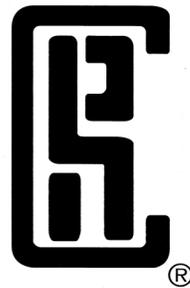


REPORT ON THE 2017 SALARY SURVEY



BOARD OF CANADIAN REGISTERED
SAFETY PROFESSIONALS

CONSEIL CANADIEN DES
PROFESSIONNELS EN SÉCURITÉ
AGRÉÉS

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1. OVERVIEW

The Board of Canadian Registered Safety Professionals (BCRSP) conducts a survey of all Canadian Registered Safety Professionals (CRSPs) every two years. The most recent survey was conducted in 2017.

Yardstick was contracted to review data obtained from the most recent survey, summarize the demographic and employment information, and provide the data in terms of key demographic and employment variables (e.g., geographical regions, career experience, and employment setting). BCRSP uses this data to provide information and assistance to its certificants.

2. PROCEDURE

The *2017 Salary Survey* is based on a similar survey that was conducted in every other year since 2005. BCRSP developed final variable categories in the survey with guidance from Assessment Strategies Inc.

All CRSPs registered at the time of the survey were targeted for inclusion. Invitations to complete the survey were sent in August 2017. Certificants were invited to submit their responses online.

Respondents were asked to provide demographic and employment information. Demographic information included age, level of education, years of experience, number of previous employers and province or territory of employment. Employment information was

collected on community size and location, self employment, employment setting, number of employees, number of employees supervised, number of job sites, hours per work week, current salary, salary increase and career satisfaction. Additional questions were also included to solicit information on certificant's satisfaction with communications and office interactions with BCRSP. A copy of the *2017 Salary Survey* is found in the Appendix.

3. RESULTS

A total of 4,949 invitations to complete the survey online were distributed to CRSPs from across Canada. As of the survey deadline, 1,396 certificants completed the survey. This yields a response rate of 28.2%. This is a 9% decrease in the response rate from 2013.

In general, results were consistent with previous surveys. However, any noteworthy change in response patterns since the previous survey will be highlighted in a section called "What has changed?". Changes in a single category that were less than 5% or from a small sample (under 200 respondents) were generally not considered noteworthy.

RESPONDENT CHARACTERISTICS BY REGION

The demographic information collected on the survey is presented below. Where indicated, percentages are computed excluding respondents who did not respond.

Province or territory employed?

Of the 1,396 completed surveys, the majority of respondents were from two provinces: Alberta (35.0%) and Ontario (31.1%).

Table 1:

Province or territory of employment		
	<i>n</i>	%
AB	489	35.0
BC	167	12.0
MB	55	3.9
NB	22	1.6
NL	50	3.6
NT	8	0.6
NS	59	4.2
NV	3	0.2
ON	434	31.1
PE	2	0.1
QC	18	1.3
SK	59	4.2
YT	5	0.4
Outside Canada	25	1.8
Omit	0	
Total	1,396	100%

What has changed?

The overall number of respondents has decreased compared to 2015 and 2013 when 1,673 and 1,562 people completed the survey respectively.

With some exceptions, the number of respondents from each province remain insufficient to base substantive interpretation or inferences. To overcome

this concern, the survey data was combined into larger, regional samples.

The three regions were Western Canada (British Columbia, Alberta, Saskatchewan, Manitoba, Nunavut, Yukon Territory and Northwest Territories), Central Canada (Ontario and Quebec), and Atlantic Canada (New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador). Due to the relatively small numbers, respondents from outside of Canada were not included in the regional analysis.

Table 2:
Region of employment

	<i>n</i>	%
Western	786	57.3
Central	452	33.0
Atlantic	133	9.7
Omit	25	
Total	1,371	

What is your age?

On a national level, the most frequently selected category was 50-59 years of age.

**Table 3:
Age by region**

	Western	Central	Atlantic	National
Under 25	0.1%	0.0%	0.0%	0.1%
25-29	1.5%	1.8%	3.8%	1.8%
30-34	7.6%	9.5%	6.8%	8.0%
35-39	13.2%	15.5%	8.3%	13.3%
40-44	15.3%	15.9%	23.3%	16.1%
45-49	16.8%	13.5%	20.3%	16.1%
50-54	16.2%	19.9%	16.5%	17.5%
55-59	15.8%	13.1%	8.3%	14.4%
60-64	8.7%	8.2%	9.8%	8.8%
Over 65	4.1%	1.1%	2.3%	3.0%
Omit	0	0	0	25
Total	786	452	133	1,371

What is the highest level of formal education you have attained?

Similar to 2015, majority of respondents had either a college certificate/diploma in occupational health and safety (OHS) (33.3%) or non-OHS university degree (32.9%). Both levels of formal education were reported in almost equal amounts. The “other” category included a large number of postgraduate qualifications, including Masters Degrees and postgraduate diplomas.

**Table 4:
Level of education by region**

	Western	Central	Atlantic	National
College OHS	42.0%	17.9%	33.8%	33.3%
Univ. OHS	8.0%	23.2%	8.3%	13.1%
College other	8.9%	9.3%	11.3%	9.3%
Univ. other	30.7%	35.6%	36.8%	32.9%
Other	10.4%	13.9%	9.8%	11.5%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Not much has changed in regards to level of education by region. The most notable change was the 5.6% increase in College OHS degrees in the Central region.

How many years have you been practicing as an OHS professional?

The level of experience most commonly indicated was 10 to 14 years as an OHS professional. In 2015, a total of 97.3% of the survey respondents indicated that they had 5 or more years of professional experience.

**Table 5:
Years of professional practice by region**

	Western	Central	Atlantic	National
3 - 4	2.9%	2.0%	3.8%	2.7%
5 - 9	20.5%	19.0%	21.8%	20.1%
10 - 14	32.6%	25.0%	26.3%	29.5%
15 - 19	18.7%	24.8%	21.1%	20.9%
20 - 24	12.8%	13.7%	15.8%	13.4%
Over 25	12.5%	15.5%	11.3%	13.4%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Since 2015, respondents in Western Canada have become slightly more experienced, with a 5.6% increase of respondents with 10-14 years of experience and 5.7% decrease in 5-9 years of experience.

How many employers, including the present one, have you worked for in the OHS field in the past 10 years (include self-employment)?

