

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

***REPORT FOR THE ATLANTIC PLANNERS INSTITUTE (API)***

***Prepared For:***



***Prepared By:***



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***November 2019***

**Canadian Professional Planners**  
**National Compensation and Benefits Survey**  
**Report for the Atlantic Planners Institute (API)**

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# Canadian Professional Planners

## National Compensation and Benefits Survey

### Report for the Atlantic Planners Institute (API)

#### Background and Objectives

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

Subject areas and question topics included:

##### Demographics and Current Employment

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

##### Current Compensation

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

##### Work Week

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

##### Benefits

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

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

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

This report has been created for the API. Throughout the report, we have shown results for their members and compared these results to the national results.

## Method

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

For each Provincial and Territorial Institute and Association (PTIA), the following table provides details related to the number of members receiving invitations, the number of responses, and response rate.

As can be seen in the table below, the response rate for the API was the second highest (41%) amongst all PTIA's.

	MEMBERS #	RESPONSES #	RESPONSE RATE %
<b>PIBC</b>	1,291	297	23%
<b>APPI</b>	870	229	26%
<b>SPPI</b>	196	95	48%
<b>MPPI</b>	136	52	38%
<b>OPPI</b>	3,373	824	24%
<b>OUQ</b>	1,516	236	16%
<b>API</b>	276	114	41%
<b>OTHER</b>	n/a	10	n/a
<b>TOTAL</b>	7,658	1,850	24%

## Margin of Error

With a total sample of 114 and a population of 276, the margin of error is plus or minus 7.0 percentage points at the 95 percent confidence level.

If, for example, 50% of the respondents report achieving a certain level of education, then we can be reasonably sure (19 times out of 20) of an accuracy within +/- 7.0%. This means that a total census of all regulated members would reveal an answer of not less than 43.0% and not more than 57.0%.

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

## Definitions: Mean and Median

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

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

## Reader Note

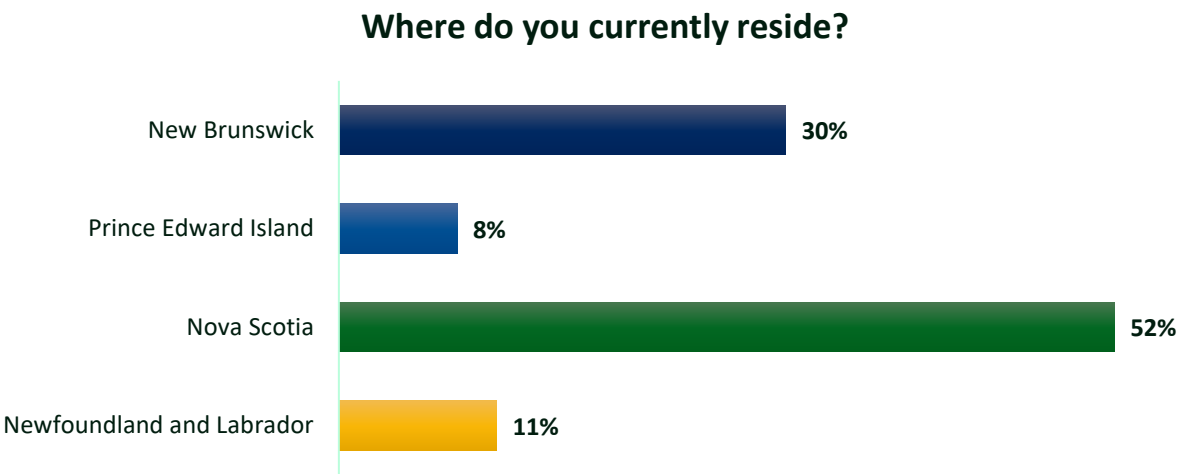
There are a few things to note when reading this report:

- Almost all charts are shown with rounding to the closest whole number.
- For a few geographic charts, one decimal place is shown in the percentages.
- Categories that are labelled as 0% in charts are sometimes 0% but are also sometimes greater than 0% and less than 0.5%.
- The **group cut-off size** for showing mean and median salary detail in Appendix A is **15**. Salary results of categories with less than 30 should be interpreted with caution. There are, however, some cases where categories of <15 are shown in the mean and median tables.

# Section 1: About You

## Location of current residence

The majority of API respondents (52%) were from Nova Scotia.



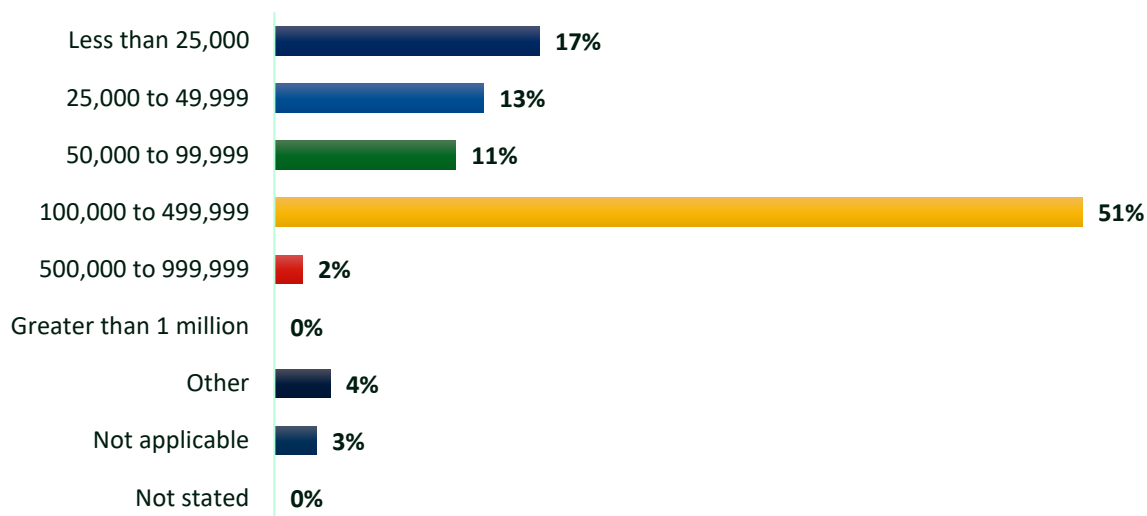
	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1850	114	114
New Brunswick	2%	30%	34
Prince Edward Island	0%	8%	9
Nova Scotia	3%	52%	59
Newfoundland and Labrador	1%	11%	12



## Size of municipality where currently employed

*The large majority of API respondents (51%) were employed in population centres of 100,000 to 499,999.*

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



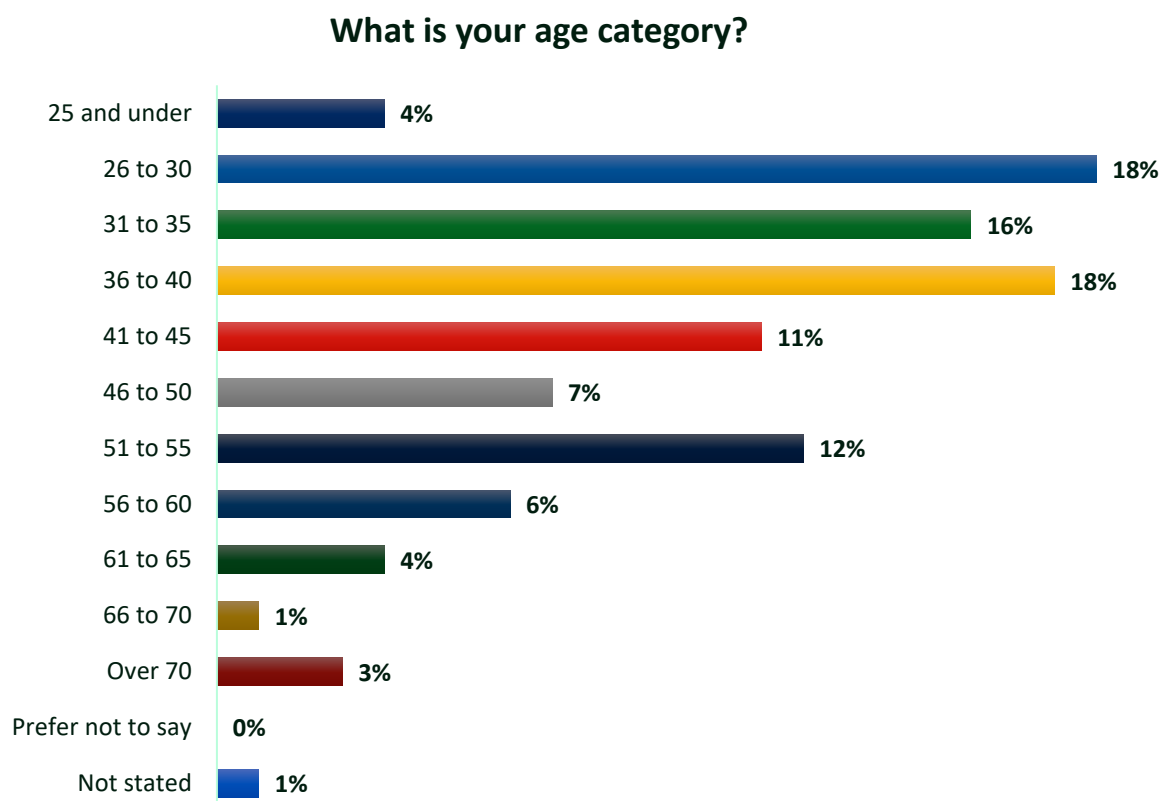
	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
<i>Less than 25,000</i>	15%	17%	19
<i>25,000 to 49,999</i>	7%	13%	15
<i>50,000 to 99,999</i>	9%	11%	13
<i>100,000 to 499,999</i>	24%	51%	58
<i>500,000 to 999,999</i>	15%	2%	2
<i>Greater than 1 million</i>	28%	0%	0
<b><i>Estimated average (000s)</i></b>	<b>554</b>	<b>193</b>	<b>193</b>

## Name of municipality where employer is located

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>95</b>	<b>95</b>
<i>Misc. NB</i>	1%	24%	27
<i>Misc. PEI</i>	0%	7%	8
<i>Halifax</i>	2%	35%	40
<i>Misc. NS</i>	1%	13%	15
<i>Misc. NL</i>	0%	8%	9
<i>Not applicable</i>	5%	12%	14
<i>Not stated</i>	1%	1%	1

## Age

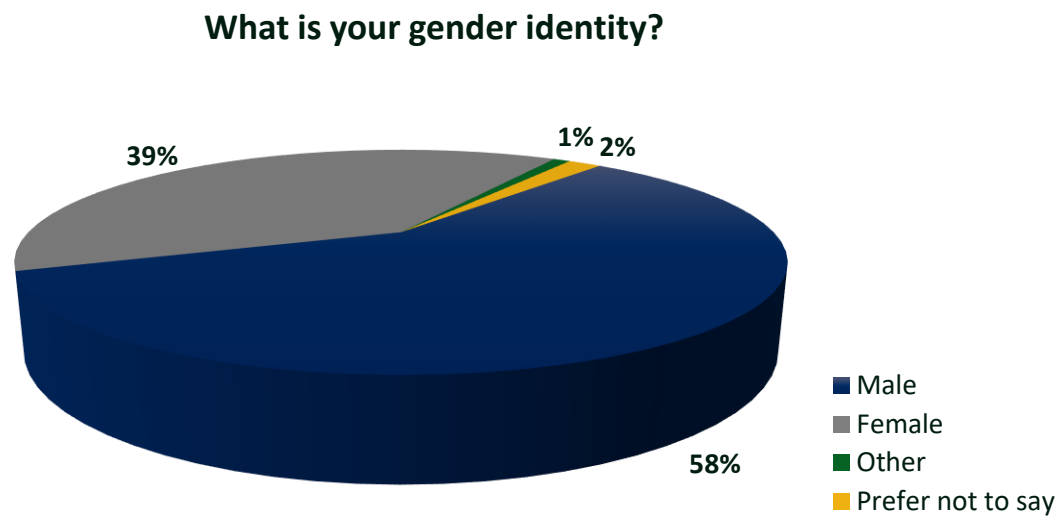
The distribution of ages in API was quite similar to that nationally, with one-third being between 31 and 40. Among API respondents, the overall estimated average age was 41.2: 38.9 for females and 42.1 for males.



	Total Canada %	Total API %	Total API N	API Males %	API Females %
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>66</b>	<b>44</b>
30 and under	18%	22%	25	21%	25%
31 to 35	19%	16%	18	17%	14%
36 to 40	19%	18%	20	14%	25%
41 to 45	12%	11%	13	11%	14%
46 to 55	19%	19%	22	24%	14%
Over 55	14%	13%	15	14%	9%
<b>Estimated average</b>	<b>41.3</b>	<b>41.2</b>	<b>41.2</b>	<b>42.1</b>	<b>38.9</b>

# Gender

More males than females responded from API.

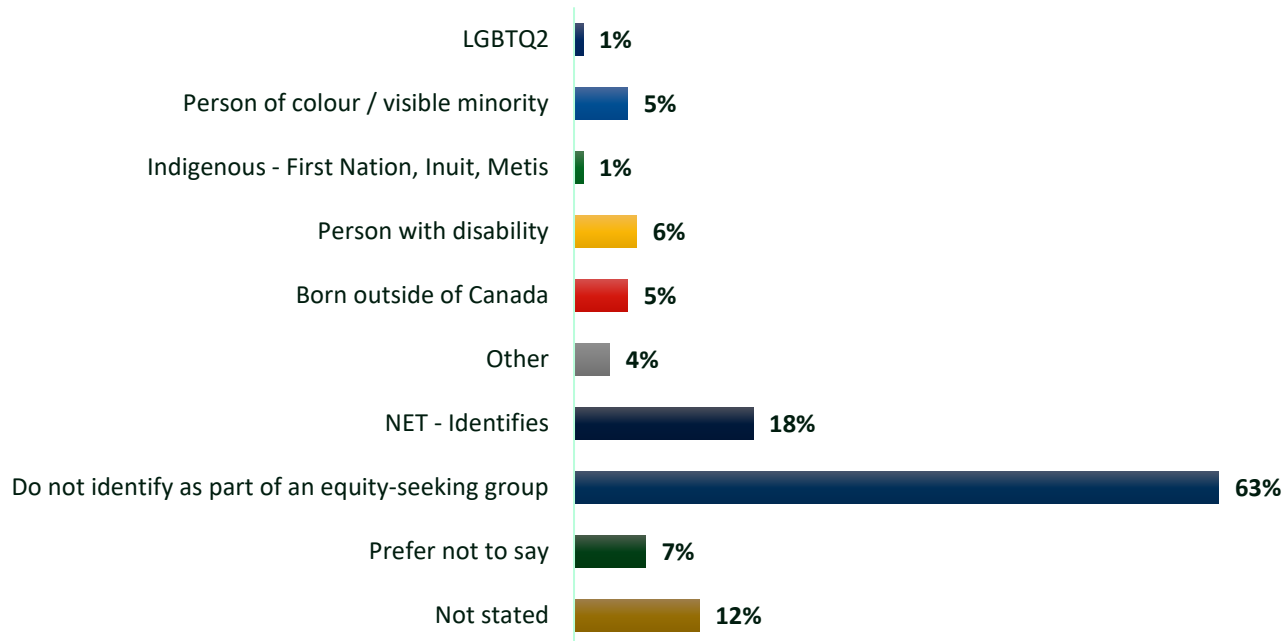


	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1850	114	114
Male	51%	58%	66
Female	47%	39%	44
Other	0%	1%	1
Prefer not to say	1%	2%	2

## Identifies as part of an equity-seeking group

*Eighteen percent of API respondents chose to self-identify as being part of an equity-seeking group. The national average was 21%.*

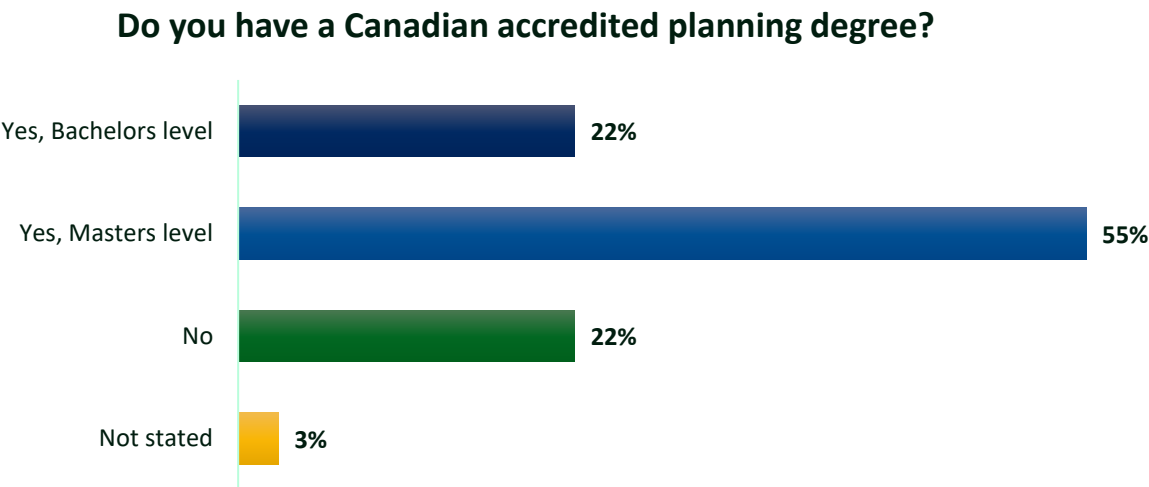
### Do you identify as part of an equity-seeking group:



	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
<i>LGBTQ2</i>	5%	1%	1
<i>Person of colour / visible minority</i>	8%	5%	6
<i>Indigenous - First Nation, Inuit, Metis</i>	1%	1%	1
<i>Person with disability</i>	1%	6%	7
<i>Born outside of Canada</i>	7%	5%	6
<i>Other</i>	3%	4%	4
<i>NET - Identifies</i>	21%	18%	20
<i>Do not identify as part of an equity-seeking group</i>	64%	63%	72
<i>Prefer not to say</i>	3%	7%	8
<i>Not stated</i>	12%	12%	14

# Has an accredited Canadian planning degree

Seventy-five percent of API respondents reported having an accredited Canadian degree, slightly less than the 83% reported nationally. However, the percentage of API respondents reporting having a master’s level degree was higher than that nationally: 55% vs. 47%.

