

BCSLA Workplace Survey 2007

Save the Trees:

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December 21, 2007

1.0 Introduction

Background

The BCSLA 2007 Workplace Survey was carried out to gather information relating to the current work-place conditions of it's members. The primary purpose of the survey was to acquire current data to inform work being undertaken to update the Society's Fee Guide.

In addition it is hoped that the survey will provide an invaluable insight into the profession in British Columbia and will arm students, employees and employers with up-to-date facts about the profession. It is hoped that the survey will be a useful and interesting resource for all members of the society and will lead to a better understanding of the profession in British Columbia.

The survey asked members for background information about demographics, education, professional registration and work experience and sought to relate this information to current salaries and benefits enjoyed by members. The last section of the survey was designed to gather information from Employers and Managers.

How was the survey carried out?

The survey was carried out using an on-line survey tool known as Surveymonkey (surveymonkey.com). Members were provided a digital link to gain access to the survey during the month of November 2007.

Who completed the Survey?

185 members responded to the survey. The breakdown of respondents by BCSLA membership categories compared to full BCSLA membership numbers is provided below:

	Full membership	Respondents	Response Rate
Registered Landscape Architects	243	107	44%
Landscape Architects	5	7	140%
Interns	129	63	48%
Inactive	37	0	0%
Retired	?	1	?
Overall	414	185	45%

Notes:

1. There are currently only 5 Landscape Architect members (non registered) in the Society. Notwithstanding this, 7 respondents claimed this type of membership.
2. Eight respondents to Question 9, re membership category, skipped the question, hence the inconsistency in membership numbers versus total respondents.

An overall response rate of 45% provides a very representative sampling of the membership and results should therefore provide accurate data. The response rates for Registered Landscape Architects and Interns, who together make up the bulk of the membership, were very similar (44% and 48% respectively) and therefore the results should equally reflect both categories of membership.

Report Format:

This report is divided into 17 sections. Sections 1 through 7 provide all answers from all respondents to all 58 questions. For each question, the total number of Answered Questions is stated in addition to the number of people who skipped the question. Added together these numbers equal the total number of respondents to the survey, i.e. 185.

The Response Count is the total number of responses to each answer and the Response Percent represents the number of responses to each answer expressed as a percentage of the total number of responses to the question.





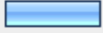
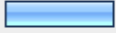
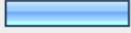




The number of Answered Questions for each question varies. This may reflect peoples willingness or ability to answer each question. Some questions simply would not apply to all respondents. Section 7, Self Employed / Employers / Managers would only have been answered by people in these positions and has a correspondingly low Answered Question rate.

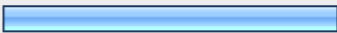
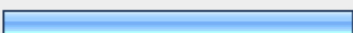
Sections 8 through 17 provide filtered results that allow selected findings from the survey to be seen through a series of specific lenses. Refer to Section 8 for a more details.

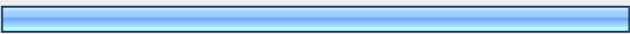


2.0 Your Background

Observations:

- 51% of respondents are women (See Sections 8 and 9 for a more detailed assessment of Women and Men in the Society)
- Respondents are evenly spread throughout the 30 – 55 age groups. Approx 60% of all respondents are between 30 and 50 years old, 22.2% between 50 and 60 years old and 3.2% over 60 years old.
- There does not appear to be a threat to the Society's membership numbers posed by the retirement of the baby-boomer generation. (See Sections 8 -17 for differences in age groupings per gender group and sectors).
- Only 2.2% of respondents are between the ages of 20 and 25 with 12.5% of respondents between 26 and 30. The 26-30 age group numbers reflect a slight decrease in numbers compared to the 31-55 year age groups but may also reflect the late age (25 plus) that most early practitioners become Interns.
- 99% of respondents are Canadian Citizens or Permanent Residents

1. Please indicate your age.				
			Response Percent	Response Count
20-25			2.2%	4
26-30			12.4%	23
31-35			14.6%	27
36-40			16.2%	30
41-45			13.5%	25
46-50			15.7%	29
51-55			17.8%	33
56-60			4.3%	8
61-65			1.6%	3
66-70			0.5%	1
70+			1.1%	2
			answered question	185
			skipped question	0

2. Please indicate your gender.			
		Response Percent	Response Count
Male		48.9%	90
Female		51.1%	94
<i>answered question</i>			184
<i>skipped question</i>			1

3. Citizenship: Which of the following describes your citizenship status;			
		Response Percent	Response Count
Canadian Citizen		92.4%	170
Canadian Permanent Resident		6.5%	12
Non-Canadian working on a visa		1.1%	2
<i>answered question</i>			184
<i>skipped question</i>			1

4. Home Address: Please identify the City and Province in which you live.

	Response Percent	Response Count
Lower Mainland, BC	68.89%	124
Sunshine Coast and Islands, BC	15.56%	28
Rest of BC	8.33%	15
Alberta	3.33%	6
Saskatchewan	1.11%	2
Manitoba	0.56%	1
Ontario	1.11%	2
USA	0.56%	1
Overseas	0.56%	1
answered questions		180
skipped questions		4



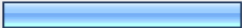



5. Work Address: Please identify the City and Province in which you work.

	Response Percent	Response Count
Lower Mainland, BC	68.31%	125
Sunshine Coast and Islands, BC	14.75%	27
Rest of BC	8.20%	15
Alberta	4.37%	8
Saskatchewan	1.09%	2
Manitoba	0.55%	1
Ontario	1.09%	2
USA	1.09%	2
Overseas	0.55%	1
answered questions		183
skipped questions		2

3.0 Your Education

Observations:

- The highest level of education for 45% of respondents is an Undergraduate Degrees in Landscape Architecture.
- The highest level of education for 35% of respondents is a Masters Degrees in Landscape Architecture.
- 42% of respondents have studied at University of British Columbia, BC with 17.39% studying at University of Guelph, ON.
- 79.74% of respondents have studied in Canada, 12.55% in the USA and only 7.71% in other countries.
- 32.95% of respondents completed their studies as recently as 2000-2007.

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		44.8%	81
Graduate degree in Landscape Architecture		8.8%	16
Masters Degree in Landscape Architecture		34.8%	63
PhD in Landscape Architecture		0.6%	1
Other undergraduate degree		5.0%	9
Other Graduate degree		6.1%	11
		answered question	181
		skipped question	4

7. At which educational institutions did you receive your professional degree (s)?

	Response Percent	Response Count
University of British Columbia, BC	42.03	87
University of Guelph, ON	17.39	36
University of Manitoba, MB	7.25	15
University of Oregon, USA	4.35	9
University of Toronto, ON	2.90	6
Edinburgh College of Art, Scotland	1.45	3
Gloucester College of Art and Technology, England	1.45	3
University of Washington, USA	1.45	3
Ryerson University, ON	0.97	2
Simon Fraser University, BC	0.97	2
Universite de Montreal, QC	0.97	2
University of Alberta, Edmonton, AB	0.97	2
University of California at Berkeley, USA	0.97	2
University of Central England in Birmingham, UK	0.97	2
University of Illinois, USA	0.97	2
University of Michigan, USA	0.97	2
University of Victoria, BC	0.97	2
Acadia University, Wolfville, NS	0.48	1
British Columbia Institute of Technology, BC	0.48	1
California State University, USA	0.48	1
Carlton University, Ottawa, OT	0.48	1
City College of New York, USA	0.48	1
Cornell University, NY, USA	0.48	1
Fanshawe College, London, ON	0.48	1

Harvard University, USA	0.48	1
Indian Institute of Technology, Kharagpur, India	0.48	1
Leeds Polytechnic, Yorkshire, England	0.48	1
Lincoln University, New Zealand	0.48	1
North Dakota State University, USA	0.48	1
Northern Alberta Institute of Technology, Edmonton, AB	0.48	1
Olds College, AB	0.48	1
Pennsylvania State University, USA	0.48	1
Royal Roads University, BC	0.48	1
UFES, Vitoria, Brazil	0.48	1
University Northern British Columbia, BC	0.48	1
University of Calgary, AB	0.48	1
University of Edinburgh, Scotland	0.48	1
University of Lublin, Poland	0.48	1
University of Melbourne, Australia	0.48	1
University of Minnesota, USA	0.48	1
University of Tehran, Iran	0.48	1
University of Waterloo, ON	0.48	1
University of York, ON	0.48	1
Utah State University, USA	0.48	1
	100	207
Notes: The response count exceeds the number of answered questions due to respondents reporting multiple institutions.		
answered questions		179
skipped questions		6





8. In which years did you commence and complete full time study in Landscape Architecture?

	Response Percent	Response Count	Response Percent	Response Count
Years	Commenced		Completed	
2005-2007			12.50	22
2000-2004	20.45	36	20.45	36
1995-1999	18.18	32	15.34	27
1990-1994	11.36	20	11.93	21
1985-1989	10.23	18	15.91	28
1980-1984	15.34	27	10.80	19
1975-1979	11.93	21	7.39	13
1970-1974	6.25	11	1.70	3
1965-1969	2.27	4	0.57	1
1960-1964	0.57	1	0.00	0
1945-1950	0.57	1	0.57	1
No Degree	2.84	5	2.84	5
	100.00	176	100.00	176
answered questions				176
skipped questions				8

4.0 Professional Registration

Observations:

- 60% of respondents are Registered Landscape Architects
- 37% of respondents are BCSLA Intern Members
- 46% of respondents have been members of the Society for less than 4 years.
- The dates respondents first registered (in any jurisdiction) are evenly spread between 1985 to the present day suggesting a constant supply of new Landscape Architects and the successful progression from Intern Member to Registration.

9. Which category of membership do you currently hold in the BCSLA?			
		Response Percent	Response Count
Registered Landscape Architect		60.5%	107
Landscape Architect		4.0%	7
BCSLA Intern		35.6%	63
BCSLA Student		0.0%	0
Retired Landscape Architect		0.6%	1
		answered question	177
		skipped question	8

10. How many years have you held this Membership of the BCSLA?		
	Response Percent	Response Count
Locations		
0 - 4 years	45.88	78
5 - 9 years	12.35	21
10 - 14 years	18.24	31
15 - 19 years	11.18	19
20 - 24 years	7.06	12
25 - 29 years	2.94	5
30 -34 years	1.18	2
35 - 39 years	0.59	1
55 - 59 years	0.59	1
	100	170
Note: Two respondents entered a void answer and were therefore discounted.		
answered questions		170
skipped questions		13

11. If you are, or have been registered as a Landscape Architect in another jurisdiction please name the Province / State / Country and identify the years you were Registered.

	1st Registrations	2nd Registrations	3rd Registrations
Alberta	10		
Saskatchewan	2	1	
Manitoba	1		
Ontario	6	3	1
Nova Scotia	1		
Newfoundland	1		
Arizona		1	
Hong Kong		1	
United Kingdom	4		
Illinois	1		
Wyoming	1		
California		1	
Utah			1
New York	1		
Oregon	2	1	
Washington	4		
	34	8	2

Note: 10 answers included the BCSLA as another jurisdiction and were therefore discounted. Date information was not provided by many respondents. Date information was therefore not reported in the above.

answered questions 45

skipped questions 140

12. How many LARE exams have you successfully completed?

	Response Percent	Response Count
Number of Exams Passed		
0	14.4	21
1	5.5	8
2	2.7	4
3	5.5	8
4	0.7	1
5	3.4	5
6	0.7	1
All exams passed	46.6	68
Registered Prior to LARE	20.5	30
	100	146
answered questions		146
skipped questions		39

13. In which year did you first become registered as a Landscape Architect?

	Response Percent	Response Count
2005-2007	16.67	19
2000-2004	14.91	17
1995-1999	19.30	22
1990-1994	16.67	19
1985-1989	15.79	18
1980-1984	8.77	10
1975-1979	5.26	6
1970-1974	1.75	2
1950-1954	0.88	1
	100	114
Note: 41 respondents answered N/A or Not Yet Registered. These answers were discounted.		
answered questions		155

5.0 Your Work Experience

Observations:

- 23% of respondents started full time work in the profession between 2000-2004 with another 11% starting between 2005 and 2007 suggesting a significant growth in “starts” compared to previous periods.
- The distribution of respondents with between 10 and 30 years experience is quite even with a sudden jump in respondents (almost doubling) with less than 10 years experience. This again suggests a healthy growth period in the profession. 46.28% of respondents have less than 10 years experience.
- The number of respondents with less than 4 years experience in the profession varies markedly by sector. 30% of respondents in the private sector, 48% of respondents in the public sector and 60% of respondents in the education sector. The latter may reflect part time involvement in the education sector.

14. In which year did you commence full time employment in Landscape Architecture?

	Response Percent	Response Count
2005-2007	10.78	18
2000-2004	23.35	39
1995-1999	13.77	23
1990-1994	12.57	21
1985-1989	17.96	30
1980-1984	10.78	18
1975-1979	7.19	12
1970-1974	2.40	4
1965-1969	0.60	1
1950-1954	0.60	1
	100.00	167

Note: 4 respondents answered N/A. These answers were discounted.

answered questions	171
skipped questions	14

15. How many years full-time work experience (more than 3 days per week) have you gained in landscape architecture related positions since you commenced full-time secondary education?

