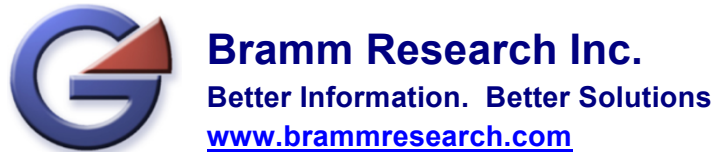


# APPI 2015 Compensation Survey – Examination of Compensation by Gender

Prepared For:



Prepared By:



November 2015

## Background

This is a follow-up to the main report of the APPI 2015 Compensation Survey which was published in May 2015. The results of that report showed a gender gap in wages, with the average wage reported for females equalling \$90,750 while their male counterparts received an average \$106,687.

In order to reduce the effect of very large compensation values, median values were examined for males vs. females. The disparity was also reflected in median compensation, with females at \$92,997 and males at \$98,104. Based on this gender gap in overall average and median compensation, Bramm Research was asked to look further into other demographics to see if the gap could be explained by some other factor such as differences in experience, management level, or sector.

## Summary of Findings

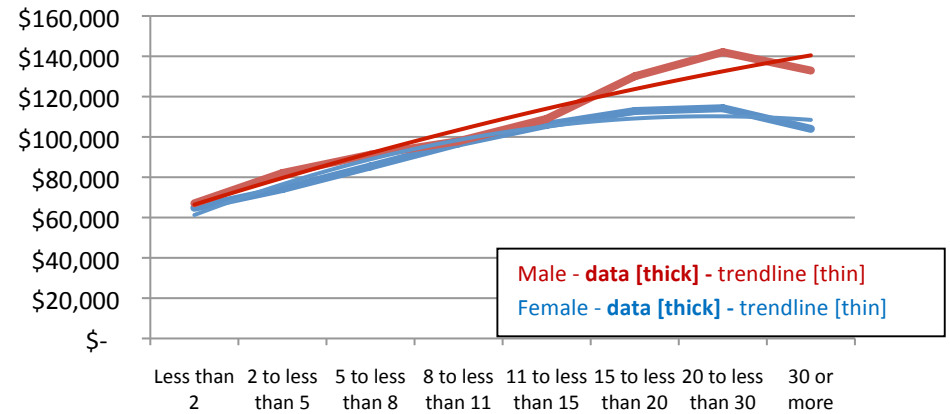
After examining compensation by gender within industry experience, respondent age, job title, professional status, employer type, number of employees managed, and hours worked per week, we conclude that the gap in compensation is based on gender and not any other demographic measure.

The gender gap is most pronounced for those over 40 or with more than 15 years of experience. This finding suggests that females are not, on average, paid less because as a group they have less experience. Even within the same years of experience, there appears to be disparity in compensation.

If, in five years, these age/experience milestones of heightened disparity are shown to be aging along with the workforce, then it will be a sign that the gender gap is closing. However, if, in five years, the milestones exist in the same places (over 40 or with more than 15 years of experience), then some other phenomenon is occurring that segregates males and females into different compensation streams.

Between-gender compensation differences up to 15 years of experience are smaller or non-existent, but after 15 years of experience, this sample suggests a difference in compensation rates that continues through subsequent experience categories.

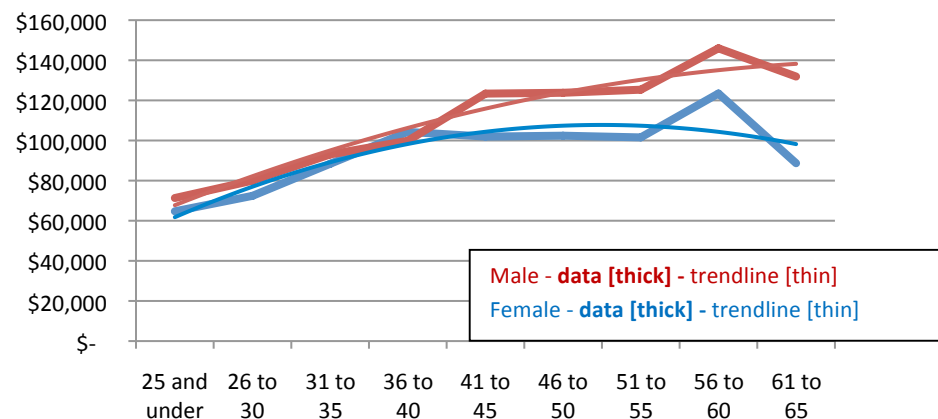
## Compensation by Gender within Years as Professional Planner



