

REPORT

2017 AGROLOGIST SALARY SURVEY

The dollars and cents
of a career in agrology

November 2017

Acknowledgements

insightrix®

Report Compiled by:
Insightrix Research Inc.
1 – 3223 Millar Ave.
Saskatoon, Saskatchewan
Phone: (866) 888-5640
Website: www.insightrix.com



Agrology is the profession of those who hold a degree or diploma in agriculture, food or environmental sciences. They include graduates from the University of Saskatchewan College of Agriculture & Bioresources, or through a similar post-secondary Institution.

These graduates apply to become **agrologists**, who are the professionals that deal with critical issues related to safe and healthy agriculture and food production and environmental protection.



GUARDIANS OF THE FOOD SYSTEM

Canadians continue to enjoy the safest and most nutritious food supply in the world, thanks in large part to the diligence of agrologists in regulating and safeguarding food production from the research labs to the table.

STEWARDS OF THE ENVIRONMENT

Agrologists provide leadership in environmental sustainability through their efforts in conservation, wetland protection, soil remediation, land management techniques and renewable resource management.

INNOVATORS IN THE ECONOMY

Agrologists provide valuable business information and services through their in-depth knowledge about financial systems, marketing trends, economic analysis, policies and business management in order to grow the Canadian markets and boost the economy.

Explore Some of the Careers in Agrology



Soil Science



Education & Research



Environmental Reclamation
& Remediation



Plant Science



Business Management



Animal Science



Environmental Science



Agribusiness



Renewable Resource
Management

Table of Contents

Results Summary	v
Introduction, Methodology and Research Notes	vii
Study Results	1
Charts and Tables	1
Total Salary by Employment Type.....	1
Total Salary by Employment Type (Including Bonuses).....	1
Employer Paid Benefits.....	2
Average Hours of Work Per Week.....	2
Received Salary Increase in 2016	2
Average Weeks of Vacation Per Year	2
Salary Details by SIA Membership Type	3
Salary Details by Branch Membership.....	3
Year of Diploma or BSc	4
Year of MSc or PhD	5
Salary Details by Scope of Practice.....	6
Salary Details by Sector of Employment	6
Salary Details by Industry of Employment.....	7
Salary Details by Main Job Function	8
Salary Details by Years of Experience	9
Salary Details by Number of Employees Supervised	9
Gender (Overall)	10
Experience by Gender	10
Salary Details by Gender.....	10
Personal Identity Details	11
Salary Details by Personal Identity	11

Results Summary

This salary survey was developed in response to regular requests from students, employers and SIA members on accurate salary ranges for agrologists.

Sample Statistics and Background Information

- A total of 662 SIA members completed the survey out of a total of 1,853 registered members, which is a 36% response. Among them, 590 are employed full-time, 72 are employed part-time and 94 are self-employed (either full-time or part-time).
- More than 80% of members receive additional employer paid benefits, including, pension plan, sickness and disability insurance, life insurance, health plan, dental plan, benefits to participate in professional development activities and payment of SIA annual dues.
- Fewer members (32.9%) receive a vehicle for business and personal use.

Salary Statistics

- The overall average salary of Saskatchewan agrologists (not including bonus) is **\$84,629.16**.
- The below table highlights that salaries tend to increase as years of experience rise and that a PAg designation leads to the highest average annual salary:

Years of Experience	Mean	Designation	Mean
15 years or fewer	\$ 79,842.56	PAg	\$ 89,681.82
16 to 25 years	\$ 95,133.60	AAg	\$ 71,209.73
More than 25 years	\$ 97,519.27	AT or AAT	\$ 70,097.26

- The median salary (not including bonus) is **\$78,723.00**.
- Fifty percent of salaries (not including bonus) fall between \$62,500 and \$95,000.
- Seventy percent of salaries (not including bonus) fall between \$62,500 and \$145,000.
- The overall average salary of Saskatchewan agrologists (including bonus) is **\$88,029.40**.
- The median salary (including bonus) is **\$81,000.00**.
- The average annual bonus (or additional income from agrology) is roughly **\$3,400**.