	Response Percent	Response Count
0 - 4 years	25.14	44
5 - 9 years	21.14	37
10 - 14 years	10.29	18
15 - 19 years	14.29	25
20 - 24 years	12.57	22
25 - 29 years	9.71	17
30 -34 years	3.43	6
35 - 39 years	1.71	3
40 -44 years	0.00	0
45 - 49 years	0.57	1
50 - 54 years	0.57	1
55 - 59 years	0.57	1
	100	175
answered questions		175
skipped questions		10

16. How many years full-time work experience have you worked in the following sectors?

	Private Sector		Public Sector		Education Sector	
	Percent	Response	Percent	Response	Percent	Response
0 - 4 years	29.9	49	47.8	32	60.0	9
5 - 9 years	28.7	47	22.4	15	13.3	2
10 - 14 years	10.4	17	10.4	7	6.7	1
15 - 19 years	11.0	18	9.0	6	0.0	0
20 - 24 years	8.5	14	9.0	6	13.3	2
25 - 29 years	6.7	11	0.0	0	0.0	0
30 -34 years	4.3	7	1.5	1	6.7	1
35 - 39 years	0.6	1	0.0	0	0.0	0
40 -44 years	0.0	0	0.0	0	0.0	0
45 - 49 years	0.0	0	0.0	0	0.0	0
50 - 54 years	0.0	0	0.0	0	0.0	0
55 - 59 years	0.0	0	0.0	0	0.0	0
	100	164	100	67	100.0	15

Note: One respondent entered a void answer and was therefore discounted.

answered questions 175

skipped questions 10

17. How many full-time landscape architecture related positions (including self employment) have you held since commencing studies in landscape architecture?

	Response Percent	Response Count
1 to 2	28.7	49
3 to 4	40.9	70
5 to 6	17.0	29
7 to 8	5.8	10
9 to 10	4.1	7
11 to 12	1.2	2
13 to 14	0.0	0
15 to 16	0.0	0
17 to 18	1.2	2
19 - 20	0.6	1
35	0.6	1
	100	171

Note: Two respondents entered void answers and were therefore discounted.

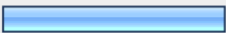


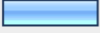




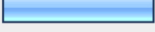
answered questions	173
skipped questions	12

6.0 Your Current Job

- 74% of respondents work in the Private Sector with 22% being Sole Practitioners.
- 19% of respondents work in the Public Sector.
- Only 7% of respondents work in the Education Sector.
- 53% of respondents have been in their current positions for less than 4 years.
- 63% of respondents work with less than 6 landscape architecture trained co-workers and 32% of respondents work with less than 6 landscape architecture trained co-workers.
- Salaries reported by respondents range from \$15.00 to \$100 per hour.
- Approx 34% of respondents earn less than \$30 per hour, 39% earn between \$30-\$50 per hour and 27% earn more than \$50 per hour.
- See Section 7 for reported salaries offered by Employer / Managers and Sections 8 -17 for more detailed analysis of salaries filtered by gender, membership category and sector.
- 24% of respondents typically work no overtime. 25.2% work between 0-4 hours OT per week. 21.7% work 5-8 hours OT per week. 21.8 % work between 9 and 22.5 hours OT per week.
- 30% of respondents are not rewarded for the overtime they work.
- The majority of respondents (50-88%) of respondents receive work benefits such as medical cover, long term disability, life insurance etc.
- 69% of respondents have their BCSLA dues paid for by their employers.
- 65% of respondents do not get any employer assistance with pensions.

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div><div></div></div>	21.7%	35
Partnership / Corporation	<div><div></div></div>	52.2%	84
Local Government	<div><div></div></div>	19.3%	31
University or College	<div><div></div></div>	4.3%	7
Other Organization	<div><div></div></div>	3.1%	5
Identify Other Organization	<div><div></div></div>	4.3%	7
answered question			161
skipped question			24

18. Other Sectors	
	Response Count
Combined Sole Practitioner and University	1
UBC Continuing Studies Instructor	1
FORREX Forest Research Extension Partnership	1
University (non academic)	1
Small firm with single owner	1
EI/Self-employed	1
	6
Note: One respondent entered a void answer and was therefore discounted.	
answered questions	
7	

19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal		32.5%	52
Associate		7.5%	12
Senior Landscape Architect		10.0%	16
Landscape Architect		13.8%	22
Landscape Intern		20.0%	32
Assistant Professor		0.0%	0
Associate Professor		0.6%	1
Professor		2.5%	4
Sessional Faculty		1.3%	2
Adjunct Faculty		0.0%	0
Other		21.9%	35
		answered question	160
		skipped question	25

20. How long have you been in your current position?

	Response Percent	Response Count
1 - 2 years	31.0	49
3 - 4 years	22.2	35
5 - 6 years	7.6	12
7 - 8 years	6.3	10
9 - 10 years	5.7	9
11 - 12 years	3.2	5
13 - 14 years	5.1	8
15 - 16 years	2.5	4
17 - 18 years	3.2	5
19 - 20 years	1.9	3
21 - 22 years	5.7	9
23 - 24 years	1.9	3
25 - 26 years	1.3	2
27 - 28 years	0.6	1
29 - 30 years	0.6	1
31 - 32 years	0.6	1
33 - 34 years	0.6	1
	100	158

Note: Two respondents entered void answers and were therefore discounted.

answered questions 160

skipped questions 25

21. How many landscape architecture trained employees, including yourself, principals and office support staff, are employed in your place of work?

	Response Percent	Response Count
1 to 2	31.6	49
3 to 4	18.1	28
5 to 6	14.8	23
7 to 8	7.1	11
9 to 10	4.5	7
11 to 12	3.9	6
13 to 14	3.2	5
15 to 16	4.5	7
17 to 18	1.3	2
19 to 20	0.6	1
21 to 22	0.6	1
23 to 24	3.2	5
25 to 26	1.9	3
27 to 28	0.6	1
29 to 30	2.6	4
40	0.6	1
50	0.6	1
	100	155
Note: Six respondents entered void answers and were therefore discounted.		
answered questions		161
skipped questions		24

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		0.6%	1
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		5.0%	8
\$21.00 - \$23.00		5.0%	8
\$24.00 - \$26.00		13.0%	21
\$27.00 - \$29.00		10.6%	17
\$30.00 - \$32.00		9.3%	15
\$33.00 - \$35.00		8.1%	13
\$36.00 - \$40.00		9.9%	16
\$41.00 - 45.00		6.2%	10
\$46.00 - \$50.00		6.2%	10
\$51.00 - \$55.00		5.0%	8
\$56.00 - \$60.00		4.3%	7
\$61.00 - \$65.00		3.1%	5
\$65.00 - \$70.00		0.6%	1
\$71.00 - \$75.00		3.7%	6
\$76.00 - \$80.00		1.2%	2
\$81.00 - \$85.00		1.2%	2
\$86.00 - \$90.00		2.5%	4
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		5.6%	9
		answered question	161
		skipped question	24

23. Salary Increases: What percentage increase in salary did you last receive from your current employer?



	Response Percent	Response Count
N/A	20.4	28
None	10.2	14
1%	0.7	1
2%	5.8	8
3%	15.3	21
4%	6.6	9
5%	11.7	16
6%	2.2	3
7%	2.2	3
8%	2.9	4
9%	2.2	3
10%	7.3	10
11%	1.5	2
12%	4.4	6
13%	0.7	1
14%	0.7	1
15%	1.5	2
19%	1.5	2
25%	0.7	1
30%	0.7	1
50%	0.7	1
	100	137
Note: Six respondents entered void answers and were therefore discounted.		
answered questions		143
skipped questions		42

24. Salary Increase Frequency: How frequently has your salary typically been reviewed / increased by your current employer?

	Response Percent	Response Count
None / Not Yet	2.2	3
Varies	2.9	4
n/a	16.8	23
1 month	0.7	1
2 months	0.7	1
3 months	0.7	1
4 months	0.7	1
6 months	1.5	2
12 months	58.4	80
15 months	0.7	1
16 months	0.7	1
18 months	3.6	5
24 months	6.6	9
36 months	2.2	3
48 months	0.7	1
60 months	0.7	1
	100.0	137

Note: Eight respondents entered void answers and were therefore discounted.

answered questions	145
skipped questions	40

25. Salary Reviews: Is your salary reviewed;			
		Response Percent	Response Count
On an individual ad-hoc basis		47.7%	62
On an organization wide basis		53.1%	69
		answered question	130
		skipped question	55

26. Work Week: How long is your standard work week (excluding overtime)?			
		Response Percent	Response Count
0 - 15 hours		2.6	4
16 - 30 hours		8.4	13
31 - 35 hours		14.9	23
36 hours		3.9	6
37 hours		1.3	2
37.5 hours		35.1	54
38 hours		1.3	2
40 hours		25.3	39
40-50 hours		5.8	9
50 - 60 hours		0.6	1
60 -70 hours		0.6	1
		100	154
Note: Four respondents entered void answers and were therefore discounted.			
		answered questions	158
		skipped questions	27

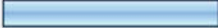
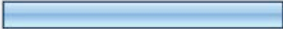

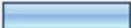
27 Paid Holidays: How many paid holidays are you entitled to take each year, excluding statutory holidays?

	Response Percent	Response Count
N/a	6.8	10
Nil	10.2	15
On an ad-hoc basis	0.7	1
6% salary	1.4	2
I don't know.	0.7	1
As many as I want.	1.4	2
3 days	1.4	2
6 days	0.7	1
7 days	0.7	1
8 days	1.4	2
10 days	17.7	26
12 days	1.4	2
14 days	2.7	4
15 days	23.8	35
16 days	0.7	1
18 days	1.4	2
20 days	12.9	19
21 days	2.7	4
25 days	8.2	12
28 days	0.7	1
30 days	2.7	4
	100.0	147
Note: Two respondents entered void answers and were therefore discounted.		
answered questions		149
skipped questions		36

**28. Overtime Hours: How many hours overtime do you typically work per week?
(overtime means all hours in excess of your regular hours)**

	Response Percent	Response Count
N/A	6.1	9
None	23.8	35
Varies (no values provided)	1.4	2
0 - 2 hours	15.0	22
3 - 4 hours	10.2	15
5 -6 hours	15.6	23
7 - 8 hours	6.1	9
9 - 10 hours	13.6	20
11 - 12 hours	2.7	4
13 -14 hours	1.4	2
15 -16 hours	0.7	1
20 hours	2.7	4
22.5 hours	0.7	1
	100	147
Note: Thirteen respondents entered voids answers and were therefore discounted.		
answered questions		160
skipped questions		25

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?

		Response Percent	Response Count
No reward		30.1%	46
Time off in lieu		39.2%	60
Paid at regular hourly rate		24.8%	38
Paid at enhanced hourly rate		17.6%	27
	answered question		153
	skipped question		32

30. Personal Days: How many paid personal days per year are you entitled to for reasons such as sickness, family emergencies etc.

	Response Percent	Response Count
N/a	11.4	16
Not known	2.9	4
Not Defined	2.9	4
More than enough	0.7	1
No Limit	8.6	12
None	21.4	30
2-3 days	6.4	9
4-5 days	15.0	21
6-7 days	7.1	10
8-9 days	0.7	1
10-11 days	2.1	3
12-13 days	4.3	6
14-15 days	3.6	5
16-17 days	2.1	3
18-19 days	2.1	3
20-21 days	4.3	6
22 days	0.7	1
26 days	0.7	1
36 days	0.7	1
75 days	0.7	1
120 days	0.7	1
6 months	0.7	1
	100	140
Note: Three respondents entered void answers and were therefore discounted.		
answered questions		143
skipped questions		42

31. Bonuses: Do you typically receive an annual bonus or profit share in addition to salary?**If yes, please identify the amount of the bonus for 2006.**

	Response Percent	Response Count
N/A	11.8	15
Don't Know	1.6	2
Amount Undefined	1.6	2
By Merit / Profit	1.6	2
No, self employed	3.9	5
Gift (Ipod)	0.8	1
None	37.8	48
\$1 - \$2,500	20.5	26
\$2,501 - \$5,000	11.0	14
\$5,001 - \$5,250	0.0	0
\$5,251 - \$7,500	0.0	0
\$7,501 - \$10,000	3.1	4
\$10,001 - \$12,500	0.8	1
\$12,501 - \$15,000	1.6	2
\$15,001 - \$17,500	0.0	0
\$17,501 - \$20,000	1.6	2
\$27,000	0.8	1
\$28,000	0.8	1
\$300,000	0.8	1
	100	127
<i>Note: Two respondents entered void answers and were therefore discounted.</i>		
answered questions		129
skipped questions		56

32. Dividends on Shares: Do you typically receive dividends from shares in your company in addition to salary?




If yes, please identify the amount of the dividends for 2006

	Response Percent	Response Count
N/A	22.0	18
No / None	65.9	54
Yes (but no amounts provided)	3.7	3
\$2,500	1.2	1
\$5,000	1.2	1
\$10,000	1.2	1
\$20,000	1.2	1
\$44,000	1.2	1
\$50,000+	1.2	1
\$110,000	1.2	1
	100	82
answered questions		82
skipped questions		103


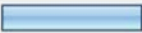

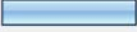
33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?

		Response Percent	Response Count
Life Insurance		63.7%	72
Short term disability		46.9%	53
Long term disability		61.9%	70
Dental Insurance		80.5%	91
Vision care		54.0%	61
Medical, extended health and prescription drugs		88.5%	100
Other		15.9%	18
	answered question		113
	skipped question		72

34. Registration Costs: Does your employer or your business pay for your annual BCSLA / CSLA registration fees?

		Response Percent	Response Count
Yes		68.6%	105
No		30.1%	46
Part		2.6%	4
	answered question		153
	skipped question		32


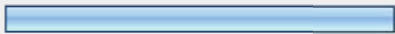
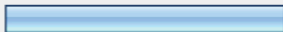
35. Pensions: Which of the following pension plans are provided to you by your employer / paid by your company?