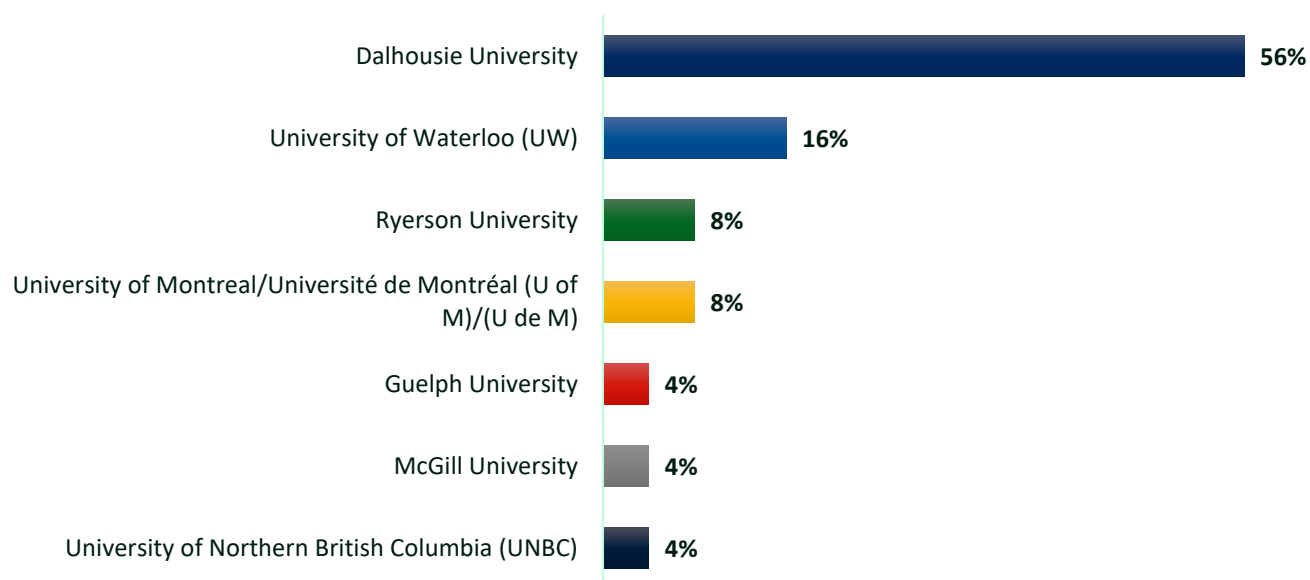


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
<i>Yes, Bachelors level</i>	39%	22%	25
<i>Yes, Masters level</i>	47%	55%	63
<i>No</i>	17%	22%	25
<i>Not stated</i>	1%	3%	3

## Accredited Canadian bachelor's degree – school

*More than half (56%) of API respondents with accredited bachelor's degrees reported having a degree from Dalhousie University.*

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

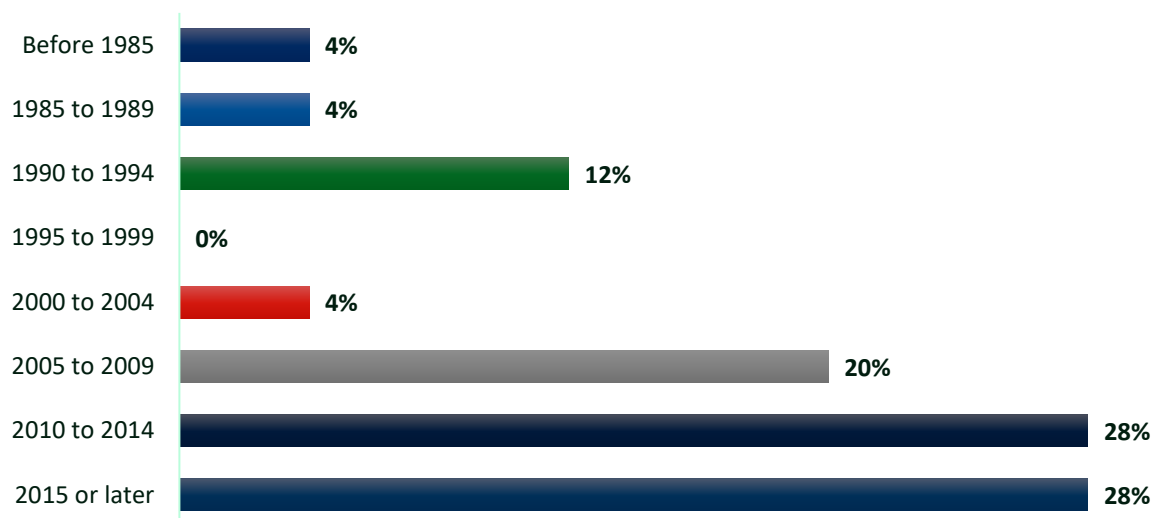


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>716</b>	<b>25</b>	<b>25</b>
<i>Dalhousie University</i>	4%	56%	14
<i>University of Waterloo (UW)</i>	30%	16%	4
<i>Ryerson University</i>	18%	8%	2
<i>University of Montreal/Université de Montréal (U of M)/(U de M)</i>	9%	8%	2
<i>Guelph University</i>	0%	4%	1
<i>McGill University</i>	0%	4%	1
<i>University of Northern British Columbia (UNBC)</i>	3%	4%	1

## Accredited Canadian bachelor's degree – year

*Slightly more than three-quarters of API's bachelor's level degree holders – 76% - graduated since 2005, compared to 53% nationally.*

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



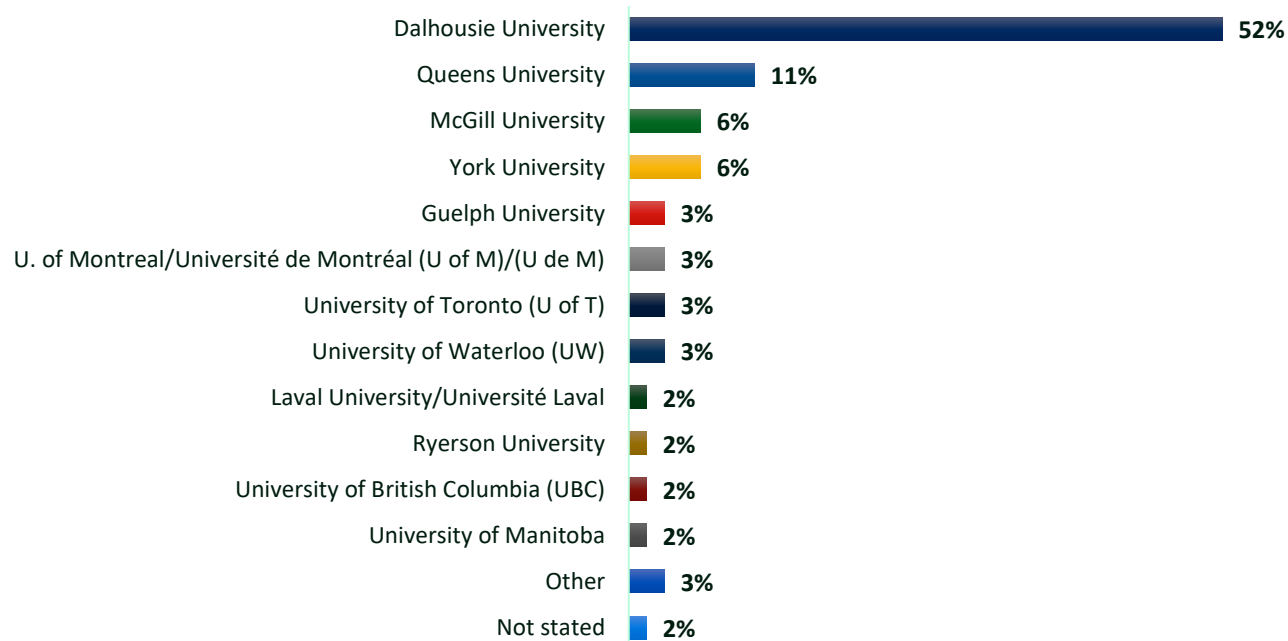
	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>716</b>	<b>25</b>	<b>25</b>
<i>Before 1985</i>	8%	4%	1
<i>1985 to 1989</i>	6%	4%	1
<i>1990 to 1994</i>	9%	12%	3
<i>1995 to 1999</i>	9%	0%	0
<i>2000 to 2004</i>	12%	4%	1
<i>2005 to 2009</i>	18%	20%	5
<i>2010 to 2014</i>	21%	28%	7
<i>2015 or later</i>	13%	28%	7



## Accredited Canadian master's degree – school

*There was a much longer list of schools reported at the master's level than at the bachelor's level for API respondents, with Dalhousie topping the list (the same finding as the bachelor's level).*

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

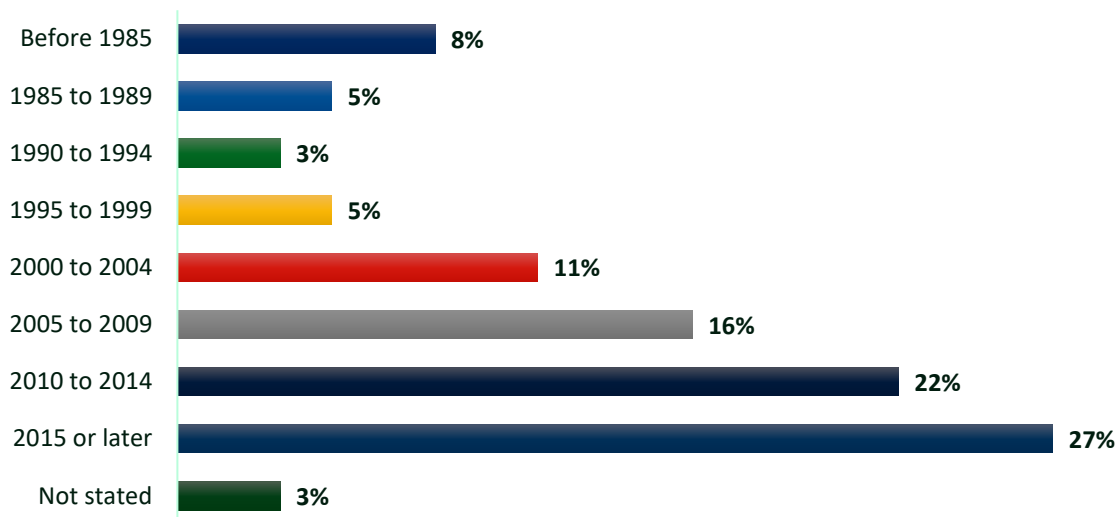


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>876</b>	<b>63</b>	<b>63</b>
<i>Dalhousie University</i>	9%	52%	33
<i>Queens University</i>	14%	11%	7
<i>McGill University</i>	4%	6%	4
<i>York University</i>	9%	6%	4
<i>Guelph University</i>	8%	3%	2
<i>University of Montreal/Université de Montréal (U of M)/(U de M)</i>	6%	3%	2
<i>University of Toronto (U of T)</i>	7%	3%	2
<i>University of Waterloo (UW)</i>	6%	3%	2
<i>Laval University/Université Laval</i>	5%	2%	1
<i>Ryerson University</i>	4%	2%	1
<i>University of British Columbia (UBC)</i>	8%	2%	1
<i>University of Manitoba</i>	6%	2%	1
<i>Other</i>	6%	3%	2
<i>Not stated</i>	2%	2%	1

## Accredited Canadian master's degree – year

*Forty-nine percent of master's level API respondents graduated since 2010, similar to national levels.*

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

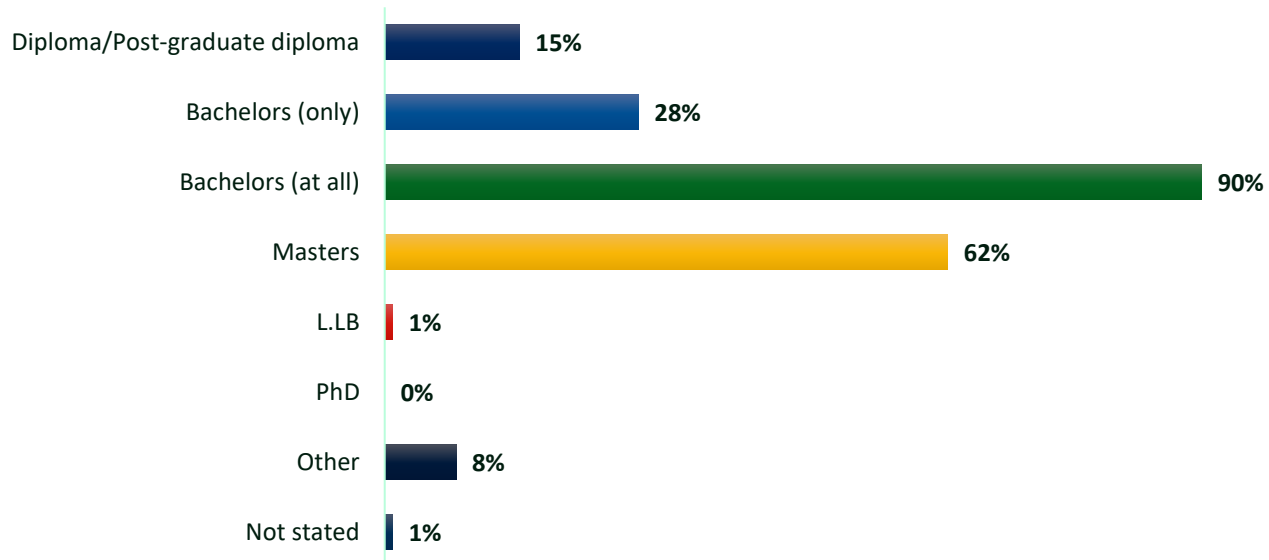


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>876</b>	<b>63</b>	<b>63</b>
<i>Before 1985</i>	4%	8%	5
<i>1985 to 1989</i>	5%	5%	3
<i>1990 to 1994</i>	5%	3%	2
<i>1995 to 1999</i>	8%	5%	3
<i>2000 to 2004</i>	11%	11%	7
<i>2005 to 2009</i>	17%	16%	10
<i>2010 to 2014</i>	25%	22%	14
<i>2015 or later</i>	21%	27%	17

## Degrees/Diplomas earned

*Ninety percent of API respondents reported having a bachelor's degree and 62% had gone on to earn a master's level degree.*

### What degrees or diplomas have you earned?

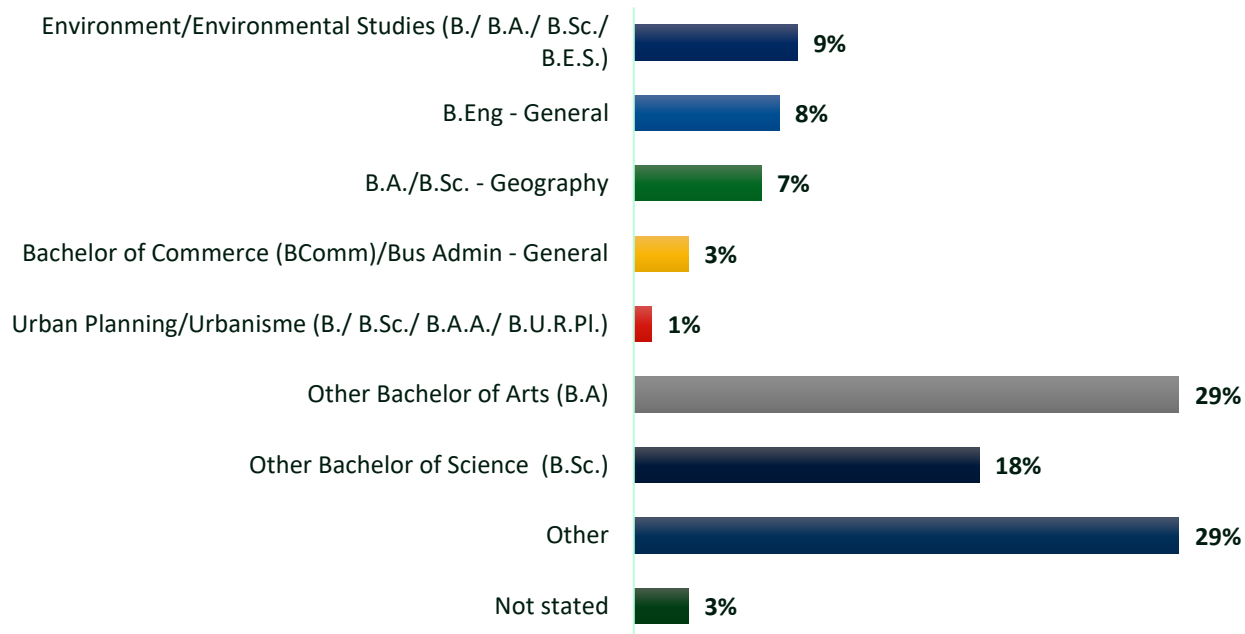


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
<i>Diploma/Post-graduate diploma</i>	14%	15%	17
<i>Bachelors (only)</i>	34%	28%	32
<i>Bachelors (at all)</i>	85%	90%	103
<i>Masters</i>	56%	62%	71
<i>L.L.B</i>	0%	1%	1
<i>PhD</i>	2%	0%	0
<i>Other</i>	5%	8%	9
<i>Not stated</i>	1%	1%	1

## Bachelor's degree earned

*In comparison to the national average, API members are less likely to hold degrees in Environment/ Environmental Studies, Urban Planning, or Geography.*

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

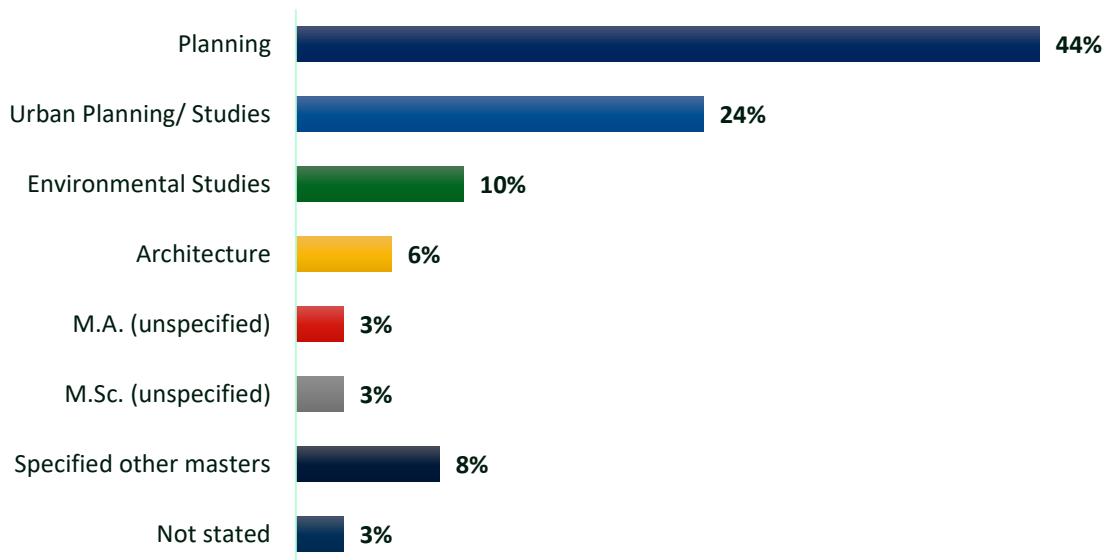


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1576</b>	<b>103</b>	<b>103</b>
<i>Environment/Environmental Studies (B./ B.A./ B.Sc./ B.E.S.)</i>	23%	9%	9
<i>B.Eng - General</i>	2%	8%	8
<i>B.A./B.Sc. - Geography</i>	10%	7%	7
<i>Bachelor of Commerce (BComm)/Bus Admin - General</i>	2%	3%	3
<i>Urban Planning/Urbanisme (B./ B.Sc./ B.A.A./ B.U.R.Pl.)</i>	9%	1%	1
<i>Other Bachelor of Arts (B.A)</i>	32%	29%	30
<i>Other Bachelor of Science (B.Sc.)</i>	12%	18%	19
<i>Other</i>	10%	29%	30

## Master's degree earned

Over two-thirds of API master's degree holders (68%) specialized in: planning (unspecified) or urban planning/urban studies.