	Average Compensation				Count and Percent		
	Total	Female	Male	Diff	Total	Female	Male
<b>Total</b>	<b>\$ 101,632</b>	<b>\$ 93,449</b>	<b>\$ 107,644</b>	<b>\$ 14,195</b>	<b>385 [100%]</b>	<b>165 [100%]</b>	<b>213 [100%]</b>
Less than 2	\$ 65,706	\$ 64,839	\$ 67,045	\$ 2,206	28 [7%]	17 [10%]	11 [5%]
2 to less than 5	\$ 78,497	\$ 74,123	\$ 82,091	\$ 7,968	51 [13%]	23 [14%]	28 [13%]
5 to less than 8	\$ 89,597	\$ 85,359	\$ 91,188	\$ 5,829	65 [17%]	22 [13%]	42 [20%]
8 to less than 11	\$ 97,050	\$ 96,768	\$ 97,878	\$ 1,110	78 [20%]	44 [27%]	32 [15%]
11 to less than 15	\$ 107,541	\$ 105,986	\$ 108,970	\$ 2,984	48 [12%]	22 [13%]	24 [11%]
15 to less than 20	\$ 123,854	\$ 112,846	\$ 130,075	\$ 17,229	36 [9%]	13 [8%]	23 [11%]
20 to less than 30	\$ 132,609	\$ 114,245	\$ 142,070	\$ 27,825	50 [13%]	17 [10%]	33 [15%]
30 or more	\$ 126,648	\$ 104,000	\$ 132,921	\$ 28,921	27 [7%]	6 [4%]	19 [9%]

## Compensation by Gender within Age

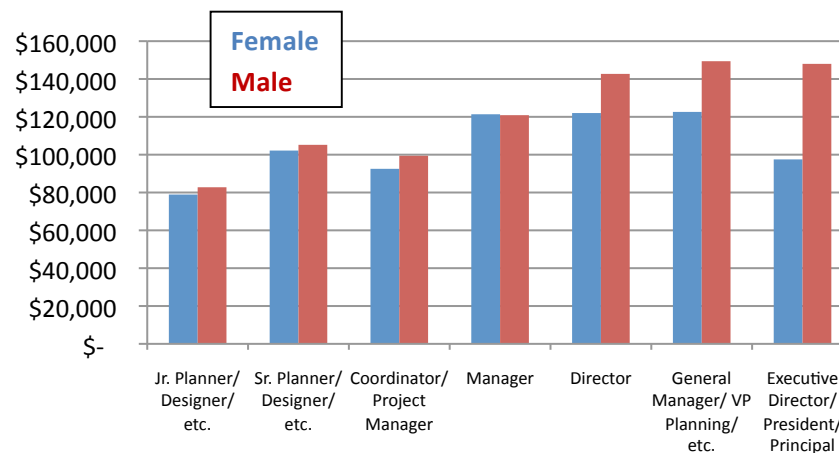
*Between-gender compensation differences exist but remain minor until the age bracket of 41 to 45 when a large disparity begins and continues through subsequent age ranges. This effect could be driven by the effect of Years as a Professional Planner.*



	Average Compensation				Count and Percent		
	Total	Female	Male	Diff	Total	Female	Male
<b>Total</b>	<b>\$ 101,632</b>	<b>\$ 93,449</b>	<b>\$ 107,644</b>	<b>\$ 14,195</b>	<b>385 [100%]</b>	<b>165 [100%]</b>	<b>213 [100%]</b>
25 and under	\$ 66,222	\$ 64,694	\$ 71,317	\$ 6,623	13 [3%]	10 [6%]	3 [1%]
26 to 30	\$ 76,272	\$ 72,411	\$ 79,984	\$ 7,573	51 [13%]	25 [15%]	26 [12%]
31 to 35	\$ 91,186	\$ 88,391	\$ 93,065	\$ 4,674	96 [25%]	39 [24%]	56 [26%]
36 to 40	\$ 101,713	\$ 104,284	\$ 99,861	-\$ 4,423	66 [17%]	31 [19%]	34 [16%]
41 to 45	\$ 113,637	\$ 101,950	\$ 123,377	\$ 21,427	44 [11%]	20 [12%]	24 [11%]
46 to 50	\$ 117,062	\$ 102,400	\$ 123,799	\$ 21,399	32 [8%]	10 [6%]	20 [9%]
51 to 55	\$ 117,402	\$ 101,551	\$ 125,328	\$ 23,777	33 [9%]	11 [7%]	22 [10%]
56 to 60	\$ 133,381	\$ 123,430	\$ 145,964	\$ 22,535	28 [7%]	12 [7%]	14 [7%]
61 to 65	\$ 112,977	\$ 88,664	\$ 131,888	\$ 43,224	16 [4%]	7 [4%]	9 [4%]
66 to 70	\$ 131,600	n/a	\$ 128,250	n/a	5 [1%]	0 [0%]	4 [2%]
Over 70	\$ 90,000	n/a	\$ 90,000	n/a	1 [0%]	0 [0%]	1 [0%]