When asked about previous employers, the majority of respondents (74.7%) indicated having between 1 and 3 previous employers in the past 10 years. 20.5% of the respondents reported having more than 3 previous employers in the past 10 years. On average, respondents in Western Canada tended to have a slightly higher number of previous employers compared to Central and Atlantic Canada.

**Table 6:
Number of previous employers by region**

	Western	Central	Atlantic	National
1 - 3	71.9%	79.0%	76.7%	74.7%
4 - 6	22.8%	17.0%	18.8%	20.5%
7 - 10	1.8%	2.4%	3.0%	2.1%
Over 10	3.6%	1.5%	1.5%	2.7%
Omit	0	0	0	25
Total	786	452	133	1,371

Which of the following best describes the location of the community in which your primary site of employment is situated?

The majority of respondents reported being employed in an urban/metropolitan setting. The highest rate was found in Central Canada (88.3%) and the lowest was found in Atlantic Canada (73.7%).

**Table 7:
Employment location by region**

	Western	Central	Atlantic	National
Urban/Metro	81.0%	88.3%	73.7%	82.7%
Rural	19.0%	11.7%	26.3%	17.3%
Omit	0	0	0	25
Total	786	452	133	1,371

Which of the following best describes the population size of the community in which your primary site of employment is situated?

With respect to community size, regional differences were apparent. In Western and Central Canada, the majority of respondents reported working in communities that were larger than 500,000 residents (54.6% and 52.8% respectively) Respondents from Atlantic Canada presented a lower and more even distribution of community sizes, with the most frequent size being communities between 200,000 and 500,000 (30.1%).

**Table 8:
Community size by region**

	Western	Central	Atlantic	National
< 10K	11.1%	4.2%	22.6%	9.9%
10K - 99K	20.4%	13.5%	21.1%	18.2%
100K - 199K	6.2%	15.5%	19.5%	10.6%
200K - 499K	7.8%	13.9%	30.1%	12.0%
500K - 999K	13.1%	11.9%	4.5%	11.9%
> 1,000K	41.5%	40.9%	2.3%	37.5%
Omit	0	0	0	25
Total	786	452	133	1,371

Are you self-employed?

Respondents most frequently reported being employed by an organization (88.3%). Between the different regions, the rate of self-employment ranged from a low of 5.5% in Central Canada to a high of 15.5% in Western Canada.

**Table 9:
Rate of self-employment by region**

	Western	Central	Atlantic	National
Yes	15.5%	5.5%	9.8%	11.7%
No	84.5%	94.5%	90.2%	88.3%
Omit	0	0	0	25
Total	786	452	133	1,371

Which of the following best describes your employment setting?

Regional differences in employment setting exist between respondents from the three regions. In Western Canada, the most commonly reported setting was petroleum (22.9%) whereas Central Canada reported manufacturing (15.7%) and Atlantic Canada reported utilities (14.5%). Overall, these three employment settings accounted for 53.1% of the response across Canada.

**Table 10:
Employment setting by region**

	Western	Central	Atlantic	National
Agriculture	1.0%	0.2%	0.0%	0.7%
Chemicals	2.7%	2.2%	0.0%	2.3%
Communications	0.3%	1.8%	0.8%	0.8%
Construction	14.0%	11.3%	10.7%	12.8%
Consulting	9.1%	10.6%	6.1%	9.3%
Education	4.6%	8.0%	4.6%	5.7%
Forest products	0.9%	0.7%	2.3%	1.0%
Government	12.5%	13.1%	13.0%	12.8%
Health Care	4.4%	4.7%	3.8%	4.4%
Insurance	0.5%	0.7%	0.8%	0.6%
Manufacturing	4.7%	15.7%	7.6%	8.7%
Mining	4.5%	3.3%	3.8%	4.0%
Petroleum	22.9%	2.0%	10.7%	14.8%
Retail	0.8%	1.8%	3.1%	1.3%
Transportation	2.6%	3.3%	3.8%	2.9%
Utilities	6.1%	9.5%	14.5%	8.1%
Other	8.5%	11.1%	14.5%	9.9%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Since 2015, there has been a decrease in the number of respondents from the government sector, primarily in Western (-4.3%) and Atlantic (-11.8%) Canada.

Approximately how many people does your company employ?

In Atlantic Canada, survey respondents most frequently reported working in companies with 250-499 employees (19.5%). In Central Canada, survey respondents most frequently reported working in companies with 2000 or more employees (44.2% combined). In Western Canada, companies with either over 10,000 employees (17.2%) or less than 50 employees (16.2%) were reported most frequently.

**Table 11:
Number of employees by region**

	Western	Central	Atlantic	National
0-49	16.2%	8.2%	12.8%	13.2%
50-99	4.2%	5.5%	8.3%	5.0%
100-249	9.8%	9.5%	8.3%	9.6%
250-499	9.8%	11.1%	19.5%	11.2%
500-999	9.2%	10.2%	8.3%	9.4%
1,000-1,999	11.1%	11.3%	14.3%	11.5%
2,000-4,999	13.9%	17.0%	12.8%	14.8%
5,000-9,999	8.8%	9.5%	5.3%	8.7%
Over 10,000	17.2%	17.7%	10.5%	16.7%
Omit	0	0	0	25
Total	786	452	133	1,371

How many OHS employees do you supervise?

For all regions in Canada, survey respondents most frequently indicated that they supervised only a few OHS employees (29.4% reported supervising 1 to 5 employees) or none at all (55.4%). Respondents in Western Canada tended to supervise more employees.

**Table 12:
Number of employees supervised by region**

	Western	Central	Atlantic	National
None	52.9%	60.4%	52.6%	55.4%
1-5	30.0%	27.4%	32.3%	29.4%
6-10	9.2%	9.3%	10.5%	9.3%
11-25	5.6%	2.2%	3.0%	4.2%
Over 26	2.3%	0.7%	1.5%	1.7%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Since 2015, there has been a national drop in respondents from companies with 250-499 employees (-10.2%), and a rise in respondents from large companies with over 10,000 employees (11.5%).

How many employer job sites do you serve?

The majority of responses (61.0%) to this question could be found at the two ends of the choices (either 1 to 5 sites or over 50 sites).

**Table 13:
Number of job sites by region**

	Western	Central	Atlantic	National
1-5	41.0%	39.2%	44.4%	40.7%
6-10	14.8%	12.6%	14.3%	14.0%
11-20	14.6%	11.9%	12.0%	13.5%
21-50	11.1%	13.1%	9.0%	11.5%
Over 50	18.6%	23.2%	20.3%	20.3%
Omit	0	0	0	25
Total	786	452	133	1,371

On average, how many hours do you work per week?

Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (45.1%). The majority of respondents reported working between 31 to 60 hours per week (89.0%).

**Table 14:
Hours per week by region**

	Western	Central	Atlantic	National
Less than 30	3.7%	1.1%	3.0%	2.8%
31-40	25.7%	34.5%	28.6%	28.9%
41-50	45.0%	46.5%	41.4%	45.1%
51-60	16.0%	13.7%	13.5%	15.0%
61-70	4.7%	3.1%	8.3%	4.5%
71-80	2.8%	0.4%	4.5%	2.2%
Over 80	2.0%	0.7%	0.8%	1.5%
Omit	0	0	0	25
Total	786	452	133	1,371

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. The most frequently reported salary was in the \$80,000 range (16.8%). Across Canada, 50.4% of respondents reported salaries of above \$100,000. On average, salaries were higher in Western Canada compared to the other regions.

**Table 15:
Salary range by region**

	Western	Central	Atlantic	National
< \$49,999	1.8%	0.9%	1.5%	1.5%
\$50 to \$59,999	1.4%	1.1%	2.3%	1.4%
\$60K to \$69,999	2.7%	4.6%	10.5%	4.1%
\$70K to \$79,999	9.2%	13.5%	14.3%	11.1%
\$80K to \$89,999	14.4%	20.1%	19.5%	16.8%
\$90K to \$99,999	12.7%	19.0%	12.8%	14.8%
\$100K to \$109,999	14.4%	15.0%	8.3%	14.0%
\$110K to \$119,999	11.1%	8.0%	6.0%	9.6%
\$120K to \$129,999	9.0%	6.2%	7.5%	8.0%
\$130K to \$139,999	5.1%	4.9%	6.0%	5.1%
\$140K to \$149,999	4.1%	2.0%	3.8%	3.4%
\$150K to \$174,999	7.9%	2.2%	6.0%	5.8%
>\$174,999	6.4%	2.4%	1.5%	4.6%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Nationally, there was a 5.1% increase in the number of respondents earning over \$100,000 per year.

Has your base salary increased in the past 12 months?

The majority (60.5%) of respondents reported that they have received a salary increase within the past 12 months, with Central Canada reporting the highest frequency of salary increases (79.6%).

**Table 16:
Salary increase by region**

	Western	Central	Atlantic	National
Yes	49.9%	79.6%	57.9%	60.5%
No	50.1%	20.4%	42.1%	39.5%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Regionally, the number of people reporting a salary increase has decreased by 7.2% in Western Canada, but increased by 8.3% in Atlantic Canada.

If your base salary increased, by what percentage?

For those respondents who reported a salary increase in the previous 12 months, the rate of increase varied from 1% to over 22%. The most common rate of increase was from 1 to 6% (83.5%).

**Table 17:
Percentage of salary increase by region**

	Western	Central	Atlantic	National
1-3	64.2%	62.7%	61.0%	63.3%
4-6	18.4%	21.5%	23.4%	20.2%
7-9	3.0%	5.8%	3.9%	4.3%
10-12	6.7%	4.1%	9.1%	5.8%
13-15	2.0%	1.7%	0.0%	1.7%
16-18	0.2%	1.1%	1.3%	0.7%
19-22	1.2%	1.4%	0.0%	1.2%
Over 22	4.2%	1.7%	1.3%	2.9%
Omit	384	90	56	555
Total	402	362	77	841

How satisfied are you with your OHS career?

Survey respondents were uniformly satisfied with their OHS career. In combination, 91.6% of the respondents reported being satisfied or very satisfied with their career. Nationally, only 2.7% of respondents reported any degree of dissatisfaction.

**Table 18:
Career satisfaction by region**

	Western	Central	Atlantic	National
Very Satisfied	44.1%	46.5%	46.6%	45.1%
Satisfied	46.8%	46.0%	45.9%	46.5%
Neither	6.4%	4.6%	6.0%	5.8%
Dissatisfied	2.3%	1.8%	0.8%	2.0%
Very Dissatisfied	0.4%	1.1%	0.8%	0.7%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Since 2015, the frequency of the most common salary increment (1-3%) has decreased in both Central (-9.1%) and Atlantic (-9.3%) Canada, but increased in Western Canada by 7.0%.

My annual CRSP fee is paid by?

For most survey respondents, the employer paid the annual CRSP fee. Atlantic Canada had the fewest employers paying the fee (68.8%) whereas Western Canada had the largest number of employers paying (75.8%).

**Table 19:
Annual CRSP fee payment by region**

	Western	Central	Atlantic	National
Employer	68.7%	70.8%	64.7%	69.0%
Self	31.3%	29.2%	35.3%	31.0%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

Nationally, there was a slight decrease in the number of respondents who had their CRSP fee paid by their employer (-4.6%).

Is the CRSP designation a requirement for your job?

Across all regions, the CRSP designation is generally not a job requirement. Nationally, 39.4% of respondents indicated that the CRSP designation is required.

**Table 20:
CRSP designation requirement by region**

	Western	Central	Atlantic	National
Yes	41.7%	35.8%	37.6%	39.4%
No	58.3%	64.2%	62.4%	60.6%
Omit	0	0	0	25
Total	786	452	133	1,371

What has changed?

As observed in 2015, there was a slight national decrease in the number of respondents who indicated that the CRSP designation was a requirement.

**RESPONDENT CHARACTERISTICS BY
WORK EXPERIENCE**

In addition to exploring the demographic and employment information by region, it was also possible to examine the response data by work experience.

What is the highest level of formal education attained?

For each level of experience, the most commonly selected levels of formal education were non-OHS university degree and a college OHS diploma. Respondents with less experience were also more likely to indicate that they had a non-OHS university degree.

Table 21:

Level of education by experience				
	3-9	10-14	15-19	20+
College OHS	33.1%	33.3%	36.8%	30.0%
Univ. OHS	14.6%	13.2%	11.0%	14.4%
College other	6.7%	8.3%	10.3%	11.5%
Univ. other	35.7%	33.1%	31.6%	30.5%
Other	9.9%	12.0%	10.3%	13.6%
Omit	0	0	0	0
Total	314	408	291	383

What has changed?

Compared to 2015, there is an increase in non-OHS university degree for respondents with 15-19 years of experience (7.3%).

How many employers, including the present one, have you worked for in the OHS field in the past ten years (include self-employment)?