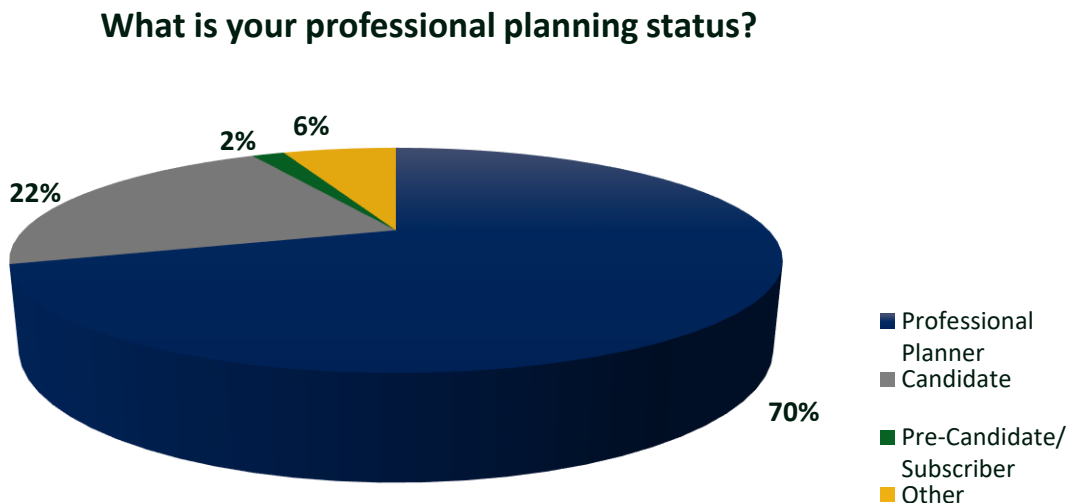
### What degrees or diplomas have you earned? [Masters's degree]



	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1036</b>	<b>71</b>	<b>71</b>
<i>Planning</i>	41%	44%	31
<i>Urban Planning/ Studies</i>	17%	24%	17
<i>Environmental Studies</i>	15%	10%	7
<i>Architecture</i>	2%	6%	4
<i>M.A. (unspecified)</i>	5%	3%	2
<i>M.Sc. (unspecified)</i>	5%	3%	2
<i>Specified other masters</i>	9%	8%	6
<i>Not stated</i>	5%	3%	2

## Professional status

*“Professional Planners” made up 70% of API planners who responded to the survey.*



### Definitions used in survey:

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

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

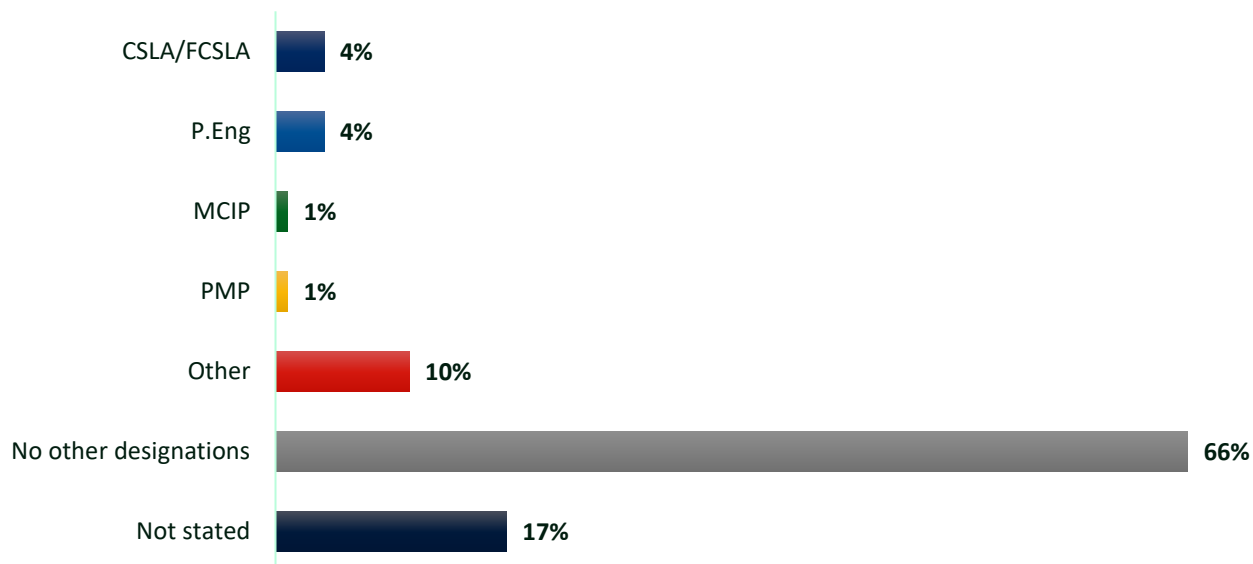
**Pre-Candidate/Subscriber** - An individual who is pursuing a career in planning but is not yet eligible to apply for Candidate status with their Provincial or Territorial Institute.

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
<i>Professional Planner</i>	79%	70%	80
<i>Candidate</i>	17%	22%	25
<i>Pre-Candidate/ Subscriber</i>	3%	2%	2
<i>Other</i>	2%	6%	7

## Additional professional designations

*Among API respondents, those with no other designations made up 66% of respondents, similar to the national level.*

### Do you hold any additional professional designations?

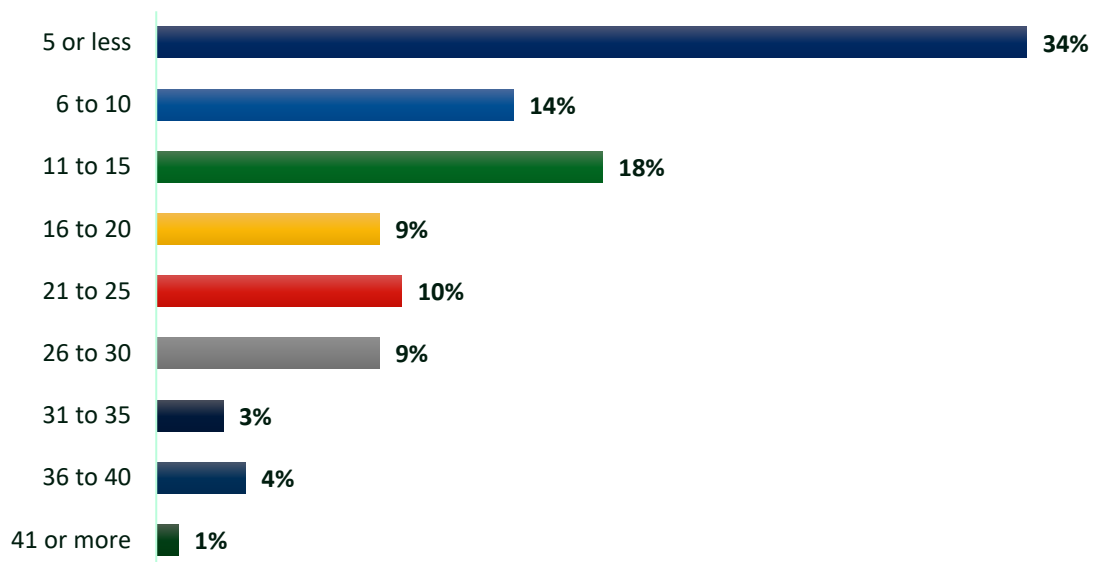


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
<i>CSLA/FCSLA</i>	1%	4%	4
<i>P.Eng</i>	1%	4%	4
<i>MCIP</i>	1%	1%	1
<i>PMP</i>	1%	1%	1
<i>Other</i>	15%	10%	11
<i>No other designations</i>	63%	66%	75
<i>Not stated</i>	16%	17%	19

## Years employed in a planning position

*Among API respondents, 66% had been employed in a planning position for 15 years or less. The API respondents had an average of 13.3 years in a planning position vs. the national average of 14.5.*

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

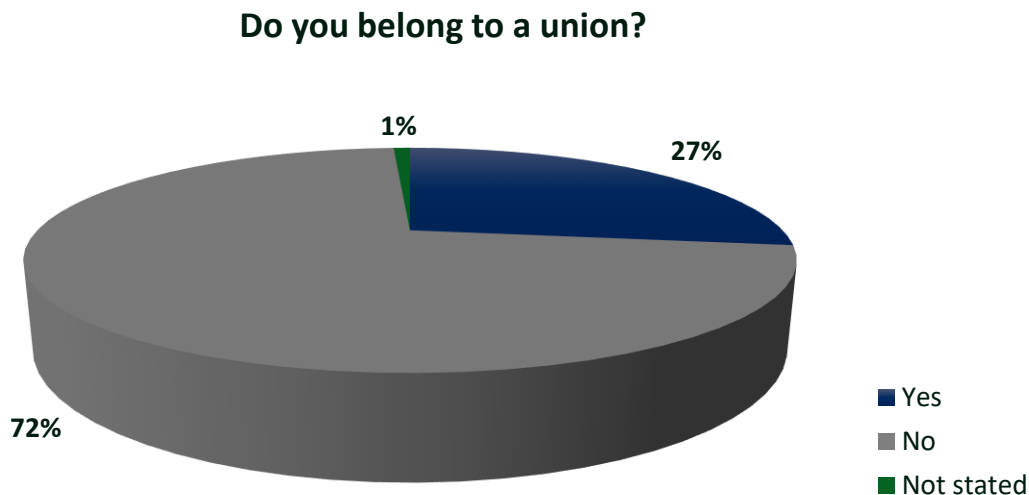


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
5 or less	23%	34%	39
6 to 10	21%	14%	16
11 to 15	20%	18%	20
16 to 20	11%	9%	10
21 to 25	8%	10%	11
26 to 30	8%	9%	10
31 to 35	4%	3%	3
36 to 40	2%	4%	4
41 or more	2%	1%	1
<b>Mean</b>	<b>14.5</b>	<b>13.3</b>	<b>13.3</b>



# Belongs to a union

Twenty-seven percent of API respondents reported belonging to a union, most of them being non-CUPE.

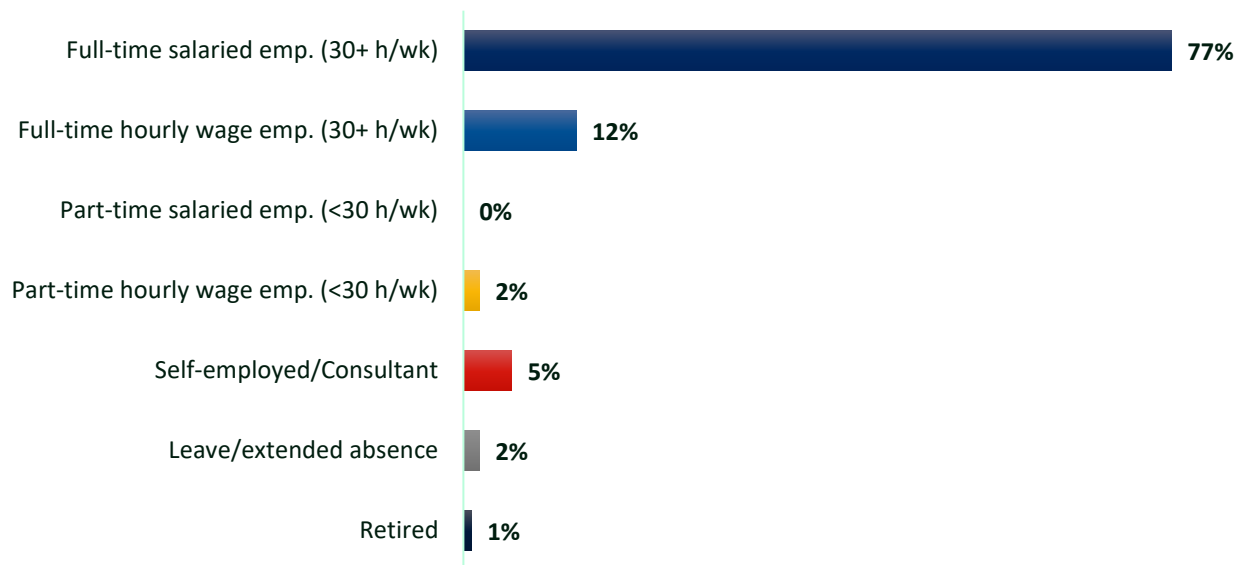


	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1850	114	114
Yes	29%	27%	31
CUPE	12%	4%	5
Other	12%	21%	24
No	70%	72%	82
Not stated	1%	1%	1

## Employment status

*The large majority (77%) of API respondents were full-time salaried employees.*

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

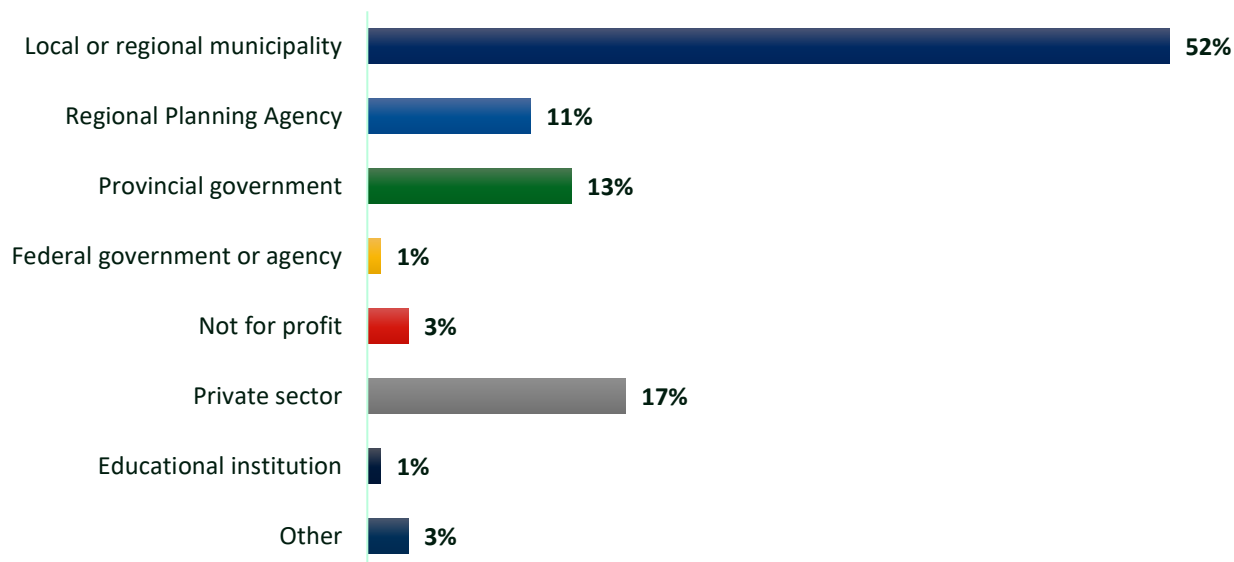


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>
<i>Full-time salaried emp. (30+ h/wk)</i>	78%	77%	88
<i>Full-time hourly wage emp. (30+ h/wk)</i>	12%	12%	14
<i>Part-time salaried emp. (&lt;30 h/wk)</i>	1%	0%	0
<i>Part-time hourly wage emp. (&lt;30 h/wk)</i>	1%	2%	2
<i>Self-employed/Consultant</i>	4%	5%	6
<i>Leave/extended absence</i>	1%	2%	2
<i>Retired</i>	0%	1%	1

## Type of organization

*Seventeen percent of API respondents were employed in the public sector, compared with 28% nationally. Thirteen percent worked for the provincial government, vs. 5% nationally*

### Where are you currently employed?

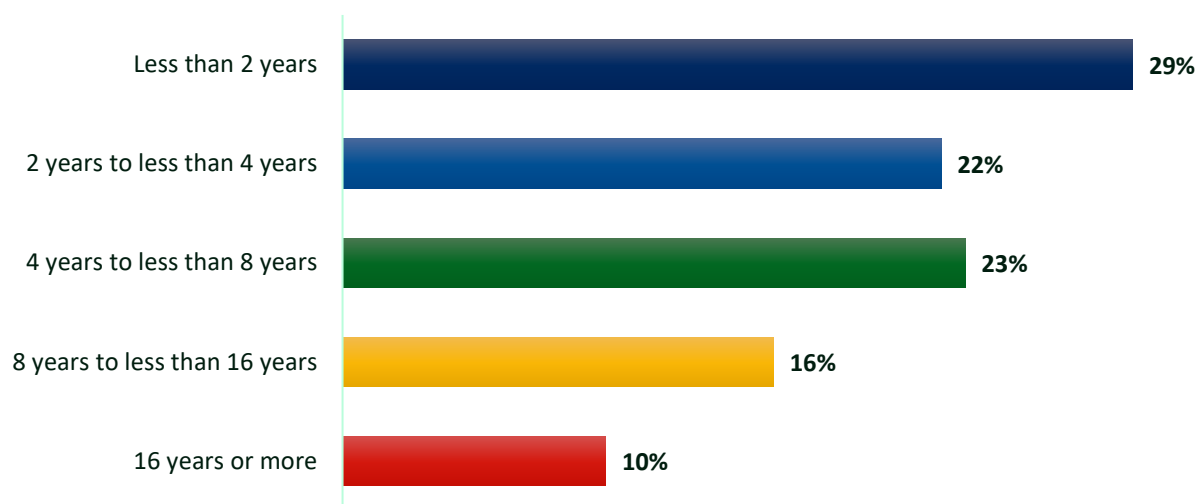


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Local or regional municipality</i>	55%	52%	59
<i>Regional Planning Agency</i>	3%	11%	12
<i>Provincial government</i>	5%	13%	15
<i>Federal government or agency</i>	1%	1%	1
<i>Not for profit</i>	2%	3%	3
<i>Private sector</i>	28%	17%	19
<i>Educational institution</i>	2%	1%	1
<i>Other</i>	3%	3%	3

## Years with organization

*Twenty-six percent of API respondents had been employed with their current organizations for eight years or more, vs. 38% nationally. On average, API respondents had been with their organization for six years, slightly less than the national average of eight.*

