

2019



# 2019 Canadian Landscape Architect Compensation & Benefits Study

CANADIAN SOCIETY OF LANDSCAPE ARCHITECTS  
SEPTEMBER 2019

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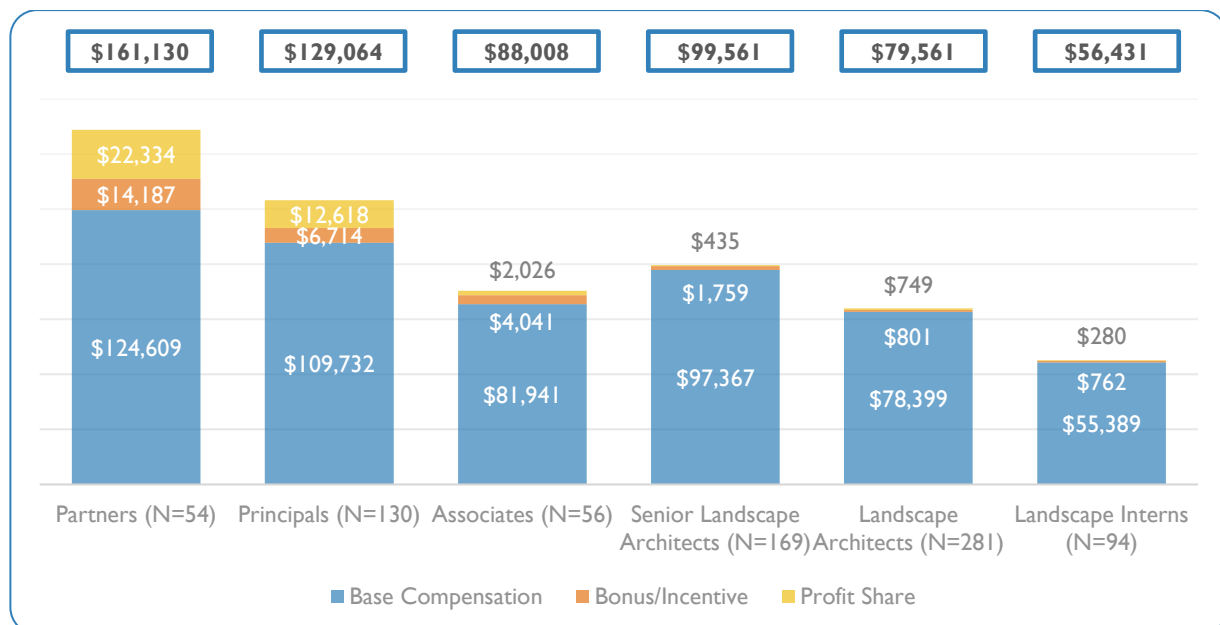
# EXECUTIVE SUMMARY

As a leader of the landscape architecture community, the Canadian Society of Landscape Architects (CSLA) seeks to provide information that can be used to improve the careers of its members across various areas. The 2019 Canadian Landscape Architect Compensation & Benefits Study provides comprehensive documentation of compensation and benefits currently provided to landscape architects across Canada. This report investigates all aspects of benefits and compensation and is useful in determining the appropriate level of compensation and benefits for landscape architects. This robust compensation study is the second national level study in Canada to focus on the landscape architect profession (the first study was published in 2015). The study was carried out by The Portage Group, a full-service management consulting firm that specializes in providing research and consulting services to associations.

## CASH COMPENSATION

Consistent with 2015, cash compensation in the landscape architect profession is highest among the two owner groups, Partners and Principals. Partners earn an average of almost \$161,100 per year (see **Exhibit I**) which is comprised of approximately \$124,600 in base pay, \$14,200 in bonus or incentives and \$22,300 in profit share. At just under \$129,100, Principals earn on average 20% less.

**Exhibit I: Cash Compensation**



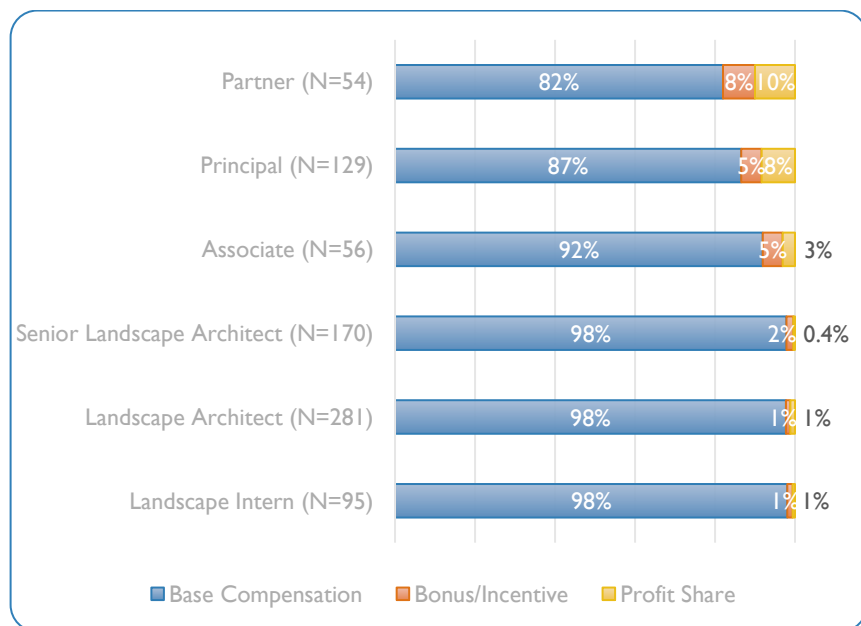
Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

Among the employee segments, compensation is highest for Senior Landscape Architects at almost \$99,600 followed by Associates at \$88,000 and Landscape Architects at just under \$79,600. The lowest average compensation is for Landscape Interns at just under \$56,400.

Compared to 2015, average compensation is higher at three levels and lower at three levels. Specifically, compensation is higher for Partners (5% higher), Senior Landscape Architects (7%) and Landscape Interns (9%). Conversely, benchmarks are lower for Principals (-4%), Associates (-2%) and Landscape Architects (-5%). While the decreases (and increases) may be pointing to a change in the market for compensation, it is important to consider some of the differences in the profile of participants from each study and how this may have impacted the results.

The three most senior positions receive a greater share of their compensation in the form of bonus or profit share than lower levels (see **Exhibit 2**). At the three lower levels, 98% of total compensation comes in the form of base compensation. This drops to 92% for Associates, 87% for Principals and 82% for Partners.

**Exhibit 2: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Percentages may not sum to 100% due to rounding.

## BENEFITS

The level of benefits received varies considerably depending on the position (see **Exhibit 3**). A detailed summary of the specific benefits received can be found in the report. Highlights include:

- **Retirement Benefits:** Retirement benefits are most likely to be offered to Landscape Architects with three-quarters (74%) receiving them followed closely by Senior Landscape Architects at 68% and Landscape Interns at 54%. One-third or fewer receive them at the other three levels.
- **Health Benefits:** At least three-quarters report that they receive at least some health benefits at all levels except Principals where only 51% report having them.
- **Automobile Benefits:** Automobile benefits are received by 38% to 42% of participants for four levels. The exceptions are Associates (33%) and Landscape Interns (26%).
- **Fringe Benefits:** The vast majority of all respondents reported receiving at least some fringe benefits. At 82%, Principals are the least likely to receive this type of benefit.

**Exhibit 3: Benefits Received**

	Partners	Principals	Associates	Senior Landscape Architects	Landscape Architects	Landscape Interns
Retirement Benefits	24%	27%	34%	68%	74%	54%
Health Benefits	75%	51%	85%	80%	89%	79%
Automobile Benefits	42%	38%	33%	38%	41%	26%
Fringe Benefits	100%	82%	95%	97%	96%	88%

# I. INTRODUCTION

As a leader of the landscape architecture community, the Canadian Society of Landscape Architects (CSLA) seeks to provide information that can be used to improve the careers of its members across various areas. The 2019 Canadian Landscape Architect Compensation & Benefits Study provides comprehensive documentation of compensation and benefits currently provided to landscape architects across Canada. This report investigates all aspects of benefits and compensation and is useful in determining the appropriate level of compensation and benefits for landscape architects. This robust compensation study is the second national level study in Canada to focus on the landscape architect profession (the first study was published in 2015). The study was carried out by The Portage Group, a full-service management consulting firm that specializes in providing research and consulting services to associations.

## APPROACH AND METHODOLOGY

Email invitations were sent to approximately 2,899 members of the Canadian Society of Landscape Architects in May 2019. By the survey cut-off date of May 23, 2019, responses had been received from 890 members for a 31% response rate. This is a very strong response rate for this type of study and represents a significant increase over the 27% achieved in 2015.

Each survey allowed respondents to provide information on their own compensation, benefits and demographics. The survey covered full-time, permanent part-time, casual part-time and contract positions. If a position was not full-time, compensation data was adjusted to a full-time equivalent based on the number of hours worked. Following is a summary of the number of responses by job category (used for segmenting the results in this report):

	RESPONSES
Partner	54
Principal	131
Associate	57
Senior Landscape Architect	170
Landscape Architect	281
Landscape Intern	95
Professor (not reported due to small sample)	7
Associate Professor (not reported due to small sample)	3
Other (not reported due to small sample)	16
Retired or Not Working as Landscape Architect (not reported due to being not qualified)	76

## DEFINITIONS

Following are a number of definitions for terminology used in this report.

- **Base Compensation:** This is the annual base amount of cash compensation an individual receives prior to any bonuses or incentives or profit share. To allow for comparisons, part-time and contract wages/fees have been converted to annualized equivalents based on 40 hours per week for 50 weeks per year (assuming 10 statutory holidays).
- **Bonus/Incentive or Additional Compensation:** This is cash compensation beyond the regular paycheque. This compensation is typically received as a bonus or incentive and may or may not be part of a formal incentive plan.
- **Profit Share:** This is also cash compensation beyond the regular paycheque. The amount of compensation received is usually tied to how well the company performs overall. When profits are earned, employees and/or owners receive a share in the form of a bonus or dividends.
- **Total Compensation:** Is base compensation plus bonus/incentive pay.
- **Hourly Rate:** This represents the hourly equivalent to base compensation. This rate can be used to calculate benchmark compensation for part-time positions. Where annual values were provided, hourly rates were calculated using the standard hours upon which the annual rate is based over a 50-week year (assuming 10 statutory holidays). The hourly rate does not include any bonus or incentive pay.
- **Bonus Percent:** This is the amount of bonus or incentive compensation expressed as a percentage of base compensation.
- **Profit Share Percent:** This is the amount of profit share compensation expressed as a percentage of base compensation.
- **Sample Size:** Shown as “N=” throughout the report, this is the number of cases the result is based upon.

## STUDY LIMITATIONS

When interpreting the results of this study, it is important to keep in mind the following limitations:

- Compensation figures are as of May 2019.
- Results are based on survey responses and are only as accurate as the data provided by survey participants.
- This survey was conducted using the member list from the Canadian Society of Landscape Architects and is not a random sample. Because the survey was not random, the results may or may not be an

accurate representation of the total of the landscape architect sector in Canada. Accordingly, the findings in this report reflect the views of only those that participated.

- Results throughout the report, particularly for subgroups, should be interpreted with caution due to small sample sizes.

## 2. PARTNER PROFILE

This section discusses the compensation and benefits of the 54 Partners that participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: PARTNER

The demographic profile of Partners presented in **Exhibit 2-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Partners. Demographics for the 2015 results are also shown for reference.

Key demographics include:

- Almost half (48%) participating Partners are from Ontario, while one-fifth (17%) are from British Columbia. There is also strong representation from Alberta and Quebec (both at 9%). This year's study has stronger representation from Ontario and Quebec than 2015, and lower in British Columbia and Alberta.
- Just over half (55%) of Partners reside in large or major cities. This is slightly lower than 66% from 2015.
- Consistent with 2015, almost seven in ten (69%) of Partners are male.
- The average age of Partners is 53, with almost two thirds (63%) in the 46 to 65 age group. It is a slightly younger group than in 2015.

**Exhibit 2-1: Demographics**

	2019	2015
<b>Province of Residence</b>	<b>N=54</b>	<b>N=50</b>
Alberta	9%	14%
British Columbia	17%	32%
Manitoba	6%	4%
New Brunswick	4%	0%
Newfoundland & Labrador	2%	2%
Northwest Territories	2%	0%
Nova Scotia	2%	2%
Ontario	48%	42%
Quebec	9%	2%
Saskatchewan	2%	2%
<b>Size of Community - Residence</b>	<b>N=54</b>	<b>N=50</b>
Rural	6%	0%
Small town (pop. < 10K)	4%	2%
Small city (pop. 10K to 100K)	13%	6%
Medium city (pop. 100K to 500K)	22%	26%
Large city (pop. 500K to 1.5M)	20%	32%
Major city (pop. > 1.5M)	35%	34%
<b>Gender</b>	<b>N=51</b>	<b>N=48</b>
Male	69%	67%
Female	31%	33%
<b>Age</b>	<b>N=51</b>	<b>N=45</b>
26 to 35	6%	2%
36 to 45	24%	13%
46 to 55	20%	24%
56 to 65	43%	51%
66 or Older	8%	9%
Mean	53.0	55.3
Median	57	57

Note: Percentages may not sum to 100% due to rounding.



**Exhibit 2-2: Organization Profile**

	2019	2015
<b>Type of Organization</b>	<b>N=54</b>	<b>N=50</b>
Sole practitioner	6%	6%
Partnership/corporation	94%	84%
Local government	0%	8%
University or college	0%	2%
<b>Number of Employees - Total</b>	<b>N=54</b>	<b>N=48</b>
One	7%	6%
Two	9%	6%
Three	4%	4%
Four	4%	2%
Five	2%	8%
6 to 10	22%	15%
11 to 25	19%	23%
26 to 50	15%	13%
51 to 75	7%	4%
76 to 100	0%	4%
101 to 500	4%	8%
501 to 1000	4%	2%
Over 1000	4%	4%
Mean	166.0	168.0
Median	11	13
<b>Number of Employees - Landscape Architecture</b>	<b>N=52</b>	<b>N=50</b>
One	14%	18%
Two	12%	8%
Three	6%	4%
Four	6%	4%
Five	4%	12%
6 to 10	23%	24%
11 to 25	29%	20%
26 to 50	6%	10%
51 to 75	0%	0%
76 to 100	0%	0%
101 to 500	2%	0%
Mean	12.7	10.3
Median	8	8

Note: Percentages may not sum to 100% due to rounding.

Consistent with 2015, the majority (94%) of Partners indicated that they work in partnerships/corporations (see **Exhibit 2-2**).

While the average number of staff is quite high at 166, the median of 11 represents a better picture of the typical Partner organization. The high average is due to a handful of large companies in the respondent population. The average size of the landscape architect team where Partners work is 12.7.

## EXPERIENCE PROFILE: PARTNER

Almost all (98%) Partners in the study population indicated that they have a university-level degree in the field of landscape architecture (see **Exhibit 2-3**). Six in ten (62%) hold an undergraduate degree while one third (34%) have a Master's degree in the field. Outside of the landscape field, 66% have completed additional post-secondary education.

Nine in ten (91%) Partners identified themselves as being registered, 50% having obtained their registration more than 20 years ago (slightly below 2015).

Just under half (47%) indicated that they have completed their LARE exams, which is up from 34% in 2015.

**Exhibit 2-3: Qualification Profile**

	2019	2015
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=53</b>	<b>N=50</b>
Undergraduate degree	62%	68%
Master's degree	34%	30%
PhD	2%	2%
None	2%	0%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=53</b>	<b>N=49</b>
High school graduate or less	32%	29%
Some college, technical school or university	2%	16%
College graduate	15%	12%
University undergraduate degree	38%	33%
Master's degree (e.g. MBA)	13%	6%
Doctorate/PhD	0%	4%
<b>Membership Category</b>	<b>N=54</b>	<b>N=50</b>
Registered Landscape Architect	91%	90%
Landscape Architect	7%	6%
Intern	0%	4%
Retired	2%	0%
<b>Registration Year</b>	<b>N=48</b>	<b>N=44</b>
Last 5 Years	4%	2%
6 to 10 Years	10%	14%
11 to 15 Years	23%	18%
16 to 20 Years	13%	5%
21 to 25 Years	6%	16%
26 to 30 Years	6%	7%
More Than 30 Years	38%	39%
Mean (years)	22.4	22.2
Median (years)	21	24
<b>Completed the LARE</b>	<b>N=53</b>	<b>N=50</b>
Yes	47%	34%

Note: Percentages may not sum to 100% due to rounding.

On average, Partners have spent 27.4 years in the landscape architect profession with 70% having spent more than 20 years (see **Exhibit 2-4**). In this time, they have spent an average of 18 years at their current seniority level and 15 years in their current position.

**Exhibit 2-4: Years of Experience**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=54	N=54	N=53	N=54
1 Year or Less	6%	0%	4%	0%
1.1 Years to 3 Years	11%	2%	9%	0%
3.1 Years to 5 Years	13%	7%	9%	2%
5.1 Years to 10 Years	20%	17%	13%	0%
10.1 Years to 15 Years	13%	20%	15%	11%
15.1 Years to 20 Years	9%	20%	15%	17%
More Than 20 Years	28%	33%	34%	70%
Mean	15.0	18.9	17.7	27.4
Median	11	18	15	28

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: PARTNER

On average, Partners receive just under 4 weeks of vacation (18.7 days) and 6.1 personal days. These averages are slightly down from 2015.

As seen in **Exhibit 2-5**, vacation ranges primarily from 3 weeks to 5 weeks with three-quarters (76%) falling in this range. When it comes to personal days, the most common allocations are 5 days (33%) and 10 to 15 days (30%).

**Exhibit 2-5: Paid Time Off**

	2019	2015
Number of Paid Vacation Days	N=41	N=38
Less than 1 week	2%	3%
1 week	2%	0%
2 weeks	10%	5%
3 weeks	27%	21%
4 weeks	34%	26%
5 weeks	15%	29%
6 weeks	7%	16%
More than 6 weeks	2%	0%
Mean	18.7	20.9
Median	20	20
Number of Paid Personal Days	N=30	N=22
None	13%	23%
Less than 5 days	17%	9%
5 days	33%	23%
6 to 9 days	3%	14%
10 to 15 days	30%	27%
More than 15 days	3%	5%
Mean	6.1	6.4
Median	5	5

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 2-6: Compensation Structure**

	2019	2015
<b>Employment Status</b>	<b>N=54</b>	<b>N=50</b>
Owner	100%	88%
Full-time employee	0%	12%
Permanent part-time employee	0%	0%
Casual part-time employee	0%	0%
Contract employee	0%	0%
<b>Pay Structure</b>	<b>N=54</b>	<b>N=50</b>
Salary	82%	84%
Hourly	4%	4%
Owner/Contract (draw, profits, contract amount, etc.)	15%	12%
<b>Variable Cash Compensation</b>	<b>N=54</b>	<b>N=50</b>
Have a performance bonus/incentive plan	44%	58%
Participate in profit sharing	57%	66%
<b>Overtime Policy</b>	<b>N=54</b>	<b>N=50</b>
No reward for overtime	69%	60%
Time off in lieu	26%	30%
Paid at regular hourly rate	4%	6%
Paid an enhanced hourly rate	2%	4%
<b>Standard Hours Per Week</b>	<b>N=49</b>	<b>N=47</b>
15 Hours or Less	4%	0%
16 to 30 Hours	4%	2%
31 to 35 Hours	8%	9%
35 to 40 Hours	74%	83%
40 to 45 Hours	4%	4%
45 to 50 Hours	4%	0%
More Than 50 Hours	2%	2%
Mean	37.5	38.3
Median	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=47</b>	<b>N=48</b>
15 Hours or Less	4%	0%
16 to 30 Hours	4%	4%
31 to 35 Hours	4%	0%
35 to 40 Hours	21%	27%
40 to 45 Hours	30%	19%
45 to 50 Hours	21%	35%
More Than 50 Hours	15%	15%
Mean	43.9	46.4
Median	45	46

Note: Percentages may not sum to 100% due to rounding.

A general profile of the Partner position is presented in **Exhibit 2-6** to provide context to the compensation data. All (100%) identified themselves as owners. For the 82% that indicated they receive a salary, this can sometimes be equated to a draw. As expected, a large portion of Partners participate in performance bonus/incentive plans (44%) and/or profit sharing (57%). These are both down slightly compared to 2015.

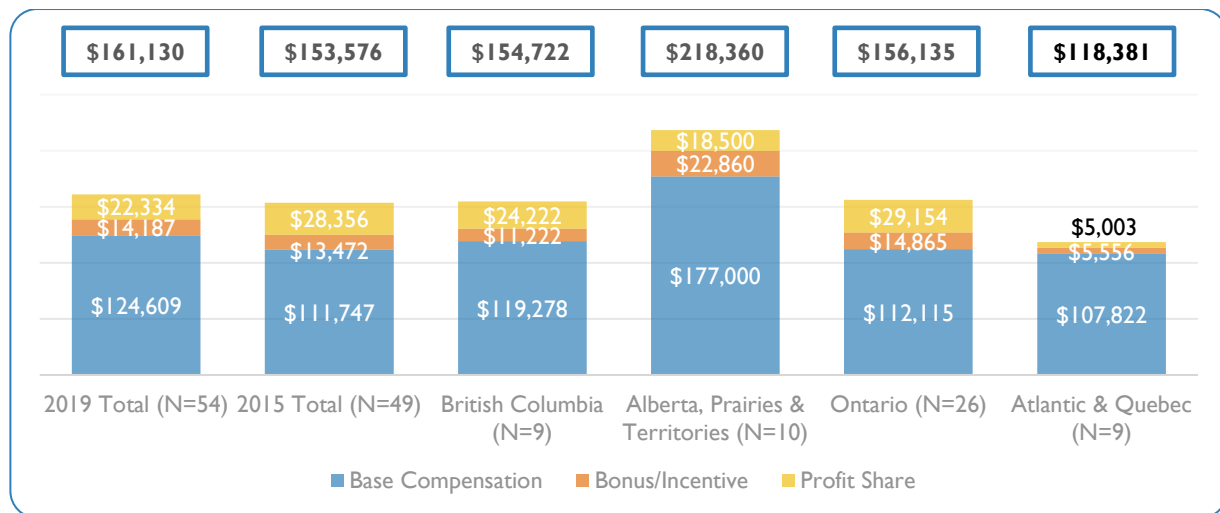
Most Partners do not get paid for overtime with seven in ten (69%) indicating there is no recognition of overtime and a further quarter (26%) getting time off in lieu.

While the average standard workweek is 37.5 hours, Partners work an average of 43.9 hours per week with one-third (36%) reporting they work in excess of 45 hours

## CASH COMPENSATION: PARTNER

Compensation for participating Partners averages just over \$161,100 per year (see **Exhibit 2-7**). This is comprised of approximately \$124,600 in base pay, \$14,200 in bonus or incentives and \$22,300 in profit share. As Partners are generally owners of the business, the base pay may be in the form of a regular draw. Average Partner compensation in 2019 is 4.9% higher than in 2015. The exhibit also shows the regional breakdowns. In keeping with the result from 2015, Partners in Alberta/Prairies are at the top of the pay scale at \$218,400, 40% more than any other region. Compensation is lowest in Atlantic & Quebec at \$118,400.

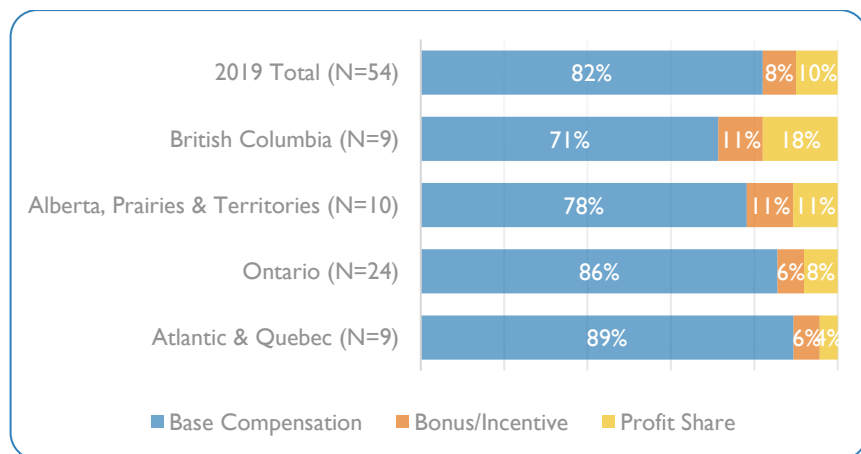
**Exhibit 2-7: Cash Compensation by Region**



Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

As noted earlier, 44% of Partners have a bonus component to their compensation while over half (57%) have profit share. As seen in **Exhibit 2-8**, the average compensation is comprised of 82% base compensation (or draw), 8% bonus, and 10% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

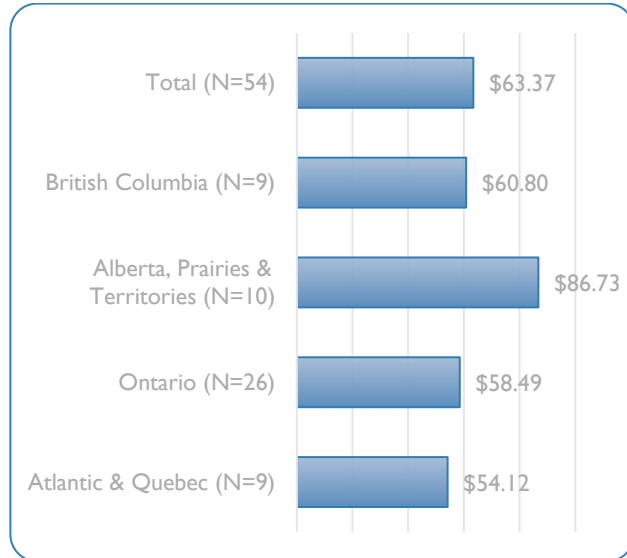
**Exhibit 2-8: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, Partners in Atlantic & Quebec report the highest percentage of base pay at 89% while those in British Columbia have a higher than average profit share (18%).

**Exhibit 2-9: Base Compensation as an Hourly Wage**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 2-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent to base compensation only. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 50-week year (assuming 10 statutory holidays). The hourly rate does not include bonus or incentive pay or profit share. It should also be noted that the hourly rates represent “compensation” rates and not billing rates.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to those for the salaries presented earlier. As seen in the exhibit, the top paying region is Alberta/Prairies (\$86.73/hr).

**Exhibit 2-10** presents the quartile ranges for Partners for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 2-10: Compensation Quartiles**

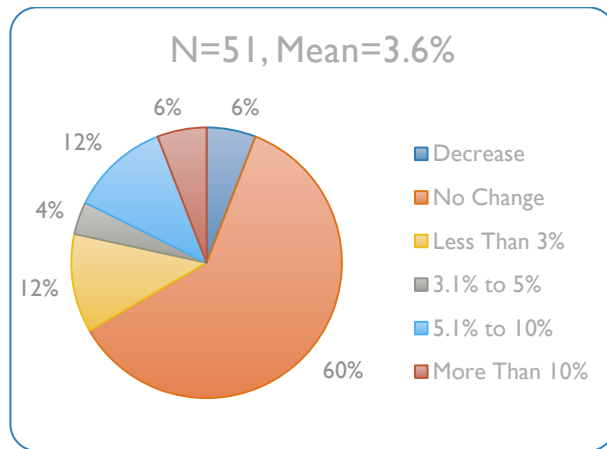
	Annual	Hourly
1 <sup>st</sup> quartile	< \$99,000	< \$45.00
2 <sup>nd</sup> quartile	\$99,000 to \$132,500	\$45.00 to \$59.47
3 <sup>rd</sup> quartile	\$132,500 to \$183,600	\$59.47 to \$75.00
4 <sup>th</sup> quartile	\$183,600 <	\$75.00 <

Notes: Part-time and contract wages have been converted to annualized equivalents based on 40 hours per week for 50 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 50-week work year.

Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: PARTNER

Exhibit 2-11: Changes in Compensation – Past 12 Months



Note: Percentages may not sum to 100% due to rounding.

Six in ten (60%) Partners indicated that there has been no change in their compensation in the past twelve months. The average change in compensation experienced by participating Partners was 3.6% (see **Exhibit 2-11**).

## COMPENSATION BENCHMARKS: PARTNER

**Exhibit 2-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Partners earn, on average, 13% more than their female counterparts. However, it is interesting to note the gap is considerably smaller for base compensation where males earn 4% more than females.
- **Age:** Average compensation among participating Partners increases with age.
- **Education:** Those with an undergraduate degree in landscape architecture earn 9% more than those with a graduate degree in the field.
- **Years since Designation:** The results point to a general correlation between years since designation and compensation.
- **Size of Community:** Bigger cities generally equal higher compensation at the Partner level. However, it should be noted that average compensation is higher in small cities and smaller than in medium-sized cities.