		Response Percent	Response Count
None		64.8%	92
Company pension plan		20.4%	29
Group RSP		9.9%	14
Employer contributions to RSP		19.7%	28
	Other (please specify)		13
Page 37 of 134	ALL RESPONDENTS	answered question	142

37. Continuing Education Opportunities: LARE Exams: Other Support.

	Response Count
Full Registration costs only for exams passed	2
Full Registration costs after one year service only	1
Study Materials	1
In-house seminars / project discussions	1
Travel and accommodation costs	1
Emotional Support	1
answered questions	7


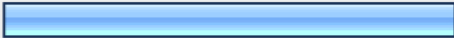
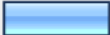


38. Continuing Education Opportunities: How does your employer support your attendance at evening seminars and lectures:

		Response Percent	Response Count
Part Registration costs		8.0%	11
Full Registration costs		54.0%	74
None		38.7%	53
Other support (please specify)			12
answered question			137
skipped question			48

38. Continuing Education Opportunities: Evening Seminars and Lectures: Other Support



	Response Count
Support assessed on an individual basis	3
Accommodation and food costs	1
Accommodation and travel costs	1
answered questions	

39. Continuing Education Opportunities: How does your employer support your attendance at conferences during working hours:

		Response Percent	Response Count
Unpaid time off		20.6%	29
Paid time off		49.6%	70
Part Registration Costs		11.3%	16
Full Registration Costs		52.5%	74
None		10.6%	15
Other support (please specify)			18
Page 39 of 134	answered question		141
	ALL RESPONDENTS		
	skipped question		44

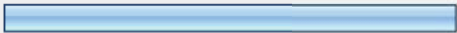
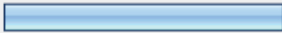
39. Continuing Education Opportunities: Conferences : Other Support

	Response Count
Support assessed on an individual basis	5
Travel Costs	1
Accommodation and food costs	1
Accommodation and travel costs	1
Support subject to approval	3
Time off to a limit of 3 days per year	1
Portion of travel costs	1
answered questions	13

40. Continuing Education Opportunities: How does your employer support your attendance at educational courses of study:			
		Response Percent	Response Count
Unpaid time off		27.4%	37
Paid time off		43.0%	58
Part Registration Costs		18.5%	25
Full Registration Costs		51.9%	70
None		11.1%	15
Other support (please specify)			19
answered question			135
skipped question			50

40. Continuing Education Opportunities: Educational Courses: Other Support

	Response Count
Support assessed on an individual basis	5
Travel Costs	1
Accommodation and food costs	1
Accommodation and travel costs	1
Unpaid time off subject to approval	1
Paid time off to a limit of 3 days per year	1
Paid time off to a limit of 2 days per year	1
Time paid during wrk hours only	1
answered questions	12

41. Continuing Education Opportunities: Does your employer facilitate "at-work" CE presentations:			
		Response Percent	Response Count
Yes		62.9%	88
No		38.6%	54
answered question			140
skipped question			45

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle	<div><div></div></div>	19.4%	28
Travel to work (mileage)	<div><div></div></div>	5.6%	8
Travel to work (Transit)	<div><div></div></div>	6.9%	10
Parking at work	<div><div></div></div>	36.1%	52
Cell phone rental	<div><div></div></div>	39.6%	57
Computer at home	<div><div></div></div>	15.3%	22
Internet at home	<div><div></div></div>	10.4%	15
Phone at home	<div><div></div></div>	6.3%	9
Refreshments such as drinks/ snacks in the office	<div><div></div></div>	45.1%	65
Paid time off at Christmas in addition to vacation	<div><div></div></div>	37.5%	54
Christmas Party	<div><div></div></div>	66.7%	96
Other social events	<div><div></div></div>	52.8%	76
Meal costs relating to working overtime	<div><div></div></div>	36.8%	53
Travel costs relating to working overtime	<div><div></div></div>	20.1%	29
Day Care Costs	<div><div></div></div>	0.7%	1
Flexible Work Hours	<div><div></div></div>	55.6%	80
Other (please specify)			20
Page 42 of 134	answered question		144
	ALL RESPONDENTS		
	skipped question		41

42. What other benefits are provided by your employer or paid by your company?

	Response Count
Work related car mileage costs	2
Car Sharing Coop	2
Transit Subsidy	1
Bike to work bonus	1
Bike to work program	1
Work related meal costs	1
Birthday off	1
Pleasant work environment	1
Gratifying and interesting work	1
Opportunity to choose projects	1
Sports stipend	1
Computer	1
Cell Phone	1
Digital Camera	1
answered questions	16

7.0 Self Employed / Managers / Employers

Observations:

- 82% of respondents employ 3 or less Registered Landscape Architects.
- 63% of respondents employ 3 or less BCSLA Interns
- 63% of respondents employ 3 or less other staff
- Very few respondents hire part time staff. Between 82 and 90% of respondents hire no part time staff.
- Similarly, very few respondents hire temporary contract staff. Between 67 and 86% of respondents hire no contract staff.
- The median billings reported by private practices for 2006 and 2007 was \$251,000 to \$500,000.
- 48.5% of private sector respondents are sole practitioners. 30% are in partnerships and corporations.

43. Full Time Staff: How many people are currently employed full-time by your company/department?						
	Registered LA's Landscape Architects		Interns with Accredited LA Degrees		With Other Qualifications	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
None	7.1	6	20.3	13	24.1	13
1	52.4	44	26.6	17	22.2	12
2	10.7	9	15.6	10	16.7	9
3	11.9	10	3.1	2	14.8	8
4	4.8	4	9.4	6	5.6	3
5	2.4	2	7.8	5	1.9	1
6	4.8	4	3.1	2	1.9	1
7	1.2	1	6.3	4	0.0	0
8	0.0	0	3.1	2	0.0	0
9	0.0	0	0.0	0	0.0	0
10	1.2	1	0.0	0	0.0	0
11	0.0	0	4.7	3	1.9	1
12	3.6	3	0.0	0	0.0	0
16	0.0	0	0.0	0	1.9	1
30	0.0	0	0.0	0	1.9	1
45	0.0	0	0.0	0	1.9	1
70	0.0	0	0.0	0	1.9	1
120	0.0	0	0.0	0	1.9	1
140	0.0	0	0.0	0	1.9	1
	100	84	100	64	100	54
answered questions						84
skipped question						101

44. Part Time Staff: How many people are currently employed part-time by your company/ department? (i.e.. less than 3 days per week)							
	Registered LA's Landscape Architects		Interns with Accredited LA Degrees		With Other Qualifications		
	Response		Response		Response		
	Percent	Count	Percent	Count	Percent	Count	
None	84.1	37	89.7	35	81.6	31	
1	11.4	5	5.1	2	10.5	4	
2	2.3	1	2.6	1	0.0	0	
3	0.0	0	0.0	0	2.6	1	
8	0.0	0	0.0	0	2.6	1	
11	2.3	1	0.0	0	0.0	0	
12	0.0	0	2.6	1	0.0	0	
20	0.0	0	0.0	0	2.6	1	
	100	44	100	39	100	38	
answered questions						60	
skipped question						125	

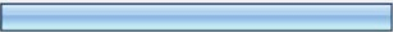

45. Contract Staff: How many people do you currently employ / manage on a temporary contract basis?						
	Registered LA's Landscape Architects		Interns with Accredited LA Degrees		With Other Qualifications	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
None	75.6	34	86.1	31	66.7	26
1	6.7	3	5.6	2	20.5	8
2	2.2	1	0.0	0	2.6	1
3	2.2	1	0.0	0	5.1	2
4	8.9	4	2.8	1	0.0	0
5	2.2	1	0.0	0	0.0	0
10	0.0	0	2.8	1	0.0	0
12	0.0	0	0.0	0	2.6	1
Project Dependent	2.2	1	2.8	1	2.6	1
	100	45	100	36	100	39
answered questions						59
skipped question						126






46. Recruitment: Have you searched for landscape architectural personnel in the past year? (enter number of positions)

		Response Percent	Response Count
Entry level		71.0%	44
2 to 3 years experience		69.4%	43
3 to 5 years experience		64.5%	40
> 5 year experience		61.3%	38
ALL RESPONDENTS			

46. Recruitment: Have you searched for landscape architectural personnel in the past year? (enter number of positions)

	Entry Level		2-3 years Experience		3-5 years Experience		> 5 years Experience	
	Response		Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count	Percent	Count
Yes, but number of positions not stated	10.5	2	13.6	3	15.0	3	16.7	3
1 position	52.6	10	45.5	10	50.0	10	72.2	13
2 positions	26.3	5	31.8	7	25.0	5	11.1	2
3 positions	10.5	2	9.1	2	5.0	1	0.0	0
4 positions	0.0	0	0.0		5.0	1	0.0	0
	100	19	100	22	100	20	100	18
answered questions								60
skipped question								125

47. Have you had difficulty filling landscape architectural positions in the past year?			
		Response Percent	Response Count
Yes		54.2%	32
No		47.5%	28
answered question			59
skipped question			126

48. How long has it typically taken you to fill the positions?			
		Response Percent	Response Count
<1 month		17.4%	8
1-2 months		45.7%	21
3-6 months		17.4%	8
6-9 months		4.3%	2
9-12 months		0.0%	0
not successful		21.7%	10
answered question			46
skipped question			139

49. Education: What percentage of your hires in the last two years were educated outside of British Columbia?			
		Response Percent	Response Count
0-25%		42.1%	24
26-50%		21.1%	12
51-75%		8.8%	5
76-100%		29.8%	17
		<i>answered question</i>	57
		<i>skipped question</i>	128

50. UBC Graduates: How many of your current professional staff hold UBC Landscape Architecture degrees?									
No of UBC Graduates									
		0	1	2	3	4	5	10	
Entry Level	Response Count	15	19	2	0	0	0	1	37
	Percent Count	40.5	51.4	5.4	0.0	0.0	0.0	2.7	100
2-3 Years Experience	Response Count	13	11	6	0	0	0	0	30
	Percent Count	43.3	36.7	20.0	0.0	0.0	0.0	0.0	100
3-5 Years Experience	Response Count	12	13	3	1	2	1	0	32
	Percent Count	37.5	40.6	9.4	3.1	6.3	3.1	0.0	100
Senior Level	Response Count	13	19	4	7	1	0	0	44
	Percent Count	29.5	43.2	9.1	15.9	2.3	0.0	0.0	100
Partners	Response Count	15	11	1	0	0	0	0	27
	Percent Count	55.6	40.7	3.7	0.0	0.0	0.0	0.0	100
answered questions									61
skipped question									124

51. UBC Program: In your opinion, does the UBC Master of Landscape Architecture Program graduate enough students to fill the demand in BC?				
			Response Percent	Response Count
Yes	<div><div></div></div>		49.2%	30
No	<div><div></div></div>		50.8%	31
			answered question	
			skipped question	

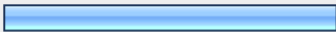




52. 2006 Billings: For private practices, what were your firms billings for 2006?

	Response Percent	Response Count
Not Applicable	10.9	5
Don't Know	6.5	3
Nil	4.3	2
0 - \$25,000	4.3	2
\$26,000 - \$50,000	4.3	2
\$51,000 - \$75,000	4.3	2
\$76,000 - \$100,000	0.0	0
\$101,000 - \$150,000	15.2	7
\$151,00 - \$200,000	4.3	2
\$201,000 - \$250,000	2.2	1
\$251,000 - \$500,000	17.4	8
\$501,000 - \$750,000	2.2	1
\$751,000 - \$1M	6.5	3
\$1M - \$1.5M	4.3	2
\$1.5M - \$2.0M	4.3	2
\$2.0M - \$2.5M	6.5	3
\$25M	2.2	1
	100	46
Note: Two respondents entered void answers and were therefore discounted.		
answered questions		48
skipped questions		137

53. 2007 Billings: For private practices, what were your firms billings for 2007?

	Response Percent	Response Count
Not Applicable	6.7	3
Don't Know	6.7	3
Nil	0.0	0
0 - \$25,000	4.4	2
\$26,000 - \$50,000	6.7	3
\$51,000 - \$75,000	4.4	2
\$76,000 - \$100,000	8.9	4
\$101,000 - \$150,000	11.1	5
\$151,000 - \$200,000	6.7	3
\$201,000 - \$250,000	2.2	1
\$251,000 - \$500,000	13.3	6
\$501,000 - \$750,000	6.7	3
\$751,000 - \$1M	2.2	1
\$1M - \$1.5M	8.9	4
\$1.5M - \$2.0M	2.2	1
\$2.0M - \$2.5M	0.0	
\$2.5M - \$3.0M	6.7	3
\$27M	2.2	1
	100	45
Note: Three respondents entered void answers and were therefore discounted.		
answered questions		48
skipped questions		137

54. Corporate Structure: For private practices, what is the corporate structure of your company?

		Response Percent	Response Count
Sole Practitioner		48.5%	32
Partnership		30.3%	20
Employee owned		3.0%	2
Publicly owned Company		6.1%	4
Other		13.6%	9
	answered question		66
	skipped question		119

55. Work Hours: Approximately how many hours (billable and non billable) do you work per week.

	Billable Hours per Week		Non-Billable Hours per Week		Total Hours per Week	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
0-5 hours	1.7	1	25.5	14	1.6	1
6-10 hours	3.3	2	27.3	15	1.6	1
11-15 hours	3.3	2	18.2	10	1.6	1
16-20 hours	10.0	6	14.5	8	0.0	
21-25 hours	18.3	11	1.8	1	1.6	1
26 -30 hours	18.3	11	7.3	4	11.3	7
31 - 35 hours	11.7	7	5.5	3	8.1	5
36 - 40 hours	21.7	13	0.0	0	19.4	12
41 - 45 hours	1.7	1	0.0	0	19.4	12
46 - 50 hours	6.7	4	0.0	0	24.2	15
51 - 55 hours	0.0	0	0.0	0	1.6	1
56 - 60 hours	1.7	1	0.0	0	9.7	6
61 - 65 hours	0.0	0	0.0	0	0.0	
66 - 70 hours	0.0	0	0.0	0	0.0	
71 - 75 hours	0.0	0	0.0	0	0.0	
76 - 80 hours	1.7	1	0.0	0	0.0	
	100	60	100	55	100	62

Note: Five respondents entered void answers and were therefore discounted.

