

# ***Canadian Professional Planners National Compensation and Benefits Survey***

***REPORT FOR THE PLANNING INSTITUTE OF BRITISH COLUMBIA***

***Prepared For:***



***Prepared By:***



***November 2019***

**Canadian Professional Planners**  
**National Compensation and Benefits Survey**  
**Report for the Planning Institute of British Columbia**

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# Canadian Professional Planners

## National Compensation and Benefits Survey

### - Report for the Planning Institute of British Columbia -

## Background and Objectives

This survey was designed to gather information regarding the demographics, job responsibilities, and compensation and benefits of Canadian professional planners.

This report has been created using the results derived from respondents in British Columbia and Yukon.

Subject areas and question topics included:

### Demographics and Current Employment

- Gender and age, education, professional status
- Employment status and employer type
- Years of experience and area(s) of specialization
- Position in the organization and number of reports
- Job satisfaction and incidence of seeking another job

### Current Compensation

- Satisfaction with current compensation
- Anticipated salary increase
- Compensation for overtime hours

### Work Week

- Hours in an average work week
- Overtime hours and compensation for overtime

### Benefits

- Benefits partially paid or completely paid by employer
- Vacation time

### Business information (completed by Self-employed/consultant or Owner/principal)

- Years in business
- Full-time/part-time staff
- Billing rates

## Method

An email invitation to participate in this survey was sent to 7,658 regulated members of professional planning institutes across Canada. Contained within the email was a link to an online survey. The fieldwork for this survey ran from May 8<sup>th</sup> to June 9<sup>th</sup>. In total, 1,850 planners from across Canada had responded. This represents a 24.2% response rate. In our experience, this is an average response rate for surveys of this type.

For each Provincial and Territorial Institute and Association (PTIA), the following table provides details related to the number of members receiving invitations, the number of responses, and response rate. We note that the 23% response rate by PIBC members is consistent with the overall response rate of 24%.

	MEMBERS #	RESPONSES #	RESPONSE RATE %
<b>PIBC</b>	1,291	297	23%
<b>APPI</b>	870	222	26%
<b>SPPI</b>	196	95	48%
<b>MPPI</b>	136	52	38%
<b>OPPI</b>	3,373	824	24%
<b>OUQ</b>	1,516	236	16%
<b>API</b>	276	114	41%
<b>OTHER</b>	n/a	10	n/a
<b>TOTAL</b>	7,658	1,850	24%

## Margin of Error

With a total sample of 290 and a population of 1291, the margin of error is plus or minus 5.0 percentage points at the 95 percent confidence level.

If, for example, 50% of the respondents report achieving a certain level of education, then we can be reasonably sure (19 times out of 20) of an accuracy within +/- 5.0%. This means that a total census of all regulated members would reveal an answer of not less than 45.0% and not more than 55.0%.

The margin of error, as stated above, applies only when the full base is being reported upon, and when the proportion being tested is 50%. As the base size being report decreases, the margin of error increases. But also, as the proportion being tested rises (e.g. 70% instead of 50%), the margin of error decreases.

## Definitions: Mean and Median

Throughout this report are tables that use the terms “mean” and “median”. The mean is simply the arithmetic average of a set of numbers. We use average and mean interchangeably. It is the sum of all values divided by the number of items in the list.

While the mean is an extremely useful statistic, it can be dramatically affected by extreme values in the dataset e.g. a very high reported salary. For this reason, the median, is often used to report salary information. The median is the “middle” value and is unaffected by extreme values. When the data are arranged in order of magnitude, half of the data will be smaller than the median and half will be larger.

## Reader Note

There are a few things to note when reading this report:

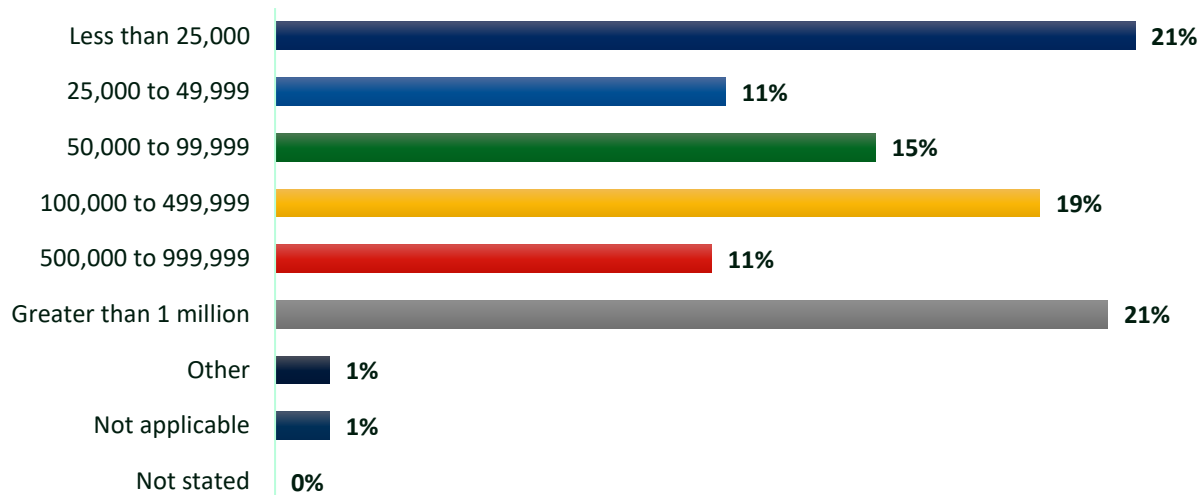
- Almost all charts are shown with rounding to the closest whole number.
- For a few geographic charts, one decimal place is shown in the percentages.
- Categories that are labelled as 0% in charts are sometimes 0%, but are also sometimes greater than 0% and less than 0.5%.
- The **group cut-off size** for showing mean and median detail is **30**. Almost all categories of <30 are not included in the average and median detail tables. Where possible and sensible, categories of <30 are combined. For example, if age categories of *66 to 70* and *Over 70* had 25 and 18 responses respectively, they could be combined into an *Over 65* category with 43 respondents. There are, however, some cases where categories of <30 are shown in the mean and median tables. This is most notable in the final section of the survey that was completed only by the 117 respondents who identified themselves as “Self-employed/ Consultant” or “Owner/principal.”

## Section 1: About You

### Size of municipality where currently employed

*There are virtually equal numbers of respondents from the smallest (less than 25,000) and largest populations centres (greater than 1 million).*

### What size is the city, town, or region where you are currently employed?



	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Less than 25,000</i>	15%	21%	63	\$92,484	\$90,000
<i>25,000 to 49,999</i>	7%	11%	33	\$97,093	\$93,760
<i>50,000 to 99,999</i>	9%	15%	44	\$97,495	\$88,000
<i>100,000 to 499,999</i>	24%	19%	56	\$100,007	\$90,000
<i>500,000 to 999,999</i>	15%	11%	32	\$82,467	\$80,000
<i>Greater than 1 million</i>	28%	21%	61	\$112,070	\$106,000
<b>Estimated average (000's)</b>	<b>554</b>	<b>423</b>	<b>423</b>	n/a	n/a



## Name of municipality where employer is located

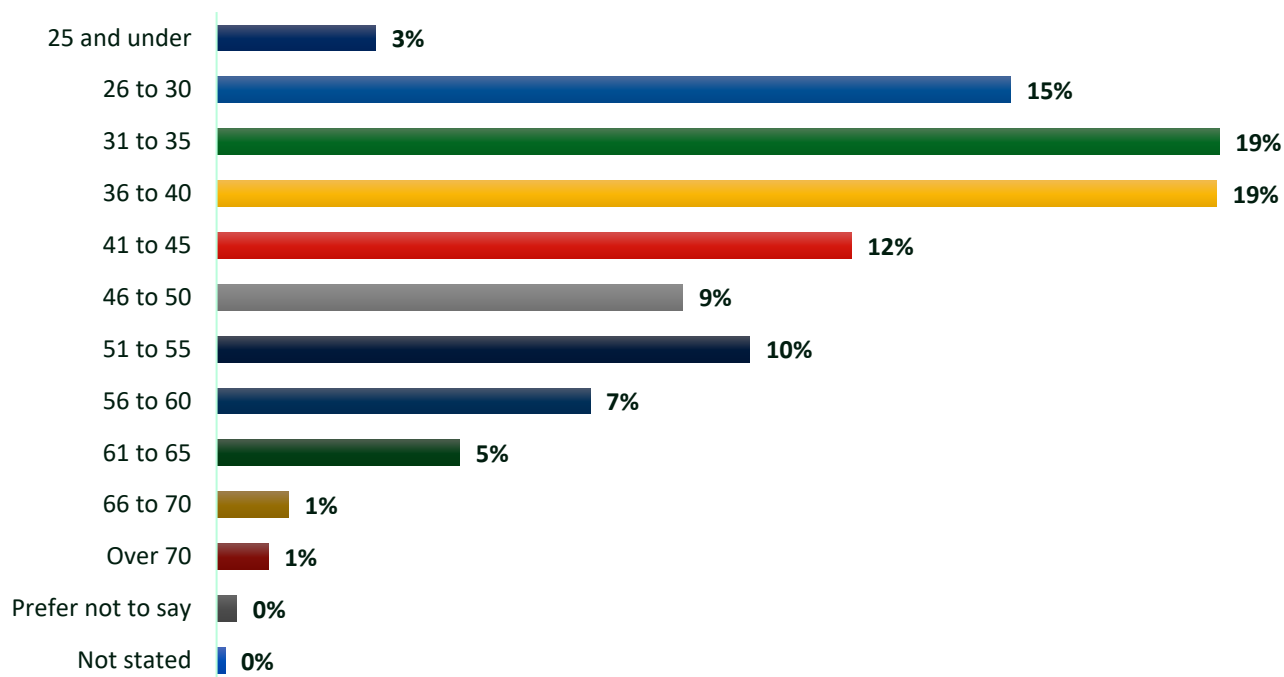
*The mean salary is higher Vancouver than in other parts of British Columbia.*

	<i>Total Canada %</i>	<i>Total PIBC %</i>	<i>Total PIBC N</i>	<i>PIBC Mean</i>	<i>PIBC Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Vancouver</i>	4%	26%	76	\$102,968	\$100,000
<i>Victoria</i>	1%	7%	20	\$93,563	\$84,000
<i>Misc. BC</i>	10%	59%	176	\$97,837	\$91,000

## Age

Almost 40% of respondents were in their 30s. Mean base salaries/ incomes increased with age, topping out at nearly \$120k in the age bracket of Over 55. The average age reported for males is 43.6 and for females is 41.5.

### What is your age category?

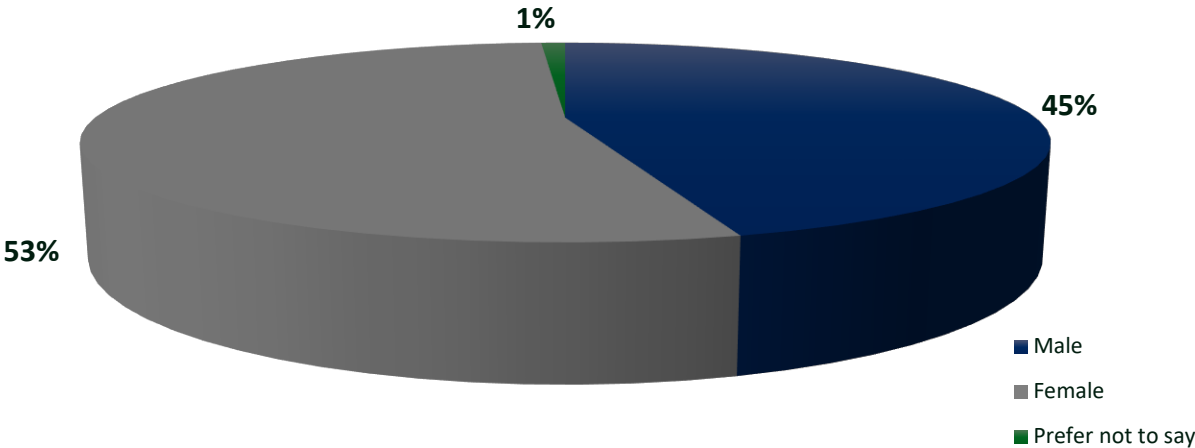


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
30 and under	18%	13%	40	\$71,309	\$70,290
31 to 35	19%	14%	41	\$89,166	\$84,000
36 to 40	19%	22%	66	\$90,324	\$87,000
41 to 45	12%	15%	46	\$102,817	\$104,000
46 to 55	19%	21%	61	\$114,597	\$112,500
Over 55	14%	14%	41	\$119,449	\$127,000
<i>Estimated average</i>	<b>41.3</b>	<b>42.5</b>	<b>42.5</b>	n/a	n/a

# Gender

More females than males responded from PIBC. In terms of mean base salaries/ incomes, males reported an average salary that was approximately \$17.5k higher than females.

## What is your gender identity?

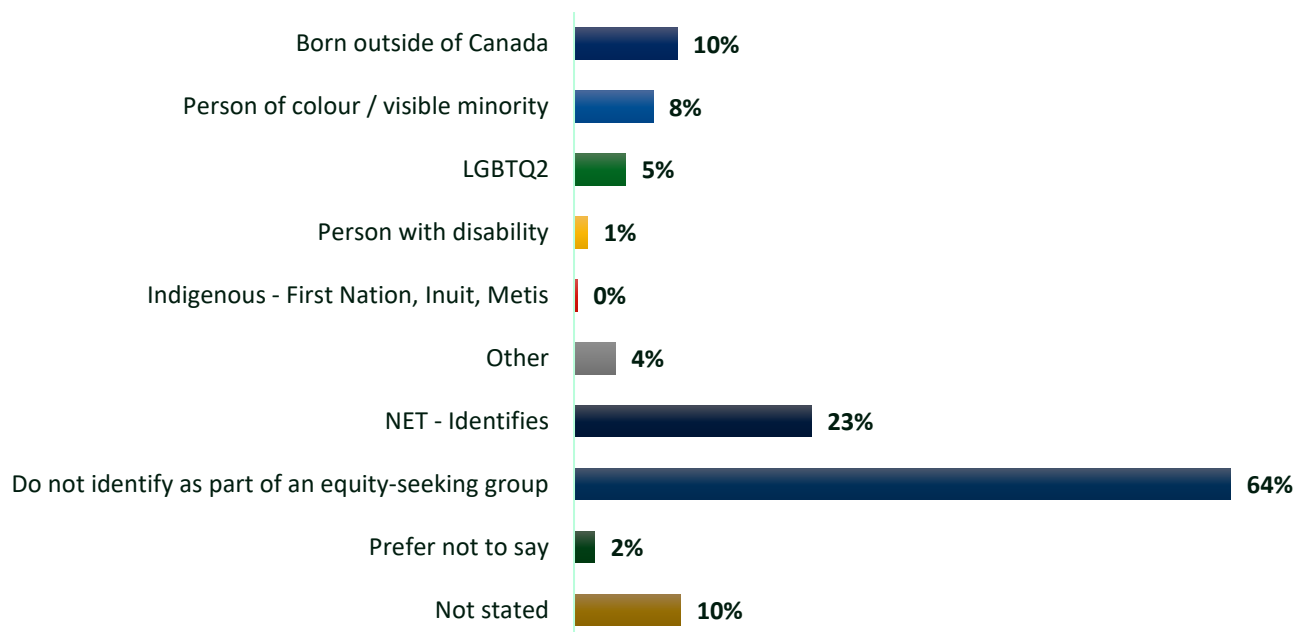


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
Male	51%	45%	134	\$107,648	\$104,000
Female	47%	53%	158	\$90,919	\$86,000

## Identifies as part of an equity-seeking group

Twenty-three percent of PIBC respondents chose to self-identify as being part of an equity-seeking group. The mean annual base salary/income for those 69 respondents was reported as \$98,761.

### Do you identify as part of an equity-seeking group:



	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Person of colour / visible minority</i>	8%	8%	23	\$93,689	\$91,000
<i>Born outside of Canada</i>	7%	10%	30	\$97,997	\$96,460
<i>NET - Identifies</i>	21%	23%	69	\$98,761	\$92,585
<i>Do not identify as part of an equity-seeking group</i>	64%	64%	191	\$100,851	\$93,165
<i>Not stated</i>	12%	10%	31	\$84,206	\$82,000

## Has an accredited Canadian planning degree

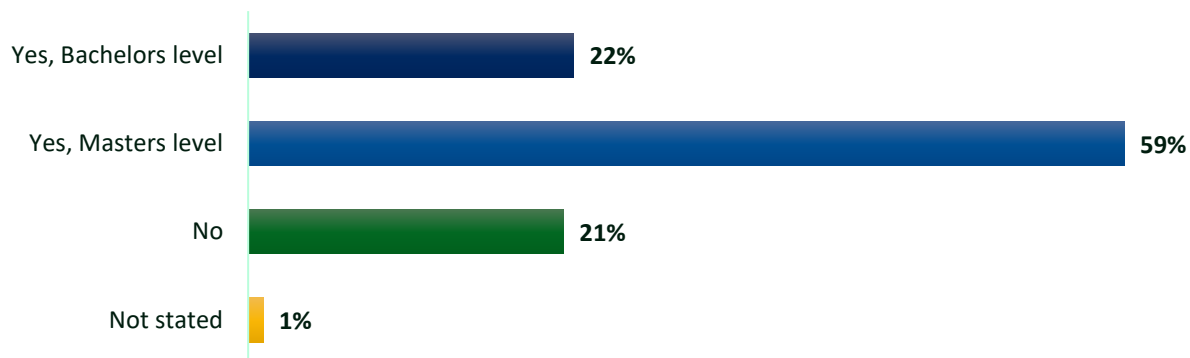
*PIBC has a proportionally higher number of planners at the master's level than was reported nationally.*

*At first glance, it appears that having an accredited Canadian planning degree might be detrimental to earning power since the highest salary – around \$103k – belongs to those who do not have one. But after looking at the way this question interacts with years of experience in the planning industry, it appears that it is the years of experience that is creating this effect.*

*“Years in planning” is related very strongly to increase in salary, as shown in the table below, where those with less than 5 years experience averaged \$74.5k in salary, and those with 31+ years, \$128.4k.*

*And since those **without** an accredited degree have been in a planning position for a longer time, on average, (Bachelor's level: 15.4 years, Master's level: 13.3 years, No degree: 16.8 years – see next page) then they reported a larger average salary than those **with** a degree. This relationship can especially be seen among those who have been in a planning position for 5 years or less: 22% have an accredited bachelor's degree, 75% have a master's, and only 3% have neither. Perhaps having an accredited degree is more important now than in the past, so those without a degree have more experience.*

### Do you have a Canadian accredited planning degree?



**Table showing detail of accredited degree data by years in planning for PIBC**

	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median	<=5 yrs %	6 to- 10 y %	11 to 15 y %	16 to 20 y %	21 to 25 y %	26 to 30 y %	31+ yrs. %
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>	<b>64</b>	<b>54</b>	<b>75</b>	<b>39</b>	<b>22</b>	<b>22</b>	<b>21</b>
<i>Yes, bachelor's level</i>	39%	22%	65	\$93,659	\$87,000	22%	13%	23%	28%	36%	9%	24%
<i>Yes, master's level</i>	47%	59%	175	\$98,672	\$91,000	75%	67%	47%	59%	45%	55%	52%
<i>No</i>	17%	21%	63	\$103,098	\$97,500	3%	22%	32%	21%	23%	36%	24%
<b>Mean Salary (\$k)</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>74.5</b>	<b>89.0</b>	<b>95.9</b>	<b>115.7</b>	<b>111.1</b>	<b>127.6</b>	<b>128.4</b>

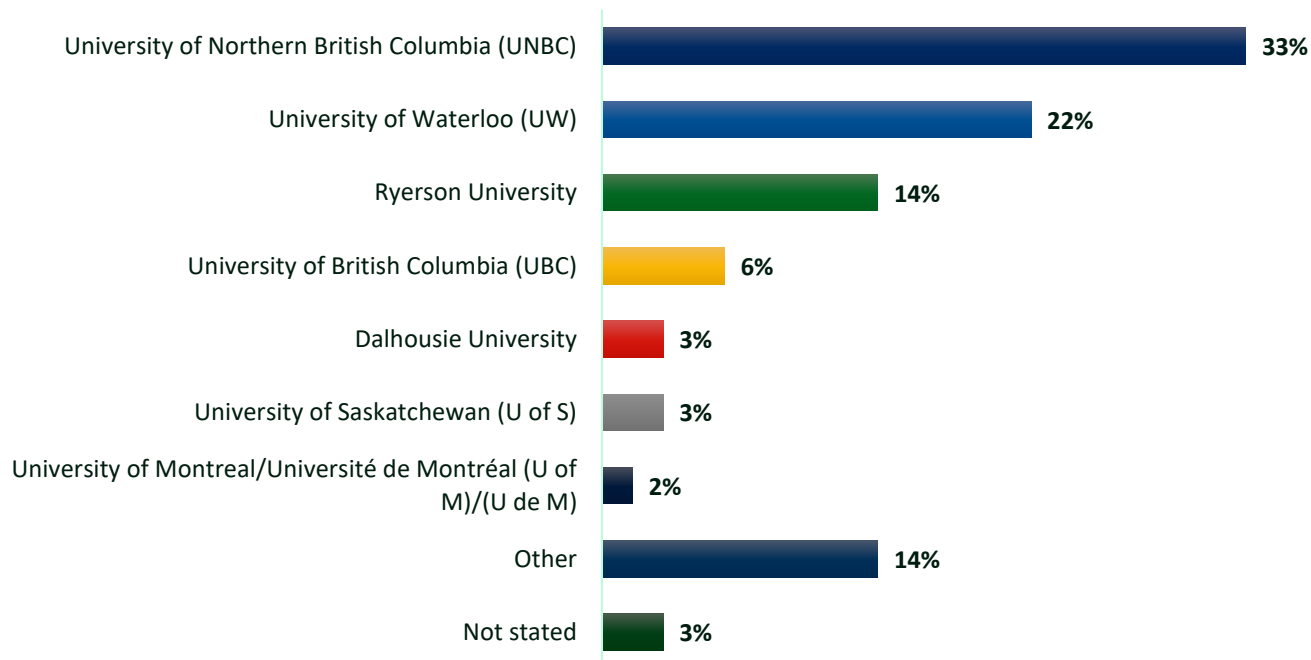
**Table showing detail of years in planning by accredited degree data for PIBC planners**

	<i>B. level degree %</i>	<i>M. level degree %</i>	<i>NO degree %</i>
<b>TOTAL RESPONDENTS</b>	<b>64</b>	<b>175</b>	<b>64</b>
<i>5 or less years in planning</i>	22%	27%	3%
<i>6 to 10</i>	11%	21%	19%
<i>11 to 15</i>	27%	20%	38%
<i>16 to 20</i>	17%	13%	13%
<i>21 to 25</i>	13%	6%	8%
<i>26 to 30</i>	3%	7%	13%
<i>31 to 35</i>	0%	3%	6%
<i>36 to 40</i>	2%	2%	2%
<i>41 or more</i>	6%	1%	0%
<b>Mean years in planning</b>	<b>15.4</b>	<b>13.3</b>	<b>16.8</b>

## Accredited Canadian bachelor’s degree – school

Almost one-third of accredited bachelor’s degrees reportedly came from UNBC. Graduates from Waterloo and Ryerson seemed to be leading the way with respect to mean salaries, but the small response sizes from many other universities make any definite commentary difficult.