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

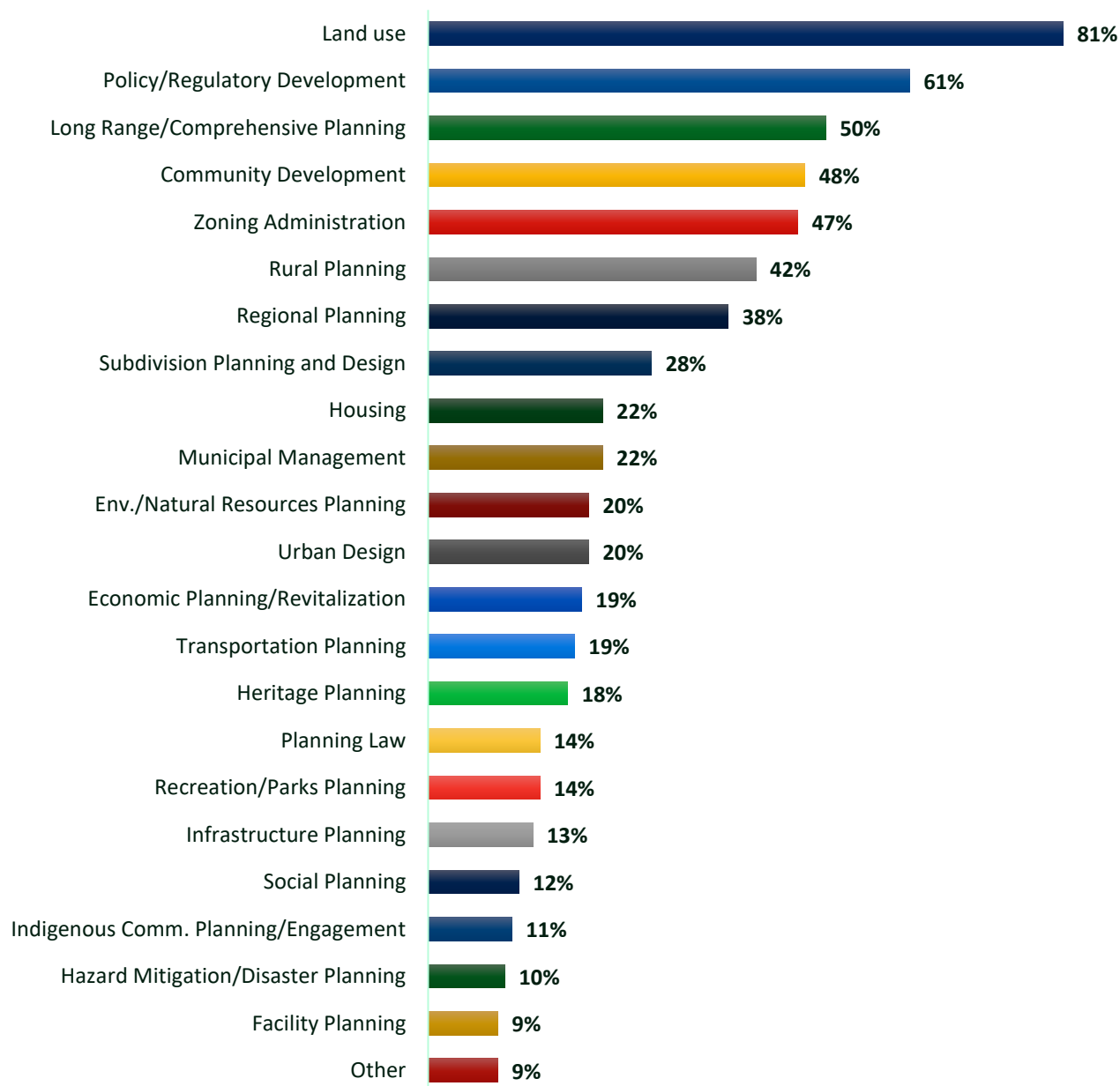


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Less than 2 years</i>	20%	29%	33
<i>2 years to less than 4 years</i>	21%	22%	25
<i>4 years to less than 8 years</i>	21%	23%	26
<i>8 years to less than 16 years</i>	23%	16%	18
<i>16 years or more</i>	15%	10%	11
<b>Mean</b>	<b>8.0</b>	<b>6.0</b>	<b>6.0</b>

## Areas of specialization

*Among API respondents, the most often mentioned area of specialization was “Land use,” which was also the area most frequently mentioned nationally. The least mentioned was “Facility Planning.”*

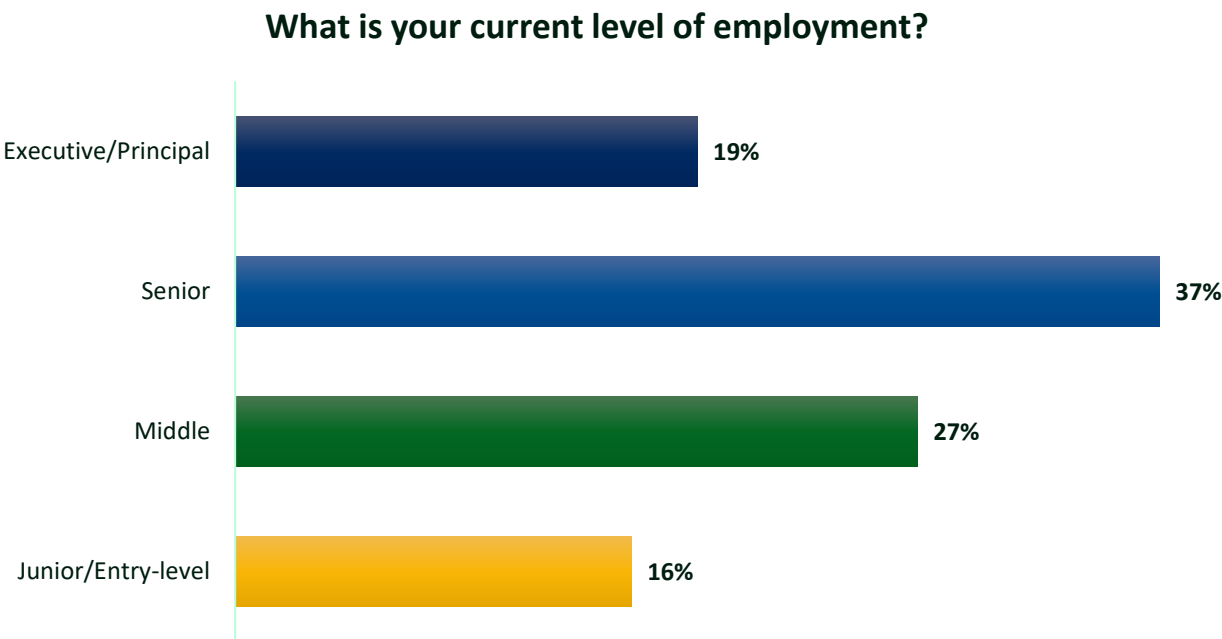
### Within your current job, what are your areas of specialization?



	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Land use</i>	73%	81%	91
<i>Policy/Regulatory Development</i>	51%	61%	69
<i>Long Range/Comprehensive Planning</i>	43%	50%	57
<i>Community Development</i>	38%	48%	54
<i>Zoning Administration</i>	35%	47%	53
<i>Rural Planning</i>	26%	42%	47
<i>Regional Planning</i>	26%	38%	43
<i>Subdivision Planning and Design</i>	32%	28%	32
<i>Housing</i>	22%	22%	25
<i>Municipal Management</i>	18%	22%	25
<i>Env./Natural Resources Planning</i>	22%	20%	23
<i>Urban Design</i>	25%	20%	23
<i>Economic Planning/Revitalization</i>	21%	19%	22
<i>Transportation Planning</i>	17%	19%	21
<i>Heritage Planning</i>	14%	18%	20
<i>Planning Law</i>	12%	14%	16
<i>Recreation/Parks Planning</i>	11%	14%	16
<i>Infrastructure Planning</i>	18%	13%	15
<i>Social Planning</i>	9%	12%	13
<i>Indigenous Comm. Planning/Engagement</i>	10%	11%	12
<i>Hazard Mitigation/Disaster Planning</i>	8%	10%	11
<i>Facility Planning</i>	7%	9%	10
<i>Other</i>	12%	9%	10

# Employment level

API’s distribution of planners per employment level was similar to the national distribution at the Executive and Senior levels but had a higher representation at the Junior level: 16% vs. 10% nationally.

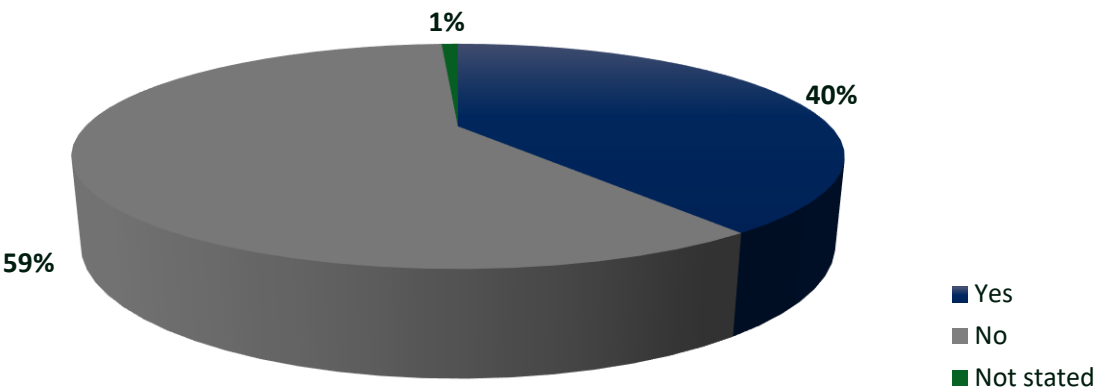


	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1835	113	113
Executive/Principal	16%	19%	21
Senior	39%	37%	42
Middle	34%	27%	31
Junior/Entry-level	10%	16%	18

# Supervises or manages others

Forty percent of API respondents reported that they supervised and/or managed other staff.

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



	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1835	113	113
Yes	48%	40%	45
No	51%	59%	67
Not stated	0%	1%	1



## Net satisfaction levels

*This page outlines the top two box scores (%Satisfied+%Very Satisfied) for each of the nine statements asked in this part of the survey. Satisfaction with “Your relationship with those who report to you” scored the highest, at 98%. Respondents were least satisfied with “opportunity for advancement.”*

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



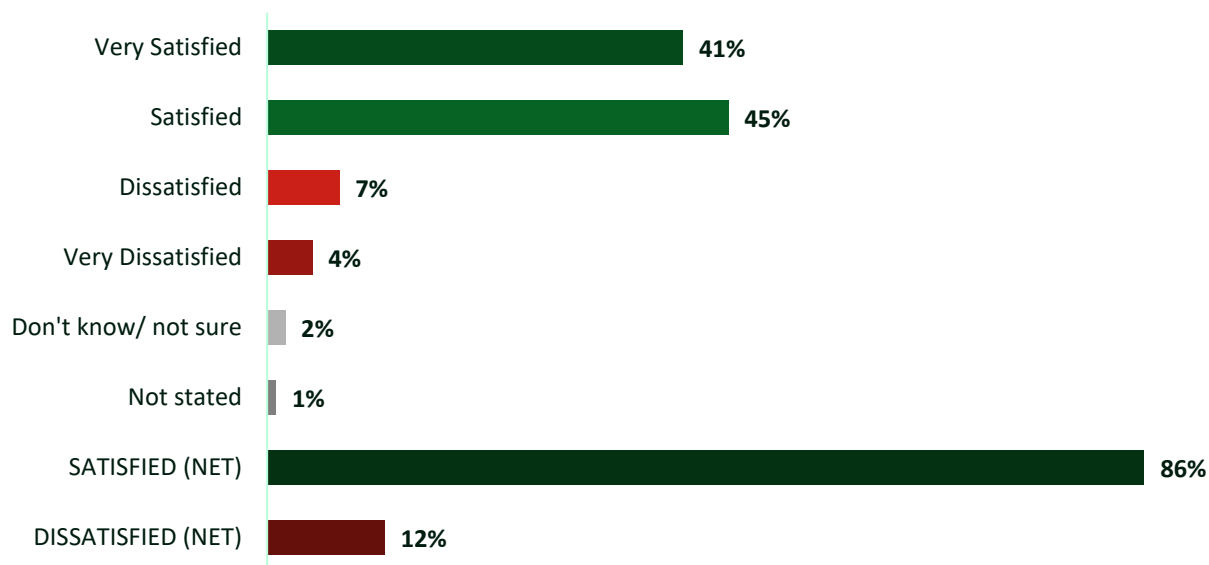
	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>*Your relationship with those who report to you</i>	96%	98%	44
<i>Your relationship with your peers</i>	95%	93%	105
<i>Your job overall</i>	90%	86%	97
<i>Your relationship with those you report to</i>	84%	78%	88
<i>The balance of responsibilities in your current position</i>	81%	77%	87
<i>Your work/life balance</i>	80%	76%	86
<i>Your base salary</i>	79%	73%	83
<i>Performance recognition you receive</i>	73%	69%	78
<i>Your opportunity for advancement</i>	66%	62%	70

*\*filtered on those with reports, n=45*

## Satisfaction with: Your job overall

*Eighty-six percent of API respondents were satisfied with their job overall.*

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

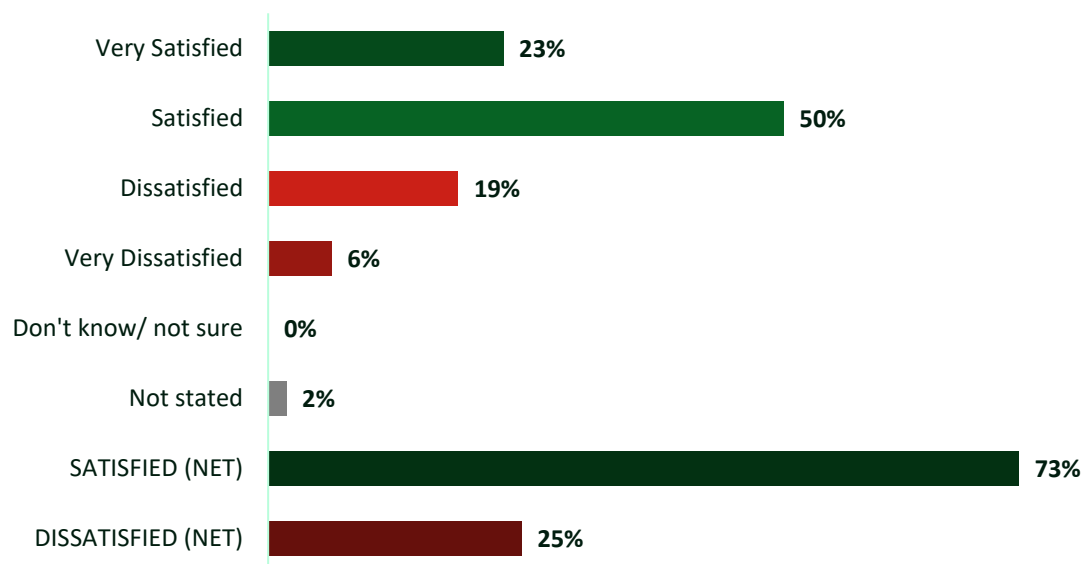


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	47%	41%	46
<i>Satisfied</i>	44%	45%	51
<i>Dissatisfied</i>	7%	7%	8
<i>Very Dissatisfied</i>	2%	4%	5
<i>Don't know/ not sure</i>	0%	2%	2
<i>Not stated</i>	0%	1%	1
<b>SATISFIED (NET)</b>	<b>90%</b>	<b>86%</b>	<b>97</b>
<b>DISSATISFIED (NET)</b>	<b>9%</b>	<b>12%</b>	<b>13</b>

## Satisfaction with: Your base salary

*Among API respondents, 25% of respondents were dissatisfied with their base salary – higher than the national level of 19%.*

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

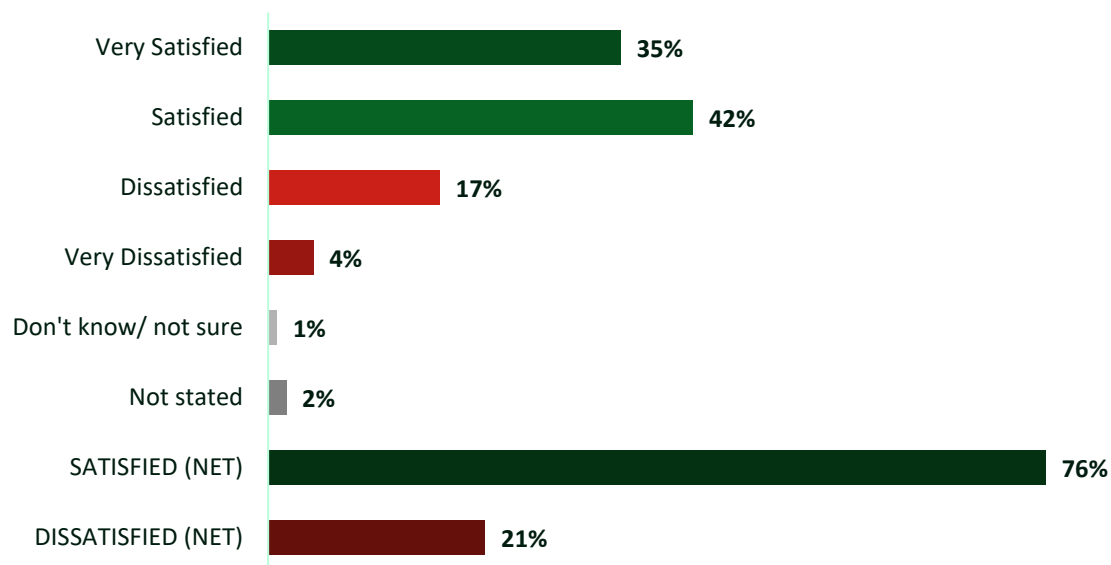


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	30%	23%	26
<i>Satisfied</i>	50%	50%	57
<i>Dissatisfied</i>	16%	19%	21
<i>Very Dissatisfied</i>	3%	6%	7
<i>Don't know/ not sure</i>	1%	0%	0
<i>Not stated</i>	1%	2%	2
<b>SATISFIED (NET)</b>	<b>79%</b>	<b>73%</b>	<b>83</b>
<b>DISSATISFIED (NET)</b>	<b>19%</b>	<b>25%</b>	<b>28</b>

## Satisfaction with: Your work/life balance

*Among API respondents, 76% were satisfied with their work/life balance.*

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

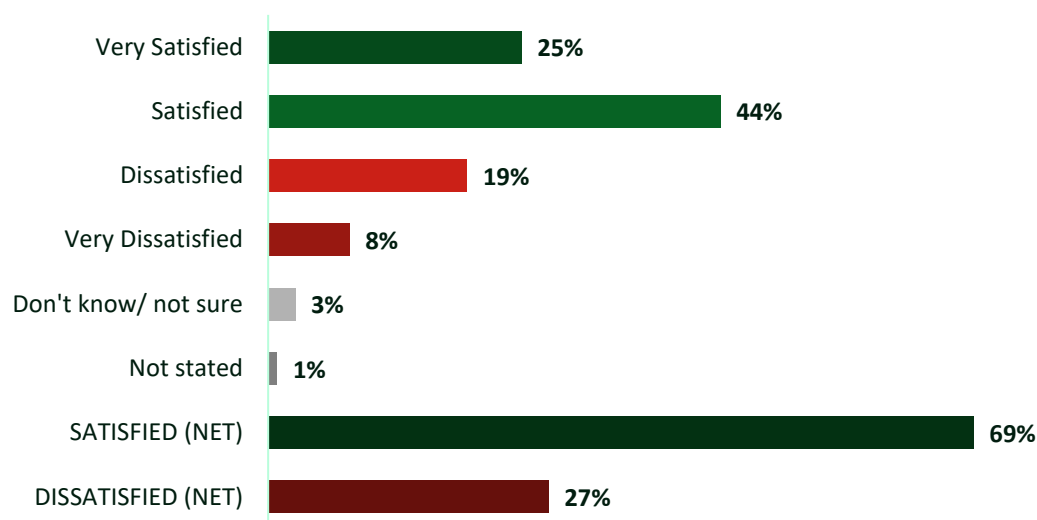


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	32%	35%	39
<i>Satisfied</i>	48%	42%	47
<i>Dissatisfied</i>	16%	17%	19
<i>Very Dissatisfied</i>	3%	4%	5
<i>Don't know/ not sure</i>	1%	1%	1
<i>Not stated</i>	1%	2%	2
<b>SATISFIED (NET)</b>	<b>80%</b>	<b>76%</b>	<b>86</b>
<b>DISSATISFIED (NET)</b>	<b>19%</b>	<b>21%</b>	<b>24</b>

## Satisfaction with: Performance recognition you receive

*“Performance recognition” was the one of the lowest ranked dimensions, in terms of satisfaction, among API respondents as well as nationally.*