Findings by Scope of Practice, Sector, Industry and Job Function

- On average, the highest paid scopes of practice in Saskatchewan agrology are Organization/Program management, Research and Teaching and Agribusiness.
- On average, agrologists working in the public sector are earning more than their counterparts in the private and not-for-profit sectors.
- When looking at salary by industry of employment, on average, those working in educational services have the highest annual pay followed by those in the oil and gas industry and those working in research.
- CEOs, general managers and executive directors earn the highest average annual salaries followed by agrologists working as project or operations managers and those working in teaching and research.

Findings by Years of Experience and Number of Employees Supervised

- Annual salary tends to increase as years of agrology experience rise. However, average annual salaries seem to peak between 21 and 30 years of experience.
- Further, as the number of employees an agrologist supervises increases so does one's annual salary.

INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In autumn of 2017, the Saskatchewan Institute of Agrologists (SIA) contracted Inshightrix Research Inc. (Inshightrix) to conduct a benchmark salary survey of SIA members. Overarching objectives of this research include:

- Responding to a strong interest by students, employers and members to better define the average salaries that can be expected from the profession of agrology.
- Strengthening the agrology brand as accurate salary details is critical for those interested in a career in agrology.

Survey Completion Results

Data was collected between October 12 and November 17, 2017. A total of 662 SIA members completed the survey out of 1,853 contacts for a response rate of 35.7%. The sampling margin of error is estimated to be ± 3.05 percentage points at 95% confidence. Generally, surveying research considers margins of error of 5 percentage points or less to be acceptable. Margins of error of question sub-groupings may be larger.

Development of Survey Instrument

Inshightrix, in collaboration with a SIA advisory group, developed the survey instrument. Inshightrix worked closely with the SIA throughout the instrument design phase to finalize the questionnaire by ensuring proper wording and flow of survey questions and suggesting survey improvements for data collection.

Further, the SIA council and branch presidents had the opportunity to provide feedback and test the survey prior to it being distributed to members.

Finally, the survey was programmed into an online data collection system.

Quantitative Data Collection

A list of SIA members was provided to Inshightrix, in confidence, including their personal email addresses. This contact information was subsequently loaded into the contact database system for this survey. Members were invited to complete the study via email, and weekly email reminders were sent to those who did not complete the survey.

Accuracy of the Data

Based on Inshightrix's experience with similar member-salary studies, the current estimated margin of error yields statistically reliable results. Measures were also taken to provide a high level of clarity in the survey wording to ensure accuracy of results; extra effort was undertaken to ensure the quality of the results. Salaries which were above \$250,000 were specifically identified and Inshightrix verified these salaries directly within the survey. In addition, those who indicated a bonus equal to or higher than their salary were also asked to verify directly in the survey in order to confirm their response was correct.

Confidentiality & Anonymity

To further protect individual anonymity, any salary data for sub-categories with less than 15-member responses are not shown in the consolidated results or have been grouped with other relevant categories. Note that reporting on additional income and bonuses is only presented at the overall level due to insufficient sample sizes for reporting of sub-groups. In other words, bonus data has been suppressed for sub-groups to protect the anonymity of members.

Study Results

CHARTS AND TABLES

Total Salary by Employment Type

Most agrologists in Saskatchewan work full-time and are not self-employed. Full-time agrologists, on average, earned \$85,358.39 per year as of January 2017. The total average annual salary as of January 2017 was \$84,629.16 (excluding additional income). As is displayed throughout this report, salary levels for most agrologists in Saskatchewan are strong and above the overall national average of \$73,344* (*Statistics Canada 2016 Census).

