

## Canada-Nova Scotia Offshore Petroleum Board (CNSOPB) Salary Scale

**Compensation Policy:** *The salary scale is positioned between the Atlantic Industrial and Canadian Energy market while remaining within the range of our regulatory peers.*

		<b>April 1, 2020</b>	
	<b>CNSOPB Levels</b>	<b>Min (85%)</b>	<b>Max (100%)</b>
<b>Non-Executive Level<sub>1,2</sub></b>	Level CO	\$ 36,090	\$ 42,458
	Level 1	\$ 42,274	\$ 49,734
	Level 2	\$ 50,729	\$ 59,681
	Level 3	\$ 60,874	\$ 71,617
	Level 4	\$ 71,993	\$ 84,697
	Level 5	\$ 84,761	\$ 99,719
	Level 6	\$ 102,562	\$ 120,661
	Level 7	\$ 122,714	\$ 144,370
	Level 8	\$ 136,816	\$ 160,960
	Level 9	\$ 155,971	\$ 183,495
	Level 10	\$ 166,109	\$ 195,423
	Level 11	\$ 176,245	\$ 207,347
	Level 12	\$ 209,896	\$ 246,936

**Executive  
Level<sub>3</sub>**

**Footnotes:**

1. Casual employees are not included in the salary scale and are compensated based on an hourly wage.
2. Employees (non-executive level) at 100% of a salary scale are eligible for additional performance based pay of up to 3% of their salary.
3. Employees (executive level) are eligible for additional performance based pay of up to 6% of their salary.
4. Board Members are appointed by Orders in Council by the Governments which specify their remuneration.