



## **Salary Survey Committee**

Sean Quigley, P.Eng., FEC (Chair)  
Pak-Yan Chan, P.Eng.,  
Walter Czynnyj, P.Eng., FEC  
Amjad Mian, P.Eng., FEC  
Irene Mikawoz, P.Eng., FEC  
James Payne, P.Geo.  
Evan Thompson, P.Eng.

The Salary Research Committee conducted its annual employee salary survey to meet our objective of providing salary information for use by association members and the public. The salary survey results are posted on the APEGM Web site at [www.apegm.mb.ca](http://www.apegm.mb.ca).

The Salary Survey is open to all eligible APEGM members and members-in-training, and is sent to all members having a Manitoba mailing address, which was 4346 this year. The survey is meant to be both inclusive and confidential, and for that reason notice of the survey and reminders are sent to all members.


The APEGM office removes the members identifying information from the data spreadsheet generated from the survey table and deletes the original survey response data from its system. This is done to maintain the anonymous nature of the survey data and to ensure the privacy of those members who participate in the survey. As APEGM does not retain the members identifying information, it is not possible to pre-populate the survey or provide prior year's responses for individual survey respondents.

This was the twelfth year using a web based survey format, and the third year using the APEGM website to access the survey. The Committee once again used the comments received from members to help improve the quality of the questions and the workflow process used to complete the survey. This was the third year that the Committee elected to offer a randomly drawn prize to two APEGM members who completed the survey, in an attempt to increase the number of participants. The offering of a prize did not increase the number of respondents to the survey, and in fact there was a decline in response rate from 32.5% in 2013 to 29.5% in 2014. The Committee will once again review options to increase the survey response rate.

The survey provides information based on the year of graduation of the Professional Engineers and Geoscientists in Manitoba. The year of graduation salary information contains the number of eligible members by year of graduation. The highest participation in the survey by year of graduation was 2012, with 41.4% of eligible members responding.

A total of 899 out of 1178 respondents indicated that they received a salary increase in 2013, while 272 respondents did not get a salary increase, and seven respondents reported a salary decrease. The average percentage salary increase for those who received an increase was 5.2%.

While the year of graduation salary information is one of the more interesting sections, the key objective of the survey is still to identify salary based on the value of the position to a company as measured by the APEGM point system, which is very similar to the point system used by the other



associations. Members can determine how their compensation relates to others by calculating their own points and comparing to the survey results for similar rated positions.

77.3% of respondents indicated that they were very or somewhat satisfied with their current level of compensation, which is similar to the 77.7% value in 2013. The results also showed that 15.7% of EIT/GITs were somewhat or very dissatisfied with their compensation.

By way of comparison, the salary survey results for the other Western Canadian provinces are available in their respective association websites. The 2012 salary survey results for B.C. and the 2014 salary survey summary results for Saskatchewan can be found at the following websites; [www.apeg.bc.ca](http://www.apeg.bc.ca), and [www.apegs.sk.ca](http://www.apegs.sk.ca). APEGA, the association in Alberta, prepares an employer survey and reports on “Value of Professional Services”. The 2012 Value of Professional Services for Alberta can be found at [www.apega.ca](http://www.apega.ca).

Thank you to the members who completed our survey and to those who provided their comments.

My thanks to the committee members for their efforts this year, and to K. Monkman for the data analysis, and to William Boyce for his excellent support.

Prepared by: Prepared by: S. Quigley - Chair