Employment Type	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Full-Time	590	89.1%	\$ 85,358.39	\$ 65,000.00	\$ 79,962.00	\$ 95,000.00	\$ 140,000.00
Part-Time	72	10.9%	\$ 78,673.79	\$ 40,000.00	\$ 60,362.50	\$ 92,000.00	\$ 130,000.00
Self-Employed (either FT or PT)	94	14.2%	\$ 91,271.20	\$ 60,000.00	\$ 80,000.00	\$ 120,000.00	\$ 180,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

Total Salary by Employment Type (Including Bonuses)

Bonuses and additional income are also strong in the field of agronomy in Saskatchewan with an average annual bonus reported of about \$3,400.

Employment Type (With and Without Additional Income)		Count	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Full-Time	Base Salary	590	\$ 85,358.39	\$ 65,000.00	\$ 79,962.00	\$ 95,000.00	\$ 140,000.00
	Salary Including Bonus		\$ 88,902.88	\$ 67,750.00	\$ 82,000.00	\$ 100,622.50	\$ 145,100.00
Part-Time	Base Salary	72	\$ 78,673.79	\$ 40,000.00	\$ 60,362.50	\$ 92,000.00	\$ 130,000.00
	Salary Including Bonus		\$ 80,896.01	\$ 40,000.00	\$ 64,500.00	\$ 105,000.00	\$ 135,200.00
Self Employed	Base Salary	94	\$ 91,271.20	\$ 60,000.00	\$ 80,000.00	\$ 120,000.00	\$ 180,000.00
	Salary Including Bonus		\$ 94,018.31	\$ 61,000.00	\$ 84,000.00	\$ 120,000.00	\$ 200,200.00
Overall (Combined)	Base Salary	662	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00
	Salary Including Bonus		\$ 88,029.40	\$ 65,500.00	\$ 81,000.00	\$ 100,622.50	\$ 150,000.00

Employer Paid Benefits

Most Saskatchewan agrologists receive multiple employer paid benefits and, on average, work 43.3 hours per week. In addition, 58.2% of agrologists received a salary increase in 2016. Finally, the average agrologist in Saskatchewan holds 3.6 weeks of paid vacation per year.

Receive the Following Employer Paid Benefits



Average Hours of Work Per Week

	Full-Time	Part-Time	Self-Employed	Overall
Average Hours of Work per Week	44.0	37.8	45.0	43.3

Received Salary Increase in 2016

	Full-Time	Part-Time	Self-Employed	Overall
Received Salary Increase in 2016	61.0%	34.7%	36.2%	58.2%
Did not receive	39.0%	65.3%	63.8%	41.8%

Average Weeks of Vacation Per Year

	Full-Time	Part-Time	Self-Employed	Overall
Average Weeks of Vacation per Year	3.7	3.2	3.2	3.6

Salary Details by SIA Membership Type

Most surveyed members are professional agrologists (PAg). On average, as of January 1, 2017 those with a PAg designation in Saskatchewan were earning \$89,681.82 per annum. This compares to an average of \$84,629.16, overall.

Type of SIA Member	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
PAg	484	73.1%	\$ 89,681.82	\$ 70,000.00	\$ 85,000.00	\$ 101,000.00	\$ 150,000.00
AAg	136	20.5%	\$ 71,209.73	\$ 56,250.00	\$ 62,500.00	\$ 70,500.00	\$ 100,000.00
AT or AAT*	42	6.3%	\$ 70,097.26	\$ 55,000.00	\$ 61,500.00	\$ 75,000.00	\$ 125,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Combined due to suppression rules