## Compensation by Gender within Job Title

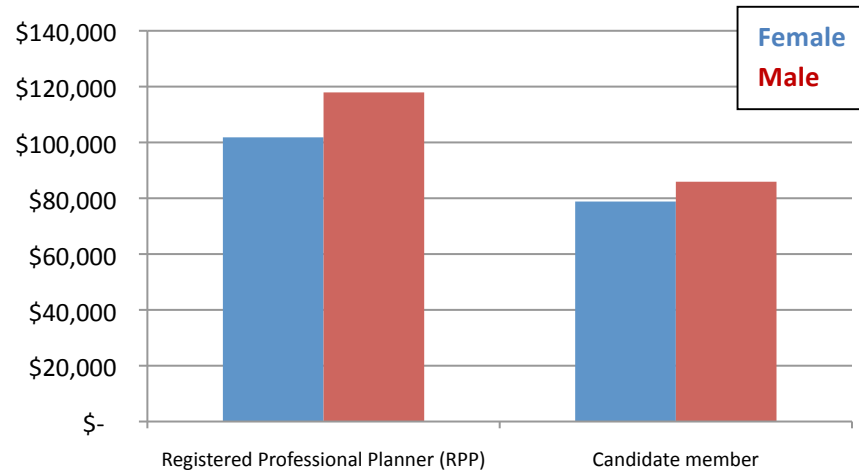
Higher Male compensation values are suggested in almost all categories, except for the Manager level, which shows parity. Small base sizes should make differences more suggestive than conclusive, but there seems to be a large difference across the Director and Executive categories.



	Average Compensation				Count and Percent		
	Total	Female	Male	Diff	Total	Female	Male
<b>Total</b>	<b>\$ 101,632</b>	<b>\$ 93,449</b>	<b>\$ 107,644</b>	<b>\$ 14,195</b>	<b>385 [100%]</b>	<b>165 [100%]</b>	<b>213 [100%]</b>
Jr. Planner/ Designer/ Planner I/II/ Officer	\$ 80,781	\$ 78,923	\$ 82,774	\$ 3,850	138 [36%]	72 [44%]	65 [31%]
Sr. Planner/ Designer/ Lead designer/ Principal Planner	\$ 103,959	\$ 102,169	\$ 105,200	\$ 3,032	89 [23%]	40 [24%]	48 [23%]
Coordinator/ Project Manager	\$ 96,528	\$ 92,520	\$ 99,418	\$ 6,898	28 [7%]	9 [5%]	17 [8%]
Supervisor	\$ 124,207	\$ 148,000	\$ 118,259	-\$ 29,741	5 [1%]	1 [1%]	4 [2%]
Manager	\$ 121,324	\$ 121,356	\$ 120,868	-\$ 487	43 [11%]	13 [8%]	28 [13%]
Director	\$ 137,052	\$ 122,000	\$ 142,697	\$ 20,697	22 [6%]	6 [4%]	16 [8%]
General Manager/ VP Planning/ Senior Associate/ Senior Manager	\$ 142,700	\$ 122,600	\$ 149,400	\$ 26,800	20 [5%]	5 [3%]	15 [7%]
Executive Director/ President/ Principal	\$ 128,875	\$ 97,500	\$ 148,000	\$ 50,500	16 [4%]	6 [4%]	9 [4%]
Other	\$ 93,329	\$ 87,145	\$ 99,513	\$ 12,367	22 [6%]	11 [7%]	11 [5%]

*Between-gender compensation differences exist in both RPP's and Candidate members, although less so in Candidate members, probably due to the effects of age/ experience.*

