fishery Officer**

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- Leads compliance inspections and enforcement of various acts and regulations during field operations as Senior Fishery Officer on site.
- Investigates and gathers intelligence and/or conducts audits on fishing and habitat-related activities to provide status reports on harvesting activities and/or habitat degradation.
- Acts as lead investigator to collect evidence, including forensic evidence, of violations and major case violations, prepares violation reports, prepares and executes court documents, and presents evidence in court.
- Promotes stewardship of the fisheries resource and fish habitat among various user groups, private and public sector industries.
- Develops and establishes collaborative relationships, interactions and exchanges with other law enforcement agencies, stakeholder groups and regulatory bodies to assist in maintaining and enhancing Conservation and Protection program delivery.
- Interacts with business owners and managers regarding enforcement decisions that may result in significant economic impact.
- Carries and may use a firearm.



# Appendix C: Private Sector Industry Universe

<b>NAIC Code</b>	<b>Industry</b>	<b>NAIC Code</b>	<b>Industry</b>
1151	Support Activities for Crop Production	481215	Non-Scheduled Specialty Flying Services
212	Mining and Quarrying	482112	Short-Haul Freight Rail Transportation
213	Support Activities for Mining & Oil and Gas Extraction	482113	Mainline Freight Rail Transportation
237	Heavy and Civil Engineering Construction	483115	Deep Sea, Coastal and Great Lakes Water Transportation
2361	Residential Building Construction	483116	Deep Sea, Coastal and Great Lakes Water Trans. by Ferries
2362	Non-residential Building Construction	483213	Inland Water Transportation
23622	Commercial & Institutional Building Construction	483214	Inland Water Transportation by Ferries
23821	Electrical Contractors and Other Wiring Installation Cont.	488119	Other Airport Operations
23891	Site Preparation Contractors	488331	Marine Salvage Services
211113	Conventional Oil and Gas Extraction	488511	Marine Shipping Agencies
221111	Hydro-Electric Power Generation	5413	Architectural, Engineering & related services
221112	Fossil-Fuel Electric Power Generation	5414	Specialized Design Services
221113	Nuclear Electric Power Generation	51111	Newspaper Publishers
221119	Other Electric Power Generation	51112	Periodical Publishers
332	Fabricated Metal Product Manufacturing	51113	Book Publishers
3112	Grain & Oilseed Milling	51119	Other Publishers
3115	Dairy Product Manufacturing	51913	Internet Publishing and Broadcasting, & Web Search Portals
3116	Meat Product Manufacturing	54131	Architectural Services
31171	Seafood Product Preparation and Packaging	54132	Landscape Architectural Services
32541	Pharmaceutical and Medicine Manufacturing	54133	Engineering Services
32592	Explosives Manufacturing	54134	Drafting Services
33641	Aerospace Product and Parts Manufacturing	54136	Geophysical Surveying and Mapping Services
311611	Animal (except Poultry) Slaughtering	54137	Surveying and Mapping Services
311614	Rendering and Meat Processing from Carcasses	54138	Testing Laboratories
311615	Poultry Processing	54143	Graphic Design Services
48111	Scheduled Air Transportation	54162	Environmental consulting services
48819	Other Support Activities for Air Transportation	54171	R&D in the Physical, Engineering and Life Sciences
48821	Support Activities for Rail Transportation	56291	Remediation Services
48832	Marine Cargo Handling	541690	Other Scientific & Technical Consulting Services
48839	Other Support Activities for Water Transportation	62151	Medical & Diagnostic Laboratories
481214	Non-Scheduled Chartered Air Transportation	81121	Electronic and Precision Equipment Repair & Maintenance



# Appendix D: Questionnaire

## 1. General questions

1.0. Organization data	
- Name of the Organization	
- Annual Revenues (in millions \$)	
- Total number of employees	
Non-unionized employees	
Unionized employees	
- Sector of activity	Drop down list: <ul style="list-style-type: none"><li>• Agriculture &amp; Forestry</li><li>• Mining, Quarrying, and Oil and Gas Extraction</li><li>• Utilities</li><li>• Construction</li><li>• Manufacturing</li><li>• Transportation &amp; Support activities</li><li>• Publishing &amp; Information Services</li><li>• Professional, Scientific and Technical Services</li><li>• Waste Management and Remediation Services</li><li>• Health Care Services &amp; Social Assistance</li><li>• Health Care Services &amp; Social Assistance</li><li>• Other Services (except Public Administration)</li><li>• Public Administration</li></ul>