Exhibit 2-12: Compensation Benchmarks for Partners

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2019 Total	\$63.37	\$124,609	\$14,187	\$22,334	\$161,130	7.9%	9.6%	54
2015 Total	\$58.11	\$111,747	\$13,472	\$28,356	\$153,576	17.7%	29.3%	49
<b>Employment Status</b>								
Owner	\$63.37	\$124,609	\$14,187	\$22,334	\$161,130	7.9%	9.6%	54
Full-time Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Employment Status</b>								
Owner	\$63.37	\$124,609	\$14,187	\$22,334	\$161,130	7.9%	9.6%	54
Employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Gender</b>								
Male	\$64.67	\$127,200	\$16,400	\$26,972	\$170,572	8.2%	9.4%	35
Female	\$61.48	\$122,056	\$12,006	\$16,375	\$150,438	8.8%	12.0%	16
<b>Age</b>								
Under 40	\$46.49	\$95,833	\$3,417	\$2,000	\$101,250	3.8%	2.0%	6
40 to 49	\$53.65	\$107,171	\$11,829	\$11,571	\$130,571	7.9%	7.6%	14
50 to 59	\$55.84	\$108,423	\$8,962	\$33,385	\$150,769	8.1%	7.1%	13
60 to 64	\$67.47	\$130,333	\$12,792	\$26,417	\$169,542	9.3%	19.7%	12
65 or Older	\$100.58	\$200,833	\$39,167	\$42,672	\$282,672	6.6%	10.0%	6
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$65.49	\$127,333	\$15,182	\$24,545	\$167,061	6.7%	7.2%	33
Graduate Degree	\$61.21	\$122,679	\$13,874	\$17,054	\$153,607	10.6%	12.0%	19
None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Highest Level of Education – General</b>								
No Post-Secondary	\$69.34	\$134,306	\$9,194	\$8,444	\$151,944	6.0%	5.7%	18
College	\$62.15	\$119,500	\$25,000	\$33,375	\$177,875	2.3%	8.9%	8
Undergraduate	\$59.58	\$118,970	\$9,280	\$29,850	\$158,100	8.1%	11.5%	20
Graduate	\$56.83	\$114,429	\$30,714	\$27,143	\$172,286	19.1%	17.0%	7
<b>Member Category</b>								
Registered Landscape Architect	\$64.60	\$126,263	\$15,196	\$17,368	\$158,827	8.4%	9.6%	49
Landscape Architect	\$47.83	\$96,750	\$375	\$88,750	\$185,875	0.7%	13.0%	4
Intern	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Years Since Designation</b>								
10 or Less	\$51.38	\$105,714	\$5,143	\$1,571	\$112,429	5.7%	1.5%	7
11 to 20	\$52.61	\$103,259	\$13,535	\$10,118	\$126,912	10.3%	6.9%	17
21 to 30	\$55.58	\$109,083	\$5,833	\$23,667	\$138,583	3.5%	17.9%	6
More Than 30	\$83.70	\$161,778	\$24,639	\$29,224	\$215,641	9.9%	13.4%	18
<b>Completed LARE Exams</b>								
Yes	\$52.28	\$101,036	\$9,900	\$6,320	\$117,256	9.3%	5.5%	25
No	\$73.21	\$144,571	\$17,807	\$37,430	\$199,808	6.5%	14.0%	28
<b>Region – Work</b>								
British Columbia	\$60.80	\$119,278	\$11,222	\$24,222	\$154,722	10.6%	18.0%	9
Alberta, Prairies & Territories	\$86.73	\$177,000	\$22,860	\$18,500	\$218,360	11.1%	10.7%	10
Ontario	\$58.49	\$112,115	\$14,865	\$29,154	\$156,135	6.3%	8.1%	26
Atlantic & Quebec	\$54.12	\$107,822	\$5,556	\$5,003	\$118,381	6.3%	4.4%	9
<b>Community Size – Work</b>								
Small City or Smaller	\$54.28	\$115,227	\$10,773	\$18,818	\$144,818	5.6%	12.2%	11
Medium City	\$56.44	\$107,444	\$15,667	\$13,444	\$136,556	14.0%	11.0%	9
Large City	\$76.25	\$149,000	\$13,123	\$19,077	\$181,200	8.4%	13.3%	13
Major City	\$63.14	\$121,781	\$16,000	\$30,001	\$167,782	6.2%	5.0%	21

Exhibit 2-12: Compensation Benchmarks for Partners (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Organization Type</b>								
Sole practitioner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Partnership/corporation	\$60.21	\$118,312	\$15,022	\$22,765	\$156,099	8.4%	9.4%	51
Government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Total Employees</b>								
1 to 5	\$66.59	\$136,707	\$9,286	\$14,071	\$160,064	5.5%	8.8%	14
6 to 25	\$57.93	\$108,864	\$18,295	\$17,955	\$145,114	9.0%	7.3%	22
26 to 500	\$64.21	\$129,643	\$6,329	\$36,002	\$171,974	4.0%	11.4%	14
More than 500	\$79.13	\$151,250	\$36,250	\$27,500	\$215,000	24.8%	19.1%	4
<b>Landscape Employees</b>								
One	\$78.16	\$160,429	\$2,857	\$16,714	\$180,000	1.8%	12.7%	7
2 to 5	\$48.91	\$100,779	\$10,679	\$6,857	\$118,314	7.0%	3.7%	14
6 to 10	\$60.19	\$113,333	\$26,417	\$48,500	\$188,250	8.8%	6.9%	12
More Than 10	\$67.66	\$130,000	\$13,137	\$20,581	\$163,717	10.3%	14.8%	19
<b>Years of Experience in Position</b>								
3 Years or Less	\$46.64	\$93,000	\$9,278	\$1,333	\$103,611	9.7%	1.3%	9
4 to 10 Years	\$61.17	\$116,856	\$13,361	\$16,722	\$146,939	9.6%	12.7%	18
More Than 10 Years	\$70.42	\$140,315	\$16,374	\$33,075	\$189,764	6.1%	10.4%	27
<b>Years of Experience in Organization</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
4 to 10 Years	\$55.81	\$109,108	\$15,154	\$16,692	\$140,954	11.1%	13.5%	13
More Than 10 Years	\$66.08	\$130,263	\$14,228	\$24,726	\$169,216	7.1%	8.6%	40
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$48.64	\$97,857	\$11,714	\$1,714	\$111,286	12.1%	1.7%	7
4 to 10 Years	\$50.77	\$98,367	\$4,875	\$7,000	\$110,242	3.9%	6.0%	12
More Than 10 Years	\$70.62	\$139,368	\$18,400	\$32,648	\$190,416	8.8%	13.0%	34
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
4 to 10 Years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
More Than 10 Years	\$63.82	\$124,979	\$14,455	\$22,661	\$162,095	8.1%	9.7%	53

## BENEFITS: PARTNER

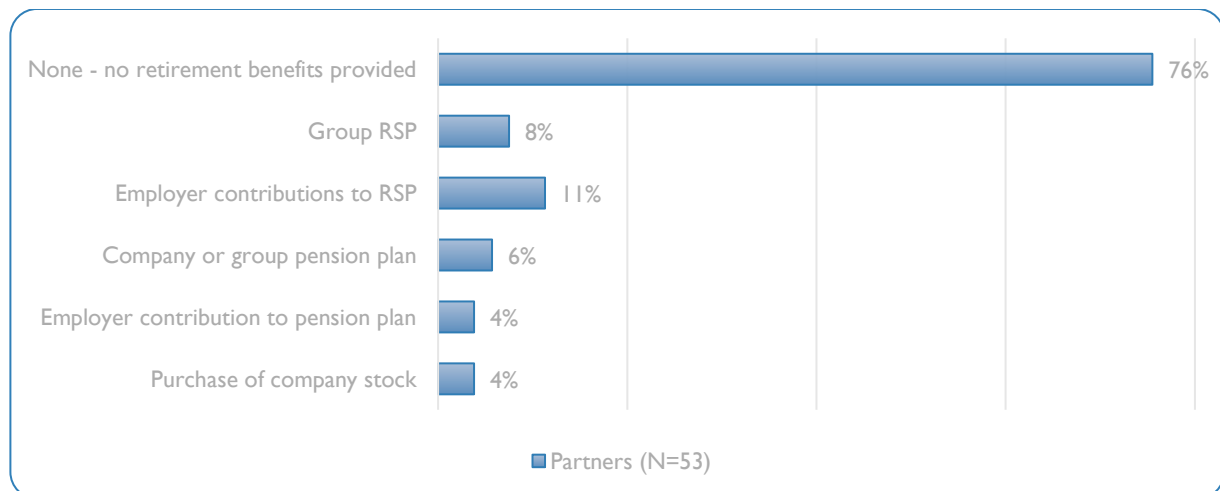
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RSP contributions, automobile and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Partners. The value of benefits was not measured in the 2019 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Only one-quarter (24%) of Partners indicated they receive retirement benefits of some kind (see **Exhibit 2-13**). Employer contributions to an RSP are most common at 11% followed by group RSP at 8%.

**Exhibit 2-13: Retirement Benefits Received**

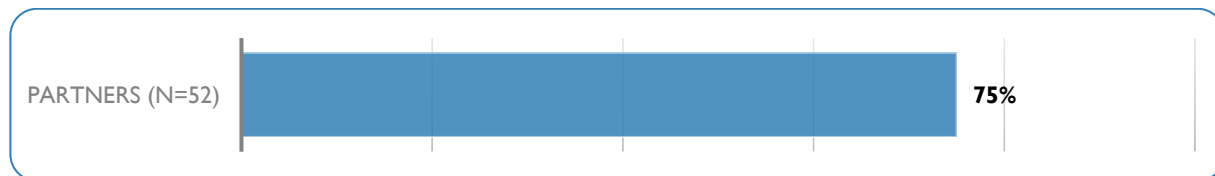


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

Three-quarters (75%) of Partners report receiving some form of health benefits (see **Exhibit 2-14**).

**Exhibit 2-14: Health Benefits Received**



The health benefits provided to Partners are detailed in **Exhibit 2-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

With the exception of the EAP and survivor income, 52% or more of Partners reported receiving each of the benefits tested. The most likely to be completely company-funded are extended health care/major medical insurance, travel insurance, prescription drug insurance, and life insurance. Interestingly, prescriptions drug insurance is also among the most likely to be co-funded along with dental insurance, alternative therapy insurance and long-term disability insurance.

**Exhibit 2-15: Health Benefits**

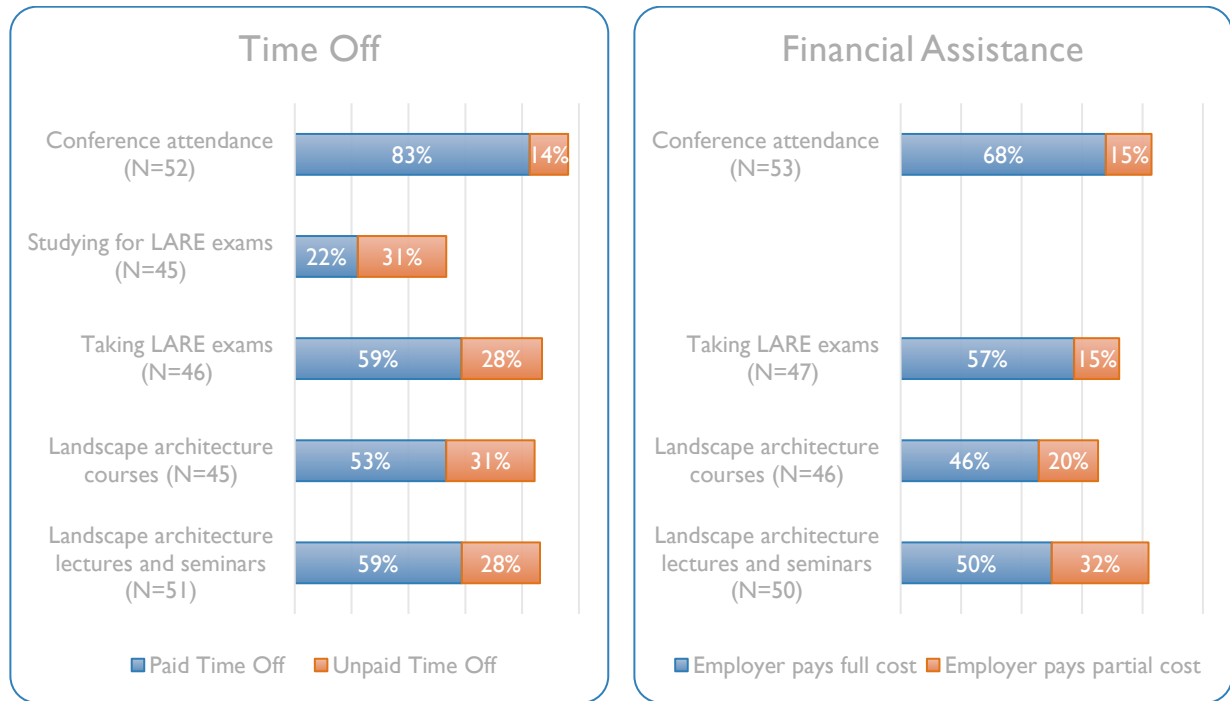
	Partners			N
	Employer paid	Shared payment	Employee paid	
Life insurance	42%	16%	4%	50
Survivor insurance	24%	16%	0%	45
Travel insurance	45%	14%	2%	51
Extended health care/major medical insurance	47%	22%	4%	51
Critical illness insurance	37%	16%	2%	49
Prescription drug insurance	42%	29%	4%	52
Dental insurance	40%	29%	4%	52
Vision insurance	27%	25%	4%	52
Short-term disability insurance	34%	22%	2%	50
Long-term disability insurance	31%	26%	6%	51
Alternative therapy insurance	39%	28%	4%	51
Employee Assistance Program (E.A.P.)	20%	12%	0%	41

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 2-16** illustrates the time off and financial support received by Partners for education. Company support is strongest for conference attendance where 83% get paid time off, and 68% report that the company pays the cost. With the exception of studying for LARE exams, which is lower, support is similar across other areas.

**Exhibit 2-16: Education Time Off and Financial Assistance**

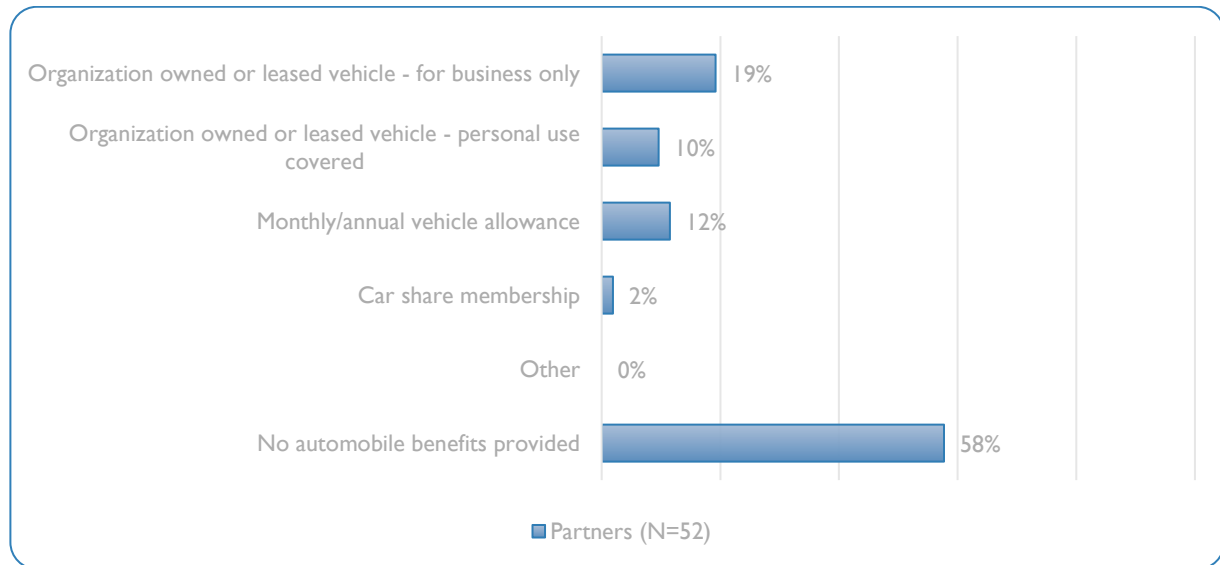


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 42% of Partners receive an automobile benefit (see **Exhibit 2-17**). The most common benefit is an organization owned/leased vehicle for business use (19%).

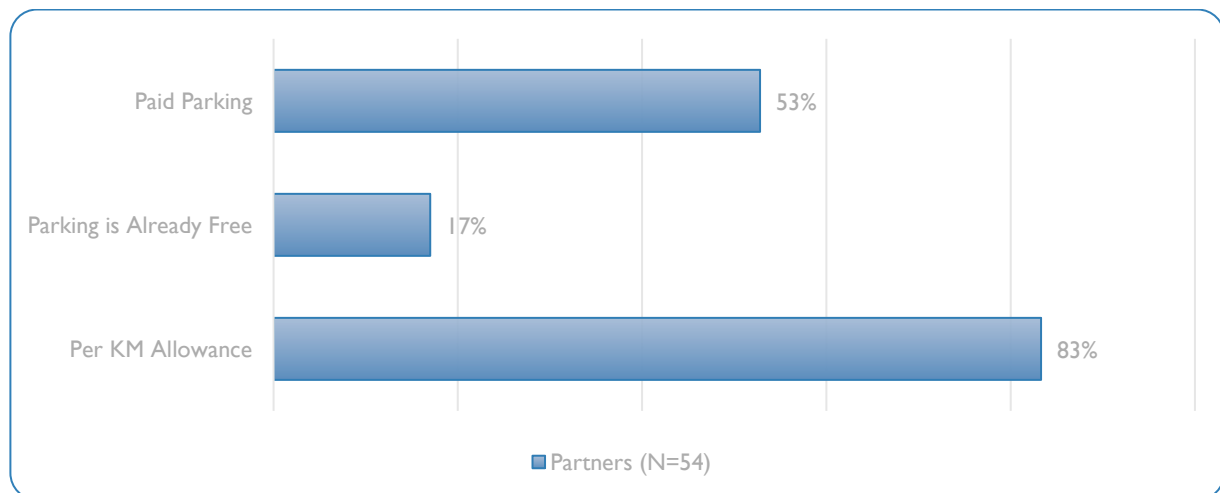
**Exhibit 2-17: Automobile Benefits Received**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 2-18**, seven in ten (70%) Partners have free parking at the workplace. This includes 53% whose parking is paid and another 17% where parking is already free. The majority (83%) also receive a per kilometre reimbursement.

**Exhibit 2-18: Other Automobile Related Benefits**

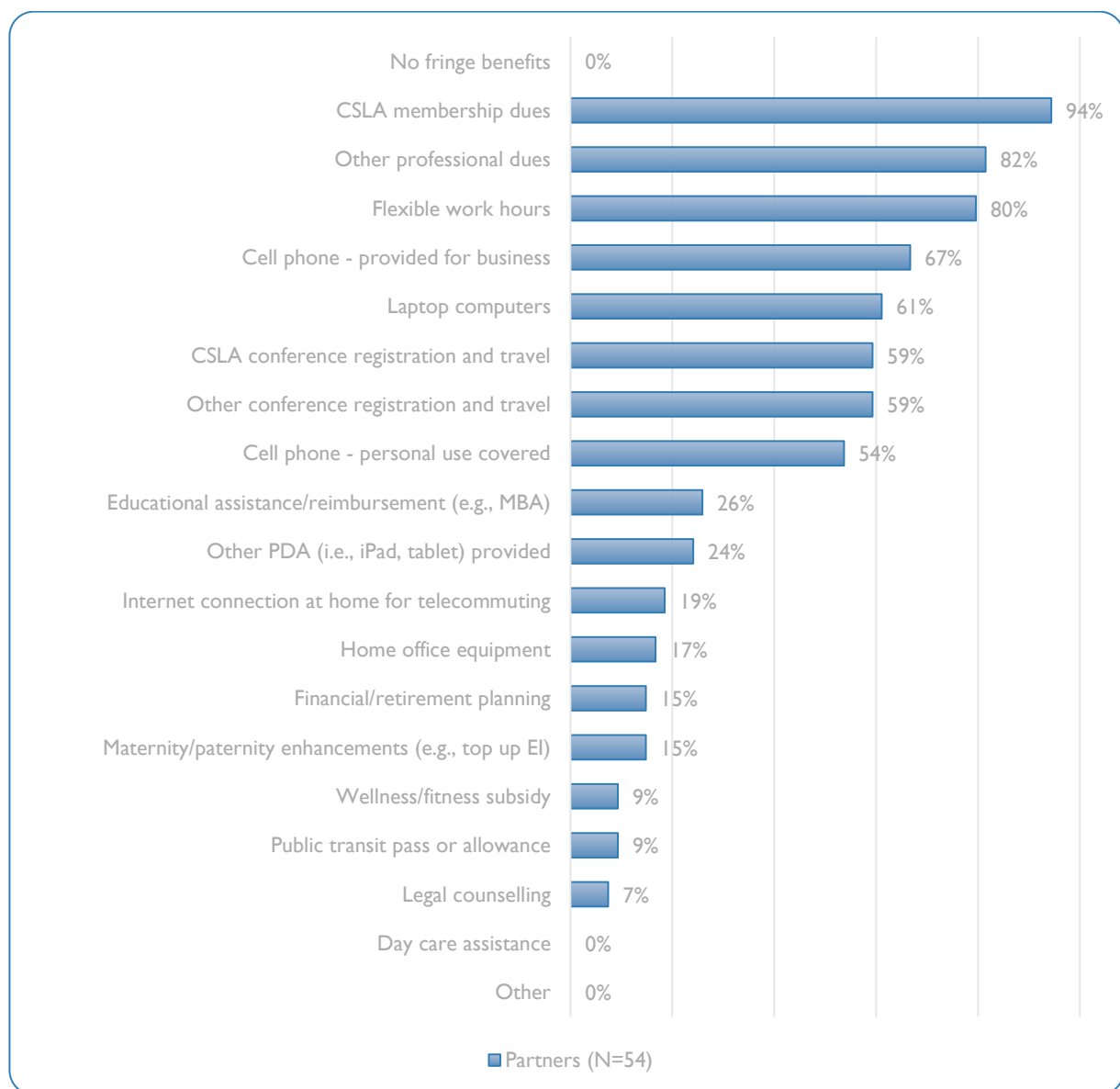


## FRINGE BENEFITS

All (100%) Partners report receiving some form of fringe benefits (see **Exhibit 2-19**). CSLA membership dues are the top benefit and are almost universal at 94%. Other top-tier benefits received by more than three-quarters of all Partners include other professional dues (82%) and flexible work hours (80%).

Tier two benefits are less common but are still received by more than half of Partners. These include cell phone - provided for business (67%), and laptop computers (61%), CSLA conference registration and travel (59%), other conference registration and travel (59%) and cell phone – personal use covered (54%).

**Exhibit 2-19: Fringe Benefits Received**



Note: Percentages sum to more than 100% due to multiple responses.



### 3. PRINCIPAL PROFILE

This section discusses the compensation and benefits for the 131 Principals that participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation before concluding with a look at the benefits received.

#### DEMOGRAPHIC PROFILE: PRINCIPAL

The demographic profile of Principals presented in **Exhibit 3-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Principals. Demographics for the 2015 results are also shown for reference.

Key demographics include:

- Over half (54%) of participating Principals are from Ontario. This is up considerably from the 2015 study. A further fifth (19%) are from British Columbia. There is also sizable representation from Quebec at 10% and Alberta (9%).
- More than half (57%) of Principals reside in large or major cities.
- Seven in ten (71%) of Principals are male. This is down slightly from 2015.
- The average age of Principals is 54 with two-thirds (67%) between the ages of 46 and 65. The average age is slightly lower than in 2015.

**Exhibit 3-1: Demographics**

	2019	2015
<b>Province of Residence</b>	<b>N=131</b>	<b>N=112</b>
Alberta	9%	8%
British Columbia	19%	24%
Manitoba	3%	12%
New Brunswick	1%	2%
Northwest Territories	0%	1%
Nova Scotia	3%	2%
Prince Edward Island	1%	1%
Ontario	54%	38%
Quebec	10%	12%
Saskatchewan	0%	1%
<b>Size of Community - Residence</b>	<b>N=131</b>	<b>N=112</b>
Rural	2%	4%
Small town (pop < 10K)	7%	10%
Small city (pop. 10K to 100K)	14%	16%
Medium city (pop. 100K to 500K)	21%	18%
Large city (pop. 500K to 1.5M)	20%	25%
Major city (pop. > 1.5M)	37%	28%
<b>Gender</b>	<b>N=131</b>	<b>N=110</b>
Male	71%	78%
Female	29%	22%
<b>Age</b>	<b>N=126</b>	<b>N=107</b>
26 to 35	6%	0%
36 to 45	15%	12%
46 to 55	31%	24%
56 to 65	36%	43%
66 or Older	13%	21%
Mean	54.0	58.0
Median	55	59

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 3-2: Organization Profile**

	2019	2015
<b>Type of Organization</b>	<b>N=131</b>	<b>N=111</b>
Sole practitioner	41%	47%
Partnership/corporation	57%	51%
Local government	2%	1%
Provincial government	1%	1%
<b>Number of Employees - Total</b>	<b>N=130</b>	<b>N=110</b>
One	32%	38%
Two	6%	9%
Three	6%	5%
Four	3%	5%
Five	5%	1%
6 to 10	18%	16%
11 to 25	14%	10%
26 to 50	7%	9%
51 to 75	0%	1%
76 to 100	1%	0%
101 to 500	4%	3%
501 to 1000	2%	1%
Over 1000	4%	4%
<i>Mean</i>	<i>289.1</i>	<i>354.0</i>
<i>Median</i>	<i>5</i>	<i>3</i>
<b>Number of Employees - Landscape Architecture</b>	<b>N=129</b>	<b>N=110</b>
One	38%	43%
Two	9%	9%
Three	9%	9%
Four	7%	7%
Five	6%	1%
6 to 10	12%	15%
11 to 25	14%	11%
26 to 50	3%	2%
51 to 75	1%	1%
76 to 100	1%	0%
101 to 500	1%	3%
<i>Mean</i>	<i>8.9</i>	<i>14.8</i>
<i>Median</i>	<i>3</i>	<i>2</i>

Note: Percentages may not sum to 100% due to rounding.

The majority of Principals are split between two organization types, partnerships/corporations (57%) or are sole practitioners (41%) (see **Exhibit 3-2**). While the average number of staff is quite high at 289, the median of 5 represents a better picture of the typical Principal organization. The high average is due to a handful of large companies in the respondent population. The average size of the landscape architect team is 9.

## EXPERIENCE PROFILE: PRINCIPAL

Most Principals in the study population (94%) indicated that they have a university-level degree in the field of landscape architecture. Two-thirds (67%) hold an undergraduate degree while one quarter (27%) have a Master's degree in the field. Outside of the landscape field, 59% have completed additional post-secondary education.

Nine in ten (90%) Principals identified themselves as being registered, one-third (37%) of whom obtained their registration more than 30 years ago. Half (49%) indicated that they have completed their LARE exams. These results are summarized in **Exhibit 3-3**.

**Exhibit 3-3: Qualification Profile**

	2019	2015
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=128</b>	<b>N=110</b>
Undergraduate degree	67%	61%
Master's degree	27%	34%
None	6%	6%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=127</b>	<b>N=110</b>
High school graduate or less	26%	28%
Some college, technical school or university	15%	11%
College graduate	11%	7%
University undergraduate degree	35%	39%
Master's degree (e.g., MBA)	13%	14%
Doctorate/PhD	0%	1%
<b>Membership Category</b>	<b>N=131</b>	<b>N=112</b>
Registered Landscape Architect	90%	82%
Landscape Architect	7%	17%
Intern	2%	1%
Retired	1%	
<b>Registration Year</b>	<b>N=115</b>	<b>N=92</b>
Last 5 Years	7%	5%
6 to 10 Years	13%	7%
11 to 15 Years	9%	8%
16 to 20 Years	17%	12%
21 to 25 Years	4%	4%
26 to 30 Years	14%	17%
More Than 30 Years	37%	47%
Mean (years)	23.0	24.1
Median (years)	26	30
<b>Completed the LARE</b>	<b>N=130</b>	<b>N=112</b>
Yes	49%	35%

Note: Percentages may not sum to 100% due to rounding.

Eight in ten (80%) Principals have been in the landscape architect profession for more than 15 years (see **Exhibit 3-4**). Moreover, the average is 27 years. In this time, they have spent an average of 19 years at their current level and 16 years in their current position.

**Exhibit 3-4: Years of Experience**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=130	N=131	N=124	N=129
1 Year or Less	11%	8%	4%	0%
1.1 Years to 3 Years	11%	5%	7%	1%
3.1 Years to 5 Years	8%	6%	8%	2%
5.1 Years to 10 Years	15%	18%	17%	5%
10.1 Years to 15 Years	12%	10%	11%	12%
15.1 Years to 20 Years	12%	15%	11%	15%
More Than 20 Years	32%	38%	44%	65%
Mean	15.9	17.7	19.1	26.5
Median	14	16	18	29

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: PRINCIPAL

On average, Principals receive just over 3 weeks in vacation (16.6 days) and 4.4 personal days. The averages are both lower than those reported in 2015. As seen in **Exhibit 3-5**, vacation ranges primarily from 3 weeks to 4 weeks with 56% falling in this range, though a significant 18% reported have less than 1 week. When it comes to personal days, 40% indicated they have no personal days while 22% receive 5 days.

**Exhibit 3-5: Paid Time Off**

	2019	2015
<b>Number of Paid Vacation Days</b>	<b>N=87</b>	<b>N=54</b>
Less than 1 week	18%	9%
1 week	0%	0%
2 weeks	3%	11%
3 weeks	23%	20%
4 weeks	33%	24%
5 weeks	9%	17%
6 weeks	12%	17%
More than 6 weeks	1%	2%
Mean	16.6	19.3
Median	20	20
<b>Number of Paid Personal Days</b>	<b>N=68</b>	<b>N=43</b>
None	40%	26%
Less than 5 days	13%	9%
5 days	22%	35%
6 to 9 days	10%	14%
10 to 15 days	10%	14%
More than 15 days	4%	2%
Mean	4.4	5.0
Median	3	5

Note: Percentages may not sum to 100% due to rounding.

Exhibit 3-6: Compensation Structure

	2019	2015
<b>Employment Status</b>	<b>N=131</b>	<b>N=112</b>
Owner	82%	90%
Full-time employee	17%	7%
Permanent part-time employee	1%	0%
Casual part-time employee	0%	1%
Contract employee	0%	2%
<b>Pay Structure</b>	<b>N=131</b>	<b>N=112</b>
Salary	67%	61%
Hourly	12%	14%
Owner/Contract (draw, profits, contract amount, etc.)	21%	25%
<b>Variable Cash Compensation</b>	<b>N=131</b>	<b>N=112</b>
Have a performance bonus/incentive plan	39%	28%
Participate in profit sharing	38%	36%
<b>Overtime Policy</b>	<b>N=131</b>	<b>N=112</b>
No reward for overtime	72%	69%
Time off in lieu	18%	18%
Paid at regular hourly rate	9%	11%
Paid an enhanced hourly rate	1%	3%
<b>Standard Hours Per Week</b>	<b>N=125</b>	<b>N=95</b>
15 Hours or Less	0%	3%
16 to 30 Hours	11%	12%
31 to 35 Hours	10%	6%
35 to 40 Hours	65%	65%
40 to 45 Hours	6%	2%
45 to 50 Hours	4%	6%
More Than 50 Hours	4%	5%
Mean	39.1	38.6
Median	40.0	40.0
<b>Average Hours Actually Worked Per Week</b>	<b>N=122</b>	<b>N=98</b>
15 Hours or Less	1%	6%
16 to 30 Hours	11%	11%
31 to 35 Hours	5%	6%
35 to 40 Hours	29%	18%
40 to 45 Hours	16%	14%
45 to 50 Hours	20%	22%
More Than 50 Hours	20%	21%
Mean	44.6	44.0
Median	45	45

Note: Percentages may not sum to 100% due to rounding.

A general profile of the Principal position is presented in **Exhibit 3-6** to provide context to the compensation data. Eight in ten (82%) identified themselves as owners while 17% identified as full-time employees. For the 67% that indicated they receive a salary, this can sometimes be equated to a draw.

Just under four in ten Principals indicated that they have a bonus/incentive (39%) and/or profit sharing (38%) component to their compensation.

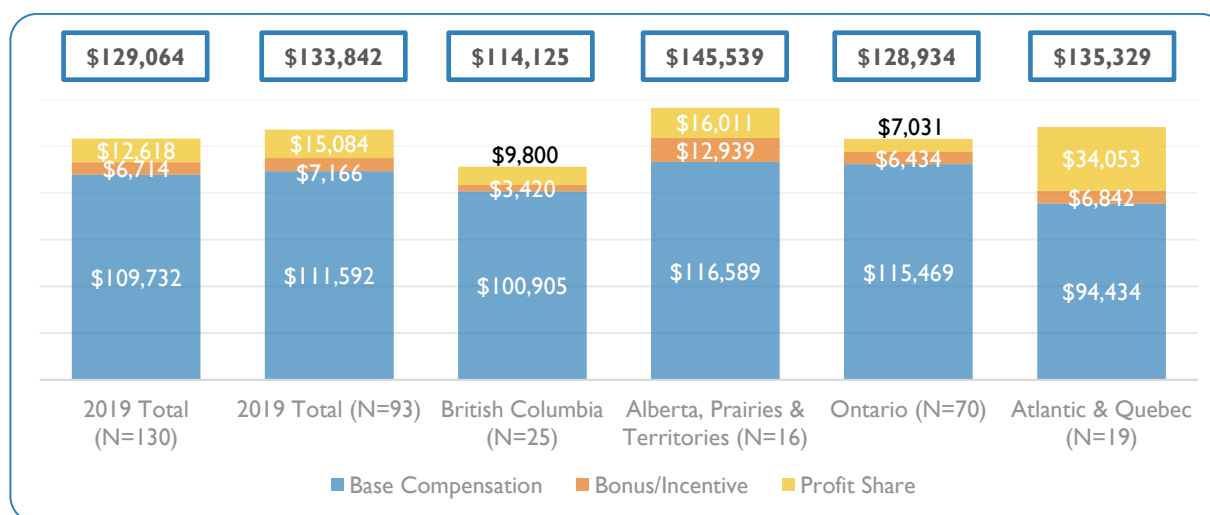
The vast majority of Principals do not get paid for overtime. Seven in ten (72%) indicated there is no recognition of overtime while 18% get time off in lieu.

While the average standard work week is 39.1 hours, Principals work an average of 44.6 hours per week with 40% reporting they work in excess of 45 hours.

## CASH COMPENSATION: PRINCIPAL

Compensation for participating Principals averages almost \$129,100 per year (see **Exhibit 3-7**). This is comprised of approximately \$109,700 in base pay, \$6,700 in bonus or incentives and \$12,600 in profit share. As Principals are generally owners of the business, the base pay may be in the form of a regular draw against profits. The exhibit also shows the regional breakdowns. Compensation among participating Principals is 3.6% lower in 2019 than in 2015. Regionally, Principals in Alberta/Prairies are at the top of the pay scale at \$145,500. The lowest compensation is in British Columbia (\$114,100).