Salary Details by Branch Membership

Branch Membership*	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Saskatoon	254	38.4%	\$ 87,395.16	\$ 61,300.00	\$ 75,000.00	\$ 98,409.00	\$ 155,000.00
Regina	152	23.0%	\$ 85,753.02	\$ 67,750.00	\$ 83,000.00	\$ 99,500.00	\$ 134,368.00
Northeast	61	9.2%	\$ 77,091.05	\$ 61,200.00	\$ 78,000.00	\$ 88,000.00	\$ 103,000.00
Northwest	61	9.2%	\$ 82,608.62	\$ 64,500.00	\$ 74,750.00	\$ 97,500.00	\$ 132,000.00
Southwest	55	8.3%	\$ 77,822.18	\$ 63,000.00	\$ 79,924.00	\$ 86,000.00	\$ 118,000.00
Yorkton	35	5.3%	\$ 75,717.26	\$ 57,000.00	\$ 80,000.00	\$ 87,000.00	\$ 100,000.00
At Large	27	4.1%	\$ 89,926.67	\$ 60,000.00	\$ 78,020.00	\$ 120,000.00	\$ 164,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Don't know removed due to suppression rules

Year of Diploma or BSc

When looking at diploma holders compared to BSc holders, on average, those who earned their degrees between 1990 and 2009 tend to earn more than those who earned a diploma in over this time period.

Note that diploma-holder salaries may skew higher as they potentially gain more years of experience by finishing school earlier.

	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
<u>Diploma*</u>							
1994 and earlier	20	17.7%	\$ 93,960.45	\$ 70,653.00	\$ 91,000.00	\$ 106,500.00	\$ 180,000.00
Between 1995 and 1999	17	15.0%	\$ 97,748.24	\$ 66,000.00	\$ 83,200.00	\$ 120,000.00	\$ 201,000.00
Between 2000 and 2004	17	15.0%	\$ 95,214.71	\$ 65,000.00	\$ 87,000.00	\$ 110,000.00	\$ 210,000.00
Between 2005 and 2009	23	21.2%	\$ 77,438.70	\$ 62,000.00	\$ 74,000.00	\$ 81,000.00	\$ 135,000.00
Between 2010 and 2017	34	31.0%	\$ 72,346.03	\$ 50,000.00	\$ 63,500.00	\$ 75,000.00	\$ 175,000.00
<u>BSc Or Equivalent*</u>							
1979 and earlier	36	6.0%	\$ 84,005.33	\$ 67,500.00	\$ 85,270.00	\$ 101,000.00	\$ 204,000.00
Between 1980 and 1984	38	6.3%	\$ 105,614.03	\$ 85,000.00	\$ 96,500.00	\$ 114,600.00	\$ 180,000.00
Between 1985 and 1989	45	7.5%	\$ 96,174.11	\$ 74,000.00	\$ 94,000.00	\$ 120,000.00	\$ 155,000.00
Between 1990 and 1994	35	5.8%	\$ 100,660.20	\$ 86,000.00	\$ 101,000.00	\$ 119,000.00	\$ 154,000.00
Between 1995 and 1999	62	10.3%	\$ 99,828.24	\$ 80,806.00	\$ 94,000.00	\$ 115,000.00	\$ 182,385.00
Between 2000 and 2004	94	15.6%	\$ 89,649.55	\$ 75,000.00	\$ 86,090.00	\$ 100,000.00	\$ 150,000.00
Between 2005 and 2009	99	16.5%	\$ 84,849.13	\$ 69,000.00	\$ 80,000.00	\$ 93,000.00	\$ 164,000.00
Between 2010 and 2014	126	21.3%	\$ 75,331.25	\$ 61,000.00	\$ 69,535.00	\$ 76,500.00	\$ 94,000.00
Between 2015 and 2017	64	10.6%	\$ 61,681.98	\$ 54,542.50	\$ 59,714.50	\$ 65,000.00	\$ 85,000.00

*Years combined due to suppression rules

Year of MSc or PhD

Based on results below, compared to the previous slide, average annual earnings tend to rise as education levels increase. Though PhD holders who have earned their credentials over the last decade report slightly lower earnings, those who earned their PhDs in 2004 or earlier report the highest average annual salary.

