



2021 Salary and Compensation Survey

Engineers/Geoscientists Members

Engineers Geoscientists Manitoba
June 2022

 **ENGINEERS
GEOSCIENTISTS
MANITOBA**

PROBE
RESEARCH INC.

Table of Contents

3	Key Findings	32	An Examination of Paid Benefits
7	Methodology	39	An Examination of Benefits Provided by Employers
9	Profile of Respondents	45	Appendix: Salaries by Sector and Job Function
16	Employment Dimensions		
23	A Focus on Remuneration		

For More
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Key Findings

Industry Sectors and Job Functions with Highest and Lowest Mean Base Salary:

- Overall, the **industry sectors** with the highest mean base salaries are Communications (\$160,000), Regulatory Agencies (\$152,639) and Consulting (\$135,228).
- The **sectors** with the lowest mean base salaries include Transportation Equipment (\$72,796) and Biomedical (\$80,145).
- The **job functions** with mean base salaries greater than \$100,000 include Administrative services (\$186,907), Management (\$132,672), Teaching (\$124,073), Computer services (\$114,983) and Planning (\$106,905).
- The lowest paid job functions include Quality Assurance (\$76,780) and Production (\$76,040).

Employment Dimensions:

- Around seven-in-ten are employed by private companies, particularly Entry Level engineers.
- More than one-in-ten are employed in Consulting (23%), Utilities (16%) or Manufacturing (12%) with the rest being employed in a wide variety of industries.
- Design (28%), Project Management (21%) and Management (20%) are the principal job functions mentioned most often by respondents.
- Four-in-ten work for firms with greater than 500 employees, with higher level engineers most likely to be employed by these larger firms. Around one-quarter work in mid-size firms (21-500 employees), particularly Entry Level engineers.
- Overall, members' official work week is 38.64 hours with most working slightly more on average (41.94).

Key Findings (cont'd)

Remuneration:

- Overall, nearly seven-in-ten are satisfied with their level of remuneration (69% vs. 73% in 2020) although high levels of satisfaction do not reach 50%. Indeed, declines in satisfaction with remuneration were expressed among all engineers this round, especially Intermediate Level engineers and those working in the public sector.
- The average salary plus bonuses for full-time engineers/geoscientists has increased slightly in the last two years.
- Overall average salary including bonuses is \$109,793 (up from \$107,720 in 2020)
 - \$71,016 for Entry Level (up from \$69,286 in 2020)
 - \$88,589 for Junior (up from \$87,848 in 2020)
 - \$117,491 for Intermediate (up from \$113,337 in 2020)
 - \$147,195 for Advanced Level engineers (up from \$141,319 in 2020)
- Salary increases were also noted by sector this year. Those working in the private sector including salary and bonuses earn an average of \$107,377 (up from \$104,992 in 2020), while their public sector counterparts earn \$115,026 on average (up only slightly from \$114,052 in 2020) and those working in non-profit/education sectors earn \$122,301 (up significantly from \$110,625 in 2020).
- Overall, the average salary and bonus paid to part-time engineers/geoscientists has also climbed to \$67,582 from \$43,541 in 2020. (Note this data is based on a very small sample of 27 respondents.)
- Three-quarters have received at least one salary adjustment in 2020 that includes a net salary percentage increase of 5% (up from 4.2% in 2020), rising to 6.6 among Junior Level engineers.
- Four-in-ten do not receive any compensation for working overtime, particularly Advanced Level engineers (56% do not receive overtime remuneration). Three-in-ten overall receive a combination of pay and time off for working overtime.

Key Findings (cont'd)

Paid Benefits:

- All receive paid vacation time although not all receive paid sick days. Entry Level (80%) and those who work in the private sector (81%) were least likely to receive paid sick days.
- Overall, engineers/geoscientists average 19 days of vacation a year (rising to 23 for Advanced Level engineers).
- Around one-half of respondents share the costs of their dental, drug and extended health plans with their employers, although those working in the public sector were more likely to have these paid by their employer.
- More than one-half share the costs of a pension plan and four-in-ten share the costs of RRSPs, while a majority (68%) do not have any stock purchase options through their employer (especially those Advanced Level engineers).
- Life insurance and long-term disability were most likely to be a shared expense between employer/employee. However, Intermediate and Advanced Level engineers were more likely than their lower-level counterparts to have their employer pay for their short- and long-term disability insurance.
- Parental leave, on the other hand, was not offered as a benefit for three-in-ten engineers. However, nearly two-in-five (39%) in the Public sector have their parental leave paid solely by their employer.
- A majority of employers pay for professional development courses including continuing education (52%) and job training (80%). Fewer Entry Level engineers had their professional development courses/dues paid by their employer, compared to their more experienced counterparts.
- In terms of professional dues, 79% had their professional dues paid by their employer and 56% had technical society dues paid by their employers. Those working in the private sector were more likely to have their professional and technical society dues paid by their employer.

Key Findings (cont'd)

Benefits Offered by Employers:

- Around two-in-five engineers (especially those working in the private sector) are offered additional financial benefits including profit sharing (25%), a savings plan (20%) and a productivity incentive (15%).
- Flexible work hours (83%) and leaves of absence (58%) are offered by a majority of employers, although job sharing was less apparent (12%).
- Vehicles (9%) and vehicle allowances (19%) are provided by far fewer employers. One-quarter of those who work in the public sector have a vehicle allowance offered by their employers.
- For engineers/geoscientists who are parents, parental leave is offered by around one-half of employers (53%) while daycare is offered by only 1% of employers. However, one-in-ten of those working in education or non-profit sectors have daycare offered through their employer.
- Liability insurance is a benefit provided by one-third of employers. Advanced Level engineers (47%) are far more likely to have this benefit as part of their employment benefits compared to Entry Level engineers (18%).



Methodology

Research Objectives

Engineers Geoscientists Manitoba conducted an online survey among its engineer and geoscience members. The purpose of the research was to collect information on the salary and compensation packages provided by employers for 2021. Probe Research Inc. was retained to analyze the data and report on the findings.

Methodology

An online survey was administered and made available by Engineers Geoscientists Manitoba to its members via their database portal. Notice of the survey was sent by bulk email to the members who had opted in to the 'Enews Consent' mailing list.

The survey was available for completion from April 11 – May 9, 2022.

A total of 933 members completed the entire survey for a response rate of 16%.

Sample

The survey was offered to all Interns and Members as of April 11, 2022 with a home and work address in Manitoba. Self-employed engineers/geoscientists are not included in these results.

With a sample of 933 eligible engineers/geoscientists, the margin of error is ± 2.94 percentage points, 19 times out of 20 (finite population correction).

Experience Level Definitions

Below are the definitions used to describe the four levels of engineers/geoscientists as of December 31, 2021 who participated in this research:

Entry Level: This includes engineering/geoscience interns (EIT/GIT) who have not yet received a professional designation and/or who have 1-4 years experience after graduation.

Junior Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and who have 5-9 years of experience after graduation.

Intermediate Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and who have 10-19 years experience after graduation.

Advanced Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and 20+ years experience after graduation.