### For the bachelor's level accredited Canadian planning degree, please specify the school.

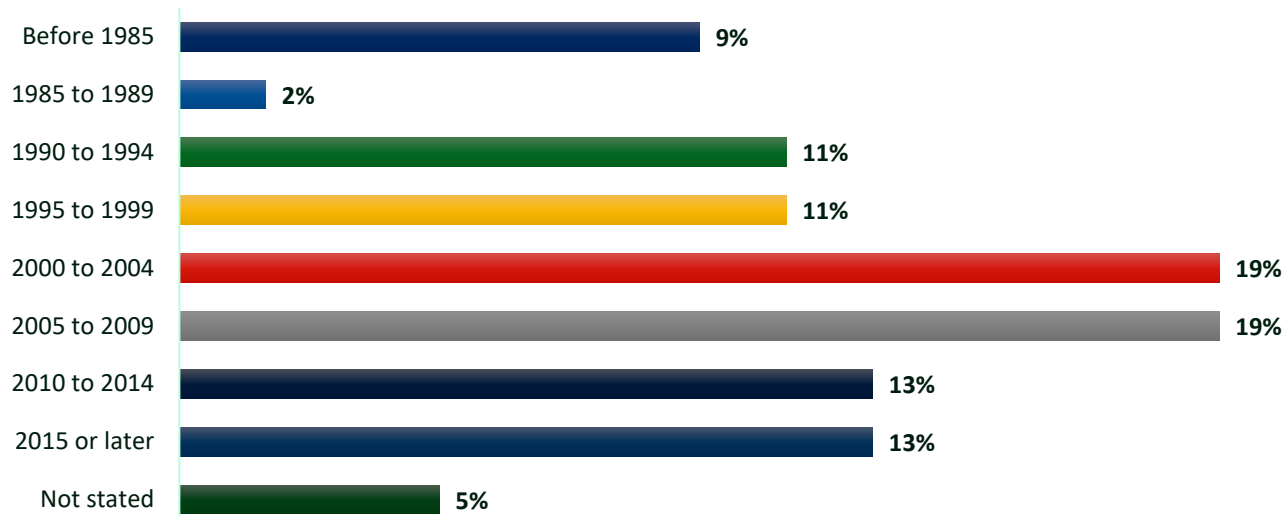


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>716</b>	<b>64</b>	<b>64</b>	<b>\$94,435</b>	<b>\$87,000</b>
<i>University of Northern British Columbia (UNBC)</i>	3%	33%	21	n/a	n/a
<i>University of Waterloo (UW)</i>	30%	22%	14	n/a	n/a
<i>Ryerson University</i>	18%	14%	9	n/a	n/a
<i>University of British Columbia (UBC)</i>	1%	6%	4	n/a	n/a
<i>Dalhousie University</i>	4%	3%	2	n/a	n/a
<i>University of Saskatchewan (U of S)</i>	12%	3%	2	n/a	n/a
<i>University of Montreal/Université de Montréal (U of M)/(U de M)</i>	9%	2%	1	n/a	n/a

## Accredited Canadian bachelor’s degree – year

Only a quarter of PIBC’s bachelor’s level degree holders (26%) graduated since 2009, vs. 34% nationally

### For the bachelor's level accredited Canadian planning degree, what year did you graduate?



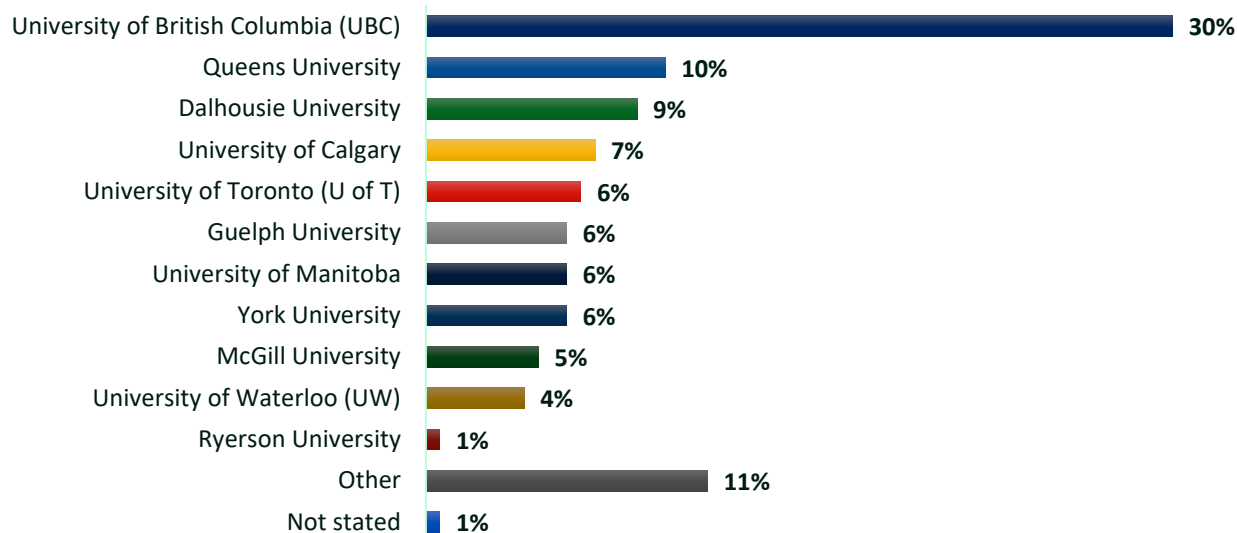
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>716</b>	<b>64</b>	<b>64</b>	<b>\$94,435</b>	<b>\$87,000</b>
<i>Before 1985</i>	8%	9%	6	n/a	n/a
<i>1985 to 1989</i>	6%	2%	1	n/a	n/a
<i>1990 to 1994</i>	9%	11%	7	n/a	n/a
<i>1995 to 1999</i>	9%	11%	7	n/a	n/a
<i>2000 to 2004</i>	12%	19%	12	n/a	n/a
<i>2005 to 2009</i>	18%	19%	12	n/a	n/a
<i>2010 to 2014</i>	21%	13%	8	n/a	n/a
<i>2015 or later</i>	13%	13%	8	n/a	n/a



## Accredited Canadian master's degree – school

There was a much broader range of schools reported at the master's level than at the bachelor's level. By far for PIBC planners, the most frequently mentioned school for a master's level accredited planning degree was UBC.

### For the master's level accredited Canadian planning degree, please specify the school.

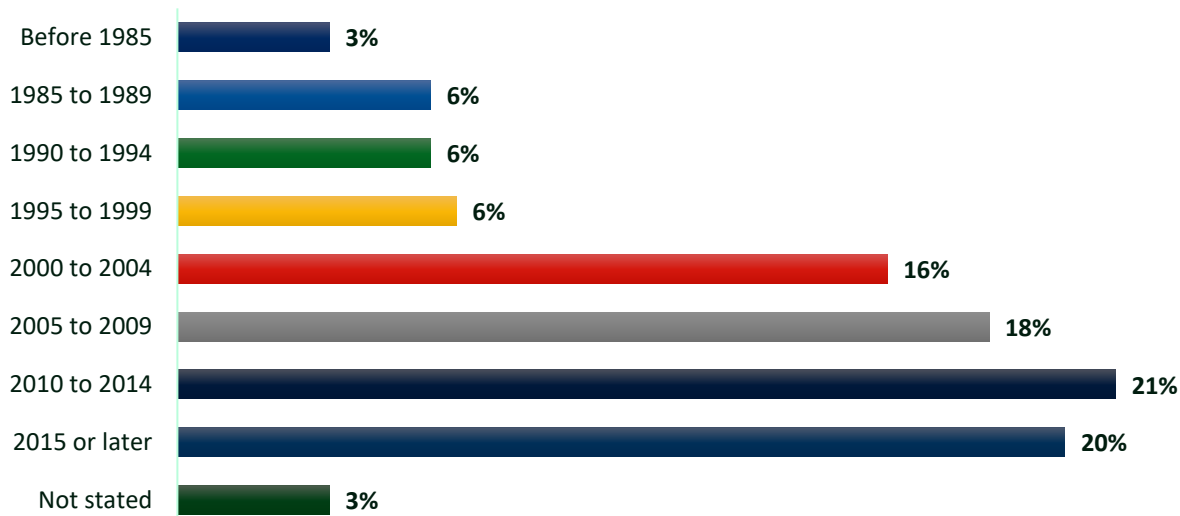


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>876</b>	<b>175</b>	<b>175</b>	<b>\$98,672</b>	<b>\$91,000</b>
<i>University of British Columbia (UBC)</i>	8%	30%	53	\$100,084	\$91,000
<i>Queens University</i>	14%	10%	17	n/a	n/a
<i>Dalhousie University</i>	9%	9%	15	n/a	n/a
<i>University of Calgary</i>	6%	7%	12	n/a	n/a
<i>University of Toronto (U of T)</i>	7%	6%	11	n/a	n/a
<i>Guelph University</i>	8%	6%	10	n/a	n/a
<i>University of Manitoba</i>	6%	6%	10	n/a	n/a
<i>York University</i>	9%	6%	10	n/a	n/a
<i>McGill University</i>	4%	5%	8	n/a	n/a
<i>University of Waterloo (UW)</i>	6%	4%	7	n/a	n/a
<i>Ryerson University</i>	4%	1%	1	n/a	n/a
<i>Laval University/Université Laval</i>	5%	0%	0	n/a	n/a
<i>University of Montreal/Université de Montréal (U of M)/(U de M)</i>	6%	0%	0	n/a	n/a

## Accredited Canadian master’s degree – year

Among PIBC planners, 41% of master’s level planners graduated since 2009. The more recent the graduation, the lower the mean annual base salary/income.

### For the master's level accredited Canadian planning degree, what year did you graduate?

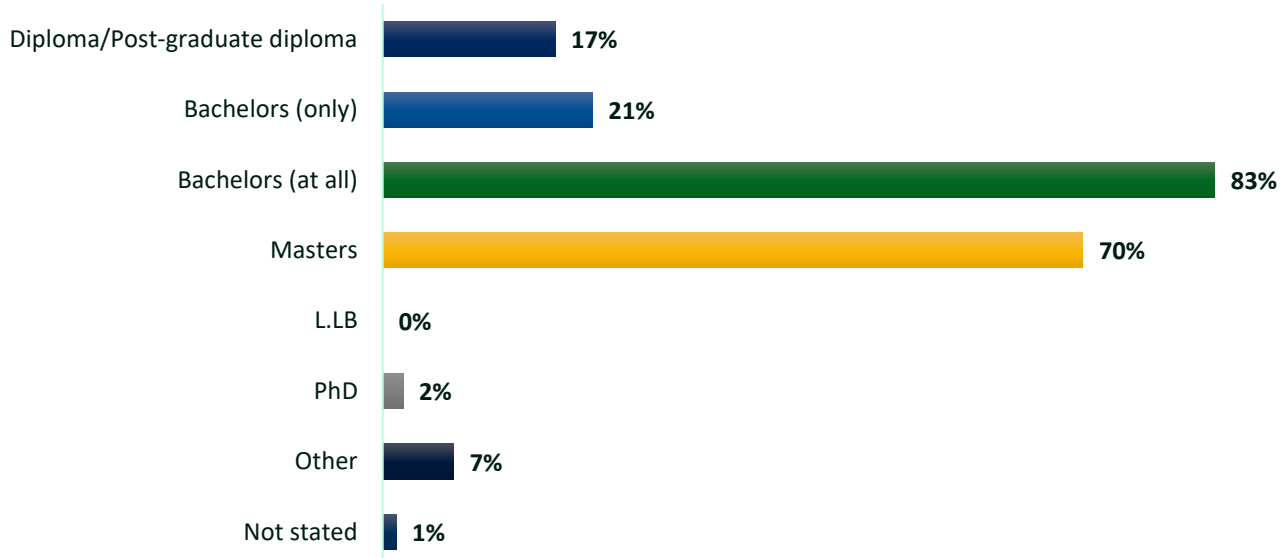


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>876</b>	<b>175</b>	<b>175</b>	<b>\$98,672</b>	<b>\$91,000</b>
<i>Before 1985</i>	4%	3%	6	n/a	n/a
<i>1985 to 1989</i>	5%	6%	10	n/a	n/a
<i>1990 to 1994</i>	5%	6%	10	n/a	n/a
<i>1995 to 1999</i>	8%	6%	11	n/a	n/a
<i>2000 to 2004</i>	11%	16%	28	\$109,834	\$112,000
<i>2005 to 2009</i>	17%	18%	32	\$101,413	\$102,000
<i>2010 to 2014</i>	25%	21%	37	\$90,114	\$83,000
<i>2015 or later</i>	21%	20%	35	\$71,432	\$69,000

## Degrees/Diplomas earned

Eighty-three percent of PIBC planners report having a bachelor's degree and 70% have gone on to earn a master's level degree.

### What degrees or diplomas have you earned?

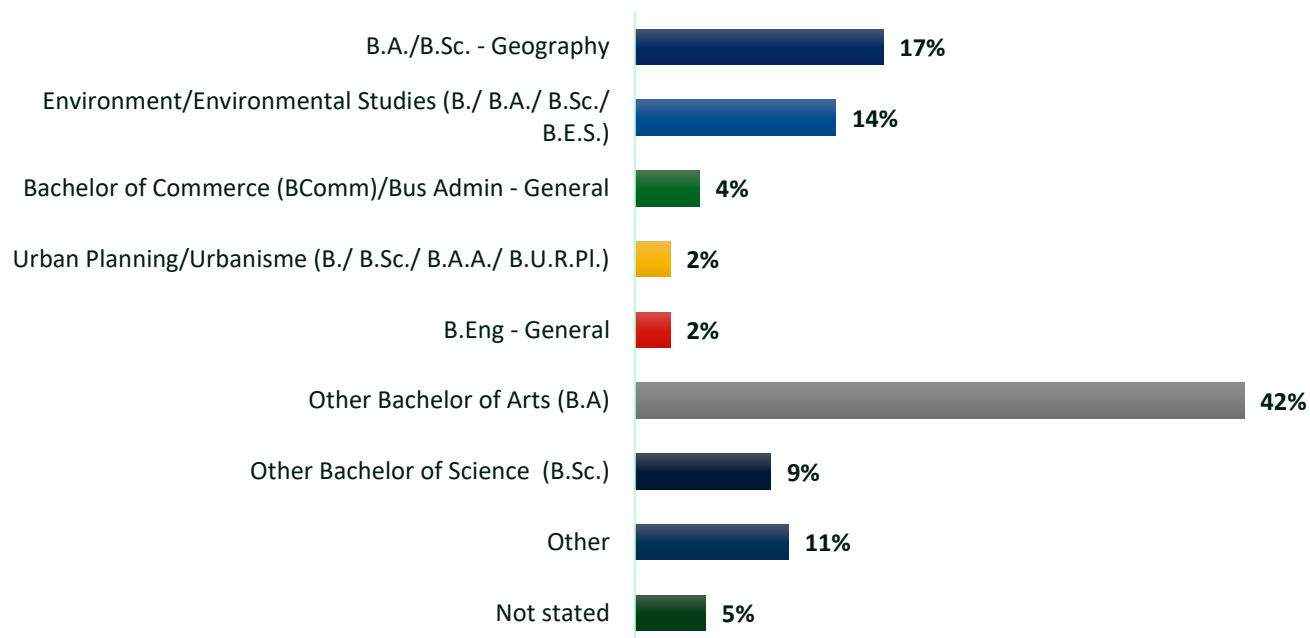


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Diploma/Post-graduate diploma</i>	14%	17%	51	\$96,616	\$90,000
<i>Bachelors (only)</i>	34%	21%	62	\$97,577	\$88,000
<i>Bachelors (at all)</i>	85%	83%	246	\$98,629	\$92,000
<i>Masters</i>	56%	70%	207	\$98,874	\$92,000
<i>PhD</i>	2%	2%	6	n/a	n/a

## Bachelor's degree earned

"Geography" is the type of bachelor's degree most often mentioned, at 17%

### What degrees or diplomas have you earned? [Bachelor's degree]

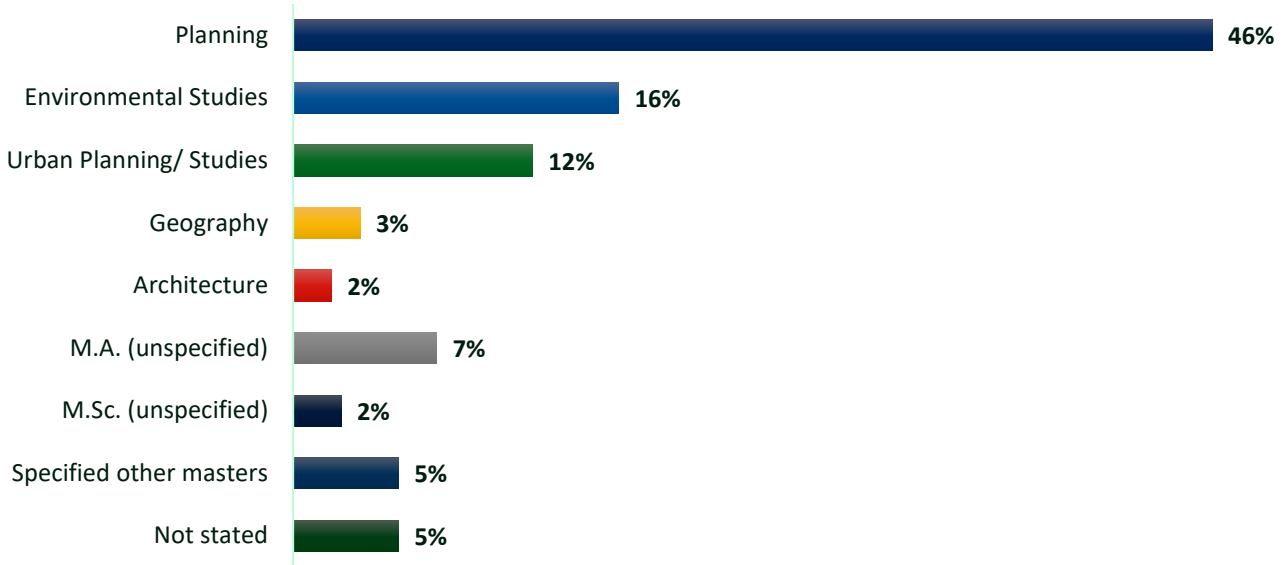


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1576</b>	<b>246</b>	<b>246</b>	<b>\$98,629</b>	<b>\$92,000</b>
<i>B.A./B.Sc. - Geography</i>	10%	17%	42	\$99,001	\$92,000
<i>Environment/Environmental Studies (B./ B.A./ B.Sc./ B.E.S.)</i>	23%	14%	34	\$98,159	\$93,165
<i>Bachelor of Commerce (BComm)/Bus Admin - General</i>	2%	4%	11	n/a	n/a
<i>Urban Planning/Urbanisme (B./ B.Sc./ B.A.A./ B.U.R.Pl.)</i>	9%	2%	6	n/a	n/a
<i>B.Eng - General</i>	2%	2%	6	n/a	n/a
<i>Other Bachelor of Arts (B.A)</i>	32%	42%	103	\$99,100	\$90,000
<i>Other Bachelor of Science (B.Sc.)</i>	12%	9%	23	n/a	n/a

# Master's degree earned

Three quarters of PIBC respondents with master's degrees were specialized in: planning (unspecified), environmental studies, or urban planning/ urban studies.

## What degrees or diplomas have you earned? [Masters's degree]

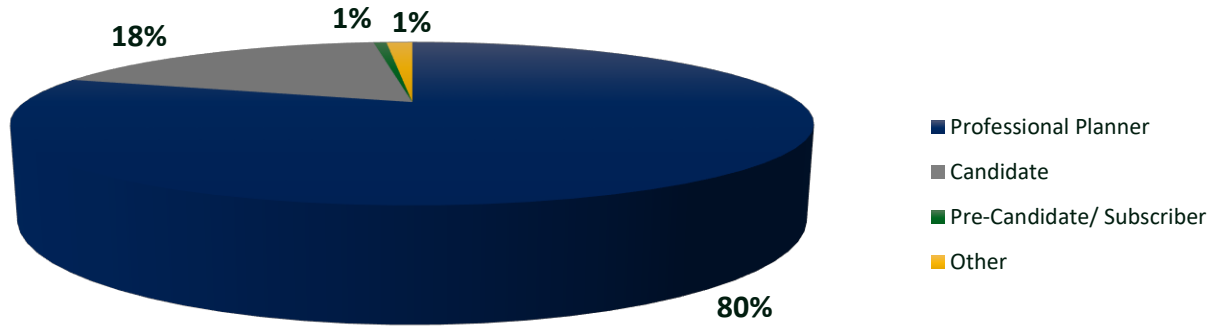


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1036</b>	<b>207</b>	<b>207</b>	<b>\$98,874</b>	<b>\$92,000</b>
<i>Planning</i>	41%	46%	96	\$96,209	\$90,000
<i>Environmental Studies</i>	15%	16%	34	\$100,160	\$95,000
<i>Urban Planning/ Studies</i>	17%	12%	25	\$98,278	\$89,180
<i>Geography</i>	2%	3%	7	n/a	n/a
<i>Architecture</i>	2%	2%	4	n/a	n/a
<i>M.A. (unspecified)</i>	5%	7%	15	n/a	n/a
<i>M.Sc. (unspecified)</i>	5%	2%	5	n/a	n/a
<i>Specified other masters</i>	9%	5%	11	n/a	n/a

## Professional status

“Professional Planners” make up 80% of PIBC planners who responded to the survey, and their mean annual base salary/income is approximately \$25k higher than those who do not have that professional planning status.

### What is your professional planning status?



#### Definitions used in survey:

**Professional Planner** - An individual who has met their Provincial and Territorial Institute’s certification criteria to become a Registered Professional Planner/Licensed Professional Planner/urbaniste or equivalent, and is currently in good standing with their Provincial and Territorial Institute.

**Candidate** - An individual who is in the process of meeting their Provincial and Territorial Institute’s certification criteria to become a Registered Professional Planner/Licensed Professional Planner/urbaniste or equivalent.

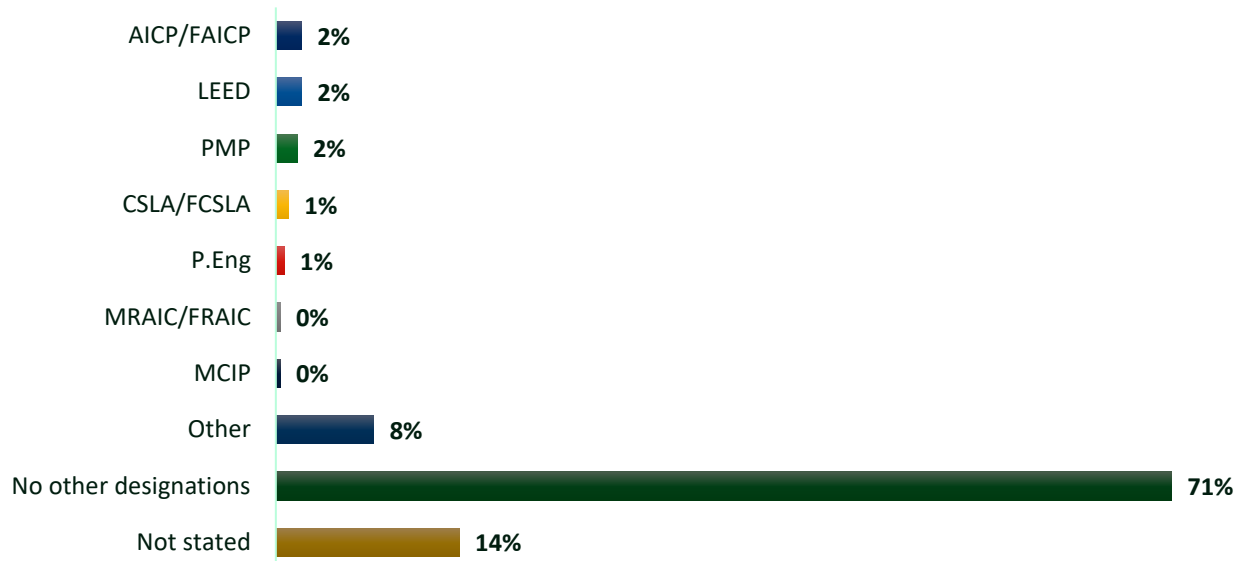
**Pre-Candidate/Subscriber** - An individual who is pursuing a career in planning, but is not yet eligible to apply for Candidate status with their Provincial or Territorial Institute.