answered questions 67

skipped question 116

56. Charge-out Rates: What hourly charge-out rates do you charge for yourself or staff? (Provide ranges if necessary)

	Principal		Associate		Architect		Intern		Technician	
	Response		Response		Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count
N/A	5.3	3.0	8.0	2	5.9	2.0	5.9	2	5.6	2
\$45	0.0	0.0	0.0	0	0.0	0.0	0.0	0	8.3	3
\$50	0.0	0.0	0.0	0	0.0	0.0	0.0	0	5.6	2
\$55	0.0	0.0	0.0	0	0.0	0.0	0.0	0	13.9	5
\$60	0.0	0.0	0.0	0	0.0	0.0	5.9	2	11.1	4
\$65	0.0	0.0	0.0	0	0.0	0.0	17.6	6	13.9	5
\$70	1.8	1.0	0.0	0	5.9	2.0	14.7	5	16.7	6
\$75	3.5	2.0	4.0	1	5.9	2.0	17.6	6	13.9	5
\$80	1.8	1.0	0.0	0	2.9	1.0	11.8	4	0.0	0
\$85	1.8	1.0	4.0	1	17.6	6.0	20.6	7	8.3	3
\$90	14.0	8.0	4.0	1	14.7	5.0	0.0	0	2.8	1
\$95	1.8	1.0	8.0	2	2.9	1.0	2.9	1	0.0	0
\$100	5.3	3.0	28.0	7	26.5	9.0	0.0	0	0.0	0
\$105	0.0	0.0	8.0	2	0.0	0.0	0.0	0	0.0	0
\$110	8.8	5.0	8.0	2	5.9	2.0	2.9	1	0.0	0
\$115	0.0	0.0	4.0	1	5.9	2.0	0.0	0	0.0	0
\$120	14.0	8.0	4.0	1	0.0	0.0	0.0	0	0.0	0
\$125	8.8	5.0	0.0	0	0.0	0.0	0.0	0	0.0	0
\$130	3.5	2.0	0.0	0	2.9	1.0	0.0	0	0.0	0
\$135	8.8	5.0	0.0	0	0.0	0.0	0.0	0	0.0	0
\$140	0.0	0.0	8.0	2	0.0	0.0	0.0	0	0.0	0
\$145	1.8	1.0	4.0	1	0.0	0.0	0.0	0	0.0	0
\$150	10.5	6.0	0.0	0	2.9	1.0	0.0	0	0.0	0
\$170	1.8	1.0	8.0	2	0.0	0.0	0.0	0	0.0	0
\$185	1.8	1.0	0.0	0	0.0	0.0	0.0	0	0.0	0
\$195	1.8	1.0	0.0	0	0.0	0.0	0.0	0	0.0	0
\$200	1.8	1.0	0.0	0	0.0	0.0	0.0	0	0.0	0
\$350	1.8	1.0	0.0	0	0.0	0.0	0.0	0	0.0	0
	100.0	57.0	100.0	25.0	100.0	34.0	100	34.0	100.0	36.0

Note: Two respondents entered void answers and were therefore discounted.

Where ranges were given the mean value is reported.

answered questions 63

skipped question 122

57. Multipliers: Approximately what "multipliers" do you use to calculate charge-out rates in relation to salary rates? For example, an hourly charge-out rate of \$75 for a person earning \$25 per hour would be 3.0. Provide a range if necessary, eg. 2.5 - 3.0.

	Principal		Associate		Architect		Intern		Technician	
	Response		Response		Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count
N/A	10.3	3.0	13.3	2	7.7	2.0	8.3	2	8.0	2
1.25	0.0	0.0	0.0	0	3.8	1.0	0.0	0	0.0	0
1.5	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0
1.75	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0
2.00	6.9	2.0	0.0	0	0.0	0.0	4.2	1	4.0	1
2.25	6.9	2.0	0.0	0	0.0	0.0	0.0	0	4.0	1
2.50	13.8	4.0	6.7	1	19.2	5.0	12.5	3	4.0	1
2.75	24.1	7.0	26.7	4	30.8	8.0	25.0	6	28.0	7
3.00	34.5	10.0	53.3	8	30.8	8.0	33.3	8	40.0	10
3.25	0.0	0.0	0.0	0	0.0	0.0	8.3	2	0.0	0
3.50	0.0	0.0	0.0	0	7.7	2.0	8.3	2	4.0	1
3.75	0.0	0.0	0.0	0	0.0	0.0	0.0	0	4.0	1
4.00	3.4	1.0	0.0	0	0.0	0.0	0.0	0	4.0	1
	100.0	29.0	100.0	15.0	100.0	26.0	100	24.0	100.0	25.0
Note: Two respondents entered void answers and were therefore discounted.										
answered questions									49	
skipped question									136	

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

SHEET 1 OF 3

	Principals		Associates		Landscape Architects (>10 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$18.00 - \$20.00	3.3	1	0.0		0.0	
\$21.00 - \$23.00	3.3	1	0.0		0.0	
\$24.00 - \$26.00	3.3	1	0.0		5.6	1
\$27.00 - \$29.00	6.7	2	0.0		5.6	1
\$30.00 - \$32.00	0.0		25.0	3	33.3	6
\$33.00 - \$35.00	6.7	2	41.7	5	27.8	5
\$36.00 - \$40.00	13.3	4	16.7	2	16.7	3
\$41.00 - \$45.00	13.3	4	8.3	1	11.1	2
\$46.00 - \$50.00	13.3	4	8.3	1	0.0	
\$51.00 - \$55.00	6.7	2	0.0		0.0	
\$56.00 - \$60.00	16.7	5	0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	3.3	1	0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$110.00	3.3	1	0.0		0.0	
\$150	3.3	1	0.0		0.0	
\$179.00	3.3	1	0.0		0.0	
	100	30	100	12	100	18

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions 43

skipped questions 142

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

SHEET 2 OF 3

	Landscape Architects (7-10) years experience post registration)		Landscape Architects (4-6) years experience post registration)		Landscape Architects (0-3 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$18.00 - \$20.00	0.0		0.0		0.0	
\$21.00 - \$23.00	0.0		0.0		6.3	1
\$24.00 - \$26.00	0.0		20.0	3	62.5	10
\$27.00 - \$29.00	33.3	5	53.3	8	25.0	4
\$30.00 - \$32.00	13.3	2	13.3	2	6.3	1
\$33.00 - \$35.00	46.7	7	6.7	1	0.0	
\$36.00 - \$40.00	0.0		6.7	1	0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	6.7	1	0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		0.0	
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$101.00 - \$110.00	0.0		0.0		0.0	
\$150	0.0		0.0		0.0	
\$179.00	0.0		0.0		0.0	
	100	15	100	15	100	16

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions 43

skipped questions 142

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

SHEET 3 OF 3

	Landscape Interns (2-3 years experience)		Landscape Interns (< 1 year experience)		Technical Support	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00	0.0		0.0		5.9	1
\$17.00	0.0		5.6	1	0.0	
\$18.00 - \$20.00	17.4	4	50.0	9	41.2	7
\$21.00 - \$23.00	30.4	7	33.3	6	17.6	3
\$24.00 - \$26.00	43.5	10	11.1	2	23.5	4
\$27.00 - \$29.00	8.7	2	0.0		0.0	
\$30.00 - \$32.00	0.0		0.0		5.9	1
\$33.00 - \$35.00	0.0		0.0		0.0	
\$36.00 - \$40.00	0.0		0.0		0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	0.0		0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		5.9	1
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
	100	23	100	18	100	17

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions 43

skipped questions 142

8.0 Filtered Results

Introduction

The following section provides selected responses to the survey filtered through a series of specific lenses.

The survey data is selectively filtered to allow responses to be analyzed from selected groups of respondents. For example Section 9 and 10 provide responses to a limited number of the survey questions from men and women respectively . The filters provide a focus on gender, membership categories and sectors. Results analyzed through these filters focus on data of particular significance such as income and benefits.

9.0 Women in the Society

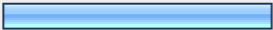




The following filtered responses represent answers to selected questions submitted by female respondents as identified in Question 2. Observations provided below compare key statistics for women and men.




Observations:

- Female respondents are younger than male respondents with 57.4% of female respondents under 40 years old compared to 33.7% of male respondents.
- Only 2.2% of female respondents are over 55 years old compared to 13.5% of males.
- 52.8% of female respondents have Masters Degrees or Graduate Degrees compared to 34.1% for male respondents.
- Only 46.6% of female respondents are Registered Landscape Architects compared to 75.9% of male respondents.
- 46.6% of female respondents are Interns compared to 23% of male respondents. This likely reflects the younger age distribution for women.
- The distribution of female and male respondents by sector is very similar to the overall group. Approx. 74% of women is in the private sector compared to 75% of males.
- Only 30.4% of female respondents hold the position of principal or associate compared to 48.8% of men.
- The median salary for female respondents is \$31 compared to \$40 for men.

1. Please indicate your age.

			Response Percent	Response Count
20-25	<div><div></div></div>		3.2%	3
26-30	<div><div></div></div>		14.9%	14
31-35	<div><div></div></div>		17.0%	16
36-40	<div><div></div></div>		22.3%	21
41-45	<div><div></div></div>		9.6%	9
46-50	<div><div></div></div>		17.0%	16
51-55	<div><div></div></div>		13.8%	13
56-60	<div><div></div></div>		1.1%	1
61-65			0.0%	0
66-70	<div><div></div></div>		1.1%	1
70+			0.0%	0
	answered question			94
	skipped question			0

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		39.6%	36
Graduate degree in Landscape Architecture		4.4%	4
Masters Degree in Landscape Architecture		48.4%	44
PhD in Landscape Architecture		0.0%	0
Other undergraduate degree		3.3%	3
Other Graduate degree		4.4%	4
		answered question	91
		skipped question	3

9. Which category of membership do you currently hold in the BCSLA?			
		Response Percent	Response Count
Registered Landscape Architect		46.6%	41
Landscape Architect		6.8%	6
BCSLA Intern		46.6%	41
BCSLA Student		0.0%	0
Retired Landscape Architect		0.0%	0
		answered question	88
		skipped question	6

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div><div></div></div>	25.0%	20
Partnership / Corporation	<div><div></div></div>	48.8%	39
Local Government	<div><div></div></div>	18.8%	15
University or College	<div><div></div></div>	2.5%	2
Other Organization	<div><div></div></div>	3.8%	3
Identify Other Organization	<div><div></div></div>	6.3%	5
	answered question		80
	skipped question		14




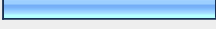
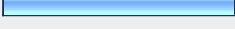




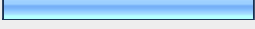
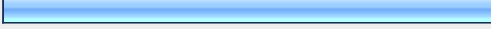
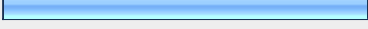



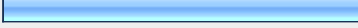
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal	<div><div></div></div>	25.3%	20
Associate	<div><div></div></div>	5.1%	4
Senior Landscape Architect	<div><div></div></div>	6.3%	5
Landscape Architect	<div><div></div></div>	16.5%	13
Landscape Intern	<div><div></div></div>	34.2%	27
Assistant Professor		0.0%	0
Associate Professor		0.0%	0
Professor	<div><div></div></div>	1.3%	1
Sessional Faculty	<div><div></div></div>	1.3%	1
Adjunct Faculty		0.0%	0
Other	<div><div></div></div>	21.5%	17
	answered question		79
Page 65 of 134	skipped question		15

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		1.3%	1
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		6.3%	5
\$21.00 - \$23.00		10.1%	8
\$24.00 - \$26.00		19.0%	15
\$27.00 - \$29.00		10.1%	8
\$30.00 - \$32.00		7.6%	6
\$33.00 - \$35.00		8.9%	7
\$36.00 - \$40.00		11.4%	9
\$41.00 - 45.00		3.8%	3
\$46.00 - \$50.00		3.8%	3
\$51.00 - \$55.00		2.5%	2
\$56.00 - \$60.00		3.8%	3
\$61.00 - \$65.00		1.3%	1
\$65.00 - \$70.00		0.0%	0
\$71.00 - \$75.00		6.3%	5
\$76.00 - \$80.00		0.0%	0
\$81.00 - \$85.00		0.0%	0
\$86.00 - \$90.00		2.5%	2
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		2.5%	2
answered question			79
skipped question			15

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward	<div><div></div></div>	20.0%	15
Time off in lieu	<div><div></div></div>	40.0%	30
Paid at regular hourly rate	<div><div></div></div>	37.3%	28
Paid at enhanced hourly rate	<div><div></div></div>	17.3%	13
answered question			75
skipped question			19

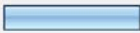
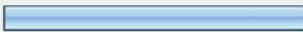


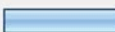
33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance	<div><div></div></div>	58.5%	31
Short term disability	<div><div></div></div>	43.4%	23
Long term disability	<div><div></div></div>	52.8%	28
Dental Insurance	<div><div></div></div>	83.0%	44
Vision care	<div><div></div></div>	52.8%	28
Medical, extended health and prescription drugs	<div><div></div></div>	92.5%	49
Other	<div><div></div></div>	11.3%	6
answered question			53
skipped question			41

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		14.3%	10
Travel to work (mileage)		4.3%	3
Travel to work (Transit)		7.1%	5
Parking at work		31.4%	22
Cell phone rental		34.3%	24
Computer at home		11.4%	8
Internet at home		8.6%	6
Phone at home		5.7%	4
Refreshments such as drinks/ snacks in the office		48.6%	34
Paid time off at Christmas in addition to vacation		37.1%	26
Christmas Party		72.9%	51
Other social events		54.3%	38
Meal costs relating to working overtime		31.4%	22
Travel costs relating to working overtime		20.0%	14
Day Care Costs		1.4%	1
Flexible Work Hours		52.9%	37
Other (please specify)		Page 16	8
		answered question	70
		skipped question	24

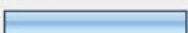


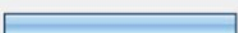



35. Other pension plans, please specify.

	Response Count
Superannuated Pension Plan	2
Municipal Pension Plan	4
answered questions	6

36. Continuing Education Opportunities: How does your employer support attendance at the Annual BCSLA Conference?

	Response Percent	Response Count
Unpaid time off 	20.7%	30
Paid time off 	46.2%	67
Part Registration Costs 	11.0%	16
Full Registration Costs 	49.7%	72
No support offered 	17.2%	25
answered question		145
skipped question		40

37. Continuing Education Opportunities: How does your employer support you in taking the LARE exams:

	Response Percent	Response Count
Unpaid time off for study 	27.9%	29
Paid time off for study 	9.6%	10
Unpaid time off for exams 	16.3%	17
Paid time off for exams 	35.6%	37
Part Registration costs 	8.7%	9
Full Registration costs 	30.8%	32
None 	24.0%	25
Other support (please specify)		29
answered question		104
skipped question		81






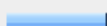




10.0 Men in the Society

The following filtered responses represent answers to selected questions submitted by male respondents as identified in Question 2.