	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
MSc*							
1994 and earlier	23	16.9%	\$ 104,173.57	\$ 85,500.00	\$ 96,000.00	\$ 125,000.00	\$ 180,000.00
Between 1995 and 1999	18	13.2%	\$ 109,541.67	\$ 82,300.00	\$ 98,500.00	\$ 145,000.00	\$ 250,000.00
Between 2000 and 2004	21	15.4%	\$ 103,179.19	\$ 83,200.00	\$ 94,000.00	\$ 120,000.00	\$ 150,000.00
Between 2005 and 2009	29	21.3%	\$ 88,689.14	\$ 75,000.00	\$ 93,000.00	\$ 99,000.00	\$ 120,000.00
Between 2010 and 2014	23	16.9%	\$ 71,449.26	\$ 60,000.00	\$ 70,000.00	\$ 80,000.00	\$ 120,000.00
Between 2015 and 2017	22	16.2%	\$ 109,873.05	\$ 61,100.00	\$ 65,000.00	\$ 74,000.00	\$ 160,000.00
PhD*							
2004 and earlier	16	41.0%	\$ 120,453.38	\$ 82,500.00	\$ 94,722.00	\$ 165,000.00	\$ 216,000.00
Between 2005 and 2017	23	59.0%	\$ 87,049.83	\$ 65,000.00	\$ 89,689.00	\$ 102,000.00	\$ 122,000.00
A total of 64 "Other" degrees/diplomas were earned between 1970 and 2017, which include the fields of business, social sciences, humanities, and various others:							
Between 1970 and 2017	64	100.0%	\$ 89,391.17	\$ 66,750.00	\$ 80,500.00	\$ 105,000.00	\$ 154,000.00

*Years combined due to suppression rules

Salary Details by Scope of Practice

On average, the highest paid scope of practice in Saskatchewan agrology are Organization/Program management, Research and Teaching and Agribusiness.

Scope of Practice*	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Plant Sciences/ Agronomy/ Horticulture	223	33.7%	\$ 76,532.78	\$ 61,000.00	\$ 72,500.00	\$ 87,000.00	\$ 120,000.00
Agribusiness/ Economics/ Finance	105	15.9%	\$ 93,846.15	\$ 71,144.00	\$ 88,000.00	\$ 102,000.00	\$ 170,000.00
Environment/ Natural Resources	92	13.9%	\$ 82,013.11	\$ 61,000.00	\$ 74,000.00	\$ 94,697.00	\$ 150,000.00
Soil Sciences/ Reclamation/ Remediation	64	9.7%	\$ 90,738.67	\$ 61,550.00	\$ 79,462.00	\$ 117,500.00	\$ 155,000.00
Research and Teaching	55	8.3%	\$ 93,474.47	\$ 62,000.00	\$ 72,181.00	\$ 95,000.00	\$ 145,000.00
Organization or Program Management/ Policy	45	6.8%	\$ 94,906.47	\$ 78,000.00	\$ 93,400.00	\$ 103,000.00	\$ 148,000.00
Extension/ Training and AgMedia/ Communications/ Awareness	33	5.0%	\$ 75,389.94	\$ 54,000.00	\$ 85,000.00	\$ 86,000.00	\$ 115,000.00
Animal and Poultry Sciences	20	3.0%	\$ 86,189.00	\$ 73,500.00	\$ 84,100.00	\$ 96,000.00	\$ 132,500.00
Other	24	3.6%	\$ 86,858.33	\$ 64,500.00	\$ 81,100.00	\$ 97,000.00	\$ 200,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Food Sciences/Nutrition removed due to suppression rules

Salary Details by Sector of Employment

On average, agrologists working in the public sector are earning more than their counterparts in the private and not-for-profit sectors.