	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
Professional Planner	79%	80%	238	\$103,225	\$97,000
Candidate	17%	18%	53	\$78,351	\$75,000
Pre-Candidate/Subscriber	3%	1%	2	n/a	n/a

## Additional professional designations

Among PIBC respondents, those with no other designations made up 71% of respondents.

### Do you hold any additional professional designations?

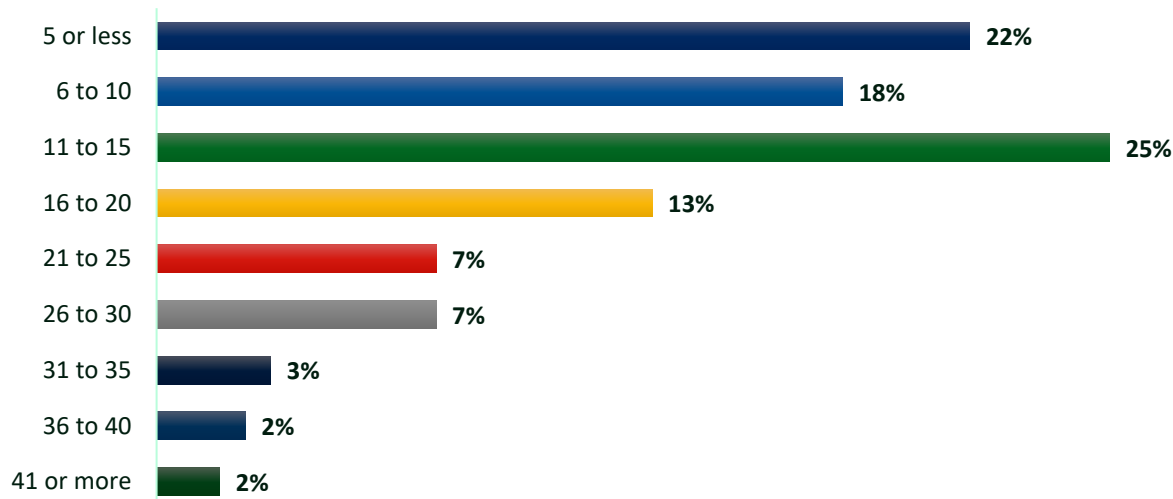


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
AICP/FAICP	2%	2%	6	n/a	n/a
LEED	1%	2%	6	n/a	n/a
PMP	1%	2%	5	n/a	n/a
CSLA/FCSLA	1%	1%	3	n/a	n/a
P.Eng	1%	1%	2	n/a	n/a
MRAIC/FRAIC	0%	0%	1	n/a	n/a
MCIP	1%	0%	1	n/a	n/a
Other	15%	8%	23	n/a	n/a
No other designations	63%	71%	210	\$96,408	\$90,000

## Years employed in a planning position

Among PIBC respondents, approximately 2/3 (65%) have been employed in a planning position for 15 years or less. Once again, there is a pattern in which the mean base salaries/ incomes increase with experience. The overall approximated average experience was 14.4 years, very close to the national average. For males it was 15.4 and for females, 13.5.

### How many years have you been employed in a planning position?



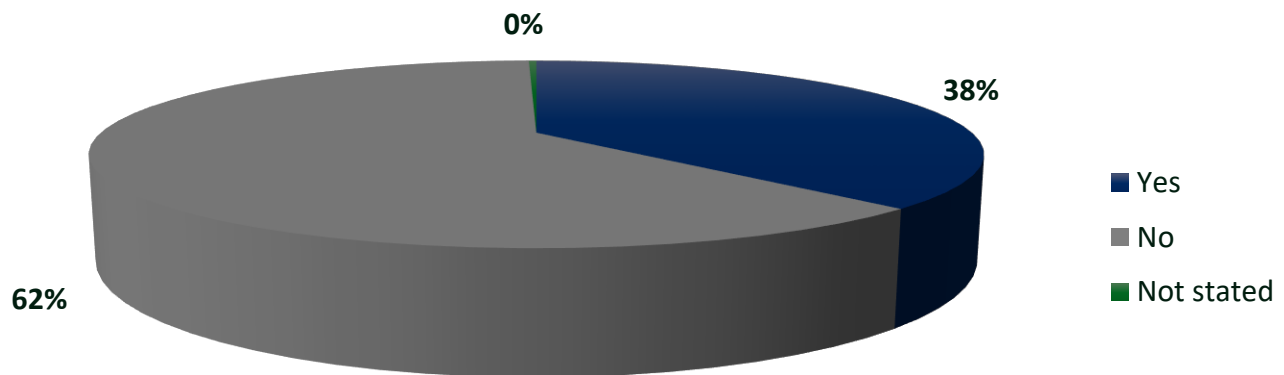
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
5 or less	23%	22%	64	\$74,508	\$71,500
6 to 10	21%	18%	54	\$88,969	\$90,000
11 to 15	20%	25%	75	\$95,881	\$93,165
16 to 20	11%	13%	39	\$115,713	\$116,000
21 to 25	8%	7%	22	\$111,079	\$97,500
26 to 30	8%	7%	22	\$127,636	\$121,000
31 to 35	4%	3%	9	n/a	n/a
36 to 40	2%	2%	7	n/a	n/a
41 or more	2%	2%	5	n/a	n/a
<b>Average years</b>	<b>14.5</b>	<b>14.4</b>	<b>14.4</b>		



## Belongs to a union

Among PIBC respondents, 38% belong to a union – higher than the national average of 29%. Because of small base sizes, it is difficult to speculate at whether or not there is an advantage of being a union member for PIBC planners at the junior level. But, nationally, union members at the junior level were paid over \$6k more than those who were not in a union. At higher levels nationally, however, on average, there is either no advantage or there is a salary disadvantage to union membership.

### Do you belong to a union?



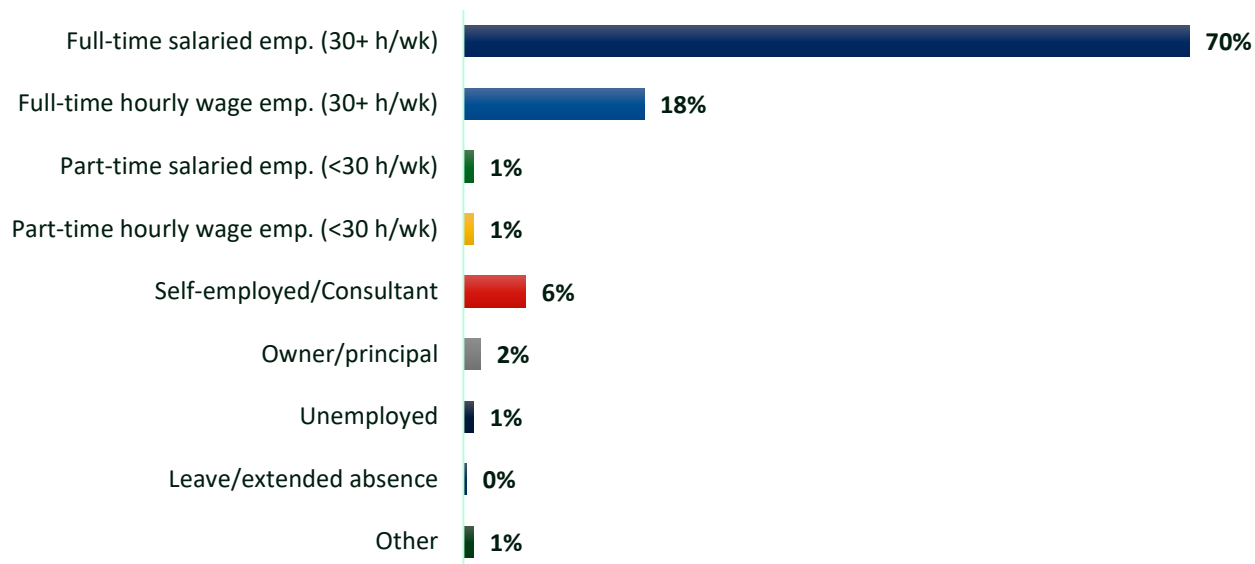
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median	PIBC Exec Mean	PIBC Sr. Mean	PIBC Mid. Mean	PIBC Jr. Mean
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>	<b>\$132,048</b>	<b>\$105,573</b>	<b>\$82,212</b>	<b>\$66,135</b>
Yes	29%	38%	112	\$83,912	\$82,000	n/a	\$88,826	\$82,131	n/a
CUPE	12%	20%	60	\$84,996	\$84,000	n/a	n/a	\$87,146	n/a
Other	12%	9%	28	\$84,606	\$80,000	n/a	n/a	n/a	n/a
No	70%	62%	184	\$107,499	\$106,000	\$131,541	\$113,946	\$82,325	n/a

\*mean annual base salaries – n/a shown for base sizes below 30

## Employment status

The large majority (70%) of respondents from PIBC were full-time salaried employees. Salaried PIBC employees earn around \$20k more than their hourly counterparts.

### What is your current employment status as of January 1, 2019?

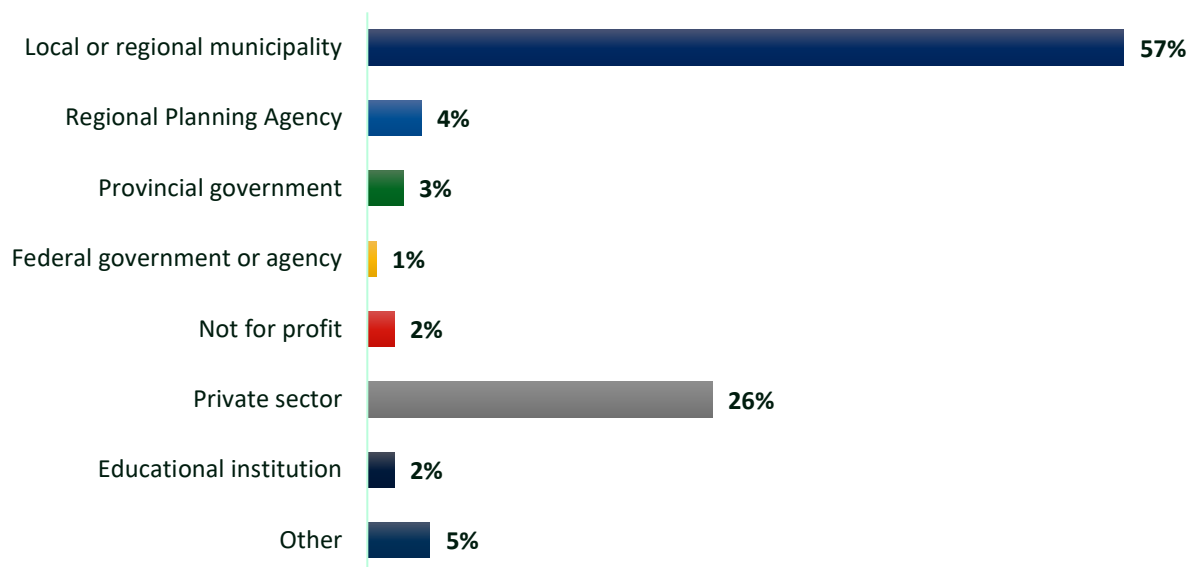


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>297</b>	<b>297</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Full-time salaried emp. (30+ h/wk)</i>	78%	70%	209	\$103,583	\$98,000
<i>Full-time hourly wage emp. (30+ h/wk)</i>	12%	18%	52	\$81,704	\$82,500
<i>Self-employed/Consultant</i>	4%	6%	18	n/a	n/a
<i>Owner/principal</i>	2%	2%	5	n/a	n/a

## Type of organization

Similar to the national distribution, the large majority (84%) of respondents from PIBC reported working in either “Local or regional municipality” or “Private sector”. Nationally, the highest paid organization was “Educational institution”, with an average of approximately \$118k. The lowest was the “Not for profit” sector, with an average of approximately \$73k.

### Where are you currently employed?

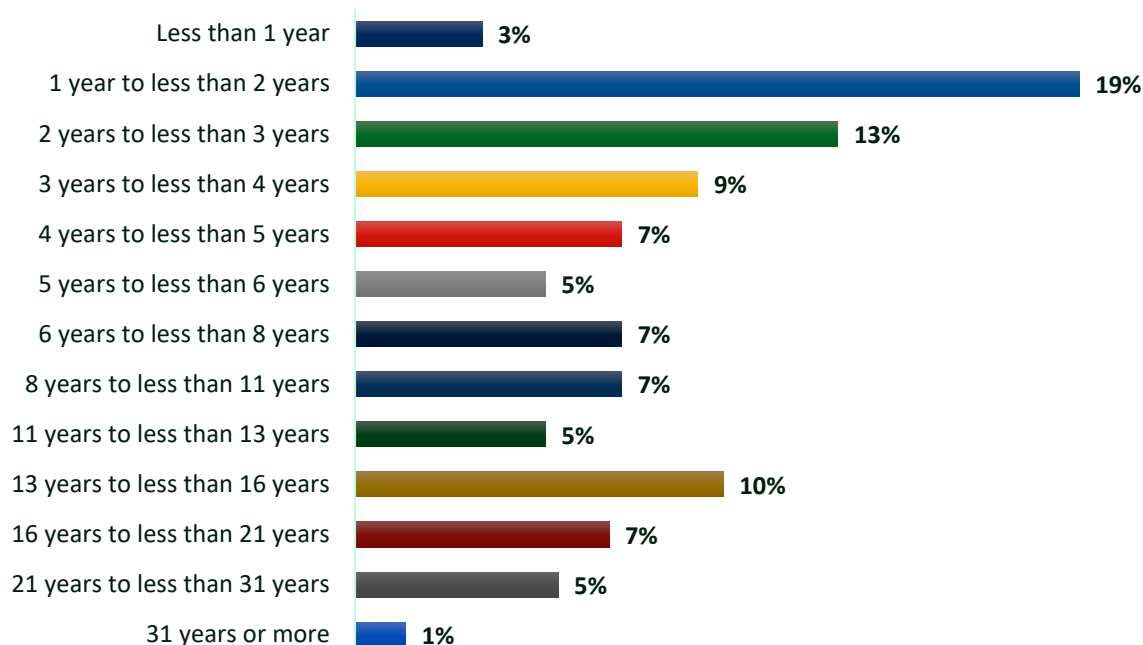


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Local or regional municipality</i>	55%	57%	169	\$97,882	\$91,000
<i>Regional Planning Agency</i>	3%	4%	12	n/a	n/a
<i>Provincial government</i>	5%	3%	8	n/a	n/a
<i>Federal government or agency</i>	1%	1%	2	n/a	n/a
<i>Not for profit</i>	2%	2%	6	n/a	n/a
<i>Private sector</i>	28%	26%	77	\$104,325	\$98,000
<i>Educational institution</i>	2%	2%	6	n/a	n/a
<i>Other</i>	3%	5%	14	n/a	n/a

## Years with organization

Although the average number of years in the industry is 14.4, the respondents' average number of years with their current organization is 7.4. As expected, the median salary overall trend is to increase with the number of years at the organization.

### How many years have you been employed with this organization?



	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Less than 2 years</i>	20%	23%	67	\$92,602	\$88,000
<i>2 years to less than 4 years</i>	21%	22%	65	\$81,642	\$82,000
<i>4 years to less than 8 years</i>	21%	19%	57	\$103,060	\$96,000
<i>8 years to less than 16 years</i>	23%	22%	65	\$104,137	\$100,000
<i>16 years or more</i>	15%	14%	40	\$120,248	\$120,000
<b>Average years</b>	<b>8.0</b>	<b>7.4</b>	<b>7.4</b>		

The experience categories have been collapsed in order to be able to show salary information

## Areas of specialization

Among PIBC respondents, as with national respondents, the most often mentioned area of specialization is “Land use” and the least mentioned is “Facility planning”. In PIBC vs. nationally, there is a proportionally higher number of planners who specialize in “Housing” (+18%) and “Community Development” (+12%).

### Within your current job, what are your areas of specialization?

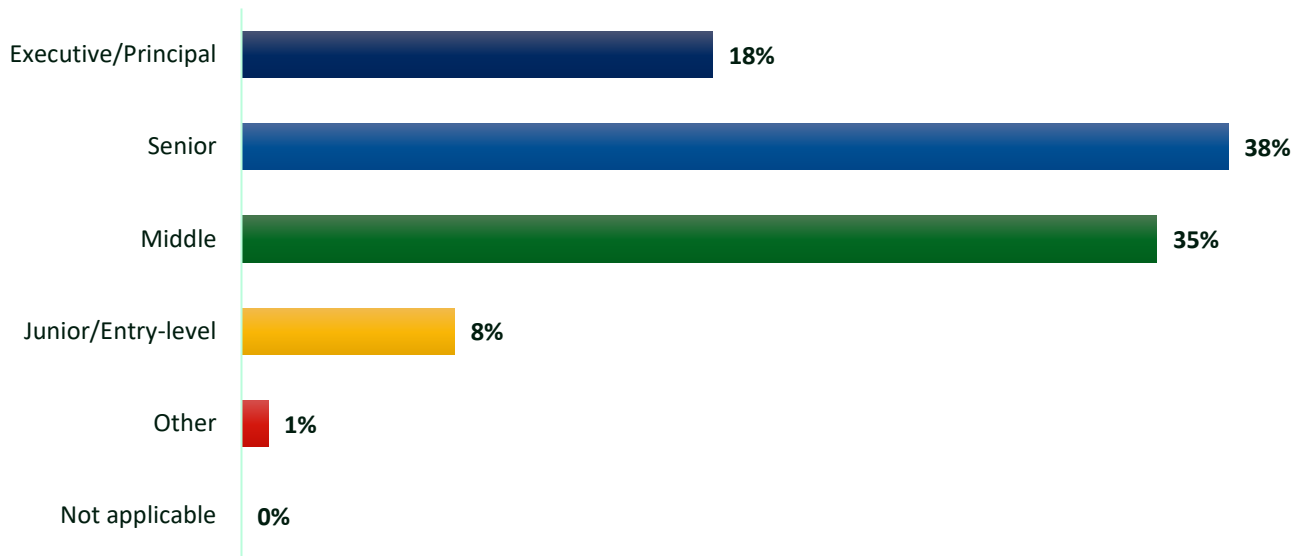


	<i>Total Canada %</i>	<i>Total PIBC %</i>	<i>Total PIBC N</i>	<i>PIBC Mean</i>	<i>PIBC Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Land use</i>	73%	77%	226	\$99,054	\$92,000
<i>Policy/Regulatory Development</i>	51%	64%	189	\$98,138	\$91,000
<i>Long Range/Comprehensive Planning</i>	43%	53%	157	\$103,970	\$95,077
<i>Community Development</i>	38%	50%	148	\$103,543	\$93,165
<i>Housing</i>	22%	40%	117	\$103,586	\$95,077
<i>Zoning Administration</i>	35%	39%	116	\$99,240	\$92,000
<i>Subdivision Planning and Design</i>	32%	31%	90	\$105,600	\$100,000
<i>Urban Design</i>	25%	29%	85	\$104,480	\$95,000
<i>Regional Planning</i>	26%	28%	81	\$104,604	\$100,000
<i>Env./Natural Resources Planning</i>	22%	27%	79	\$100,590	\$92,000
<i>Economic Planning/Revitalization</i>	21%	24%	71	\$110,721	\$109,000
<i>Rural Planning</i>	26%	23%	69	\$95,706	\$86,000
<i>Indigenous Comm. Planning/Engagement</i>	10%	20%	60	\$106,667	\$100,000
<i>Transportation Planning</i>	17%	19%	56	\$105,753	\$103,253
<i>Social Planning</i>	9%	18%	54	\$102,545	\$91,000
<i>Infrastructure Planning</i>	18%	18%	52	\$104,263	\$103,000
<i>Municipal Management</i>	18%	17%	51	\$120,524	\$121,000
<i>Heritage Planning</i>	14%	15%	44	\$116,042	\$115,000
<i>Planning Law</i>	12%	14%	41	\$108,938	\$106,000
<i>Hazard Mitigation/Disaster Planning</i>	8%	14%	40	\$99,670	\$91,000
<i>Recreation/Parks Planning</i>	11%	13%	38	\$100,974	\$91,000
<i>Facility Planning</i>	7%	8%	23	n/a	n/a
<i>Other</i>	12%	14%	40	\$97,605	\$86,000

## Management level

Seventy-three percent of respondents are either “Senior” or “Middle’ management with regard to employment level (same as national). “Executive/Principals” average approximately \$132k for their base salaries/ incomes while “Junior/Entry-level” employees average around \$66k.

### What is your current level of employment?

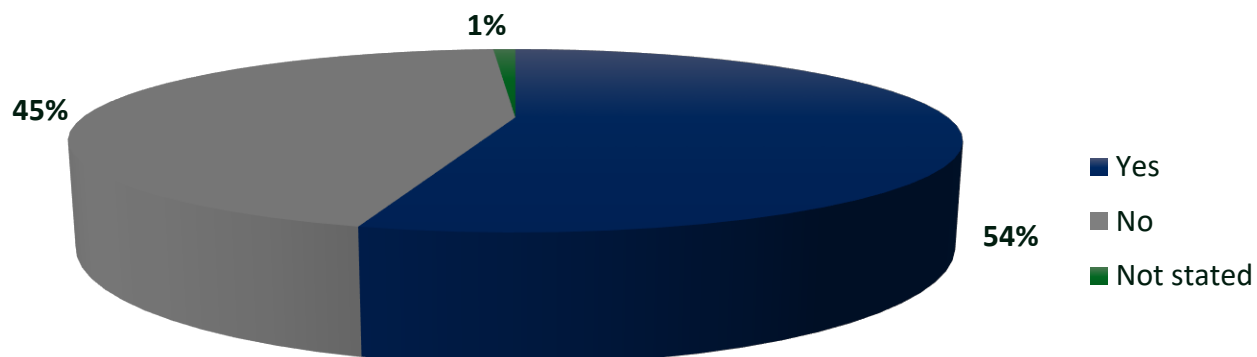


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Executive/Principal</i>	16%	18%	53	\$132,048	\$130,000
<i>Senior</i>	39%	38%	111	\$105,573	\$100,737
<i>Middle</i>	34%	35%	103	\$82,212	\$82,000
<i>Junior/Entry-level</i>	10%	8%	24	\$66,135	\$67,922

## Supervises or manages others

*Slightly more than half of PIBC respondents reported that they supervise and/or manage other staff, and they get paid, on average, over \$32k more than those who don't.*

### Do you supervise and/or manage other staff or employees?



	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
Yes	48%	54%	160	\$113,209	\$110,000
No	51%	45%	131	\$80,887	\$80,000



## Net satisfaction levels

This page outlines the top two box scores (%Satisfied+%Very Satisfied) for each of the following nine statements. The highest satisfaction rating, at 97%, goes to “Your relationship with those who report to you”. It is notable that there is a 15% difference in satisfaction between relationships in those “who report to you” vs. “those you report to.” Also, respondents are least satisfied with “opportunity for advancement”. The largest difference between PIBC and national satisfaction levels is in the area of “work/life balance”, in which PIBC shows an 8% lower level.