A photograph of two men in construction safety gear. The man on the left wears a yellow hard hat and glasses, looking towards the right. The man on the right wears a white hard hat and a dark jacket, pointing his right index finger upwards. A blue banner with white text is overlaid across the bottom of the image. The background shows a blurred construction site under a blue sky with clouds.

Profile of Respondents

Profile of Respondents

	Total (N=933) (%)	Entry (n=227) (%)	Junior (n=161) (%)	Intermediate (n=290) (%)	Advanced (n=255) (%)
Gender					
Male	80	73	75	85	86
Female	19	27	25	15	14
Age					
Under 30 years	19	64	20	0	0
30 to 39 years	39	28	76	62	0
40 to 49 years	22	6	3	34	35
50 + years	19	2	1	3	64
Mean Age:	39 years	30 years	32 years	39 years	53 years
Indigenous Identity					
Métis	4	3	6	3	3
First Nations	0	1	0	0	0

Profile of Respondents (cont'd)

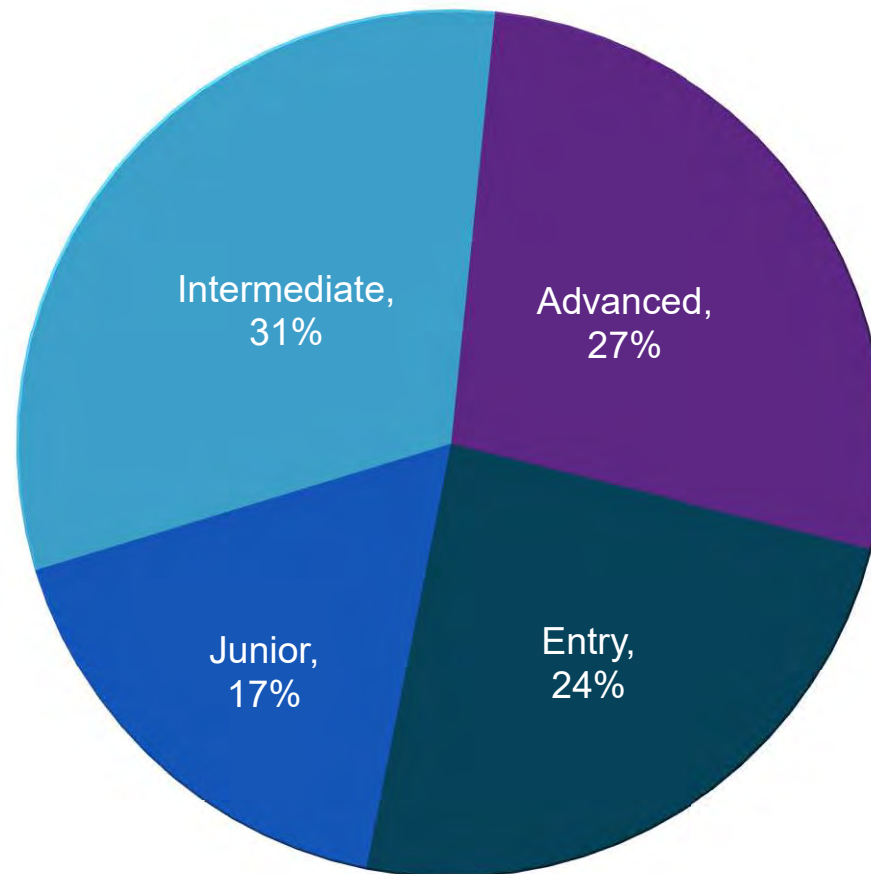
	Total (N=933) (%)	Entry (n=227) (%)	Junior (n=161) (%)	Intermediate (n=290) (%)	Advanced (n=255) (%)
Changed Employers in 2021					
Yes	7	11	11	6	2
Principal Location					
Winnipeg	83	82	81	85	84
Southern Manitoba	13	14	18	11	12
Northern Manitoba	3	4	1	3	4
Outside Manitoba	0	0	1	0	0
Degree from Canadian University					
Yes	85	81	88	85	87
<i>Average Year of Bachelor Degree</i>	2006	2016	2013	2007	1992
Additional Education					
None	62	76	66	57	54
Masters	20	14	19	22	24
Second Bachelor Degree	5	4	4	4	7
MBA	4	1	3	6	5
PhD	4	0	3	4	5
Other	9	6	8	10	11

Profile of Respondents (cont'd)

	Total (N=933)	Entry (n=227)	Junior (n=161)	Intermediate (n=290)	Advanced (n=255)
Employment Status					
Full-time	98%	99%	99%	97%	97%
Part-time	1%	0%	0%	1%	2%
Unemployed	0%	1%	0%	0%	0%
Maternity/Paternity Leave	1%	0%	1%	1%	1%
Average Salary Plus Bonus (Full-time)					
Salary	\$99,841	\$66,130	\$82,806	\$106,702	\$131,145
Bonus	\$9,988	\$4,896	\$5,783	\$10,789	\$16,022
Vacation					
Average # of days	19	13	16	20	23
Other Compensation					
Overtime	61%	70%	68%	64%	44%
Profit Sharing	25%	24%	27%	24%	25%
Productivity Incentive	15%	13%	16%	17%	15%

Level of Experience

Around three-in-ten members are classified as “Intermediate” or “Advanced” level professionals



Those most likely to have only **Entry Level experience** include:

- Those working in the private sector (30% vs. 17% in other and 9% in the public sector).

Those most likely to have an **Advanced Level of experience** include:

- Those working in other sectors* (50% vs. 24% in the private sector).