Observations:

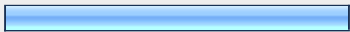

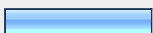



- Key observations about men in the society are provided in comparison to women at the beginning of section 9.0

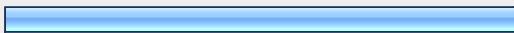

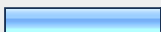

1. Please indicate your age.

	Response Percent	Response Count
20-25 	1.1%	1
26-30 	10.1%	9
31-35 	12.4%	11
36-40 	10.1%	9
41-45 	15.7%	14
46-50 	14.6%	13
51-55 	22.5%	20
56-60 	7.9%	7
61-65 	3.4%	3
66-70	0.0%	0
70+ 	2.2%	2

answered question 89

skipped question 0

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		51.1%	45
Graduate degree in Landscape Architecture		12.5%	11
Masters Degree in Landscape Architecture		21.6%	19
PhD in Landscape Architecture		1.1%	1
Other undergraduate degree		5.7%	5
Other Graduate degree		8.0%	7
		answered question	88
		skipped question	1

9. Which category of membership do you currently hold in the BCSLA?			
		Response Percent	Response Count
Registered Landscape Architect		75.9%	66
Landscape Architect		1.1%	1
BCSLA Intern		23.0%	20
BCSLA Student		0.0%	0
Retired Landscape Architect		1.1%	1
		answered question	87
		skipped question	2

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div><div></div></div>	18.8%	15
Partnership / Corporation	<div><div></div></div>	56.3%	45
Local Government	<div><div></div></div>	20.0%	16
University or College	<div><div></div></div>	6.3%	5
Other Organization	<div><div></div></div>	1.3%	1
Identify Other Organization	<div><div></div></div>	1.3%	1
answered question			80
skipped question			9

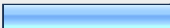



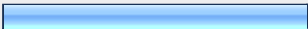



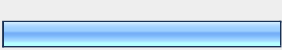
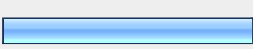
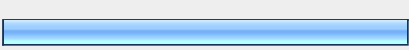
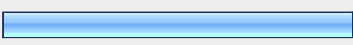
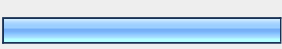
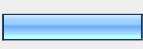
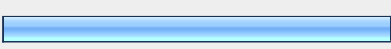
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal	<div><div></div></div>	38.8%	31
Associate	<div><div></div></div>	10.0%	8
Senior Landscape Architect	<div><div></div></div>	13.8%	11
Landscape Architect	<div><div></div></div>	11.3%	9
Landscape Intern	<div><div></div></div>	6.3%	5
Assistant Professor		0.0%	0
Associate Professor	<div><div></div></div>	1.3%	1
Professor	<div><div></div></div>	3.8%	3
Sessional Faculty	<div><div></div></div>	1.3%	1
Adjunct Faculty		0.0%	0
Other	<div><div></div></div>	22.5%	18
answered question			80
skipped question			9

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		0.0%	0
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		3.8%	3
\$21.00 - \$23.00		0.0%	0
\$24.00 - \$26.00		7.5%	6
\$27.00 - \$29.00		11.3%	9
\$30.00 - \$32.00		11.3%	9
\$33.00 - \$35.00		7.5%	6
\$36.00 - \$40.00		8.8%	7
\$41.00 - 45.00		8.8%	7
\$46.00 - \$50.00		8.8%	7
\$51.00 - \$55.00		7.5%	6
\$56.00 - \$60.00		5.0%	4
\$61.00 - \$65.00		5.0%	4
\$65.00 - \$70.00		1.3%	1
\$71.00 - \$75.00		1.3%	1
\$76.00 - \$80.00		1.3%	1
\$81.00 - \$85.00		2.5%	2
\$86.00 - \$90.00		2.5%	2
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		7.5%	6
		answered question	80
		skipped question	9

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward	<div></div>	39.5%	30
Time off in lieu	<div></div>	39.5%	30
Paid at regular hourly rate	<div></div>	13.2%	10
Paid at enhanced hourly rate	<div></div>	17.1%	13
		answered question	76
		skipped question	13

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance	<div></div>	69.5%	41
Short term disability	<div></div>	50.8%	30
Long term disability	<div></div>	71.2%	42
Dental Insurance	<div></div>	79.7%	47
Vision care	<div></div>	55.9%	33
Medical, extended health and prescription drugs	<div></div>	86.4%	51
Other	<div></div>	18.6%	11
		answered question	59
		skipped question	30

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		24.7%	18
Travel to work (mileage)		6.8%	5
Travel to work (Transit)		6.8%	5
Parking at work		39.7%	29
Cell phone rental		45.2%	33
Computer at home		19.2%	14
Internet at home		12.3%	9
Phone at home		6.8%	5
Refreshments such as drinks/ snacks in the office		41.1%	30
Paid time off at Christmas in addition to vacation		37.0%	27
Christmas Party		60.3%	44
Other social events		52.1%	38
Meal costs relating to working overtime		41.1%	30
Travel costs relating to working overtime		20.5%	15
Day Care Costs		0.0%	0
Flexible Work Hours		57.5%	42
Other (please specify)			11
answered question			73
skipped question			16

11.0 Membership Categories

Registered Landscape Architects

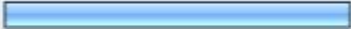





The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as being Registered Landscape Architects in Question 9.

Observations:

- 40% of Registered Landscape Architect respondents are over 50 years old.
- Less than 1% of Registered Landscape Architect respondents are under 30 years old. 9.5% of RLA's are between 31-35 years old.
- 61.3% of Registered Landscape Architect respondents are male.
- Only 36.2% of Registered Landscape Architect respondents have Graduate or Master's Degrees in Landscape Architecture.
- The distribution of RLA's in the main professional sectors closely matches the distribution of the overall membership with approx 5% more RLAs working as sole practitioners rather than in partnerships and corporations.
- 50% of Registered Landscape Architect respondents hold the position of principal.
- The median salary for Registered Landscape Architect respondents is \$42 per hour.
- 38.5% of Registered Landscape Architect respondents report no reward for overtime worked presumably reflecting the high level of Principals in the group.

1. Please indicate your age.				
			Response Percent	Response Count
20-25			0.0%	0
26-30	<div></div>		0.9%	1
31-35	<div></div>		9.4%	10
36-40	<div></div>		17.0%	18
41-45	<div></div>		10.4%	11
46-50	<div></div>		22.6%	24
51-55	<div></div>		27.4%	29
56-60	<div></div>		7.5%	8
61-65	<div></div>		2.8%	3
66-70	<div></div>		0.9%	1
70+	<div></div>		0.9%	1
		answered question	106	
		skipped question	0	

2. Please indicate your gender.				
			Response Percent	Response Count
Male	<div></div>		61.3%	65
Female	<div></div>		38.7%	41
		answered question	106	
		skipped question	0	

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		50.5%	53
Graduate degree in Landscape Architecture		11.4%	12
Masters Degree in Landscape Architecture		24.8%	26
PhD in Landscape Architecture		1.0%	1
Other undergraduate degree		6.7%	7
Other Graduate degree		5.7%	6
		answered question	105
		skipped question	1

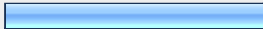
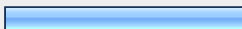


18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div></div>	26.3%	26
Partnership / Corporation	<div></div>	47.5%	47
Local Government	<div></div>	21.2%	21
University or College	<div></div>	6.1%	6
Other Organization	<div></div>	1.0%	1
Identify Other Organization	<div></div>	2.0%	2
	answered question		99
	skipped question		7

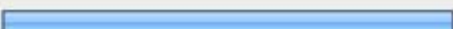

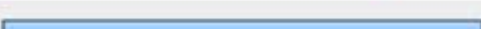
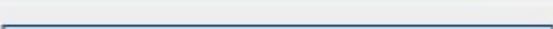
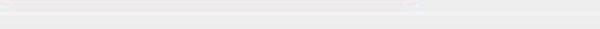
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal	<div></div>	50.0%	49
Associate	<div></div>	5.1%	5
Senior Landscape Architect	<div></div>	16.3%	16
Landscape Architect	<div></div>	16.3%	16
Landscape Intern	<div></div>	1.0%	1
Assistant Professor		0.0%	0
Associate Professor	<div></div>	1.0%	1
Professor	<div></div>	4.1%	4
Sessional Faculty	<div></div>	1.0%	1
Adjunct Faculty		0.0%	0
Other	<div></div>	18.4%	18
	answered question		98
	skipped question		8

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		1.0%	1
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		1.0%	1
\$21.00 - \$23.00		1.0%	1
\$24.00 - \$26.00		4.0%	4
\$27.00 - \$29.00		7.1%	7
\$30.00 - \$32.00		8.1%	8
\$33.00 - \$35.00		11.1%	11
\$36.00 - \$40.00		14.1%	14
\$41.00 - 45.00		8.1%	8
\$46.00 - \$50.00		9.1%	9
\$51.00 - \$55.00		5.1%	5
\$56.00 - \$60.00		7.1%	7
\$61.00 - \$65.00		4.0%	4
\$65.00 - \$70.00		1.0%	1
\$71.00 - \$75.00		5.1%	5
\$76.00 - \$80.00		1.0%	1
\$81.00 - \$85.00		2.0%	2
\$86.00 - \$90.00		4.0%	4
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		8.1%	8
		answered question	99
		skipped question	7

FILTERED RESULTS
REGISTERED LANDSCAPE
ARCHITECTS ONLY

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward		38.5%	35
Time off in lieu		35.2%	32
Paid at regular hourly rate		20.9%	19
Paid at enhanced hourly rate		17.6%	16
		answered question	91
		skipped question	15

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance		65.2%	45
Short term disability		55.1%	38
Long term disability		69.6%	48
Dental Insurance		79.7%	55
Vision care		59.4%	41
Medical, extended health and prescription drugs		87.0%	60
Other		18.8%	13
		answered question	69
		skipped question	37

12.0 Membership Categories

Interns

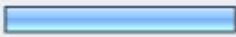

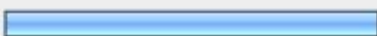


The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as being BCSLA Interns in Question 9.

Observations:

- 67.2% of BCSLA Intern respondents are women.
- 38.8% of Interns are under 30 years old.
- Large numbers of Interns retain this status into their mid-career years with 50% of Intern respondents being between 30 and 45 years old.
- 59.6% of BCSLA Intern respondents have Graduate or Masters Degrees in Landscape Architecture.
- 78.1% of BCSLA Intern respondents work in the Private Sector, 4% higher than the overall population.
- 63.6% of Interns work in partnerships and corporations, more than 11% more than the overall population.
- Surprisingly, 14.5% of Intern respondents reported holding positions such as Landscape Architect, Associate or Principals. This flags an issue of job title in relation to restrictions imposed by the Provincial Name Act, that needs further investigation.
- The median salary for Intern respondents is \$25 per hour with less than 29% earning between \$24 to \$26 per hour.

