

Section 7 - Cash Compensation Report

Draftsperson

FREQUENCY

# of responding organizations	31
# of matched incumbents	483

# 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

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
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	-----	-----	------	------	------	------

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.	
ALL INCUMBENTS																								
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	28.83	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
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	----	-----	------	------	------	------

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.	
ALL INCUMBENTS																								
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.

ALL INCUMBENTS

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

ALL INCUMBENTS

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	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	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	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	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.

ALL INCUMBENTS

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.	
ALL INCUMBENTS																								
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
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	----	-----	------	------	------	------

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	29.98	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

ALL INCUMBENTS

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
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	----	-----	-----	------	------	------	------

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.	
ALL INCUMBENTS																								
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	40.0
----------------	---	----	-------	-------	-------	-------	----	------	------	------	------	----	----	----	----	------	------	------	------

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	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

ALL INCUMBENTS

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.

ALL INCUMBENTS

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

ALL INCUMBENTS

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
----------------	---	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	----	-----	------	------	------	------

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

ALL INCUMBENTS

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.

ALL INCUMBENTS

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	-

# 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																			
----------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

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

ALL INCUMBENTS

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
----------------	---	---	---	-------	---	-------	---	------	------	------	------	---	---	---	---	------	------	------	------

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	-

# 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																			
----------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

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	75th	Avg.

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.	
ALL INCUMBENTS																								
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.

ALL INCUMBENTS

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

# 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

All Incumbents	16	199	37	157	5	199	199		197	21.80	28.40	37.21	28.43	197	29.11	34.22	44.07	34.84	170	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	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	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	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	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	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	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	0.00	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	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	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	0.02
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	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	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	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	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	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	36.3
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	----	-----	------	------	------	------

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	35.5
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	36.3	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	35.0	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	36.3	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	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	36.3	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	35.0	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	34.4

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	37.5	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	34.9
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	36.3	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	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	37.1
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	36.3	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

ALL INCUMBENTS

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.

ALL INCUMBENTS

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

ALL INCUMBENTS

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	

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

# 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

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	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
----------------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

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

	# 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																								
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
----------------	----	----	-------	-------	-------	-------	----	------	------	------	------	-----	-----	---	-----	------	------	------	------

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.	
ALL INCUMBENTS																								
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	*	*	*	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
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	---	-----	------	------	------	------

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

ALL INCUMBENTS

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	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	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	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	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	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	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	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	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
----------------	----	----	-------	-------	-------	-------	----	------	------	------	------	----	----	--	----	------	------	------	------

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

# 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

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
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

# 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	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

# 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

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

# 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	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	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

# 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

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

# 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	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

	# 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																								
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

# 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	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

# 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

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	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	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	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	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	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	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	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	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	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
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	---	-----	------	------	------	------

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

# 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

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
----------------	----	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	----	-----	------	------	------	------

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

# 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

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	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	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	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
----------------	---	-----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	--	-----	------	------	------	------

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

ALL INCUMBENTS

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	24.32	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
----------------	---	----	-------	-------	-------	-------	-----	------	------	------	------	-----	-----	--	-----	------	------	------	------

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

ALL INCUMBENTS

All Incumbents	54	9836	1160	8299	377	9836	9826	10	9476	7339	2137	9836	35.0	37.5	40.0	37.5
----------------	----	------	------	------	-----	------	------	----	------	------	------	------	------	------	------	------

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

	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														
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	2008-03-31	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	2008-01-01	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	2008-09-01	2009-02-01	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