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

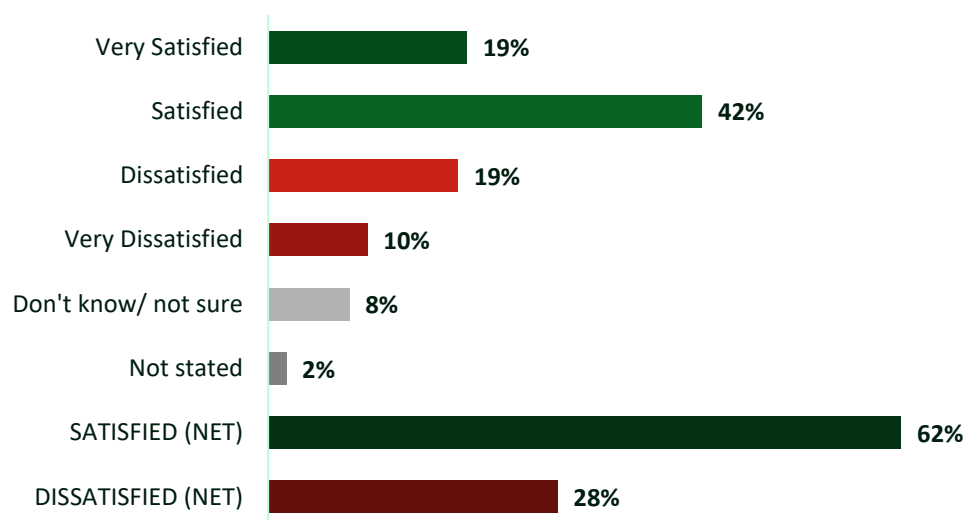


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	26%	25%	28
<i>Satisfied</i>	47%	44%	50
<i>Dissatisfied</i>	19%	19%	22
<i>Very Dissatisfied</i>	5%	8%	9
<i>Don't know/ not sure</i>	3%	3%	3
<i>Not stated</i>	0%	1%	1
<b>SATISFIED (NET)</b>	<b>73%</b>	<b>69%</b>	<b>78</b>
<b>DISSATISFIED (NET)</b>	<b>24%</b>	<b>27%</b>	<b>31</b>

## Satisfaction with: Your opportunity for advancement

*Advancement was the lowest rated area with regard to satisfaction, with 28% of API members reporting that they were dissatisfied.*

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

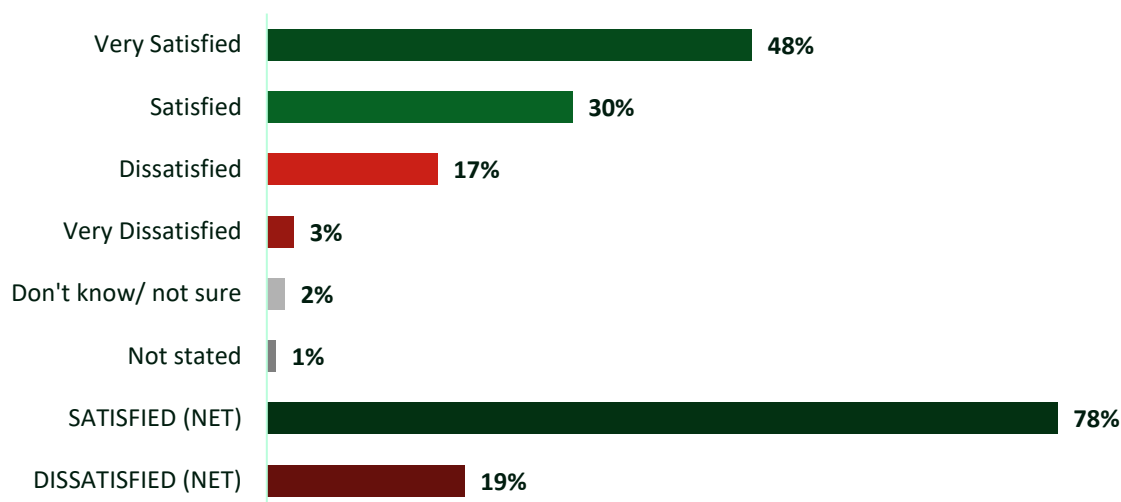


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	23%	19%	22
<i>Satisfied</i>	43%	42%	48
<i>Dissatisfied</i>	22%	19%	21
<i>Very Dissatisfied</i>	6%	10%	11
<i>Don't know/ not sure</i>	5%	8%	9
<i>Not stated</i>	1%	2%	2
<b>SATISFIED (NET)</b>	<b>66%</b>	<b>62%</b>	<b>70</b>
<b>DISSATISFIED (NET)</b>	<b>29%</b>	<b>28%</b>	<b>32</b>

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

*Seventy-eight percent of API respondents reported that they were satisfied with their relationship with those they report to. Nineteen percent were dissatisfied, a higher rate than nationally (13%).*

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

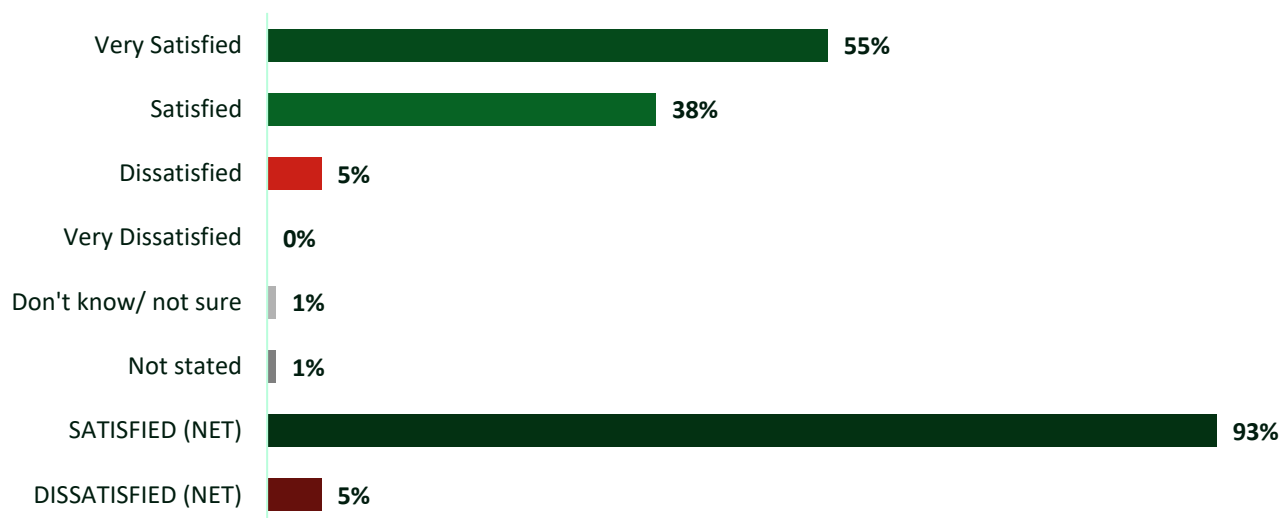


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	47%	48%	54
<i>Satisfied</i>	37%	30%	34
<i>Dissatisfied</i>	10%	17%	19
<i>Very Dissatisfied</i>	3%	3%	3
<i>Don't know/ not sure</i>	3%	2%	2
<i>Not stated</i>	1%	1%	1
<b>SATISFIED (NET)</b>	<b>84%</b>	<b>78%</b>	<b>88</b>
<b>DISSATISFIED (NET)</b>	<b>13%</b>	<b>19%</b>	<b>22</b>

## Satisfaction with: Your relationship with your peers

*“Relationships with peers” was reported at a very high satisfaction rate: 93% for API respondents and 95% nationally.*

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



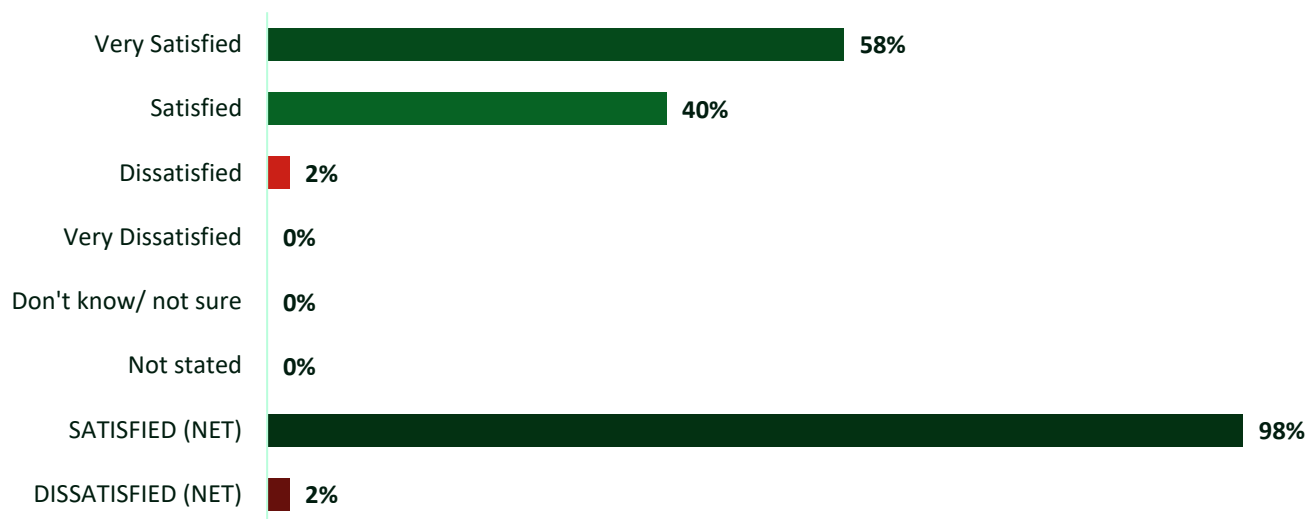
	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	58%	55%	62
<i>Satisfied</i>	37%	38%	43
<i>Dissatisfied</i>	3%	5%	6
<i>Very Dissatisfied</i>	1%	0%	0
<i>Don't know/ not sure</i>	1%	1%	1
<i>Not stated</i>	1%	1%	1
<b>SATISFIED (NET)</b>	<b>95%</b>	<b>93%</b>	<b>105</b>
<b>DISSATISFIED (NET)</b>	<b>4%</b>	<b>5%</b>	<b>6</b>



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

*This was the highest scoring dimension for API respondents: 98% reported being satisfied.*

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

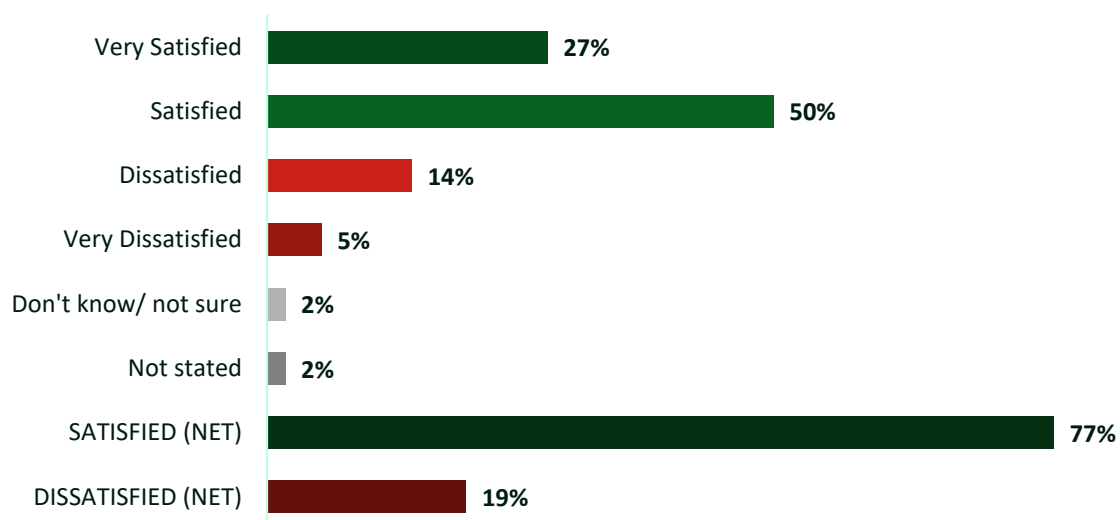


	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<i>(base: Those with reports)</i>			
<b>TOTAL RESPONDENTS</b>	<b>889</b>	<b>45</b>	<b>45</b>
<i>Very Satisfied</i>	55%	58%	26
<i>Satisfied</i>	40%	40%	18
<i>Dissatisfied</i>	3%	2%	1
<i>Very Dissatisfied</i>	1%	0%	0
<i>Don't know/ not sure</i>	1%	0%	0
<i>Not stated</i>	0%	0%	0
<b>SATISFIED (NET)</b>	<b>96%</b>	<b>98%</b>	<b>44</b>
<b>DISSATISFIED (NET)</b>	<b>3%</b>	<b>2%</b>	<b>1</b>

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

*Among API respondents, a little over three-quarters (77%) are satisfied with the balance of responsibilities in their current position.*

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

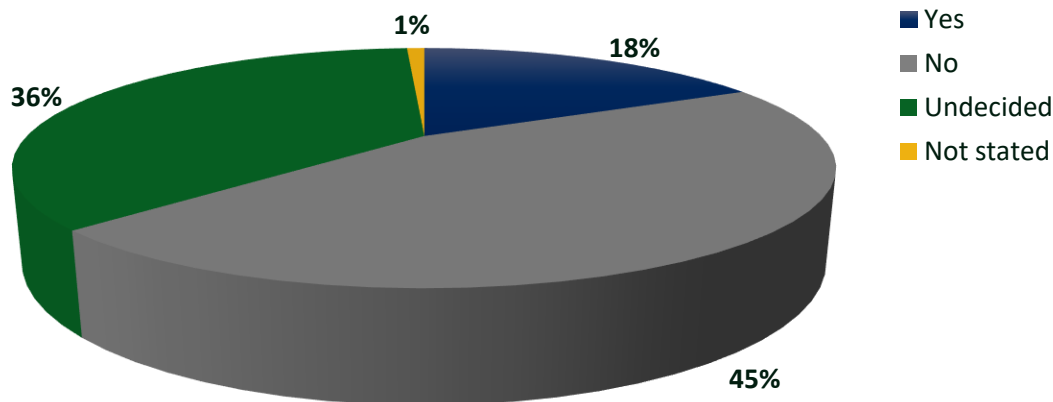


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	28%	27%	31
<i>Satisfied</i>	54%	50%	56
<i>Dissatisfied</i>	15%	14%	16
<i>Very Dissatisfied</i>	2%	5%	6
<i>Don't know/ not sure</i>	1%	2%	2
<i>Not stated</i>	1%	2%	2
<b>SATISFIED (NET)</b>	<b>81%</b>	<b>77%</b>	<b>87</b>
<b>DISSATISFIED (NET)</b>	<b>17%</b>	<b>19%</b>	<b>22</b>

# Looking for a job

Forty-five percent of API respondents said that they would not be looking for other work in the next 12 to 18 months, meaning that over half might be on the move during that time frame, while 18% said that they would be looking for a job.

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



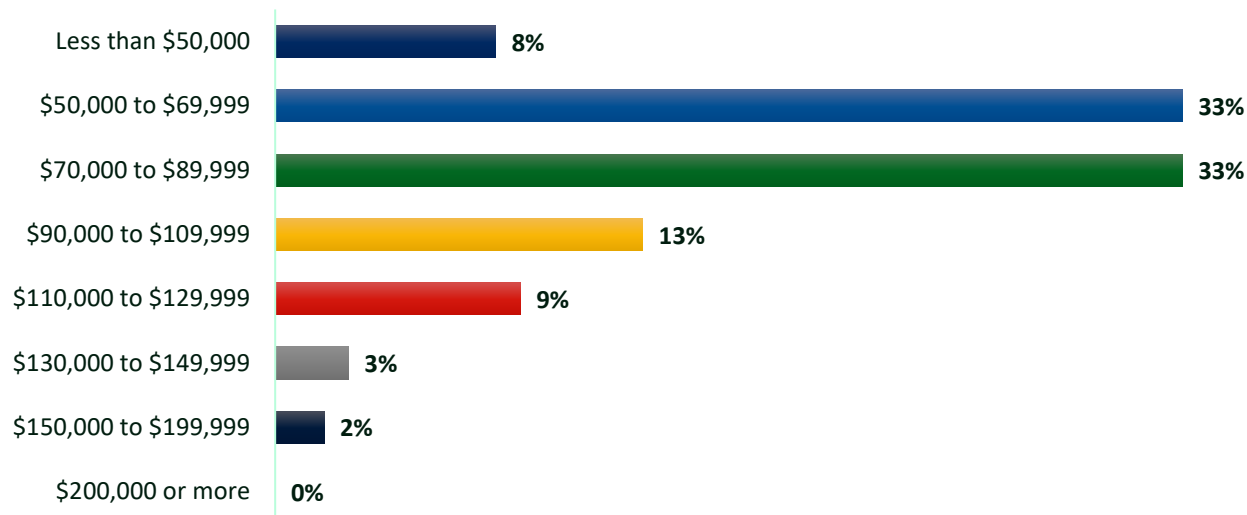
	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1835	113	113
Yes	20%	18%	20
No	51%	45%	51
Undecided	29%	36%	41
Not stated	1%	1%	1

## Section 2: About Your Compensation

### Annual base salary/income

*The mean salary among API members is \$78,124. This is lower than the national average of \$95,078.*

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

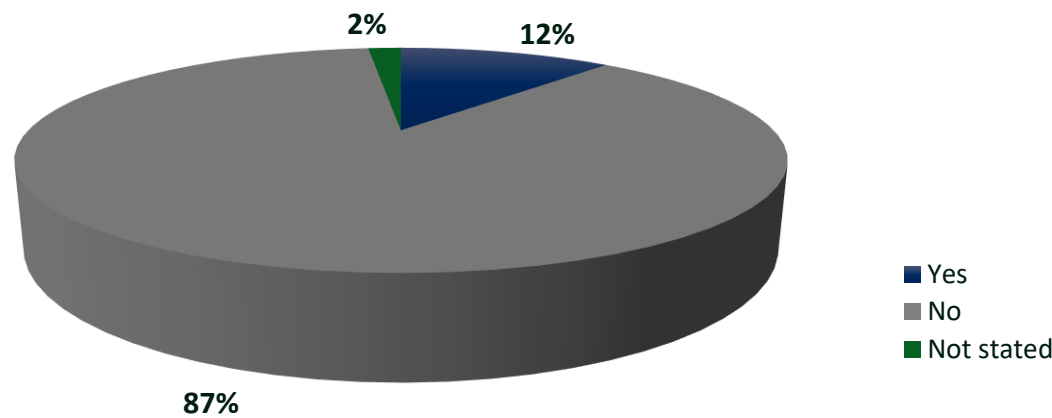


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Less than \$50,000</i>	4%	8%	9
<i>\$50,000 to \$69,999</i>	17%	33%	37
<i>\$70,000 to \$89,999</i>	28%	33%	37
<i>\$90,000 to \$109,999</i>	24%	13%	15
<i>\$110,000 to \$129,999</i>	13%	9%	10
<i>\$130,000 to \$149,999</i>	6%	3%	3
<i>\$150,000 to \$199,999</i>	5%	2%	2
<i>\$200,000 or more</i>	2%	0%	0
<b>Average</b>	<b>\$95,078</b>	<b>\$78,124</b>	<b>\$78,124</b>
<b>Median</b>	<b>\$90,000</b>	<b>\$75,000</b>	<b>\$75,000</b>

# Received a bonus

Only 12% of API respondents reported receiving a bonus in 2018 – close to half of the percentage that is reported nationally.