1. Please indicate your age.				
			Response Percent	Response Count
20-25	<div><div></div></div>		6.5%	4
26-30	<div><div></div></div>		32.3%	20
31-35	<div><div></div></div>		22.6%	14
36-40	<div><div></div></div>		12.9%	8
41-45	<div><div></div></div>		14.5%	9
46-50	<div><div></div></div>		6.5%	4
51-55	<div><div></div></div>		4.8%	3
56-60			0.0%	0
61-65			0.0%	0
66-70			0.0%	0
70+			0.0%	0
			answered question	62
			skipped question	0



2. Please indicate your gender.				
			Response Percent	Response Count
Male	<div><div></div></div>		32.8%	20
Female	<div><div></div></div>		67.2%	41
			answered question	61
			skipped question	1

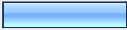
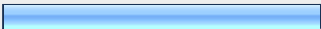
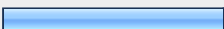
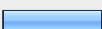
6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		33.9%	21
Graduate degree in Landscape Architecture		4.8%	3
Masters Degree in Landscape Architecture		54.8%	34
PhD in Landscape Architecture		0.0%	0
Other undergraduate degree		1.6%	1
Other Graduate degree		4.8%	3
		answered question	62
		skipped question	0




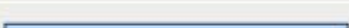

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div><div></div></div>	14.5%	8
Partnership / Corporation	<div><div></div></div>	63.6%	35
Local Government	<div><div></div></div>	14.5%	8
University or College	<div><div></div></div>	1.8%	1
Other Organization	<div><div></div></div>	3.6%	2
Identify Other Organization	<div><div></div></div>	5.5%	3
answered question			55
skipped question			7



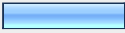
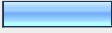



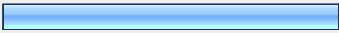
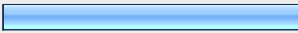
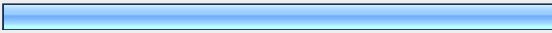
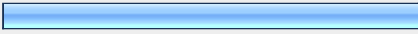
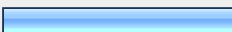
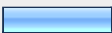
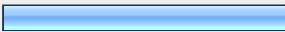
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal	<div><div></div></div>	3.6%	2
Associate	<div><div></div></div>	10.9%	6
Senior Landscape Architect		0.0%	0
Landscape Architect	<div><div></div></div>	9.1%	5
Landscape Intern	<div><div></div></div>	56.4%	31
Assistant Professor		0.0%	0
Associate Professor		0.0%	0
Professor		0.0%	0
Sessional Faculty	<div><div></div></div>	1.8%	1
Adjunct Faculty		0.0%	0
Other	<div><div></div></div>	23.6%	13
answered question			55
skipped question			7

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		0.0%	0
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		12.7%	7
\$21.00 - \$23.00		12.7%	7
\$24.00 - \$26.00		29.1%	16
\$27.00 - \$29.00		16.4%	9
\$30.00 - \$32.00		12.7%	7
\$33.00 - \$35.00		3.6%	2
\$36.00 - \$40.00		3.6%	2
\$41.00 - 45.00		1.8%	1
\$46.00 - \$50.00		1.8%	1
\$51.00 - \$55.00		3.6%	2
\$56.00 - \$60.00		0.0%	0
\$61.00 - \$65.00		0.0%	0
\$65.00 - \$70.00		0.0%	0
\$71.00 - \$75.00		0.0%	0
\$76.00 - \$80.00		0.0%	0
\$81.00 - \$85.00		0.0%	0
\$86.00 - \$90.00		0.0%	0
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		1.8%	1
answered question			55
skipped question			7

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward		18.2%	10
Time off in lieu		47.3%	26
Paid at regular hourly rate		32.7%	18
Paid at enhanced hourly rate		14.5%	8
answered question			55
skipped question			7

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance		62.5%	25
Short term disability		37.5%	15
Long term disability		50.0%	20
Dental Insurance		82.5%	33
Vision care		50.0%	20
Medical, extended health and prescription drugs		95.0%	38
Other		10.0%	4
answered question			40
skipped question			22

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		12.0%	6
Travel to work (mileage)		0.0%	0
Travel to work (Transit)		8.0%	4
Parking at work		18.0%	9
Cell phone rental		16.0%	8
Computer at home		6.0%	3
Internet at home		2.0%	1
Phone at home		2.0%	1
Refreshments such as drinks/ snacks in the office		50.0%	25
Paid time off at Christmas in addition to vacation		44.0%	22
Christmas Party		82.0%	41
Other social events		62.0%	31
Meal costs relating to working overtime		34.0%	17
Travel costs relating to working overtime		16.0%	8
Day Care Costs		0.0%	0
Flexible Work Hours		42.0%	21
Other (please specify)			4
		answered question	50
		skipped question	12

13.0 Membership Categories

Landscape Architects




The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as being Landscape Architects in Question 9.

Observations:

- Official records suggest that there are only 5 Landscape Architect members in the Society. However 7 respondents claimed this status. This disparity and the small number of respondents make the statistics for this group less reliable to analyze further.

1. Please indicate your age.				
			Response Percent	Response Count
20-25			0.0%	0
26-30			0.0%	0
31-35			0.0%	0
36-40		<div></div>	28.6%	2
41-45		<div></div>	57.1%	4
46-50		<div></div>	14.3%	1
51-55			0.0%	0
56-60			0.0%	0
61-65			0.0%	0
66-70			0.0%	0
70+			0.0%	0
		answered question		7
		skipped question		0

2. Please indicate your gender.				
			Response Percent	Response Count
Male		<div></div>	14.3%	1
Female		<div></div>	85.7%	6
		answered question		7
		skipped question		0

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		71.4%	5
Graduate degree in Landscape Architecture		14.3%	1
Masters Degree in Landscape Architecture		0.0%	0
PhD in Landscape Architecture		0.0%	0
Other undergraduate degree		0.0%	0
Other Graduate degree		14.3%	1
		answered question	7
		skipped question	0

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div></div>	16.7%	1
Partnership / Corporation	<div></div>	33.3%	2
Local Government	<div></div>	33.3%	2
University or College		0.0%	0
Other Organization	<div></div>	16.7%	1
Identify Other Organization	<div></div>	16.7%	1
	answered question		6
	skipped question		1

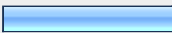


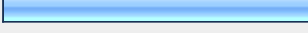
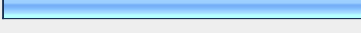
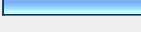
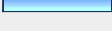


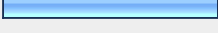
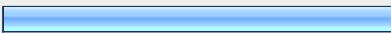
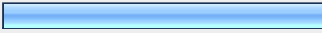
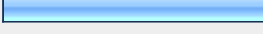
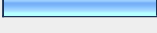
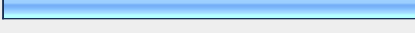
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal		0.0%	0
Associate	<div></div>	16.7%	1
Senior Landscape Architect		0.0%	0
Landscape Architect	<div></div>	16.7%	1
Landscape Intern		0.0%	0
Assistant Professor		0.0%	0
Associate Professor		0.0%	0
Professor		0.0%	0
Sessional Faculty		0.0%	0
Adjunct Faculty		0.0%	0
Other	<div></div>	66.7%	4
	answered question		6
	skipped question		1

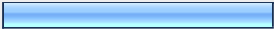
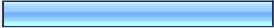

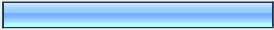

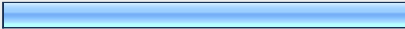
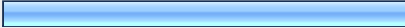

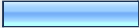


22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		0.0%	0
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		0.0%	0
\$21.00 - \$23.00		0.0%	0
\$24.00 - \$26.00		16.7%	1
\$27.00 - \$29.00		16.7%	1
\$30.00 - \$32.00		0.0%	0
\$33.00 - \$35.00		0.0%	0
\$36.00 - \$40.00		0.0%	0
\$41.00 - \$45.00		16.7%	1
\$46.00 - \$50.00		0.0%	0
\$51.00 - \$55.00		16.7%	1
\$56.00 - \$60.00		0.0%	0
\$61.00 - \$65.00		16.7%	1
\$65.00 - \$70.00		0.0%	0
\$71.00 - \$75.00		16.7%	1
\$76.00 - \$80.00		0.0%	0
\$81.00 - \$85.00		0.0%	0
\$86.00 - \$90.00		0.0%	0
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		0.0%	0
answered question			6
skipped question			1

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward	<div><div></div></div>	16.7%	1
Time off in lieu	<div><div></div></div>	33.3%	2
Paid at regular hourly rate	<div><div></div></div>	16.7%	1
Paid at enhanced hourly rate	<div><div></div></div>	33.3%	2
answered question			6
skipped question			1

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance	<div><div></div></div>	66.7%	2
Short term disability		0.0%	0
Long term disability	<div><div></div></div>	66.7%	2
Dental Insurance	<div><div></div></div>	100.0%	3
Vision care		0.0%	0
Medical, extended health and prescription drugs	<div><div></div></div>	66.7%	2
Other		0.0%	0
answered question			3
skipped question			4

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		25.0%	22
Travel to work (mileage)		9.1%	8
Travel to work (Transit)		6.8%	6
Parking at work		45.5%	40
Cell phone rental		53.4%	47
Computer at home		20.5%	18
Internet at home		15.9%	14
Phone at home		9.1%	8
Refreshments such as drinks/ snacks in the office		42.0%	37
Paid time off at Christmas in addition to vacation		31.8%	28
Christmas Party		58.0%	51
Other social events		47.7%	42
Meal costs relating to working overtime		38.6%	34
Travel costs relating to working overtime		22.7%	20
Day Care Costs		0.0%	0
Flexible Work Hours		61.4%	54
Other (please specify)			14
		answered question	88
		skipped question	18

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		0.0%	0
Travel to work (mileage)		0.0%	0
Travel to work (Transit)		0.0%	0
Parking at work		40.0%	2
Cell phone rental		40.0%	2
Computer at home		20.0%	1
Internet at home		0.0%	0
Phone at home		0.0%	0
Refreshments such as drinks/ snacks in the office		40.0%	2
Paid time off at Christmas in addition to vacation		60.0%	3
Christmas Party		60.0%	3
Other social events		60.0%	3
Meal costs relating to working overtime		20.0%	1
Travel costs relating to working overtime		20.0%	1
Day Care Costs		20.0%	1
Flexible Work Hours		80.0%	4
Other (please specify)			1
		answered question	5
		skipped question	2

14. Professional Sectors

Sole Practitioners

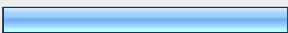

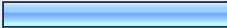


The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as working in the Private Sector as Sole Practitioners in Question 18.



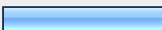
Observations:

- Sole Practitioner respondents are older than the overall population with 44% over 50 years old compared to 25.3% in the overall population and 23.9% for partnerships and corporations.
- 55.9% of Sole Practitioner respondents are women compared to 46.4% working in partnerships and corporations and 51% in the overall population.
- 8 Sole Practitioner respondents claim to hold BCSLA Intern membership. Presumably these responses are from Interns working for Sole Practitioners.
- The median salary for Sole Practitioner respondents is \$52 per hour.

1. Please indicate your age.				
			Response Percent	Response Count
20-25			0.0%	0
26-30			0.0%	0
31-35	<div><div></div></div>		20.6%	7
36-40	<div><div></div></div>		11.8%	4
41-45	<div><div></div></div>		11.8%	4
46-50	<div><div></div></div>		11.8%	4
51-55	<div><div></div></div>		29.4%	10
56-60	<div><div></div></div>		5.9%	2
61-65	<div><div></div></div>		5.9%	2
66-70	<div><div></div></div>		2.9%	1
70+			0.0%	0
	answered question			34
	skipped question			0

2. Please indicate your gender.				
			Response Percent	Response Count
Male	<div><div></div></div>		44.1%	15
Female	<div><div></div></div>		55.9%	19
	answered question			34
Page 99 of 134	skipped question			0

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		42.4%	14
Graduate degree in Landscape Architecture		6.1%	2
Masters Degree in Landscape Architecture		33.3%	11
PhD in Landscape Architecture		0.0%	0
Other undergraduate degree		3.0%	1
Other Graduate degree		15.2%	5
		answered question	33
		skipped question	1

9. Which category of membership do you currently hold in the BCSLA?			
		Response Percent	Response Count
Registered Landscape Architect		73.5%	25
Landscape Architect		2.9%	1
BCSLA Intern		23.5%	8
BCSLA Student		0.0%	0
Retired Landscape Architect		0.0%	0
		answered question	34
		skipped question	0

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div></div>	102.9%	35
Partnership / Corporation		0.0%	0
Local Government		0.0%	0
University or College	<div></div>	5.9%	2
Other Organization		0.0%	0
Identify Other Organization	<div></div>	2.9%	1
	answered question		34
	skipped question		0

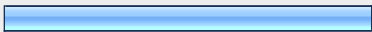

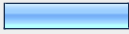
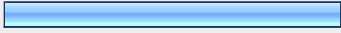
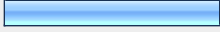
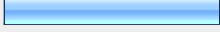

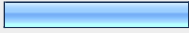

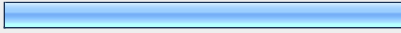
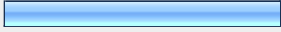
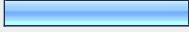
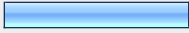
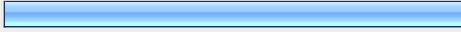
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal	<div></div>	64.7%	22
Associate	<div></div>	5.9%	2
Senior Landscape Architect	<div></div>	8.8%	3
Landscape Architect	<div></div>	20.6%	7
Landscape Intern	<div></div>	11.8%	4
Assistant Professor		0.0%	0
Associate Professor		0.0%	0
Professor		0.0%	0
Sessional Faculty	<div></div>	5.9%	2
Adjunct Faculty		0.0%	0
Other	<div></div>	5.9%	2
	answered question		34
	skipped question		0

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		2.9%	1
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		5.9%	2
\$21.00 - \$23.00		2.9%	1
\$24.00 - \$26.00		8.8%	3
\$27.00 - \$29.00		2.9%	1
\$30.00 - \$32.00		2.9%	1
\$33.00 - \$35.00		5.9%	2
\$36.00 - \$40.00		8.8%	3
\$41.00 - 45.00		0.0%	0
\$46.00 - \$50.00		5.9%	2
\$51.00 - \$55.00		8.8%	3
\$56.00 - \$60.00		2.9%	1
\$61.00 - \$65.00		0.0%	0
\$65.00 - \$70.00		0.0%	0
\$71.00 - \$75.00		11.8%	4
\$76.00 - \$80.00		0.0%	0
\$81.00 - \$85.00		5.9%	2
\$86.00 - \$90.00		8.8%	3
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		17.6%	6
answered question			34
skipped question			0

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward	<div><div></div></div>	48.4%	15
Time off in lieu	<div><div></div></div>	19.4%	6
Paid at regular hourly rate	<div><div></div></div>	35.5%	11
Paid at enhanced hourly rate		0.0%	0
		answered question	31
		skipped question	3

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance	<div><div></div></div>	33.3%	3
Short term disability	<div><div></div></div>	55.6%	5
Long term disability	<div><div></div></div>	44.4%	4
Dental Insurance	<div><div></div></div>	44.4%	4
Vision care	<div><div></div></div>	22.2%	2
Medical, extended health and prescription drugs	<div><div></div></div>	77.8%	7
Other		0.0%	0
		answered question	9
		skipped question	25

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		54.5%	12
Travel to work (mileage)		13.6%	3
Travel to work (Transit)		0.0%	0
Parking at work		18.2%	4
Cell phone rental		50.0%	11
Computer at home		31.8%	7
Internet at home		31.8%	7
Phone at home		22.7%	5
Refreshments such as drinks/ snacks in the office		27.3%	6
Paid time off at Christmas in addition to vacation		22.7%	5
Christmas Party		59.1%	13
Other social events		40.9%	9
Meal costs relating to working overtime		27.3%	6
Travel costs relating to working overtime		27.3%	6
Day Care Costs		0.0%	0
Flexible Work Hours		68.2%	15
Other (please specify)			5
answered question			22
skipped question			12

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

SOLE PRACTITIONER

SHEET 1 OF 3

	Principals		Associates		Landscape Architects (>10 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	20.0	1	0.0		0.0	
\$21.00 - \$23.00	20.0	1	0.0		0.0	
\$24.00 - \$26.00	0.0		0.0		0.0	
\$27.00 - \$29.00	0.0		0.0		0.0	
\$30.00 - \$32.00	0.0		0.0		0.0	
\$33.00 - \$35.00	0.0		0.0		0.0	
\$36.00 - \$40.00	0.0		0.0		0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	20.0	1	0.0		0.0	
\$51.00 - \$55.00	20.0	1	0.0		0.0	
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	20.0	1	0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	100	5	0	0	0	0

Note: Where a range of hourly rates were provided, the median value was reported.
salaries were divided by 1950 hours to determine hourly rates.