# Appendix D: Questionnaire

## 2.0. Provinces in which your organization conducts business (check each province and territory)

	<input type="checkbox"/> Newfoundland <input type="checkbox"/> Prince Edward Island <input type="checkbox"/> Nova Scotia <input type="checkbox"/> New Brunswick <input type="checkbox"/> Quebec <input type="checkbox"/> Ontario <input type="checkbox"/> Manitoba <input type="checkbox"/> Saskatchewan <input type="checkbox"/> Alberta <input type="checkbox"/> British Columbia <input type="checkbox"/> NWT <input type="checkbox"/> Yukon <input type="checkbox"/> Nunavut
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# Appendix D: Questionnaire

## 3.0. What is the normal mode of progression of your salary scales? (check the appropriate box)

	for unionized employees	for non-unionized employees
	<input type="checkbox"/> - Automatic Progression <input type="checkbox"/> - Merit Progression	<input type="checkbox"/> - Automatic Progression <input type="checkbox"/> - Merit Progression

## 4.0. Demographic Profile

What is the average age of employees covered under your pension and benefits plans?	
What is the gender breakdown ratios of the employees that fall under your pension and benefits plans?	
% of Men?	
% of Women?	

## 5.0. Participant identification

- Name of the person completing the questionnaire	
- Position title in your organization	
- E-mail	
- Telephone	
- Fax	



# Appendix D: Questionnaire

## 1. A. Retirement Savings Plan

Enter information for the plans that cover the Jobs you matched.

### 1.0. Does your company have a retirement program?

*If your company does not have a retirement program, please skip to Section 2*

	<input type="checkbox"/> Yes <input type="checkbox"/> No

### 2.0. TYPE OF PLAN (check all the boxes that apply)

Defined contribution plan (DC)	<input type="checkbox"/>
Group RRSP	<input type="checkbox"/>
Deferred profit sharing plan (DPSP)	<input type="checkbox"/>
Defined benefit plan (DB)	<input type="checkbox"/>



# Appendix D: Questionnaire

<b>3.O. DEFINED CONTRIBUTION PLAN (DC)</b>	
a) Employee contribution	Min. % of salary or other : (specify below)
	Max. % of salary or other : (specify below)
b) Employer contribution	% of salary or
	% of employee contribution
c) In addition to the DC Plan, do you also have	<input type="checkbox"/> Active DB Plan <input type="checkbox"/> Frozen DB plan <input type="checkbox"/> Do not have a DB plan
d) Is there any additional compensation above base salary on which contributions can be made?	Drop down list • Yes • No
Please specify if the case	



# Appendix D: Questionnaire

## **4.0. GROUP RRSP**

a) Employee contribution	Min. % of salary or other : (specify below)
	Max. % of salary or other : (specify below)
b) Employer contribution	% of salary or
	% of employee contribution
c) Administration fees paid by	Drop down list: • Employer • Employee
d) Is there any additional compensation above base salary on which contribution can be made?	Drop down list: • Yes • No
Please specify if the case	

## **5.0. DEFERRED PROFIT SHARING PLAN (DPSP)**

Employer contribution	% of salary or other : (specify below)



# Appendix D: Questionnaire

<b>6.0. DEFINED BENEFIT PLAN (DB)</b>	
a) Employee contribution	% of salary or
	% of salary of YMPE +
	% of salary in excess of YMPE
b) Salary used for pension calculation	<p>Drop down list:</p> <ul style="list-style-type: none"> <li>• Career earnings</li> <li>• Final 3 years</li> <li>• Final 5 years</li> <li>• Indexed career</li> <li>• Other</li> </ul>
1) If indexed career or other, please specify indexing formula or explain other	
2) Is there any additional compensation above base salary that is pensionable?	<p>Drop down list:</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
Please specify if the case	
c) Benefit formula	% of salary or
	% of salary to YMPE +
	% of salary in excess of YMPE
d) Normal retirement age	
e) Rules applicable to early retirement for active members	
1) Minimum age of retirement without reduction	
2) Minimum years of service required to retire without reduction	
3) Reduction formula for early retirement	
f) Indexation after retirement	<p>Drop down list:</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>