### How satisfied are you with the following...? (%Satisfied + %Very Satisfied)



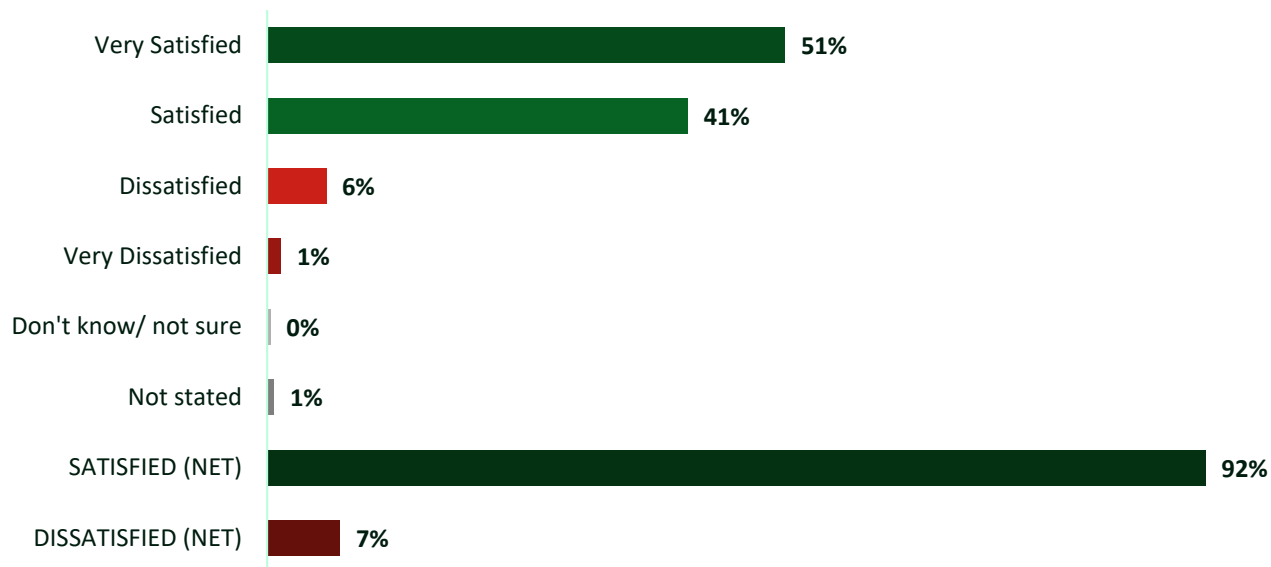
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Your relationship with those who report to you*</i>	96%	97%	155	\$113,693	\$112,000
<i>Your relationship with your peers</i>	95%	95%	279	\$98,772	\$92,000
<i>Your job overall</i>	90%	92%	270	\$99,955	\$93,760
<i>Your relationship with those you report to</i>	84%	82%	240	\$101,195	\$95,000
<i>The balance of responsibilities in your current position</i>	81%	79%	233	\$100,115	\$92,585
<i>Your base salary</i>	79%	76%	224	\$103,819	\$97,000
<i>Your work/life balance</i>	80%	72%	213	\$97,126	\$90,000
<i>Performance recognition you receive</i>	73%	72%	211	\$101,844	\$95,000
<i>Your opportunity for advancement</i>	66%	63%	185	\$105,683	\$100,000

\*filtered on those with reports, n=160

## Satisfaction with: Your job overall

*Ninety-two percent of PIBC respondents are satisfied with their job overall. A correlation exists between overall job satisfaction level and salary.*

### How satisfied are you with the following... Your job overall?

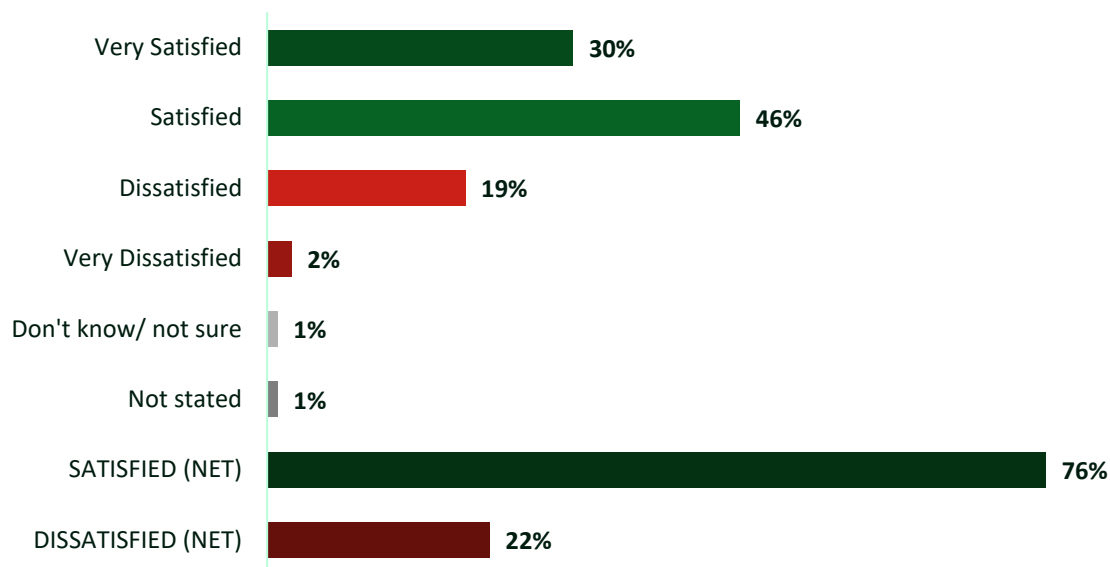


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Very Satisfied</i>	47%	51%	149	66%	55%	41%	42%	\$104,559	\$100,737
<i>Satisfied</i>	44%	41%	121	25%	40%	51%	42%	\$94,277	\$86,000
<i>Dissatisfied</i>	7%	6%	17	8%	5%	5%	13%	n/a	n/a
<i>Very Dissatisfied</i>	2%	1%	4	2%	0%	2%	4%	n/a	n/a
<i>Don't know/ not sure</i>	0%	0%	1	0%	0%	1%	0%	n/a	n/a
<i>Not stated</i>	0%	1%	2	0%	1%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>90%</b>	<b>92%</b>	<b>270</b>	<b>91%</b>	<b>95%</b>	<b>92%</b>	<b>83%</b>	<b>\$99,955</b>	<b>\$93,760</b>
<b>DISSATISFIED (NET)</b>	<b>9%</b>	<b>7%</b>	<b>21</b>	<b>9%</b>	<b>5%</b>	<b>7%</b>	<b>17%</b>	<b>n/a</b>	<b>n/a</b>

## Satisfaction with: Your base salary

Among PIBC respondents, 76% were satisfied with their base salary. Base salary satisfaction increases as employees “move up the ladder” as follows: Junior – 58% satisfaction, Middle – 75%, Senior – 77%, and Executive – 87%. Junior PIBC planners have salary satisfaction scores that were 10% lower than the national average.

### How satisfied are you with the following... Your base salary?

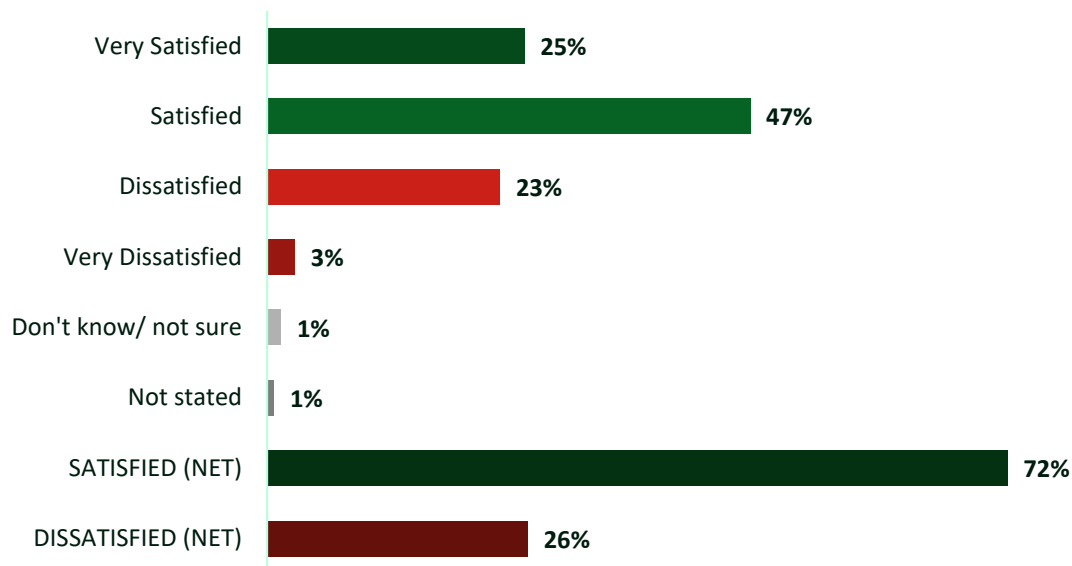


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Very Satisfied	30%	30%	88	57%	27%	20%	21%	\$114,772	\$114,000
Satisfied	50%	46%	136	30%	50%	54%	38%	\$96,731	\$92,585
Dissatisfied	16%	19%	57	9%	19%	21%	38%	\$81,710	\$75,000
Very Dissatisfied	3%	2%	7	2%	2%	4%	0%	n/a	n/a
Don't know/ not sure	1%	1%	3	2%	1%	0%	4%	n/a	n/a
Not stated	1%	1%	3	0%	2%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>79%</b>	<b>76%</b>	<b>224</b>	<b>87%</b>	<b>77%</b>	<b>75%</b>	<b>58%</b>	<b>\$103,819</b>	<b>\$97,000</b>
<b>DISSATISFIED (NET)</b>	<b>19%</b>	<b>22%</b>	<b>64</b>	<b>11%</b>	<b>21%</b>	<b>25%</b>	<b>38%</b>	<b>\$81,697</b>	<b>\$79,500</b>

## Satisfaction with: Your work/life balance

Among PIBC respondents, 72% were satisfied with their work/life balance. Looking at management level, Junior planners were the most satisfied with work/life balance (88% satisfaction) while Senior managers were least satisfied (65%).

### How satisfied are you with the following... Your work/life balance?

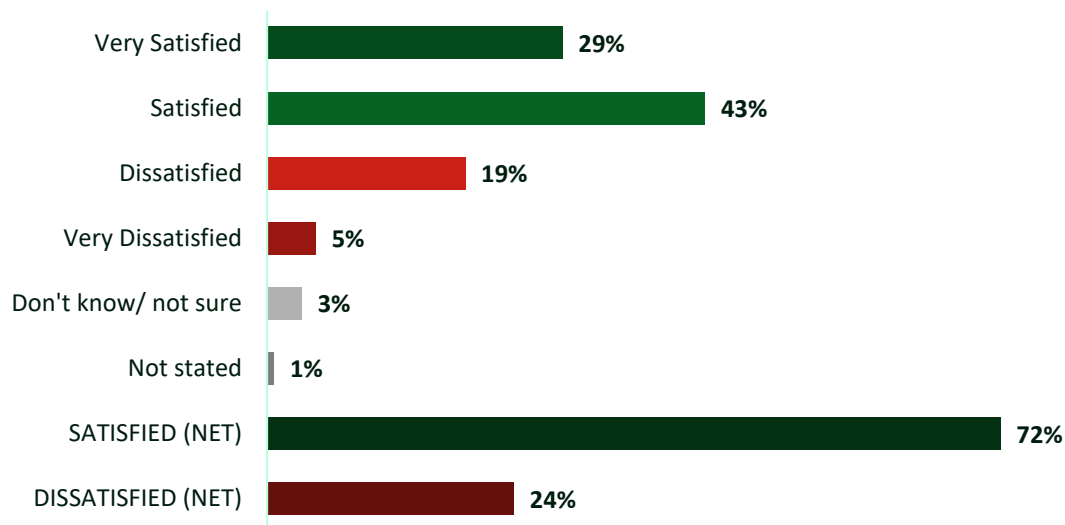


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Very Satisfied	32%	25%	74	32%	15%	32%	25%	\$96,299	\$84,000
Satisfied	48%	47%	139	43%	50%	44%	63%	\$97,560	\$90,070
Dissatisfied	16%	23%	67	21%	32%	17%	13%	\$103,058	\$97,500
Very Dissatisfied	3%	3%	8	2%	2%	5%	0%	n/a	n/a
Don't know/ not sure	1%	1%	4	2%	1%	2%	0%	n/a	n/a
Not stated	1%	1%	2	0%	1%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>80%</b>	<b>72%</b>	<b>213</b>	<b>75%</b>	<b>65%</b>	<b>76%</b>	<b>88%</b>	<b>\$97,126</b>	<b>\$90,000</b>
<b>DISSATISFIED (NET)</b>	<b>19%</b>	<b>26%</b>	<b>75</b>	<b>23%</b>	<b>33%</b>	<b>22%</b>	<b>13%</b>	<b>\$103,033</b>	<b>\$97,500</b>

## Satisfaction with: Performance recognition you receive

This is one of the lowest ranked dimensions with regard to satisfaction. Almost 1 in 4 employees are dissatisfied with performance recognition.

### How satisfied are you with the following... Performance recognition you receive?

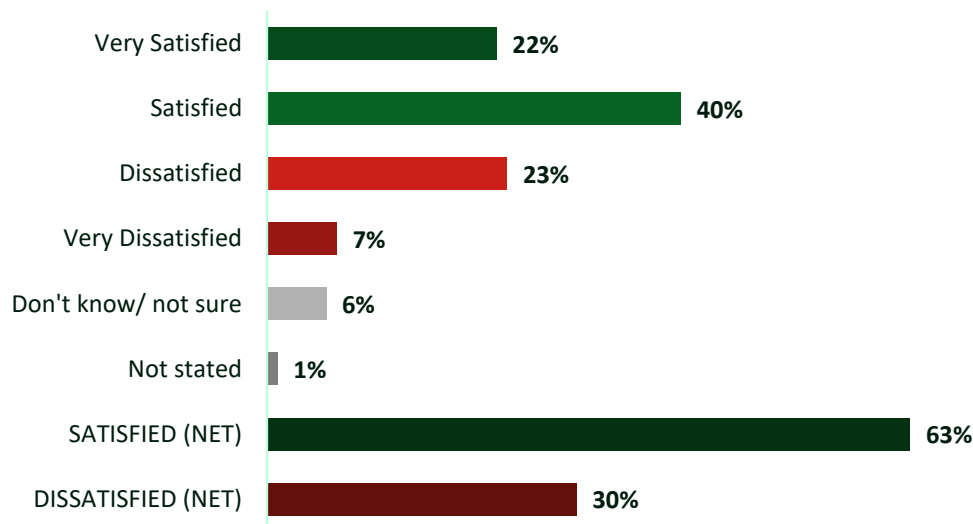


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Very Satisfied	26%	29%	85	49%	26%	22%	29%	\$103,432	\$97,000
Satisfied	47%	43%	126	36%	44%	44%	46%	\$100,785	\$94,900
Dissatisfied	19%	19%	57	6%	21%	26%	17%	\$90,663	\$84,000
Very Dissatisfied	5%	5%	14	6%	5%	4%	4%	n/a	n/a
Don't know/ not sure	3%	3%	10	4%	3%	4%	4%	n/a	n/a
Not stated	0%	1%	2	0%	1%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>73%</b>	<b>72%</b>	<b>211</b>	<b>85%</b>	<b>70%</b>	<b>66%</b>	<b>75%</b>	<b>\$101,844</b>	<b>\$95,000</b>
<b>DISSATISFIED (NET)</b>	<b>24%</b>	<b>24%</b>	<b>71</b>	<b>11%</b>	<b>26%</b>	<b>30%</b>	<b>21%</b>	<b>\$91,504</b>	<b>\$88,000</b>

## Satisfaction with: Your opportunity for advancement

Advancement is the lowest rated area with regard to satisfaction, both in overall satisfaction and in those who are “Very Satisfied.” Across management levels, the **dissatisfaction** scores are: Executive – 15% dissatisfaction, Senior – 26%, Middle – 39%, and Junior – 46%.

### How satisfied are you with the following... Your opportunity for advancement?

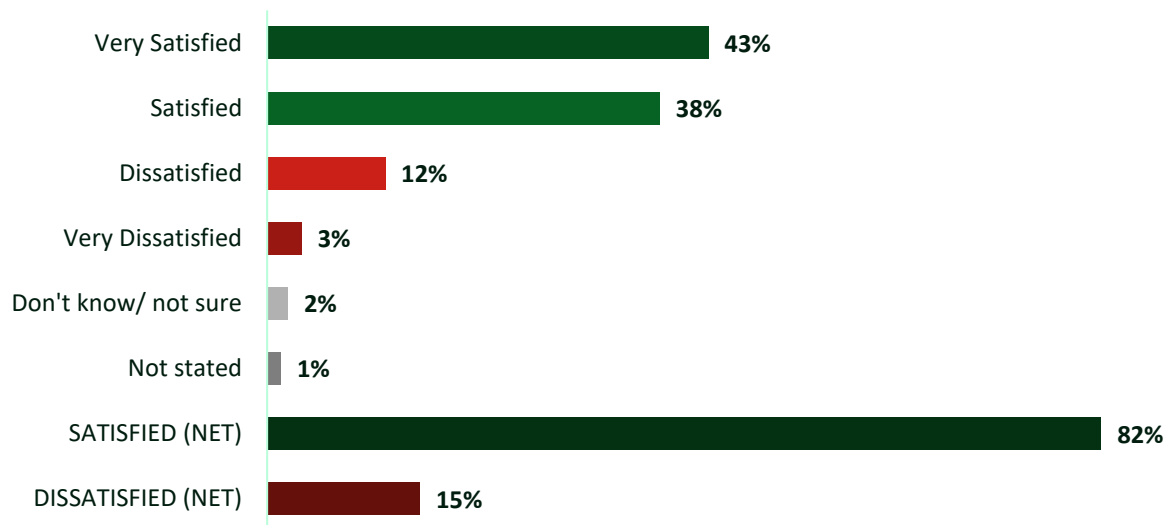


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Very Satisfied	23%	22%	66	47%	17%	14%	29%	\$107,713	\$105,000
Satisfied	43%	40%	119	34%	46%	43%	25%	\$104,557	\$97,500
Dissatisfied	22%	23%	69	9%	20%	33%	29%	\$87,736	\$82,000
Very Dissatisfied	6%	7%	20	6%	6%	6%	17%	n/a	n/a
Don't know/ not sure	5%	6%	17	4%	9%	5%	0%	n/a	n/a
Not stated	1%	1%	3	0%	2%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>66%</b>	<b>63%</b>	<b>185</b>	<b>81%</b>	<b>63%</b>	<b>56%</b>	<b>54%</b>	<b>\$105,683</b>	<b>\$100,000</b>
<b>DISSATISFIED (NET)</b>	<b>29%</b>	<b>30%</b>	<b>89</b>	<b>15%</b>	<b>26%</b>	<b>39%</b>	<b>46%</b>	<b>\$87,218</b>	<b>\$82,000</b>

## Satisfaction with: Your relationship with those you report to

*Eighty-two percent of respondents report that they are at least satisfied with their relationship with those they report to.*

### How satisfied are you with the following... Your relationship with those you report to?

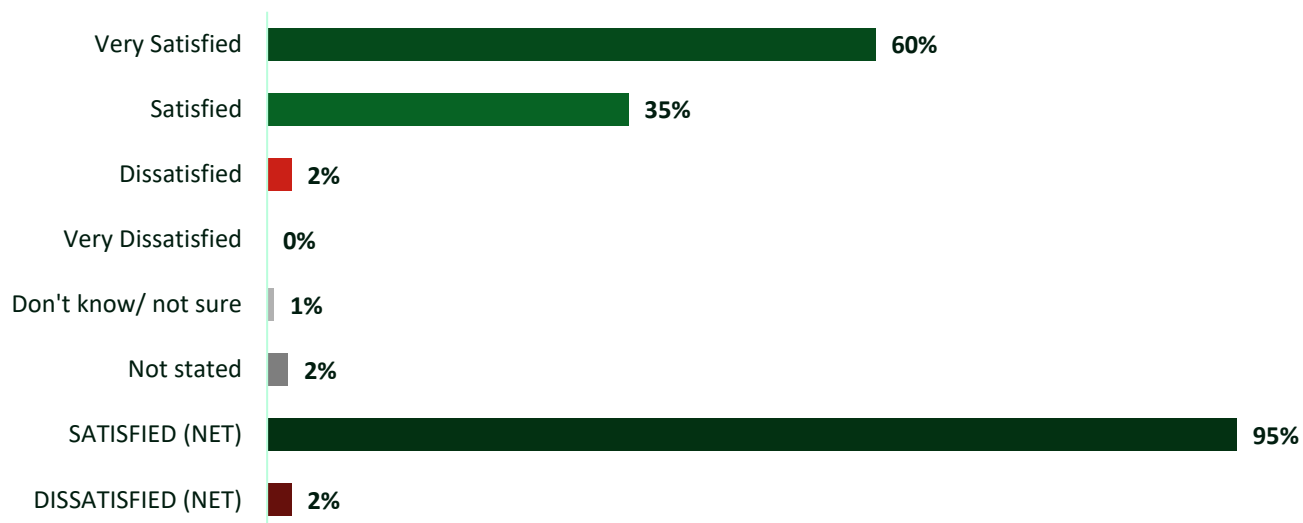


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Very Satisfied</i>	47%	43%	127	51%	40%	44%	38%	\$102,609	\$95,977
<i>Satisfied</i>	37%	38%	113	32%	44%	37%	38%	\$99,619	\$93,760
<i>Dissatisfied</i>	10%	12%	34	4%	12%	15%	17%	\$85,074	\$82,000
<i>Very Dissatisfied</i>	3%	3%	10	2%	3%	4%	8%	n/a	n/a
<i>Don't know/ not sure</i>	3%	2%	6	8%	1%	1%	0%	n/a	n/a
<i>Not stated</i>	1%	1%	4	4%	1%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>84%</b>	<b>82%</b>	<b>240</b>	<b>83%</b>	<b>84%</b>	<b>81%</b>	<b>75%</b>	<b>\$101,195</b>	<b>\$95,000</b>
<b>DISSATISFIED (NET)</b>	<b>13%</b>	<b>15%</b>	<b>44</b>	<b>6%</b>	<b>14%</b>	<b>18%</b>	<b>25%</b>	<b>\$86,592</b>	<b>\$84,000</b>

## Satisfaction with: Your relationship with your peers

*Relationships with peers are being reported at a very high satisfaction rate: 95%.*

### How satisfied are you with the following... Your relationship with your peers?



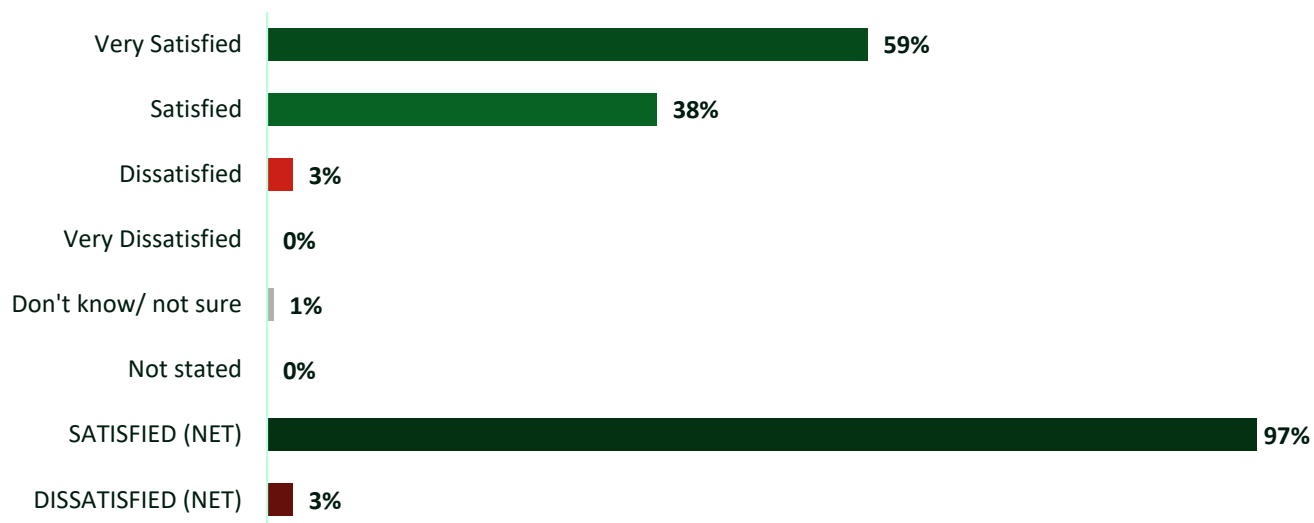
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Very Satisfied	58%	60%	175	57%	57%	65%	58%	\$97,418	\$90,000
Satisfied	37%	35%	104	34%	40%	33%	29%	\$101,051	\$95,077
Dissatisfied	3%	2%	7	4%	1%	2%	8%	n/a	n/a
Very Dissatisfied	1%	0%	0	0%	0%	0%	0%	n/a	n/a
Don't know/ not sure	1%	1%	2	4%	0%	0%	0%	n/a	n/a
Not stated	1%	2%	6	2%	3%	0%	4%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>95%</b>	<b>95%</b>	<b>279</b>	<b>91%</b>	<b>96%</b>	<b>98%</b>	<b>88%</b>	<b>\$98,772</b>	<b>\$92,000</b>
<b>DISSATISFIED (NET)</b>	<b>4%</b>	<b>2%</b>	<b>7</b>	<b>4%</b>	<b>1%</b>	<b>2%</b>	<b>8%</b>	<b>n/a</b>	<b>n/a</b>