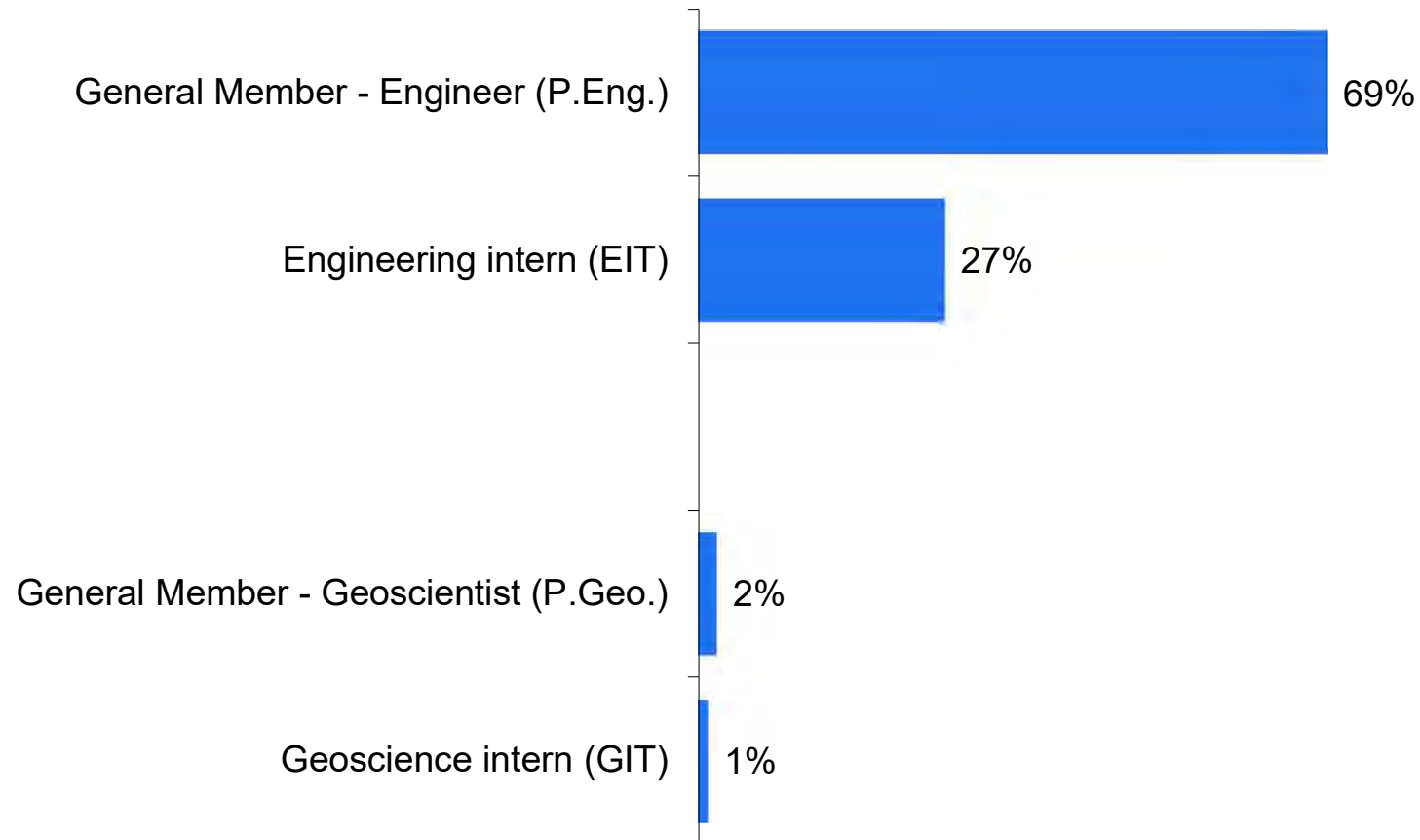
Which of the following best describes your level of experience as of December 31, 2021?

*"Other sectors" include educational institutions and non-profit organizations

Base: All respondents (N=933)

Registration Status

Vast majority of members are P.Engs or Engineering interns



Those most likely to have a **P.Eng registration status** include:

- Those working in the public sector (89% vs. 62% in the private sector)

Those most likely to have a **EIT registration status** include:

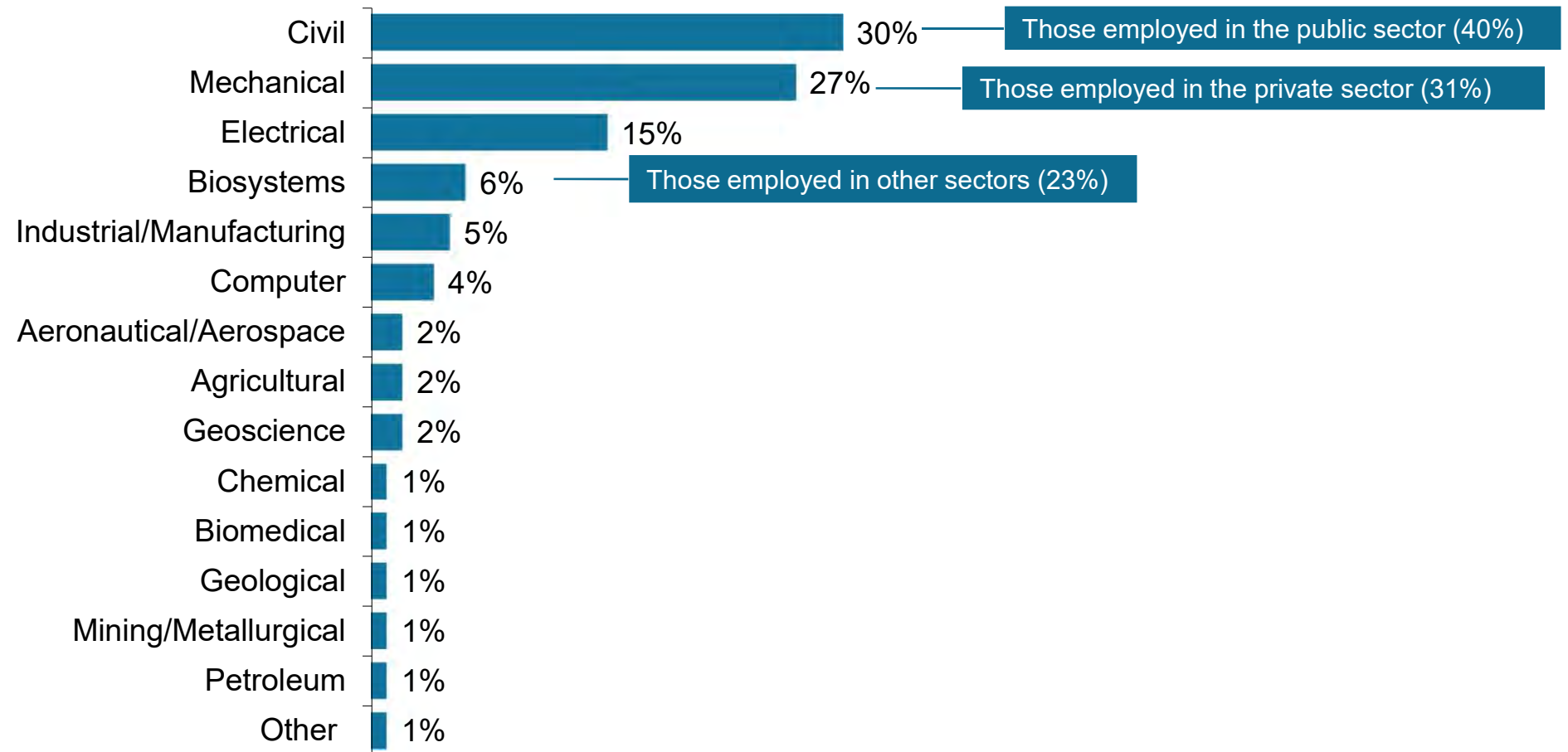
- Those working in the private sector (33% vs. 9% in the private sector)

What is your registration status as of December 31, 2021?

Base: All respondents (N=933)

Discipline of First Degree

Three-in-ten are civil or mechanical engineers



What is your discipline of first degree (in engineering or geoscience)?