Yearly

answered questions

9

skipped questions

17

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

SOLE PRACTITIONER

SHEET 2 OF 3

	Landscape Architects (7-10) years experience post registration)		Landscape Architects (4-6) years experience post registration)		Landscape Architects (0-3 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	0.0		0.0		0.0	
\$21.00 - \$23.00	0.0		0.0		0.0	
\$24.00 - \$26.00	0.0		0.0		0.0	
\$27.00 - \$29.00	0.0		0.0		0.0	
\$30.00 - \$32.00	0.0		0.0		0.0	
\$33.00 - \$35.00	0.0		0.0		0.0	
\$36.00 - \$40.00	0.0		0.0		0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	0.0		0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		0.0	
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	0.0		0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	0	0	0	0	0	0

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions

9

skipped questions

17

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

SOLE PRACTITIONER

SHEET 3 OF 3

	Landscape Interns (2-3 years experience)		Landscape Interns (< 1 year experience)		Technical Support	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	0.0		100.0	1	20.0	1
\$21.00 - \$23.00	0.0		0.0		0.0	
\$24.00 - \$26.00	100.0	2	0.0		20.0	1
\$27.00 - \$29.00	0.0		0.0		0.0	
\$30.00 - \$32.00	0.0		0.0		20.0	1
\$33.00 - \$35.00	0.0		0.0		0.0	
\$36.00 - \$40.00	0.0		0.0		20.0	1
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	0.0		0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		20.0	1
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	0.0		0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	100	2	100	1	100	5

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions

9

skipped questions

17

15. Professional Sectors

Partnerships or Corporations



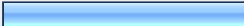


The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as working in a Partnership or Corporation as identified in Question 18.

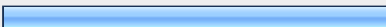


Observations:

- The age distribution reported by Partnership and Corporation respondents is very even between the ages of 26 and 55 suggesting a healthy succession of members.
- 53.6% of Partnership and Corporation respondents are male compared to 48.9% in the overall population.
- 57.1% of Partnership and Corporation respondents are Registered Landscape Architects. 41.7% are Interns.
- 34.5% of Partnership and Corporation respondents are Principals indicating the number of small firms.
- Whereas 41.7% of Partnership and Corporation respondents claim BCSLA Intern membership, only 28.6% claim Landscape Intern as their job title.
- The median salary for Partnership and Corporation respondents is \$31 compared to \$52 per hour for sole practitioners.
- 14.2% of Partnership and Corporation respondents earn between \$18-\$24 with 33.3% earning between \$24 and \$29.
- 31% of Partnership and Corporation respondents receive no reward for over-time work.

1. Please indicate your age.				
			Response Percent	Response Count
20-25	<div><div></div></div>		4.8%	4
26-30	<div><div></div></div>		15.5%	13
31-35	<div><div></div></div>		11.9%	10
36-40	<div><div></div></div>		15.5%	13
41-45	<div><div></div></div>		13.1%	11
46-50	<div><div></div></div>		15.5%	13
51-55	<div><div></div></div>		16.7%	14
56-60	<div><div></div></div>		6.0%	5
61-65	<div><div></div></div>		1.2%	1
66-70			0.0%	0
70+			0.0%	0
			answered question	84
			skipped question	0

2. Please indicate your gender.				
			Response Percent	Response Count
Male	<div><div></div></div>		53.6%	45
Female	<div><div></div></div>		46.4%	39
			answered question	84
			skipped question	0

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		47.6%	40
Graduate degree in Landscape Architecture		8.3%	7
Masters Degree in Landscape Architecture		35.7%	30
PhD in Landscape Architecture		0.0%	0
Other undergraduate degree		6.0%	5
Other Graduate degree		2.4%	2
		answered question	84
		skipped question	0

9. Which category of membership do you currently hold in the BCSLA?			
		Response Percent	Response Count
Registered Landscape Architect		57.1%	48
Landscape Architect		2.4%	2
BCSLA Intern		41.7%	35
BCSLA Student		0.0%	0
Retired Landscape Architect		0.0%	0
		answered question	84
		skipped question	0

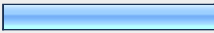
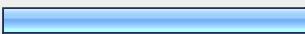
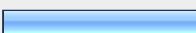

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner		0.0%	0
Partnership / Corporation	<div></div>	100.0%	84
Local Government		0.0%	0
University or College	<div></div>	1.2%	1
Other Organization		0.0%	0
Identify Other Organization		0.0%	0
	answered question		84
	skipped question		0

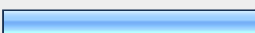

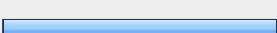
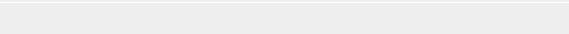

19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal	<div></div>	34.5%	29
Associate	<div></div>	11.9%	10
Senior Landscape Architect	<div></div>	14.3%	12
Landscape Architect	<div></div>	10.7%	9
Landscape Intern	<div></div>	28.6%	24
Assistant Professor		0.0%	0
Associate Professor		0.0%	0
Professor		0.0%	0
Sessional Faculty		0.0%	0
Adjunct Faculty		0.0%	0
Other	<div></div>	6.0%	5
	answered question		84
	skipped question		0





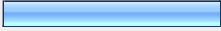



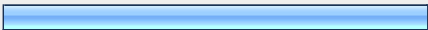
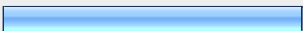
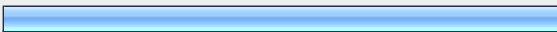
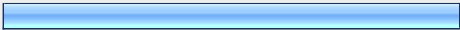
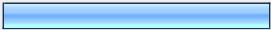
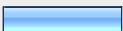

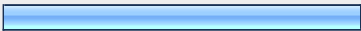
22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		0.0%	0
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		7.1%	6
\$21.00 - \$23.00		7.1%	6
\$24.00 - \$26.00		19.0%	16
\$27.00 - \$29.00		14.3%	12
\$30.00 - \$32.00		9.5%	8
\$33.00 - \$35.00		4.8%	4
\$36.00 - \$40.00		8.3%	7
\$41.00 - 45.00		7.1%	6
\$46.00 - \$50.00		7.1%	6
\$51.00 - \$55.00		2.4%	2
\$56.00 - \$60.00		6.0%	5
\$61.00 - \$65.00		2.4%	2
\$65.00 - \$70.00		1.2%	1
\$71.00 - \$75.00		0.0%	0
\$76.00 - \$80.00		0.0%	0
\$81.00 - \$85.00		0.0%	0
\$86.00 - \$90.00		1.2%	1
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		2.4%	2
answered question			84
skipped question			0

FILTERED RESULTS
PARTNERSHIPS AND
CORPORATIONS ONLY

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward		31.3%	25
Time off in lieu		45.0%	36
Paid at regular hourly rate		28.8%	23
Paid at enhanced hourly rate		6.3%	5
		answered question	80
		skipped question	4

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance		56.3%	36
Short term disability		37.5%	24
Long term disability		64.1%	41
Dental Insurance		76.6%	49
Vision care		40.6%	26
Medical, extended health and prescription drugs		84.4%	54
Other		12.5%	8
		answered question	64
		skipped question	20

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		8.6%	7
Travel to work (mileage)		4.9%	4
Travel to work (Transit)		11.1%	9
Parking at work		32.1%	26
Cell phone rental		32.1%	26
Computer at home		17.3%	14
Internet at home		9.9%	8
Phone at home		4.9%	4
Refreshments such as drinks/ snacks in the office		63.0%	51
Paid time off at Christmas in addition to vacation		44.4%	36
Christmas Party		82.7%	67
Other social events		67.9%	55
Meal costs relating to working overtime		39.5%	32
Travel costs relating to working overtime		17.3%	14
Day Care Costs		1.2%	1
Flexible Work Hours		53.1%	43
Other (please specify)			8
		answered question	81
		skipped question	3

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

PARTNERSHIP & CORPORATIONS

SHEET 1 OF 3

	Principals		Associates		Landscape Architects (>10 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	0.0		0.0		0.0	
\$21.00 - \$23.00	4.5	1	0.0		0.0	
\$24.00 - \$26.00	0.0		0.0		5.9	1
\$27.00 - \$29.00	9.1	2	0.0		5.9	1
\$30.00 - \$32.00	0.0		27.3	3	35.3	6
\$33.00 - \$35.00	9.1	2	45.5	5	29.4	5
\$36.00 - \$40.00	27.3	6	9.1	1	11.8	2
\$41.00 - \$45.00	4.5	1	9.1	1	11.8	2
\$46.00 - \$50.00	13.6	3	9.1	1	0.0	
\$51.00 - \$55.00	0.0		0.0		0.0	
\$56.00 - \$60.00	18.2	4	0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	4.5	1	0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	4.5	1	0.0		0.0	
\$151.00 +	4.5	1	0.0		0.0	
	100	22	100	11	100	17

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions 30

skipped questions 108

FILTERED RESULTS
PARTNERSHIPS AND
CORPORATIONS ONLY

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

PARTNERSHIP & CORPORATIONS

SHEET 2 OF 3

	Landscape Architects (7-10) years experience post registration)		Landscape Architects (4-6) years experience post registration)		Landscape Architects (0-3 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	0.0		0.0		0.0	
\$21.00 - \$23.00	0.0		0.0		7.1	1
\$24.00 - \$26.00	0.0		15.4	2	71.4	10
\$27.00 - \$29.00	30.8	4	53.8	7	14.3	2
\$30.00 - \$32.00	15.4	2	7.7	1	7.1	1
\$33.00 - \$35.00	46.2	6	15.4	2	0.0	
\$36.00 - \$40.00	0.0		7.7	1	0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	7.7	1	0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		0.0	
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	0.0		0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	100	13	100	13	100	14

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions 30

skipped questions 108

FILTERED RESULTS
PARTNERSHIPS AND
CORPORATIONS ONLY

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

PARTNERSHIP & CORPORATIONS

SHEET 3 OF 3

	Landscape Interns (2-3 years experience)		Landscape Interns (< 1 year experience)		Technical Support	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0	1	8.3	1
\$18.00 - \$20.00	21.1	4	0.0	9	41.7	5
\$21.00 - \$23.00	31.6	6	0.0	5	25.0	3
\$24.00 - \$26.00	42.1	8	0.0	2	25.0	3
\$27.00 - \$29.00	5.3	1	0.0		0.0	
\$30.00 - \$32.00	0.0		0.0		0.0	
\$33.00 - \$35.00	0.0		0.0		0.0	
\$36.00 - \$40.00	0.0		0.0		0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	0.0		0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		0.0	
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	0.0		0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	100	19	0	17	100	12

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions 30

skipped questions 108

FILTERED RESULTS
PARTNERSHIPS AND
CORPORATIONS ONLY

16. Professional Sectors

Local Government

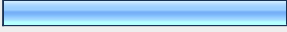
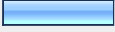



The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as working in Local Government as identified in Question 18.




Observations:

- The age distribution of respondents between the ages of 20-45 in this sector are very similar to the overall population but with a concentration of respondents between 46-55 years old (42%). There are no respondents over 55 years old indicating an early retirement age compared to the overall population and an impending large-scale attrition rate in this sector in the next 10 years.
- 68% of Local Government respondents are Registered Landscape Architects.
- Most Local Government respondents hold job titles that do not fit the options provided in the survey.
- The median salary for Local Government respondents is \$35 compared to \$31 per hour for partnerships and corporations and \$52 per hour for sole practitioners.
- 58% of Local Government respondents earn between \$30 and \$40.
- No Local Government respondents earn less than \$27 including 25.8% of respondents who are BCSLA Interns.
- 65% of Local Government respondents receive over-time pay at an enhanced rate. Only 6.5% are paid at a flat rate and 45% take off time in lieu of overtime.
- The receipt of benefits such as medical and dental coverage, insurance and long term disability coverage is significantly higher compared to the overall population.