For each level of experience, the majority of respondents indicated having between 4 and 6 (72.6%) previous employers in the past ten years. In general, employees with more years of experience tended to work for a higher number of employers.

**Table 22:
Number of previous employers
by experience**

	3-9	10-14	15-19	20+
1 - 3	80.6%	69.9%	77.3%	72.6%
4 - 6	17.2%	25.2%	18.9%	18.8%
7 - 10	1.0%	2.2%	1.4%	3.7%
Over 10	1.3%	2.7%	2.4%	5.0%
Omit	0	0	0	0
Total	314	408	291	383

Which of the following best describes the location of the community in which your primary site of employment is situated?

The majority of respondents reported being employed in an urban/metropolitan setting. The highest rate was found for those with 10-14 years of experience (83.6%) and the lowest was found for those with 3-9 years of experience (81.5%).

**Table 23:
Employment location by experience**

	3-9	10-14	15-19	20+
Urban/Metro	81.5%	83.6%	82.5%	82.5%
Rural	18.5%	16.4%	17.5%	17.5%
Omit	0	0	0	0
Total	314	408	291	383

Which of the following best describes the population size of the community in which your primary site of employment is situated?

With respect to community size, differences in work experience were not very apparent. Respondents seem to report fairly similar community sizes regardless of work experience.

Table 24:

Community size by experience

	3-9	10-14	15-19	20+
< 10K	11.5%	9.3%	8.2%	10.7%
10K - 99K	17.8%	18.9%	17.9%	18.0%
100K - 199K	11.1%	7.8%	14.8%	9.1%
200K - 499K	11.1%	12.7%	12.0%	11.5%
500K - 999K	10.2%	13.5%	12.4%	10.7%
> 1,000K	38.2%	37.7%	34.7%	39.9%
Omit	0	0	0	0
Total	314	408	291	383

Are you self-employed?

Respondents most frequently reported being employed by an organization. The lowest rate of self-employment was found for respondents with the least amount of experience (6.7%) and the highest rates found with the highest levels of experience (22.2%).

Table 25:

Rate of self-employment by experience

	3-9	10-14	15-19	20+
Yes	6.7%	7.6%	8.9%	22.2%
No	93.3%	92.4%	91.1%	77.8%
Omit	0	0	0	0
Total	314	408	291	383

What has changed?

The largest shift occurred among respondents with 3-9 years of experience. There was a 5.8% decrease in the number of respondents with 3-9 years of experience working in communities of 500,000-999,000 people.

Which of the following best describes your employment setting?

Experience differences in employment setting appear to exist between respondents. For example, the responses in consulting tended to increase with experience (from 4.5% to 13.1%).

Approximately how many people does your company employ?

In general, there does not appear to be a strong connection between years of experience and company size. However, small companies with 0-49 employees tend to have more experienced employees.

Table 26:

Employment setting by experience

	3-9	10-14	15-19	20+
Agriculture	1.6%	0.5%	0.3%	0.3%
Chemicals	1.0%	2.7%	2.1%	3.1%
Communications	1.3%	1.0%	0.3%	0.5%
Construction	15.7%	12.6%	13.1%	10.5%
Consulting	4.5%	9.1%	9.0%	13.1%
Education	5.1%	7.7%	5.2%	5.0%
Forest products	1.0%	0.7%	1.0%	1.0%
Government	12.2%	12.1%	12.4%	13.4%
Health Care	5.4%	4.2%	3.1%	4.5%
Insurance	0.3%	0.5%	0.3%	1.0%
Manufacturing	9.3%	8.4%	9.7%	8.9%
Mining	5.1%	3.2%	3.8%	3.9%
Petroleum	17.0%	15.1%	14.1%	13.4%
Retail	1.3%	2.0%	0.3%	1.6%
Transportation	4.2%	3.0%	2.4%	2.6%
Utilities	5.4%	9.6%	9.3%	7.3%
Other	9.6%	7.7%	13.4%	9.7%
Omit	2	3	1	2
Total	312	405	290	381

Table 27:

Number of employees by experience

	3-9	10-14	15-19	20+
0-49	8.9%	10.3%	11.3%	21.1%
50-99	7.6%	3.9%	5.2%	3.9%
100-249	10.5%	6.6%	12.0%	9.4%
250-499	12.4%	13.5%	9.6%	8.9%
500-999	9.6%	10.8%	10.7%	7.6%
1,000-1,999	10.5%	14.0%	11.0%	9.4%
2,000-4,999	11.8%	14.0%	17.5%	15.9%
5,000-9,999	8.9%	8.8%	7.6%	8.6%
Over 10,000	19.7%	18.1%	15.1%	15.1%
Omit	0	0	0	0
Total	314	408	291	383

What has changed?

The largest change since 2015 concerned respondents with 15-19 years of experience. There was a 6.0% decrease in the number of respondents who reported working in an organization with 5,000-9,999 employees.

How many OHS employees do you supervise?

For all levels of experience, survey respondents most frequently indicated that they supervised only a few OHS employees (26.1% to 31.4% reported supervising 1 to 5 employees) or none at all (48.8% to 65.0% reported not supervising any OHS employees). The number of OHS employees supervised tend to increase with experience.

**Table 28:
Number of OHS employees supervised by experience**

	3-9	10-14	15-19	20+
None	65.0%	55.1%	52.6%	48.8%
1-5	26.1%	31.4%	29.6%	29.8%
6-10	5.4%	7.1%	12.0%	13.1%
11-25	2.2%	4.4%	4.5%	6.0%
Over 26	1.3%	2.0%	1.4%	2.3%
Omit	0	0	0	0
Total	314	408	291	383

How many employer job sites do you serve?

The majority of respondents (from 34.2% to 48.7%) indicated that they served 1 to 5 job sites. A large portion of the respondents also identified the last category of over 50 job sites (16.4% to 25.3%). In general, respondents with more experience tended to serve more job sites.

**Table 29:
Number of job sites by experience**

	3-9	10-14	15-19	20+
1-5	48.7%	43.6%	37.5%	34.2%
6-10	13.1%	14.5%	14.4%	13.8%
11-20	11.1%	15.2%	13.4%	13.1%
21-50	10.2%	10.3%	12.4%	13.6%
Over 50	16.9%	16.4%	22.3%	25.3%
Omit	0	0	0	0
Total	314	408	291	383

What has changed?

