

## Canada-Nova Scotia Offshore Petroleum Board (CNSOPB) Job Rates

**Compensation Policy:** Job Rates are positioned between the Atlantic Industrial and Canadian Energy market while remaining within the range of our regulatory peers.

CNSOPB Levels		April 1, 2019	
		Min (85%)	Max (100%)
Non-Executive Level <sub>1,2</sub>	↑ Level CO	\$ 35,382	\$ 41,626
	Level 1	\$ 41,445	\$ 48,759
	Level 2	\$ 49,734	\$ 58,511
	Level 3	\$ 59,681	\$ 70,213
	Level 4	\$ 70,581	\$ 83,037
	Level 5	\$ 83,099	\$ 97,764
	Level 6	\$ 100,551	\$ 118,295
	Level 7	\$ 120,308	\$ 141,539
	Level 8	\$ 134,133	\$ 157,804
	Level 9	\$ 152,912	\$ 179,897
	Level 10	\$ 162,852	\$ 191,591
	Level 11	\$ 172,789	\$ 203,281
Level 12	\$ 205,780	\$ 242,094	
	↓ Executive Level <sub>3</sub>		

Footnotes:

1. Casual employees are not included in the salary levels and are compensated based on an hourly wage.
2. Employees (non-executive level) at 100% of the Job Rate 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.