## Satisfaction with: Your relationship with those who report to you

*This is the highest scoring dimension with regard to satisfaction: 97%*

### How satisfied are you with the following... Your relationship with those who report to you?

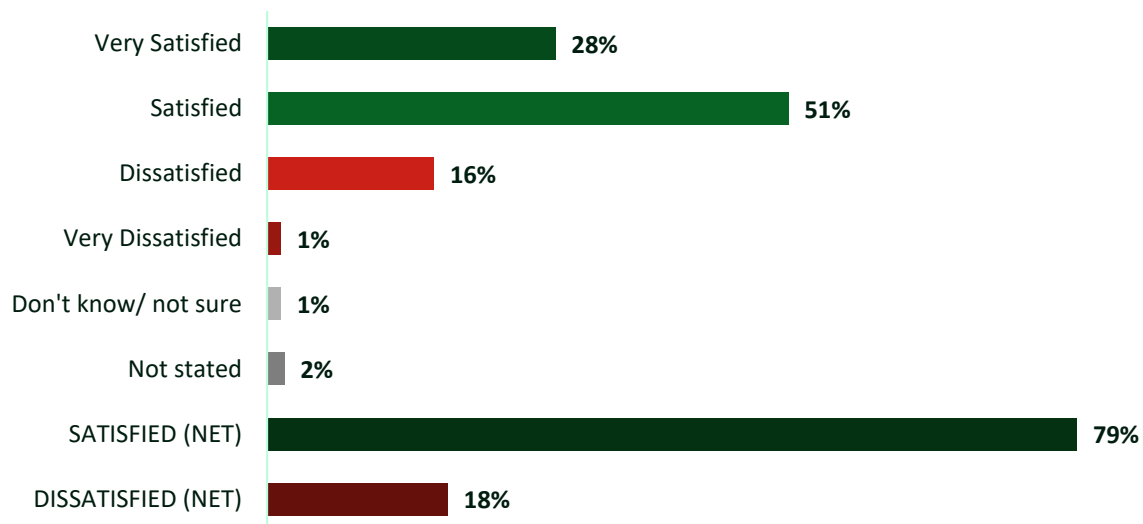


<i>(base: Those with reports)</i>	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>889</b>	<b>160</b>	<b>160</b>	<b>40</b>	<b>80</b>	<b>38</b>	<b>1</b>	<b>\$113,209</b>	<b>\$110,000</b>
Very Satisfied	55%	59%	94	63%	56%	61%	0%	\$113,372	\$116,000
Satisfied	40%	38%	61	35%	40%	37%	100%	\$114,187	\$109,000
Dissatisfied	3%	3%	4	0%	4%	3%	0%	n/a	n/a
Very Dissatisfied	1%	0%	0	0%	0%	0%	0%	n/a	n/a
Don't know/ not sure	1%	1%	1	3%	0%	0%	0%	n/a	n/a
Not stated	0%	0%	0	0%	0%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>96%</b>	<b>97%</b>	<b>155</b>	<b>98%</b>	<b>96%</b>	<b>97%</b>	<b>100%</b>	<b>\$113,693</b>	<b>\$112,000</b>
<b>DISSATISFIED (NET)</b>	<b>3%</b>	<b>3%</b>	<b>4</b>	<b>0%</b>	<b>4%</b>	<b>3%</b>	<b>0%</b>	<b>n/a</b>	<b>n/a</b>

## Satisfaction with: The balance of responsibilities in your current position

This is another dimension that has high overall satisfaction, but even higher among Executives. Among PIBC respondents, the scores per management level are: Junior – 83% satisfaction, Middle – 79%, Senior – 74%, and Executive – 91%.

### How satisfied are you with the following... The balance of responsibilities in your current position?

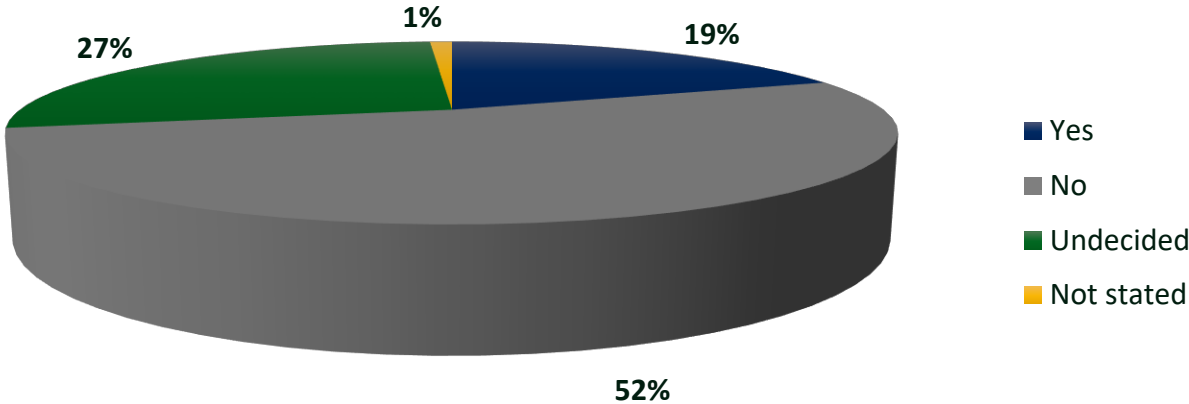


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Very Satisfied	28%	28%	83	53%	23%	24%	8%	\$108,285	\$104,000
Satisfied	54%	51%	150	38%	50%	54%	75%	\$95,648	\$90,000
Dissatisfied	15%	16%	48	4%	21%	19%	13%	\$94,201	\$91,000
Very Dissatisfied	2%	1%	4	2%	1%	1%	4%	n/a	n/a
Don't know/ not sure	1%	1%	4	2%	2%	1%	0%	n/a	n/a
Not stated	1%	2%	5	2%	3%	0%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>81%</b>	<b>79%</b>	<b>233</b>	<b>91%</b>	<b>74%</b>	<b>79%</b>	<b>83%</b>	<b>\$100,115</b>	<b>\$92,585</b>
<b>DISSATISFIED (NET)</b>	<b>17%</b>	<b>18%</b>	<b>52</b>	<b>6%</b>	<b>22%</b>	<b>20%</b>	<b>17%</b>	<b>\$93,185</b>	<b>\$90,000</b>

# Looking for a job

Fifty-two percent of PIBC respondents said that they would **not** be looking for other work in the next 12 to 18 months, meaning that **up to almost half** might be on the move during that time frame. Once again, there is a trend by management level: Junior – 42% said “No”, Middle – 45%, Senior – 54%, and Executive – 68%.

## Will you be looking for a job with another employer in in the next 12-18 months?



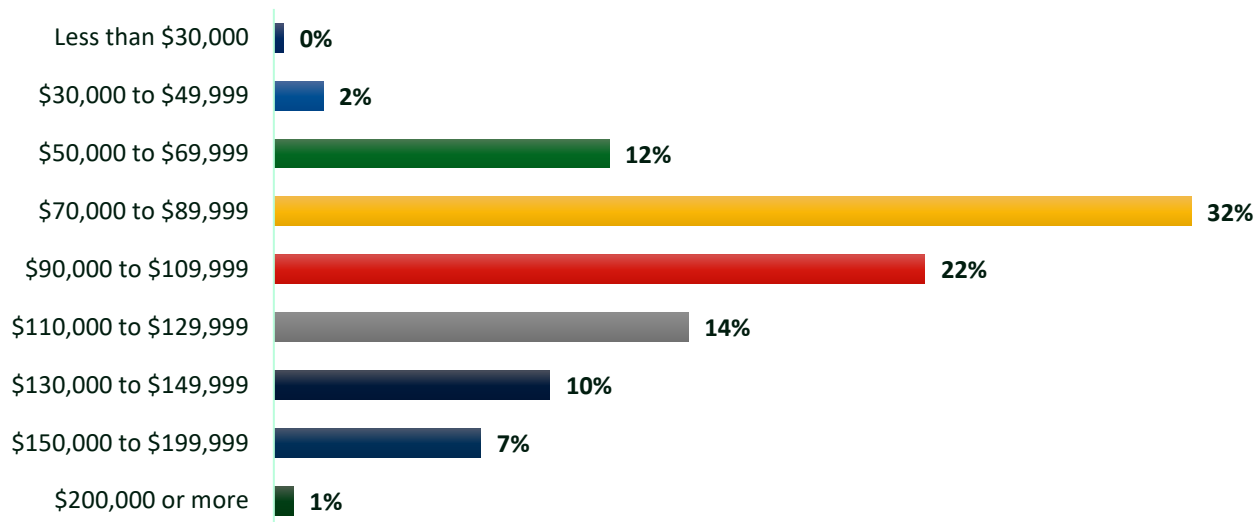
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Yes	20%	19%	57	13%	20%	22%	21%	\$90,869	\$86,000
No	51%	52%	154	68%	54%	45%	42%	\$103,361	\$97,000
Undecided	29%	27%	80	19%	25%	32%	38%	\$95,737	\$91,000

## Section 2: About Your Compensation

### Annual base salary/income

Mean annual salaries for PIBC planners are slightly higher than the Canadian average for planners. (\$98,596 vs \$95,078)

#### What was your annual base salary/income as of December 31st, 2018 (excluding bonuses, profit-sharing, or incentives)?

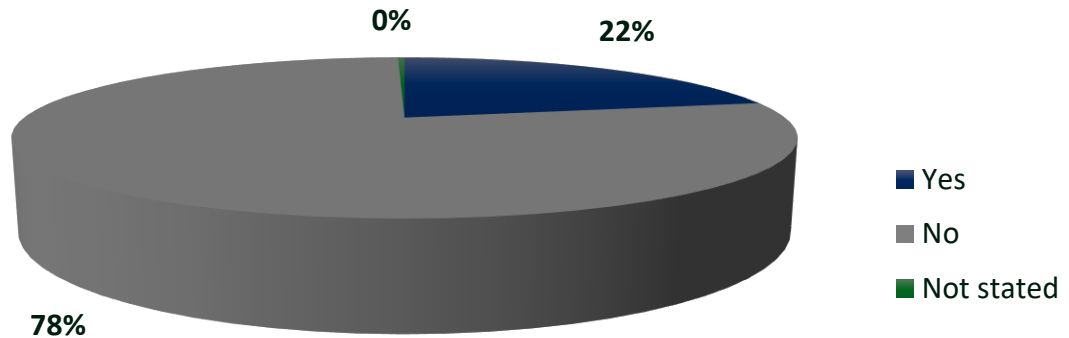


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Less than \$50,000</i>	4%	2%	6	n/a	n/a
<i>\$50,000 to \$69,999</i>	17%	12%	34	\$61,660	\$62,000
<i>\$70,000 to \$89,999</i>	28%	32%	93	\$78,736	\$80,000
<i>\$90,000 to \$109,999</i>	24%	22%	66	\$97,654	\$97,000
<i>\$110,000 to \$129,999</i>	13%	14%	42	\$120,628	\$120,570
<i>\$130,000 to \$149,999</i>	6%	10%	28	n/a	n/a
<i>\$150,000 to \$199,999</i>	5%	7%	21	n/a	n/a
<i>\$200,000 or more</i>	2%	1%	2	n/a	n/a
<b>Average</b>	<b>\$95,078</b>	<b>\$98,596</b>	<b>\$98,596</b>		
<b>Median</b>	<b>\$90,000</b>	<b>\$91,000</b>	<b>\$91,000</b>		

## Received a bonus

Slightly less than one in four PIBC respondents (22%) reported receiving a bonus in 2018. By management level, the rates were: Junior – 21%, Middle – 17%, Senior – 22%, and Executive – 30%. The percentage for PIBC planners was very close to the national rate.

### Did you receive any bonuses or other financial incentives in 2018?

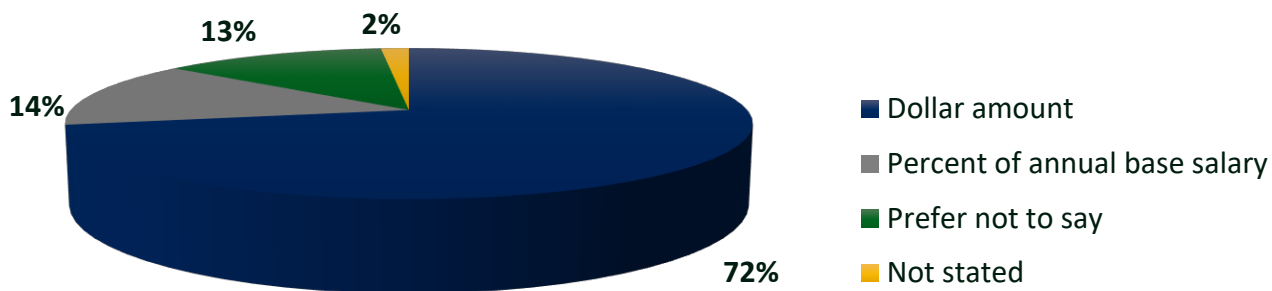


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Yes	23%	22%	64	30%	22%	17%	21%	\$110,021	\$109,000
No	77%	78%	229	70%	78%	82%	79%	\$95,510	\$90,000

## Type of bonus

Bonuses were typically a dollar amount (72%) or a percentage of annual base salary (14%).

### Type of bonus or other financial incentive received

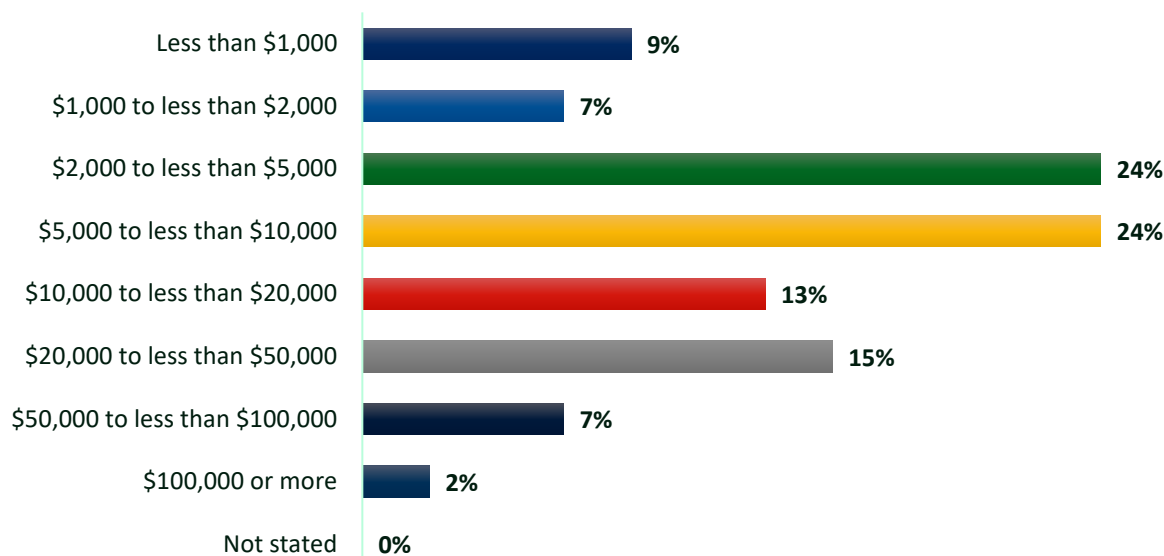


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>415</b>	<b>64</b>	<b>64</b>	<b>16</b>	<b>24</b>	<b>18</b>	<b>5</b>	<b>\$110,021</b>	<b>\$109,000</b>
<i>Dollar amount</i>	68%	72%	46	75%	67%	72%	80%	\$108,091	\$106,000
<i>Percent of annual base salary</i>	18%	14%	9	13%	13%	17%	20%	n/a	n/a
<i>Prefer not to say</i>	14%	13%	8	13%	17%	11%	0%	n/a	n/a

## Bonus amount - dollar

The average bonus amount was \$15,745. However, looking at the median amount (\$7,000) suggests that the average is being influenced by some very large bonus amounts.

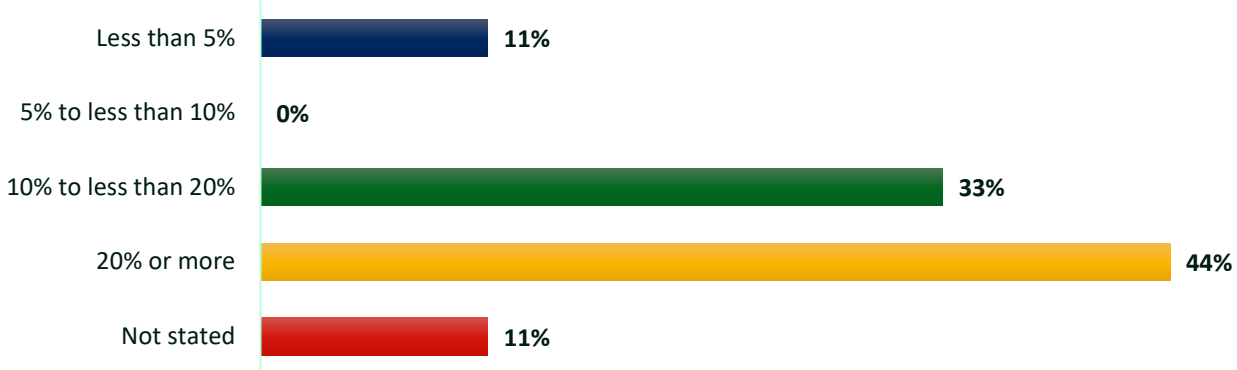
### Bonus - dollar amount



(base: Received dollar amount in Q25b)	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>281</b>	<b>46</b>	<b>46</b>	<b>12</b>	<b>16</b>	<b>13</b>	<b>4</b>	<b>\$108,091</b>	<b>\$106,000</b>
Less than \$1,000	9%	9%	4	0%	19%	0%	25%	n/a	n/a
\$1,000 to less than \$2,000	10%	7%	3	0%	13%	0%	0%	n/a	n/a
\$2,000 to less than \$5,000	23%	24%	11	8%	19%	31%	75%	n/a	n/a
\$5,000 to less than \$10,000	18%	24%	11	8%	25%	46%	0%	n/a	n/a
\$10,000 to less than \$20,000	15%	13%	6	8%	13%	23%	0%	n/a	n/a
\$20,000 to less than \$50,000	13%	15%	7	42%	13%	0%	0%	n/a	n/a
\$50,000 or more	10%	9%	4	33%	0%	0%	0%	n/a	n/a
<b>Average</b>	<b>\$21,721</b>	<b>\$15,745</b>	<b>\$15,745</b>	<b>\$40,850</b>	<b>\$8,019</b>	<b>\$7,462</b>	<b>\$1,938</b>		
<b>Median</b>	<b>\$6,000</b>	<b>\$7,000</b>	<b>\$7,000</b>	<b>\$30,000</b>	<b>\$3,000</b>	<b>\$7,000</b>	<b>\$2,000</b>		

Bonus amount - percentage

Bonus - % amount



<i>(base: Received percentage in Q25b)</i>	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>74</b>	<b>9</b>	<b>9</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>\$115,738</b>	<b>\$130,000</b>
<i>Less than 10%</i>	55%	11%	1	0%	0%	33%	0%	n/a	n/a
<i>10% or more</i>	39%	78%	7	100%	100%	67%	0%	n/a	n/a
<b>Average</b>	<b>9.2</b>	<b>17.1</b>	<b>17.1</b>	<b>22.5</b>	<b>19.7</b>	<b>11.0</b>	<b>0.0</b>		
<b>Median</b>	<b>6</b>	<b>19</b>	<b>19</b>	<b>20</b>	<b>19</b>	<b>10</b>	<b>0</b>		

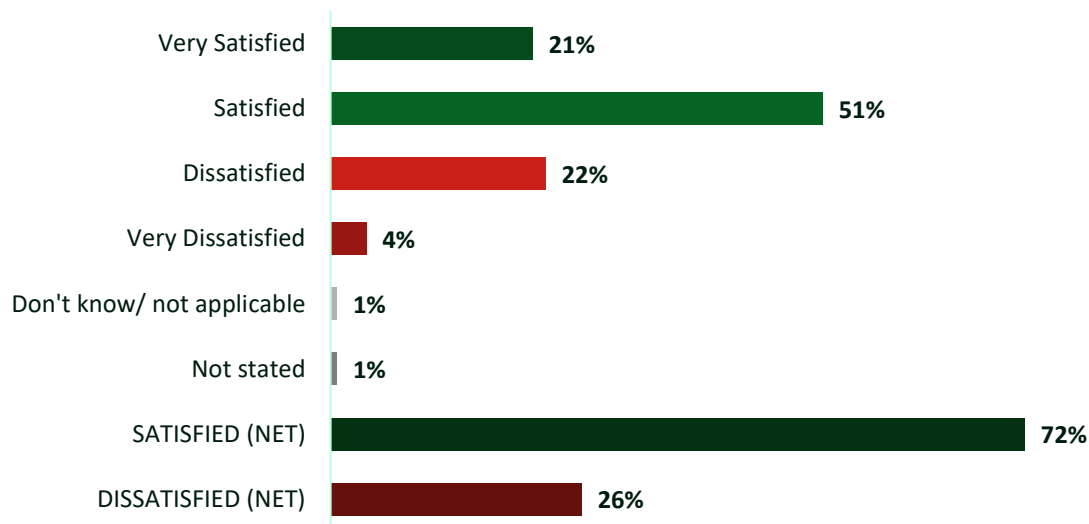
Because of extremely small base sizes, there is no commentary on this page.



## Satisfaction with total compensation

Approximately 3 out of 4 (72%) of PIBC respondents are satisfied or very satisfied with their total compensation in 2018. As with the **base** salary, satisfaction increases as employees “move up the ladder” as follows: Junior – 50% satisfaction, Middle – 72%, Senior – 72%, and Executive – 85%.