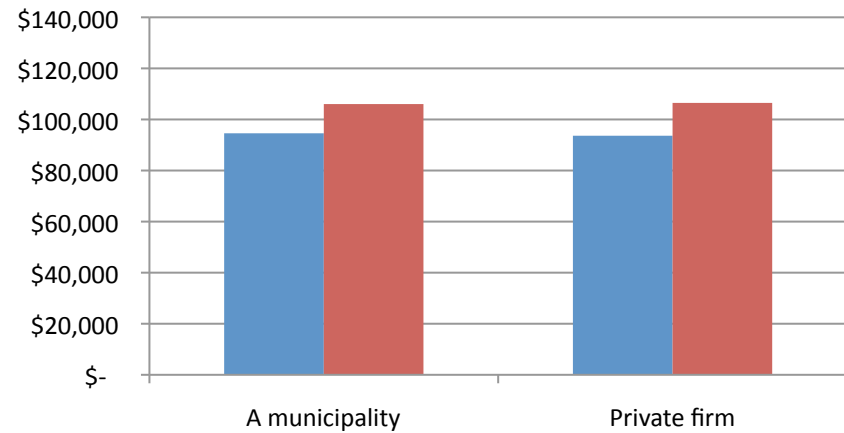
## Compensation by Gender within Professional Status



	Average Compensation				Count and Percent		
	Total	Female	Male	Diff	Total	Female	Male
<b>Total</b>	<b>\$ 101,632</b>	<b>\$ 93,449</b>	<b>\$ 107,644</b>	<b>\$ 14,195</b>	<b>385 [100%]</b>	<b>165 [100%]</b>	<b>213 [100%]</b>
Registered Professional Planner (RPP)	\$ 111,251	\$ 101,822	\$ 117,919	\$ 16,098	259 [67%]	108 [65%]	146 [69%]
Candidate member	\$ 82,925	\$ 78,824	\$ 85,920	\$ 7,096	111 [29%]	48 [29%]	61 [29%]
Subscriber/Pre-Candidate	\$ 70,222	\$ 70,984	\$ 67,933	-\$ 3,051	12 [3%]	9 [5%]	3 [1%]

Due to small base sizes, it is difficult to comment on any particular Employer Type other than Municipalities and Private Firms, which show a similar disparity of compensation, quite likely caused by the experience-effect.

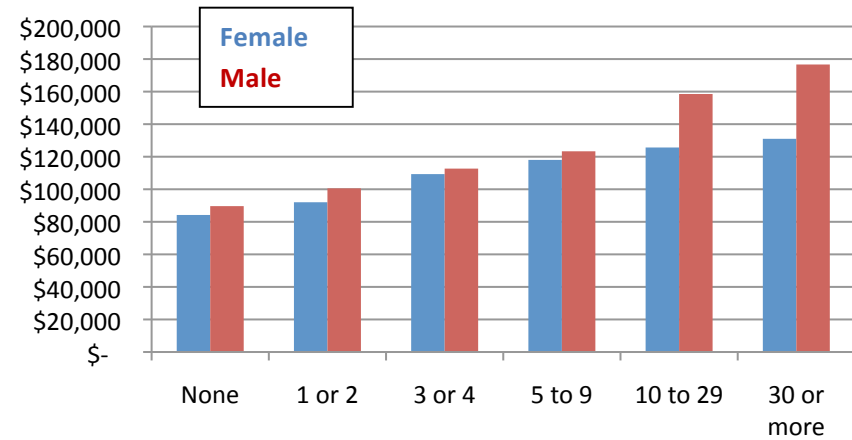
## Compensation by Gender within Employer Type



	Average Compensation				Count and Percent		
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<b>Total</b>	<b>\$ 101,632</b>	<b>\$ 93,449</b>	<b>\$ 107,644</b>	<b>\$ 14,195</b>	<b>385 [100%]</b>	<b>165 [100%]</b>	<b>213 [100%]</b>
A municipality	\$ 101,253	\$ 94,582	\$ 106,026	\$ 11,444	231 [60%]	100 [61%]	127 [60%]
Provincial government	\$ 95,719	\$ 94,984	\$ 96,296	\$ 1,311	25 [6%]	11 [7%]	14 [7%]
Territorial government	\$ 113,500	n/a	\$ 113,500	n/a	2 [1%]	0 [0%]	2 [1%]
Federal government	\$ 91,078	\$ 85,000	\$ 103,235	\$ 18,235	3 [1%]	1 [1%]	1 [0%]
Not for profit	\$ 89,670	\$ 73,968	\$ 98,643	\$ 24,675	11 [3%]	4 [2%]	7 [3%]
Private firm	\$ 100,622	\$ 93,628	\$ 106,485	\$ 12,857	87 [23%]	38 [23%]	48 [23%]
Educational institution	\$ 117,667	\$ 71,000	\$ 141,000	\$ 70,000	3 [1%]	1 [1%]	2 [1%]
Other	\$ 119,652	\$ 90,634	\$ 141,722	\$ 51,087	23 [6%]	10 [6%]	12 [6%]

Once again the pattern of *near parity* giving way to *disparity* appears in this work dimension, however the number of respondents reporting very large numbers of employees managed suggest that the question might have been understood by some to mean "direct reports" while others might have taken it to mean "number of workers that I'm responsible for."