Sector of Employment	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Private Sector	426	64.4%	\$ 84,529.33	\$ 61,250.00	\$ 75,000.00	\$ 95,000.00	\$ 145,000.00
Public Sector	171	25.8%	\$ 88,943.80	\$ 72,306.00	\$ 85,000.00	\$ 100,000.00	\$ 148,000.00
Not-for-profit Sector	56	8.4%	\$ 75,311.11	\$ 54,542.50	\$ 72,090.50	\$ 91,785.00	\$ 131,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Other removed due to suppression rules (Most "other" responses have been up-coded as they fit into the above categories.)

Salary Details by Industry of Employment

When looking at salary by industry of employment, on average, those working in educational services have the highest annual pay followed by those in the oil and gas industry and those working in research.

Industry of Employment	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Service For Profit	231	34.9%	\$ 81,723.51	\$ 64,000.00	\$ 78,000.00	\$ 95,000.00	\$ 125,000.00
Service Not For Profit	132	19.9%	\$ 86,005.33	\$ 72,306.00	\$ 85,000.00	\$ 96,500.00	\$ 130,000.00
Consulting/Contracting Service	110	16.6%	\$ 75,218.79	\$ 60,000.00	\$ 70,000.00	\$ 85,000.00	\$ 134,368.00
Resource Industry Oil & Gas	71	10.7%	\$ 98,564.19	\$ 65,000.00	\$ 85,000.00	\$ 120,000.00	\$ 190,000.00
Research	62	9.4%	\$ 89,049.35	\$ 59,000.00	\$ 71,000.00	\$ 90,000.00	\$ 135,000.00
Resource Industry Except Oil & Gas	28	4.2%	\$ 79,733.64	\$ 59,500.00	\$ 75,000.00	\$ 92,771.00	\$ 110,000.00
Educational Services	15	2.3%	\$ 104,516.20	\$ 68,000.00	\$ 96,000.00	\$ 145,000.00	\$ 216,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Other removed due to suppression rules (Most "other" responses have been up-coded as they fit into the above categories.)

Salary Details by Main Job Function

Not surprisingly, CEOs, general managers and executive directors earn the highest average annual salaries. They are followed by agrologists working as project or operations managers and those working in teaching and research.

Main Job Function	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
CEO, General Manager, Executive Director	62	9.4%	\$ 112,135.07	\$ 75,000.00	\$ 110,000.00	\$ 134,508.00	\$ 185,000.00
Project or Operations Management and Administration	155	23.4%	\$ 89,202.23	\$ 69,000.00	\$ 83,000.00	\$ 103,000.00	\$ 150,000.00
Teaching and Research (academic)	45	6.8%	\$ 83,883.18	\$ 59,000.00	\$ 73,500.00	\$ 99,000.00	\$ 180,000.00
Regulatory Assessments and Approvals	53	8.0%	\$ 72,458.67	\$ 60,000.00	\$ 70,000.00	\$ 84,500.00	\$ 110,000.00
Providing Knowledge, Advice, and Recommendations	255	38.5%	\$ 79,847.00	\$ 60,000.00	\$ 75,000.00	\$ 88,000.00	\$ 125,000.00
Product Marketing and Sales	90	13.6%	\$ 79,812.01	\$ 65,000.00	\$ 75,000.00	\$ 93,110.00	\$ 120,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Other removed due to suppression rules (Most "other" responses have been up-coded as they fit into the above categories)

Salary Details by Years of Experience

Annual salary tends to increase as years of agrolgy experience rise. However, average annual salaries seem to peak between 21 and 30 years of experience.