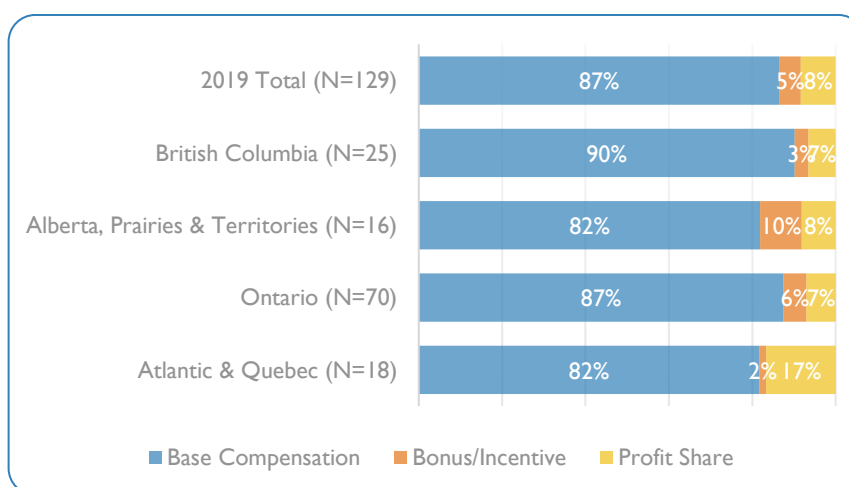
**Exhibit 3-7: Cash Compensation by Region**



Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

As noted earlier, 39% of Principals have a bonus component to their compensation while 38% have profit share. As seen in **Exhibit 3-8**, the average compensation is comprised of 87% base compensation, 5% bonus, and 8% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

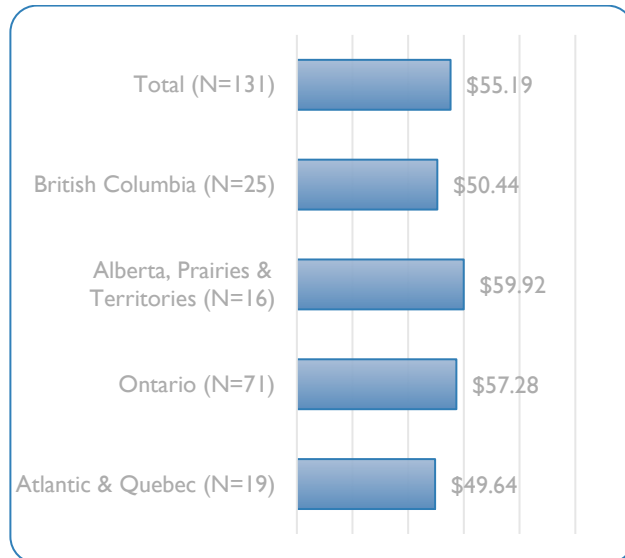
**Exhibit 3-8: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, Principals in British Columbia report the highest percentage of base pay at 90% while those in Atlantic & Quebec the higher profit share (17%).

**Exhibit 3-9: Base Compensation as an Hourly Wage**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 3-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent to base compensation only. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 50-week year (assuming 10 statutory holidays). The hourly rate does not include bonus or incentive pay or profit share. It should also be noted that the hourly rates represent “compensation” rates and not billing rates.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to those for the salaries presented earlier. As seen in the exhibit, the top paying region is Alberta/Prairies (\$59.92/hr).

**Exhibit 3-10** presents the quartile ranges for Principals for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 3-10: Compensation Quartiles**

	Annual	Hourly
1 <sup>st</sup> quartile	< \$72,000	< \$34.29
2 <sup>nd</sup> quartile	\$72,000 to \$120,000	\$34.29 to \$50.00
3 <sup>rd</sup> quartile	\$120,000 to \$155,000	\$50.00 to \$70.00
4 <sup>th</sup> quartile	\$155,000 <	\$70.00 <

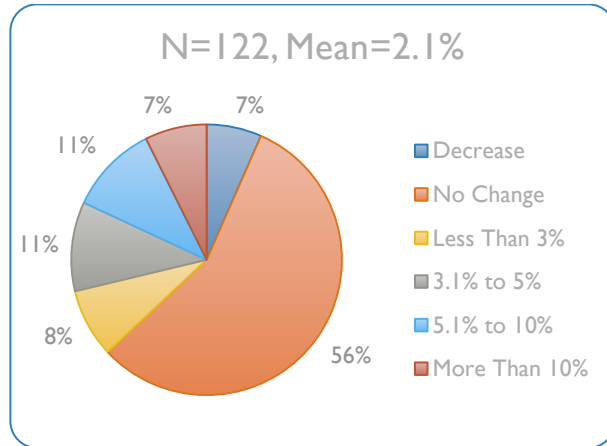
Notes: Part-time and contract wages have been converted to annualized equivalents based on 40 hours per week for 50 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 50-week work year.

Hourly wages do not include additional cash compensation.



## CHANGES IN COMPENSATION: PRINCIPAL

Exhibit 3-11: Changes in Compensation – Past 12 Months



Note: Percentages may not sum to 100% due to rounding.

Just over half (56%) of Principals indicated that there has been no change in their compensation in the past twelve months (see **Exhibit 3-11**). The average increase for Principals in the past twelve months was 2.1%.

## COMPENSATION BENCHMARKS: PRINCIPAL

**Exhibit 3-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Employment Status:** Principals who identified as employees earn 7% more than those who identify as owners.
- **Gender:** Male Principals earn, on average, 22% more than their female counterparts.
- **Age:** Total compensation increases as age increases up to age 64.
- **Education:** Those with an undergraduate university degree in landscape architecture earn 50% more than with a Graduate degree in the field.
- **Years since Designation:** Average compensation increases with the time since registration up to 30 years.
- **Community Size:** Bigger cities equal higher pay.

Exhibit 3-12: Compensation Benchmarks for Principals

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2019 Total	\$55.19	\$109,732	\$6,714	\$12,618	\$129,064	5.1%	8.4%	130
2015 Total	\$56.10	\$111,592	\$7,166	\$15,084	\$133,842	5.8%	12.9%	93
<b>Employment Status</b>								
Owner	\$53.40	\$106,976	\$6,329	\$14,519	\$127,825	4.7%	9.4%	107
Full-time Employee	\$64.22	\$123,578	\$8,892	\$3,945	\$136,416	7.3%	3.9%	22
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Employment Status</b>								
Owner	\$53.40	\$106,976	\$6,329	\$14,519	\$127,825	4.7%	9.4%	107
Employee	\$63.60	\$122,553	\$8,506	\$3,773	\$134,832	7.0%	3.8%	23
<b>Gender</b>								
Male	\$55.98	\$112,798	\$8,410	\$15,123	\$136,330	6.3%	9.2%	92
Female	\$53.27	\$102,308	\$2,611	\$6,554	\$111,473	2.2%	6.4%	38
<b>Age</b>								
Under 40	\$45.36	\$92,683	\$2,292	\$12,917	\$107,892	2.4%	5.8%	12
40 to 49	\$52.94	\$102,652	\$5,325	\$8,665	\$116,642	5.0%	5.8%	28
50 to 59	\$60.03	\$115,782	\$10,342	\$12,616	\$138,739	6.6%	12.3%	41
60 to 64	\$53.44	\$107,285	\$7,808	\$26,060	\$141,154	5.8%	10.5%	25
65 or Older	\$53.20	\$108,632	\$3,737	\$3,895	\$116,263	3.7%	4.3%	19
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$59.11	\$117,762	\$8,675	\$15,757	\$142,194	6.2%	10.4%	85
Graduate Degree	\$42.95	\$84,444	\$2,214	\$7,914	\$94,572	2.1%	5.0%	35
None	\$49.76	\$101,400	\$8,286	\$3,429	\$113,115	9.0%	3.6%	7
<b>Highest Level of Education - General</b>								
No Post-Secondary	\$57.83	\$114,880	\$9,440	\$17,566	\$141,886	6.8%	11.2%	52
College	\$72.15	\$145,000	\$6,143	\$32,565	\$183,708	4.2%	10.4%	14
Undergraduate	\$48.25	\$94,967	\$5,989	\$4,227	\$105,183	5.0%	6.2%	44
Graduate	\$53.56	\$107,958	\$2,031	\$2,188	\$112,177	2.0%	2.3%	16
<b>Member Category</b>								
Registered Landscape Architect	\$55.39	\$110,146	\$7,290	\$13,379	\$130,815	5.6%	8.9%	117
Landscape Architect	\$48.38	\$93,667	\$2,222	\$8,333	\$104,222	1.5%	5.6%	9
Intern	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
<b>Years Since Designation</b>								
10 or Less	\$46.42	\$92,154	\$2,088	\$7,899	\$102,141	1.9%	4.1%	23
11 to 20	\$57.09	\$110,836	\$8,419	\$12,024	\$131,279	8.3%	8.8%	29
21 to 30	\$60.32	\$120,290	\$13,660	\$17,175	\$151,125	6.7%	16.1%	20
More Than 30	\$57.83	\$116,965	\$6,369	\$15,988	\$139,323	5.1%	8.1%	42
<b>Completed LARE Exams</b>								
Yes	\$53.26	\$106,970	\$5,233	\$7,276	\$119,478	4.7%	4.4%	63
No	\$56.86	\$112,061	\$8,230	\$17,909	\$138,201	5.6%	12.2%	66
<b>Region - Work</b>								
British Columbia	\$50.44	\$100,905	\$3,420	\$9,800	\$114,125	3.3%	6.5%	25
Alberta, Prairies & Territories	\$59.92	\$116,589	\$12,939	\$16,011	\$145,539	9.9%	8.2%	16
Ontario	\$57.28	\$115,469	\$6,434	\$7,031	\$128,934	5.5%	7.0%	70
Atlantic & Quebec	\$49.64	\$94,434	\$6,842	\$34,053	\$135,329	1.6%	16.7%	19
<b>Community Size - Work</b>								
Small City or Smaller	\$42.15	\$83,766	\$7,450	\$6,711	\$97,927	7.8%	5.1%	19
Medium City	\$49.82	\$98,130	\$4,074	\$9,358	\$111,562	3.5%	11.2%	27
Large City	\$58.00	\$113,226	\$7,826	\$19,678	\$140,730	5.7%	7.0%	32
Major City	\$61.12	\$123,093	\$7,133	\$12,125	\$142,351	4.6%	8.8%	52

Exhibit 3-12: Compensation Benchmarks for Principals (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Organization Type</b>								
Sole practitioner	\$48.48	\$99,092	\$2,349	\$6,466	\$107,907	2.4%	3.3%	53
Partnership/corporation	\$57.99	\$114,352	\$9,567	\$17,777	\$141,696	7.1%	12.5%	73
Government	\$92.25	\$166,375	\$12,500	\$0	\$178,875	5.0%	0.0%	4
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Total Employees</b>								
1 to 5	\$50.07	\$100,712	\$4,328	\$2,777	\$107,818	2.7%	2.7%	67
6 to 25	\$54.36	\$106,288	\$8,241	\$26,675	\$141,204	7.5%	17.5%	40
26 to 500	\$70.36	\$142,547	\$14,133	\$25,367	\$182,047	10.2%	15.2%	15
More than 500	\$77.31	\$143,246	\$5,890	\$970	\$150,106	4.2%	0.7%	7
<b>Landscape Employees</b>								
One	\$47.91	\$95,967	\$1,469	\$1,432	\$98,868	1.3%	1.2%	49
2 to 5	\$50.99	\$101,739	\$10,388	\$21,254	\$133,381	7.8%	11.8%	39
6 to 10	\$63.17	\$123,075	\$5,750	\$18,375	\$147,200	5.3%	11.4%	16
More Than 10	\$71.17	\$141,926	\$12,655	\$18,637	\$173,219	8.9%	16.1%	24
<b>Years of Experience in Position</b>								
3 Years or Less	\$63.58	\$120,110	\$6,508	\$3,346	\$129,964	4.9%	3.1%	28
4 to 10 Years	\$51.30	\$103,200	\$4,297	\$7,717	\$115,213	3.1%	4.3%	30
More Than 10 Years	\$54.06	\$109,437	\$7,912	\$18,524	\$135,873	6.1%	12.3%	71
<b>Years of Experience in Organization</b>								
3 Years or Less	\$68.84	\$129,838	\$5,943	\$592	\$136,374	4.1%	0.2%	17
4 to 10 Years	\$48.23	\$97,072	\$2,769	\$3,441	\$103,282	2.6%	4.0%	32
More Than 10 Years	\$55.08	\$110,513	\$8,435	\$18,768	\$137,716	6.3%	11.9%	81
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$49.94	\$95,447	\$3,400	\$3,548	\$102,395	2.7%	4.0%	13
4 to 10 Years	\$57.44	\$114,273	\$5,548	\$7,577	\$127,398	3.9%	4.2%	31
More Than 10 Years	\$55.71	\$111,410	\$7,983	\$14,992	\$134,384	6.1%	10.0%	79
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
4 to 10 Years	\$45.59	\$93,911	\$2,833	\$12,889	\$109,633	2.6%	2.8%	9
More Than 10 Years	\$56.37	\$111,775	\$7,130	\$12,071	\$130,976	5.3%	8.4%	118

## BENEFITS: PRINCIPAL

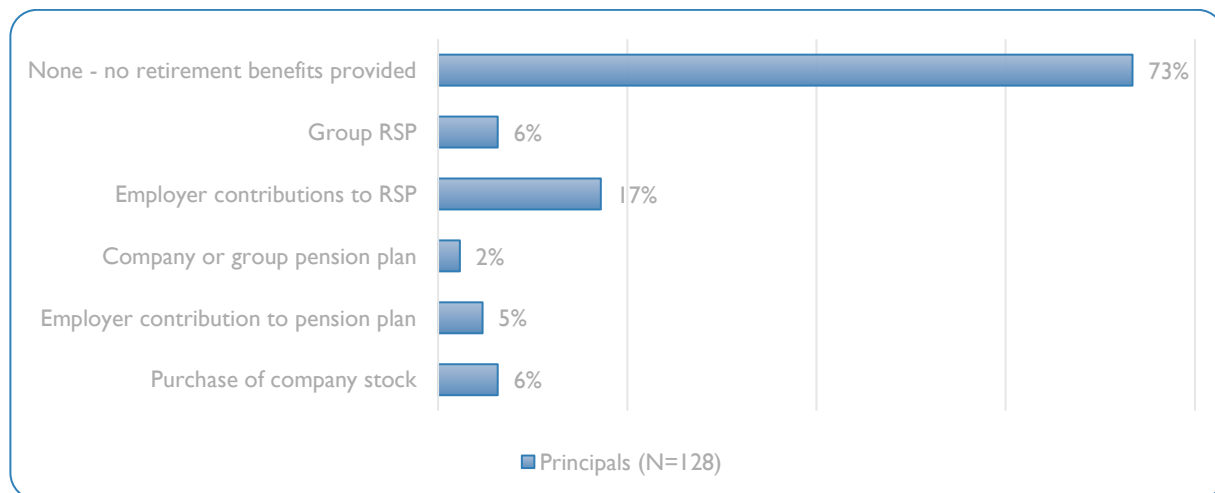
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RRSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Principals. The value of benefits was not measured in the 2019 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Just over one-quarter (27%) of Principals indicated they receive retirement benefits of some kind (see **Exhibit 3-13**). Employer contributions to an RSP are most common at 17%.

**Exhibit 3-13: Retirement Benefits Received**

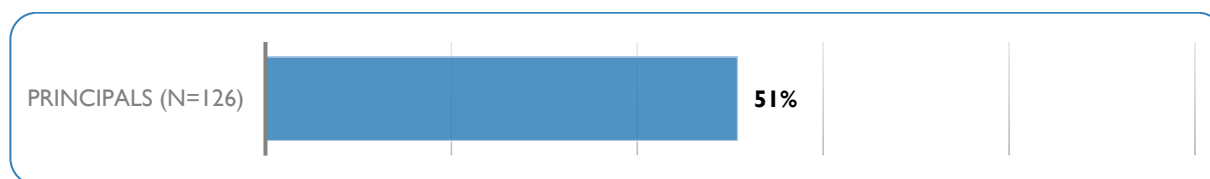


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

Half (51%) of Principals report receiving some health benefits from their employer (see **Exhibit 3-14**).

**Exhibit 3-14: Health Benefits Received**



The health benefits provided to Principals are detailed in **Exhibits 3-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

The three most likely benefits to be completely company-funded are extended health care/major medical insurance, prescription drug insurance and dental insurance. The top benefits to be co-funded by the company for Principals include dental insurance, alternative therapy insurance, vision insurance and prescription drug insurance.

**Exhibit 3-15: Health Benefits**

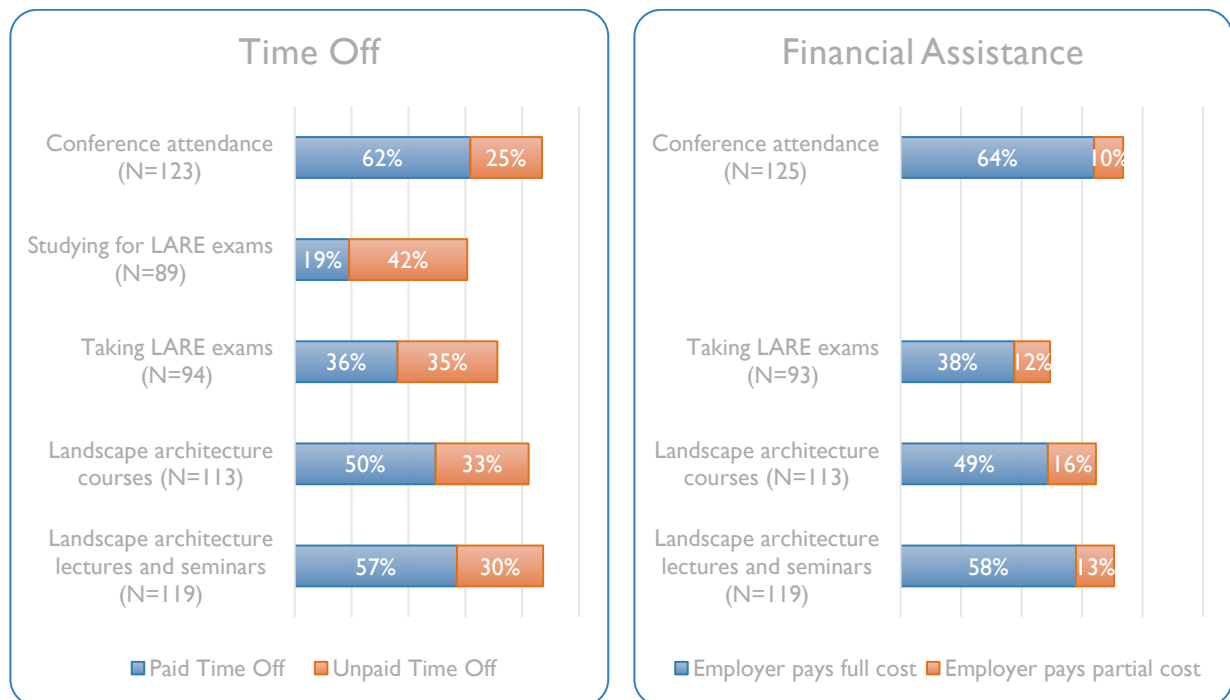
	Principals			N
	Employer paid	Shared payment	Employee paid	
Life insurance	18%	14%	9%	123
Survivor insurance	6%	11%	4%	113
Travel insurance	18%	12%	3%	120
Extended health care/major medical insurance	21%	17%	4%	121
Critical illness insurance	14%	12%	7%	120
Prescription drug insurance	20%	21%	2%	126
Dental insurance	20%	22%	2%	126
Vision insurance	11%	21%	2%	126
Short-term disability insurance	16%	14%	4%	121
Long-term disability insurance	12%	13%	10%	121
Alternative therapy insurance	18%	22%	2%	124
Employee Assistance Program (E.A.P.)	5%	9%	2%	106

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 3-16** illustrates the time off and financial support received by Principals for education. Support is strongest for conference attendance where 62% get paid time off and 64% report that the employer pays the cost. Support is also strong for landscape architecture lectures and seminars (57% paid time off and 58% funded by the employer).

**Exhibit 3-16: Education Time Off and Financial Assistance**

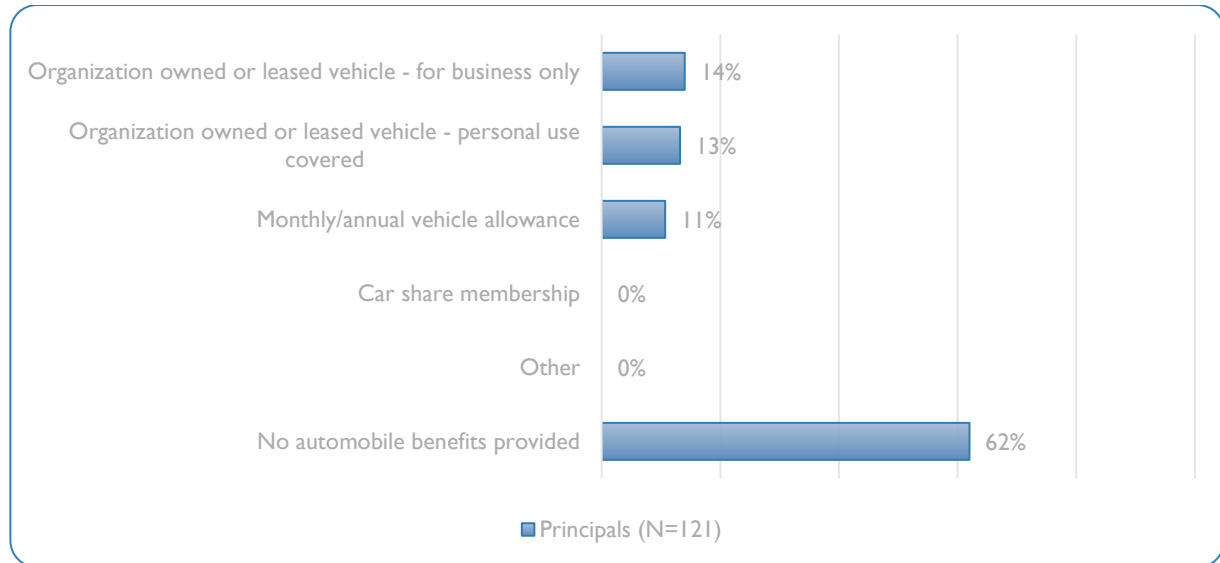


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 38% of Principals receive automobile benefits (see **Exhibit 3-17**). There is little difference in the top three benefits received which includes organization owned or leased vehicle - for business only (14%), organization owned or leased vehicle - personal use covered (13%) and monthly/annual vehicle allowance (11%).

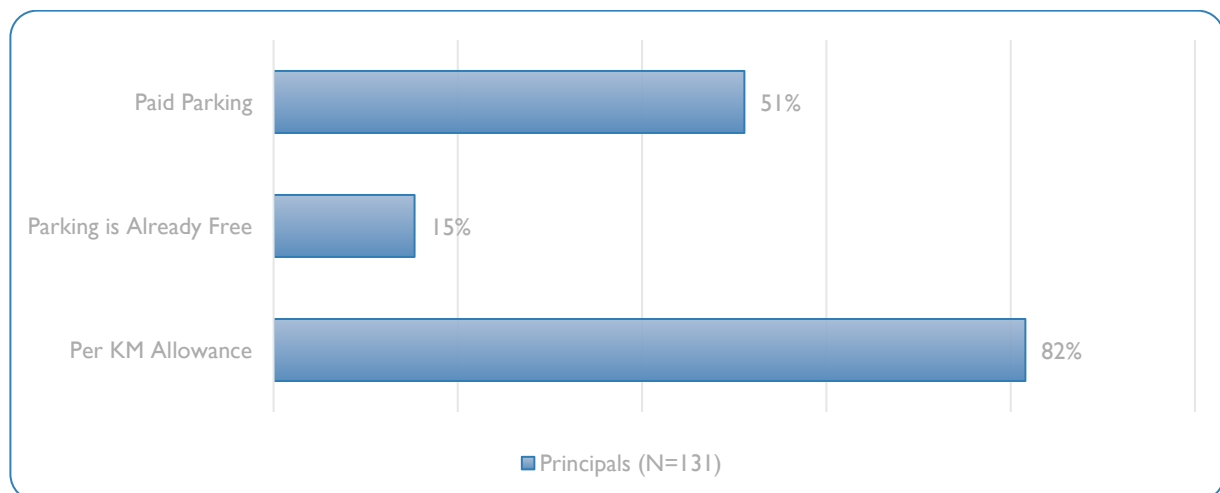
**Exhibit 3-17: Automobile Benefits Received**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 3-18**, two-thirds (66%) of Principals have free parking at their workplace. This includes 51% whose parking is paid and another 15% where parking is already free. Four-fifths (82%) also receive a per kilometer reimbursement.

**Exhibit 3-18: Other Automobile Related Benefits**

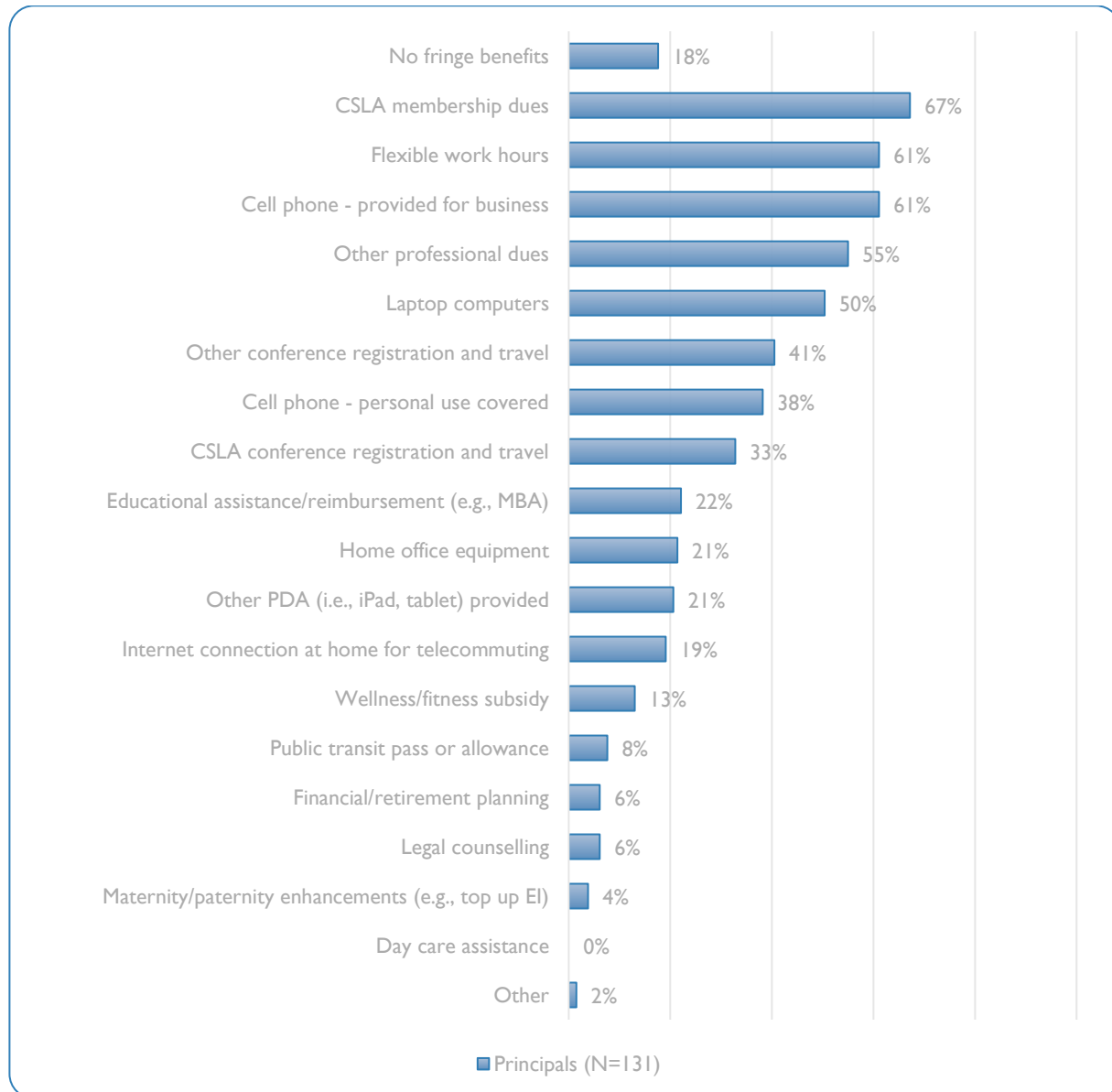


## FRINGE BENEFITS

Just over four in five (82%) Principals receive some form of fringe benefit (see [Exhibit 3-19](#)). CSLA membership dues are the most common benefit with two-thirds (67%) receiving it followed closely by flexible work hours (61%) and cell phone provided for business (61%).

Tier two benefits are less common but still popular. These include other profession dues (55%) and laptop computers (50%).

**Exhibit 3-19: Fringe Benefits Received**



Note: Percentages sum to more than 100% due to multiple responses.



## 4. ASSOCIATE PROFILE

This section discusses the compensation and benefits for the 57 Associates that participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: ASSOCIATE

The demographic profile of Associates presented in **Exhibit 4-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Associates. Demographics for the 2015 results are also shown for reference.

Key demographics include:

- One in four (40%) participating Associates are from Ontario while a further 19% are from British Columbia and 16% are from Alberta. Quebec is also well represented at 12%. Compared to 2015, there is stronger representation from Ontario and Alberta and lower representation from British Columbia.
- Almost eight in ten (79%) Associates are located in large to major communities.
- Associates are slightly more likely to be male (55%).
- The average age of Associates is 42.1 with half (50%) being between the ages of 36 to 45. The average age of participants is somewhat lower than in 2015.

**Exhibit 4-1: Demographics**

	2019	2015
<b>Province of Residence</b>	<b>N=57</b>	<b>N=50</b>
Alberta	16%	10%
British Columbia	19%	36%
Manitoba	9%	4%
Ontario	40%	30%
Quebec	12%	14%
Saskatchewan	4%	6%
<b>Size of Community - Residence</b>	<b>N=57</b>	<b>N=50</b>
Small town (pop < 10K)	0%	2%
Small city (pop. 10K to 100K)	5%	10%
Medium city (pop. 100K to 500K)	16%	20%
Large city (pop. 500K to 1.5M)	33%	34%
Major city (pop. > 1.5M)	46%	34%
<b>Gender</b>	<b>N=56</b>	<b>N=50</b>
Male	55%	56%
Female	45%	44%
<b>Age</b>	<b>N=56</b>	<b>N=48</b>
25 or Under	2%	0%
26 to 35	20%	13%
36 to 45	50%	31%
46 to 55	16%	40%
56 to 65	11%	15%
66 or Older	2%	2%
Mean	42.1	46.5
Median	40	48

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 4-2: Organization Profile**

	2019	2015
<b>Type of Organization</b>	<b>N=57</b>	<b>N=50</b>
Sole practitioner	11%	12%
Partnership/corporation	86%	84%
Local government	4%	0%
University or college	0%	2%
Other	0%	2%
<b>Number of Employees - Total</b>	<b>N=53</b>	<b>N=48</b>
One	2%	0%
Two	2%	2%
Three	2%	0%
Four	4%	2%
Five	2%	0%
6 to 10	9%	23%
11 to 25	23%	27%
26 to 50	28%	13%
51 to 75	2%	2%
76 to 100	2%	0%
101 to 500	6%	6%
501 to 1000	6%	2%
Over 1000	13%	23%
Mean	636.5	3,062.7
Median	30	19
<b>Number of Employees - Landscape Architecture</b>	<b>N=51</b>	<b>N=46</b>
One	2%	2%
Two	4%	2%
Three	10%	4%
Four	4%	9%
Five	4%	9%
6 to 10	14%	37%
11 to 25	35%	11%
26 to 50	20%	13%
51 to 75	2%	2%
76 to 100	2%	2%
101 to 500	4%	9%
Mean	22.9	27.5
Median	12	9.5

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 4-2**, partnerships/corporations are the most common employers of Associates accounting for 86%.