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

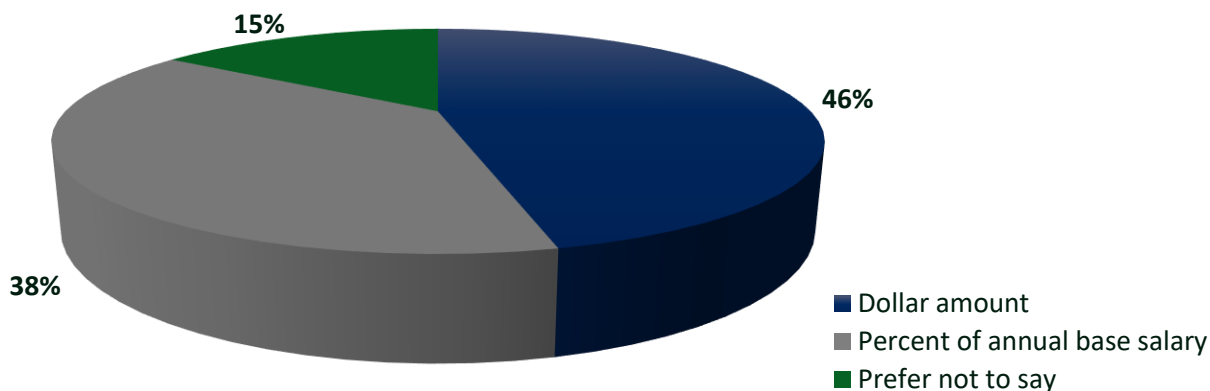


	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1835	113	113
Yes	23%	12%	13
No	77%	87%	98
Not stated	0%	2%	2

## Type of bonus

*Of the few reporting a bonus, when compared to the national percentages, API members were more likely to receive this bonus in the form of a percent of their annual base salary. However, the reader is cautioned, this base size is very small.*

**Type of bonus or other financial incentive received**



<i>(base: Received bonus in Q25a)</i>	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>415</b>	<b>13</b>	<b>13</b>
<i>Dollar amount</i>	68%	46%	6
<i>Percent of annual base salary</i>	18%	38%	5
<i>Prefer not to say</i>	14%	15%	2

## Bonus amount - dollar

<i>(base: Received dollar amount in Q25b)</i>	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>281</b>	<b>6</b>	<b>6</b>
<i>Less than \$1,000</i>	9%	17%	1
<i>\$1,000 to less than \$2,000</i>	10%	50%	3
<i>\$2,000 to less than \$5,000</i>	23%	17%	1
<i>\$5,000 to less than \$10,000</i>	18%	0%	0
<i>\$10,000 to less than \$20,000</i>	15%	17%	1
<i>\$20,000 to less than \$50,000</i>	13%	0%	0
<i>\$50,000 or more</i>	10%	0%	0
<b>Mean</b>	<b>\$21,721</b>	<b>\$3,823</b>	<b>\$3,823</b>
<b>Median</b>	<b>\$6,000</b>	<b>\$1,000</b>	<b>\$1,000</b>

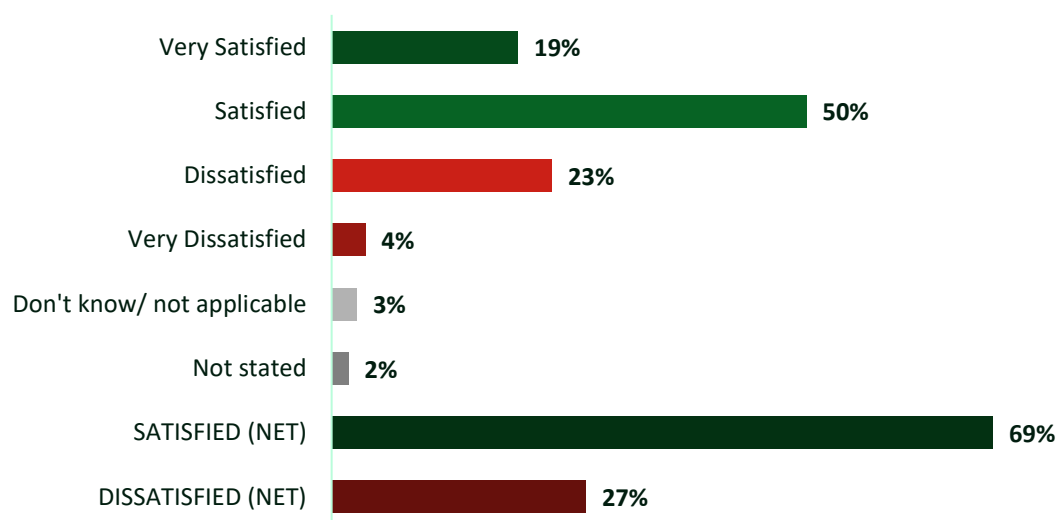
## Bonus amount - percentage

<i>(base: Received percentage in Q25b)</i>	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>74</b>	<b>5</b>	<b>5</b>
<i>Less than 5%</i>	31%	40%	2
<i>5% to less than 10%</i>	24%	40%	2
<i>10% to less than 20%</i>	23%	20%	1
<i>20% or more</i>	16%	0%	0
<i>Not stated</i>	5%	0%	0
<b>Mean</b>	<b>9.2</b>	<b>5.7</b>	<b>5.7</b>
<b>Median</b>	<b>6</b>	<b>6</b>	<b>6</b>

## Satisfaction with total compensation

*Sixty-nine percent of API respondents were satisfied or very satisfied with their total compensation from 2018, less than the national satisfaction level of 75%.*

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



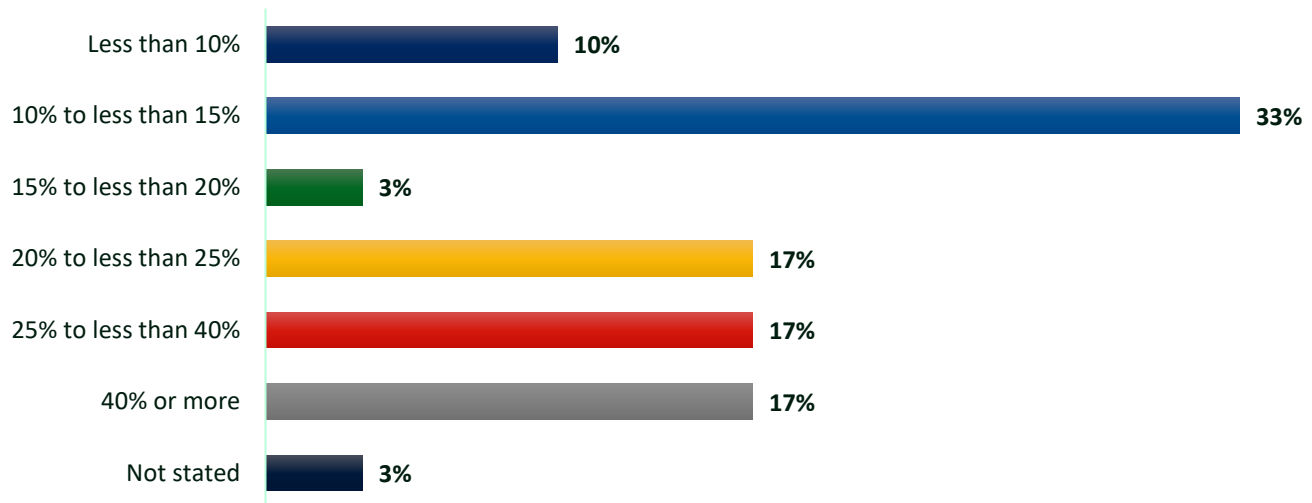
	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Very Satisfied</i>	23%	19%	22
<i>Satisfied</i>	52%	50%	56
<i>Dissatisfied</i>	20%	23%	26
<i>Very Dissatisfied</i>	3%	4%	4
<i>Don't know/ not applicable</i>	1%	3%	3
<i>Not stated</i>	1%	2%	2
<b>SATISFIED (NET)</b>	<b>75%</b>	<b>69%</b>	<b>78</b>
<b>DISSATISFIED (NET)</b>	<b>23%</b>	<b>27%</b>	<b>30</b>



## Percentage required for satisfactory salary

*Among API respondents, those who found their total compensation to be unsatisfactory vary greatly in their proposed increase that would bring them up to a satisfactory level. The average desired increase was 27.7% and the median was 20%.*

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

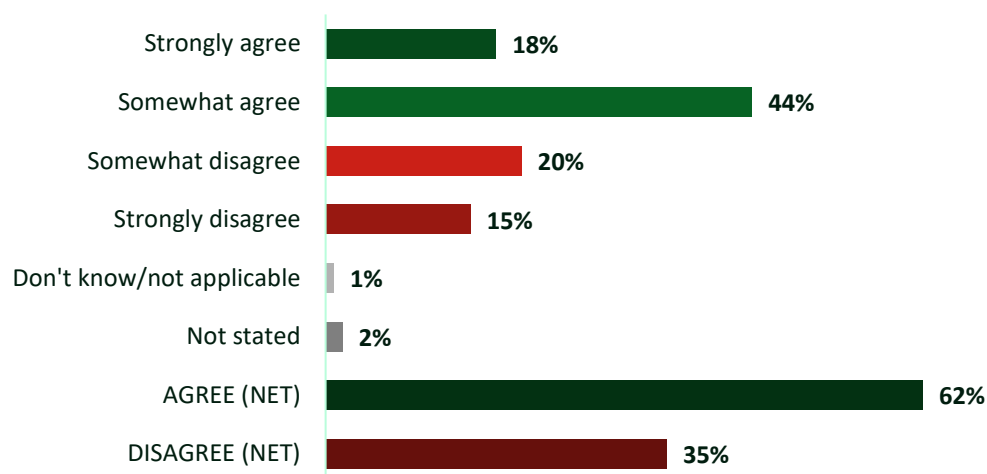


<i>(base: Dissatisfied/ Very Dissatisfied with 2018 salary)</i>	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>419</b>	<b>30</b>	<b>30</b>
<i>Less than 10%</i>	13%	10%	3
<i>10% to less than 15%</i>	21%	33%	10
<i>15% to less than 20%</i>	20%	3%	1
<i>20% to less than 25%</i>	18%	17%	5
<i>25% to less than 40%</i>	12%	17%	5
<i>40% or more</i>	10%	17%	5
<i>Not stated</i>	6%	3%	1
<b>Mean</b>	<b>22.7</b>	<b>27.7</b>	<b>27.7</b>
<b>Med</b>	<b>15</b>	<b>20</b>	<b>20</b>

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

Among API respondents, 62% agree and 35% disagree that compensation has kept up with job responsibilities. These percentages are in line with the national numbers.

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

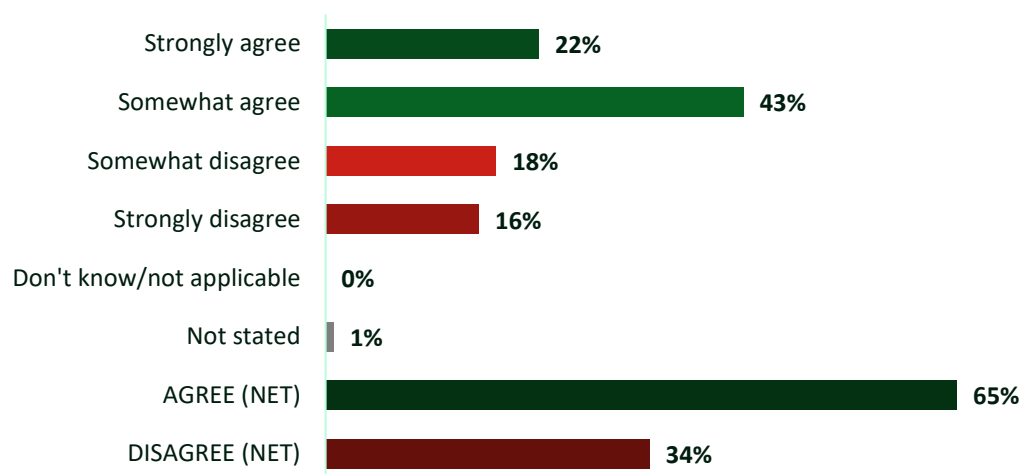


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Strongly agree</i>	23%	18%	20
<i>Somewhat agree</i>	41%	44%	50
<i>Somewhat disagree</i>	23%	20%	23
<i>Strongly disagree</i>	10%	15%	17
<i>Don't know/not applicable</i>	2%	1%	1
<i>Not stated</i>	1%	2%	2
<b>AGREE (NET)</b>	<b>65%</b>	<b>62%</b>	<b>70</b>
<b>DISAGREE (NET)</b>	<b>33%</b>	<b>35%</b>	<b>40</b>

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

Among API respondents, 65% feel fairly compensated for the work that they do, lower than the national rate of 72%.

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

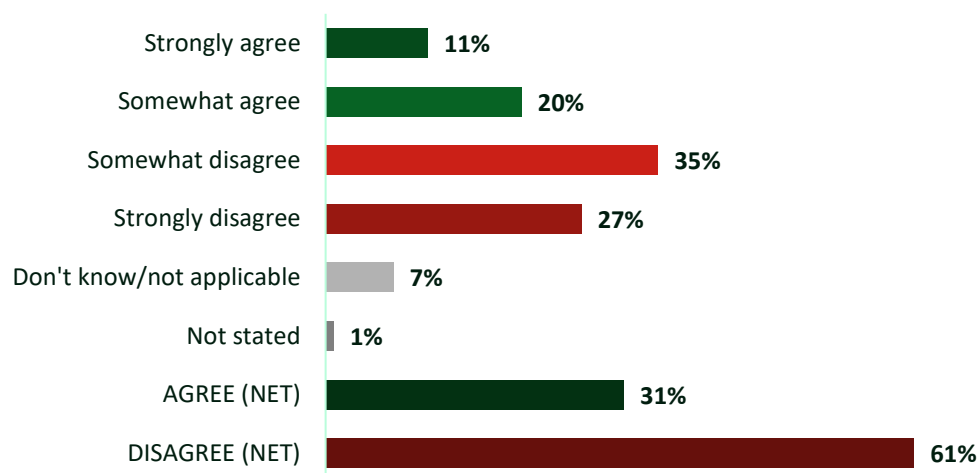


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Strongly agree</i>	27%	22%	25
<i>Somewhat agree</i>	45%	43%	49
<i>Somewhat disagree</i>	19%	18%	20
<i>Strongly disagree</i>	8%	16%	18
<i>Don't know/not applicable</i>	1%	0%	0
<i>Not stated</i>	0%	1%	1
<b>AGREE (NET)</b>	<b>72%</b>	<b>65%</b>	<b>74</b>
<b>DISAGREE (NET)</b>	<b>27%</b>	<b>34%</b>	<b>38</b>

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

*Fewer respondents from API agreed with this statement compared to the national rate: 31% vs. 36%.*

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

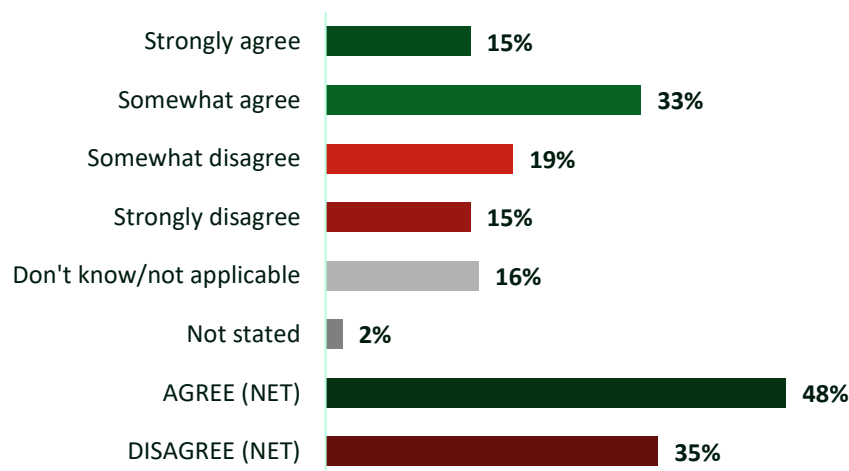


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Strongly agree</i>	10%	11%	12
<i>Somewhat agree</i>	26%	20%	23
<i>Somewhat disagree</i>	38%	35%	39
<i>Strongly disagree</i>	21%	27%	30
<i>Don't know/not applicable</i>	4%	7%	8
<i>Not stated</i>	1%	1%	1
<b>AGREE (NET)</b>	<b>36%</b>	<b>31%</b>	<b>35</b>
<b>DISAGREE (NET)</b>	<b>60%</b>	<b>61%</b>	<b>69</b>

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

*Sixteen percent of API members acknowledged not knowing about compensation of peers at other organizations, but among the rest, 48% agree that their compensation has not kept pace with peers in other organizations.*

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

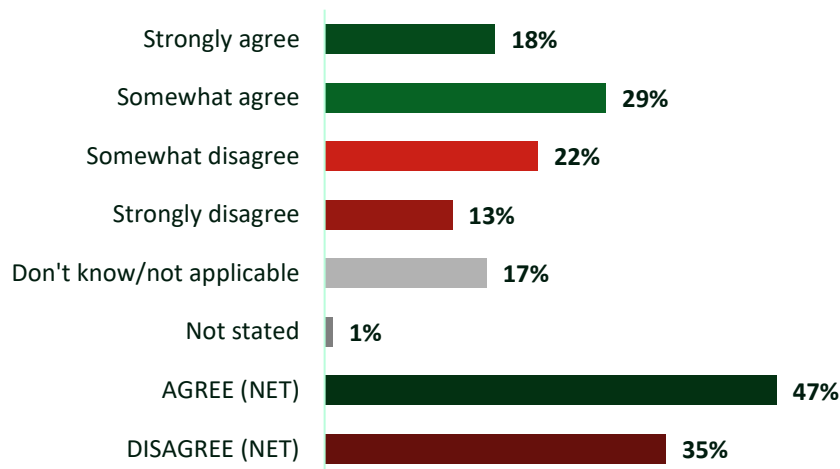


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Strongly agree</i>	16%	15%	17
<i>Somewhat agree</i>	26%	33%	37
<i>Somewhat disagree</i>	26%	19%	22
<i>Strongly disagree</i>	16%	15%	17
<i>Don't know/not applicable</i>	16%	16%	18
<i>Not stated</i>	1%	2%	2
<b>AGREE (NET)</b>	<b>42%</b>	<b>48%</b>	<b>54</b>
<b>DISAGREE (NET)</b>	<b>42%</b>	<b>35%</b>	<b>39</b>

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

Among API respondents, more agree than disagree (47% to 35%) that their compensation has not kept up with others with similar credentials