Years of Experience	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Less than 1 year	43	6.5%	\$ 68,718.79	\$ 52,070.00	\$ 61,000.00	\$ 73,500.00	\$ 125,000.00
1 to 4 years	192	29.0%	\$ 72,393.99	\$ 59,000.00	\$ 65,000.00	\$ 75,000.00	\$ 101,000.00
5 to 9 years	141	21.3%	\$ 83,553.25	\$ 69,035.00	\$ 80,000.00	\$ 92,000.00	\$ 124,800.00
10 to 15 years	95	14.4%	\$ 94,384.67	\$ 76,788.00	\$ 91,000.00	\$ 105,000.00	\$ 182,385.00
16 to 20 years	62	9.4%	\$ 92,704.56	\$ 78,000.00	\$ 90,000.00	\$ 110,000.00	\$ 148,000.00
21 to 25 years	29	4.4%	\$ 100,326.72	\$ 85,000.00	\$ 94,332.00	\$ 110,000.00	\$ 160,000.00
26 to 30 years	40	6.0%	\$ 114,771.10	\$ 79,962.00	\$ 100,500.00	\$ 132,184.00	\$ 215,000.00
31 to 35 years	28	4.2%	\$ 84,654.75	\$ 71,000.00	\$ 90,300.00	\$ 109,950.00	\$ 134,508.00
36 years or more*	32	4.8%	\$ 87,210.94	\$ 67,500.00	\$ 86,770.00	\$ 101,000.00	\$ 204,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Combined with other categories due to suppression rules

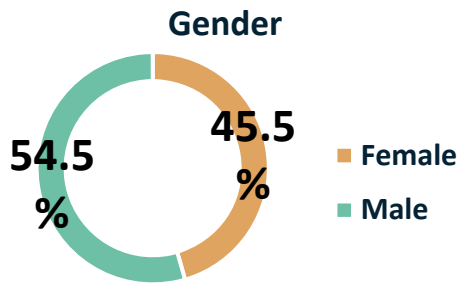
Salary Details by Number of Employees Supervised

As the number of employees an agrolgist supervises increases so does one's annual salary.

Number of Employees Supervised	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
0 Employees	323	48.8%	\$ 72,961.37	\$ 60,000.00	\$ 72,306.00	\$ 86,000.00	\$ 110,000.00
1 – 5 Employees	228	34.4%	\$ 86,438.62	\$ 65,000.00	\$ 75,474.00	\$ 94,000.00	\$ 140,000.00
6 – 10 Employees	55	8.3%	\$ 106,194.20	\$ 81,120.00	\$ 100,000.00	\$ 120,000.00	\$ 185,000.00
11 – 20 Employees	30	4.5%	\$ 110,962.27	\$ 95,000.00	\$ 111,250.00	\$ 134,368.00	\$ 180,000.00
21 or more Employees*	26	3.9%	\$ 137,329.54	\$ 115,000.00	\$ 137,254.00	\$ 164,000.00	\$ 200,000.00
Overall (Combined)	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*Combined with other categories due to suppression rules

Gender (Overall)



Experience by Gender

Years of Experience by Gender	20 years or less	More than 20 years
Female	51.6%	20.0%
Male	48.4%	80.0%

Salary Details by Gender

Despite men reporting higher earnings than women, male agrologists report more years of experience than females on an aggregate level. From previous tables, more years of experience generally correlate to higher earnings.

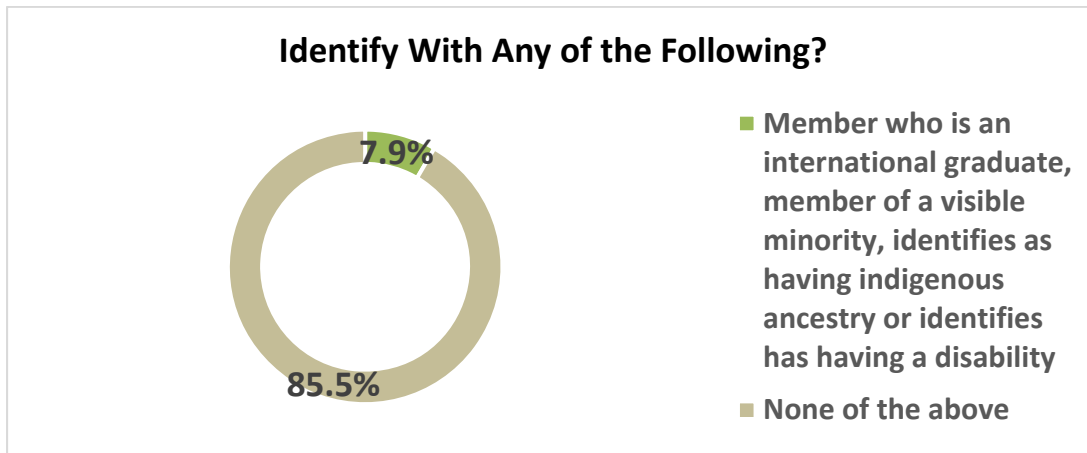
Salary by Gender	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Female	293	45.5%	\$ 74,253.12	\$ 60,000.00	\$ 71,000.00	\$ 84,000.00	\$ 120,000.00
Male	351	54.5%	\$ 93,417.25	\$ 69,000.00	\$ 85,000.00	\$ 106,000.00	\$ 164,000.00
Overall*	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