### How satisfied are you with your overall level of total compensation in 2018?

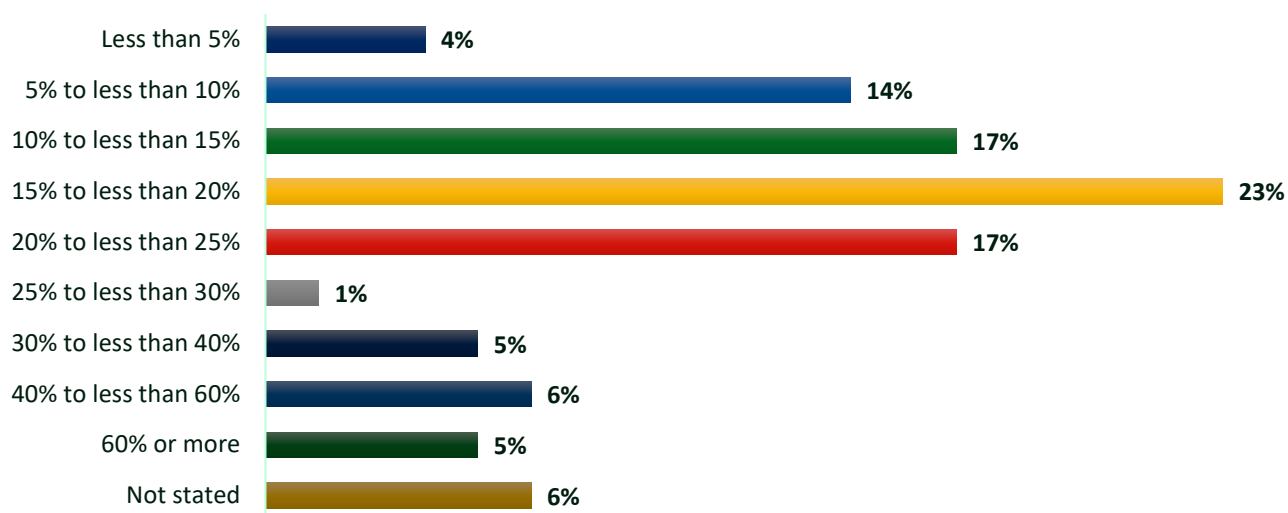


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Very Satisfied</i>	23%	21%	62	43%	16%	16%	17%	\$118,999	\$120,000
<i>Satisfied</i>	52%	51%	151	42%	56%	56%	33%	\$98,575	\$94,000
<i>Dissatisfied</i>	20%	22%	66	11%	23%	23%	46%	\$83,118	\$77,000
<i>Very Dissatisfied</i>	3%	4%	11	4%	4%	4%	0%	n/a	n/a
<b>SATISFIED (NET)</b>	<b>75%</b>	<b>72%</b>	<b>213</b>	<b>85%</b>	<b>72%</b>	<b>72%</b>	<b>50%</b>	<b>\$104,548</b>	<b>\$97,800</b>
<b>DISSATISFIED (NET)</b>	<b>23%</b>	<b>26%</b>	<b>77</b>	<b>15%</b>	<b>26%</b>	<b>27%</b>	<b>46%</b>	<b>\$82,938</b>	<b>\$79,500</b>

## Percentage required for satisfactory salary

Among PIBC respondents, those who found their total compensation to be unsatisfactory vary greatly in their proposed increase that would bring them up to a satisfactory level. More than half would be satisfied if they received between 10% and 25% more. The average desired increase was 21.4%.

### What additional amount, as a percentage of your current salary, would you consider to be satisfactory?

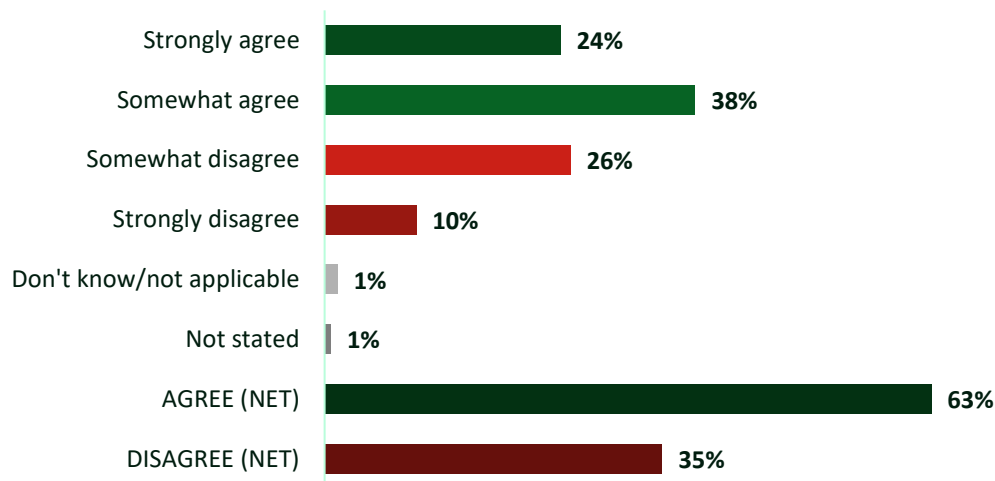


(base: Dissatisfied/ Very Dissatisfied with 2018 salary)	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>419</b>	<b>77</b>	<b>77</b>	<b>8</b>	<b>29</b>	<b>28</b>	<b>11</b>	<b>\$82,938</b>	<b>\$79,500</b>
Less than 10%	13%	18%	14	13%	24%	14%	18%	n/a	n/a
10% to less than 15%	21%	17%	13	0%	17%	18%	27%	n/a	n/a
15% to less than 20%	20%	23%	18	13%	10%	39%	27%	n/a	n/a
20% to less than 25%	18%	17%	13	13%	21%	14%	18%	n/a	n/a
25% to less than 40%	12%	6%	5	13%	7%	7%	0%	n/a	n/a
40% or more	10%	12%	9	25%	14%	7%	0%	n/a	n/a
<b>Average</b>	<b>22.7</b>	<b>21.4</b>	<b>21.4</b>	<b>28.8</b>	<b>23.0</b>	<b>20.2</b>	<b>13.4</b>		
<b>Median</b>	<b>15</b>	<b>15</b>	<b>15</b>	<b>20</b>	<b>15</b>	<b>15</b>	<b>14</b>		

## Agreement with: My compensation level has kept up with my job responsibilities

Among PIBC respondents, 63% agree and 35% disagree that compensation has kept up with job responsibilities. **Disagreement** by management level: Junior – 33%, Middle – 43%, Senior – 32%, and Executive – 26%.

### With regards to your compensation, do you agree or disagree with the following statements: My compensation level has kept up with my job responsibilities

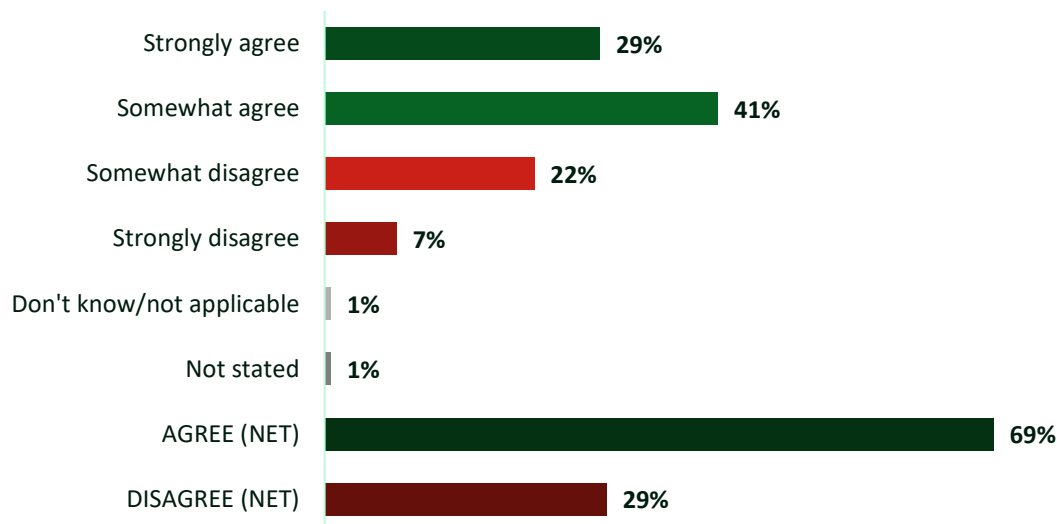


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Strongly agree</i>	23%	24%	72	45%	19%	20%	21%	\$116,014	\$116,000
<i>Somewhat agree</i>	41%	38%	113	26%	46%	37%	38%	\$97,492	\$90,070
<i>Somewhat disagree</i>	23%	26%	75	17%	23%	32%	33%	\$89,189	\$84,000
<i>Strongly disagree</i>	10%	10%	28	9%	10%	11%	0%	n/a	n/a
<b>AGREE (NET)</b>	<b>65%</b>	<b>63%</b>	<b>185</b>	<b>72%</b>	<b>65%</b>	<b>57%</b>	<b>58%</b>	<b>\$104,740</b>	<b>\$100,000</b>
<b>DISAGREE (NET)</b>	<b>33%</b>	<b>35%</b>	<b>103</b>	<b>26%</b>	<b>32%</b>	<b>43%</b>	<b>33%</b>	<b>\$89,392</b>	<b>\$84,000</b>

## Agreement with: I am fairly compensated for the work that I do

Among PIBC respondents, 72% feel fairly compensated for the work that they do. Once again, by management level, there is an agreement trend from low to high: Junior – 58%, Middle – 67%, Senior – 72%, and Executive – 74%.

### With regards to your compensation, do you agree or disagree with the following statements: I am fairly compensated for the work that I do

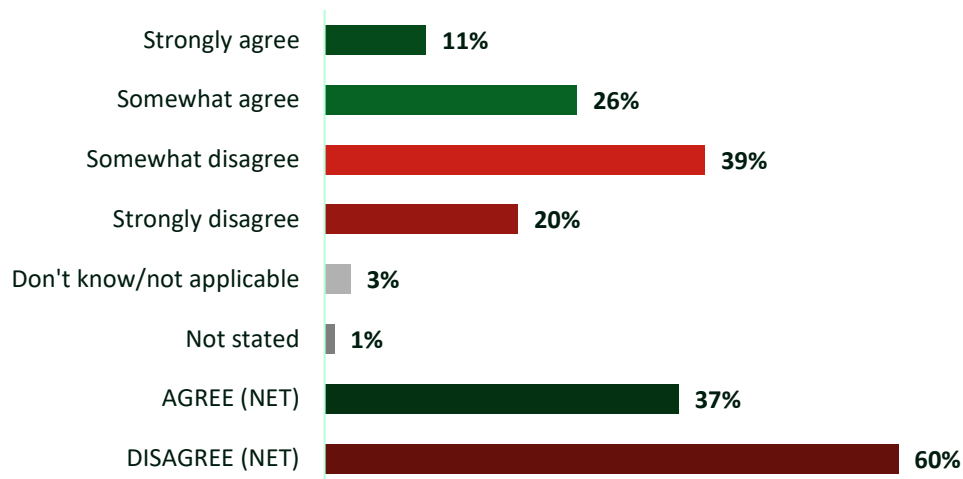


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Strongly agree</i>	27%	29%	84	51%	23%	24%	21%	\$115,477	\$116,000
<i>Somewhat agree</i>	45%	41%	120	23%	50%	43%	38%	\$96,560	\$90,000
<i>Somewhat disagree</i>	19%	22%	64	19%	17%	26%	33%	\$85,577	\$80,000
<i>Strongly disagree</i>	8%	7%	22	6%	9%	7%	4%	n/a	n/a
<b>AGREE (NET)</b>	<b>72%</b>	<b>69%</b>	<b>204</b>	<b>74%</b>	<b>72%</b>	<b>67%</b>	<b>58%</b>	<b>\$104,295</b>	<b>\$96,000</b>
<b>DISAGREE (NET)</b>	<b>27%</b>	<b>29%</b>	<b>86</b>	<b>25%</b>	<b>26%</b>	<b>33%</b>	<b>38%</b>	<b>\$86,238</b>	<b>\$80,000</b>

## Agreement with: My compensation is fair but other benefits are lacking

Both for PIBC planners as well as nationally, 60% of respondents disagreed with this statement.

**With regards to your compensation, do you agree or disagree with the following statements: My compensation is fair but other benefits are lacking**

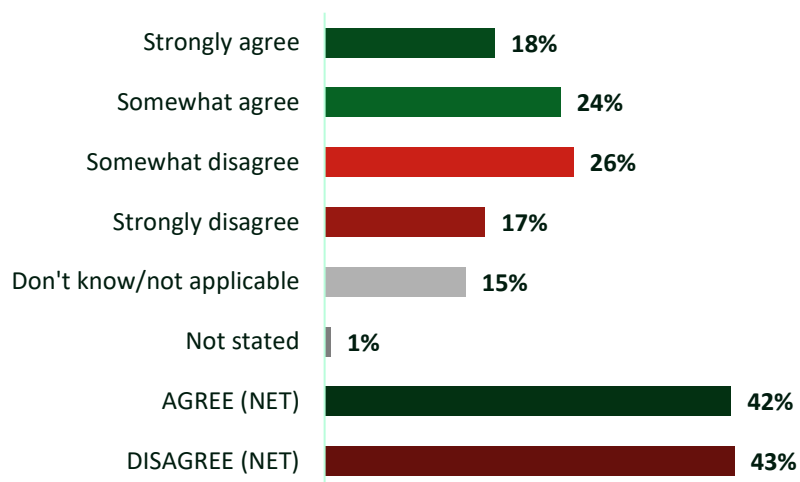


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Strongly agree</i>	10%	11%	31	8%	8%	15%	8%	\$91,706	\$90,000
<i>Somewhat agree</i>	26%	26%	77	28%	30%	22%	25%	\$102,418	\$95,000
<i>Somewhat disagree</i>	38%	39%	116	32%	41%	41%	46%	\$97,563	\$90,070
<i>Strongly disagree</i>	21%	20%	59	25%	16%	21%	17%	\$101,439	\$92,000
<b>AGREE (NET)</b>	<b>36%</b>	<b>37%</b>	<b>108</b>	<b>36%</b>	<b>38%</b>	<b>37%</b>	<b>33%</b>	<b>\$99,386</b>	<b>\$92,000</b>
<b>DISAGREE (NET)</b>	<b>60%</b>	<b>60%</b>	<b>175</b>	<b>57%</b>	<b>58%</b>	<b>62%</b>	<b>63%</b>	<b>\$98,870</b>	<b>\$91,000</b>

## Agreement with: My compensation has not kept pace with my peers at other organizations

Among PIBC respondents, 15% admitted to not knowing about compensation of peers at other organizations, but among the rest, there's a fairly even split of those who agreed and disagreed with this statement.

### With regards to your compensation, do you agree or disagree with the following statements: My compensation has not kept pace with my peers at other organizations

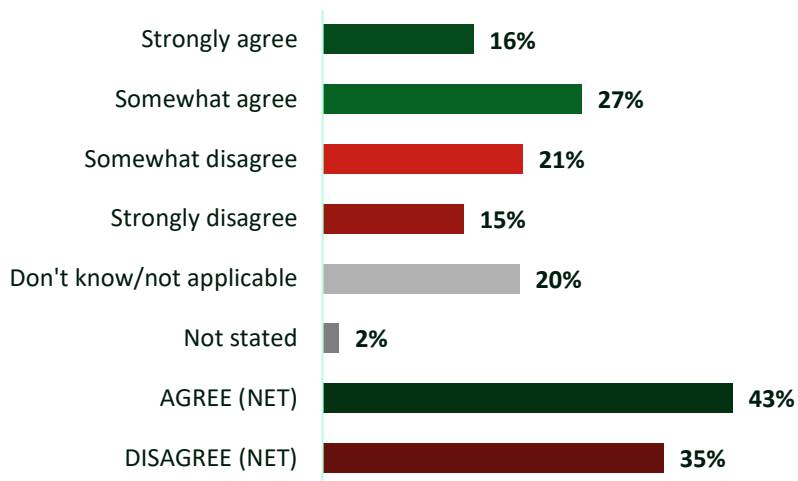


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Strongly agree</i>	16%	18%	52	15%	20%	18%	13%	\$88,701	\$80,105
<i>Somewhat agree</i>	26%	24%	72	21%	22%	25%	46%	\$91,873	\$85,000
<i>Somewhat disagree</i>	26%	26%	76	21%	31%	25%	17%	\$106,246	\$100,737
<i>Strongly disagree</i>	16%	17%	49	36%	9%	16%	8%	\$114,336	\$120,000
<i>Don't know/not applicable</i>	16%	15%	43	8%	17%	16%	17%	\$90,902	\$86,994
<b>AGREE (NET)</b>	<b>42%</b>	<b>42%</b>	<b>124</b>	<b>36%</b>	<b>41%</b>	<b>44%</b>	<b>58%</b>	<b>\$90,532</b>	<b>\$84,000</b>
<b>DISAGREE (NET)</b>	<b>42%</b>	<b>43%</b>	<b>125</b>	<b>57%</b>	<b>40%</b>	<b>41%</b>	<b>25%</b>	<b>\$109,418</b>	<b>\$105,000</b>

## Agreement with: My compensation has not kept pace with others with similar professional credentials

Among PIBC respondents, 20% felt that they did not know enough to answer this question, but among the rest, there's a slight lean to agreeing (43% to 35%) that their compensation has not kept up with others with similar credentials. Junior level PIBC planners are more likely to agree than disagree (50% to 21%).

### With regards to your compensation, do you agree or disagree with the following statements: My compensation has not kept pace with others with similar professional credentials

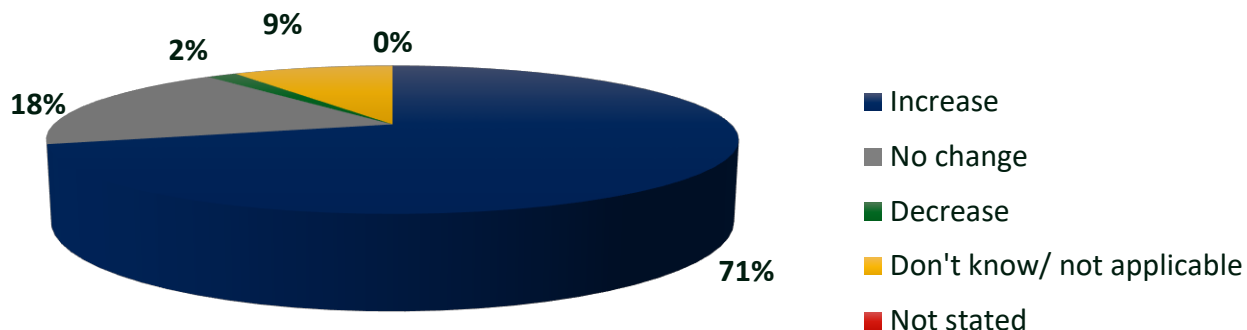


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Strongly agree</i>	16%	16%	46	15%	17%	16%	13%	\$88,167	\$80,000
<i>Somewhat agree</i>	27%	27%	79	23%	28%	26%	38%	\$96,417	\$90,000
<i>Somewhat disagree</i>	24%	21%	61	15%	24%	21%	13%	\$104,363	\$102,000
<i>Strongly disagree</i>	14%	15%	43	32%	10%	12%	8%	\$116,360	\$120,000
<i>Don't know/not applicable</i>	17%	20%	60	13%	20%	23%	25%	\$90,478	\$88,000
<b>AGREE (NET)</b>	<b>44%</b>	<b>43%</b>	<b>125</b>	<b>38%</b>	<b>45%</b>	<b>42%</b>	<b>50%</b>	<b>\$93,357</b>	<b>\$88,000</b>
<b>DISAGREE (NET)</b>	<b>38%</b>	<b>35%</b>	<b>104</b>	<b>47%</b>	<b>34%</b>	<b>33%</b>	<b>21%</b>	<b>\$109,323</b>	<b>\$104,000</b>

## Anticipates change in base salary

Among PIBC respondents, 71% expect an increase in base salary in 2020, slightly above the national average of 67%.

### Do you anticipate an increase or decrease in your base salary in 2020?



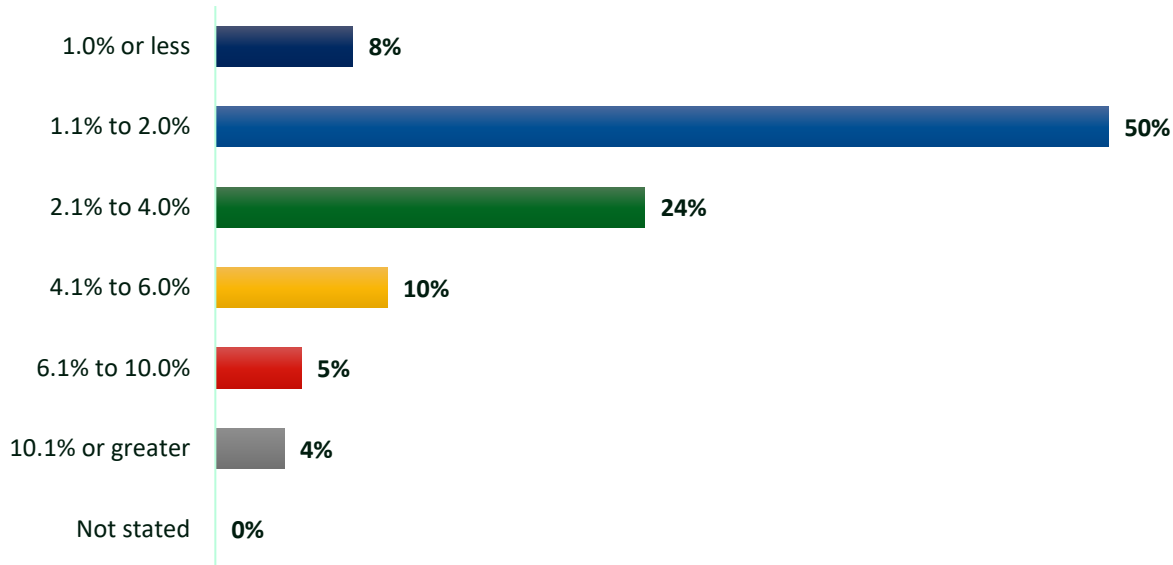
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Increase</i>	67%	71%	208	\$98,695	\$93,165
<i>No change</i>	23%	18%	54	\$99,452	\$90,000
<i>Decrease</i>	2%	2%	5	n/a	n/a
<i>Don't know/ not applicable</i>	9%	9%	27	\$93,448	\$86,000



## Percentage increase expected

Of those PIBC members expecting an increase in 2020, 50% are expecting an increase of 1.1% to 2%. The average increase expected is 2.8%.

### What percentage increase are you expecting?

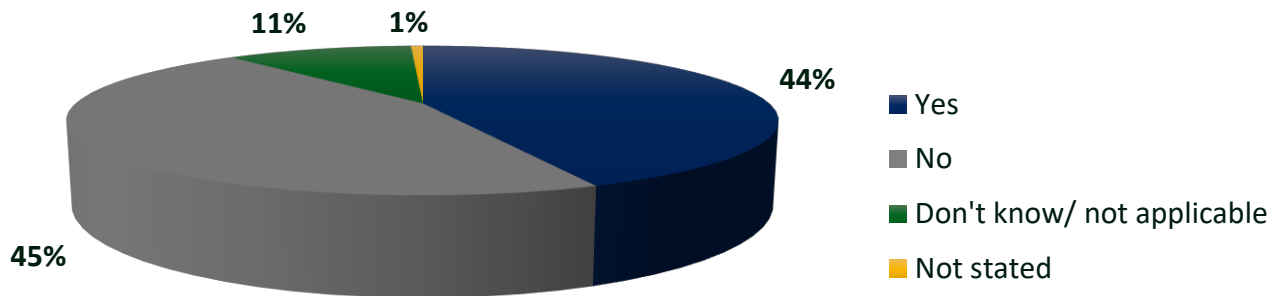


(base: Expect increase in base salary)	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1227</b>	<b>208</b>	<b>208</b>	<b>\$98,695</b>	<b>\$93,165</b>
1.0% or less	9%	8%	16	n/a	n/a
1.1% to 2.0%	40%	50%	104	\$100,686	\$95,000
2.1% to 4.0%	30%	24%	50	\$106,355	\$103,000
4.1% to 6.0%	11%	10%	20	n/a	n/a
6.1% to 10.0%	5%	5%	10	n/a	n/a
10.1% or greater	5%	4%	8	n/a	n/a
<b>Estimated average</b>	<b>3.1</b>	<b>2.8</b>	<b>2.8</b>		

## Not properly compensated for some aspects of job

Forty-four percent of PIBC respondents feel that they are not being properly compensated for some aspects of their job, slightly more than the 36% nationally.