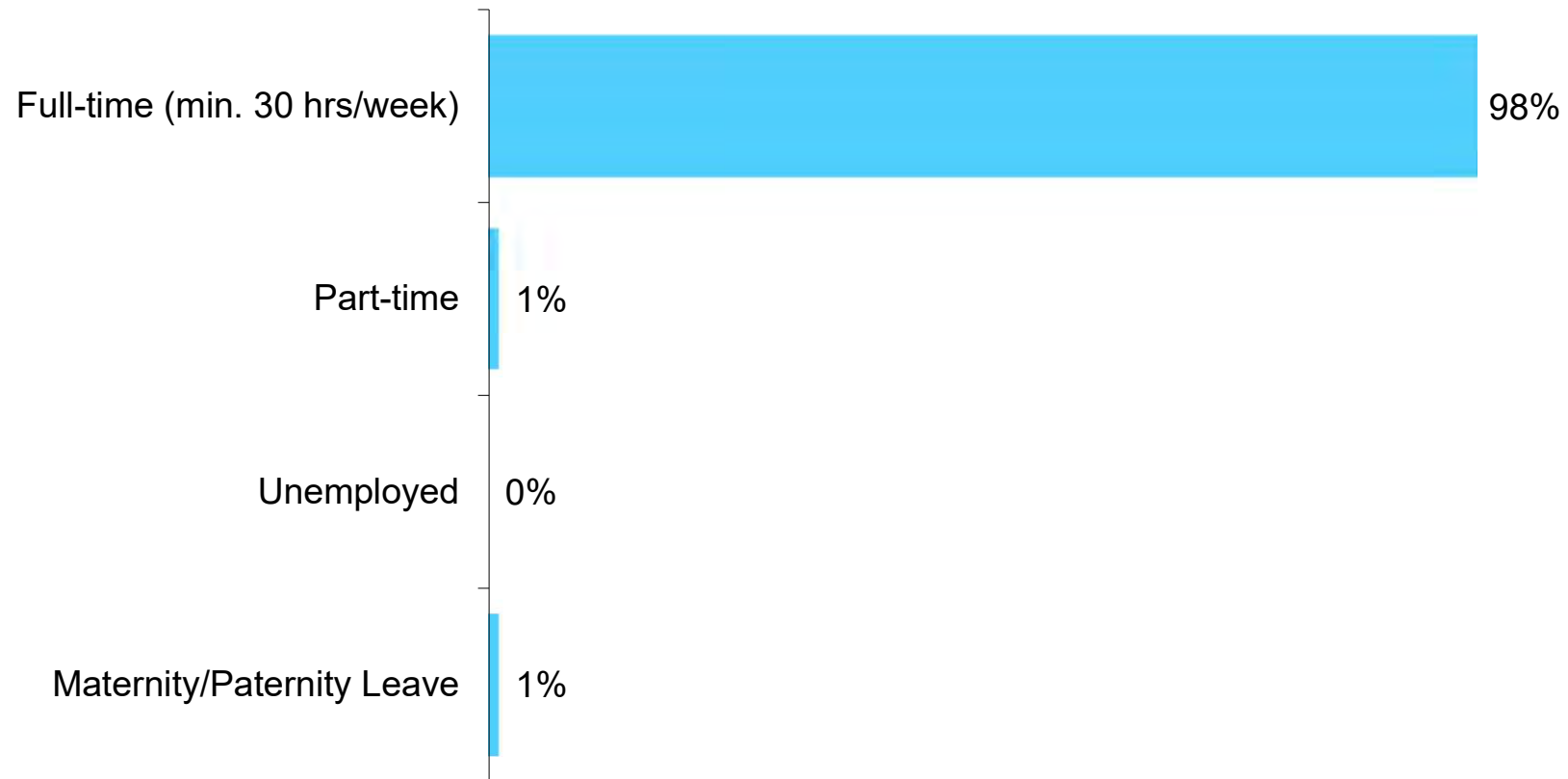
Base: All respondents (N=933)

A photograph showing two men from a high angle, looking at a map spread on a wooden table. The man on the left is wearing a blue shirt and has his hand on the map. The man on the right is wearing a black shirt and glasses, also pointing at the map. The map is a detailed street map with various colored overlays and text. A legend on the right side of the map includes terms like 'Siti operativi vittime vive', 'Percorso vittime', and 'Percorso soccorritori'. A blue banner with white text is overlaid at the bottom of the image.

Employment Dimensions

Employment Status

Virtually all are employed on a full-time basis

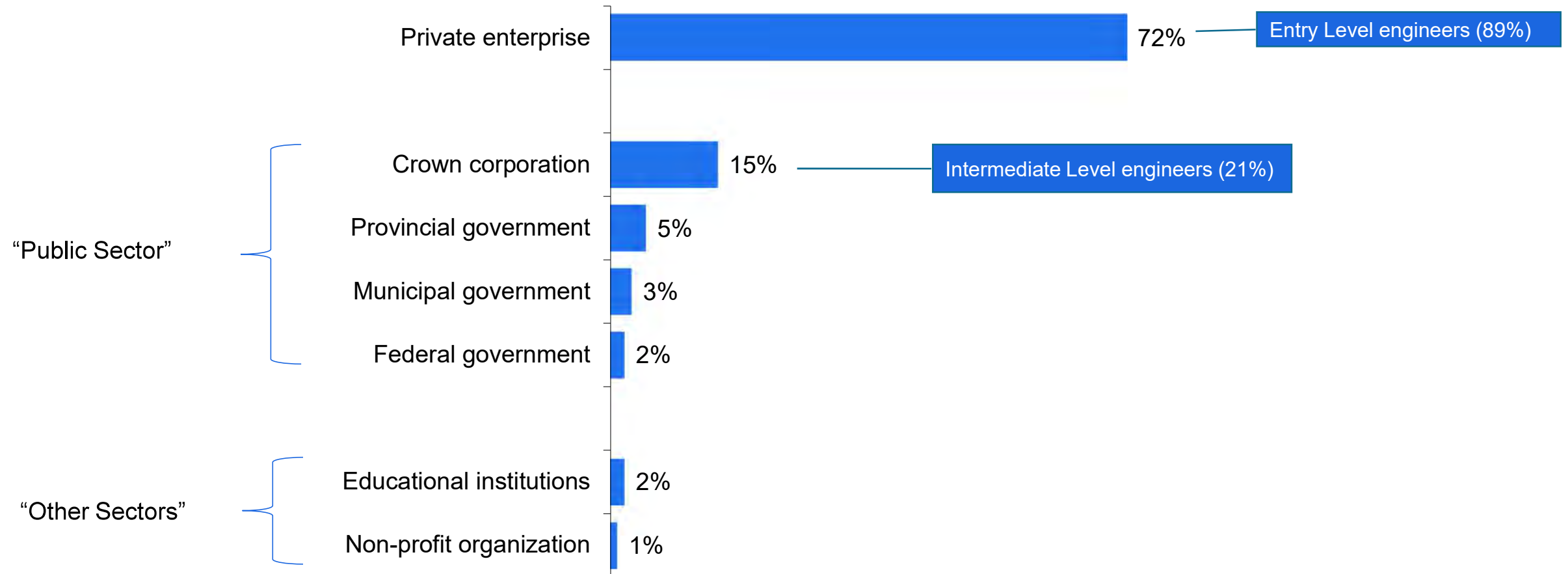


What is your employment status as of December 31, 2021?