# Appendix D: Questionnaire

1) If yes, specify :	Drop down list: <ul style="list-style-type: none"> <li>• ad hoc</li> <li>• Automatic</li> </ul>
2) Please specify formula	
g) Normal form of pension	Drop down list: <ul style="list-style-type: none"> <li>• Life only</li> <li>• Guaranteed 5 years</li> <li>• Guaranteed 10 years</li> <li>• Guaranteed 15 years</li> <li>• 50% joint and survivor</li> <li>• 60% joint and survivor</li> <li>• 66(2/3)% joint and survivor</li> <li>• Other (specify below) :</li> </ul>
Please specify (Other) :	
h) Flexible pension plan (optional ancillary contributions)	Drop down list: <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
i) What is the average employer cost for the DB plan, as defined by the plan's normal cost for funding purposes minus the contribution made by the employee (as a percentage of employee's salary)? The normal cost excludes additional payments made by the employer linked to the unfunded status of the plan, and does not take into consideration total or partial contribution holiday.	\$



# Appendix D: Questionnaire

## 2. B. Employee Benefits Plan

Enter information for the plans that cover the Jobs you matched.

### 1.0. Does your organization offer a benefit plan?

(If your organization does not offer a benefit plan, please go to Section 3

	<input type="checkbox"/> Yes <input type="checkbox"/> No

### 2.0. What percentage of employee provincial health premiums are paid by the employer?

a) British Columbia - Healthcare	%
b) Alberta - Healthcare	%
c) Ontario - Healthcare	%
d) Quebec - Drug Insurance	%

### 3.0. Type of plan

What type of benefits plan is provided to employees	Drop down list: <ul style="list-style-type: none"><li>• Traditional group insurance plan (non flex)</li><li>• Modular plan (1) - Flexible group insurance plan</li><li>• Core Plan Plus Options (2) - Flexible group insurance plan</li><li>• Full Flex (Cafeteria) Plan (3) - Flexible group insurance plan</li><li>• Employee Spending Account for services</li><li>• Other (specify below) - Flexible group insurance plan</li></ul>
Specify Other :	



# Appendix D: Questionnaire

## **4.0. Basic Coverage - Life Insurance**

	<b>Employee's life insurance</b>	<b>Dependents' life insurance</b>	<b>ADD insurance</b>	<b>Survivors' pension</b>
a) Coverage in force	Drop down list: • Yes • No	Drop down list: • Yes • No	Drop down list: • Yes • No	Drop down list: • Yes • No
b) Capital insured				
1) Multiple of salary	x Salary		x Salary	x Salary
Up to insured	\$ Max		\$ Max	\$ Max
2) Fixed amount	\$ Fixed	Spouse	\$ Fixed	\$ Fixed
		Children		
c) Contribution sharing portion paid by employer	%	%	%	%
d) Average employer annual cost per employee				
1) Employee & Dependent Life Insurance	\$			
2) ADD insurance	\$			
3) Survivor insurance	\$			



# Appendix D: Questionnaire

<b>5.0. Basic Coverage - Health Insurance</b>					
	<b>Hospitalization</b>	<b>Drugs</b>	<b>Paramedical care</b>	<b>Outside Canada</b>	<b>Vision care</b>
a) Coverage in force	Drop down list: • Yes • No	Drop down list: • Yes • No	Drop down list: • Yes • No	Drop down list: • Yes • No	Drop down list: • Yes • No
Specify Hospitalization	Drop down list: • Private Room • Semi-private • Ward				
b) Reimbursement rate(s)	% up to	% up to	% up to	% up to	% up to
	\$ plus	\$ plus	\$ plus	\$ plus	\$ plus
	% excess	% excess	% excess	% excess	% excess
d) Deductible:					
1) Individual(\$)	\$	\$	\$	\$	\$
2) Family(\$)	\$	\$	\$	\$	\$
3) Combined	\$				
e) Contribution sharing portion paid by employer	%	%	%	%	%
f) Average employer annual cost per employee for health insurance	\$				