**In your opinion, are there aspects of your job that you are not being properly compensated for e.g. overtime, expenses, sick pay, etc.?**

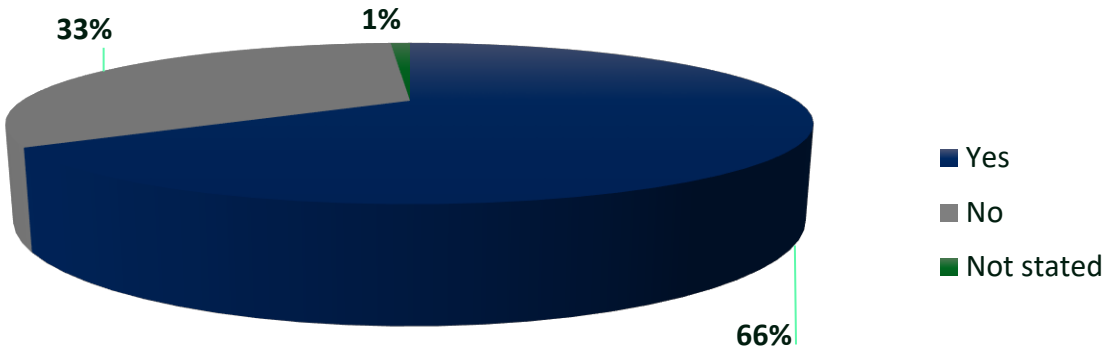


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Yes	36%	44%	128	36%	42%	46%	54%	\$96,517	\$91,000
No	51%	45%	133	51%	44%	48%	33%	\$101,524	\$94,900
Don't know/ not applicable	12%	11%	31	13%	12%	7%	13%	\$95,223	\$89,180

# Alternate rewards for work

Sixty-six percent feel that there are other ways that they would like to be rewarded for their work. This percentage is higher amongst younger respondents.

**Other than more money, are there other ways that you would like to be rewarded for your work e.g. recognition, more responsibility, or vacation time?**



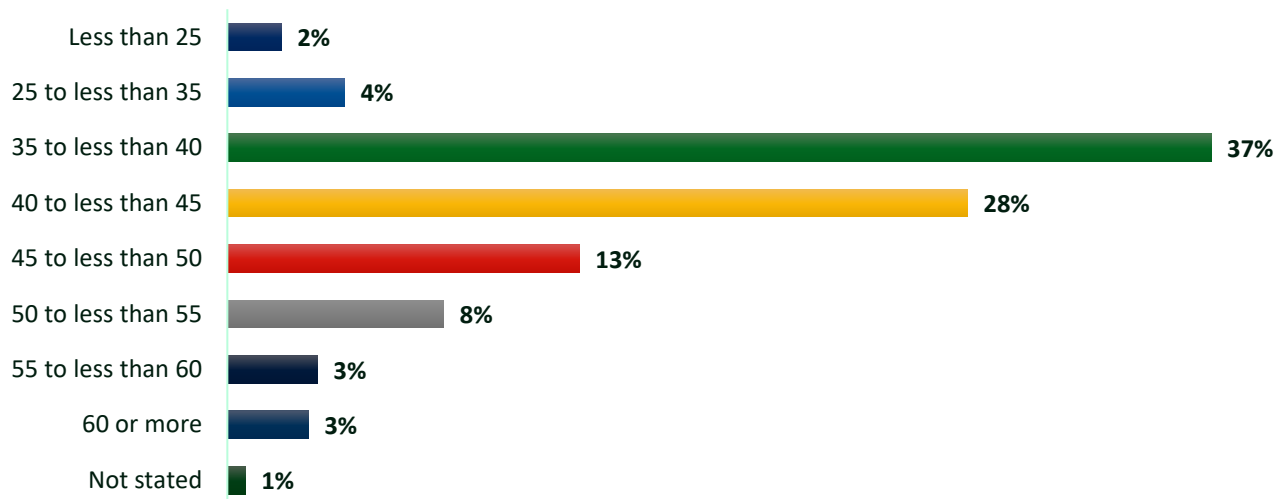
	Total Canada %	Total PIBC %	Total PIBC N	<=30 yrs. old %	31 to 45 yrs. old %	46 to 55 yrs. old %	56+ yrs. old %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>40</b>	<b>151</b>	<b>60</b>	<b>41</b>	<b>\$98,596</b>	<b>\$91,000</b>
Yes	63%	66%	194	70%	71%	58%	56%	\$94,845	\$90,000
No	36%	33%	97	30%	27%	42%	44%	\$106,123	\$100,000

## Section 3: About Your Work Week

### Hours worked in average week

Among PIBC respondents, 65% work a standard week of 35 to 45 hours, with the average being 40.4 and the median being 40. There is slight variation between executives and other management levels, with the medians being: Junior – 40, Middle – 38, Senior – 40, and Executive – 44. These numbers are on par with national levels.

#### Over the course of 2018, how many hours did you work in an average work week?

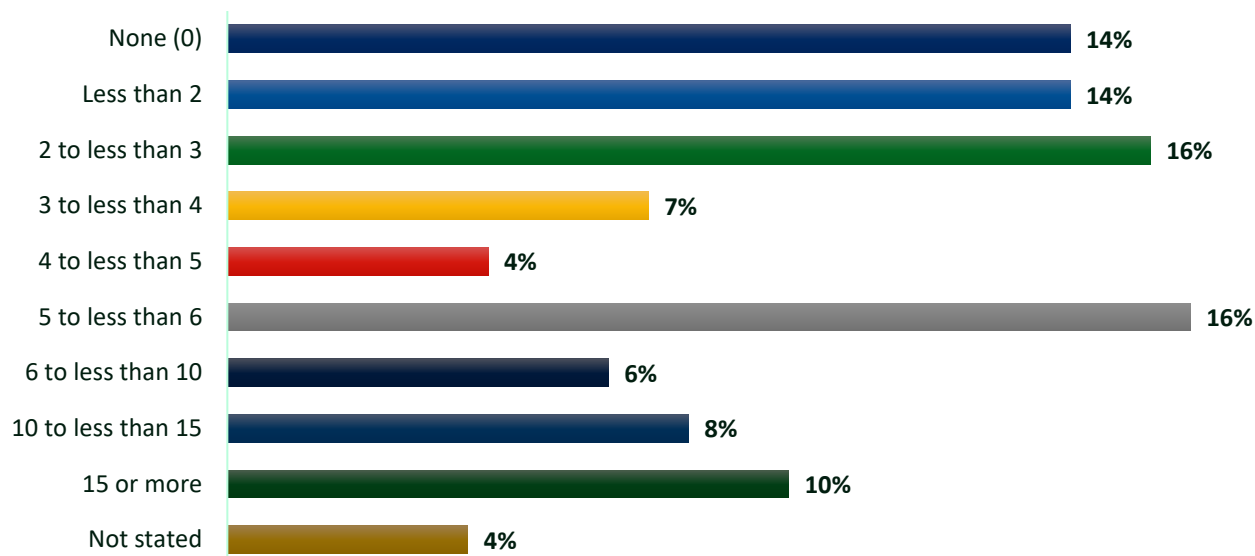


	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
Less than 25	2%	2%	6	8%	1%	0%	0%	n/a	n/a
25 to less than 35	3%	4%	13	9%	2%	6%	0%	n/a	n/a
35 to less than 40	41%	37%	109	6%	33%	55%	46%	\$84,962	\$82,000
40 to less than 45	29%	28%	82	28%	25%	27%	42%	\$99,634	\$96,000
45 to less than 50	13%	13%	39	21%	17%	7%	8%	\$111,935	\$107,400
50 to less than 55	7%	8%	24	17%	13%	1%	0%	n/a	n/a
55 to less than 60	2%	3%	10	4%	6%	1%	0%	n/a	n/a
60 or more	2%	3%	9	6%	3%	2%	4%	n/a	n/a
<b>Average</b>	<b>39.8</b>	<b>40.4</b>	<b>40.4</b>	<b>42.2</b>	<b>41.9</b>	<b>38.2</b>	<b>39.8</b>		
<b>Median</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>44</b>	<b>40</b>	<b>38</b>	<b>40</b>		

## Overtime hours worked in a typical week

Fourteen percent of respondents said that they typically work no overtime hours. The median number of overtime hours worked is three and the mean is 5.7. These numbers are on par with national levels.

### Although workloads will vary throughout the year, on average, how many overtime hours did you work in a typical week over the course of 2018?



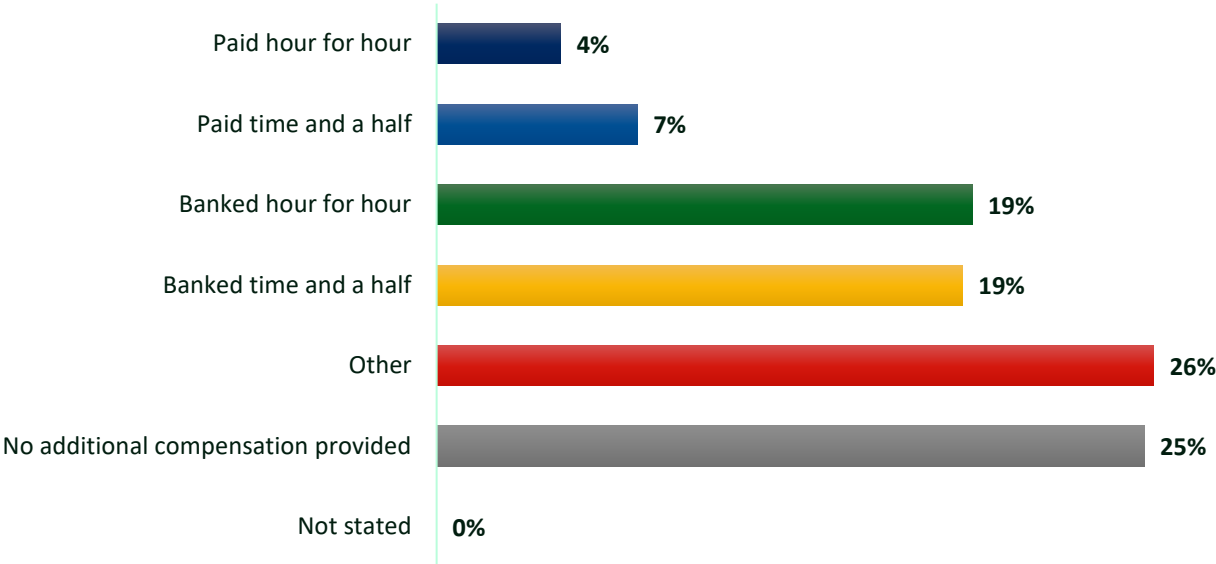
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
None (0)	15%	14%	42	17%	8%	17%	29%	\$89,394	\$80,000
Less than 2	13%	14%	42	6%	8%	24%	21%	\$82,920	\$81,000
2 to less than 3	13%	16%	46	9%	14%	17%	17%	\$90,800	\$90,000
3 to less than 4	8%	7%	21	6%	8%	9%	0%	n/a	n/a
4 to less than 5	5%	4%	13	2%	4%	6%	8%	n/a	n/a
5 to less than 6	15%	16%	48	13%	22%	13%	17%	\$105,000	\$103,253
6 to less than 10	7%	6%	19	11%	8%	4%	0%	n/a	n/a
10 to less than 15	9%	8%	23	15%	13%	1%	0%	n/a	n/a
15 or more	9%	10%	28	13%	14%	4%	8%	n/a	n/a
<b>Mean</b>	<b>5.8</b>	<b>5.7</b>	<b>5.7</b>	<b>7.1</b>	<b>6.8</b>	<b>4.0</b>	<b>4.8</b>		
<b>Med</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>1</b>		

# Compensation for overtime hours

Among PIBC respondents, one quarter (25%) receive no compensation for overtime hours. This is lower than the national rate of 34%. The most common compensation methods, totalling 38%, are banking hour-for-hour or banking time and a half. By PIBC planner level, the percentage of those **not** compensated for overtime are reported as: Junior – 21%, Middle – 21%, Senior – 22%, and Executive – 42%.

Regarding union positions, 11% of those in a union are **not** compensated for overtime. In comparison, for non-union positions, 34% of respondents report that they are not compensated for overtime hours.

## How are you most often compensated for your overtime hours?



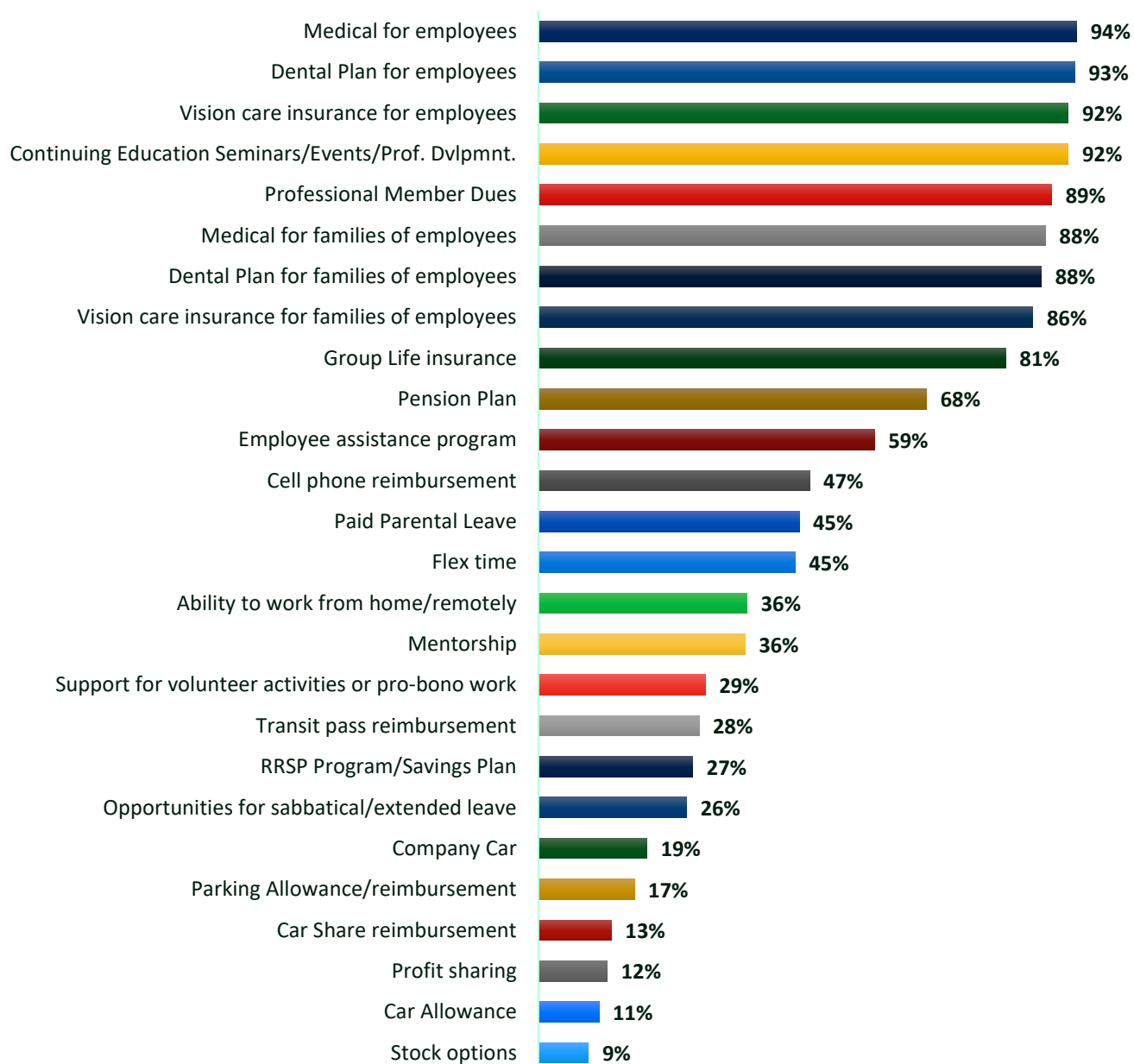
	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
<i>Paid hour for hour</i>	4%	4%	13	8%	5%	2%	0%	\$98,441	\$90,000
<i>Paid time and a half</i>	6%	7%	21	0%	7%	10%	13%	\$82,583	\$80,000
<i>Banked hour for hour</i>	24%	19%	56	19%	18%	18%	25%	\$95,173	\$88,000
<i>Banked time and a half</i>	13%	19%	55	0%	14%	33%	25%	\$81,593	\$82,000
<i>Other</i>	18%	26%	75	32%	34%	16%	17%	\$109,735	\$113,000
<i>No additional compensation provided</i>	34%	25%	74	42%	22%	21%	21%	\$107,040	\$107,000

## Section 4: Your Benefits

### Benefits provided by employer

The top four most often offered benefits to PIBC planners are: “Medical for employees,” “Dental Plan for employees,” “Vision care insurance for employees,” and “Continuing Education Seminars/Events/Professional Development,” all being offered at the 90%+ level. The least offered benefits involve profit sharing, cars, and stock options.

#### Which of the following benefits are provided by your employer?



The table below is sorted from highest to lowest in the “Total PIBC” column. In order to highlight variation across management levels, the **differences** in percentages are shown. For example, “Medical for employees” under the Junior heading shows 2%, meaning that around 96% of Junior level respondents said that this was offered by their firm. For each management level, the two or three highest differences are shown in **blue**.

	Total CDN %	Total PIBC %	Total PIBC N	Exec./ Prncpl. %	Sr. %	Mid. %	Jr. %	Mean	Median
<b>TOTAL RESPONDENTS</b>	<b>1761</b>	<b>275</b>	<b>275</b>	<b>46</b>	<b>107</b>	<b>98</b>	<b>23</b>	<b>\$98,801</b>	<b>\$91,000</b>
<i>Medical for employees</i>	90%	94%	258	-9%	2%	1%	2%	\$99,184	\$92,000
<i>Dental Plan for employees</i>	86%	93%	257	-11%	3%	0%	7%	\$99,277	\$92,000
<i>Vision care insurance for employees</i>	82%	92%	254	-10%	4%	-2%	8%	\$99,305	\$92,000
<i>Continuing Education Seminars/Events/Professional Development</i>	86%	92%	254	-1%	3%	-4%	3%	\$100,069	\$92,585
<i>Professional Member Dues</i>	85%	89%	246	2%	3%	-5%	2%	\$99,523	\$91,000
<i>Medical for families of employees</i>	87%	88%	243	-8%	1%	2%	3%	\$99,467	\$92,000
<i>Dental Plan for families of employees</i>	83%	88%	241	-7%	0%	3%	4%	\$99,881	\$92,000
<i>Vision care insurance for families of employees</i>	77%	86%	237	-8%	3%	0%	5%	\$100,075	\$93,165
<i>Group Life insurance</i>	82%	81%	224	-3%	0%	0%	6%	\$100,424	\$94,000
<i>Pension Plan</i>	68%	68%	186	-22%	<b>7%</b>	<b>6%</b>	-11%	\$97,949	\$90,000
<i>Employee assistance program</i>	59%	59%	161	9%	<b>7%</b>	-11%	-2%	\$105,900	\$100,737
<i>Cell phone reimbursement</i>	48%	47%	130	<b>29%</b>	<b>9%</b>	-20%	-17%	\$112,713	\$112,000
<i>Paid Parental Leave</i>	53%	45%	125	-6%	-1%	1%	11%	\$98,558	\$91,000
<i>Flex time</i>	47%	45%	123	-1%	-6%	<b>4%</b>	12%	\$95,529	\$86,000
<i>Ability to work from home/remotely</i>	48%	36%	100	9%	-1%	-6%	7%	\$100,133	\$92,000
<i>Mentorship</i>	39%	36%	99	<b>12%</b>	-7%	-2%	<b>16%</b>	\$102,775	\$96,000
<i>Support for volunteer activities or pro-bono work</i>	28%	29%	80	4%	-5%	1%	10%	\$100,358	\$86,000
<i>Transit pass reimbursement</i>	22%	28%	77	-2%	-4%	3%	11%	\$99,555	\$97,500
<i>RRSP Program/Savings Plan</i>	31%	27%	74	6%	-4%	0%	12%	\$103,455	\$100,000
<i>Opportunities for sabbatical/extended leave</i>	31%	26%	71	5%	1%	-4%	0%	\$100,445	\$92,000
<i>Company Car</i>	14%	19%	52	-6%	-2%	2%	<b>16%</b>	\$96,985	\$83,000
<i>Parking Allowance/reimbursement</i>	29%	17%	46	7%	0%	-4%	5%	\$113,773	\$106,000
<i>Car Share reimbursement</i>	10%	13%	35	-2%	-4%	2%	<b>18%</b>	\$102,948	\$91,000
<i>Profit sharing</i>	11%	12%	33	<b>12%</b>	-4%	-4%	10%	\$109,070	\$105,000
<i>Car Allowance</i>	16%	11%	29	11%	0%	-5%	2%	\$119,271	\$116,000
<i>Stock options</i>	7%	9%	24	9%	-4%	-2%	9%	\$105,079	\$88,000



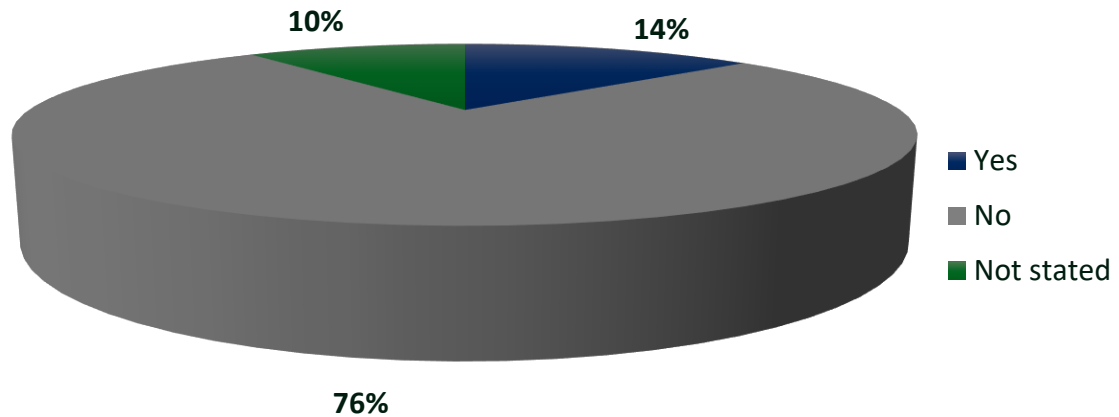
## Benefits provided by employer – detail of pay sharing level (PIBC)

	<i>NOT Offered By Employer</i>	<i>Offered by Employer (NET)</i>	<i>Employer Pays All</i>	<i>Employer Pays More Than 50%</i>	<i>Employer Pays Half (50%)</i>	<i>Employer Pays Less Than 50%</i>	<i>Not stated</i>
<i>Medical for employees</i>	5%	94%	41%	39%	12%	2%	1%
<i>Dental Plan for employees</i>	5%	93%	31%	48%	11%	3%	1%
<i>Vision care insurance for employees</i>	7%	92%	27%	42%	15%	8%	1%
<i>Continuing Education Seminars/Events/Professional Development</i>	7%	92%	69%	18%	1%	4%	1%
<i>Professional Member Dues</i>	9%	89%	83%	3%	2%	2%	1%
<i>Medical for families of employees</i>	6%	88%	36%	39%	11%	2%	6%
<i>Dental Plan for families of employees</i>	6%	88%	28%	45%	12%	3%	6%
<i>Vision care insurance for families of employees</i>	8%	86%	25%	39%	15%	7%	6%
<i>Group Life insurance</i>	12%	81%	33%	30%	14%	5%	6%
<i>Pension Plan</i>	29%	68%	12%	26%	28%	2%	4%
<i>Employee assistance program</i>	36%	59%	45%	9%	4%	1%	5%
<i>Cell phone reimbursement</i>	51%	47%	38%	3%	3%	3%	2%
<i>Paid Parental Leave</i>	46%	45%	19%	15%	3%	8%	9%
<i>Flex time</i>	51%	45%	39%	2%	1%	3%	5%
<i>Ability to work from home/remotely</i>	60%	36%	30%	3%	1%	2%	3%
<i>Mentorship</i>	58%	36%	28%	2%	4%	3%	6%
<i>Support for volunteer activities or pro-bono work</i>	67%	29%	17%	4%	5%	3%	4%
<i>Transit pass reimbursement</i>	69%	28%	13%	4%	4%	8%	3%
<i>RRSP Program/Savings Plan</i>	68%	27%	4%	6%	11%	6%	5%
<i>Opportunities for sabbatical/extended leave</i>	68%	26%	10%	4%	3%	9%	6%
<i>Company Car</i>	80%	19%	19%	0%	0%	0%	1%
<i>Parking Allowance/reimbursement</i>	81%	17%	14%	0%	1%	2%	3%
<i>Car Share reimbursement</i>	85%	13%	10%	1%	1%	1%	2%
<i>Profit sharing</i>	84%	12%	8%	0%	1%	3%	4%
<i>Car Allowance</i>	88%	11%	8%	1%	1%	1%	2%
<i>Stock options</i>	89%	9%	3%	0%	1%	4%	2%

## Receives other benefits

Fourteen percent mention receiving other benefits beyond the ones listed on the survey.

