

2008 Atlantic Wage and Equipment Rates Survey Results



Respondents: 16 out of 227 of Active and Introductory Level members from Landscape Nova Scotia, Landscape New Brunswick and Landscape Newfoundland and Labrador responded to the 2008 Atlantic Wage and Equipment Rate Survey, or 7%. Comments fields are added when trends or patterns were observed, and when differences are seen between the 2007 and 2008 results.

Thanks to Atlantic CAT for donating a prize for this survey!



1) Please indicate your province of operation.

Nova Scotia - **50%** Newfoundland and Labrador - **6.25%** New Brunswick - **43.75%** PEI - **0%**

2) Please indicate the industry sector(s) that you are involved in. Please check all that apply.

Garden Centre - **12.5%** Landscape Contracting - **87.5%** Lawn Care Operator - **37.5%** Arborist - **0%**
 Interiorscaping - **0%** Landscape Design - **62.5%** Nursery Grower - **0%** Florist - **0%**
 Irrigation Firm - **12.5%** Landscape Maintenance - **62.5%** Snow and Ice Management - **43.8%**
 Other(s): **Nursery Sod Grower - 6%**

Comments: 93.8% (as compared to 86.7% in 2007) of respondents have a diversified business with involvement in two or more of the above listed industry sectors.

3) What is the approximate population of your trading area?

Under 50,000 - **25%** 50,001 - 100,000 - **6%** 100,001 - 250,000 - **25%** Over 250,000 - **37.5%**

Comments: 62.5% of respondents are from markets with populations of 100,001 or more.

4) Please indicate your equipment rates for the past year (average per hour charge-out rate). All data is average, not all respondents listed rates for every piece of equipment listed below.

Skid steer **\$61.00** (\$51.88 in 2007) Dump truck **\$62.56** (\$50.00 in 2007)
 Compact excavator **\$66.38** (\$55.63 in 2007) Water truck **\$66.00** (insufficient data in 2007)
 Full size excavator **\$111.67** (\$96.67 in 2007) Plow truck **\$58.60** (\$48.68 in 2007)
 Backhoe **\$59.60** (\$60.92 in 2007) Salt/sand truck **\$72.14** (\$64.00 in 2007)
 Tractor (with attachments) **\$68.50** (\$58.33 in 2007) Lift truck - **insufficient data to form an average**
 Chipper - **insufficient data to form an average**

Comments: Most rates have gone up by an average of \$10.81, except for the charge out rate on a Backhoe which has gone up slightly.

5) Please indicate how much you pay each of your staff members per hour (if salary take total and divide by 2,000 hours to get an average) and their charge-out rate (the charge-out rate is the rate used for billing purposes and covers typical business overhead but not materials and equipment. The charge out rate will not apply to all businesses or positions). Please only fill out the information that applies to your business and leave the others blank. All data is average, not all respondents listed rates for all positions listed below. A dash indicates that there was insufficient data to form an average (an average was formed with two or more responses) or that the response was not applicable.

Position	2008 \$ Per Hour	2007 \$ Per Hour	2008 Charge-out Rate	2007 Charge-out Rate
President/Owner Total Compensation	\$32.33	\$19.67	\$55.83	\$52.20
General Manager	-	\$20.50	-	\$42.00
Accountant	-	\$12.00	-	-
Controller	\$19.50	\$20.00	-	-
Assistant Garden Centre Manager	\$14.00	-	-	-
Cashier (Full Time)	\$11.00	\$9.63	-	-
Cashier (Part Time)	\$8.75	\$8.38	-	-
Equipment Operator	\$15.28	\$14.00	\$37.83	\$29.71
Estimator	\$21.57	\$18.90	\$38.67	-
Farm Manager	-	-	-	-
Field Supervisor/Manager	\$20.17	\$18.75	\$37.00	\$34.33

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5) Continued

Position	2008 \$ Per Hour	2007 \$ Per Hour	2008 Charge-out Rate	2007 Charge-out Rate
Foreman (Managing job site and crew members)	\$15.44	\$14.67	\$38.09	\$34.89
Project Manager	\$19.00	-	-	-
Garden Centre Department Supervisor	-	-	-	-
Garden Centre Manager	\$17.63	-	-	-
Garden Centre Technician	-	-	-	-
Horticulturist	\$20.50	\$19.50	\$39.00	\$36.67
Interior Landscape Technician	-	-	-	-
Irrigation Technician (Certified)	-	-	-	-
Irrigation Technician (Not certified)	-	\$13.38	-	-
Labourer (Summer Student, Unskilled Employee less than 2yrs experience)	\$9.50	\$8.78	\$30.80	\$25.09
Landscape Carpenter	\$15.50	\$17.00	-	\$35.00
Landscape Designer	\$28.07	\$18.38	\$53.83	\$52.25
Landscape Designer (Certified)	\$23.50	\$25.50	\$62.50	-
Landscape Stone Mason	\$16.67	\$17.67	-	\$40.00
Landscape Technician (2 - 5yrs. Experience)	\$13.11	\$12.51	\$34.13	\$33.00
Landscape Technician (2 - 5yrs. Experience and Certified)	\$14.38	\$14.07	\$37.75	\$34.93
Landscape Technician (5yrs. + Experience)	\$16.03	\$13.98	\$35.67	\$35.17
Landscape Technician (5yrs. + Experience and Certified)	-	\$15.63	\$41.00	\$37.00
Lawn Care Technician (licensed)	\$12.97	\$15.63	\$31.33	\$37.00
Marketing Manager	-	-	-	-
Nursery Field Supervisors	-	-	-	-
Nursery Grower	-	-	-	-
Nursery In-house Sales Staff	-	-	-	-
Nursery Production Manager	-	-	-	-
Nursery Sales Manager	-	-	-	-
Office /Clerical Staff	\$11.89	\$11.40	-	-
Office Manager/Bookkeeper	\$13.54	\$13.05	-	-
Pest Control Technician	-	\$11.69	\$30.00	-
Propagator	\$10.05	\$10.27	-	-
Sales personnel	\$8.50	\$9.33	-	-
Shipper	-	-	-	-
Shipping Manager	-	-	-	-

6) What is your labour cost expressed as a percentage of sales? **29.43%**

Comments: This number is down by 3.89% as compared to 2007 survey results (33.32%).

7) Are your labour costs going up/down and by how much compared to your percentage of sales (please provide a percentage)?

+ 2.70% (please note that one surveyed company was removed from this average as their labour costs were significantly lower than all other survey respondents)

8) Are you interested or have you considered hiring foreign labour?

Yes- **64.29%** No - **35.71%**

Comments: 4.29% more people are considering hiring foreign labour as compared to 2007, where 60% of respondents indicated yes.