While the average number of staff is very high at 636.5, the median of 30 represents a better picture of the typical employer of Associates. Interestingly, the average number of employees is lower in 2015 while the median is higher.

The average landscape team size is 23 while the median team size is 12.

## EXPERIENCE PROFILE: ASSOCIATE

As seen in 2015, Associates are a well-educated group with most (94%) having a university degree in the field of Landscape Architecture and 76% having completed additional post-secondary education outside the profession.

Seven in ten (70%) are registered Landscape Architects with two-thirds (66%) having registered in the past 15 years. Just under half (47%) have completed the LARE exam successfully. These results are summarized in **Exhibit 4-3**.

**Exhibit 4-3: Qualification Profile**

	2019	2015
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=57</b>	<b>N=50</b>
Undergraduate degree	40%	42%
Master's degree	54%	50%
None	5%	8%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=54</b>	<b>N=49</b>
High school graduate or less	19%	14%
Some college, technical school or university	6%	12%
College graduate	15%	10%
University undergraduate degree	44%	49%
Master's degree (e.g., MBA)	15%	14%
Doctorate/PhD	2%	0%
<b>Membership Category</b>	<b>N=57</b>	<b>N=50</b>
Registered Landscape Architect	70%	88%
Landscape Architect	9%	8%
Intern	21%	4%
<b>Registration Year</b>	<b>N=39</b>	<b>N=43</b>
Last 5 Years	15%	26%
6 to 10 Years	28%	35%
11 to 15 Years	23%	14%
16 to 20 Years	23%	12%
21 to 25 Years	3%	5%
26 to 30 Years	0%	2%
More Than 30 Years	8%	7%
Mean (years)	12.8	11.4
Median (years)	12	8
<b>Completed the LARE</b>	<b>N=57</b>	<b>N=50</b>
Yes	47%	58%

Note: Percentages may not sum to 100% due to rounding.

The average Associate has been at that level for 7 years and has spent 5 years in their current position (see **Exhibit 4-4**). They have extensive experience, having spent an average of 14 years as a Landscape Architect.

**Exhibit 4-4: Years of Experience**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=57	N=57	N=55	N=57
1 Year or Less	23%	5%	15%	2%
1.1 Years to 3 Years	33%	19%	26%	5%
3.1 Years to 5 Years	14%	18%	11%	11%
5.1 Years to 10 Years	21%	37%	31%	19%
10.1 Years to 15 Years	4%	9%	6%	21%
15.1 Years to 20 Years	4%	9%	7%	32%
More Than 20 Years	2%	4%	6%	11%
Mean	4.8	8.4	7.1	13.9
Median	3	7	5	13

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: ASSOCIATE

On average, Associates receive 3.5 weeks in vacation (17.5 days) and 4.2 personal days. As seen in **Exhibit 4-5**, vacation ranges primarily from 3 weeks to 4 weeks with two-thirds (67%) falling in this range. When it comes to personal days, just over one in five (22%) receive no personal days while a further six in ten (62%) receive five days or fewer.

**Exhibit 4-5: Paid Time Off**

	2019	2015
Number of Paid Vacation Days	N=57	N=49
Less than 1 week	2%	2%
1 week	0%	0%
2 weeks	14%	4%
3 weeks	37%	45%
4 weeks	30%	47%
5 weeks	14%	2%
6 weeks	4%	0%
Mean	17.5	17.0
Median	15	15
Number of Paid Personal Days	N=49	N=40
None	22%	23%
Less than 5 days	29%	28%
5 days	33%	20%
6 to 9 days	8%	18%
10 to 15 days	6%	13%
More than 15 days	2%	0%
Mean	4.2	4.3
Median	4	4.5

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 4-6: Compensation Structure**

	2019	2015
<b>Employment Status</b>	<b>N=57</b>	<b>N=50</b>
Owner	9%	12%
Full-time employee	90%	82%
Permanent part-time employee	0%	4%
Contract employee	2%	2%
<b>Pay Structure</b>	<b>N=57</b>	<b>N=50</b>
Salary	81%	80%
Hourly	19%	16%
Owner/Contract (draw, profits, contract amount, etc.)	0%	4%
<b>Variable Cash Compensation</b>	<b>N=57</b>	<b>N=50</b>
Have a performance bonus/incentive plan	68%	58%
Participate in profit sharing	28%	40%
<b>Overtime Policy</b>	<b>N=57</b>	<b>N=50</b>
No reward for overtime	42%	48%
Time off in lieu	42%	42%
Paid at regular hourly rate	14%	6%
Paid an enhanced hourly rate	2%	4%
<b>Standard Hours Per Week</b>	<b>N=57</b>	<b>N=50</b>
16 to 30 Hours	0%	2%
31 to 35 Hours	11%	6%
35 to 40 Hours	90%	90%
40 to 45 Hours	0%	2%
Mean	38.2	38.2
Median	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=57</b>	<b>N=48</b>
16 to 30 Hours	0%	2%
31 to 35 Hours	4%	4%
35 to 40 Hours	46%	38%
40 to 45 Hours	37%	38%
45 to 50 Hours	11%	17%
More Than 50 Hours	4%	2%
Mean	42.9	43.0
Median	42	42

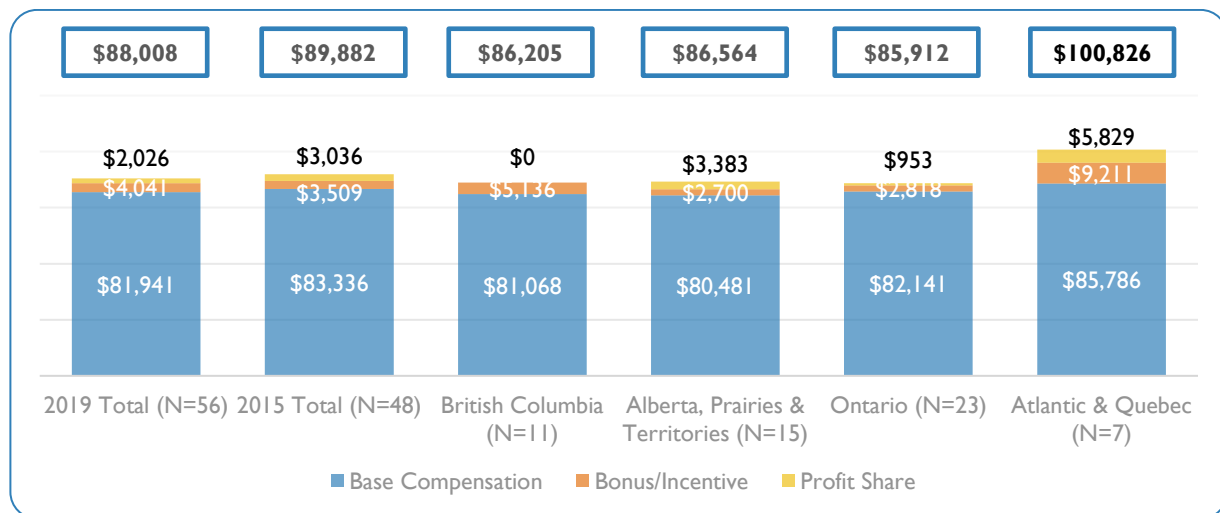
Note: Percentages may not sum to 100% due to rounding.

A general profile of the Associate position is presented in **Exhibit 4-6** to provide context to the compensation data. Nine in ten (90%) are full-time employees and four in five (81%) are salaried. Nearly seven in ten (68%) participate in bonus/incentive plans while 28% participate in profit sharing. Fifty-eight percent (58%) have an overtime policy, the most common being time off in lieu (42%). The average standard work week is 38.2 hours while the average actual hours worked is 42.9.

## CASH COMPENSATION: ASSOCIATE

Compensation for participating Associates averages \$88,000 per year (see **Exhibit 4-7**). This is comprised of approximately \$81,900 in base pay, \$4,000 in bonus or incentives and \$2,000 in profit share. Compensation is 2% lower than what was reported in 2015. The exhibit also shows the regional breakdowns. Regionally, compensation for Associates is highest among those in Atlantic & Quebec. However, this should be interpreted with caution as there were only seven respondents from this region.

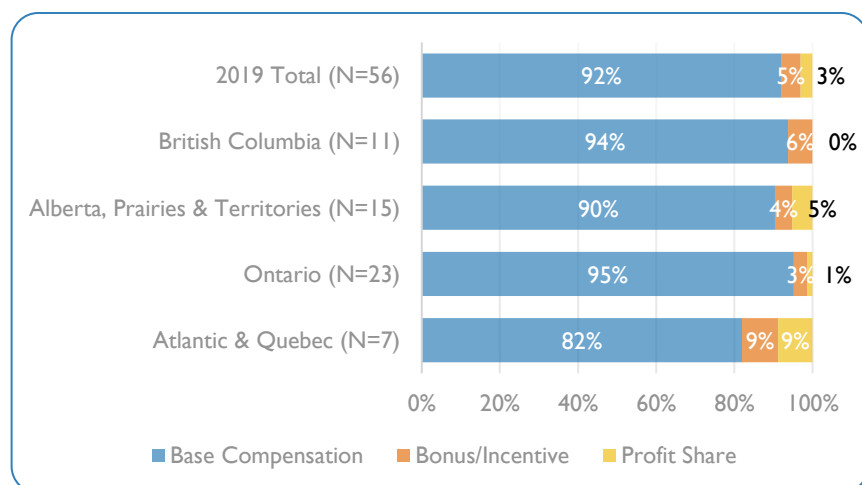
**Exhibit 4-7: Cash Compensation by Region**



Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

As noted earlier, 68% of Associates have a bonus component to their compensation while 28% have profit share. As seen in **Exhibit 4-8**, the average compensation is comprised of 92% base compensation, 5% bonus, and 3% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

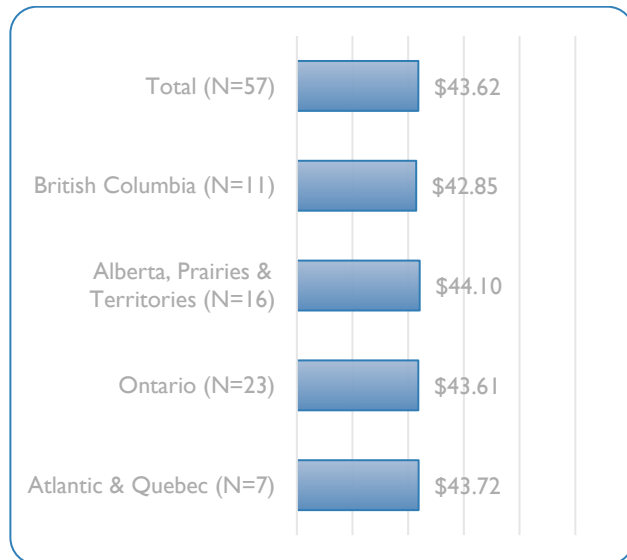
**Exhibit 4-8: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

The only notable difference among regions is that the average base compensation percentage is considerably lower among respondents from the Atlantic/Quebec region (82%). However, the result should be interpreted with caution due to the small sample size.

**Exhibit 4-9: Base Compensation as an Hourly Wage**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 4-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent to base compensation only. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 50-week year (assuming 10 statutory holidays). The hourly rate does not include bonus or incentive pay or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Hourly rates range from \$42.85 to \$44.10 depending on the region.

**Exhibit 4-10** presents the quartile ranges for Associates for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 4-10: Compensation Quartiles**

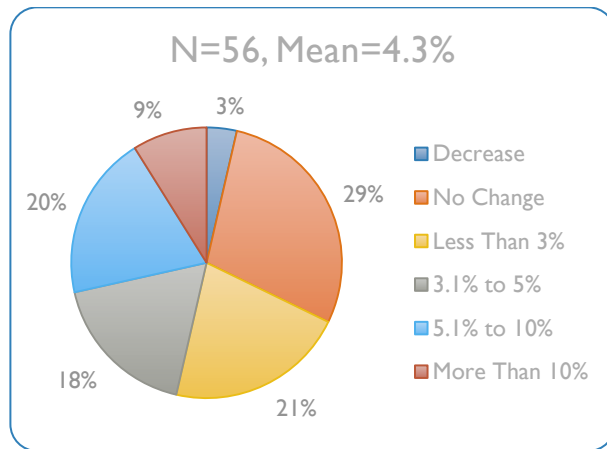
	Annual	Hourly
1 <sup>st</sup> quartile	< \$69,900	< \$35.00
2 <sup>nd</sup> quartile	\$69,900 to \$86,900	\$35.00 to \$42.67
3 <sup>rd</sup> quartile	\$86,900 to \$99,300	\$42.67 to \$49.60
4 <sup>th</sup> quartile	\$99,300 <	\$49.60 <

Notes: Part-time and contract wages have been converted to annualized equivalents based on 40 hours per week for 50 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 50-week work year.

Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: ASSOCIATE

Exhibit 4-11: Changes in Compensation – Past 12 Months



Note: Percentages may not sum to 100% due to rounding.

Almost seven in ten (68%) of Associates received an increase in cash compensation over the past twelve months (see **Exhibit 4-11**). Roughly one-fifth reported receiving under 3% (21%), 3.1% to 5% (18%) or 5.1% to 10% (20%). The average increase for Associates in the past twelve months was 4.3%.

## COMPENSATION BENCHMARKS: ASSOCIATE

**Exhibit 4-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Associates earn, on average, 2% more than their female counterparts.
- **Education:** Compensation is higher among those with an undergraduate degree in landscape architecture than those with a graduate degree.
- **LARE Exams:** Associates who have written the LARE Exams earn 6% more than those who have not.
- **Experience:** Experience is linked to compensation. The biggest factor is years of experience in the landscape architecture profession in general.



Exhibit 4-12: Compensation Benchmarks for Associates

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2019 Total	\$43.62	\$81,941	\$4,041	\$2,026	\$88,008	5.0%	3.1%	56
2015 Total	\$43.11	\$83,336	\$3,509	\$3,036	\$89,882	3.9%	2.3%	48
<b>Employment Status</b>								
Owner	\$39.88	\$76,400	\$9,096	\$8,460	\$93,956	10.2%	12.7%	5
Full-time Employee	\$43.12	\$82,485	\$3,545	\$1,395	\$87,425	4.3%	2.2%	51
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Employment Status</b>								
Owner	\$39.88	\$76,400	\$9,096	\$8,460	\$93,956	10.2%	12.7%	5
Employee	\$43.97	\$82,485	\$3,545	\$1,395	\$87,425	4.5%	2.2%	51
<b>Gender</b>								
Male	\$45.05	\$83,107	\$3,475	\$2,569	\$89,151	4.4%	4.2%	30
Female	\$42.18	\$81,020	\$4,882	\$1,456	\$87,358	5.9%	1.8%	25
<b>Age</b>								
Under 40	\$37.73	\$71,899	\$4,522	\$585	\$77,005	5.9%	0.9%	25
40 to 49	\$45.99	\$84,789	\$3,144	\$4,558	\$92,491	4.1%	6.8%	19
50 to 59	\$43.97	\$83,464	\$5,000	\$1,750	\$90,214	5.1%	2.3%	7
60 to 64	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
65 or Older	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$44.90	\$83,226	\$4,999	\$2,584	\$90,809	5.9%	3.7%	22
Graduate Degree	\$42.02	\$80,266	\$3,429	\$1,560	\$85,255	4.5%	2.6%	31
None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
<b>Highest Level of Education - General</b>								
No Post-Secondary	\$46.00	\$80,893	\$2,625	\$1,379	\$84,897	4.0%	2.0%	12
College	\$44.74	\$84,563	\$3,623	\$3,694	\$91,879	4.0%	6.4%	8
Undergraduate	\$41.08	\$78,438	\$3,388	\$1,963	\$83,788	4.2%	3.2%	24
Graduate	\$42.00	\$81,000	\$6,278	\$2,252	\$89,530	7.0%	2.3%	9
<b>Member Category</b>								
Registered Landscape Architect	\$48.20	\$90,230	\$4,280	\$2,605	\$97,115	4.8%	3.9%	39
Landscape Architect	\$40.14	\$76,300	\$4,400	\$1,700	\$82,400	5.6%	2.6%	5
Intern	\$29.78	\$57,354	\$3,113	\$281	\$60,748	5.2%	0.4%	12
<b>Years Since Designation</b>								
10 or Less	\$42.44	\$81,219	\$2,762	\$3,150	\$87,130	3.2%	5.2%	17
11 to 20	\$50.69	\$92,662	\$5,822	\$2,826	\$101,311	6.9%	3.9%	17
21 to 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
More Than 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
<b>Completed LARE Exams</b>								
Yes	\$45.11	\$85,824	\$3,981	\$724	\$90,530	4.8%	1.0%	27
No	\$42.27	\$78,327	\$4,096	\$3,238	\$85,661	5.2%	5.0%	29
<b>Region - Work</b>								
British Columbia	\$42.85	\$81,068	\$5,136	\$0	\$86,205	6.3%	0.0%	11
Alberta, Prairies & Territories	\$44.10	\$80,481	\$2,700	\$3,383	\$86,564	4.5%	5.2%	15
Ontario	\$43.61	\$82,141	\$2,818	\$953	\$85,912	3.5%	1.3%	23
Atlantic & Quebec	\$43.72	\$85,786	\$9,211	\$5,829	\$100,826	9.3%	8.8%	7
<b>Community Size - Work</b>								
Small City or Smaller	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Medium City	\$39.00	\$72,774	\$2,978	\$8,794	\$84,547	3.9%	12.7%	9
Large City	\$46.40	\$85,155	\$4,453	\$583	\$90,190	6.1%	0.8%	21
Major City	\$44.22	\$84,979	\$4,291	\$920	\$90,190	4.5%	1.8%	24

Exhibit 4-12: Compensation Benchmarks for Associates (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Organization Type</b>								
Sole practitioner	\$27.81	\$54,583	\$2,083	\$45	\$56,712	4.1%	0.1%	6
Partnership/corporation	\$44.95	\$84,520	\$4,350	\$2,358	\$91,228	5.2%	3.6%	48
Government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Total Employees</b>								
1 to 5	\$26.19	\$51,333	\$2,500	\$45	\$53,878	4.9%	0.1%	6
6 to 25	\$37.83	\$72,824	\$3,958	\$5,962	\$82,743	4.8%	9.2%	17
26 to 500	\$49.12	\$89,855	\$5,382	\$492	\$95,729	6.5%	0.8%	19
More than 500	\$53.51	\$101,950	\$4,176	\$250	\$106,376	4.4%	0.3%	10
<b>Landscape Employees</b>								
One	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
2 to 5	\$31.03	\$60,091	\$2,732	\$579	\$63,402	4.9%	0.9%	11
6 to 10	\$45.21	\$86,571	\$6,357	\$2,579	\$95,507	7.2%	3.6%	7
More Than 10	\$47.34	\$87,621	\$4,693	\$2,872	\$95,186	5.4%	4.4%	31
<b>Years of Experience in Position</b>								
3 Years or Less	\$42.02	\$79,570	\$3,431	\$2,193	\$85,194	4.1%	3.5%	32
4 to 10 Years	\$44.93	\$82,340	\$5,263	\$1,395	\$88,998	7.0%	1.5%	19
More Than 10 Years	\$48.60	\$95,600	\$3,296	\$3,360	\$102,256	2.5%	7.0%	5
<b>Years of Experience in Organization</b>								
3 Years or Less	\$40.87	\$78,250	\$3,093	\$651	\$81,994	3.8%	0.9%	14
4 to 10 Years	\$42.83	\$79,266	\$4,467	\$2,725	\$86,457	5.9%	3.9%	30
More Than 10 Years	\$48.85	\$92,938	\$4,082	\$1,883	\$98,903	4.1%	3.7%	12
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$40.65	\$77,341	\$4,173	\$2,917	\$84,430	5.2%	4.6%	22
4 to 10 Years	\$44.83	\$81,805	\$3,045	\$250	\$85,101	4.5%	0.3%	22
More Than 10 Years	\$48.47	\$94,950	\$6,748	\$3,780	\$105,478	6.6%	5.7%	10
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	\$29.70	\$56,313	\$700	\$68	\$57,080	1.3%	0.1%	4
4 to 10 Years	\$35.41	\$68,353	\$3,897	\$2,800	\$75,050	5.7%	4.6%	17
More Than 10 Years	\$49.04	\$91,471	\$4,492	\$1,874	\$97,837	5.0%	2.7%	35

## BENEFITS: ASSOCIATE

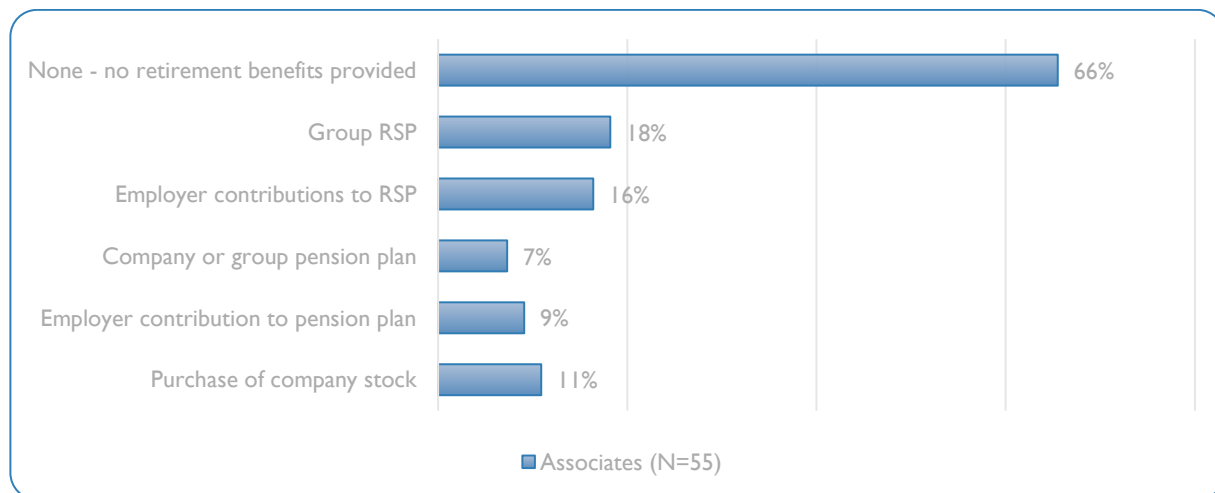
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RRSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Associates. The value of benefits was not measured in the 2019 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Only one-third (34%) of Associates indicated that their employers provide them with at least one retirement benefit (see **Exhibit 4-13**). Group RSPs (18%) and employer contributions to RSPs (16%) are the most common benefits.

**Exhibit 4-13: Retirement Benefits Received**

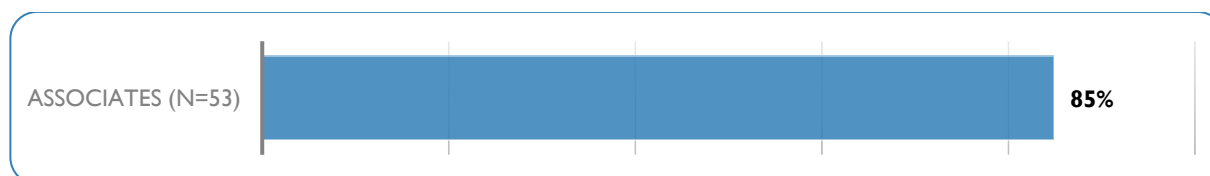


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

A significant majority (85%) of Associates report receiving some health benefits from their employer (see **Exhibit 4-14**).

**Exhibit 4-14: Health Benefits Received**



The health benefits provided to Associates are detailed in **Exhibit 4-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

All of the health benefits are more likely to be co-funded by the employer and employee. The most common are dental insurance, prescription drug insurance, alternative therapy insurance and extended health care/major medical insurance.

**Exhibit 4-15: Health Benefits**

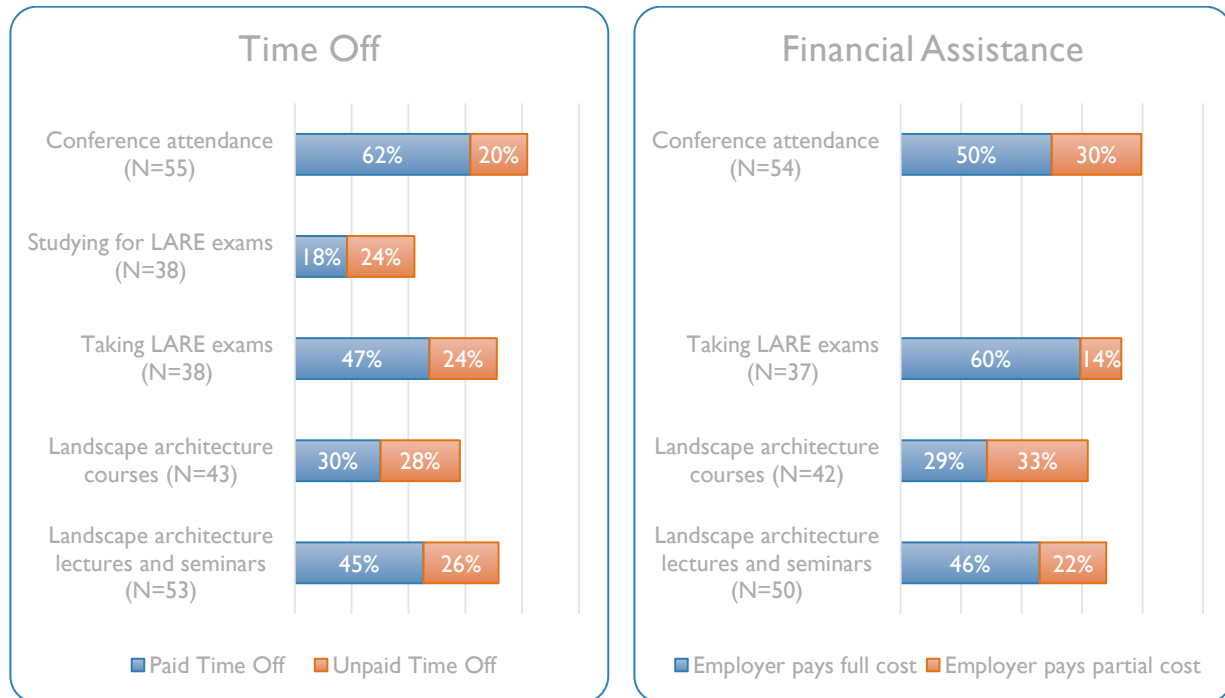
	Associates			N
	Employer paid	Shared payment	Employee paid	
Life insurance	21%	40%	13%	48
Survivor insurance	8%	26%	13%	38
Travel insurance	23%	33%	2%	48
Extended health care/major medical insurance	22%	51%	4%	49
Critical illness insurance	10%	42%	6%	48
Prescription drug insurance	25%	53%	4%	53
Dental insurance	21%	57%	4%	53
Vision insurance	16%	47%	6%	51
Short-term disability insurance	20%	44%	2%	46
Long-term disability insurance	13%	48%	4%	46
Alternative therapy insurance	22%	52%	6%	50
Employee Assistance Program (E.A.P.)	17%	20%	6%	35

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 4-16** illustrates the time off and financial support received by Associates for education. Support is strongest for conference attendance where 62% get paid time off and 50% report that the employer pays the cost.

**Exhibit 4-16: Education Time Off and Financial Assistance**

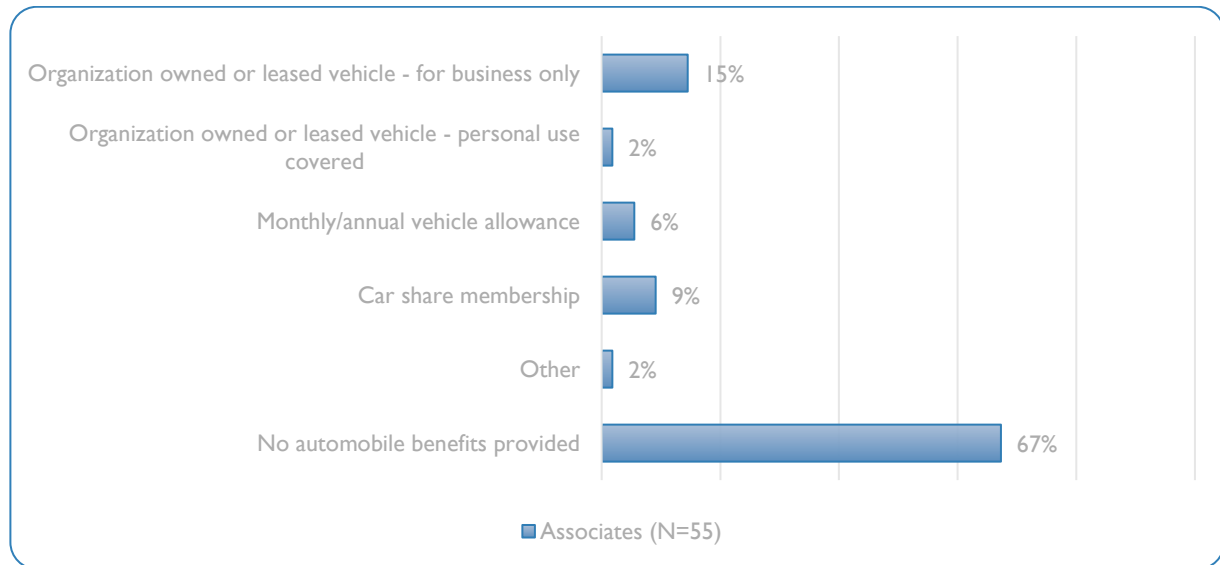


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 33% of Associates receive automobile benefits (see **Exhibit 4-17**). The most common benefit use of an organization owned/leased vehicle for business (15%) followed by a car share membership (9%).

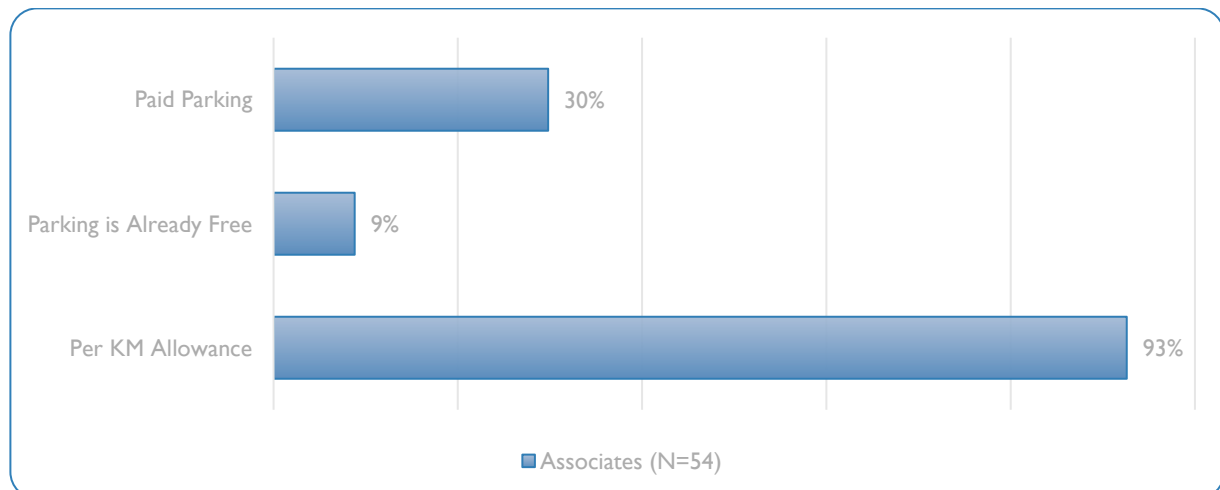
**Exhibit 4-17: Automobile Benefits Received**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 4-18**, only 39% of Associates have free parking at the workplace. This includes 30% whose parking is paid and another 9% where parking is already free. Most Associates (93%) also receive a per kilometer reimbursement.