### Are there other benefits that you receive that are not listed above?



	Total Canada %	Total PIBC %	Total PIBC N	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>\$98,596</b>	<b>\$91,000</b>
Yes	10%	14%	40	\$95,664	\$89,180
No	83%	76%	224	\$98,591	\$91,000
Not stated	7%	10%	30	\$102,677	\$98,000

Some benefit descriptions provided by respondents:

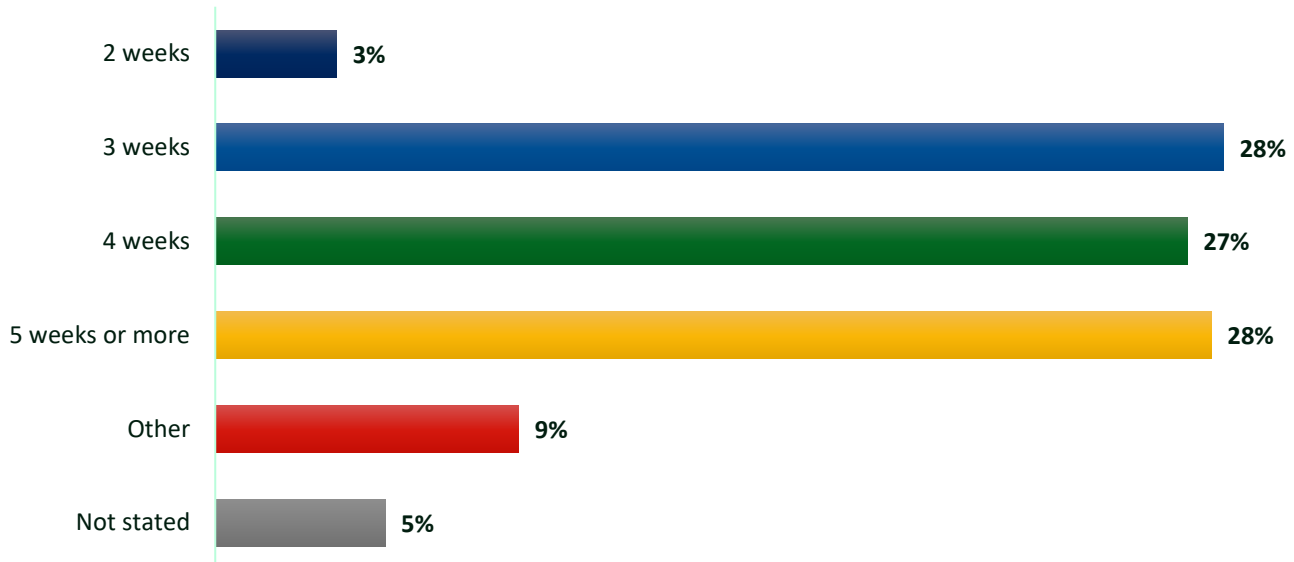
- 15 hours family sick time
- Ability to attend and present at conferences
- Access to recreation facilities
- Bike locker
- Bike share
- Boot allowance
- Company get togethers (summer, Christmas, Christmas kids party, Cinco de mayo, st Patrick's day etc)
- Compressed work week
- Education
- Extended health (i.e. practitioner services, other).
- Ferry fee
- Fitness allowance up to \$30/month or \$360 annually
- Gift cards - \$100/yr
- Gratuity time for unused sick leave
- Health and wellness \$500 annual
- Hearing aids
- home office allowance
- Incentives for eco commuting

- Life Insurance
- Long Term Disability
- Option to buy Preferred shares
- Paid care giver time 40 hours per year
- Pays off provincial student loans over a period of 3 years.
- Short Term Disability
- travel insurance
- use of personal car for work trips
- Work Tools (e.g. computer, work boots)

## Paid vacation received per year

Among PIBC respondents, the large majority (83%) receive three to five weeks of vacation per year. Once again, looking at management level, here are the percentage of respondents who receive **4+ weeks** of vacation: Junior – 17%, Middle – 39%, Senior – 72%, and Executive – 72%.

### How much paid vacation time do receive per year?



	Total Canada %	Total PIBC %	Total PIBC N	PIBC Exec %	PIBC Sr. %	PIBC Mid. %	PIBC Jr. %	PIBC Mean	PIBC Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>294</b>	<b>294</b>	<b>53</b>	<b>111</b>	<b>103</b>	<b>24</b>	<b>\$98,596</b>	<b>\$91,000</b>
2 weeks	7%	3%	10	2%	2%	4%	13%	\$78,444	\$70,000
3 weeks	30%	28%	83	0%	17%	48%	63%	\$82,141	\$80,000
4 weeks	28%	27%	80	23%	33%	27%	13%	\$100,805	\$96,000
5 weeks or more	23%	28%	82	49%	39%	12%	4%	\$116,764	\$120,000
Other	8%	9%	25	17%	7%	4%	8%	\$92,692	\$80,105
Not stated	3%	5%	14	9%	2%	6%	0%	\$100,769	\$100,000

## Section 5: Your Business

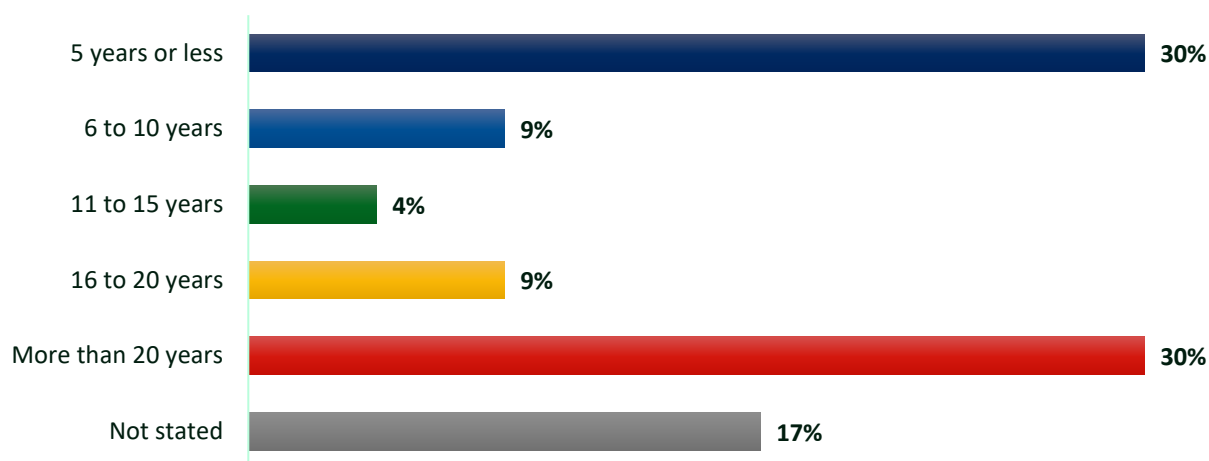
**Because of the very low base sizes in the tables, salary mean and median columns are not shown for this section. Also, with this low base size, results in this section should be interpreted with caution.**

Among PIBC respondents, this section was completed only by the 23 respondents who identified themselves as “Self-employed/ Consultant” or “Owner/principal.” There were 117 such respondents nationally.

On average, respondents completing this section report being in business for approximately 15 years.

### Number of years in business

**How many years have you and/ or your firm been in business?**



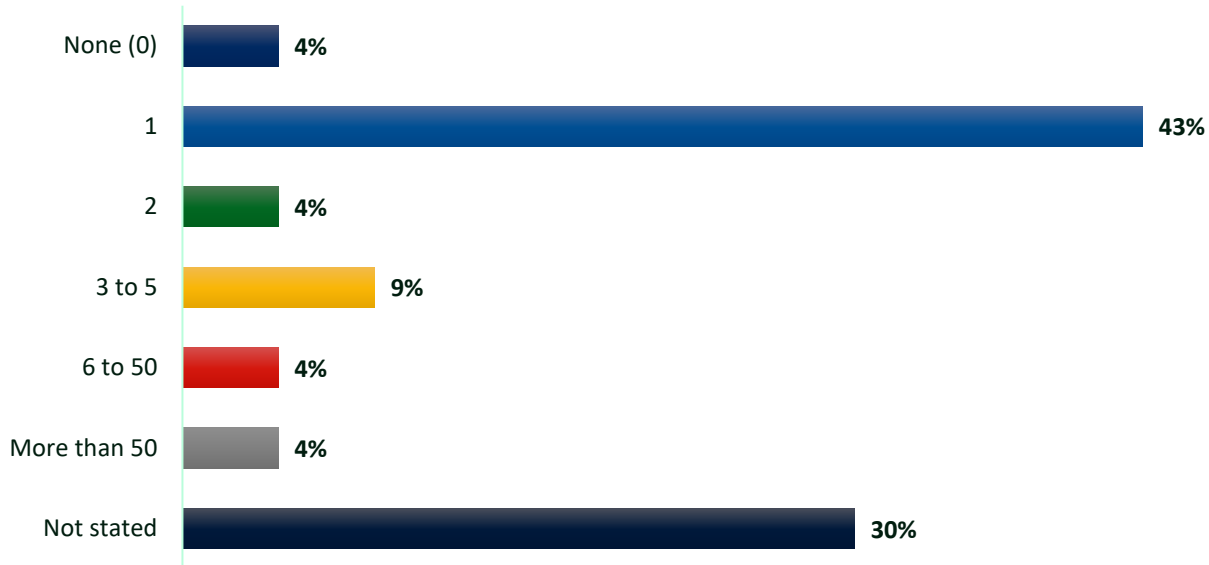
(base: Self-employed/Consultant or Owner/principal)	Total Canada %	Total PIBC %	Total PIBC N
<b>TOTAL RESPONDENTS</b>	<b>117</b>	<b>23</b>	<b>23</b>
5 years or less	27%	30%	7
6 to 10 years	9%	9%	2
11 to 15 years	9%	4%	1
16 to 20 years	9%	9%	2
More than 20 years	39%	30%	7
Not stated	7%	17%	4
<b>Estimated average</b>	<b>14.9</b>	<b>13.6</b>	<b>13.6</b>

**Please note that some of base sizes in the table are small.**

## Number of full-time staff

Forty-three percent report having only one staff member. The average number of staff is 29 which suggests that a small number or large firms are pushing up this reported average. The median is one which confirms this hypothesis.

### Number of full-time staff employed by your firm in 2018



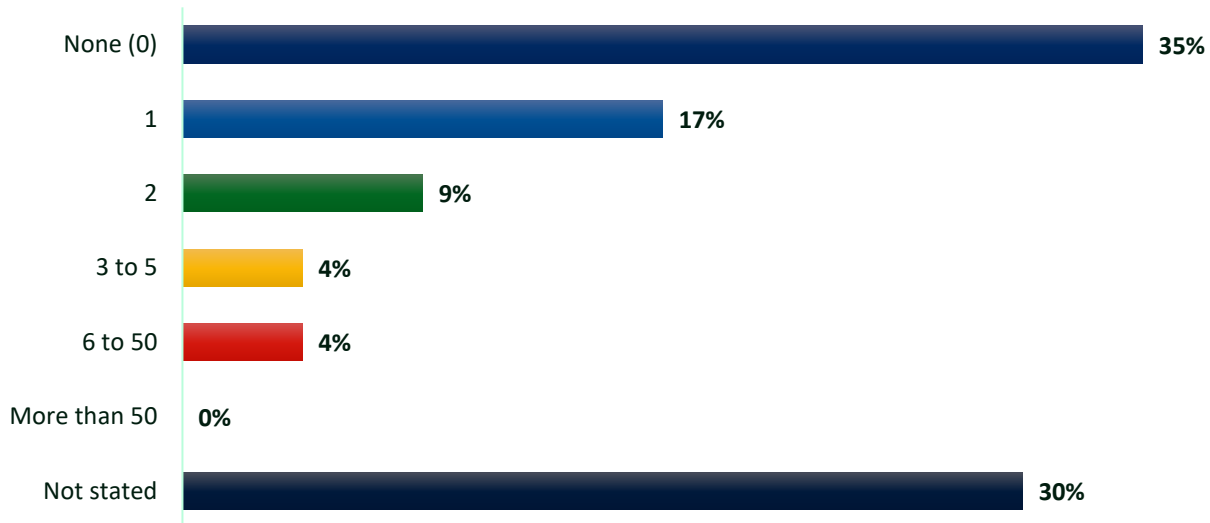
<i>(base: Self-employed/Consultant or Owner/principal)</i>	<i>Total Canada %</i>	<i>Total PIBC %</i>	<i>Total PIBC N</i>
<b>TOTAL RESPONDENTS</b>	<b>117</b>	<b>23</b>	<b>23</b>
<i>None (0)</i>	10%	4%	1
<i>1</i>	37%	43%	10
<i>2</i>	6%	4%	1
<i>3 to 5</i>	11%	9%	2
<i>6 to 50</i>	13%	4%	1
<i>More than 50</i>	9%	4%	1
<i>Not stated</i>	15%	30%	7
<b>Average</b>	<b>22.0</b>	<b>29.1</b>	<b>29.1</b>
<b>Median</b>	<b>1</b>	<b>1</b>	<b>1</b>

*Please note that some of base sizes in the table are small.*

## Number of part-time staff

Thirty-five percent report employing no part-time staff or subcontractors. The average reported number is just over two.

### Number of part-time staff (or subcontractors) employed by your firm in 2018



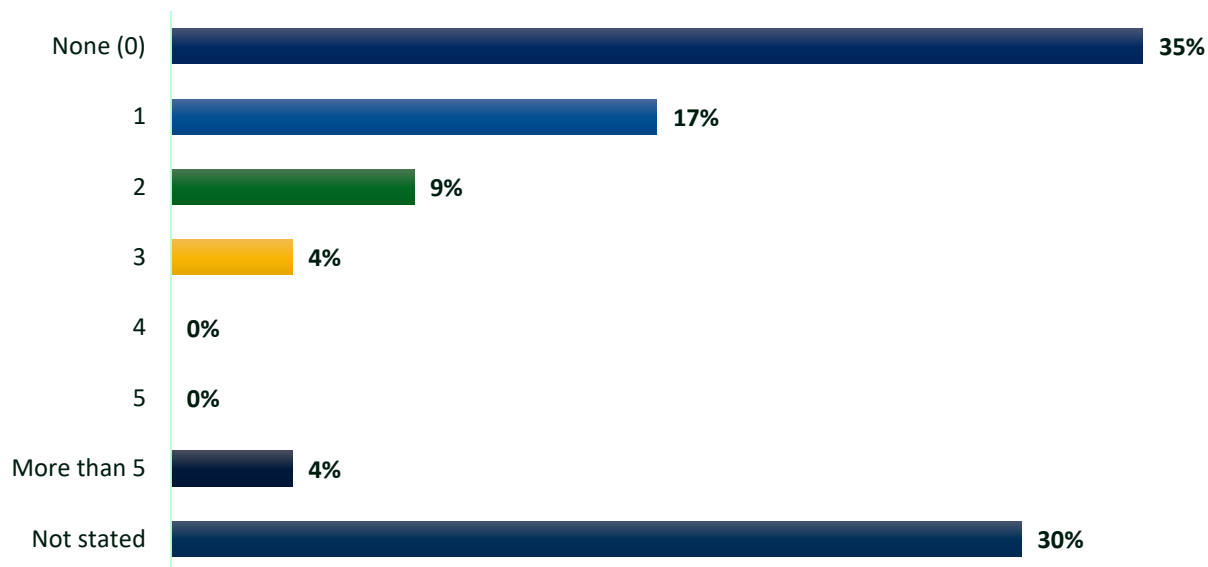
<i>(base: Self-employed/Consultant or Owner/principal)</i>	<i>Total Canada %</i>	<i>Total PIBC %</i>	<i>Total PIBC N</i>
<b>TOTAL RESPONDENTS</b>	<b>117</b>	<b>23</b>	<b>23</b>
<i>None (0)</i>	38%	35%	8
<i>1</i>	18%	17%	4
<i>2</i>	11%	9%	2
<i>3 to 5</i>	11%	4%	1
<i>6 to 50</i>	7%	4%	1
<i>More than 50</i>	0%	0%	0
<i>Not stated</i>	15%	30%	7
<b>Average</b>	<b>2.5</b>	<b>2.3</b>	<b>2.3</b>
<b>Median</b>	<b>1</b>	<b>0</b>	<b>0</b>

*Please note that some of base sizes in the table are small.*

## Number of professional and candidate planners

Among PIBC respondents, 35% report employing no professional and candidate planners. The reported average is just under four (3.8).

### Number of professional and candidate planners employed in 2018



<i>(base: Self-employed/Consultant or Owner/principal)</i>	<i>Total Canada %</i>	<i>Total PIBC %</i>	<i>Total PIBC N</i>
<b>TOTAL RESPONDENTS</b>	<b>117</b>	<b>23</b>	<b>23</b>
<i>None (0)</i>	29%	35%	8
<i>1</i>	23%	17%	4
<i>2</i>	7%	9%	2
<i>3</i>	7%	4%	1
<i>4</i>	3%	0%	0
<i>5</i>	3%	0%	0
<i>More than 5</i>	12%	4%	1
<i>Not stated</i>	15%	30%	7
<b>Average</b>	<b>4.9</b>	<b>3.8</b>	<b>3.8</b>
<b>Median</b>	<b>1</b>	<b>0</b>	<b>0</b>

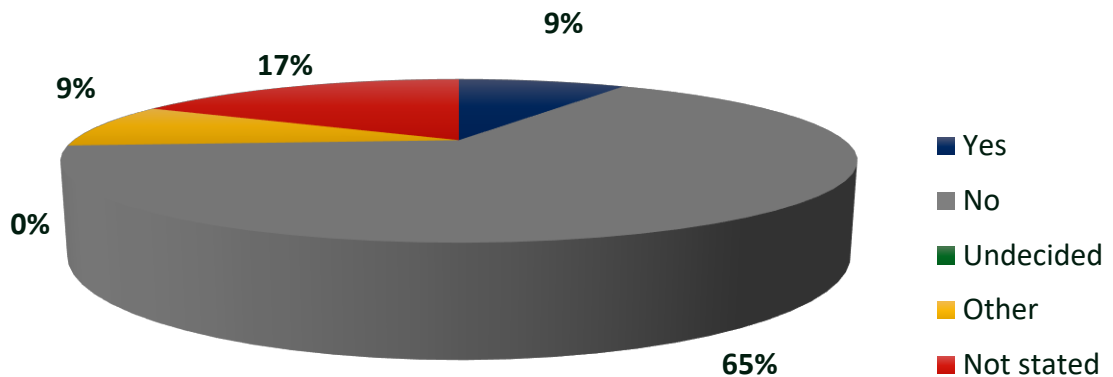
*Please note that some of base sizes in the table are small.*



## Hiring more professional and/or candidate planners

Nine percent anticipate hiring more professional and/or candidate planners. This is below the national average of 20%.

### Anticipates hiring more professional and/or candidate planners in the next 12-18 months



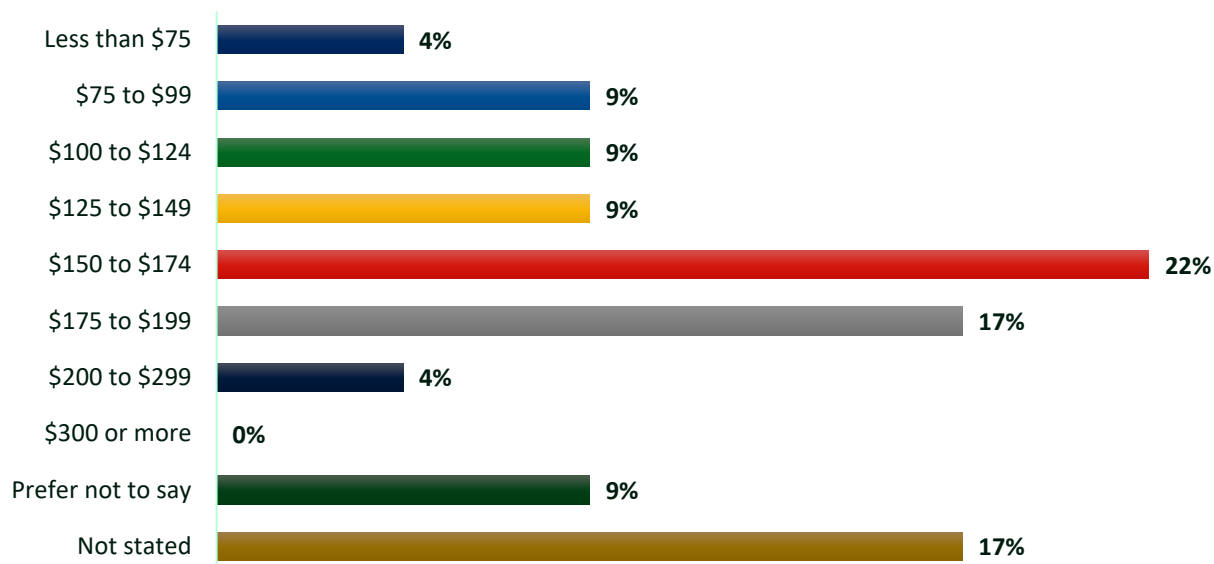
<i>(base: Self-employed/Consultant or Owner/principal)</i>	<i>Total Canada %</i>	<i>Total PIBC %</i>	<i>Total PIBC N</i>
<b>TOTAL RESPONDENTS</b>	<b>117</b>	<b>23</b>	<b>23</b>
Yes	20%	9%	2
No	61%	65%	15
Undecided	9%	0%	0
Other	3%	9%	2
Not stated	8%	17%	4

*Please note that some of base sizes in the table are small.*

## Hourly billing rate in 2018

Among PIBC respondents, the average reported hourly billing rate is \$145. The national average is \$174.

### Hourly billing rate in 2018



(base: Self-employed/Consultant or Owner/principal)	Total Canada %	Total PIBC %	Total PIBC N
<b>TOTAL RESPONDENTS</b>	<b>117</b>	<b>23</b>	<b>23</b>
Less than \$75	4%	4%	1
\$75 to \$99	5%	9%	2
\$100 to \$124	4%	9%	2
\$125 to \$149	11%	9%	2
\$150 to \$174	16%	22%	5
\$175 to \$199	12%	17%	4
\$200 to \$299	15%	4%	1
\$300 or more	7%	0%	0
Prefer not to say	18%	9%	2
<b>Average \$</b>	<b>174</b>	<b>145</b>	<b>145</b>
<b>Median \$</b>	<b>160</b>	<b>150</b>	<b>150</b>

Please note that some of base sizes in the table are small.