Base: All respondents (N=933)

Primary Employment Sector

Most employed by private companies

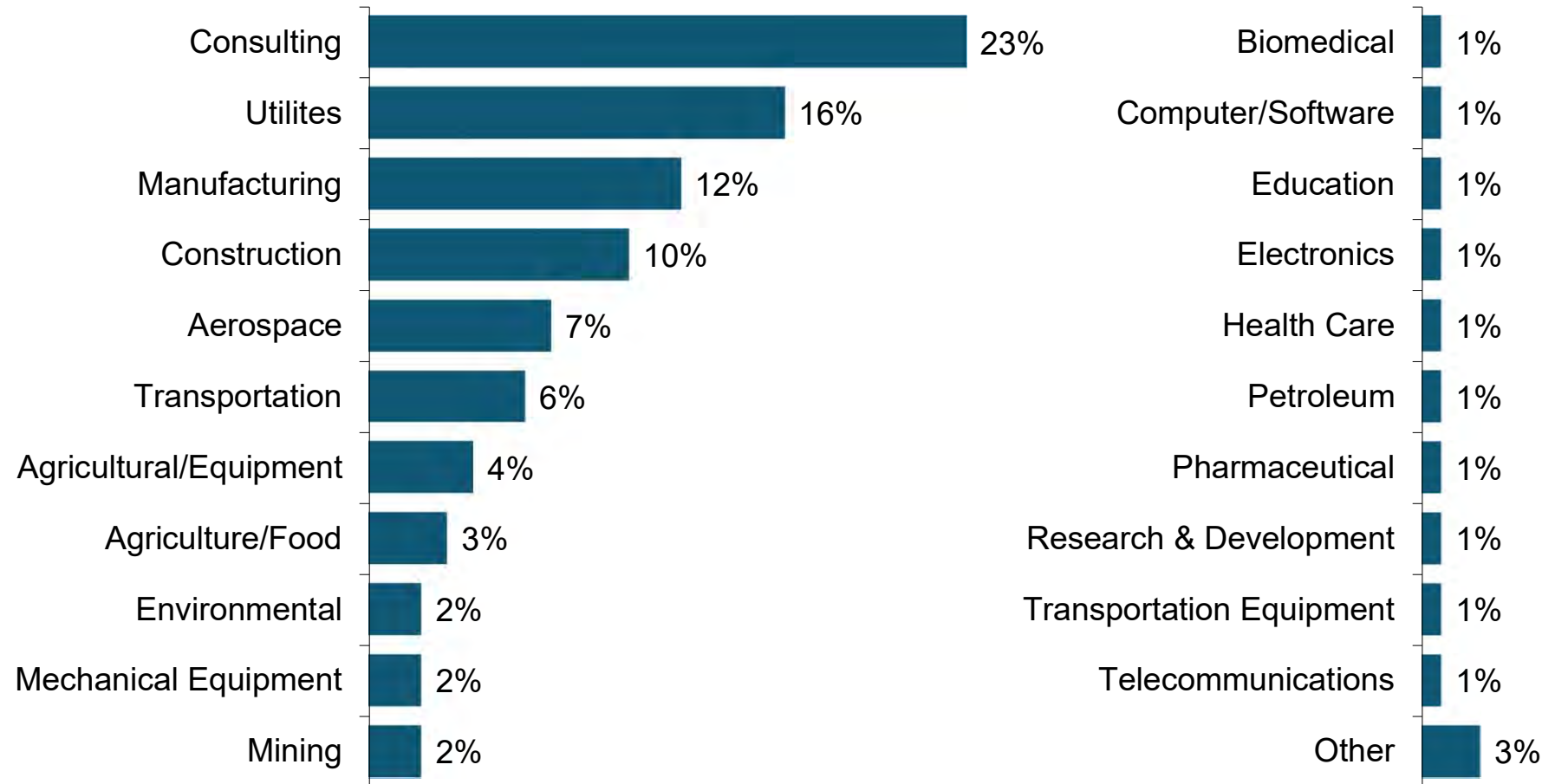


Which is your primary employment sector?

Base: All respondents (N=933)

Primary Industry Sector

Four in ten employed in the consulting or utilities sector



Entry Level engineers are **least** likely to be employed in the utilities sector (4% vs. 22% among Intermediate Level engineers).

They are, however, **more** likely to be employed in the manufacturing sector (20% vs. 8% among Intermediate Level engineers).

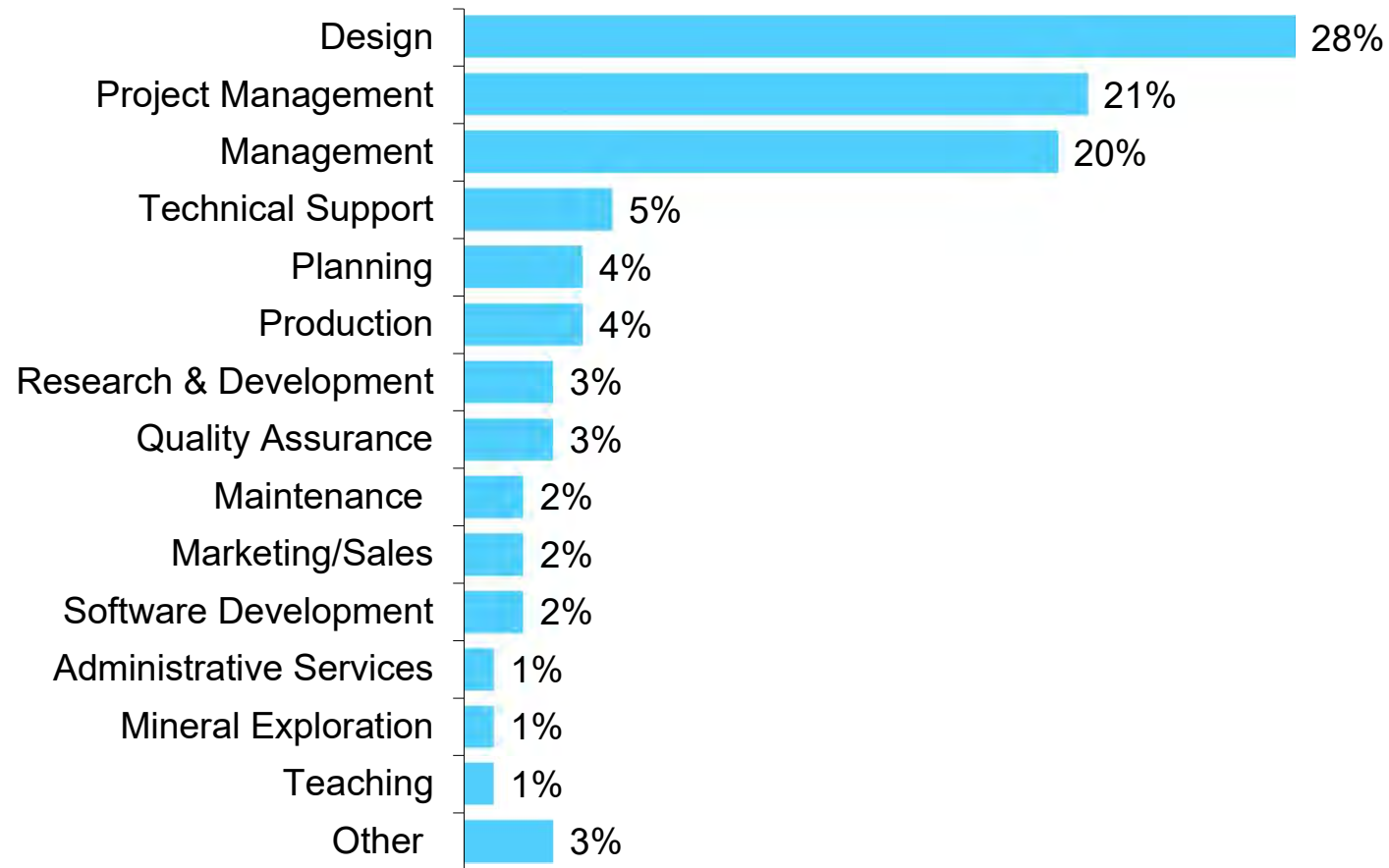
Those employed in the private sector are most likely to be in the consulting industry (31%).