**Exhibit 4-18: Other Automobile Related Benefits**

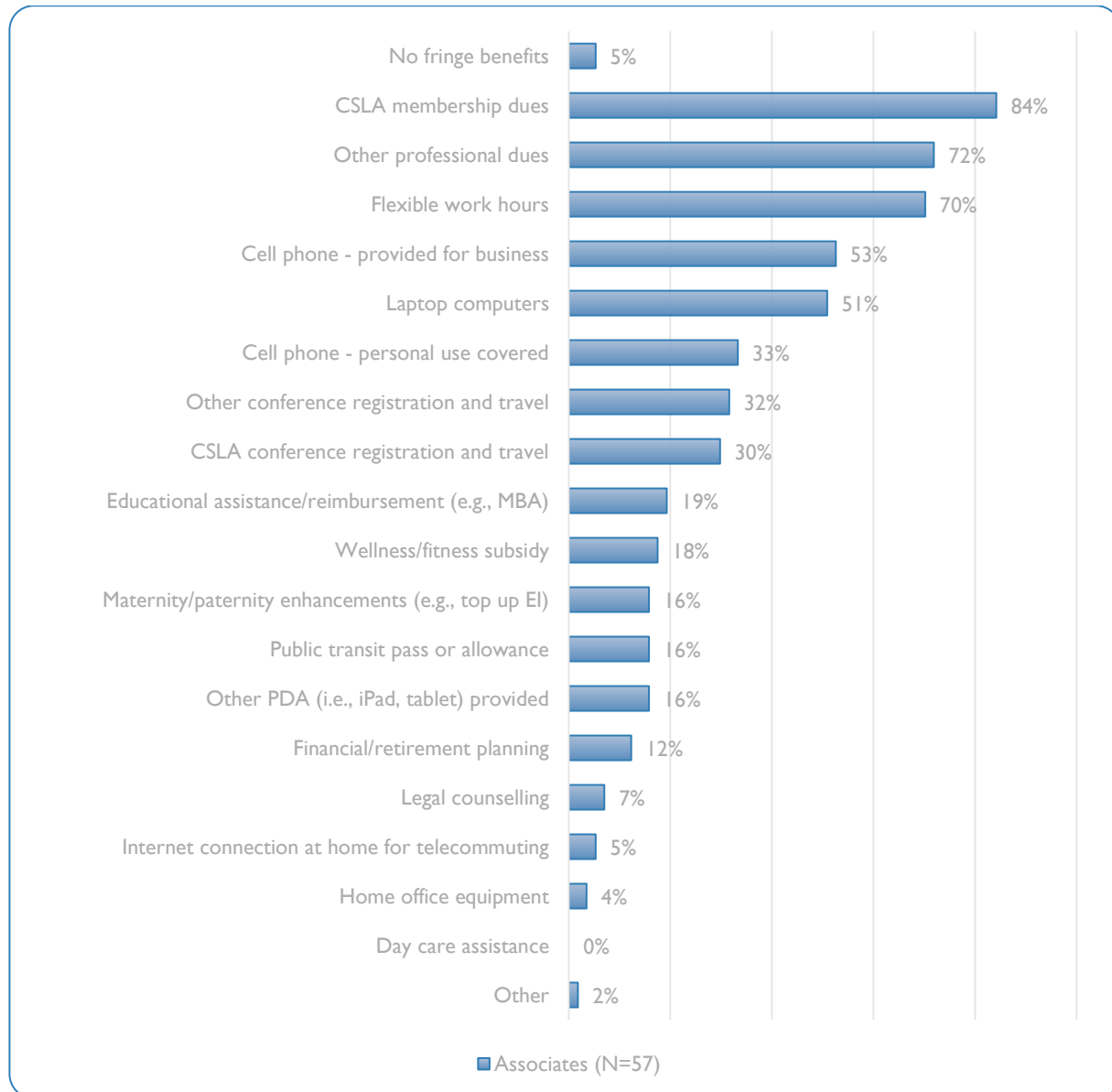


## FRINGE BENEFITS

The vast majority (95%) of Associates receive some form of fringe benefits (see [Exhibit 4-19](#)). CSLA membership dues are the most common benefit with over eight in ten (84%) receiving it followed closely by other professional dues (72%) and flexible work hours (70%).

Tier two benefits are less common but still popular. These include a cell phone provided for business (53%) and laptop computers (51%).

**Exhibit 4-19: Fringe Benefits Received**



Note: Percentages sum to more than 100% due to multiple responses.

## 5. SENIOR LANDSCAPE ARCHITECT PROFILE

This section discusses the compensation and benefits for the 170 Senior Landscape Architects that participated in the study. It begins by presenting the profile of employees at this level, continues on to discuss compensation, before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: SENIOR LANDSCAPE ARCHITECT

The demographic profile of Senior Landscape Architects presented in **Exhibit 5-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Senior Landscape Architects. Demographics for the 2015 results are also shown for reference.

Key demographics include:

- Over half (56%) of participating Senior Landscape Architects are from Ontario while Alberta, British Columbia and Quebec combine to account for another third (37%). While similar to 2015, respondents are more likely to be from Ontario in this year's study.
- Large to major cities account for 58% of respondents.
- Six in ten (59%) Senior Landscape Architects are male. This is down from 67% in 2015.
- The average age of Senior Landscape Architects is 50 with the 36 to 45 age group being the largest at (37%). The 46 to 55 and 56 to 65 age groups each account for roughly one-quarter (27% and 25%, respectively).

**Exhibit 5-1: Demographics**

	2019	2015
<b>Province of Residence</b>	<b>N=170</b>	<b>N=98</b>
Alberta	11%	17%
British Columbia	13%	14%
Manitoba	1%	2%
New Brunswick	1%	1%
Nova Scotia	2%	2%
Prince Edward Island	0%	1%
Ontario	56%	48%
Quebec	13%	13%
Saskatchewan	4%	1%
<b>Size of Community - Residence</b>	<b>N=170</b>	<b>N=98</b>
Rural	2%	5%
Small town (pop < 10K)	4%	2%
Small city (pop. 10K to 100K)	12%	10%
Medium city (pop. 100K to 500K)	25%	35%
Large city (pop. 500K to 1.5M)	31%	33%
Major city (pop. > 1.5M)	27%	15%
<b>Gender</b>	<b>N=168</b>	<b>N=94</b>
Male	59%	67%
Female	41%	33%
<b>Age</b>	<b>N=162</b>	<b>N=94</b>
25 or Under	1%	0%
26 to 35	4%	5%
36 to 45	37%	21%
46 to 55	27%	34%
56 to 65	25%	38%
66 or Older	7%	1%
Mean	49.6	51.0
Median	49	51

Note: Percentages may not sum to 100% due to rounding.



**Exhibit 5-2: Organization Profile**

	2019	2015
<b>Type of Organization</b>	<b>N=170</b>	<b>N=98</b>
Sole practitioner	11%	13%
Partnership/corporation	47%	44%
Local government	31%	33%
Provincial Government	4%	3%
Federal Government	7%	6%
Other	1%	1%
<b>Number of Employees - Total</b>	<b>N=134</b>	<b>N=85</b>
One	5%	6%
Two	0%	2%
Three	2%	2%
Four	4%	1%
Five	0%	0%
6 to 10	8%	12%
11 to 25	10%	15%
26 to 50	13%	6%
51 to 75	4%	1%
76 to 100	4%	1%
101 to 500	16%	17%
501 to 1000	6%	8%
Over 1000	29%	28%
Mean	2,040.6	1,740.1
Median	129	200
<b>Number of Employees - Landscape Architecture</b>	<b>N=149</b>	<b>N=93</b>
One	9%	19%
Two	9%	8%
Three	7%	8%
Four	7%	5%
Five	5%	3%
6 to 10	26%	23%
11 to 25	23%	26%
26 to 50	8%	2%
51 to 75	1%	1%
76 to 100	0%	2%
101 to 500	5%	2%
501 to 1000	1%	1%
Mean	29.7	21.8
Median	8	6

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 5-2**, partnerships/corporations are the most common employers of Senior Landscape Architects accounting for 47% with the government not far behind at 42%. While the average number of staff is quite high at 2,041, the median of 129 represents a better picture of the typical employer. The high average is largely due to the government employers. Similarly, the average landscape team size is 30 while the median team size is 8.

## EXPERIENCE PROFILE: SENIOR LANDSCAPE ARCHITECT

Senior Landscape Architects are a well-educated group with almost all (95%) having a university degree in the field of Landscape Architecture and 65% having completed additional post-secondary education outside the profession. Eight in ten (80%) are registered Landscape Architects with 70% having registered more than 10 years ago. Half (48%) have completed the LARE exam successfully. These results are summarized in **Exhibit 5-3**.

**Exhibit 5-3: Qualification Profile**

	2019	2015
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=164</b>	<b>N=95</b>
Undergraduate degree	61%	70%
Master's degree	34%	28%
None	6%	2%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=169</b>	<b>N=95</b>
High school graduate or less	22%	23%
Some college, technical school or university	12%	15%
College graduate	15%	10%
University undergraduate degree	35%	38%
Master's degree (e.g., MBA)	15%	13%
Doctorate/PhD	0%	2%
<b>Membership Category</b>	<b>N=170</b>	<b>N=98</b>
Registered Landscape Architect	80%	90%
Landscape Architect	18%	9%
Intern	2%	1%
<b>Registration Year</b>	<b>N=134</b>	<b>N=88</b>
Last 5 Years	10%	5%
6 to 10 Years	19%	19%
11 to 15 Years	21%	23%
16 to 20 Years	16%	13%
21 to 25 Years	5%	10%
26 to 30 Years	9%	9%
More Than 30 Years	19%	22%
Mean (years)	17.8	18.6
Median (years)	16	17
<b>Completed the LARE</b>	<b>N=170</b>	<b>N=98</b>
Yes	48%	45%

Note: Percentages may not sum to 100% due to rounding.

The average Senior Landscape Architect has been at that level for 14 years and has spent 9 years in their current position (see **Exhibit 5-4**). They have extensive experience, having spent an average of 22 years as a Landscape Architect.

**Exhibit 5-4: Years of Experience**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=170	N=170	N=167	N=170
1 Year or Less	17%	11%	5%	1%
1.1 Years to 3 Years	23%	14%	14%	0%
3.1 Years to 5 Years	14%	11%	7%	1%
5.1 Years to 10 Years	20%	24%	23%	10%
10.1 Years to 15 Years	10%	14%	16%	22%
15.1 Years to 20 Years	6%	11%	11%	20%
More Than 20 Years	10%	15%	25%	47%
Mean	8.5	11.4	14.2	21.6
Median	5	8	11	20

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: SENIOR LANDSCAPE ARCHITECT

On average, Senior Landscape Architects receive just under 4 weeks in vacation (18.3 days) and 7 personal days. These averages are slightly lower than those reported in 2015. As seen in **Exhibit 5-5**, vacation ranges primarily from 3 weeks to 4 weeks with 70% falling in this range. The most common number of personal days is 5 (27%) while 21% have no personal days.

**Exhibit 5-5: Paid Time Off**

	2019	2015
Number of Paid Vacation Days	N=165	N=93
Less than 1 week	7%	4%
1 week	0%	0%
2 weeks	3%	4%
3 weeks	36%	26%
4 weeks	34%	36%
5 weeks	12%	19%
6 weeks	4%	10%
More than 6 weeks	4%	1%
Mean	18.3	19.6
Median	20	20
Number of Paid Personal Days	N=146	N=75
None	21%	15%
Less than 5 days	17%	16%
5 days	27%	24%
6 to 9 days	12%	13%
10 to 15 days	16%	15%
More than 15 days	7%	17%
Mean	7.0	8.2
Median	5	5

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 5-6: Compensation Structure**

	2019	2015
<b>Employment Status</b>	<b>N=170</b>	<b>N=98</b>
Owner	5%	9%
Full-time employee	88%	87%
Permanent part-time employee	2%	2%
Casual part-time employee	2%	2%
Contract employee	4%	0%
<b>Pay Structure</b>	<b>N=170</b>	<b>N=98</b>
Salary	72%	78%
Hourly	25%	21%
Owner/Contract (draw, profits, contract amount, etc.)	2%	1%
<b>Variable Cash Compensation</b>	<b>N=170</b>	<b>N=98</b>
Have a performance bonus/incentive plan	34%	30%
Participate in profit sharing	14%	10%
<b>Overtime Policy</b>	<b>N=170</b>	<b>N=98</b>
No reward for overtime	28%	30%
Time off in lieu	39%	47%
Paid at regular hourly rate	17%	11%
Paid an enhanced hourly rate	17%	12%
<b>Standard Hours Per Week</b>	<b>N=168</b>	<b>N=98</b>
15 Hours or Less	2%	0%
16 to 30 Hours	4%	3%
31 to 35 Hours	26%	37%
35 to 40 Hours	66%	59%
40 to 45 Hours	1%	0%
45 to 50 Hours	0%	0%
More Than 50 Hours	1%	1%
Mean	37.0	37.2
Median	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=169</b>	<b>N=97</b>
15 Hours or Less	3%	0%
16 to 30 Hours	7%	2%
31 to 35 Hours	14%	20%
35 to 40 Hours	44%	46%
40 to 45 Hours	22%	22%
45 to 50 Hours	8%	7%
More Than 50 Hours	2%	3%
Mean	39.1	40.7
Median	40	40

Note: Percentages may not sum to 100% due to rounding.

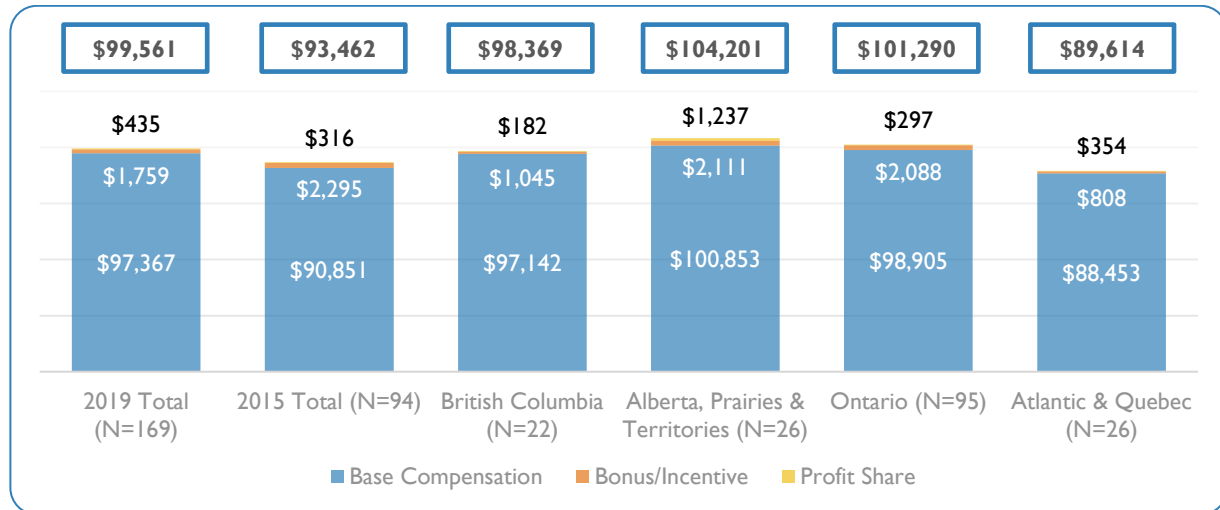
A general profile of the Senior Landscape Architect position is presented in **Exhibit 5-6** to provide context to the compensation data. Nearly nine in ten (88%) are full-time employees and 72% are salaried. One third (34%) participate in bonus/incentive plans while only 14% participate in profit sharing.

Overtime policies are in place for just under three-quarters (72%) of Senior Landscape Architects with the most common being time off in lieu (39%). The average standard work week is 37.0 hours while the average actual hours worked is 39.1 per week.

## CASH COMPENSATION: SENIOR LANDSCAPE ARCHITECT

Compensation for participating Senior Landscape Architects averages almost \$99,600 per year (see **Exhibit 5-7**). This is comprised of approximately \$97,400 in base pay, \$1,800 in bonus or incentives and \$400 in profit share. Compensation is 6.5% higher in this year's study than among 2015 participants. The exhibit also shows the regional breakdowns. Regionally, compensation for Senior Landscape Architects is highest in the Alberta/Prairies region at \$104,200 per year. Ontario is second at \$101,300.

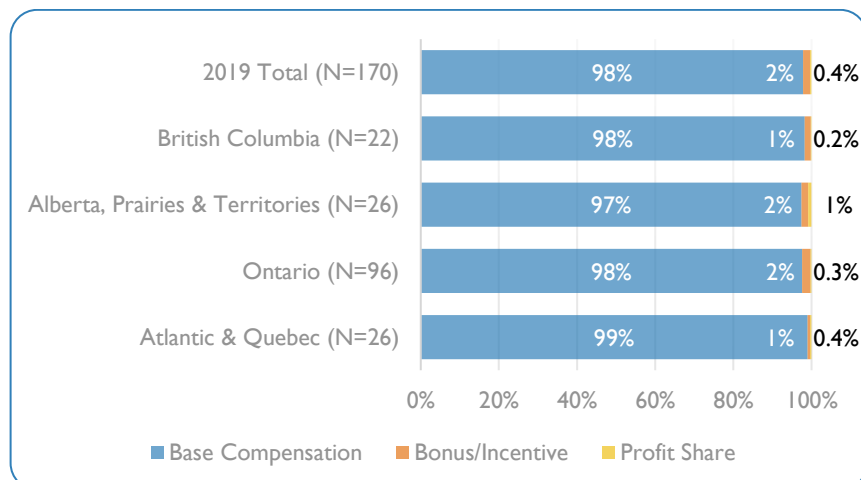
**Exhibit 5-7: Cash Compensation by Region**



Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

As noted earlier, 34% of Senior Landscape Architects have a bonus component to their compensation while 14% have profit share. As seen in **Exhibit 5-8**, the average compensation is comprised of 98% base compensation, 2% bonus, and 0.4% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

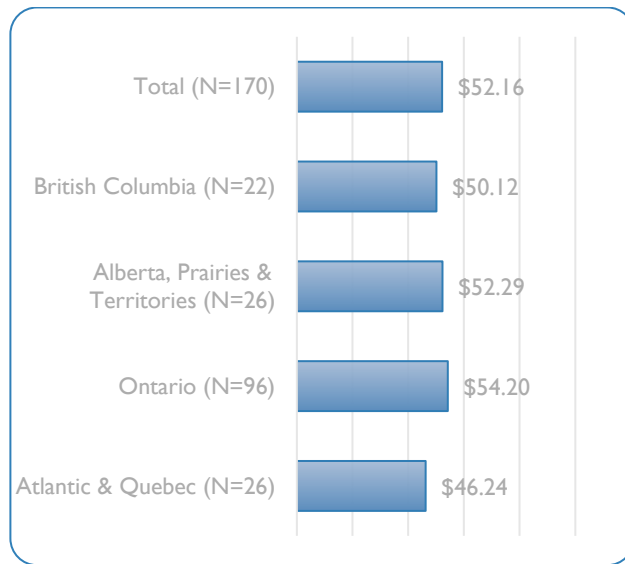
**Exhibit 5-8: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

The breakdown of compensation is similar in all regions.

**Exhibit 5-9: Base Compensation as an Hourly Wage**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 5-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent to base compensation. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 50-week year (assuming 10 statutory holidays). The hourly rate does not include bonus or incentive pay or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar those for the salaries presented earlier. As seen in the exhibit, the top paying regions are Ontario (\$54.20) and Alberta/Prairies (\$52.29/hr).

**Exhibit 5-10** presents the quartile ranges for Senior Landscape Architects for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

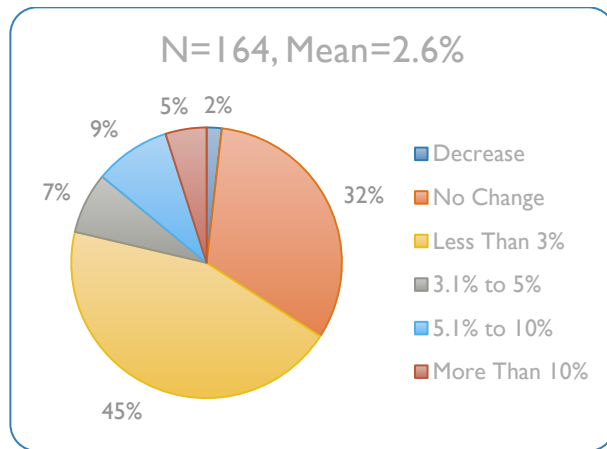
**Exhibit 5-10: Compensation Quartiles**

	Annual	Hourly
1 <sup>st</sup> quartile	< \$81,600	< \$42.00
2 <sup>nd</sup> quartile	\$81,600 to \$98,000	\$42.00 to \$50.00
3 <sup>rd</sup> quartile	\$98,000 to \$108,200	\$50.00 to \$59.46
4 <sup>th</sup> quartile	\$108,200 <	\$59.46 <

Notes: Part-time and contract wages have been converted to annualized equivalents based on 40 hours per week for 50 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 50-week work year.

Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: SENIOR LANDSCAPE ARCHITECT

**Exhibit 5-11: Changes in Compensation – Past 12 Months**

Note: Percentages may not sum to 100% due to rounding.

Two-thirds (66%) of Senior Landscape Architects received an increase in cash compensation over the past twelve months (see **Exhibit 5-11**). The most common increase was less than 3% (45%). The average increase for Senior Landscape Architects in the past twelve months was 2.6%.

## COMPENSATION BENCHMARKS: SENIOR LANDSCAPE ARCHITECT

**Exhibit 5-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Senior Landscape Architects earn, on average, 8% more than their female counterparts.
- **Age:** Average compensation for Senior Landscape Architects increases with age.
- **Education:** Compensation is higher among those with an undergraduate degree in landscape architecture than those with a graduate degree.
- **Years since Designation:** Compensation increases with time since registration.

Exhibit 5-12: Compensation Benchmarks for Senior Landscape Architects

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2019 Total	\$52.16	\$97,367	\$1,759	\$435	\$99,561	1.7%	0.4%	169
2015 Total	\$48.68	\$90,851	\$2,295	\$316	\$93,462	3.5%	1.0%	94
<b>Employment Status</b>								
Owner	\$41.63	\$55,143	\$0	\$0	\$55,143	0.0%	0.0%	7
Full-time Employee	\$52.09	\$97,573	\$1,995	\$494	\$100,062	2.0%	0.5%	149
Other	\$59.41	\$117,742	\$0	\$0	\$117,742	0.0%	0.0%	13
<b>Employment Status</b>								
Owner	\$41.63	\$55,143	\$0	\$0	\$55,143	0.0%	0.0%	7
Employee	\$52.68	\$99,191	\$1,835	\$454	\$101,481	1.8%	0.4%	162
<b>Gender</b>								
Male	\$52.93	\$100,595	\$1,725	\$604	\$102,924	1.7%	0.5%	99
Female	\$51.10	\$92,835	\$1,842	\$203	\$94,881	1.8%	0.2%	68
<b>Age</b>								
Under 40	\$45.43	\$86,552	\$2,259	\$597	\$89,408	2.8%	0.7%	27
40 to 49	\$49.16	\$91,945	\$2,119	\$764	\$94,828	2.0%	0.6%	58
50 to 59	\$55.35	\$103,807	\$1,622	\$181	\$105,610	1.4%	0.2%	45
60 to 64	\$55.38	\$106,227	\$843	\$238	\$107,308	0.8%	0.2%	21
65 or Older	\$68.35	\$117,001	\$1,150	\$0	\$118,151	1.0%	0.0%	10
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$53.47	\$100,549	\$1,786	\$224	\$102,559	1.7%	0.2%	100
Graduate Degree	\$50.04	\$91,282	\$1,596	\$845	\$93,723	1.6%	0.7%	54
None	\$54.35	\$104,705	\$2,433	\$0	\$107,138	2.8%	0.0%	9
<b>Highest Level of Education - General</b>								
No Post-Secondary	\$51.24	\$96,235	\$1,666	\$759	\$98,660	1.7%	0.6%	58
College	\$49.37	\$93,745	\$1,734	\$273	\$95,752	1.9%	0.3%	26
Undergraduate	\$51.50	\$97,846	\$1,536	\$225	\$99,607	1.7%	0.3%	59
Graduate	\$58.14	\$102,204	\$2,596	\$368	\$105,168	2.1%	0.4%	25
<b>Member Category</b>								
Registered Landscape Architect	\$52.47	\$98,143	\$1,733	\$300	\$100,176	1.7%	0.3%	135
Landscape Architect	\$52.30	\$96,958	\$1,695	\$1,104	\$99,757	1.4%	0.9%	30
Intern	\$40.64	\$74,234	\$3,105	\$0	\$77,339	4.8%	0.0%	4
<b>Years Since Designation</b>								
10 or Less	\$48.07	\$91,190	\$1,708	\$354	\$93,252	2.3%	0.4%	39
11 to 20	\$49.61	\$94,392	\$2,229	\$449	\$97,070	2.0%	0.5%	50
21 to 30	\$54.76	\$101,991	\$1,232	\$0	\$103,222	1.0%	0.0%	19
More Than 30	\$62.85	\$113,547	\$1,073	\$168	\$114,788	0.8%	0.1%	25
<b>Completed LARE Exams</b>								
Yes	\$50.14	\$93,903	\$2,333	\$431	\$96,667	2.5%	0.5%	81
No	\$54.00	\$100,555	\$1,231	\$439	\$102,225	1.1%	0.3%	88
<b>Region - Work</b>								
British Columbia	\$50.12	\$97,142	\$1,045	\$182	\$98,369	1.5%	0.2%	22
Alberta, Prairies & Territories	\$52.29	\$100,853	\$2,111	\$1,237	\$104,201	1.7%	0.9%	26
Ontario	\$54.20	\$98,905	\$2,088	\$297	\$101,290	2.1%	0.3%	95
Atlantic & Quebec	\$46.24	\$88,453	\$808	\$354	\$89,614	0.7%	0.4%	26
<b>Community Size - Work</b>								
Small City or Smaller	\$47.69	\$91,931	\$1,783	\$1,474	\$95,188	1.7%	1.1%	23
Medium City	\$52.02	\$98,677	\$1,143	\$420	\$100,240	1.1%	0.5%	41
Large City	\$51.66	\$97,137	\$1,100	\$207	\$98,444	1.3%	0.2%	58
Major City	\$55.02	\$99,167	\$3,098	\$222	\$102,488	2.9%	0.2%	47



Exhibit 5-12: Compensation Benchmarks for Senior Landscape Architects (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Organization Type</b>								
Sole practitioner	\$39.51	\$79,201	\$1,144	\$311	\$80,656	1.5%	0.4%	18
Partnership/corporation	\$51.29	\$97,143	\$2,443	\$492	\$100,078	2.6%	0.5%	78
Government	\$57.12	\$103,665	\$1,213	\$417	\$105,295	0.9%	0.3%	71
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
<b>Total Employees</b>								
1 to 5	\$42.88	\$67,487	\$417	\$0	\$67,903	0.7%	0.0%	12
6 to 25	\$42.15	\$83,057	\$1,533	\$588	\$85,177	1.9%	0.7%	24
26 to 500	\$50.09	\$96,171	\$3,155	\$41	\$99,367	3.3%	0.0%	50
More than 500	\$59.11	\$110,073	\$1,322	\$511	\$111,906	1.1%	0.5%	47
<b>Landscape Employees</b>								
One	\$46.47	\$73,820	\$0	\$0	\$73,820	0.0%	0.0%	12
2 to 5	\$52.40	\$99,938	\$1,575	\$199	\$101,711	1.5%	0.2%	42
6 to 10	\$52.00	\$98,380	\$2,513	\$174	\$101,067	2.4%	0.2%	38
More Than 10	\$51.76	\$97,662	\$1,817	\$443	\$99,922	2.0%	0.5%	56
<b>Years of Experience in Position</b>								
3 Years or Less	\$50.97	\$96,233	\$2,292	\$240	\$98,765	2.4%	0.3%	68
4 to 10 Years	\$54.35	\$102,288	\$1,637	\$744	\$104,669	1.5%	0.6%	58
More Than 10 Years	\$51.11	\$92,522	\$1,080	\$328	\$93,930	1.1%	0.4%	43
<b>Years of Experience in Organization</b>								
3 Years or Less	\$52.96	\$100,531	\$3,058	\$31	\$103,621	3.0%	0.0%	42
4 to 10 Years	\$51.63	\$97,563	\$1,614	\$857	\$100,034	1.6%	0.7%	59
More Than 10 Years	\$52.13	\$95,242	\$1,082	\$319	\$96,643	1.1%	0.4%	68
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$46.46	\$87,039	\$2,565	\$63	\$89,667	3.1%	0.1%	32
4 to 10 Years	\$53.11	\$99,526	\$1,827	\$939	\$102,292	1.8%	0.8%	50
More Than 10 Years	\$53.69	\$100,005	\$1,474	\$293	\$101,773	1.3%	0.3%	84
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
4 to 10 Years	\$46.34	\$87,870	\$2,631	\$111	\$90,612	3.2%	0.2%	18
More Than 10 Years	\$53.02	\$98,802	\$1,631	\$477	\$100,910	1.5%	0.4%	150

## BENEFITS: SENIOR LANDSCAPE ARCHITECT

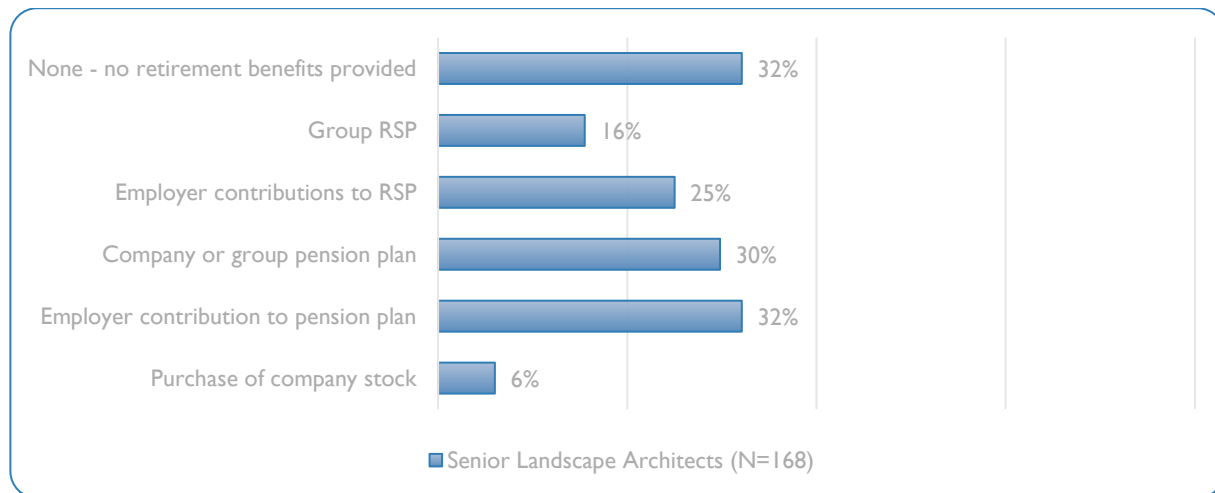
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RRSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Senior Landscape Architects. The value of benefits was not measured in the 2019 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Sixty-eight percent (68%) of Senior Landscape Architects indicated that their employers provide them with at least one retirement benefit (see [Exhibit 5-13](#)). Employer contributions to a pension plan are most common at 32% followed closely by company or group pension plans at 30%. One-quarter (25%) receive an RSP contribution from their employer while only 16% have a group RSP.

**Exhibit 5-13: Retirement Benefits Received**

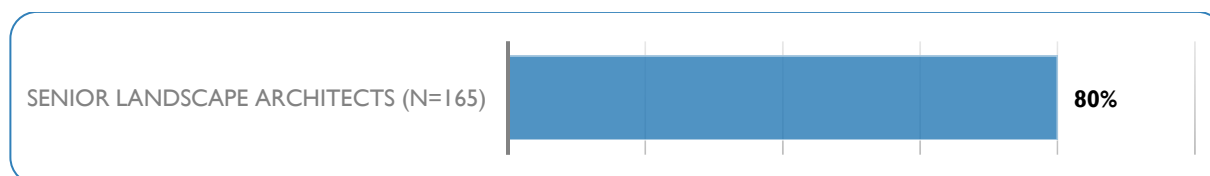


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

The majority (80%) of Senior Landscape Architects report receiving some health benefits from their employer (see **Exhibit 5-14**).