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

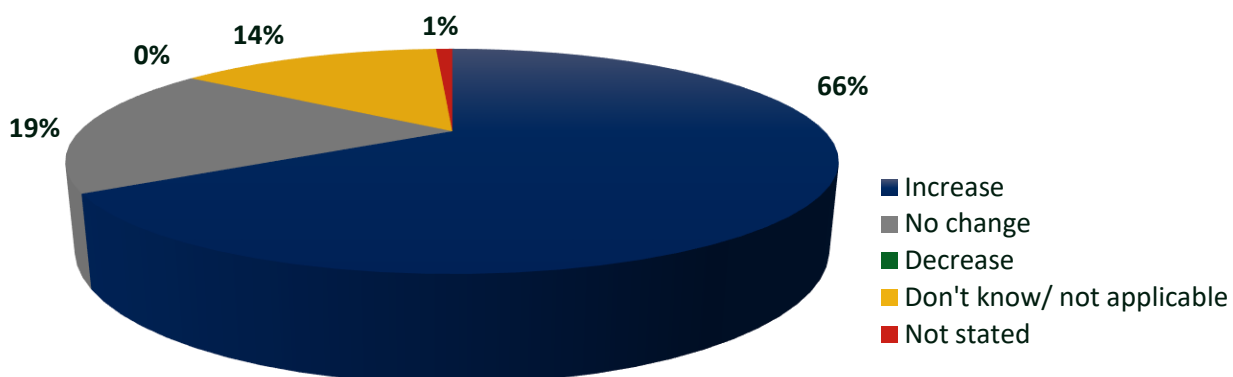


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Strongly agree</i>	16%	18%	20
<i>Somewhat agree</i>	27%	29%	33
<i>Somewhat disagree</i>	24%	22%	25
<i>Strongly disagree</i>	14%	13%	15
<i>Don't know/not applicable</i>	17%	17%	19
<i>Not stated</i>	1%	1%	1
<b>AGREE (NET)</b>	<b>44%</b>	<b>47%</b>	<b>53</b>
<b>DISAGREE (NET)</b>	<b>38%</b>	<b>35%</b>	<b>40</b>

## Anticipates change in base salary

*Sixty-six percent of API respondents expect an increase in base salary in 2020, similar to the national rate.*

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

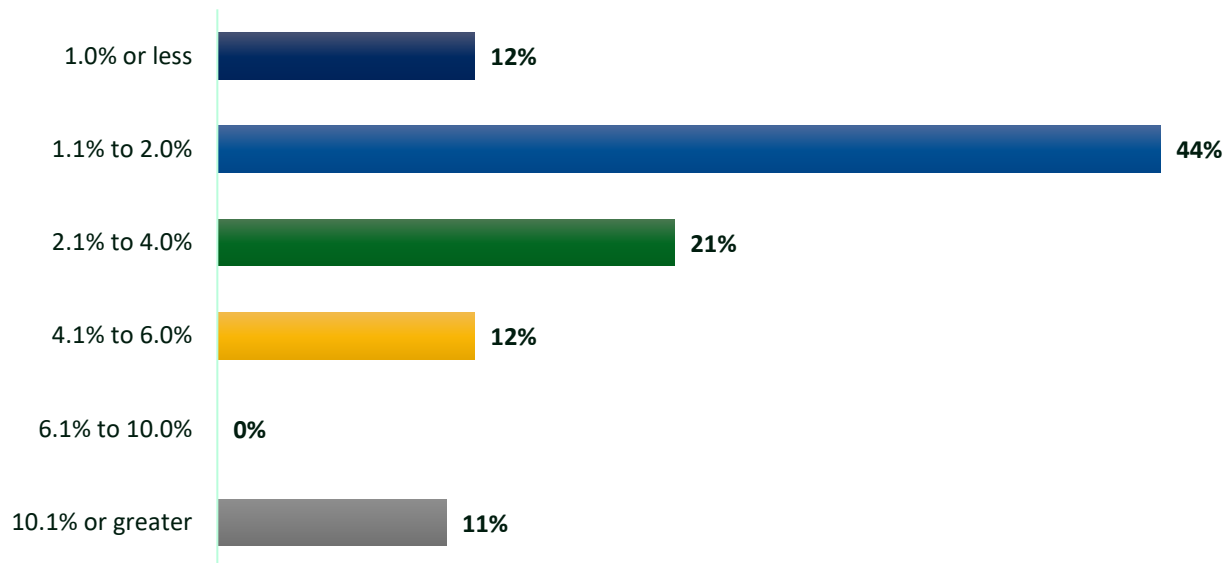


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Increase</i>	67%	66%	75
<i>No change</i>	23%	19%	21
<i>Decrease</i>	2%	0%	0
<i>Don't know/ not applicable</i>	9%	14%	16
<i>Not stated</i>	0%	1%	1

## Percentage increase expected

Of those expecting an increase in 2020, 56% are expecting an increase of two percent or less. The estimated average is 3.2%.

### What percentage increase are you expecting?

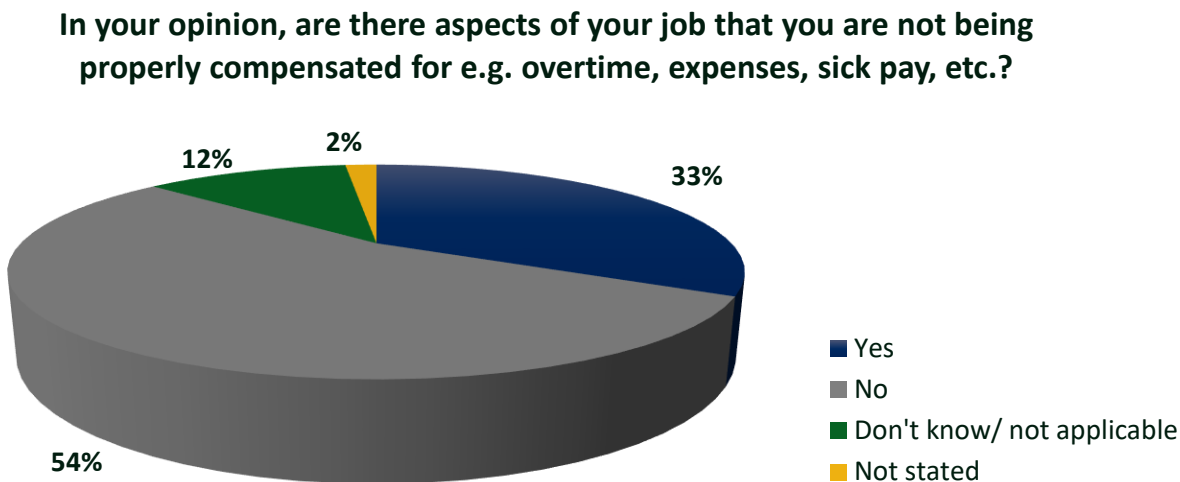


<i>(base: Expect increase in base salary)</i>	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>1227</b>	<b>75</b>	<b>75</b>
<i>1.0% or less</i>	9%	12%	9
<i>1.1% to 2.0%</i>	40%	44%	33
<i>2.1% to 4.0%</i>	30%	21%	16
<i>4.1% to 6.0%</i>	11%	12%	9
<i>6.1% to 10.0%</i>	5%	0%	0
<i>10.1% or greater</i>	5%	11%	8
<b><i>Estimated average</i></b>	<b>3.1</b>	<b>3.2</b>	<b>3.2</b>



# Not properly compensated for some aspects of job

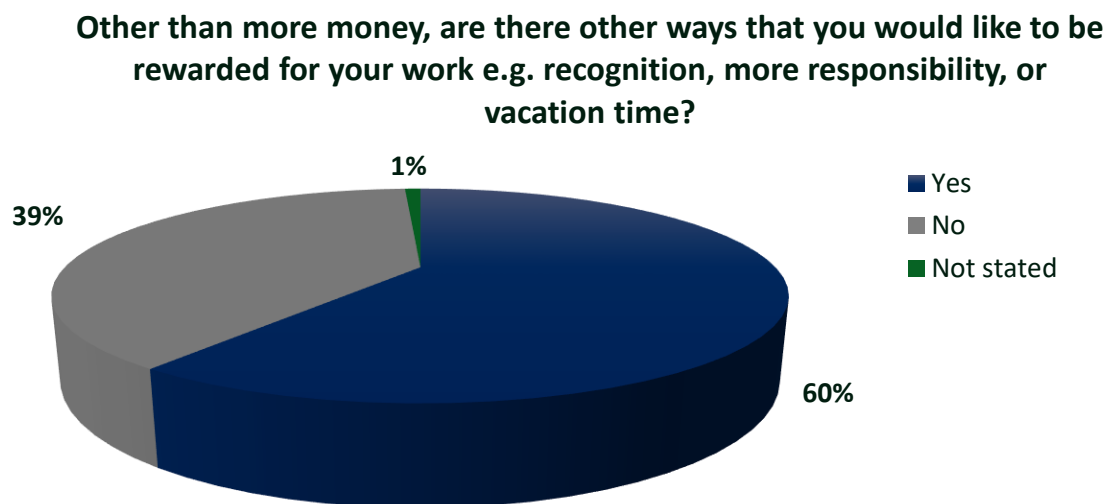
Among API members, 33% feel that they are not being properly compensated for some aspects of their job while 54% feel that their compensation is appropriate.



	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1835	113	113
Yes	36%	33%	37
No	51%	54%	61
Don't know/ not applicable	12%	12%	13
Not stated	1%	2%	2

## Alternate rewards for work

*Among API respondents, 60% feel that there are other ways that they would like to be rewarded for their work.*



	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
Yes	63%	60%	68
No	36%	39%	44
Not stated	1%	1%	1

*Some alternate rewards suggested by API respondents:*

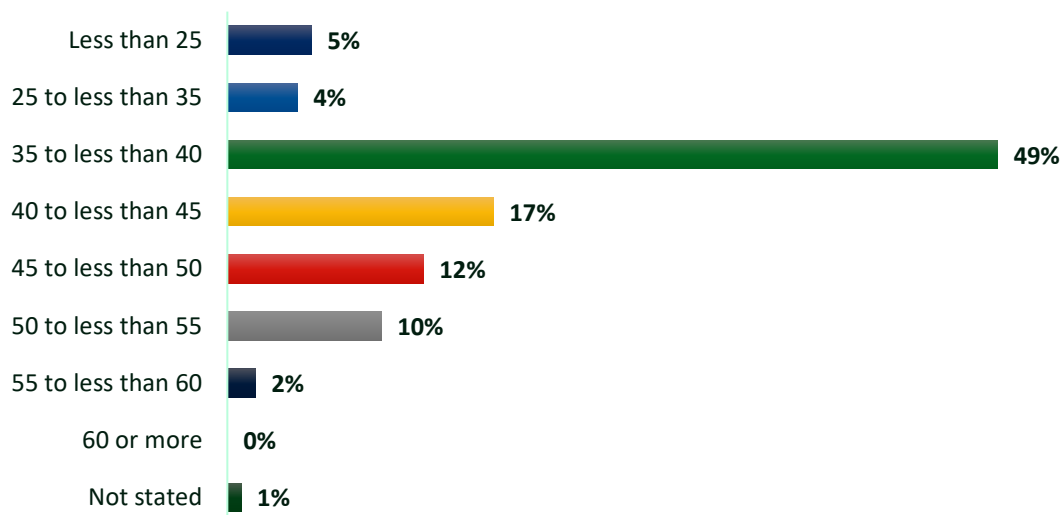
- Bonus
- Flexible work time; recognition
- Given the erratic scheduling of work hours, over lunch, expectations to work through breaks, and after regular hours, Planners should be entitled to more vacation and flexibility.
- I'd like to have a better say in the selection of projects I work on.
- Less meetings
- More PD time / budget
- More responsibility
- More vacation time, health benefits
- Paid sick days
- Parent leave
- Time in Lieu of Overtime
- Yes, by there being more accredited professionals to share in the work.

## Section 3: About Your Work Week

### Hours worked in average week

*API respondents work an average of 38.3 hours per week. Most work a standard week of 35 through 40 hours. Fifty-eight percent of API respondents work less than 40 hours a week vs. 47% nationally.*

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

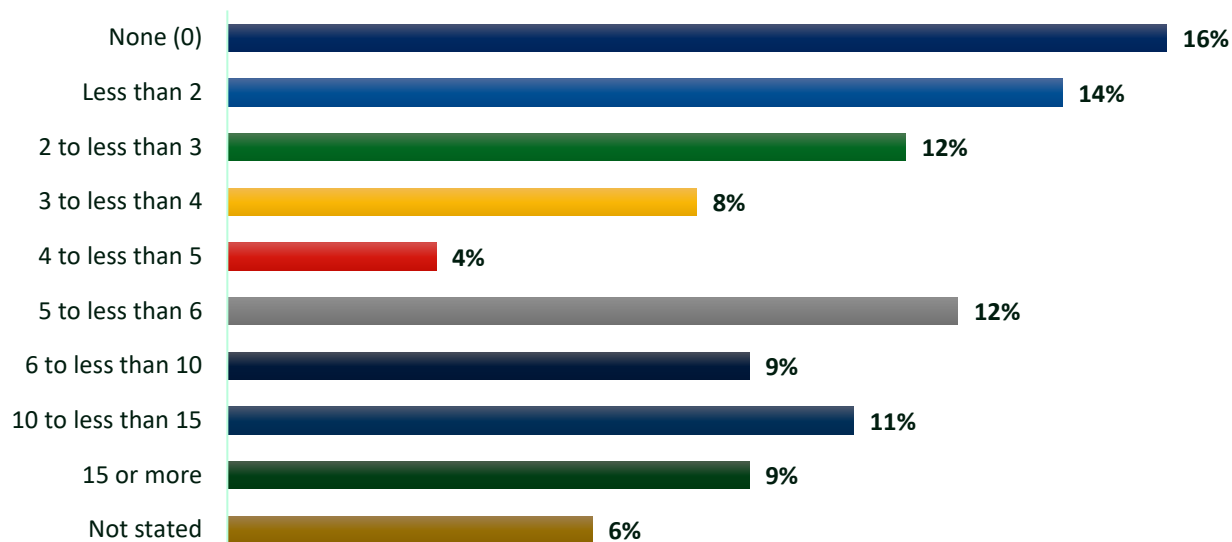


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Less than 25</i>	2%	5%	6
<i>25 to less than 35</i>	3%	4%	5
<i>35 to less than 40</i>	41%	49%	55
<i>40 to less than 45</i>	29%	17%	19
<i>45 to less than 50</i>	13%	12%	14
<i>50 to less than 55</i>	7%	10%	11
<i>55 to less than 60</i>	2%	2%	2
<i>60 or more</i>	2%	0%	0
<i>Not stated</i>	1%	1%	1
<b>Mean</b>	<b>39.8</b>	<b>38.3</b>	<b>38.3</b>
<b>Median</b>	<b>40</b>	<b>38</b>	<b>38</b>

## Overtime hours worked in a typical week

Sixteen percent of API respondents said that they typically work no overtime hours, close to the national rate of 15%. The median number of overtime hours worked is three and the mean is just over six.

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

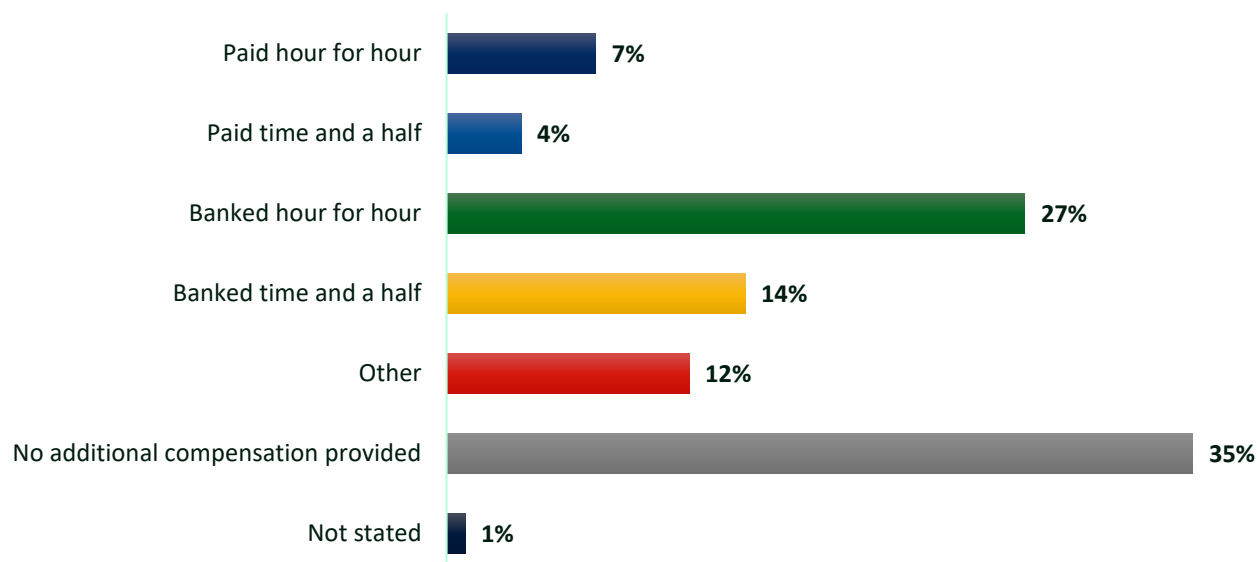


	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
None (0)	15%	16%	18
Less than 2	13%	14%	16
2 to less than 3	13%	12%	13
3 to less than 4	8%	8%	9
4 to less than 5	5%	4%	4
5 to less than 6	15%	12%	14
6 to less than 10	7%	9%	10
10 to less than 15	9%	11%	12
15 or more	9%	9%	10
Not stated	6%	6%	7
<b>Mean</b>	<b>5.8</b>	<b>6.1</b>	<b>6.1</b>
<b>Median</b>	<b>3</b>	<b>3</b>	<b>3</b>

## Compensation for overtime hours

Among API members, 35% receive no compensation for overtime hours. The most common compensation methods, totalling 42%, are banking hour-for-hour or banking time and a half.

