



AOLS SALARY SURVEY 2023



Process and Definitions

Process

- The survey was sent to all Ontario Land Surveyors and Articling Students.
- Participants were encouraged to share the link to the survey with support staff (field and office).
- No identifying information was collected.
- All data was included except where noted.
- Numbers from different views of the data will not match since not all participants answered all of the questions.
- Some responses were interpreted. For instance, when asked for salary details, a response of 100 was assumed to mean \$100,000, not \$100.
- Some responses were undecipherable and were not included. For instance, when asked for salary details, a response of 3215 was ignored.
- Hourly rate amounts were translated to annual salary amounts assuming a 40 hr work week.

Definitions

- Median is the middle value of a response field.
- High Mean is the average value of all responses above the Median.
- Low Mean is the average value of all responses below the Median.

Other Notes

- The survey was sent out in 2023 and the information displayed represent 2022 values.
- The survey did not specify between full-time and part-time salary. As a result, values may not reflect strictly full-time salaries.

Summary of Respondents

- 224 responses were received from licensed and registered members out of a possible 498 (45 % response rate).
- 28 responses were received from articling students of a possible 89 (31 % response rate).
- 80 responses were received from support staff.

Total Compensation in Private Industry

Position	Category	# of Responses	# of Surveyors in Firm	Low Mean	Median	High Mean	
Owner/Partner	OLS Cadastral	16	1	\$123,375	\$162,500	\$312,625	
		6	2	\$158,333	\$175,000	\$250,000	
		24	3 to 5	\$118,750	\$200,000	\$377,536	
		14	6 or more	\$214,571	\$285,000	\$1,073,195	
	Registered	1	1	INSUFFICIENT DATA			
		1	2	DATA			
Employee	OLS Cadastral	9	1	\$94,250	\$122,000	\$185,500	
		23	2	\$70,453	\$79,750	\$142,961	
		48	3 to 5	\$87,880	\$117,750	\$184,866	
		20	6 or more	\$88,435	\$121,500	\$220,600	
	Registered	1	3 to 5	INSUFFICIENT DATA			
		1	6 or more	DATA			
	Articling Student	7	1	\$62,500	\$77,255	\$94,000	
		5	2	\$46,500	\$55,000	\$65,000	
		6	3 to 5	\$63,333	\$74,000	\$81,333	
		5	6 or more	\$50,000	\$51,846	\$121,500	
	Office Staff	2	1	\$48,000	\$51,500	\$55,000	
		3	2	\$54,000	\$62,000	\$152,000	
		10	3 to 5	\$46,080	\$60,000	\$86,375	
		10	6 or more	\$62,727	\$80,000	\$107,300	
	Field Staff	2	1	\$50,000	\$62,500	\$75,000	
		1	2	INSUFFICIENT DATA			
		5	3 to 5	\$39,000	\$41,216	\$70,000	
		6	6 or more	\$40,467	\$45,000	\$64,333	

Total Compensation in Public Industry

Category	Position	# of Responses	Low Mean	Median	High Mean
OLS Cadastral Municipal Sector	O.L.S. Cadastral	12	\$104,633	\$118,500	\$131,867
OLS Cadastral Provincial Sector	Employee	30	\$76,250	\$109,833	\$122,200
OLS Cadastral Federal Sector	Employee	7	\$117,142	\$130,000	\$136,792

Total Compensation by Region (only O.L.S. members)

Regional Group	Responses	LOW MEAN	MEDIAN	HIGH MEAN
Eastern	28	\$93,974	\$118,640	\$177,900
Georgian Bay	9	\$92,895	\$200,000	\$247,500
Hamilton & District	25	\$82,506	\$135,000	\$232,412
Kawartha-Haliburton	12	\$80,700	\$106,000	\$187,033
North-Eastern	23	\$95,830	\$125,000	\$172,495
North-Western	9	\$87,875	\$104,000	\$114,030
South-Central	79	\$102,222	\$140,000	\$393,471
South-Western	18	\$95,680	\$147,500	\$383,813

Total Compensation by Gender (only O.L.S. members)

Gender	# of Responses	Experience	LOW MEAN	MEDIAN	HIGH MEAN
Male	46	1 to 5	\$95,362	\$110,000	\$206,631
Female	7	1 to 5	\$76,860	\$96,000	\$109,000
Male	44	6 to 10	\$72,711	\$111,500	\$239,150
Female	7	6 to 10	\$67,608	\$77,500	\$212,283
Male	24	11 to 20	\$119,750	\$145,100	\$362,016
Female	3	11 to 20	\$109,766	\$125,000	\$157,448
Male	71	Over 20	\$105,312	\$140,000	\$362,798
Female	4	Over 20	\$133,400	\$196,000	\$271,717
Undisclosed	9	Various	\$47,350	\$70,000	\$122,937

Total Compensation by AGE (only O.L.S. members)

AGE	# of Response	LOW MEAN	MEDIAN	HIGH MEAN
25 and younger	1	INSUFFICIENT DATA		
26 to 30	13	\$84,722	\$110,000	\$114,500
31-40	53	\$105,447	\$140,000	\$302,072
41-50	34	\$80,793	\$124,000	\$235,835
51-60	66	\$91,452	\$123,850	\$365,843
61-70	30	\$111,651	\$137,695	\$243,691
Over 70	8	\$59,062	\$95,750	\$156,500