**Exhibit 5-14: Health Benefits Received**



The health benefits provided to Senior Landscape Architects are detailed in **Exhibits 5-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

Consistent with the results from 2015, all the benefits tested are reasonably common (51% to 78% receiving). The most likely to be completely employer-funded are Employee Assistance Programs (E.A.P.), short-term disability insurance and long-term disability insurance. On the other hand, prescription drug insurance, alternative therapy insurance and dental insurance are the most likely to be co-funded by the employer and employee.

**Exhibit 5-15: Health Benefits**

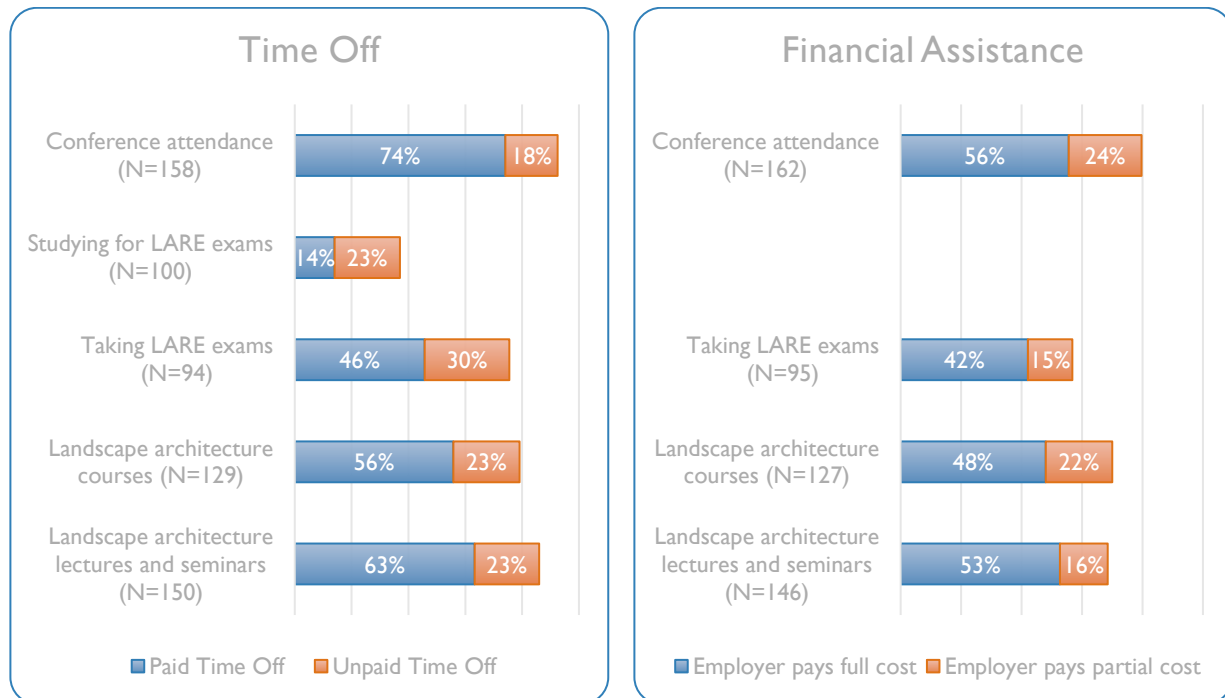
	Senior Landscape Architects			N
	Employer paid	Shared payment	Employee paid	
Life insurance	31%	33%	13%	160
Survivor insurance	25%	26%	11%	129
Travel insurance	33%	25%	6%	151
Extended health care/major medical insurance	33%	36%	10%	154
Critical illness insurance	30%	33%	9%	141
Prescription drug insurance	32%	46%	6%	165
Dental insurance	33%	45%	7%	165
Vision insurance	32%	39%	7%	163
Short-term disability insurance	38%	29%	6%	151
Long-term disability insurance	36%	30%	10%	149
Alternative therapy insurance	31%	45%	5%	159
Employee Assistance Program (E.A.P.)	45%	22%	2%	130

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 5-16** illustrates the time off and financial support received by Senior Landscape Architects for education. Support is strongest for conference attendance where 74% get paid time off and 56% report that the employer pays the cost. Support is also strong for landscape architecture lectures and seminars (63% paid time off and 53% funded by the employer) and landscape architecture courses (56% paid time off and 48% funded by the employer).

**Exhibit 5-16: Education Time Off and Financial Assistance**

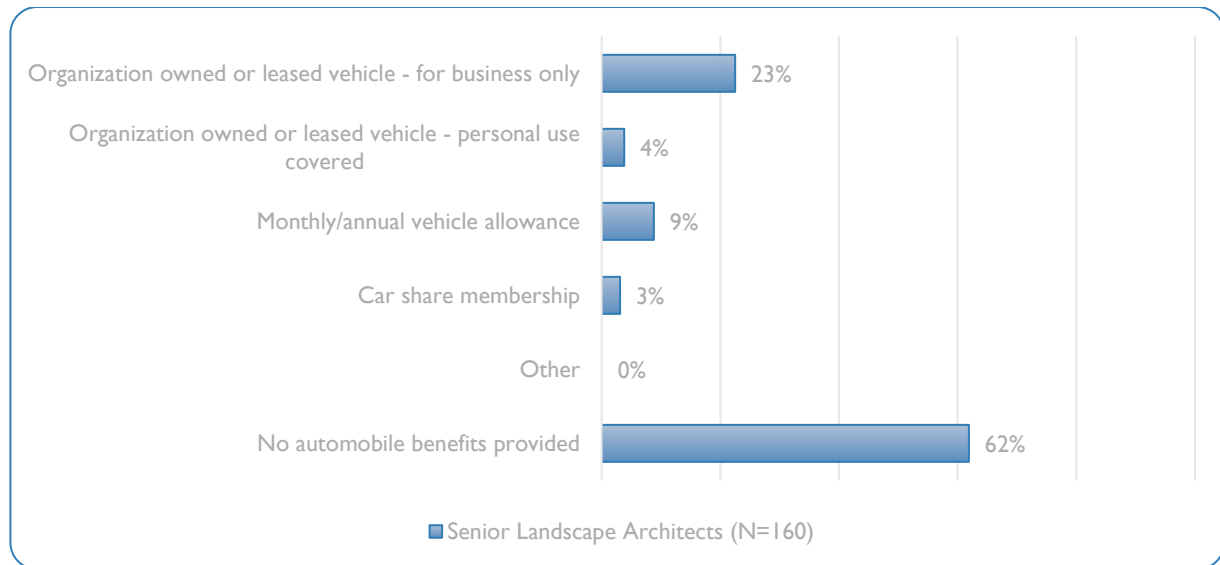


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 38% of Senior Landscape Architects receive automobile benefits (see **Exhibit 5-17**). The most common benefit by a wide margin is organization owned or leased vehicles available for business use (23%).

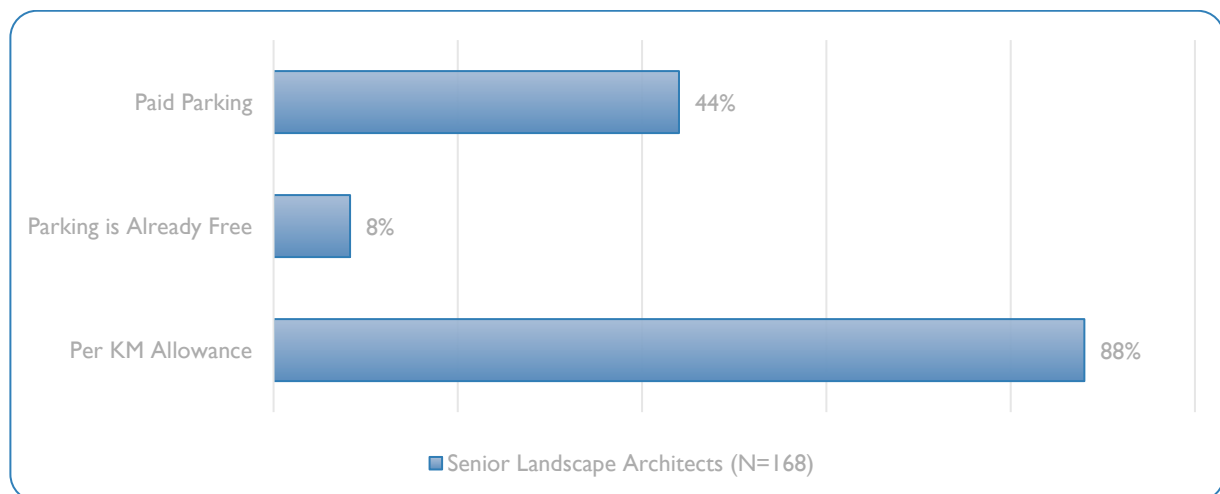
**Exhibit 5-17: Automobile Benefits Received**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 5-18**, just over half (52%) of Senior Landscape Architects have free parking at their workplace. This includes 44% whose parking is paid and another 8% where parking is already free. A significant majority (88%) also receive a per kilometer reimbursement.

**Exhibit 5-18: Other Automobile Related Benefits**

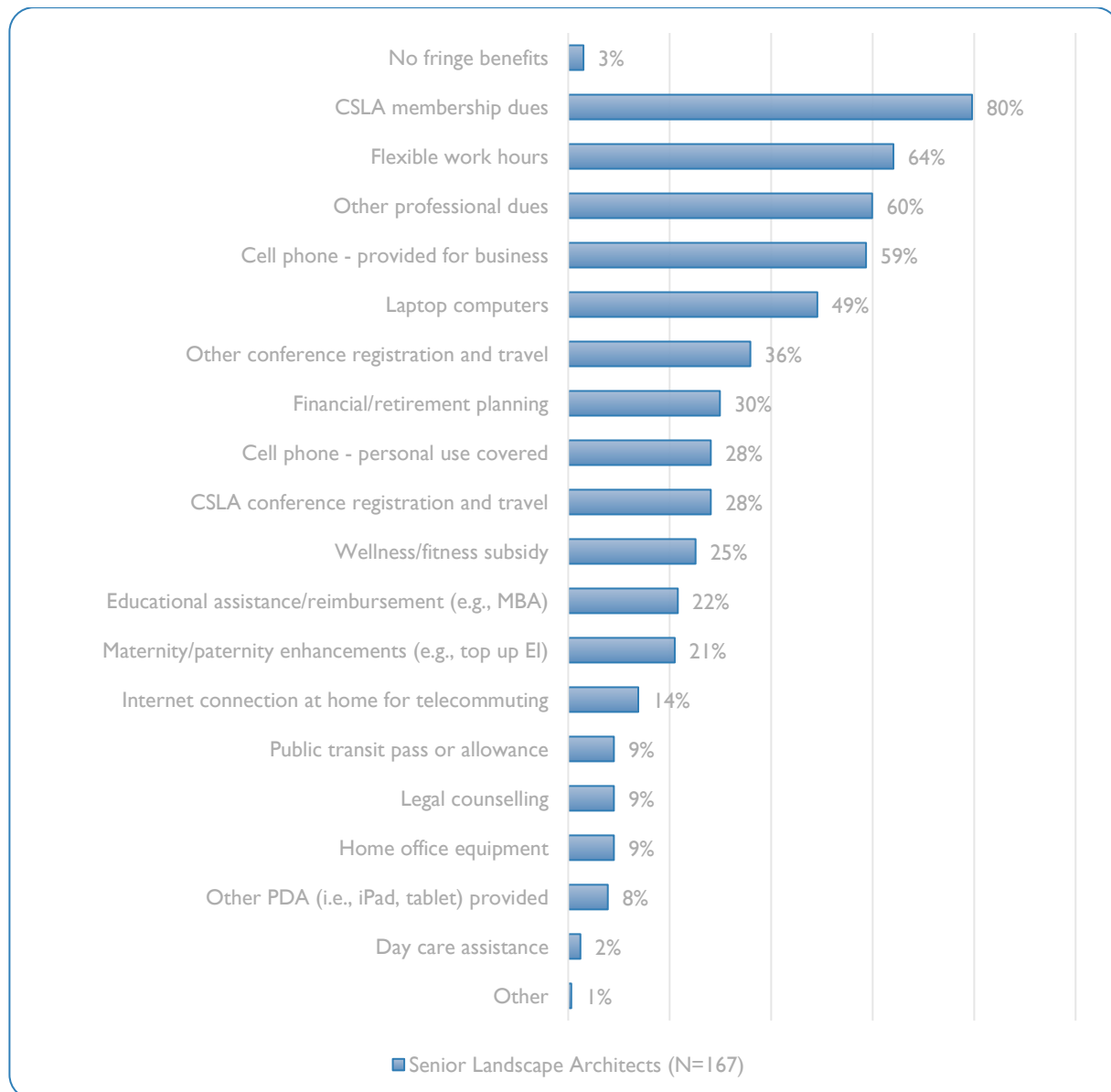


## FRINGE BENEFITS

Almost all (97%) Senior Landscape Architects receive some form of fringe benefit (see **Exhibit 5-19**). CSLA membership dues are by far the most common benefit with four in five (80%) receiving it.

Tier two benefits are less common but still popular. These include flexible work hours (64%), other professional dues (60%), a cell phone provided for business (59%) and laptop computers (49%).

**Exhibit 5-19: Fringe Benefits Received**



Note: Percentages sum to more than 100% due to multiple responses.

## 6. LANDSCAPE ARCHITECT PROFILE

This section discusses the compensation and benefits for the 281 Landscape Architects that participated in the study. It begins by presenting the profile of employees at this level, continues on to discuss compensation, before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: LANDSCAPE ARCHITECT

The demographic profile of Landscape Architects presented in **Exhibit 6-1** provides an overview of those who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Landscape Architects. Demographics for the 2015 results are also shown for reference.

Key demographics include:

- Half (51%) of participating Landscape Architects are from Ontario while British Columbia, Quebec and Alberta combine to account for another 38%. Representation from Ontario is considerably higher in the current study than it was in 2015.
- Almost six in ten (59%) are located in large or major cities.
- Just over half (57%) of Landscape Architects are female. This is slightly higher than the 52% among 2015 respondents.
- The average age of Landscape Architects is 41 with the 36 to 45 (38%) and 26 to 35 (33%) age

**Exhibit 6-1: Demographics**

	2019	2015
<b>Province of Residence</b>	<b>N=281</b>	<b>N=171</b>
Alberta	10%	6%
British Columbia	14%	23%
Manitoba	5%	9%
New Brunswick	0%	1%
Newfoundland & Labrador	0%	2%
Nova Scotia	3%	4%
Nunavut	0%	1%
Ontario	51%	34%
Quebec	14%	18%
Saskatchewan	3%	3%
<b>Size of Community - Residence</b>	<b>N=281</b>	<b>N=171</b>
Rural	2%	2%
Small town (pop. < 10K)	6%	7%
Small city (pop. 10K to 100K)	9%	18%
Medium city (pop. 100K to 500K)	25%	18%
Large city (pop. 500K to 1.5M)	24%	31%
Major city (pop. > 1.5M)	35%	25%
<b>Gender</b>	<b>N=278</b>	<b>N=169</b>
Male	43%	48%
Female	57%	52%
<b>Age</b>	<b>N=266</b>	<b>N=162</b>
25 or Under	1%	1%
26 to 35	33%	16%
36 to 45	38%	37%
46 to 55	16%	22%
56 to 65	12%	22%
66 or Older	1%	3%
Mean	40.9	46.2
Median	38	45

Note: Percentages may not sum to 100% due to rounding.

groups each accounting for roughly one-third. The average age in 2019 is lower than among 2015 respondents.

**Exhibit 6-2: Organization Profile**

	2019	2015
<b>Type of Organization</b>	<b>N=280</b>	<b>N=171</b>
Sole practitioner	5%	12%
Partnership/corporation	48%	29%
Local government	42%	53%
Provincial Government	3%	5%
Federal Government	3%	1%
University or college	1%	1%
Other	0%	1%
<b>Number of Employees - Total</b>	<b>N=197</b>	<b>N=125</b>
One	2%	8%
Two	0%	1%
Three	1%	1%
Four	1%	4%
Five	3%	0%
6 to 10	10%	5%
11 to 25	19%	15%
26 to 50	10%	6%
51 to 75	3%	1%
76 to 100	2%	0%
101 to 500	18%	22%
501 to 1000	6%	9%
Over 1000	27%	29%
Mean	1,329.5	3,276.7
Median	120	300
<b>Number of Employees - Landscape Architecture</b>	<b>N=235</b>	<b>N=142</b>
One	8%	16%
Two	9%	8%
Three	3%	9%
Four	8%	8%
Five	7%	7%
6 to 10	31%	25%
11 to 25	24%	23%
26 to 50	7%	3%
51 to 75	2%	0%
76 to 100	0%	1%
101 to 500	1%	1%
Mean	13.5	11.9
Median	8	6

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 6-2**, partnership/corporations (48%) and government (48% combined) are the most common employers of Landscape Architects. While the average number of staff is quite high at 1,330, the median of 120 represents a better picture of the typical employer. The high average is largely due to the government employers. Similarly, the average landscape team size is 14 while the median team size is 8.



## EXPERIENCE PROFILE: LANDSCAPE ARCHITECT

Landscape Architects are a well-educated group with almost all (96%) having a university degree in the field of Landscape Architecture and 68% having completed additional post-secondary education outside the profession. Almost seven in ten (68%) are registered Landscape Architects with almost two-thirds (63%) having registered in the past ten years. Six in ten (59%) have completed the LARE exam successfully. These results are summarized in **Exhibit 6-3**.

**Exhibit 6-3: Qualification Profile**

	2019	2015
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=278</b>	<b>N=170</b>
Undergraduate degree	52%	58%
Master's degree	44%	39%
None	4%	3%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=276</b>	<b>N=166</b>
High school graduate or less	20%	17%
Some college, technical school or university	12%	13%
College graduate	10%	15%
University undergraduate degree	45%	46%
Master's degree (e.g., MBA)	13%	8%
Doctorate/PhD	0%	1%
<b>Membership Category</b>	<b>N=281</b>	<b>N=171</b>
Registered Landscape Architect	68%	77%
Landscape Architect	22%	20%
Intern	10%	4%
<b>Registration Year</b>	<b>N=185</b>	<b>N=128</b>
Last 5 Years	45%	30%
6 to 10 Years	18%	24%
11 to 15 Years	14%	13%
16 to 20 Years	8%	7%
21 to 25 Years	7%	10%
26 to 30 Years	3%	8%
More Than 30 Years	5%	9%
Mean (years)	10.2	13.0
Median (years)	6	10
<b>Completed the LARE</b>	<b>N=281</b>	<b>N=171</b>
Yes	59%	45%

Note: Percentages may not sum to 100% due to rounding.

The average Landscape Architect has spent 13 years in the Landscape Architect sector. In this time, they have spent 8 years at their current level and 5 years in their current position (see **Exhibit 6-4**).

**Exhibit 6-4: Years of Experience**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=280	N=280	N=274	N=276
1 Year or Less	23%	13%	11%	1%
1.1 Years to 3 Years	33%	28%	19%	6%
3.1 Years to 5 Years	15%	17%	20%	14%
5.1 Years to 10 Years	15%	21%	26%	30%
10.1 Years to 15 Years	9%	11%	11%	18%
15.1 Years to 20 Years	3%	6%	5%	12%
More Than 20 Years	2%	5%	8%	19%
Mean	5.0	7.0	8.1	13.0
Median	3	5	6	10

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: LANDSCAPE ARCHITECT

On average, Landscape Architects receive just over 3 weeks in vacation (17 days) and 9 personal days. As seen in **Exhibit 6-5**, vacation ranges primarily from 3 weeks to 4 weeks with two-thirds (67%) falling in this range.

**Exhibit 6-5: Paid Time Off**

	2019	2015
Number of Paid Vacation Days	N=275	N=161
Less than 1 week	2%	1%
1 week	0%	2%
2 weeks	18%	11%
3 weeks	46%	40%
4 weeks	21%	27%
5 weeks	7%	12%
6 weeks	6%	6%
More than 6 weeks	2%	2%
Mean	16.9	18.1
Median	15	15
Number of Paid Personal Days	N=238	N=130
None	12%	21%
Less than 5 days	17%	14%
5 days	25%	15%
6 to 9 days	12%	18%
10 to 15 days	21%	19%
More than 15 days	13%	14%
Mean	9.0	7.5
Median	5	5.5

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 6-6: Compensation Structure**

	2019	2015
<b>Employment Status</b>	<b>N=281</b>	<b>N=171</b>
Owner	1%	4%
Full-time employee	92%	85%
Permanent part-time employee	3%	6%
Casual part-time employee	0%	1%
Contract employee	4%	3%
<b>Pay Structure</b>	<b>N=281</b>	<b>N=171</b>
Salary	81%	70%
Hourly	19%	29%
Owner/Contract (draw, profits, contract amount, etc.)	0%	1%
<b>Variable Cash Compensation</b>	<b>N=281</b>	<b>N=171</b>
Have a performance bonus/incentive plan	22%	18%
Participate in profit sharing	11%	6%
<b>Overtime Policy</b>	<b>N=281</b>	<b>N=171</b>
No reward for overtime	18%	23%
Time off in lieu	50%	47%
Paid at regular hourly rate	14%	11%
Paid an enhanced hourly rate	19%	19%
<b>Standard Hours Per Week</b>	<b>N=281</b>	<b>N=169</b>
15 Hours or Less	0%	2%
16 to 30 Hours	2%	5%
31 to 35 Hours	41%	49%
35 to 40 Hours	57%	41%
40 to 45 Hours	0%	1%
45 to 50 Hours	0%	1%
More Than 50 Hours	0%	1%
Mean	36.7	35.8
Median	37.5	35.0
<b>Average Hours Actually Worked Per Week</b>	<b>N=277</b>	<b>N=166</b>
15 Hours or Less	0%	2%
16 to 30 Hours	1%	5%
31 to 35 Hours	20%	23%
35 to 40 Hours	52%	42%
40 to 45 Hours	19%	21%
45 to 50 Hours	5%	4%
More Than 50 Hours	2%	3%
Mean	39.5	38.7
Median	40	39

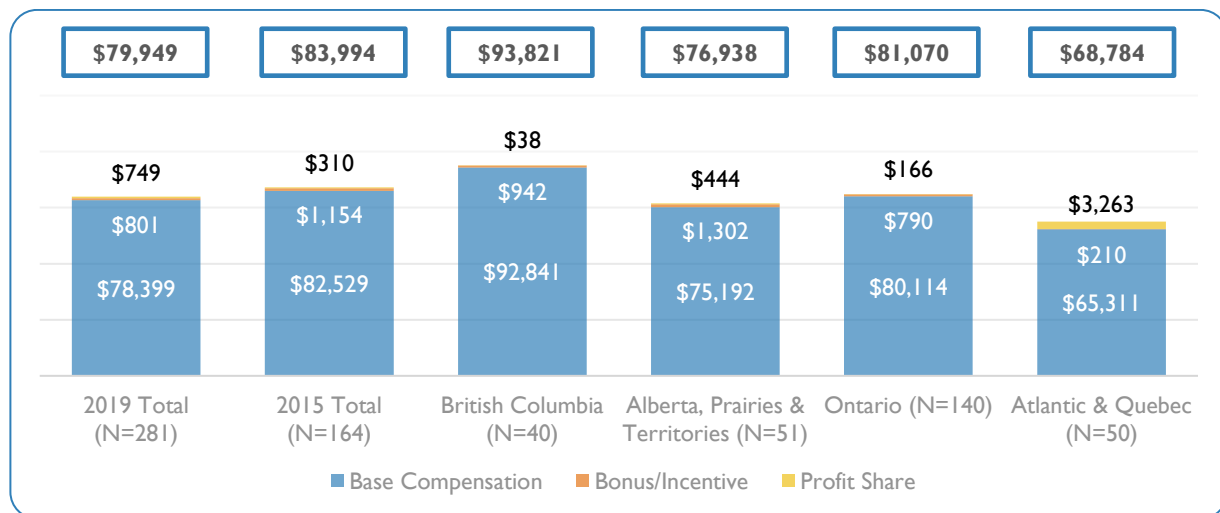
Note: Percentages may not sum to 100% due to rounding.

A general profile of the Landscape Architect position is presented in **Exhibit 6-6** to provide context to the compensation data. Most (92%) are full-time employees and eight in ten (81%) are salaried. Only one-fifth (22%) participate in bonus/incentive plans while only 11% participate in profit sharing. Over eight in ten (83%) have an overtime policy, the most common being time off in lieu (50%). The average standard work week is 36.7 hours while the average actual hours is 39.5 per week.

## CASH COMPENSATION: LANDSCAPE ARCHITECT

Compensation for participating Landscape Architects averages just over \$79,900 per year (see **Exhibit 6-7**). This is comprised of approximately \$78,400 in base pay, \$800 in bonus or incentives and \$700 in profit share. Average compensation at this level in this year's study is 5% lower than reported in 2015. The exhibit also shows the regional breakdowns. Regionally, compensation for Landscape Architects is highest in British Columbia (\$93,800) and lowest in Atlantic & Quebec (\$68,800).

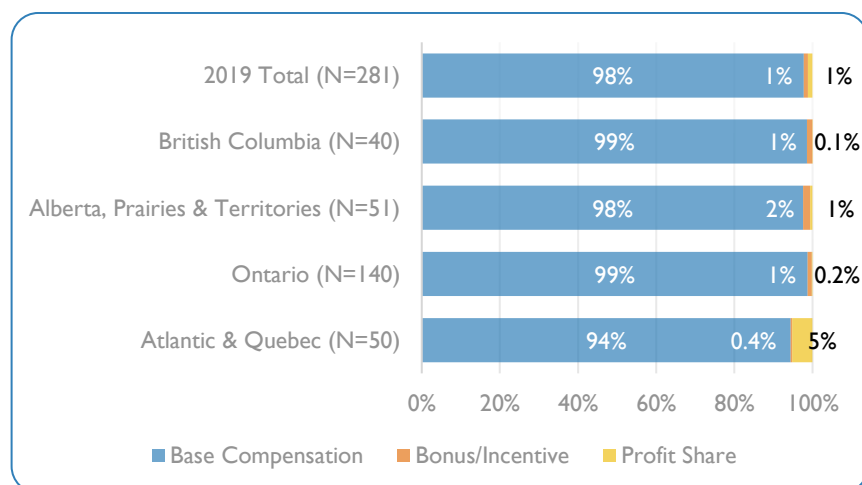
**Exhibit 6-7: Cash Compensation by Region**



Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

As noted earlier, 22% of Landscape Architects have a bonus component to their compensation while 11% have profit share. As seen in **Exhibit 6-8**, the average compensation is comprised of 98% base compensation, 1% bonus, and 1% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

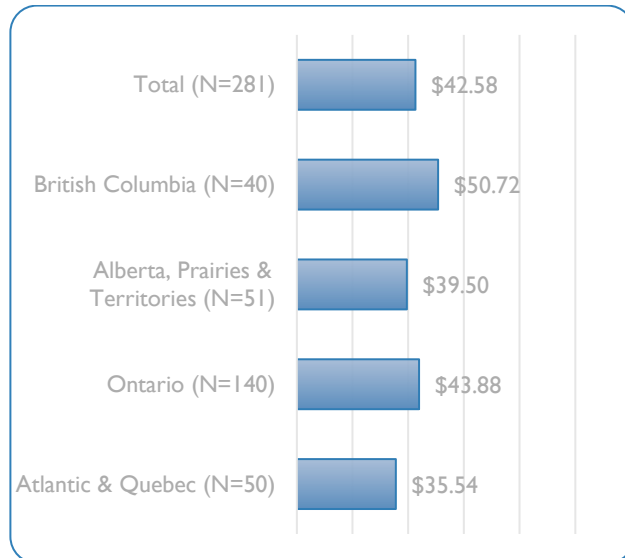
**Exhibit 6-8: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, Landscape Architects in Atlantic & Quebec reported the lowest percentage of base pay at 94%.

**Exhibit 6-9: Base Compensation as an Hourly Wage**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 6-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent to base compensation. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 50-week year (assuming 10 statutory holidays). The hourly rate does not include bonus or incentive pay or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to the salaries presented earlier. As seen in the exhibit, the top paying region is British Columbia (\$50.72/hr).

**Exhibit 6-10** presents the quartile ranges for Landscape Architects for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 6-10: Compensation Quartiles**

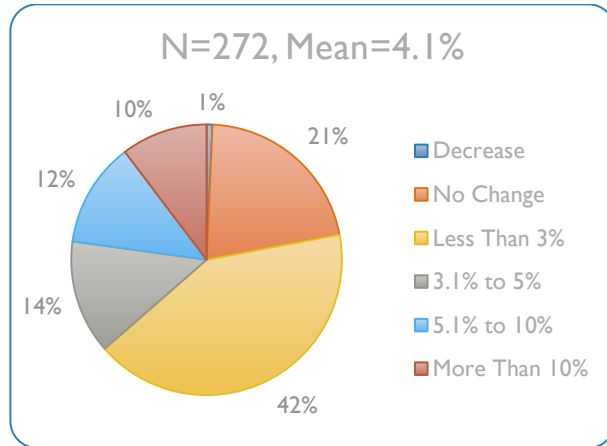
	Annual	Hourly
1 <sup>st</sup> quartile	< \$62,000	< \$32.24
2 <sup>nd</sup> quartile	\$62,000 to \$76,000	\$32.24 to \$40.00
3 <sup>rd</sup> quartile	\$76,000 to \$93,800	\$40.00 to \$50.29
4 <sup>th</sup> quartile	\$93,800 <	\$50.29 <

Notes: Part-time and contract wages have been converted to annualized equivalents based on 40 hours per week for 50 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 50-week work year.

Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: LANDSCAPE ARCHITECT

Exhibit 6-11: Changes in Compensation – Past 12 Months



Note: Percentages may not sum to 100% due to rounding.

Almost eight in ten (78%) of Landscape Architects received an increase in cash compensation over the past twelve months (see **Exhibit 6-11**). Just over four in ten (42%) received an increase of less than 3%. The average increase for Landscape Architects in the past twelve months was 4.1%.

## COMPENSATION BENCHMARKS: LANDSCAPE ARCHITECT

**Exhibit 6-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Landscape Architects earn, on average, 10% more than their female counterparts.
- **Age:** Income increases as age increases, at least up to age 64.
- **Education:** Those with an undergraduate university degree in landscape architecture earn 11% more on average than those with a graduate degree in landscape architecture.
- **Member Category:** Registered landscape architects on average earn 10% more than those who are not registered and 24% more than those still in the intern category.
- **Years since Designation:** Compensation increases with time since registration.
- **Organization Type:** Those in government organizations earn considerably more than those in other types of organizations.
- **Experience:** Experience is linked to compensation. The biggest factor is years of experience in the landscape architecture profession in general.