Which is your primary employment sector?

Base: All respondents (N=933)

Principal Job Function

Design, project management and management are the most common principal job functions



Advanced Level engineers are more likely to be employed in management compared to all other levels (40%).

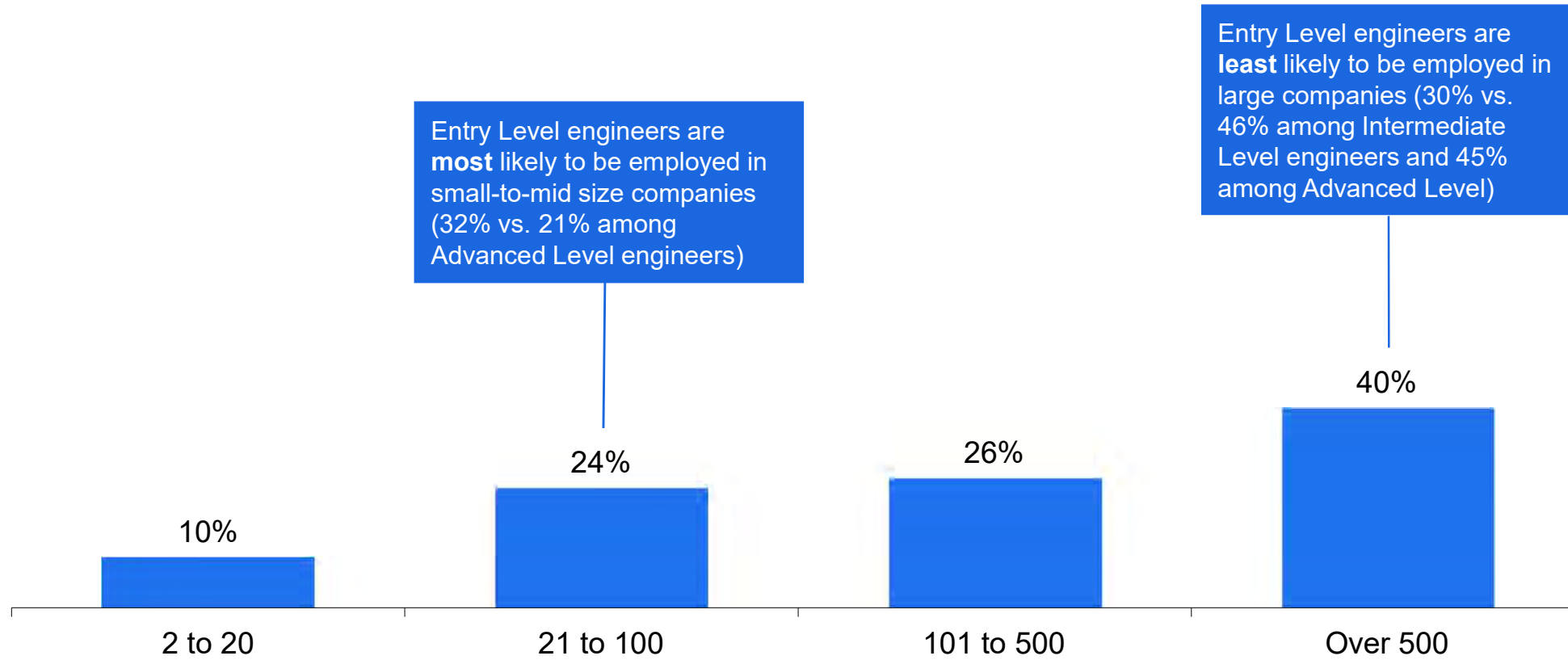
Junior and Entry Levels (35% and 41%), on the other hand, are more likely to be employed in design compared to higher-level engineers.

What is your principal job function (check one only)?

Base: All respondents (N=933)

Size of Manitoba Employer

A plurality work for large companies



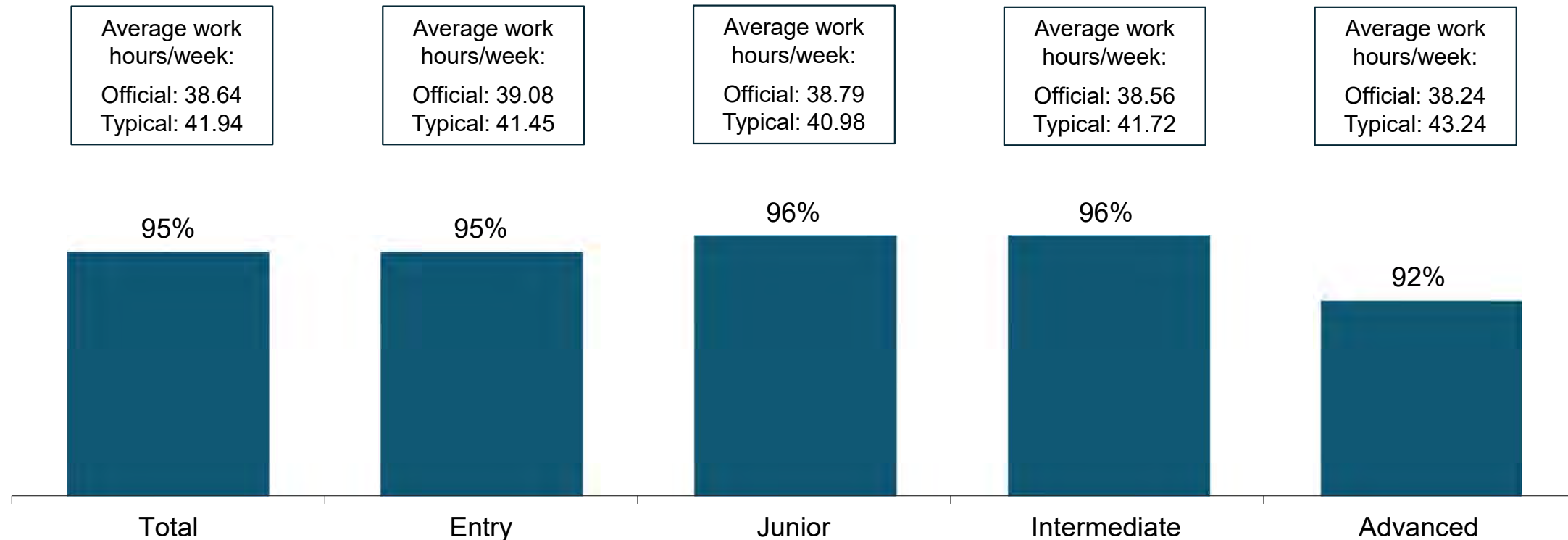
What is the size of your employer organization in Manitoba?