Compared to 2015, respondents with more experience reported having fewer OHS subordinates. The number of respondents that supervise no OHS employees increased by 5.9% in the 15-19 years of experience category and by 7.9% the 20+ years of experience category.

On average, how many hours do you work per week?

Between 41 and 50 hours of work per week was most frequently selected by the survey respondents (43.6% to 46.8% for the different levels of experience). The overall trend was that respondents of all experience levels tended to work fewer hours per week.

**Table 30:
Hours per week by experience**

	3-9	10-14	15-19	20+
Less than 30	0.3%	1.0%	2.7%	6.8%
31-40	34.1%	30.6%	32.0%	19.3%
41-50	46.8%	45.6%	43.6%	43.6%
51-60	10.8%	14.2%	14.4%	20.4%
61-70	2.5%	4.7%	4.8%	6.5%
71-80	3.2%	2.7%	2.1%	1.3%
Over 80	2.2%	1.2%	0.3%	2.1%
Omit	0	0	0	0
Total	314	408	291	383

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. In general, reported levels of salary increased with level of experience.

**Table 31:
Salary range by experience**

	3-9	10-14	15-19	20+
< \$49,999	0.0%	1.0%	1.7%	3.1%
\$50 to \$59,999	2.5%	0.7%	0.7%	1.6%
\$60K to \$69,999	9.2%	4.4%	1.0%	1.8%
\$70K to \$79,999	17.2%	13.7%	8.9%	4.2%
\$80K to \$89,999	22.6%	15.7%	15.8%	13.3%
\$90K to \$99,999	13.1%	16.9%	17.5%	11.2%
\$100K to \$109,999	11.1%	14.7%	15.8%	14.1%
\$110K to \$119,999	8.0%	10.0%	7.9%	11.7%
\$120K to \$129,999	4.8%	8.1%	7.9%	9.9%
\$130K to \$139,999	2.9%	4.9%	7.6%	5.2%
\$140K to \$149,999	3.5%	2.0%	2.7%	5.2%
\$150K to \$174,999	3.2%	5.4%	7.2%	8.1%
> \$174,999	1.9%	2.5%	5.2%	10.4%
Omit	0	0	0	0
Total	314	408	291	383

Has your base salary increased in the past 12 months?

The majority of survey respondents reported that a salary increase occurred in the last 12 months. Further, those respondents with less experience were more likely to report an increase than those with 20 or more years of experience.

Table 32:

Salary increase by experience				
	3-9	10-14	15-19	20+
Yes	64.3%	60.8%	62.5%	54.8%
No	35.7%	39.2%	37.5%	45.2%
Omit	0	0	0	0
Total	314	408	291	383

What has changed?

The largest change since 2015 concerned respondents with 10-14 years of experience, which show a 5.2% decline in salary increase.

If your base salary increased, by what percentage?

For those respondents who reported a salary increase in the previous 12 months, the rate of increase varied from 1% to over 22%. The most common rate of increase was from 1% to 6%.

Table 33:

Percentage of salary increase by experience

	3-9	10-14	15-19	20+
1-3	54.4%	63.2%	69.7%	64.6%
4-6	26.5%	19.4%	16.8%	18.9%
7-9	5.4%	5.9%	2.7%	3.8%
10-12	5.9%	5.9%	5.9%	5.2%
13-15	2.5%	1.6%	1.6%	1.4%
16-18	1.5%	0.4%	0.5%	0.5%
19-22	1.0%	1.6%	1.1%	0.9%
Over 22	2.9%	2.0%	1.6%	4.7%
Omit	110	155	106	171
Total	204	253	185	212

How satisfied are you with your OHS career?

Survey respondents were uniformly satisfied with their OHS career. Satisfaction tended to increase with experience. Respondents with over 20 years of experience were “very satisfied” 55.1% of the time compared to only 36.3% for respondents with 3-9 years of experience.

**Table 34:
Career satisfaction by experience**

	3-9	10-14	15-19	20+
Very Satisfied	36.3%	42.2%	47.1%	55.1%
Satisfied	57.0%	48.0%	44.3%	37.1%
Neither	4.5%	7.4%	5.5%	5.0%
Dissatisfied	1.9%	2.2%	1.7%	2.1%
Very Dissatisfied	0.3%	0.2%	1.4%	0.8%
Omit	0	0	0	0
Total	314	408	291	383

My annual CRSP fee is paid by?

For most survey respondents, the employer paid the annual CRSP fee.

**Table 35:
Annual CRSP fee payment by experience**

	3-9	10-14	15-19	20+
Employer	65.9%	74.0%	69.1%	65.3%
Self	34.1%	26.0%	30.9%	34.7%
Omit	0	0	0	0
Total	314	408	291	383

What has changed?

Fewer employers paid for the respondents annual CRSP fees across all age groups compared to 2015. The decline ranges from 3.4% to 6.2%.

Is the CRSP designation a requirement for your job?

In general, the CRSP is more often identified as being a requirement for more experienced respondents.

Table 36:**CRSP designation requirement by experience**

	3-9	10-14	15-19	20+
Yes	27.1%	39.7%	49.8%	40.5%
No	72.9%	60.3%	50.2%	59.5%
Omit	0	0	0	0
Total	314	408	291	383

What has changed?

Compared to 2015, there was a slight decrease in the requirement to have a CRSP designation across all experience groups, except for respondents with 15-19 years of experience.

RESPONDENT CHARACTERISTICS BY EMPLOYMENT SETTING

In addition to exploring the demographic and employment information by region and experience, it was also possible to examine the response data by employment setting.

However, many of the employment settings had only a small sample of respondents. As a result, the four categories with the most responses were selected for this section of the report. The four employment settings with highest number of respondents were petroleum (206), construction (178), government (174), and consulting (127).

What has changed?

Compared to 2015, the consulting sector has replaced manufacturing as one of the top four employment settings.

What is the highest level of formal education attained?

For each category of employment setting, the most commonly selected level of formal education was either college OHS diploma or non OHS university. The consulting and government sectors had higher numbers of respondents with university degrees, while the petroleum and construction sectors had higher numbers of respondents with college OHS diplomas.

**Table 37:
Level of education by setting**

	Petro.	Const.	Gov.	Consul.
College OHS	45.6%	44.4%	27.6%	25.2%
Univ. OHS	8.3%	11.8%	12.6%	13.4%
College other	8.7%	9.0%	9.8%	11.8%
Univ. other	23.8%	28.7%	38.5%	40.2%
Other	13.6%	6.2%	11.5%	9.4%
Omit	0	0	0	0
Total	206	178	174	127

How many employers, including the present one, have you worked for in the OHS field in the past 10 years (include self-employment)?