Exhibit 6-12: Compensation Benchmarks for Landscape Architects

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2019 Total	\$42.58	\$78,399	\$801	\$749	\$79,949	1.1%	1.2%	281
2015 Total	\$44.73	\$82,529	\$1,154	\$310	\$83,993	2.0%	0.7%	164
<b>Employment Status</b>								
Owner	\$39.95	\$77,083	\$0	\$0	\$77,083	0.0%	0.0%	4
Full-time Employee	\$43.24	\$79,513	\$866	\$584	\$80,963	1.2%	0.9%	259
Other	\$33.57	\$62,653	\$49	\$3,292	\$65,994	0.1%	5.6%	18
<b>Employment Status</b>								
Owner	\$39.95	\$77,083	\$0	\$0	\$77,083	0.0%	0.0%	4
Employee	\$42.61	\$78,418	\$813	\$760	\$79,991	1.1%	1.2%	277
<b>Gender</b>								
Male	\$45.41	\$82,935	\$1,107	\$504	\$84,547	1.5%	0.7%	119
Female	\$40.43	\$75,036	\$587	\$947	\$76,570	0.8%	1.5%	159
<b>Age</b>								
Under 40	\$35.40	\$66,556	\$1,152	\$993	\$68,700	1.7%	1.6%	148
40 to 49	\$47.30	\$86,327	\$560	\$1,044	\$87,931	0.6%	1.4%	60
50 to 59	\$52.57	\$94,331	\$302	\$0	\$94,633	0.3%	0.0%	43
60 to 64	\$64.85	\$117,900	\$0	\$0	\$117,900	0.0%	0.0%	10
65 or Older	\$60.27	\$107,200	\$610	\$0	\$107,810	0.5%	0.0%	5
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$44.69	\$81,774	\$927	\$1,227	\$83,929	1.2%	1.9%	145
Graduate Degree	\$40.32	\$74,577	\$689	\$253	\$75,519	1.0%	0.4%	123
None	\$39.42	\$76,210	\$300	\$0	\$76,510	0.4%	0.0%	10
<b>Highest Level of Education - General</b>								
No Post-Secondary	\$44.00	\$80,825	\$1,081	\$1,464	\$83,370	1.5%	2.3%	88
College	\$41.20	\$75,454	\$534	\$2,018	\$78,005	0.7%	3.3%	28
Undergraduate	\$42.23	\$78,026	\$633	\$175	\$78,834	0.9%	0.3%	124
Graduate	\$42.08	\$77,161	\$945	\$0	\$78,106	1.2%	0.0%	36
<b>Member Category</b>								
Registered Landscape Architect	\$44.41	\$81,740	\$795	\$773	\$83,307	1.0%	1.2%	190
Landscape Architect	\$40.01	\$73,823	\$684	\$910	\$75,416	1.0%	1.5%	63
Intern	\$35.90	\$66,022	\$1,111	\$230	\$67,363	1.7%	0.3%	28
<b>Years Since Designation</b>								
10 or Less	\$37.63	\$70,486	\$903	\$1,157	\$72,546	1.3%	1.8%	117
11 to 20	\$52.24	\$94,681	\$794	\$281	\$95,756	0.8%	0.3%	41
21 to 30	\$60.68	\$108,551	\$278	\$0	\$108,830	0.3%	0.0%	17
More Than 30	\$63.38	\$114,475	\$305	\$0	\$114,780	0.3%	0.0%	10
<b>Completed LARE Exams</b>								
Yes	\$42.72	\$79,025	\$970	\$551	\$80,546	1.3%	0.9%	166
No	\$42.36	\$77,495	\$558	\$1,035	\$79,088	0.8%	1.6%	115
<b>Region - Work</b>								
British Columbia	\$50.72	\$92,841	\$942	\$38	\$93,821	1.4%	0.1%	40
Alberta, Prairies & Territories	\$39.50	\$75,192	\$1,302	\$444	\$76,938	1.7%	0.7%	51
Ontario	\$43.88	\$80,114	\$790	\$166	\$81,070	1.0%	0.2%	140
Atlantic & Quebec	\$35.54	\$65,311	\$210	\$3,263	\$68,784	0.4%	5.2%	50
<b>Community Size - Work</b>								
Small City or Smaller	\$45.82	\$84,358	\$663	\$357	\$85,378	0.8%	0.5%	27
Medium City	\$46.78	\$84,294	\$578	\$689	\$85,561	0.8%	1.2%	86
Large City	\$42.68	\$79,441	\$926	\$366	\$80,733	1.2%	0.6%	77
Major City	\$37.55	\$70,176	\$948	\$1,247	\$72,371	1.4%	1.9%	91

Exhibit 6-12: Compensation Benchmarks for Landscape Architects (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Organization Type</b>								
Sole practitioner	\$35.63	\$67,839	\$1,392	\$0	\$69,232	1.8%	0.0%	13
Partnership/corporation	\$33.81	\$64,949	\$1,349	\$351	\$66,649	2.0%	0.5%	133
Government	\$51.93	\$92,620	\$211	\$1,251	\$94,083	0.2%	2.0%	131
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
<b>Total Employees</b>								
1 to 5	\$29.20	\$55,041	\$1,850	\$200	\$57,091	2.5%	0.3%	10
6 to 25	\$33.10	\$63,500	\$1,479	\$216	\$65,195	2.2%	0.4%	58
26 to 500	\$40.12	\$75,288	\$1,071	\$209	\$76,569	1.5%	0.3%	64
More than 500	\$48.68	\$88,553	\$508	\$105	\$89,165	0.6%	0.1%	65
<b>Landscape Employees</b>								
One	\$41.90	\$77,349	\$0	\$3,292	\$80,641	0.0%	5.6%	18
2 to 5	\$43.62	\$80,015	\$1,014	\$219	\$81,249	1.4%	0.3%	63
6 to 10	\$44.28	\$80,388	\$410	\$819	\$81,616	0.6%	1.4%	72
More Than 10	\$39.52	\$74,409	\$1,443	\$277	\$76,128	2.0%	0.4%	82
<b>Years of Experience in Position</b>								
3 Years or Less	\$39.43	\$72,862	\$845	\$888	\$74,595	1.3%	1.5%	155
4 to 10 Years	\$42.20	\$78,429	\$772	\$784	\$79,986	1.0%	1.1%	86
More Than 10 Years	\$55.89	\$100,423	\$713	\$139	\$101,275	0.8%	0.2%	39
<b>Years of Experience in Organization</b>								
3 Years or Less	\$36.75	\$67,786	\$588	\$1,126	\$69,499	0.9%	1.9%	113
4 to 10 Years	\$40.65	\$76,103	\$998	\$735	\$77,835	1.4%	1.0%	106
More Than 10 Years	\$56.70	\$102,103	\$869	\$89	\$103,061	0.9%	0.1%	61
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$38.88	\$72,340	\$1,194	\$983	\$74,517	1.8%	1.6%	81
4 to 10 Years	\$39.52	\$73,382	\$603	\$638	\$74,622	0.8%	1.0%	126
More Than 10 Years	\$52.90	\$95,129	\$560	\$710	\$96,399	0.6%	0.9%	67
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	\$30.75	\$57,566	\$740	\$575	\$58,881	1.4%	0.9%	20
4 to 10 Years	\$36.25	\$67,844	\$940	\$1,113	\$69,897	1.4%	1.9%	121
More Than 10 Years	\$50.11	\$91,088	\$671	\$477	\$92,236	0.8%	0.6%	135



## BENEFITS: LANDSCAPE ARCHITECT

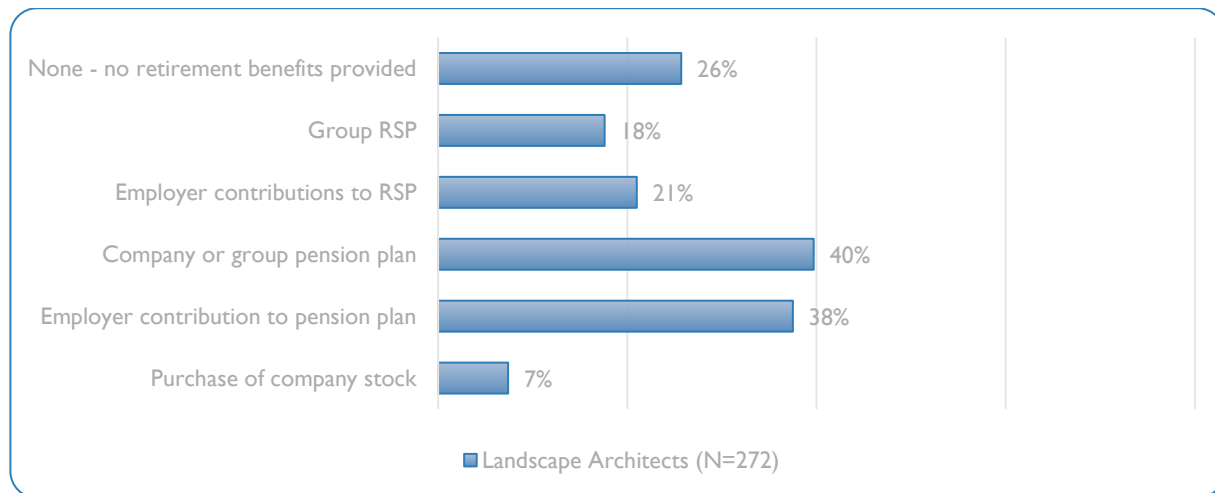
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RRSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Landscape Architects. The value of benefits was not measured in the 2019 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Three-quarters (74%) of Landscape Architects indicated that their employers provide them with at least one retirement benefit (see **Exhibit 6-13**). Company or group pension plans are most common at 40% followed closely by contributions to a pension plan from their employer (38%). RSPs are also common with 21% receiving employer contributions and 18% having a group RSP.

**Exhibit 6-13: Retirement Benefits Received**

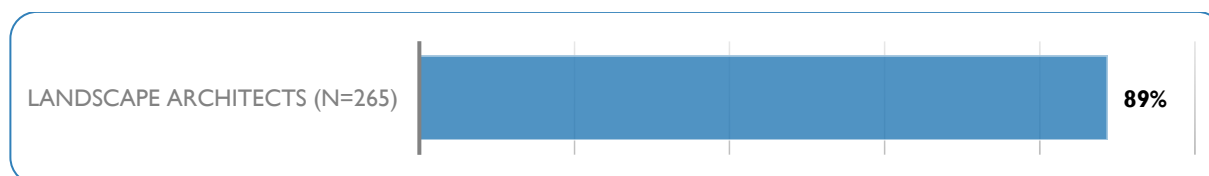


Note: Percentages sum to more than 100% due to multiple responses.

## HEALTH BENEFITS

The vast majority (89%) of Landscape Architects report receiving some health benefits from their employer (see **Exhibit 6-14**).

**Exhibit 6-14: Health Benefits Received**



The health benefits provided to Landscape Architects are detailed in **Exhibits 6-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

In keeping with the 2015 results, all the benefits tested are reasonably common in general (51% to 84% receiving). The most likely to be completely employer-funded is Employee Assistance Programs (E.A.P.). On the other hand, alternative therapy insurance, dental insurance and prescription drug insurance are more likely to be co-funded by the employer and employee.

**Exhibit 6-15: Health Benefits**

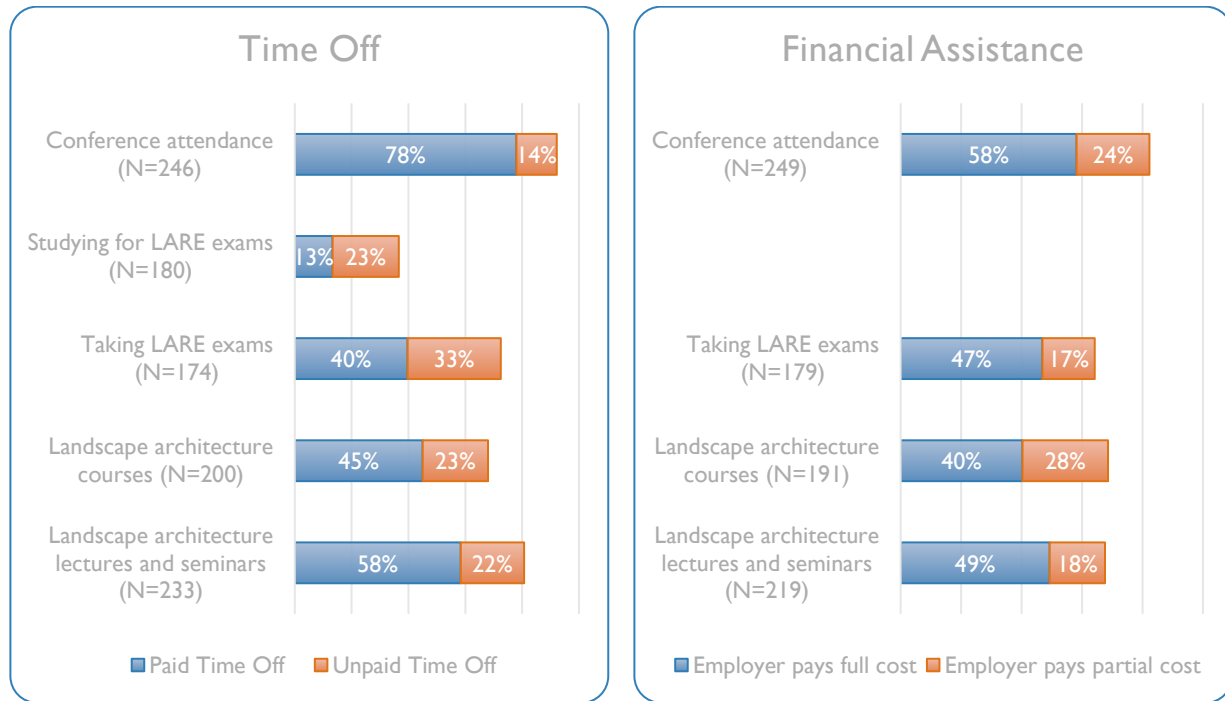
	Landscape Architects			N
	Employer paid	Shared payment	Employee paid	
Life insurance	31%	39%	11%	238
Survivor insurance	30%	34%	7%	178
Travel insurance	36%	30%	8%	220
Extended health care/major medical insurance	36%	43%	7%	241
Critical illness insurance	32%	36%	9%	212
Prescription drug insurance	37%	47%	6%	261
Dental insurance	35%	48%	6%	265
Vision insurance	32%	45%	6%	262
Short-term disability insurance	35%	42%	5%	228
Long-term disability insurance	32%	44%	8%	225
Alternative therapy insurance	32%	49%	7%	261
Employee Assistance Program (E.A.P.)	46%	28%	2%	190

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 6-16** illustrates the time off and financial support received by Landscape Architects for education. Support is strongest for conference attendance where 78% get paid time off and 58% report that the employer pays the cost. Support is also strong for landscape architecture lectures and seminars (58% paid time off and 49% funded by the employer).

**Exhibit 6-16: Education Time Off and Financial Assistance**

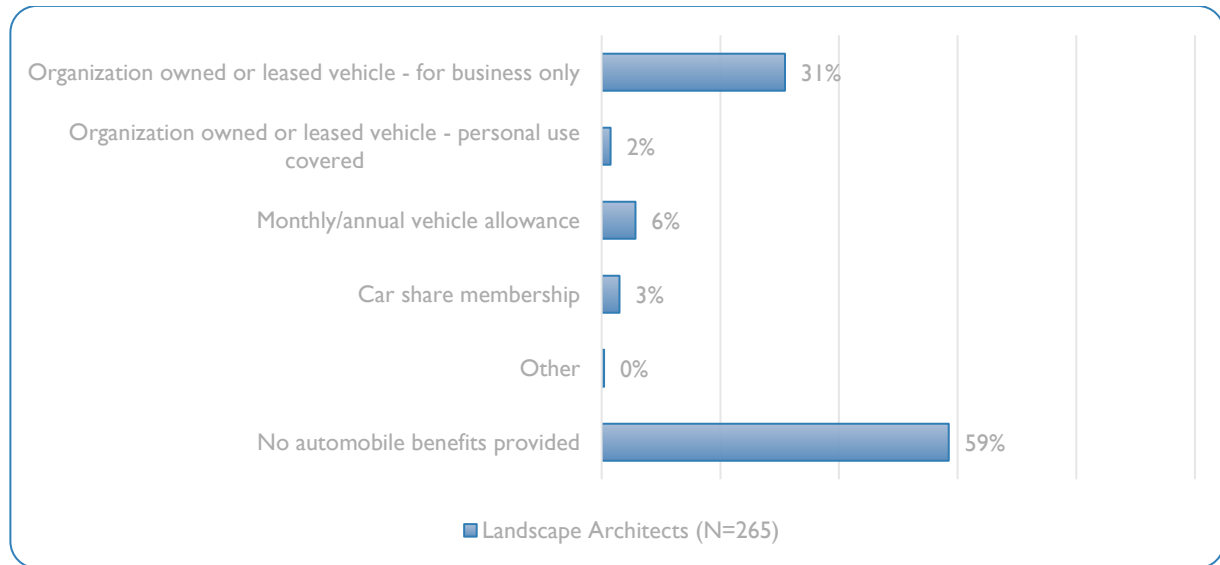


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only 41% of Landscape Architects receive automobile benefits (see **Exhibit 6-17**). The most common benefit by a wide margin is organization owned or leased vehicles available for business use (31%).

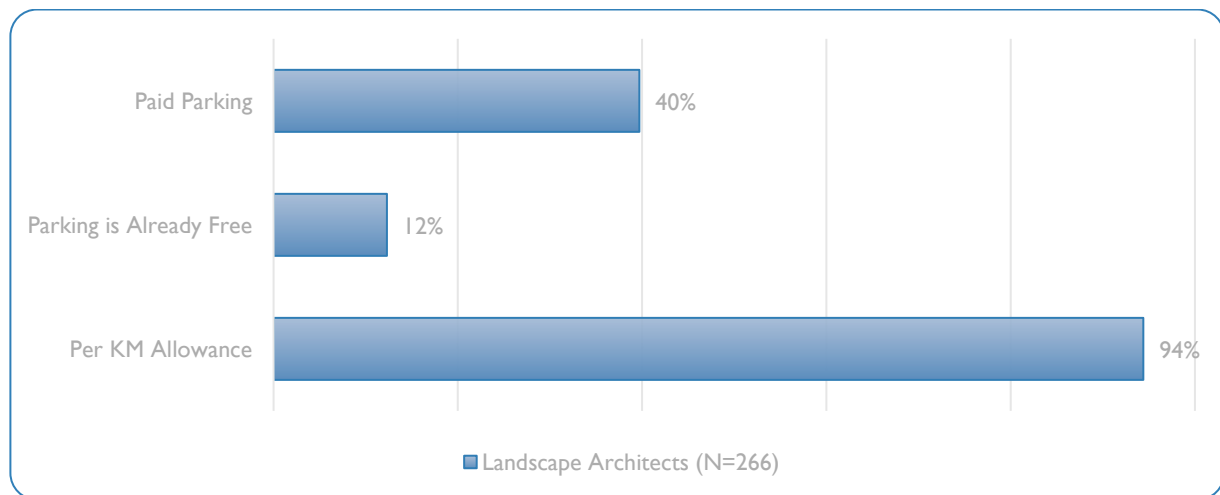
**Exhibit 6-17: Automobile Benefits Received**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 6-18**, just over half (52%) of Landscape Architects have free parking at the workplace. This includes 40% whose parking is paid and another 12% where parking is already free. Most (94%) also receive a per kilometer reimbursement.

**Exhibit 6-18: Other Automobile Related Benefits**

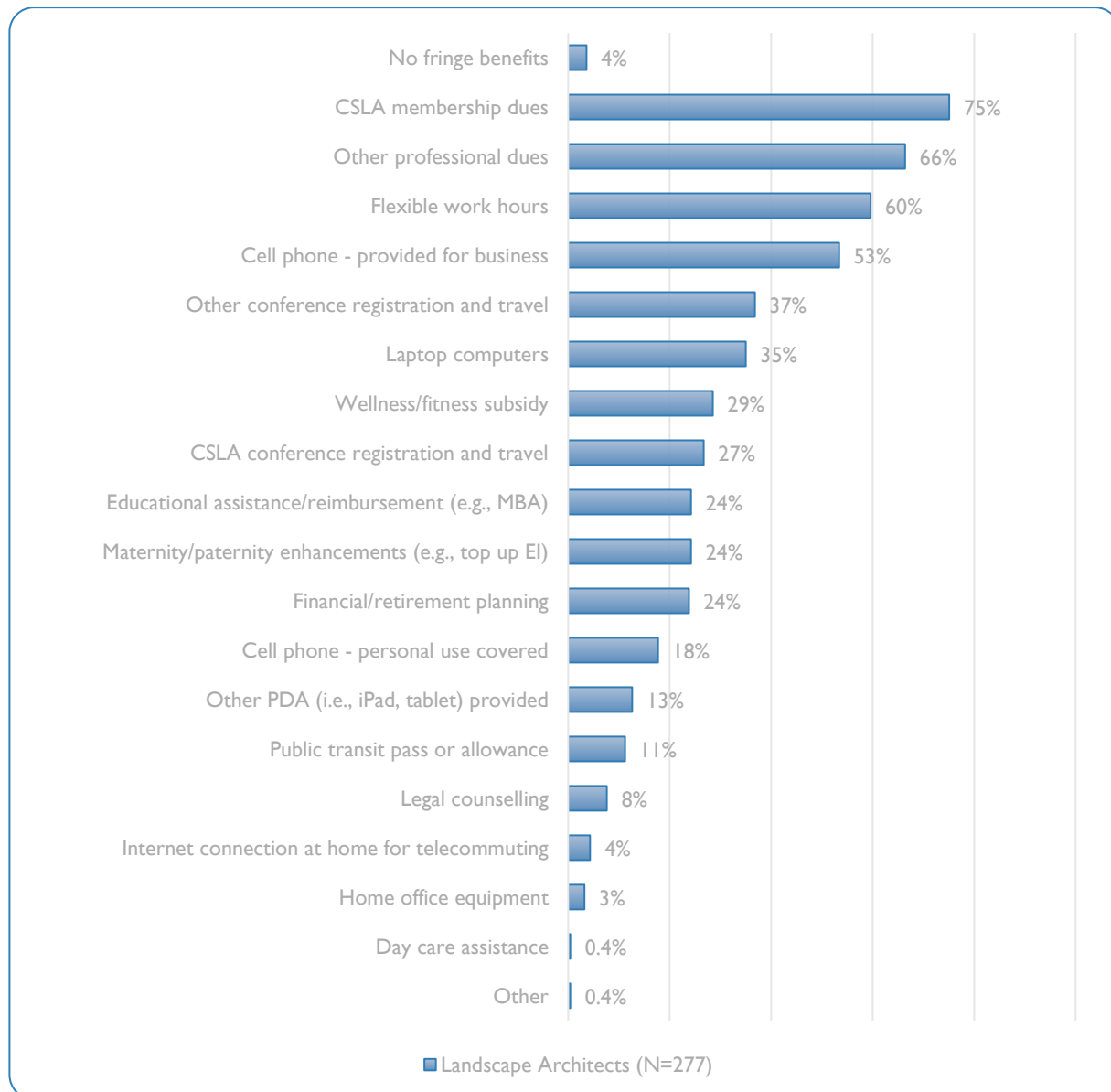


## FRINGE BENEFITS

The vast majority (96%) of Landscape Architects receive some form of fringe benefit (see **Exhibit 6-19**). CSLA membership dues are by far the most common benefit with eight in ten (75%) receiving it.

Tier two benefits are less common but still popular and include other professional dues (66%), flexible work hours (60%) and a cell phone for business use (53%).

**Exhibit 6-19: Fringe Benefits Received**



Note: Percentages sum to more than 100% due to multiple responses.

## 7. LANDSCAPE INTERN PROFILE

This section discusses the compensation and benefits for the 95 Landscape Interns that participated in the study. It begins by presenting the profile of employees at this level and continues on to discuss compensation before concluding with a look at the benefits received.

### DEMOGRAPHIC PROFILE: LANDSCAPE INTERN

The demographic profile of Landscape Interns presented in **Exhibit 7-1** provides an overview of who participated in the survey. The demographics are used later in this section to break out compensation benchmarks for Landscape Interns. Demographics for the 2015 results are also shown for reference.

Key demographics include:

- Three-quarters (74%) of participating Landscape Interns are from Ontario while 13% are from Alberta. This is a massive shift from 2015 when 96% were from British Columbia and Manitoba.
- Seven in ten (70%) are located in large or major cities.
- Consistent with 2015, almost two-thirds (65%) of Landscape Interns are female.
- The average age of Landscape Interns is 31 with 54% falling into the 26 to 35 age group.

**Exhibit 7-1: Demographics**

	2019	2015
<b>Province of Residence</b>	<b>N=95</b>	<b>N=48</b>
Alberta	13%	0%
British Columbia	2%	71%
Manitoba	4%	25%
Ontario	74%	2%
Quebec	7%	0%
Saskatchewan	0%	2%
<b>Size of Community - Residence</b>	<b>N=94</b>	<b>N=48</b>
Rural	1%	2%
Small town (pop < 10K)	4%	0%
Small city (pop. 10K to 100K)	6%	0%
Medium city (pop. 100K to 500K)	18%	17%
Large city (pop. 500K to 1.5M)	31%	50%
Major city (pop. > 1.5M)	39%	31%
<b>Gender</b>	<b>N=94</b>	<b>N=48</b>
Male	35%	35%
Female	65%	65%
<b>Age</b>	<b>N=93</b>	<b>N=47</b>
25 or Under	18%	2%
26 to 35	54%	70%
36 to 45	26%	23%
46 to 55	2%	4%
<i>Mean</i>	<i>31.2</i>	<i>33.9</i>
<i>Median</i>	<i>30</i>	<i>32</i>

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 7-2: Organization Profile**

	2019	2015
<b>Type of Organization</b>	<b>N=95</b>	<b>N=48</b>
Sole practitioner	13%	25%
Partnership/corporation	77%	65%
Local government	10%	8%
Provincial Government	0%	2%
University or college	1%	0%
<b>Number of Employees - Total</b>	<b>N=81</b>	<b>N=43</b>
One	0%	2%
Two	0%	2%
Three	3%	5%
Four	3%	0%
Five	5%	5%
6 to 10	12%	19%
11 to 25	26%	23%
26 to 50	9%	30%
51 to 75	1%	0%
76 to 100	7%	0%
101 to 500	15%	9%
501 to 1000	6%	2%
Over 1000	14%	2%
Mean	950.7	116.1
Median	31	17
<b>Number of Employees - Landscape Architecture</b>	<b>N=80</b>	<b>N=45</b>
One	1%	4%
Two	6%	7%
Three	6%	16%
Four	11%	13%
Five	8%	4%
6 to 10	26%	22%
11 to 25	30%	20%
26 to 50	10%	13%
501 to 1000	1%	0%
Mean	22.1	11.0
Median	9	7

Note: Percentages may not sum to 100% due to rounding.

As seen in **Exhibit 7-2**, partnerships/corporations are the most common employers of Landscape Interns accounting for 77%. While the average number of staff is on the high side at 951, the median of 31 represents a better picture of the typical employer. Similarly, the average landscape team size is 22 while the median team size is 9.

## EXPERIENCE PROFILE: LANDSCAPE INTERN

Landscape Interns are a well-educated group with almost all (95%) having a university degree in the field of Landscape Architecture and two thirds (72%) having completed additional post-secondary education outside the profession. By definition, nearly all (96%) are in the Intern membership category. Seventeen percent (17%) have completed the LARE exam successfully. These results are summarized in **Exhibit 7-3**.

**Exhibit 7-3: Qualification Profile**

	2019	2015
<b>Highest Level of Education - Landscape Architecture</b>	<b>N=95</b>	<b>N=47</b>
Undergraduate degree	53%	23%
Master's degree	42%	72%
None	5%	4%
<b>Highest Level of Education - Non-Landscape Architecture</b>	<b>N=95</b>	<b>N=47</b>
High school graduate or less	21%	17%
Some college, technical school or university	8%	9%
College graduate	10%	6%
University undergraduate degree	50%	62%
Master's degree (e.g., MBA)	11%	6%
Doctorate/PhD	1%	0%
<b>Membership Category</b>	<b>N=95</b>	<b>N=48</b>
Registered Landscape Architect	0%	4%
Landscape Architect	4%	0%
Intern	96%	96%
<b>Completed the LARE</b>	<b>N=95</b>	<b>N=48</b>
Yes	17%	13%

Note: Percentages may not sum to 100% due to rounding.



The average Landscape Intern has been at that level for 4 years and has spent 2.4 years in their current position (see **Exhibit 7-4**). They are relatively new to the profession, having spent an average of 4.4 years as a Landscape Architect.

**Exhibit 7-4: Years of Experience**

	Current Position	Current Employer/ Organization	At Seniority Level	In Landscape Architecture
	N=95	N=95	N=92	N=94
1 Year or Less	35%	31%	9%	6%
1.1 Years to 3 Years	51%	51%	51%	45%
3.1 Years to 5 Years	10%	12%	22%	29%
5.1 Years to 10 Years	4%	6%	14%	15%
10.1 Years to 15 Years	1%	1%	3%	5%
15.1 Years to 20 Years	0%	0%	1%	0%
More Than 20 Years	0%	0%	0%	0%
Mean	2.4	2.6	4.0	4.4
Median	2	2	3	3

Note: Percentages may not sum to 100% due to rounding.

## COMPENSATION PROFILE: LANDSCAPE INTERN

On average, Landscape Interns receive 2.5 weeks in vacation (12.4 days) and 5.2 personal days. As seen in **Exhibit 7-5**, vacation ranges primarily from 2 weeks to 3 weeks with 88% falling in this range. The most common number of personal days is 5 at 41% while 23% have no personal days.

**Exhibit 7-5: Paid Time Off**

	2019	2015
Number of Paid Vacation Days	N=94	N=44
Less than 1 week	4%	5%
1 week	2%	0%
2 weeks	40%	46%
3 weeks	48%	41%
4 weeks	4%	7%
5 weeks	1%	2%
Mean	12.4	12.6
Median	15	12.5
Number of Paid Personal Days	N=80	N=31
None	23%	16%
Less than 5 days	10%	39%
5 days	41%	10%
6 to 9 days	9%	16%
10 to 15 days	16%	16%
More than 15 days	1%	3%
Mean	5.2	5.0
Median	5	4.0

Note: Percentages may not sum to 100% due to rounding.

**Exhibit 7-6: Compensation Structure**

	2019	2015
<b>Employment Status</b>	<b>N=95</b>	<b>N=48</b>
Full-time employee	92%	88%
Permanent part-time employee	3%	6%
Casual part-time employee	2%	2%
Contract employee	3%	4%
<b>Pay Structure</b>	<b>N=95</b>	<b>N=48</b>
Salary	73%	63%
Hourly	27%	35%
Owner/Contract (draw, profits, contract amount, etc.)	0%	2%
<b>Variable Cash Compensation</b>	<b>N=95</b>	<b>N=48</b>
Have a performance bonus/incentive plan	32%	44%
Participate in profit sharing	13%	13%
<b>Overtime Policy</b>	<b>N=95</b>	<b>N=48</b>
No reward for overtime	20%	13%
Time off in lieu	41%	50%
Paid at regular hourly rate	22%	25%
Paid an enhanced hourly rate	17%	13%
<b>Standard Hours Per Week</b>	<b>N=95</b>	<b>N=48</b>
16 to 30 Hours	3%	8%
31 to 35 Hours	17%	10%
35 to 40 Hours	75%	77%
40 to 45 Hours	5%	0%
45 to 50 Hours	0%	0%
More Than 50 Hours	0%	4%
Mean	37.7	38.4
Median	37.5	37.5
<b>Average Hours Actually Worked Per Week</b>	<b>N=94</b>	<b>N=48</b>
15 Hours or Less	1%	2%
16 to 30 Hours	2%	8%
31 to 35 Hours	12%	8%
35 to 40 Hours	52%	44%
40 to 45 Hours	27%	31%
45 to 50 Hours	4%	0%
More Than 50 Hours	2%	6%
Mean	39.8	39.8
Median	40	40

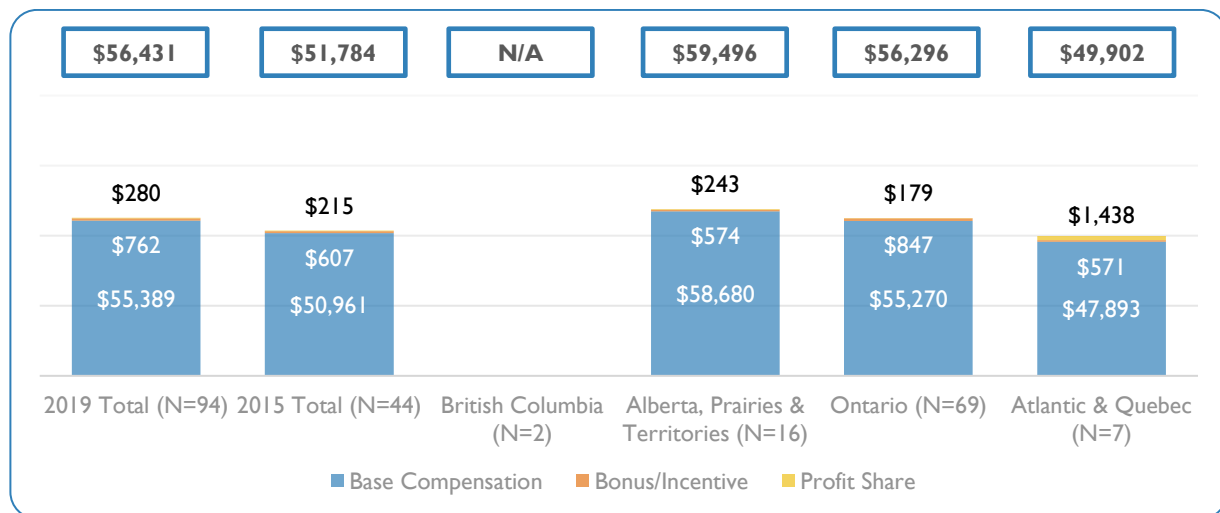
Note: Percentages may not sum to 100% due to rounding.