# Appendix D: Questionnaire

<b>6.0. Basic Coverage - Dental Care</b>				
	<b>Basic</b>	<b>Endodontics/periodontics</b>	<b>Major restoration</b>	<b>Orthodontics</b>
a) Coverage in force	Drop down list: • Yes • No			
b) Reimbursements rate(s)	% up to  \$ plus  % excess			
c) Age maximum (if applicable)				
d) Frequency of exams (months)				
e) Deductible:				
1) Individual(\$)	\$			
2) Family(\$)	\$			
3) Combined	\$			
f) Contribution sharing portion paid by employer	%			
g) Average employer annual cost per employee for dental insurance	\$			



# Appendix D: Questionnaire

## **7.0. Basic Coverage - Disability Insurance**

	<b>Short-term</b>	<b>Long-term</b>
What type of short term disability plan do you have?	Drop down list: <ul style="list-style-type: none"><li>• Self funded</li><li>• Insured</li><li>• Administrative Services Only</li></ul>	
a) Coverage in force		Drop down list: <ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul>
b) Benefits equal to		% of salary
c) Maximum		\$ per month
d) Maximum duration		age
e) Contribution sharing portion paid by employer		%
f) Integration with pension		Drop down list: <ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul>
g) Indexation		Drop down list: <ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul>
If yes, please specify rate:		% of CPI and
		% maximum
h) Average employer annual cost per employee		\$



# Appendix D: Questionnaire

## **8.0. Basic Coverage - Parental Leaves**

	<b>Maternity Top Up</b>	<b>Parental Top Up</b>
a) Coverage in force	Drop down list: • Yes • No	Drop down list: • Yes • No
b) Benefits equal to	% of salary	% of salary
c) Maximum	\$ per month	\$ per month
d) Maximum duration	weeks	weeks
e) Contribution sharing portion paid by employer	%	%
f) Average employer annual cost per employee	\$	\$

## **9.0. Basic Coverage - Health Care Spending Account**

	<b>na</b>
a) In force	Drop down list: • Yes • No
b) Maximum per employee per year	\$



# Appendix D: Questionnaire

## 10.0. Optional Additional Coverage

*Can the employee purchase the following additional coverage?*

	<input type="checkbox"/> Employee's life insurance <input type="checkbox"/> Dependents' life insurance <input type="checkbox"/> ADD - Employee <input type="checkbox"/> ADD - Dependents <input type="checkbox"/> Health insurance <input type="checkbox"/> Dental care <input type="checkbox"/> Short-term disability <input type="checkbox"/> Long-term disability <input type="checkbox"/> Critical Illness
--	--

## 11.0. Credits for purchase of additional coverage

a) Credits allocated for the purchase of optional additional coverage in a flexible group insurance plan	Drop down list: • Yes • No
b) Amount allocated	\$ and/or
	% of base salary



# Appendix D: Questionnaire

<b>12.0. Sick Days</b>	
a) Are your employees entitled to sick days?	Drop down list: <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
b) What is the eligibility period for receiving benefits?	Drop down list: <ul style="list-style-type: none"> <li>• Immediately</li> <li>• 3 months</li> <li>• 6 months</li> <li>• 1 year</li> <li>• Other</li> </ul>
c) Number of days allocated to each eligible employee per year	days
d) Can sick days be carried over to the following year?	Drop down list: <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
e) Number of days that can be carried over to a following year	days
f) Can unused sick days be reimbursed?	Drop down list: <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
1) If yes, at what rate?	%
2) Is there a maximum that can be reimbursed	Drop down list: <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
3) If yes, when does reimbursement take place? (Check all that apply)	
- Retirement	<input type="checkbox"/>
- Other termination of employment	<input type="checkbox"/>
- End of the year	<input type="checkbox"/>
- Other	<input type="checkbox"/>



# Appendix D: Questionnaire

## **13.0. Severance pay/separation allowance (excluding legislated provisions for layoffs and terminations)**

1) Are your employees entitled to severance pay/separation allowance?	Drop down list: <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>		
IF NO, PLEASE GO TO NEXT SECTION			
2) This benefit is received at (Check all that apply)			
- Retirement	<input type="checkbox"/>		
- Resignation	<input type="checkbox"/>		
- Termination (other than for disciplinary reasons)	<input type="checkbox"/>		
- Death	<input type="checkbox"/>		
- Other reasons (please specify)			
3) Minimum number of years of service required to be eligible	years		
4) Maximum months of service paid	months		
5) Calculation of benefit			
% of earnings	%		
Flat amount in \$ value	\$		
Flat amount in years	years		
% of earnings or years of service	% per year up to a maximum of	% or	years
Flat amount or years of service	\$ per year up to a maximum of	\$ or	years



# Appendix D: Questionnaire

6) The benefit is usually paid as follows			
- Lump sum	<input type="checkbox"/>		
- Salary continuation	<input type="checkbox"/>		
- Other (please specify)			
Please enter any additional information			

## 3. C. Vacation and Holidays

Enter information for the plans that cover the Jobs you matched.