For each category of work setting, the majority of respondents indicated having between 1 and 3 previous employers in the past 10 years. Construction showed the lowest rate of 1 to 3 previous employers (60.7%) but the highest rate of 4-6 employers (33.7%).

Table 38:
Number of previous employers by setting

	Petro.	Const.	Gov.	Consul.
1 - 3	74.8%	60.7%	83.3%	69.3%
4 - 6	19.4%	33.7%	15.5%	18.1%
7 - 10	1.9%	2.2%	0.6%	2.4%
Over 10	3.9%	3.4%	0.6%	10.2%
Omit	0	0	0	0
Total	206	178	174	127

Which of the following best describes the location of the community in which your primary site of employment is situated?

The majority of respondents reported being employed in an urban/metropolitan setting. The highest rate was found in government (91.4%) and the lowest rate was found in the petroleum sector (71.8%).

Table 39:
Employment location by setting

	Petro.	Const.	Gov.	Consul.
Urban/Metro	71.8%	84.3%	91.4%	83.5%
Rural	28.2%	15.7%	8.6%	16.5%
Omit	0	0	0	0
Total	206	178	174	127

Which of the following best describes the population size of the community in which your primary site of employment is situated?

With respect to employment setting, differences in community size were apparent. For example, respondents from the petroleum and construction sector were more likely to be employed in small communities or large communities, while respondents from the government or consulting sector were more likely employed in medium or large community sizes.

Table 40:

Community size by setting

	Petro.	Const.	Gov.	Consul.
< 10K	17.0%	11.2%	5.2%	7.9%
10K – 99K	21.8%	14.0%	22.4%	17.3%
100K - 199K	7.8%	7.3%	14.4%	8.7%
200K - 499K	3.9%	11.2%	11.5%	9.4%
500K - 999K	6.3%	10.1%	14.4%	15.7%
> 1,000K	43.2%	46.1%	32.2%	40.9%
Omit	0	0	0	0
Total	206	178	174	127

Are you self-employed?

Respondents from all four sectors most frequently reported being employed by an organization. The highest rate of self-employment was found in the consulting sector (48.0%).

Table 41:

Rate of self-employment by setting

	Petro.	Const.	Gov.	Consul.
Yes	17.5%	12.9%	0.0%	48.0%
No	82.5%	87.1%	100.0%	52.0%
Omit	0	0	0	0
Total	206	178	174	127

What has changed?

Since 2015, there was slight decrease in self-employment in the petroleum sector (5.1%).

Approximately how many people does your company employ?

In general, respondents from consulting tended to be employed in smaller companies (58.3% with less than 50 employees). Respondents from the government sector tended to work for larger organizations (31.6% with over 10,000).

Table 42:

Number of employees by setting				
	Petro.	Const.	Gov.	Consul.
0-49	11.2%	15.7%	2.9%	58.3%
50-99	4.9%	6.2%	6.3%	7.9%
100-249	10.7%	15.2%	5.7%	2.4%
250-499	14.1%	12.4%	13.2%	6.3%
500-999	10.7%	12.9%	9.8%	7.1%
1,000-1,999	12.6%	15.7%	10.3%	2.4%
2,000-4,999	12.6%	8.4%	10.9%	6.3%
5,000-9,999	8.7%	7.3%	9.2%	1.6%
Over 10,000	14.6%	6.2%	31.6%	7.9%
Omit	0	0	0	0
Total	206	178	174	127

What has changed?

The petroleum sector shows a 11.6% decrease in respondents from companies with 2,000-9,999 employees compared to 2015.

How many OHS employees do you supervise?

For all categories of employment setting, survey respondents most frequently indicated that they supervised only a few OHS employees or none at all. By sector, respondents from government supervised fewest employees while respondents from construction supervised the most.

Table 43:

Number of employees supervised by setting				
	Petro.	Const.	Gov.	Consul.
None	54.9%	37.6%	66.1%	52.0%
1-5	26.2%	38.2%	19.5%	34.6%
6-10	9.7%	13.5%	6.3%	11.8%
11-25	4.9%	6.7%	6.9%	1.6%
Over 25	4.4%	3.9%	1.1%	0.0%
Omit	0	0	0	0
Total	206	178	174	127

How many employer job sites do you serve?

Within the government sector, the majority of respondents served a large number of job sites (58.1% reported 21 or more job sites). In contrast, respondents from the petroleum sector typically served only a few job sites (51.9% reported serving 1 to 5 sites).

Table 44:

Number of job sites by setting

	Petro.	Const.	Gov.	Consul.
1-5	51.9%	37.6%	15.5%	36.2%
6-10	17.5%	16.9%	12.1%	11.8%
11-20	11.7%	19.7%	14.4%	12.6%
21-50	8.7%	14.0%	13.8%	15.0%
Over 50	10.2%	11.8%	44.3%	24.4%
Omit	0	0	0	0
Total	206	178	174	127

On average, how many hours do you work per week?

On average, respondents from the government sector tended to work the fewest hours compared to other respondents.

Table 45:

Hours per week by setting

	Petro.	Const.	Gov.	Consul.
Less than 30	1.9%	3.9%	0.0%	11.0%
31-40	14.6%	16.3%	53.4%	26.0%
41-50	47.6%	46.6%	35.1%	40.2%
51-60	21.4%	20.8%	8.0%	11.0%
61-70	7.8%	8.4%	1.1%	5.5%
71-80	3.4%	2.2%	2.3%	1.6%
Over 80	3.4%	1.7%	0.0%	4.7%
Omit	0	0	0	0
Total	206	178	174	127

What has changed?

Respondents from the petroleum sector reported an increase in hours of work per week, with a 7.3% decrease in the number of respondents working 31-40 hours per week.

Please indicate your salary range.

Survey respondents reported a wide range of salary levels. Salaries tended to be higher in the petroleum sector followed by the construction sector. Respondents from the government and consulting sectors reported the lower average salaries.

Has your base salary increased in the past 12 months?

The majority of survey respondents reported a salary increase in the last 12 months, except for respondents in the petroleum sector. In general, respondents from government were more likely to receive a salary increase (71.7%) than the other three main sectors.