Base: All respondents (N=933)

Length of Official/Typical Work Week

Many exceed “official” weekly hours

Those who report an “official” work week



Do you have an official work week?

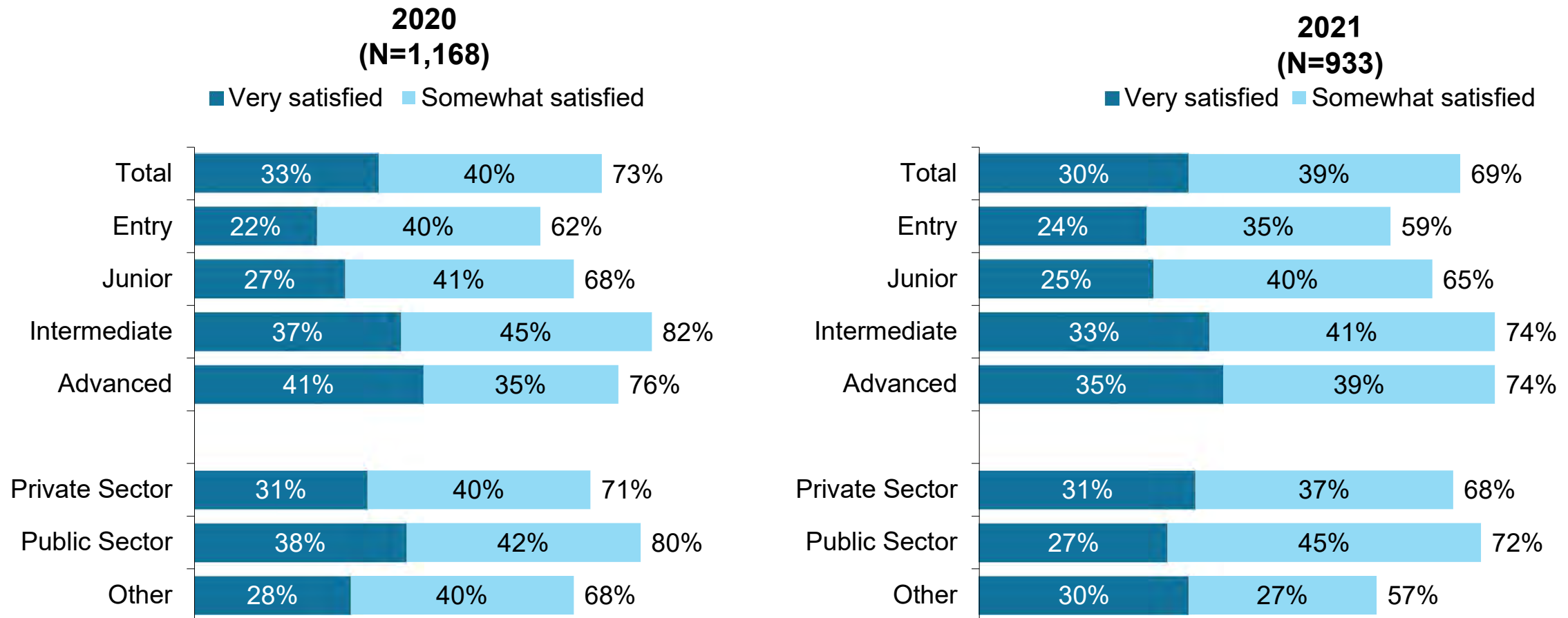
Base: Those with an official work week (N=882)

A photograph of two women in a laboratory or office setting. The woman on the left is wearing a blue and white striped sleeveless top and is smiling while looking at a laptop. The woman on the right is wearing a white t-shirt with a cartoon pattern and is also smiling. They are standing at a white table with a laptop, a small robot-like device, and some wires. In the background, there is a blue wall with a white chemical structure diagram and a hanging light fixture. A blue banner with white text is overlaid on the bottom half of the image.

A Focus on Remuneration

Overall Satisfaction with Remuneration

Declines reported in levels of satisfaction with remuneration over the past two years, especially among Intermediate Level engineers and those working in the public and other sectors



Overall, how satisfied are you with the level of remuneration for your current job?

Base: All respondents (N=933)

Salary and Bonus: Full-Time by Experience Level

Full-Time Engineers/Geoscientists				
	Entry (n=210)	Junior (n=159)	Intermediate (n=286)	Advanced (n=251)
Average Base Salary	\$66,130	\$82,806	\$106,702	\$131,145
Average Bonus	\$4,896	\$5,783	\$10,789	\$16,022
AVERAGE SALARY PLUS BONUS*:	\$71,016	\$88,589	\$117,491	\$147,167
Minimum Average Salary Plus Bonus	\$14,000	\$51,000	\$51,500	\$55,000
Median Average Salary Plus Bonus	\$67,400	\$85,500	\$112,000	\$135,000
Maximum Average Salary Plus Bonus	\$147,000	\$145,000	\$260,000	\$625,000

Please report your 2021 pre-tax earnings and bonuses:

Base: All respondents (N=933)

*Sums are based on rounding

Salary and Bonus: Full-Time by Sector

Full-Time Engineers/Geoscientists			
	Private (n=646)	Public (n=231)	Other (n=29*)
Average Full-Time Base Salary	\$95,106	\$110,354	\$121,429
Average Full-Time Bonus	\$12,274	\$4,671	\$1,483
AVERAGE SALARY PLUS BONUS**:	\$107,377	\$115,025	\$122,301
Minimum Average Salary Plus Bonus	\$14,000	\$25,276	\$55,240
Median Average Salary Plus Bonus	\$93,000	\$113,641	\$115,500
Maximum Average Salary Plus Bonus	\$625,000	\$289,000	\$245,000

Please report your 2021 pre-tax earnings and bonuses:

Base: All respondents (N=933)

*Caution: Small base

**Sums are based on rounding

Salary and Bonus: Part-Time by Experience Level

Part-Time Engineers/Geoscientists				
	Entry (n=17*)	Junior (n=2*)	Intermediate (n=4*)	Advanced (n=4*)
Average Salary	\$48,002	\$50,404	\$79,090	\$104,000
Average Bonus	\$6,099	\$0	\$16,081	\$1,875
AVERAGE SALARY PLUS BONUS*:	\$54,101	\$50,404	\$95,170	\$105,875
Minimum Average Salary Plus Bonus	\$12,928	\$35,808	\$45,000	\$39,000
Median Average Salary Plus Bonus	\$42,546	\$50,504	\$86,341	\$112,250
Maximum Average Salary Plus Bonus	\$206,500	\$65,000	\$163,000	\$160,000
Average weeks worked per year	32	40	33	30