1.0. Please indicate, by filling in the boxes below, how many years of service is required in order to qualify for the specified weeks of vacation.

a) 1 Week	after	year(s) of service
b) 2 weeks	after	year(s) of service
c) 3 weeks	after	year(s) of service
d) 4 weeks	after	year(s) of service
e) 5 weeks	after	year(s) of service
f) 6 weeks	after	year(s) of service
g) More than 6 weeks		year(s) of service



# Appendix D: Questionnaire

## 2.0. Statutory / Floating Holidays / Personal Days

a) Number of Statutory Holidays	
b) Number of Floating Holidays	
c) Number of personal days	

## 4. D. Overtime Policies

Enter information for the plans that cover the Jobs you matched.

### 1.0. Does your company pay a premium (above the regular rate) to employees for time worked beyond regular hours?

	<p>Drop down list:</p> <ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul>

### 2.0. Overtime is paid to employees after working regular hours on a:

	<p>Drop down list:</p> <ul style="list-style-type: none"><li>• Daily basis</li><li>• Weekly basis</li><li>• Combined daily/weekly basis</li><li>• Defined work period basis</li></ul>
a) If Daily basis, after how many hours in the day?	hours
b) If Weekly basis, after how many hours in the week?	hours



# Appendix D: Questionnaire

**3.0. Please indicate rate paid when employees work on the following days:**

	<b>Regular working day</b>	<b>Statutory Holiday</b>	<b>First day of rest</b>	<b>Second rest day</b>
Rate	for up to	for up to	for up to	for up to
	hours	hours	hours	hours
	for any additional hours	for any additional hours	for any additional hours	for any additional hours



# Appendix E: Glossary of Terms

## **ADD Insurance**

Accidental death and dismemberment insurance.

## **Floating Holidays**

A floating holiday is paid time off of short duration for which no date has been predetermined.

## **Personal Days**

A personal day is paid time off granted for personal (i.e., not work- related) reasons.

## **Deductible**

In an insurance policy, the deductible is the portion of any claim that is not covered by the insurance provider. It is normally quoted as a fixed quantity and is a part of most policies covering losses to the policy holder. The deductible must be paid by the insured before the benefits of the policy can apply.

## **Salary Structure**

A formalized hierarchy of position types, grade classifications and their associated pay. Each grade has a corresponding salary scale which includes a scale maximum and a scale minimum which define the salary range for each grade.

## **Indexation**

Indexation refers to the linking of pension payments to a benchmark index.



# Appendix E: Glossary of Terms

## CPI

The Consumer Price Index measures the changes in the average cost of commonly used goods and services.

## YMPE

The Year's Maximum Pensionable Earnings (YMPE) is established by the Canada Pension Plan (CPP). It is the maximum salary level used to determine employer and employee contributions to the CPP. The federal government revises this amount every year, based on increases in the Average Industrial Wage.

## Normal Maximum (Midpoint)

The midpoint of a salary scale is the salary paid to a fully qualified employee whose performance is rated as satisfactory. It includes all market premiums and adjustments.

## Normal Minimum

The normal minimum of a salary scale is the salary generally paid to new incumbents who are still in development. It includes all market premiums and adjustments.

## Cafeteria Plan

A cafeteria plan is a flexible group benefit plan that allows each plan member a benefit "budget" which the plan member uses to purchase the coverage (death benefit, disability benefits, medical expenses, dependent coverage, catastrophic illness, etc.) that best meets his or her needs. The credits not used to purchase coverage, if any, are saved for retirement.

## Merit Pay

Additional compensation periodically paid over and above the established salary scales.



# Appendix E: Glossary of Terms

## **Automatic Progression**

Automatic Progression automatically increases an employee's salary after specified periods of service. It is not related to the employee's performance objectives.

## **Merit Progression**

Merit Progression refers to a formula for moving an employee through a salary structure based on pre-established performance and productivity objectives.