**Table 46:
Salary range by setting**

	Petro.	Const.	Gov.	Consul.
< \$49,999	1.0%	1.1%	0.0%	7.9%
\$50K to 59,999	1.0%	2.2%	0.0%	2.4%
\$60K to 69,999	1.5%	3.4%	4.0%	6.3%
\$70K to 79,999	2.4%	9.0%	16.1%	11.0%
\$80K to 89,999	2.9%	14.0%	19.0%	13.4%
\$90K to 99,999	8.7%	11.2%	21.3%	13.4%
\$100K to 109,999	15.0%	14.6%	20.1%	13.4%
\$110K to 119,999	12.1%	8.4%	9.8%	8.7%
\$120K to 129,999	13.1%	10.1%	4.6%	6.3%
\$130K to 139,999	10.7%	6.2%	1.7%	3.1%
\$140K to 149,999	7.3%	2.8%	1.1%	3.1%
\$150K to 174,999	11.7%	8.4%	1.7%	3.9%
>\$174,999	12.6%	8.4%	0.6%	7.1%
Omit	0	0	0	0
Total	206	178	174	127

**Table 47:
Salary increase by setting**

	Petro.	Const.	Gov.	Consul.
Yes	37.9%	54.5%	71.8%	55.1%
No	62.1%	45.5%	28.2%	44.9%
Omit	0	0	0	0
Total	206	178	174	127

What has changed?

Since 2015, respondents from the petroleum sector reported fewer salary increases (16.1%).

If your base salary increased, by what percentage?

In general, respondents from the consulting sectors tended to receive larger salary increases than respondents from the other sectors.

Table 48:
Percentage of salary increase by setting

	Petro.	Const.	Gov.	Consul.
1-3	55.6%	54.5%	77.2%	42.3%
4-6	17.3%	21.8%	16.5%	22.5%
7-9	6.2%	4.0%	3.9%	9.9%
10-12	12.3%	8.9%	0.8%	8.5%
13-15	2.5%	3.0%	0.8%	2.8%
16-18	1.2%	2.0%	0.0%	0.0%
19-22	0.0%	0.0%	0.0%	7.0%
Over 22	4.9%	5.9%	0.8%	7.0%
Omit	125	77	47	56
Total	81	101	127	71

How satisfied are you with your OHS career?

Survey respondents were fairly uniformly satisfied with their OHS career. Across all settings, very high levels of satisfaction were reported, with consulting reporting the most “very satisfied” career satisfaction (54.3%). The rate of dissatisfaction ranged from 1.7% (government) to 3.1% (consulting).

Table 49:
Career satisfaction by setting

	Petro.	Const.	Gov.	Consul.
Very Satisfied	44.7%	44.9%	44.8%	54.3%
Satisfied	46.1%	46.1%	48.9%	37.8%
Neither	6.8%	6.2%	4.6%	4.7%
Dissatisfied	2.4%	2.2%	1.1%	3.1%
Very Dissatisfied	0.0%	0.6%	0.6%	0.0%
Omit	0	0	0	0
Total	206	178	174	127

My annual CRSP fee is paid by?

For most survey respondents, the employer paid the annual CRSP fee. Across employment sectors, respondents from the government sector (72.4%) were most likely to have their annual CRSP fee paid by the employer.

Table 50:

Annual CRSP fee payment by setting				
	Petro.	Const.	Gov.	Consul.
Employer	63.6%	64.0%	72.4%	63.0%
Self	36.4%	36.0%	27.6%	37.0%
Omit	0	0	0	0
Total	206	178	174	127

What has changed?

Contrary to the general decline in annual CRSP fees paid by employees, no change was observed in the government or construction sectors.

Is the CRSP designation a requirement for your job?

Across all settings, the CRSP designation is generally not a job requirement. The highest rates where a CRSP designation is a job requirement are found in the consulting (45.7%) sector. The lowest rates are found in the construction sector (30.9%).

Table 51:

CRSP designation requirement by setting				
	Petro.	Const.	Gov.	Consul.
Yes	36.9%	30.9%	33.9%	45.7%
No	63.1%	69.1%	66.1%	54.3%
Omit	0	0	0	0
Total	206	178	174	127

4. SUMMARY

The results of the BCRSP's *2017 Salary Survey* provide information across a variety of variables. Results are provided based on geographical region, career experience and employment setting. Throughout this report attempts were made to identify consistencies, discrepancies, and trends in the data.

This report contains table-by-table highlights on how responses have changed since previous salary surveys. A number of results were consistent over the past two years but there were also some significant changes.

The results of the questions on the certificant's satisfaction with communications and office interactions indicate clearly that CRSPs are generally very satisfied with the level of communication and customer service provided by BCRSP.



2017 BCRSP SALARY SURVEY

Dear Certificant:

The Governing Board, in conjunction with Assessment Strategies Inc. (ASI), is conducting this salary survey in order to provide CRSPs with a comprehensive profile of practicing OHS professionals in Canada. ***The greater the response to the survey, the more reliable and valid the results and the more useful the information will be to you, employers and human resource professionals.***

1. Province or Territory employed (although you may have responsibilities in more than one jurisdiction, ***please indicate your Province or Territory of residence***):

- | | | |
|--|--|---|
| <input type="checkbox"/> Alberta | <input type="checkbox"/> Northwest Territories | <input type="checkbox"/> Prince Edward Island |
| <input type="checkbox"/> British Columbia | <input type="checkbox"/> Nova Scotia | <input type="checkbox"/> Québec |
| <input type="checkbox"/> Manitoba | <input type="checkbox"/> Nunavut | <input type="checkbox"/> Saskatchewan |
| <input type="checkbox"/> New Brunswick | <input type="checkbox"/> Ontario | <input type="checkbox"/> Yukon |
| <input type="checkbox"/> Newfoundland & Labrador | | <input type="checkbox"/> Outside Canada |

2. How many years have you been practising as an OHS professional?

- | | | |
|------------------------------------|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> 3-4 years | <input type="checkbox"/> 10-14 years | <input type="checkbox"/> 20-24 years |
| <input type="checkbox"/> 5-9 years | <input type="checkbox"/> 15-19 years | <input type="checkbox"/> > 25 years |

3. Are you?

- Self-employed/Consultant Employed by an organization

4. Which of the following best characterizes how you first entered OHS practice?

- I entered the safety practice after getting a certification/degree in the field.
- My employer/supervisor needed someone to handle OHS matters and I volunteered.
- My employer/supervisor asked me to handle OHS matters.
- My employer had an OHS position open and I applied for it without much experience.
- I started in a related speciality role (auditing, hygiene, environmental, ergonomics, fire protection, etc.) and expanded to OHS.
- Other (please specify) _____