Female agrologists report a higher average salary than males in the category of “more than 20 years experience”.

	Years of Experience	Salary Details (Gender by Years of Experience)						
		Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Less than 1 year	27	9%	\$ 63,739.96	\$ 52,070.00	\$ 61,000.00	\$ 70,000.00	\$ 100,000.00
Male		16	5%	\$ 77,120.56	\$ 53,850.00	\$ 66,500.00	\$ 86,250.00	\$ 175,000.00
Female	1 to 4 years	116	40%	\$ 64,471.16	\$ 55,000.00	\$ 62,000.00	\$ 72,181.00	\$ 94,697.00
Male		75	21%	\$ 84,574.27	\$ 61,000.00	\$ 69,000.00	\$ 80,000.00	\$ 145,000.00
Female	5 to 9 years	65	22%	\$ 76,753.44	\$ 66,800.00	\$ 76,870.00	\$ 83,519.00	\$ 115,000.00
Male		68	19%	\$ 90,047.57	\$ 69,535.00	\$ 81,647.50	\$ 100,250.00	\$ 170,000.00
Female	10 to 15 years	38	13%	\$ 80,176.24	\$ 68,233.00	\$ 80,500.00	\$ 94,000.00	\$ 120,000.00
Male		55	16%	\$ 104,935.24	\$ 82,000.00	\$ 96,000.00	\$ 119,840.00	\$ 200,000.00
Female	16 to 20 years	22	8%	\$ 82,262.23	\$ 71,144.00	\$ 85,000.00	\$ 95,000.00	\$ 105,000.00
Male		37	11%	\$ 99,194.30	\$ 80,000.00	\$ 95,000.00	\$ 120,000.00	\$ 150,000.00
Female	More than 20 years	25	9%	\$ 108,152.36	\$ 75,000.00	\$ 86,000.00	\$ 125,000.00	\$ 204,000.00
Male		100	28%	\$ 96,475.93	\$ 79,962.00	\$ 95,000.00	\$ 113,550.00	\$ 163,073.00

*The above does not sum to 662 due to members choosing not to answer this question

Personal Identity Details



Salary Details by Personal Identity

Most members do not identify as being an international graduate, member of a visible minority, indigenous person or a person with a disability. Despite this, those who do are earning a strong average annual salary of \$79,389.23.

Salary by Identity	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Member who is an international graduate, member of a visible minority, identifies as having indigenous ancestry or identifies as having a disability (Combined due to reporting rules)	52	7.9%	\$ 79,389.23	\$ 60,000.00	\$ 70,000.00	\$ 95,000.00	\$ 150,000.00
None of the above	566	85.5%	\$ 85,245.04	\$ 64,000.00	\$ 79,000.00	\$ 96,000.00	\$ 140,000.00
Overall*	662	100.0%	\$ 84,629.16	\$ 62,500.00	\$ 78,723.00	\$ 95,000.00	\$ 145,000.00

*The above does not sum to 662 due to members choosing not to answer this question