## Compensation by Gender within Number of Employees Managed

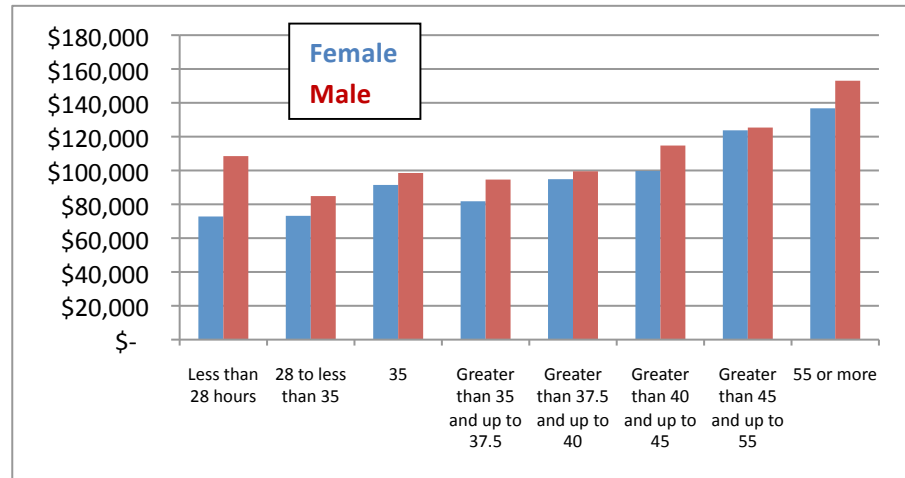


	Average Compensation				Count and Percent		
	Total	Female	Male	Diff	Total	Female	Male
<b>Total</b>	<b>\$ 101,632</b>	<b>\$ 93,449</b>	<b>\$ 107,644</b>	<b>\$ 14,195</b>	<b>385 [100%]</b>	<b>165 [100%]</b>	<b>213 [100%]</b>
None	\$ 87,067	\$ 84,205	\$ 89,639	\$ 5,434	211 [55%]	104 [63%]	103 [48%]
1 or 2	\$ 97,754	\$ 92,020	\$ 100,552	\$ 8,533	39 [10%]	18 [11%]	20 [9%]
3 or 4	\$ 112,048	\$ 109,313	\$ 112,691	\$ 3,379	42 [11%]	8 [5%]	34 [16%]
5 to 9	\$ 121,249	\$ 118,039	\$ 123,331	\$ 5,292	57 [15%]	24 [15%]	31 [15%]
10 to 29	\$ 146,210	\$ 125,667	\$ 158,536	\$ 32,869	24 [6%]	9 [5%]	15 [7%]
30 or more	\$ 172,100	\$ 131,000	\$ 176,667	\$ 45,667	10 [3%]	1 [1%]	9 [4%]



## Compensation by Gender within Length of Work Week

No matter how many days in a week that a respondent works, female respondents are paid less than their male counterparts.



	Average Compensation				Count and Percent		
	Total	Female	Male	Diff	Total	Female	Male
<b>Total</b>	<b>\$ 101,632</b>	<b>\$ 93,449</b>	<b>\$ 107,644</b>	<b>\$ 14,195</b>	<b>385 [100%]</b>	<b>165 [100%]</b>	<b>213 [100%]</b>
Less than 28 hours	\$ 88,667	\$ 72,800	\$ 108,500	\$ 35,700	9 [2%]	5 [3%]	4 [2%]
28 to less than 35	\$ 78,380	\$ 73,187	\$ 84,871	\$ 11,684	18 [5%]	10 [6%]	8 [4%]
35	\$ 95,989	\$ 91,448	\$ 98,515	\$ 7,066	74 [19%]	35 [21%]	36 [17%]
Greater than 35 and up to 37.5	\$ 89,618	\$ 81,798	\$ 94,630	\$ 12,832	64 [17%]	27 [16%]	35 [16%]
Greater than 37.5 and up to 40	\$ 97,250	\$ 94,853	\$ 99,516	\$ 4,663	99 [26%]	45 [27%]	53 [25%]
Greater than 40 and up to 45	\$ 108,985	\$ 99,730	\$ 114,744	\$ 15,015	66 [17%]	26 [16%]	39 [18%]
Greater than 45 and up to 55	\$ 124,902	\$ 123,740	\$ 125,377	\$ 1,638	31 [8%]	9 [5%]	22 [10%]
55 or more	\$ 149,798	\$ 136,750	\$ 153,059	\$ 16,309	20 [5%]	4 [2%]	16 [8%]