5. To whom do you report?

- President/CEO/Owner
- Sr. Vice President
- Director
- VP of Operations
- VP of Human Resources
- Plant Manager / Superintendent
- Regional VP
- Other (please specify) _____

6. Where is the OHS function located in your organization?

- Operations/Production
- Engineering
- Human Resources /Administration
- Risk Management
- Regulatory Affairs
- Legal
- Other (please specify) _____

7. How many OHS professionals does your company employ?

- I am the only one
- 2 - 5
- 6 – 10
- 11 – 25
- 26 – 50
- 51 – 100
- 101 – 250

8. Are you male or female?

- Male
- Female

9. What is your age?

- | | | | |
|--------------------------------|--------------------------------|--------------------------------|---|
| <input type="checkbox"/> < 25 | <input type="checkbox"/> 35-39 | <input type="checkbox"/> 50-54 | <input type="checkbox"/> > 65 |
| <input type="checkbox"/> 25-29 | <input type="checkbox"/> 40-44 | <input type="checkbox"/> 55-59 | <input type="checkbox"/> prefer not to answer |
| <input type="checkbox"/> 30-34 | <input type="checkbox"/> 45-49 | <input type="checkbox"/> 60-64 | |

10. How many employers, including the present one, have you worked for in the OHS field in the past ten years (i.e. - since 2003) including self employment)?

- 1-3
- 4-6
- 7-10
- > 10

11. What is the highest level of **formal education** you have attained?

- College OHS certificate/diploma
- University OHS degree
- Other (please specify) _____
- College non- OHS certificate/diploma
- University non-OHS degree

12. Which of the following best describes the location and population size of the community in which your primary site of employment is located?

- | <u>Location</u> | <u>Population</u> | |
|--|--|--|
| <input type="checkbox"/> Urban/Metropolitan area | <input type="checkbox"/> < 10,000 | <input type="checkbox"/> 200,000 – 499,999 |
| <input type="checkbox"/> Rural | <input type="checkbox"/> 10,000-99,999 | <input type="checkbox"/> 500,000 – 999,999 |
| | <input type="checkbox"/> 100,000-199,999 | <input type="checkbox"/> > 1,000,000 |

13. Approximately how many people does your company/organization employ?

- 0-49
- 50-99
- 100-249
- 250-499
- 500-999
- 1,000-1,999
- 2,000-4,999
- 5,000-9,999
- > 10,000

14. Which of the following best describes your role and responsibilities?

- CEO/Owner
- Senior Manager/Director
- Manager
- Supervisor
- Adviser
- HSE/ORR/Local Authority Inspector
- Trainer
- Coordinator
- Specialist
- Other (please specify) _____

15. Which of the following best describes your employment setting?

- | | | |
|---|--|---|
| <input type="checkbox"/> Agriculture | <input type="checkbox"/> Forest Products | <input type="checkbox"/> Petroleum |
| <input type="checkbox"/> Chemicals | <input type="checkbox"/> Government | <input type="checkbox"/> Retail |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Health Care | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Insurance | <input type="checkbox"/> Utilities |
| <input type="checkbox"/> Consulting | <input type="checkbox"/> Manufacturing | |
| <input type="checkbox"/> Education | <input type="checkbox"/> Mining | |
| <input type="checkbox"/> Other (please specify) _____ | | |

16. Please indicate your current **base salary** range (not including bonuses, allowances, etc.):

- | | |
|---|---|
| <input type="checkbox"/> < \$49,999 | <input type="checkbox"/> \$100,000 to \$109,999 |
| <input type="checkbox"/> \$50,000 to \$59,999 | <input type="checkbox"/> \$110,000 to \$119,999 |
| <input type="checkbox"/> \$60,000 to \$69,999 | <input type="checkbox"/> \$120,000 to \$129,999 |
| <input type="checkbox"/> \$70,000 to \$79,999 | <input type="checkbox"/> \$130,000 to \$139,999 |
| <input type="checkbox"/> \$80,000 to \$89,999 | <input type="checkbox"/> \$140,000 to \$149,999 |
| <input type="checkbox"/> \$90,000 to \$99,999 | <input type="checkbox"/> \$150,000 to \$174,999 |
| <input type="checkbox"/> >\$174,999 | |

17. Has your **base salary** increased in the past 12 months?

- YES NO (If **No**, skip Question 20)

18. If your **base salary** increased, by what percent?:

- | | | | |
|----------------------------------|------------------------------------|------------------------------------|------------------------------------|
| <input type="checkbox"/> 1 to 3% | <input type="checkbox"/> 7 to 9% | <input type="checkbox"/> 13 to 15% | <input type="checkbox"/> 19 to 22% |
| <input type="checkbox"/> 4 to 6% | <input type="checkbox"/> 10 to 12% | <input type="checkbox"/> 16 to 18% | <input type="checkbox"/> > 22% |

19. Which of the following benefits do you have?

- | | |
|---|---|
| <input type="checkbox"/> Bonus | <input type="checkbox"/> Profit Sharing |
| <input type="checkbox"/> Cafeteria Plan | <input type="checkbox"/> Retiree Medical |
| <input type="checkbox"/> Onsite Childcare | <input type="checkbox"/> Retirement Savings Plan |
| <input type="checkbox"/> Dental Insurance | <input type="checkbox"/> Short-Term Disability |
| <input type="checkbox"/> Flexible Spending Plan | <input type="checkbox"/> Sick Leave |
| <input type="checkbox"/> Flex Time/Schedule | <input type="checkbox"/> Stock Options |
| <input type="checkbox"/> Group Life Insurance | <input type="checkbox"/> Vision Care |
| <input type="checkbox"/> Health Care Insurance | <input type="checkbox"/> Tuition Reimbursement |
| <input type="checkbox"/> Health Club Membership | <input type="checkbox"/> Car Allowance |
| <input type="checkbox"/> Incentive Compensation | <input type="checkbox"/> Employee Assistance Program EAP |
| <input type="checkbox"/> Long-Term Care | <input type="checkbox"/> Optional Benefits (optional: life insurance, disability, etc.) |
| <input type="checkbox"/> Long-Term Disability | <input type="checkbox"/> Professional Development Opportunities |
| <input type="checkbox"/> Maternity/Paternity Benefits | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Paid Vacation | |
| <input type="checkbox"/> Pension | |