1. Please indicate your age.				
			Response Percent	Response Count
20-25			0.0%	0
26-30		<div></div>	12.9%	4
31-35		<div></div>	12.9%	4
36-40		<div></div>	16.1%	5
41-45		<div></div>	16.1%	5
46-50		<div></div>	22.6%	7
51-55		<div></div>	19.4%	6
56-60			0.0%	0
61-65			0.0%	0
66-70			0.0%	0
70+			0.0%	0
		answered question		31
		skipped question		0

2. Please indicate your gender.				
			Response Percent	Response Count
Male		<div></div>	51.6%	16
Female		<div></div>	48.4%	15
		answered question		31
		skipped question		0

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		41.9%	13
Graduate degree in Landscape Architecture		16.1%	5
Masters Degree in Landscape Architecture		29.0%	9
PhD in Landscape Architecture		0.0%	0
Other undergraduate degree		6.5%	2
Other Graduate degree		6.5%	2
		answered question	31
		skipped question	0


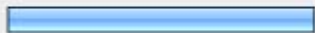


9. Which category of membership do you currently hold in the BCSLA?			
		Response Percent	Response Count
Registered Landscape Architect		67.7%	21
Landscape Architect		6.5%	2
BCSLA Intern		25.8%	8
BCSLA Student		0.0%	0
Retired Landscape Architect		0.0%	0
		answered question	31
		skipped question	0

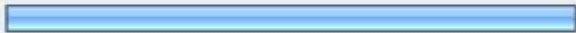



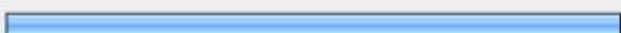
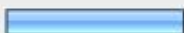
18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner		0.0%	0
Partnership / Corporation		0.0%	0
Local Government	<div></div>	100.0%	31
University or College		0.0%	0
Other Organization		0.0%	0
Identify Other Organization		0.0%	0
	answered question		31
	skipped question		0

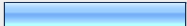

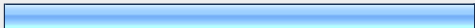
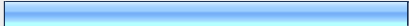



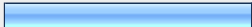
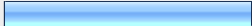
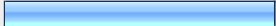
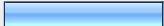
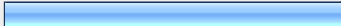
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal		0.0%	0
Associate		0.0%	0
Senior Landscape Architect	<div></div>	3.2%	1
Landscape Architect	<div></div>	16.1%	5
Landscape Intern	<div></div>	3.2%	1
Assistant Professor		0.0%	0
Associate Professor		0.0%	0
Professor		0.0%	0
Sessional Faculty		0.0%	0
Adjunct Faculty		0.0%	0
Other	<div></div>	83.9%	26
	answered question		31
	skipped question		0

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		0.0%	0
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		0.0%	0
\$21.00 - \$23.00		0.0%	0
\$24.00 - \$26.00		0.0%	0
\$27.00 - \$29.00		9.7%	3
\$30.00 - \$32.00		19.4%	6
\$33.00 - \$35.00		19.4%	6
\$36.00 - \$40.00		19.4%	6
\$41.00 - 45.00		9.7%	3
\$46.00 - \$50.00		3.2%	1
\$51.00 - \$55.00		9.7%	3
\$56.00 - \$60.00		0.0%	0
\$61.00 - \$65.00		3.2%	1
\$65.00 - \$70.00		0.0%	0
\$71.00 - \$75.00		3.2%	1
\$76.00 - \$80.00		3.2%	1
\$81.00 - \$85.00		0.0%	0
\$86.00 - \$90.00		0.0%	0
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		0.0%	0
answered question			31
skipped question			0

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward		3.2%	1
Time off in lieu		45.2%	14
Paid at regular hourly rate		6.5%	2
Paid at enhanced hourly rate		64.5%	20
answered question			31
skipped question			0

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance		83.9%	26
Short term disability		61.3%	19
Long term disability		64.5%	20
Dental Insurance		96.8%	30
Vision care		90.3%	28
Medical, extended health and prescription drugs		96.8%	30
Other		25.8%	8
answered question			31
skipped question			0

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		26.7%	8
Travel to work (mileage)		3.3%	1
Travel to work (Transit)		0.0%	0
Parking at work		70.0%	21
Cell phone rental		60.0%	18
Computer at home		3.3%	1
Internet at home		0.0%	0
Phone at home		0.0%	0
Refreshments such as drinks/ snacks in the office		13.3%	4
Paid time off at Christmas in addition to vacation		23.3%	7
Christmas Party		36.7%	11
Other social events		36.7%	11
Meal costs relating to working overtime		40.0%	12
Travel costs relating to working overtime		23.3%	7
Day Care Costs		0.0%	0
Flexible Work Hours		50.0%	15
Other (please specify)			6
		answered question	30
		skipped question	1

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

LOCAL GOVERNMENT

SHEET 1 OF 3

	Principals		Associates		Landscape Architects (>10 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	0.0		0.0		0.0	
\$21.00 - \$23.00	0.0		0.0		0.0	
\$24.00 - \$26.00	0.0		0.0		0.0	
\$27.00 - \$29.00	0.0		0.0		0.0	
\$30.00 - \$32.00	0.0		0.0		0.0	
\$33.00 - \$35.00	0.0		0.0		0.0	
\$36.00 - \$40.00	0.0		100.0	1	100.0	1
\$41.00 - \$45.00	33.3	1	0.0		0.0	
\$46.00 - \$50.00	0.0		0.0		0.0	
\$51.00 - \$55.00	33.3	1	0.0		0.0	
\$56.00 - \$60.00	33.3	1	0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	0.0		0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	100	3	100	1	100	1

Note: Where a range of hourly rates were provided, the median value was reported.
salaries were divided by 1950 hours to determine hourly rates.

Yearly

answered questions

4

skipped questions

17

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

LOCAL GOVERNMENT

SHEET 2 OF 3

	Landscape Architects (7-10) years experience post registration)		Landscape Architects (4-6) years experience post registration)		Landscape Architects (0-3 years experience post registration)	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	0.0		0.0		0.0	
\$21.00 - \$23.00	0.0		0.0		0.0	
\$24.00 - \$26.00	0.0		50.0	1	0.0	
\$27.00 - \$29.00	50.0	1	50.0	1	100.0	2
\$30.00 - \$32.00	0.0		0.0		0.0	
\$33.00 - \$35.00	50.0	1	0.0		0.0	
\$36.00 - \$40.00	0.0		0.0		0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	0.0		0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		0.0	
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	0.0		0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	100	2	100	2	100	2

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions

4

skipped questions

17

58. Salaries: What typical salaries (expressed as hourly rates \$/hour) do you pay for staff in the following positions?:

LOCAL GOVERNMENT

SHEET 3 OF 3

	Landscape Interns (2-3 years experience)		Landscape Interns (< 1 year experience)		Technical Support	
	Response		Response		Response	
	Percent	Count	Percent	Count	Percent	Count
\$14.00 - \$17.00	0.0		0.0		0.0	
\$18.00 - \$20.00	0.0		0.0		50.0	1
\$21.00 - \$23.00	50.0	1	0.0		0.0	
\$24.00 - \$26.00	0.0		0.0		50.0	1
\$27.00 - \$29.00	50.0	1	0.0		0.0	
\$30.00 - \$32.00	0.0		0.0		0.0	
\$33.00 - \$35.00	0.0		0.0		0.0	
\$36.00 - \$40.00	0.0		0.0		0.0	
\$41.00 - \$45.00	0.0		0.0		0.0	
\$46.00 - \$50.00	0.0		0.0		0.0	
\$51.00 - \$55.00	0.0		0.0		0.0	
\$56.00 - \$60.00	0.0		0.0		0.0	
\$61.00 - \$65.00	0.0		0.0		0.0	
\$66.00 - \$70.00	0.0		0.0		0.0	
\$71.00 - \$75.00	0.0		0.0		0.0	
\$76.00 - \$80.00	0.0		0.0		0.0	
\$81.00 - \$90.00	0.0		0.0		0.0	
\$91.00 - \$100.00	0.0		0.0		0.0	
\$101.00 - \$150.00	0.0		0.0		0.0	
\$151.00 +	0.0		0.0		0.0	
	100	2	0	0	100	2

Note: Where a range of hourly rates were provided, the median value was reported. Yearly salaries were divided by 1950 hours to determine hourly rates.

answered questions

4

skipped questions

17

17. Professional Sectors

Education




The following filtered responses represent answers to selected questions submitted by respondents who identified themselves as working in the Education Sector as identified in Question 18.


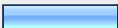
Observations:

- Only 6 respondents reported working in this sector providing too small a group for detailed analyses.
- 67% of Education Sector respondents are male.
- 67% of Education Sector respondents hold Masters Degrees in Landscape Architects.
- 83.3% of Education Sector respondents are Registered Landscape Architects.
- 67% of Education Sector respondents hold the title Professor.
- The salary distribution is too spread out for this small group of respondents to make generalizations.

1. Please indicate your age.				
			Response Percent	Response Count
20-25	<div></div>		0.0%	0
26-30	<div></div>		0.0%	0
31-35	<div></div>		16.7%	1
36-40	<div></div>		16.7%	1
41-45	<div></div>		0.0%	0
46-50	<div></div>		16.7%	1
51-55	<div></div>		16.7%	1
56-60	<div></div>		16.7%	1
61-65	<div></div>		0.0%	0
66-70	<div></div>		0.0%	0
70+	<div></div>		16.7%	1
		answered question		6
		skipped question		0

2. Please indicate your gender.				
			Response Percent	Response Count
Male	<div></div>		66.7%	4
Female	<div></div>		33.3%	2
		answered question		6
		skipped question		0

6. What is the highest level of education you have received?			
		Response Percent	Response Count
Undergraduate degree in Landscape Architecture		16.7%	1
Graduate degree in Landscape Architecture		0.0%	0
Masters Degree in Landscape Architecture		66.7%	4
PhD in Landscape Architecture		0.0%	0
Other undergraduate degree		0.0%	0
Other Graduate degree		16.7%	1
answered question			6
skipped question			0

9. Which category of membership do you currently hold in the BCSLA?			
		Response Percent	Response Count
Registered Landscape Architect		83.3%	5
Landscape Architect		0.0%	0
BCSLA Intern		16.7%	1
BCSLA Student		0.0%	0
Retired Landscape Architect		0.0%	0
answered question			6
skipped question			0

18. Please identify which sector of the profession you are currently employed in.			
		Response Percent	Response Count
Sole Practitioner	<div><div></div></div>	33.3%	2
Partnership / Corporation	<div><div></div></div>	16.7%	1
Local Government		0.0%	0
University or College	<div><div></div></div>	116.7%	7
Other Organization		0.0%	0
Identify Other Organization		0.0%	0
	answered question		6
	skipped question		0


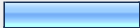


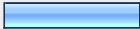

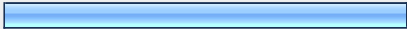
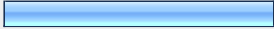

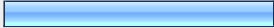
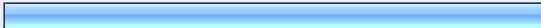
19. Title: What is the title of the position or positions you hold?			
		Response Percent	Response Count
Principal	<div><div></div></div>	33.3%	2
Associate		0.0%	0
Senior Landscape Architect	<div><div></div></div>	16.7%	1
Landscape Architect		0.0%	0
Landscape Intern		0.0%	0
Assistant Professor		0.0%	0
Associate Professor		0.0%	0
Professor	<div><div></div></div>	66.7%	4
Sessional Faculty	<div><div></div></div>	33.3%	2
Adjunct Faculty		0.0%	0
Other	<div><div></div></div>	16.7%	1
	answered question		6
	skipped question		0

22. What is your current income (dollars per hour)? (Excluding overtime or benefits). If you do not know, or do not have a fixed hourly rate, divide your total yearly income by the total number of regular hours worked, per year.

		Response Percent	Response Count
<\$15.00		0.0%	0
\$15.00 - \$17.00		0.0%	0
\$18.00 - \$20.00		0.0%	0
\$21.00 - \$23.00		0.0%	0
\$24.00 - \$26.00		0.0%	0
\$27.00 - \$29.00		0.0%	0
\$30.00 - \$32.00		0.0%	0
\$33.00 - \$35.00		33.3%	2
\$36.00 - \$40.00		0.0%	0
\$41.00 - 45.00		16.7%	1
\$46.00 - \$50.00		0.0%	0
\$51.00 - \$55.00		0.0%	0
\$56.00 - \$60.00		16.7%	1
\$61.00 - \$65.00		33.3%	2
\$65.00 - \$70.00		0.0%	0
\$71.00 - \$75.00		16.7%	1
\$76.00 - \$80.00		0.0%	0
\$81.00 - \$85.00		0.0%	0
\$86.00 - \$90.00		0.0%	0
\$91.00 - \$95.00		0.0%	0
\$96.00 - \$100.00		0.0%	0
answered question			6
skipped question			0

29. Overtime Pay: How are you rewarded for overtime hours (multiple answers are permitted)?			
		Response Percent	Response Count
No reward	<div><div></div></div>	48.4%	15
Time off in lieu	<div><div></div></div>	19.4%	6
Paid at regular hourly rate	<div><div></div></div>	35.5%	11
Paid at enhanced hourly rate		0.0%	0
		answered question	31
		skipped question	3

33. Benefits: Which of the following benefits do you receive from your employer or finance through your company?			
		Response Percent	Response Count
Life Insurance	<div><div></div></div>	33.3%	3
Short term disability	<div><div></div></div>	55.6%	5
Long term disability	<div><div></div></div>	44.4%	4
Dental Insurance	<div><div></div></div>	44.4%	4
Vision care	<div><div></div></div>	22.2%	2
Medical, extended health and prescription drugs	<div><div></div></div>	77.8%	7
Other		0.0%	0
		answered question	9
		skipped question	25

42. What other benefits are provided by your employer or paid by your company?			
		Response Percent	Response Count
Company Vehicle		0.0%	0
Travel to work (mileage)		0.0%	0
Travel to work (Transit)		0.0%	0
Parking at work		20.0%	1
Cell phone rental		20.0%	1
Computer at home		20.0%	1
Internet at home		20.0%	1
Phone at home		0.0%	0
Refreshments such as drinks/ snacks in the office		20.0%	1
Paid time off at Christmas in addition to vacation		60.0%	3
Christmas Party		60.0%	3
Other social events		40.0%	2
Meal costs relating to working overtime		40.0%	2
Travel costs relating to working overtime		40.0%	2
Day Care Costs		0.0%	0
Flexible Work Hours		80.0%	4
Other (please specify)			0
answered question			5
skipped question			1