A general profile of the Landscape Intern position is presented in **Exhibit 7-6** to provide context to the compensation data. Just over nine in ten (92%) are full-time employees and 73% are salaried. One-third (32%) participate in bonus/incentive plans while only 13% participate in profit sharing. Eight in ten (80%) have an overtime policy, the most common being time off in lieu (41%). The average standard work week is 37.7 hours while the average actual hours are 39.8 per week.

## CASH COMPENSATION: LANDSCAPE INTERN

Compensation for participating Landscape Interns averages just over \$56,400 per year (see **Exhibit 7-7**). This is comprised of approximately \$55,400 in base pay, \$800 in bonus or incentives and \$300 in profit share. Average compensation in the current study is 9% higher than among 2015 respondents. The exhibit also shows regional breakdowns. Compensation for Landscape Interns is highest in Alberta, Prairies & Territories at \$59,500.

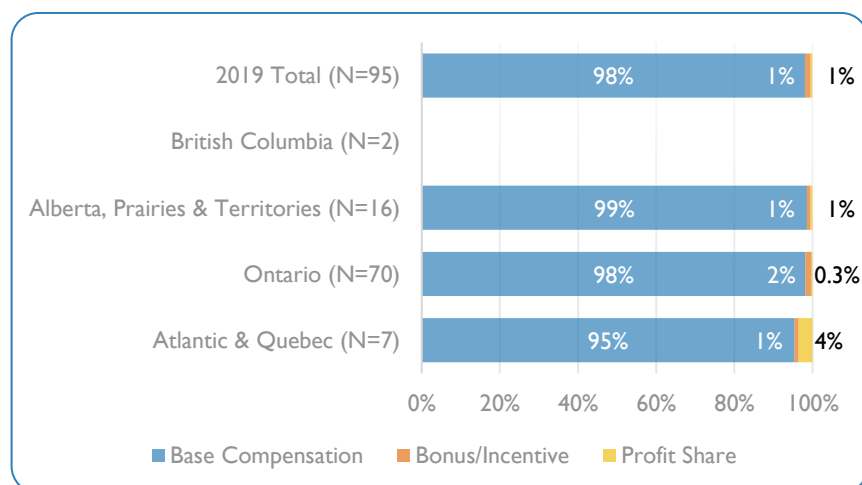
**Exhibit 7-7: Cash Compensation by Region**



Note: Base Compensation plus Bonus/Incentive plus Profit Share may not exactly equal Total Compensation due to rounding.

As noted earlier, 32% of Landscape Interns have a bonus component to their compensation while 13% have profit share. As seen in **Exhibit 7-8**, the average compensation is comprised of 98% base compensation and 1% bonus and 1% profit share. These are sector-wide percentages that include zeros for those who do not receive these components.

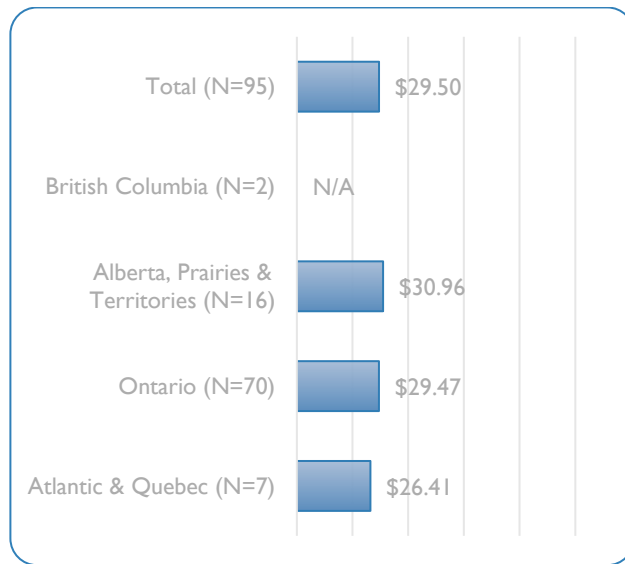
**Exhibit 7-8: Additional Cash Compensation Ratio**



Notes: Additional cash compensation ratio is calculated on a case-by-case basis. Results represent the average of the individual respondent ratios. Calculating based on the aggregate compensation will yield a different answer that does not represent the average variable pay level.

Regionally, there is little different in the compensation breakdown.

**Exhibit 7-9: Base Compensation as an Hourly Wage**



Note: Hourly wages do not include additional cash compensation.

As an additional comparison point, **Exhibit 7-9** presents base compensation on an hourly basis. The hourly rate represents the hourly equivalent to base compensation. The salary equivalent can be calculated by multiplying the hourly rate by the standard weekly full-time hours over a 50-week year (assuming 10 statutory holidays). The hourly rate does not include bonus or incentive pay or profit share.

The hourly rate can be used to determine or compare compensation for those working part-time or on a contract basis.

Differences in hourly rates by region will be similar to those for the salaries presented earlier. As seen in the exhibit, the top paying region is Alberta, Prairies & Territories (\$30.96/hr).

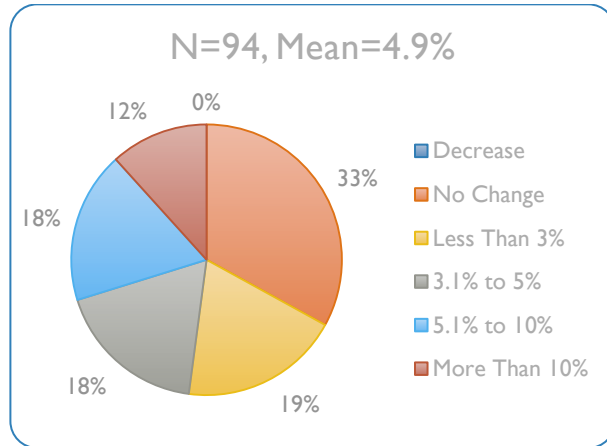
**Exhibit 7-10** presents the quartile ranges for Landscape Interns for both annualized and hourly compensation. By dividing respondents into four equal groups (25% in each group), quartiles provide an understanding of the distribution of compensation.

**Exhibit 7-10: Compensation Quartiles**

	Annual	Hourly
1 <sup>st</sup> quartile	< \$46,800	< \$24.20
2 <sup>nd</sup> quartile	\$46,800 to \$56,800	\$24.20 to \$29.33
3 <sup>rd</sup> quartile	\$56,800 to \$61,400	\$29.33 to \$32.53
4 <sup>th</sup> quartile	\$61,400 <	\$32.53 <

Notes: Part-time and contract wages have been converted to annualized equivalents based on 40 hours per week for 50 weeks per year. Annual amounts were converted to hourly rates based on reported standard hours per week and a 50-week work year.  
Hourly wages do not include additional cash compensation.

## CHANGES IN COMPENSATION: LANDSCAPE INTERN

**Exhibit 7-11: Changes in Compensation – Past 12 Months**

Note: Percentages may not sum to 100% due to rounding.

Two-thirds (67%) of Landscape Interns received an increase in cash compensation over the past twelve months (see **Exhibit 7-11**). The average increase for Landscape Interns in the past twelve months was 4.9%. Respondents were equally likely to receive increases in each of the following ranges, less than 3% (19%), 3.1% to 5% (18%) or 5.1% to 10% (18%).

## COMPENSATION BENCHMARKS: LANDSCAPE INTERN

**Exhibit 7-12** provides a detailed breakdown of cash compensation for a number of different segments. Readers can use these breakdowns to identify a set of compensation benchmarks for comparison from organizations more like their own. Some highlights include:

- **Gender:** Male Interns in this year's study earn 5% more than female interns.
- **Age:** Landscape Interns who are 40 to 49 earn, on average, 12% more than Landscape Interns who are under 40.
- **Education:** Those holding a graduate degree in landscape architecture earn 8% more than those with only an undergraduate degree.
- **LARE Exam:** Landscape Interns who have completed the LARE Exams earn, on average, 4% less than those who have not among those who participated in the survey.
- **Experience:** Average compensation generally increases with all types of experience.

Exhibit 7-12: Compensation Benchmarks for Landscape Interns

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
2019 Total	\$29.50	\$55,389	\$762	\$280	\$56,431	1.4%	0.6%	94
2015 Total	\$26.70	\$50,961	\$607	\$215	\$51,784	1.2%	0.4%	44
<b>Employment Status</b>								
Owner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Full-time Employee	\$29.17	\$55,554	\$824	\$302	\$56,680	1.5%	0.6%	87
Other	\$33.09	\$53,343	\$0	\$0	\$53,343	0.0%	0.0%	7
<b>Employment Status</b>								
Owner	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Employee	\$29.50	\$55,389	\$762	\$280	\$56,431	1.4%	0.6%	94
<b>Gender</b>								
Male	\$30.05	\$57,062	\$965	\$238	\$58,265	1.8%	0.4%	33
Female	\$29.17	\$54,351	\$613	\$307	\$55,272	1.1%	0.7%	60
<b>Age</b>								
Under 40	\$28.91	\$54,995	\$698	\$317	\$56,010	1.3%	0.7%	83
40 to 49	\$36.08	\$61,125	\$1,340	\$0	\$62,465	1.6%	0.0%	8
50 to 59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
60 to 64	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
65 or Older	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Highest Level of Education - Landscape Architecture</b>								
Undergraduate Degree	\$27.61	\$52,673	\$772	\$383	\$53,829	1.5%	0.8%	50
Graduate Degree	\$31.32	\$57,414	\$796	\$182	\$58,393	1.3%	0.4%	39
None	\$33.82	\$66,756	\$399	\$0	\$67,155	0.8%	0.0%	5
<b>Highest Level of Education - General</b>								
No Post-Secondary	\$28.23	\$54,117	\$753	\$202	\$55,072	1.4%	0.4%	28
College	\$35.17	\$59,938	\$875	\$313	\$61,125	1.5%	0.4%	8
Undergraduate	\$28.86	\$54,723	\$702	\$354	\$55,778	1.2%	0.8%	47
Graduate	\$30.82	\$58,169	\$960	\$136	\$59,265	1.6%	0.2%	11
<b>Member Category</b>								
Registered Landscape Architect	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Landscape Architect	\$27.72	\$52,563	\$0	\$0	\$52,563	0.0%	0.0%	4
Intern	\$29.58	\$55,515	\$796	\$292	\$56,603	1.4%	0.6%	90
<b>Years Since Designation</b>								
10 or Less	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
11 to 20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
21 to 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
More Than 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Completed LARE Exams</b>								
Yes	\$27.59	\$52,906	\$1,300	\$169	\$54,375	2.4%	0.4%	16
No	\$29.88	\$55,899	\$652	\$302	\$56,853	1.2%	0.6%	78
<b>Region - Work</b>								
British Columbia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Alberta, Prairies & Territories	\$30.96	\$58,680	\$574	\$243	\$59,496	0.9%	0.5%	16
Ontario	\$29.47	\$55,270	\$847	\$179	\$56,296	1.5%	0.3%	69
Atlantic & Quebec	\$26.41	\$47,893	\$571	\$1,438	\$49,902	1.1%	3.6%	7
<b>Community Size - Work</b>								
Small City or Smaller	\$25.12	\$50,893	\$250	\$0	\$51,143	0.5%	0.0%	8
Medium City	\$28.03	\$52,982	\$656	\$274	\$53,912	1.2%	0.5%	16
Large City	\$28.81	\$54,244	\$647	\$213	\$55,103	1.2%	0.4%	30
Major City	\$31.66	\$58,473	\$1,019	\$398	\$59,890	1.8%	0.9%	39

Exhibit 7-12: Compensation Benchmarks for Landscape Interns (cont'd)

	Hourly	Base	Bonus/ Incentive	Profit Share	Total	Bonus %	Profit %	N
<b>Organization Type</b>								
Sole practitioner	\$27.74	\$47,443	\$0	\$227	\$47,670	0.0%	0.3%	11
Partnership/corporation	\$28.99	\$55,412	\$981	\$326	\$56,719	1.8%	0.7%	73
Government	\$35.27	\$64,144	\$0	\$0	\$64,144	0.0%	0.0%	9
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Total Employees</b>								
1 to 5	\$22.53	\$43,609	\$0	\$0	\$43,609	0.0%	0.0%	8
6 to 25	\$27.86	\$53,251	\$807	\$184	\$54,242	1.5%	0.4%	31
26 to 500	\$29.56	\$55,132	\$1,383	\$100	\$56,614	2.5%	0.1%	25
More than 500	\$32.54	\$60,069	\$258	\$963	\$61,289	0.5%	2.2%	16
<b>Landscape Employees</b>								
One	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
2 to 5	\$29.33	\$53,304	\$117	\$229	\$53,649	0.2%	0.3%	24
6 to 10	\$28.72	\$54,281	\$1,023	\$0	\$55,304	1.8%	0.0%	21
More Than 10	\$28.62	\$54,737	\$1,174	\$504	\$56,414	2.3%	1.2%	33
<b>Years of Experience in Position</b>								
3 Years or Less	\$29.21	\$54,461	\$684	\$329	\$55,473	1.3%	0.7%	80
4 to 10 Years	\$31.68	\$61,674	\$1,302	\$0	\$62,975	2.0%	0.0%	13
More Than 10 Years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Years of Experience in Organization</b>								
3 Years or Less	\$28.97	\$53,952	\$720	\$346	\$55,018	1.3%	0.7%	76
4 to 10 Years	\$32.20	\$62,250	\$995	\$0	\$63,245	1.5%	0.0%	17
More Than 10 Years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Years of Experience at Seniority Level</b>								
3 Years or Less	\$28.99	\$53,353	\$759	\$487	\$54,599	1.4%	1.0%	54
4 to 10 Years	\$31.04	\$59,512	\$701	\$0	\$60,213	1.2%	0.0%	33
More Than 10 Years	\$29.05	\$56,850	\$1,250	\$0	\$58,100	1.7%	0.0%	4
<b>Years of Experience in Landscape Architecture</b>								
3 Years or Less	\$26.84	\$50,971	\$748	\$460	\$52,178	1.4%	1.0%	48
4 to 10 Years	\$31.30	\$59,771	\$691	\$102	\$60,565	1.2%	0.2%	41
More Than 10 Years	\$41.04	\$65,475	\$1,230	\$0	\$66,705	1.2%	0.0%	4

## BENEFITS: LANDSCAPE INTERN

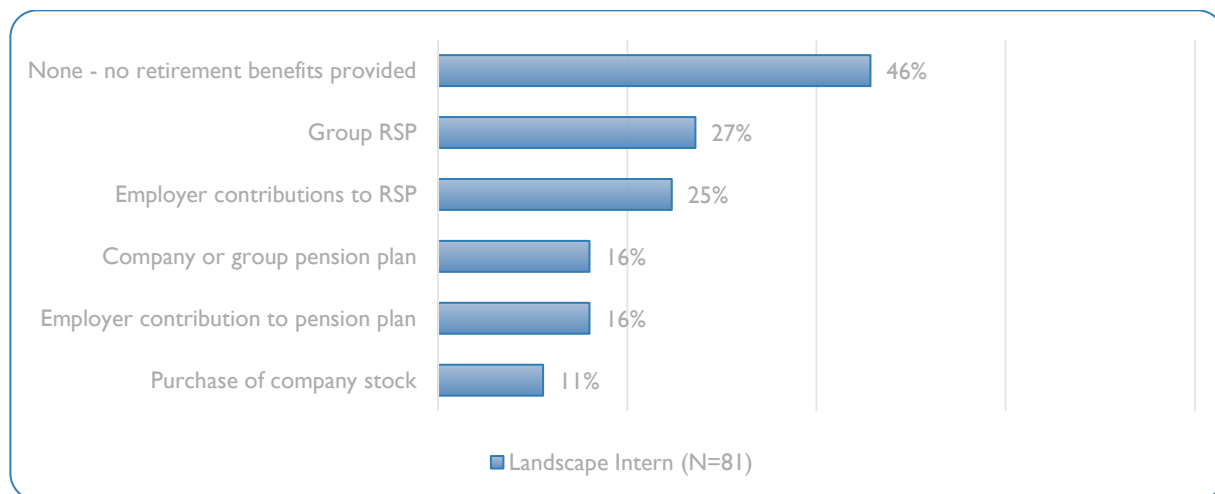
While most employees consider cash earnings the primary measure of compensation, it is usually just one part of the compensation package. Benefits also contribute significantly to the overall compensation picture and can include health and insurance plans, pensions and RRSP contributions, automobile benefits and perquisites (fringe benefits).

Following is a summary of the employment benefits received by participating Landscape Interns. The value of benefits was not measured in the 2019 Canadian Landscape Architect Compensation & Benefits Study.

### RETIREMENT BENEFITS

Fifty-four percent (54%) of Landscape Interns indicated that their employers provide them with at least one retirement benefit (see **Exhibit 7-13**). Group RSPs are the most common benefit with 27% of Landscape Interns receiving the benefit. This is followed closely by employer contributions to an RSP at 25%. Sixteen percent (16% each) receive a contribution to a pension plan from their employer and/or have a company or group pension plan. Eleven percent (11%) receive a contribution to a pension plan from their employer and/or have a company or group pension plan.

**Exhibit 7-13: Retirement Benefits Received**



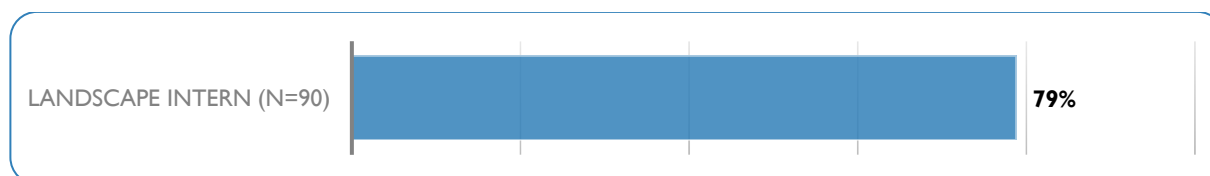
Note: Percentages sum to more than 100% due to multiple responses.



## HEALTH BENEFITS

The majority (79%) of Landscape Interns report receiving some health benefits from their employer (see **Exhibit 7-14**).

**Exhibit 7-14: Health Benefits Received**



The health benefits provided to Landscape Interns are detailed in **Exhibits 7-15**. Please note that the cost of these benefits may be paid by employers, paid by the employee or shared between the two parties. While employee-paid benefits are included in the results, these benefits do not add monetary value to the overall compensation package, although they may represent savings to employees who would otherwise have to cover these costs personally.

All the benefits tested are reasonably common (46% to 75% receiving). The most likely to be completely employer-funded is short-term disability insurance. On the other hand, prescription drug insurance, dental insurance and alternative therapy insurance top the list for shared payment.

**Exhibit 7-15: Health Benefits**

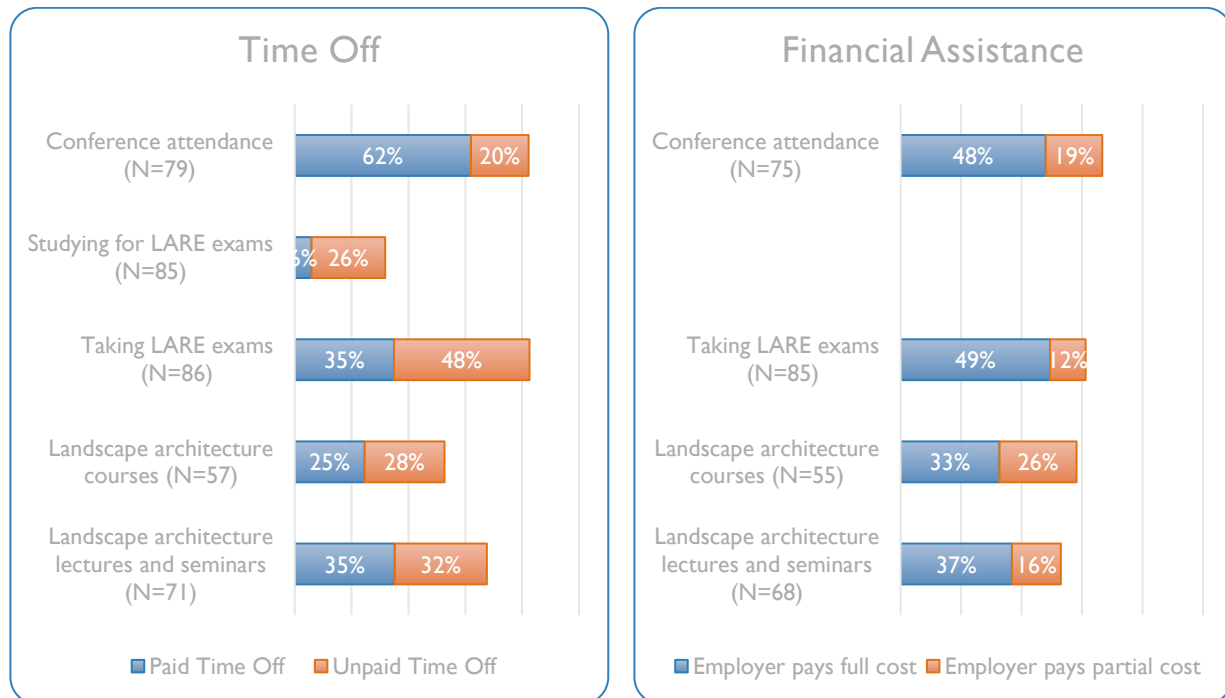
	Landscape Interns			N
	Employer paid	Shared payment	Employee paid	
Life insurance	18%	45%	10%	74
Survivor insurance	13%	40%	6%	53
Travel insurance	25%	36%	5%	75
Extended health care/major medical insurance	19%	47%	10%	81
Critical illness insurance	21%	41%	6%	71
Prescription drug insurance	20%	55%	8%	87
Dental insurance	19%	53%	9%	90
Vision insurance	19%	45%	7%	89
Short-term disability insurance	24%	39%	11%	75
Long-term disability insurance	18%	43%	12%	68
Alternative therapy insurance	20%	52%	8%	85
Employee Assistance Program (E.A.P.)	22%	24%	4%	45

Note: Percentages may not sum to 100% due to rounding.

## EDUCATION BENEFITS

**Exhibit 7-16** illustrates the time off and financial support received by Landscape Interns for education. Support is strongest for conference attendance where 62% get paid time off and 48% report that the employer pays the cost. Support is also strong for taking LARE exams (35% paid time off and 49% funded by the employer). Support is also strong for taking LARE exams (35% paid time off and 49% funded by the employer).

**Exhibit 7-16: Education Time Off and Financial Assistance**

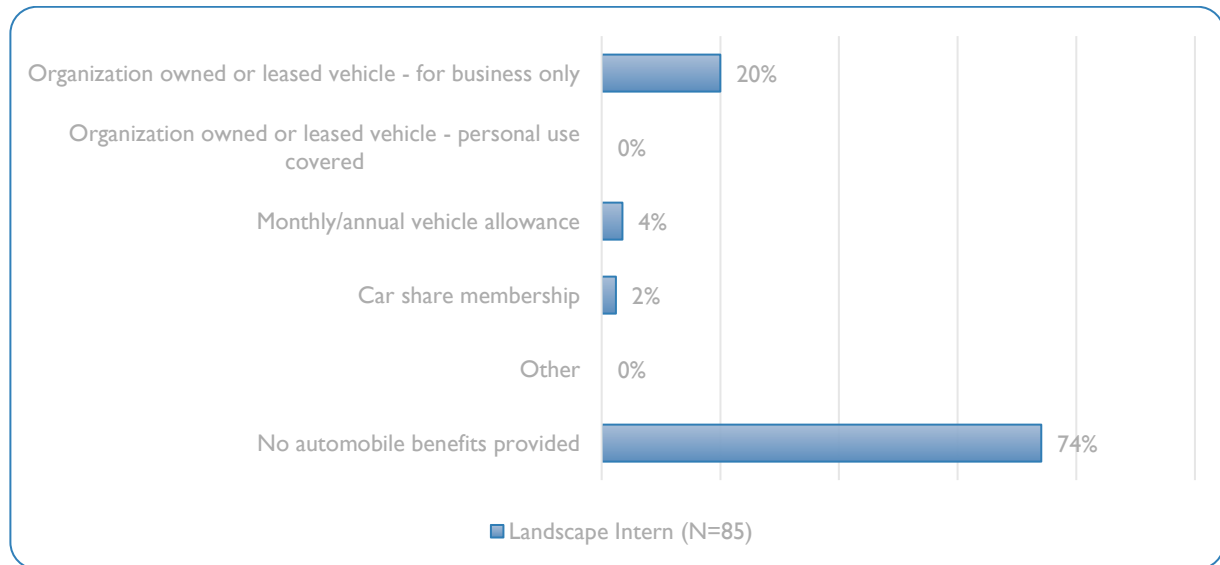


Note: Includes only those for whom the question was applicable.

## AUTOMOBILE BENEFITS

Only one-quarter (26%) of Landscape Interns receive automobile benefits (see **Exhibit 7-17**). The most common benefit is organization owned or leased vehicles available for business use (20%).

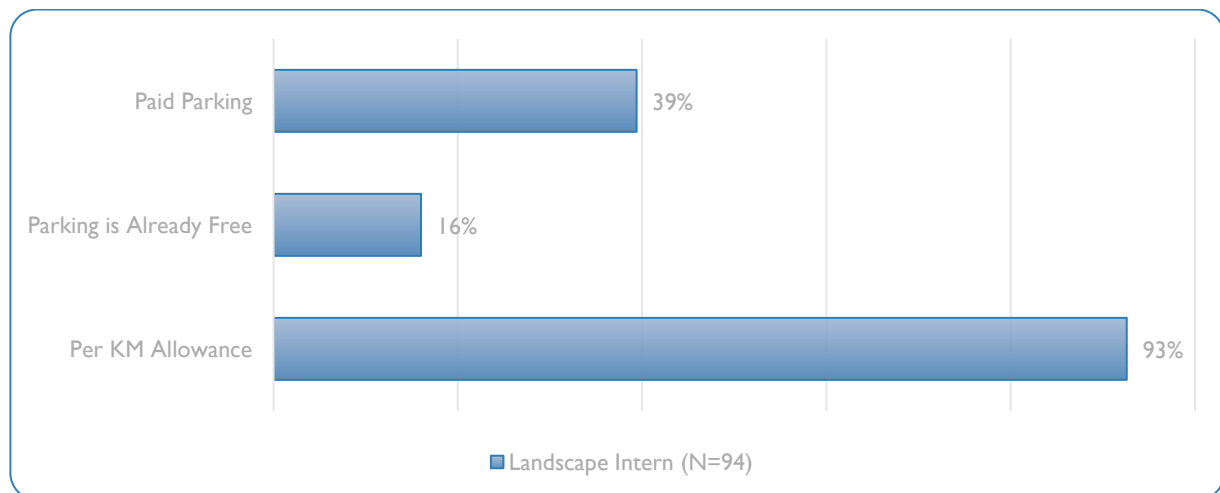
**Exhibit 7-17: Automobile Benefits Received**



Note: Percentages may not add to 100% due to rounding.

As seen in **Exhibit 7-18**, 55% of Landscape Interns have free parking at the workplace. This includes 39% whose parking is paid and another 16% where parking is already free. The majority (93%) also receive a per kilometer reimbursement.

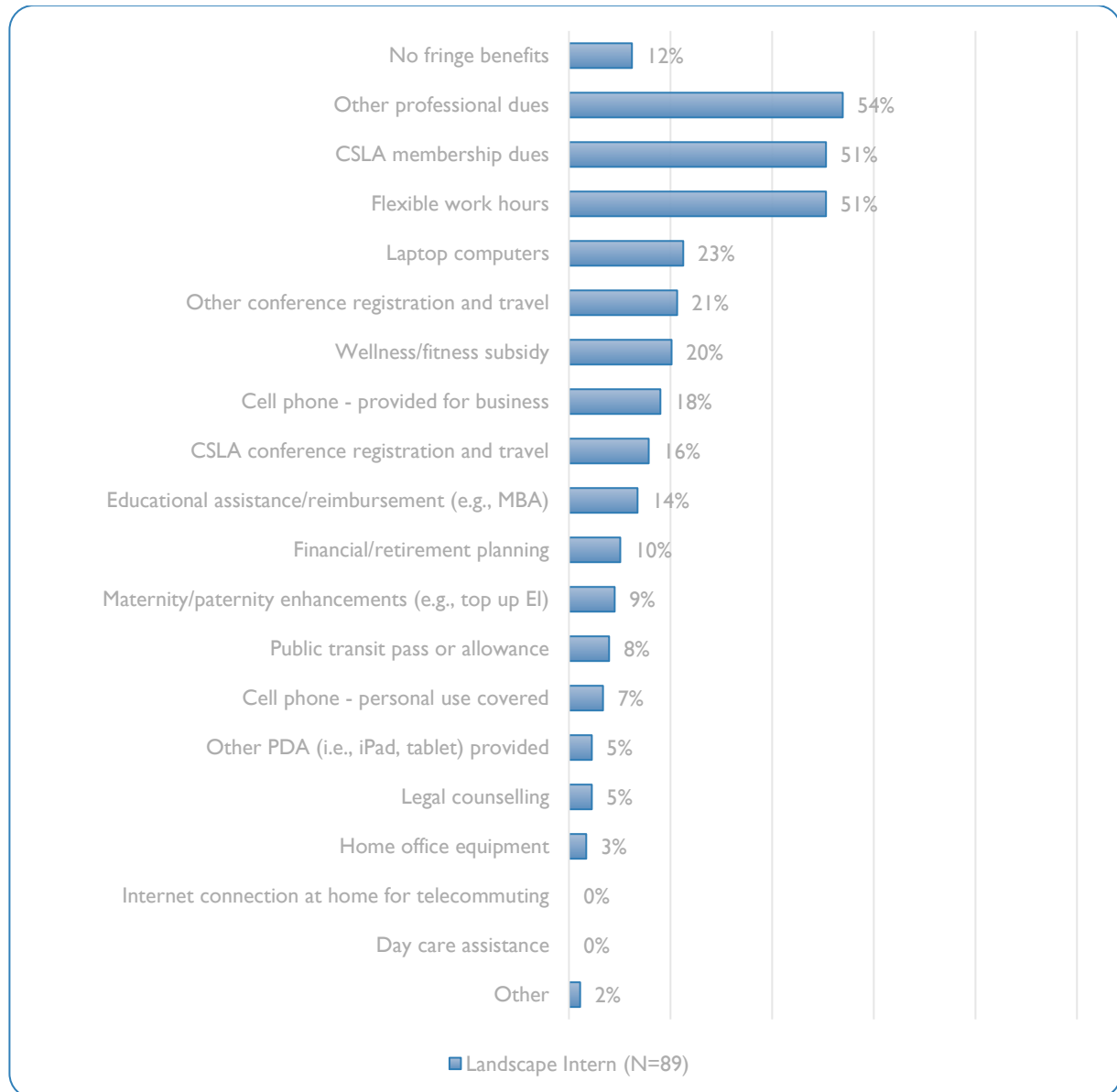
**Exhibit 7-18: Other Automobile Related Benefits**



## FRINGE BENEFITS

A significant majority (88%) of Landscape Interns receive some form of fringe benefit (see **Exhibit 7-19**). Top benefits include other professional dues (54%), CSLA membership dues (51%) and flexible work hours (51%).

**Exhibit 7-19: Fringe Benefits Received**



Note: Percentages sum to more than 100% due to multiple responses.