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



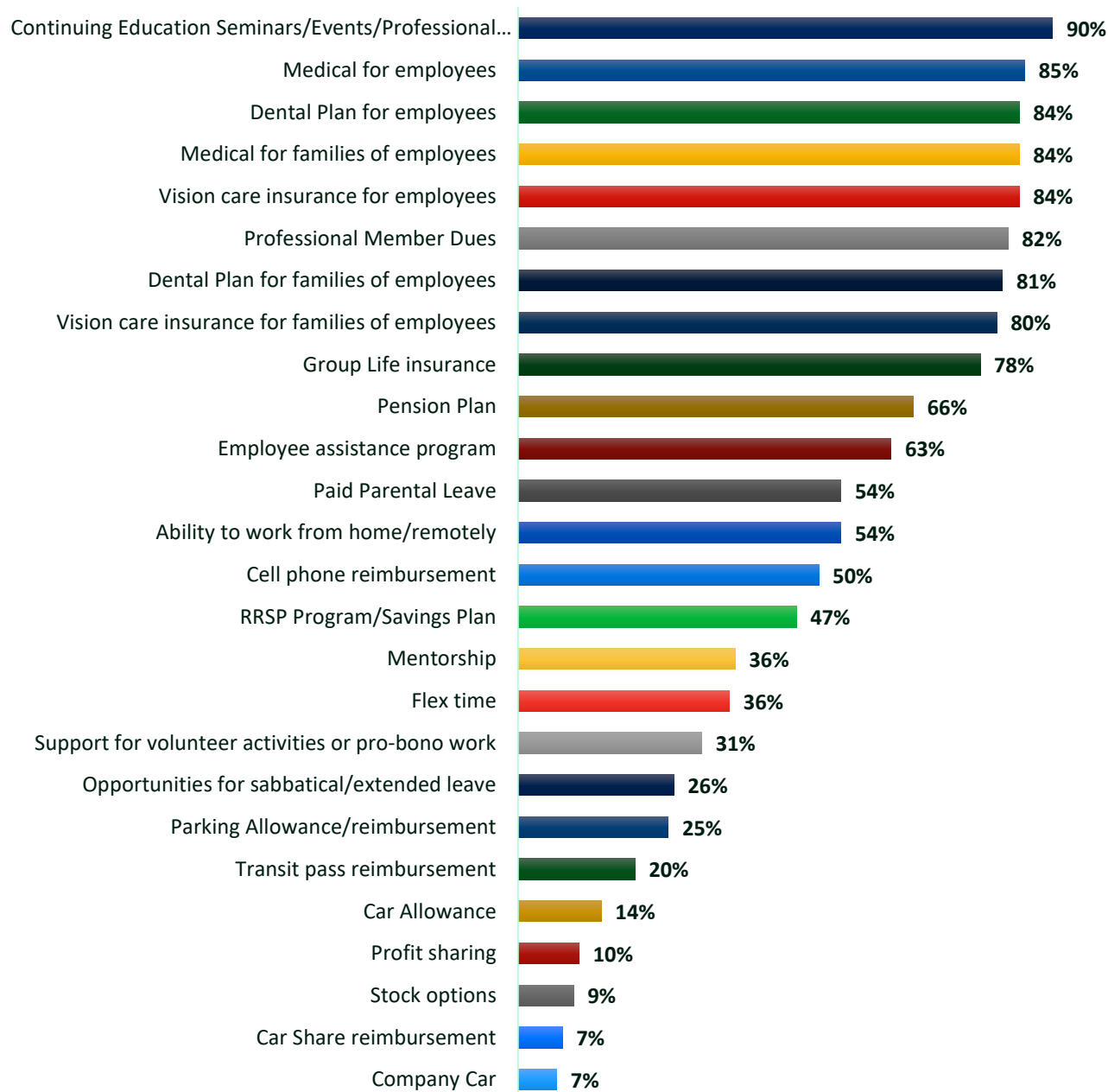
	Total Canada %	Total API %	Total API N
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>
<i>Paid hour for hour</i>	4%	7%	8
<i>Paid time and a half</i>	6%	4%	4
<i>Banked hour for hour</i>	24%	27%	31
<i>Banked time and a half</i>	13%	14%	16
<i>Other</i>	18%	12%	13
<i>No additional compensation provided</i>	34%	35%	40
<i>Not stated</i>	1%	1%	1

## Section 4: Your Benefits

### Benefits provided by employer

*For API planners, the most often offered benefit was “Continuing Education Seminars/Events/Professional Development.” The next four most often offered are all at the 84%/85% level. The least offered benefits involve profit sharing, stocks, and cars.*

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



	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>
<b>TOTAL RESPONDENTS</b>	<b>1761</b>	<b>107</b>	<b>107</b>
<i>Continuing Education Seminars/Events/Professional Development</i>	86%	90%	96
<i>Medical for employees</i>	90%	85%	91
<i>Dental Plan for employees</i>	86%	84%	90
<i>Medical for families of employees</i>	87%	84%	90
<i>Vision care insurance for employees</i>	82%	84%	90
<i>Professional Member Dues</i>	85%	82%	88
<i>Dental Plan for families of employees</i>	83%	81%	87
<i>Vision care insurance for families of employees</i>	77%	80%	86
<i>Group Life insurance</i>	82%	78%	83
<i>Pension Plan</i>	68%	66%	71
<i>Employee assistance program</i>	59%	63%	67
<i>Paid Parental Leave</i>	53%	54%	58
<i>Ability to work from home/remotely</i>	48%	54%	58
<i>Cell phone reimbursement</i>	48%	50%	54
<i>RRSP Program/Savings Plan</i>	31%	47%	50
<i>Mentorship</i>	39%	36%	39
<i>Flex time</i>	47%	36%	38
<i>Support for volunteer activities or pro-bono work</i>	28%	31%	33
<i>Opportunities for sabbatical/extended leave</i>	31%	26%	28
<i>Parking Allowance/reimbursement</i>	29%	25%	27
<i>Transit pass reimbursement</i>	22%	20%	21
<i>Car Allowance</i>	16%	14%	15
<i>Profit sharing</i>	11%	10%	11
<i>Stock options</i>	7%	9%	10
<i>Car Share reimbursement</i>	10%	7%	8
<i>Company Car</i>	14%	7%	7

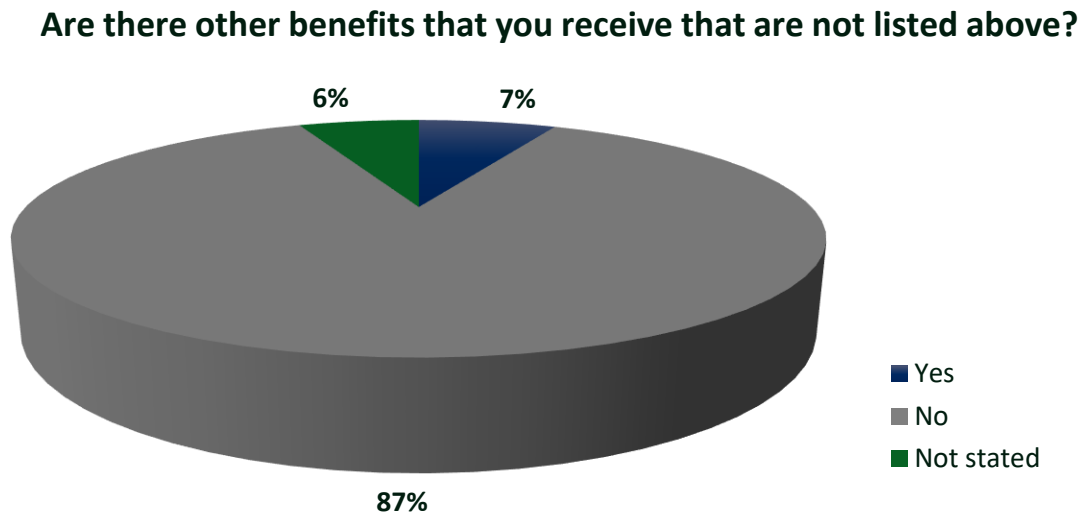
## Benefits provided by employer – detail of pay sharing level (API)

	<i>NOT Offered By Employer</i>	<i>Offered by Employer (NET)</i>	<i>Employer Pays All</i>	<i>Employer Pays More Than 50%</i>	<i>Employer Pays Half (50%)</i>	<i>Employer Pays Less Than 50%</i>	<i>Not stated</i>
<i>Continuing Education Seminars/Events/Professional Development</i>	9%	90%	69%	12%	5%	4%	1%
<i>Medical for employees</i>	13%	85%	12%	36%	36%	1%	2%
<i>Dental Plan for employees</i>	15%	84%	9%	39%	34%	2%	1%
<i>Medical for families of employees</i>	13%	84%	11%	33%	36%	4%	3%
<i>Vision care insurance for employees</i>	15%	84%	10%	32%	34%	8%	1%
<i>Professional Member Dues</i>	17%	82%	74%	2%	5%	2%	1%
<i>Dental Plan for families of employees</i>	16%	81%	9%	33%	35%	5%	3%
<i>Vision care insurance for families of employees</i>	17%	80%	10%	29%	32%	9%	3%
<i>Group Life insurance</i>	19%	78%	9%	29%	33%	7%	4%
<i>Pension Plan</i>	29%	66%	1%	11%	48%	7%	5%
<i>Employee assistance program</i>	32%	63%	47%	9%	6%	1%	6%
<i>Paid Parental Leave</i>	41%	54%	16%	19%	7%	12%	5%
<i>Ability to work from home/remotely</i>	43%	54%	49%	2%	0%	4%	3%
<i>Cell phone reimbursement</i>	49%	50%	46%	2%	1%	2%	1%
<i>RRSP Program/Savings Plan</i>	52%	47%	3%	7%	29%	8%	1%
<i>Mentorship</i>	57%	36%	34%	2%	1%	0%	7%
<i>Flex time</i>	62%	36%	35%	1%	0%	0%	3%
<i>Support for volunteer activities or pro-bono work</i>	64%	31%	22%	1%	3%	6%	6%
<i>Opportunities for sabbatical/extended leave</i>	67%	26%	10%	1%	4%	11%	7%
<i>Parking Allowance/reimbursement</i>	73%	25%	24%	1%	0%	0%	2%
<i>Transit pass reimbursement</i>	79%	20%	7%	1%	3%	8%	1%
<i>Car Allowance</i>	85%	14%	12%	0%	1%	1%	1%
<i>Profit sharing</i>	86%	10%	7%	0%	2%	2%	4%
<i>Stock options</i>	88%	9%	3%	1%	4%	2%	3%
<i>Car Share reimbursement</i>	91%	7%	7%	0%	0%	0%	2%
<i>Company Car</i>	92%	7%	7%	0%	0%	0%	2%



### Receives other benefits

Seven percent mentioned receiving other benefits beyond the ones listed on the survey.



	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1835	113	113
Yes	10%	7%	8
No	83%	87%	98
Not stated	7%	6%	7

Some benefit descriptions provided by respondents:

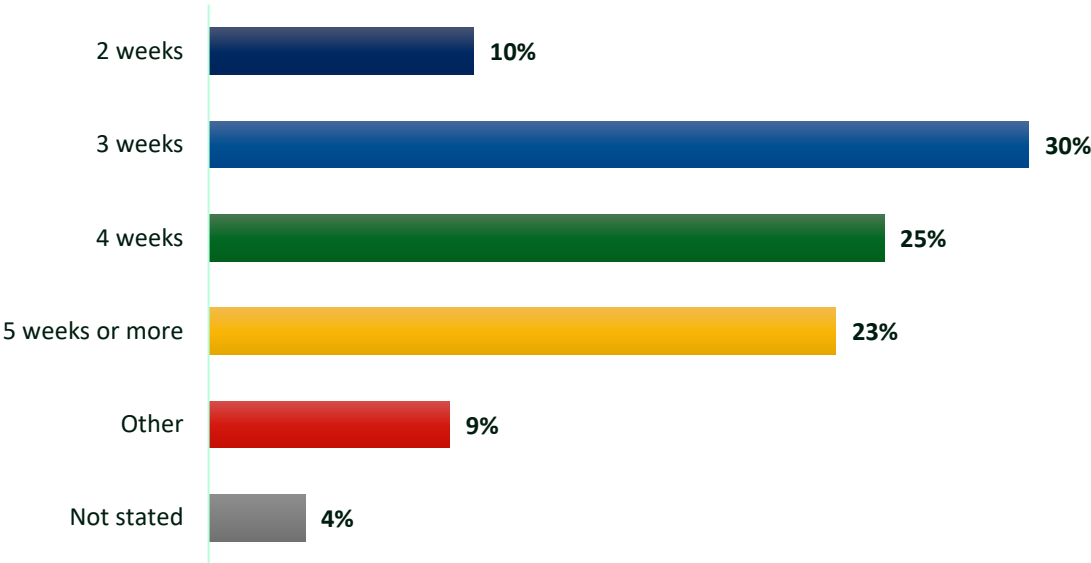
- Discount on municipal recreation programs
  - Earned Day Off Program - Employee works an extra .5 hour every day and gets a day off every 3 weeks.
  - Fitness Benefit - provides \$100 to cover membership fees to gyms
  - Fitness club reimbursement
  - Health Care Spending Account
  - I get a % of my salary as a benifet spending allowance i use to pay for my health/dental life and
- ADD i can put remaining funds in a health savings account, or be paid out and taxed on it

  - Jours flottants et de maladie, possible de les prendre à tout moment, en partie ou en intégralité
  - Paid travel, accommodation, meals for professional opportunities

# Paid vacation received per year

The majority of API respondents (55%) receive three or four weeks of vacation per year.

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



	Total Canada %	Total API %	Total API N
TOTAL RESPONDENTS	1835	113	113
2 weeks	7%	10%	11
3 weeks	30%	30%	34
4 weeks	28%	25%	28
5 weeks or more	23%	23%	26
Other	8%	9%	10
Not stated	3%	4%	4

## Appendix A: Base salary/ income per selected categories

The appendix contains salary information in categories where we had a sufficient respondent base. In certain cases, footnotes identify categories where the base sizes are less than 30 respondents. The reader is asked to use caution when using these data.

### Location of current residence

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>New Brunswick</i>	2%	30%	34	\$80,992	\$78,000
<i>Prince Edward Island</i>	0%	8%	9	*\$73,331	*\$72,550
<i>Nova Scotia</i>	3%	52%	59	\$75,815	\$75,000
<i>Newfoundland and Labrador</i>	1%	11%	12	*\$85,189	*\$69,000

\*Showing some small base sizes <30.

### Size of municipality where currently employed

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Less than 100,000</i>	31%	41%	47	\$79,486	\$78,000
<i>100,000 or more</i>	39%	53%	60	\$78,570	\$73,500

### City or town where employer is located

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Misc. NB</i>	1%	24%	27	\$79,657	\$78,000
<i>Halifax</i>	2%	35%	40	\$78,568	\$75,000
<i>Misc. NS</i>	1%	13%	15	*\$65,962	*\$64,500

\*Showing some small base sizes <30.

## Age

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
30 and under	18%	22%	25	*\$52,703	*\$55,080
31 to 40	37%	33%	38	\$78,756	\$73,500
41 to 55	30%	31%	35	\$87,550	\$83,000
Over 55	14%	13%	15	*\$91,496	*\$98,282

\*Showing some small base sizes <30.

## Gender

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
Male	51%	58%	66	\$83,624	\$78,000
Female	47%	39%	44	\$69,662	\$69,500

## Identifies as part of an equity-seeking group

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
NET - Identifies	21%	18%	20	*\$54,828	*\$60,000
Do not identify as part of an equity-seeking group	64%	63%	72	\$81,700	\$77,000

\*Showing some small base sizes <30.

## Has a Canadian accredited planning degree

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
Yes, Bachelors level	39%	22%	25	*\$66,448	*\$70,000
Yes, Masters level	47%	55%	63	\$78,940	\$70,000
No	17%	22%	25	*\$86,625	*\$89,000

\*Showing some small base sizes <30.

## Professional status

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
Professional Planner	79%	70%	80	\$87,385	\$85,000
Candidate	17%	22%	25	*\$57,014	*\$56,000

\*Showing some small base sizes <30.

## Years employed in a planning position

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
5 or less	23%	34%	39	\$56,154	\$60,000
6 to 15	41%	32%	36	\$85,369	\$85,000
16 to 25	19%	18%	21	*\$92,863	*\$83,000
26 or more	16%	16%	18	*\$95,208	*\$94,000

\*Showing some small base sizes <30.

## Belongs to a union

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
Yes	29%	27%	31	\$68,879	\$69,000
No	70%	72%	82	\$81,318	\$80,000

## Employment status as of January 1, 2019

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1850</b>	<b>114</b>	<b>114</b>	<b>\$78,124</b>	<b>\$75,000</b>
Full-time salaried emp. (30+ h/wk)	78%	77%	88	\$85,009	\$80,000
Full-time hourly wage emp. (30+ h/wk)	12%	12%	14	*\$54,303	*\$61,588

\*Showing some small base sizes <30.

## Currently employed in...

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Local or regional municipality</i>	55%	52%	59	\$85,361	\$79,000
<i>Provincial government</i>	5%	13%	15	*\$78,221	*\$75,000
<i>Private sector</i>	28%	17%	19	*\$73,323	*\$71,000

\*Showing some small base sizes <30.

## Years employed with current organization

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Less than 2 years</i>	20%	29%	33	\$64,153	\$66,000
<i>2 years to less than 5 years</i>	27%	27%	30	\$69,030	\$64,332
<i>5 years to less than 13 years</i>	30%	29%	33	\$91,299	\$85,000
<i>13 years or more</i>	23%	15%	17	*\$92,956	*\$89,000

\*Showing some small base sizes <30.

## Areas of specialization within current job

	Total Canada %	Total API %	Total API N	API Mean	API Median
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Land use</i>	73%	81%	91	\$76,522	\$70,367
<i>Policy/Regulatory Development</i>	51%	61%	69	\$81,223	\$77,204
<i>Long Range/Comprehensive Planning</i>	43%	50%	57	\$81,381	\$77,204
<i>Community Development</i>	38%	48%	54	\$77,333	\$72,550
<i>Zoning Administration</i>	35%	47%	53	\$74,065	\$69,000
<i>Rural Planning</i>	26%	42%	47	\$74,004	\$71,000
<i>Regional Planning</i>	26%	38%	43	\$79,643	\$77,204
<i>Subdivision Planning and Design</i>	32%	28%	32	\$78,052	\$72,000
<i>Housing</i>	22%	22%	25	\$75,770	\$72,550
<i>Municipal Management</i>	18%	22%	25	\$93,474	\$86,527
<i>Environmental/Natural Resources Planning</i>	22%	20%	23	\$80,068	\$74,000
<i>Urban Design</i>	25%	20%	23	\$80,876	\$76,000
<i>Economic Planning/Revitalization</i>	21%	19%	22	\$91,815	\$86,365
<i>Transportation Planning</i>	17%	19%	21	\$83,674	\$78,000
<i>Heritage Planning</i>	14%	18%	20	\$82,875	\$81,000

\*Showing some small base sizes <30.

## Current level of employment

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>	<i>API Mean</i>	<i>API Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Executive/Principal</i>	16%	19%	21	\$99,687	\$94,000
<i>Senior</i>	39%	37%	42	\$87,041	\$85,000
<i>Middle</i>	34%	27%	31	\$68,805	\$67,000
<i>Junior/Entry-level</i>	10%	16%	18	\$46,664	\$50,000

## Supervises and/or manages other staff or employees

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>	<i>API Mean</i>	<i>API Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Yes</i>	48%	40%	45	\$97,551	\$93,587
<i>No</i>	51%	59%	67	\$64,660	\$66,000

## Looking for a job with another employer in in the next 12-18 months

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>	<i>API Mean</i>	<i>API Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Yes</i>	20%	18%	20	\$66,162	\$69,500
<i>No</i>	51%	45%	51	\$80,428	\$79,000
<i>Undecided</i>	29%	36%	41	\$80,414	\$72,000

## Number of hours worked in average week in 2018

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>	<i>API Mean</i>	<i>API Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>Less than 40</i>	47%	58%	66	\$67,203	\$66,524
<i>40 to less than 50</i>	42%	29%	33	\$91,686	\$86,365
<i>50 or more</i>	9%	12%	13	\$96,999	\$89,000

\*Showing some small base sizes <30.

## Number of overtime hours worked in average week in 2018

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>	<i>API Mean</i>	<i>API Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>None (0)</i>	15%	16%	18	*\$66,106	*\$62,626
<i>Less than 4</i>	34%	34%	38	\$69,944	\$69,750
<i>4 or more</i>	45%	44%	50	\$86,617	\$85,000

*\*Showing some small base sizes <30.*

## Paid vacation time received per year

	<i>Total Canada %</i>	<i>Total API %</i>	<i>Total API N</i>	<i>API Mean</i>	<i>API Median</i>
<b>TOTAL RESPONDENTS</b>	<b>1835</b>	<b>113</b>	<b>113</b>	<b>\$78,124</b>	<b>\$75,000</b>
<i>3 weeks</i>	30%	30%	34	\$67,964	\$66,000
<i>4 weeks</i>	28%	25%	28	*\$88,253	*\$85,000
<i>5 weeks or more</i>	23%	23%	26	*\$101,162	*\$94,000

*\*Showing some small base sizes <30.*