Please report your 2021 pre-tax earnings and bonuses:

Base: All those working part-time responding (n=27)

*Caution: Small Bases

**Sums are based on rounding

Salary and Bonus: Part-Time by Sector

Part-Time Engineers/Geoscientists			
	Private (n=22*)	Public (n=4*)	Other (n=1*)
Average Salary	\$55,879	\$64,964	\$160,000
Average Bonus	\$7,978	\$0	\$0
AVERAGE SALARY PLUS BONUS:	\$63,857	\$64,964	\$160,000
Minimum Average Salary Plus Bonus	\$12,928	\$19,152	\$160,000
Median Average Salary Plus Bonus	\$50,000	\$55,352	\$160,000
Maximum Average Salary Plus Bonus	\$206,500	\$130,000	\$160,000
Average weeks worked per year	33	27	52

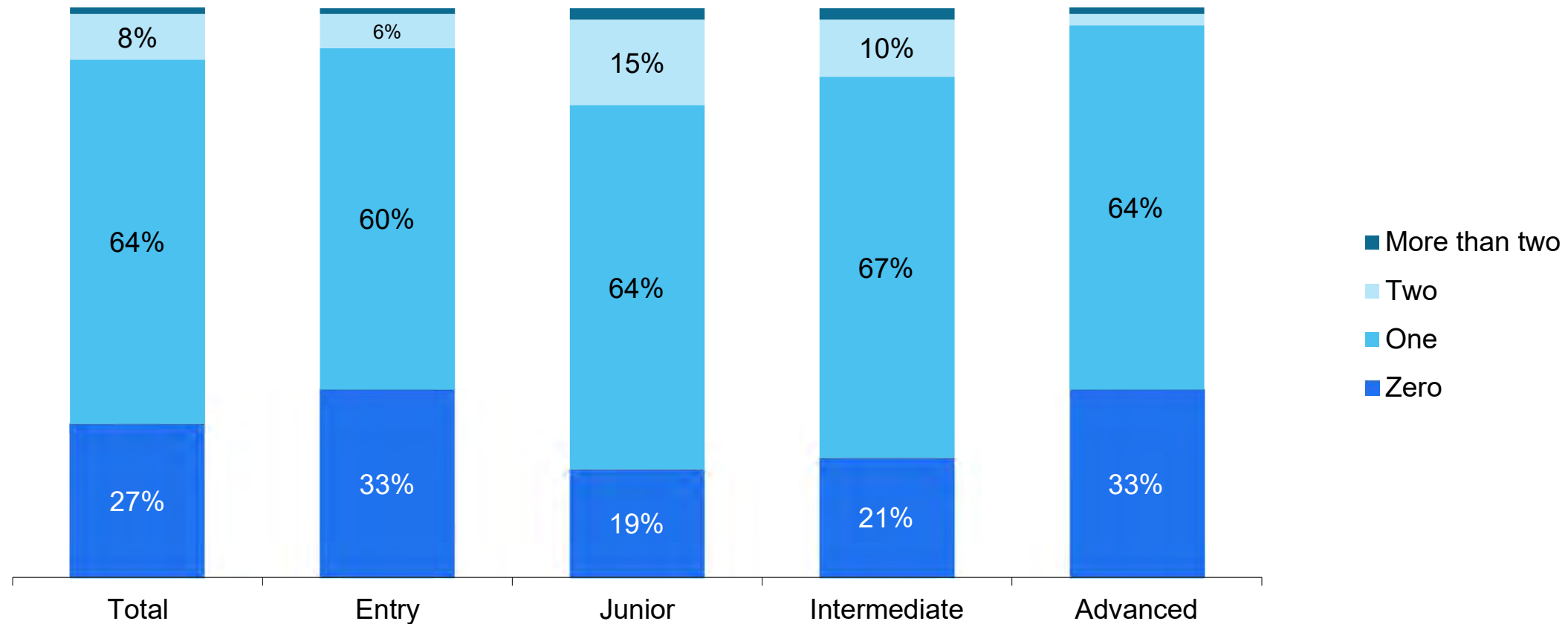
Please report your 2021 pre-tax earnings and bonuses:

Base: All those working part-time responding (n=27)

*Caution: Small Bases

Base Salary Adjustments

Majority received at least one salary adjustment in 2021

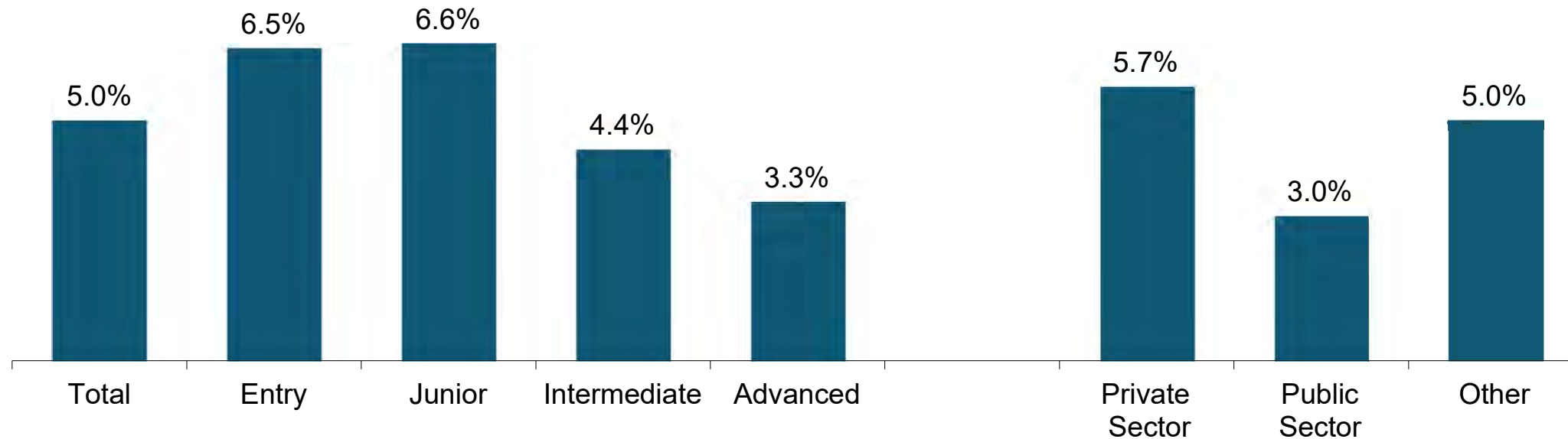


How many base salary adjustments did you receive during 2021?

Base: All respondents (N=933)

Net Salary Average Percentage Increase

Lower-level engineers/geoscientists received the greatest salary increase



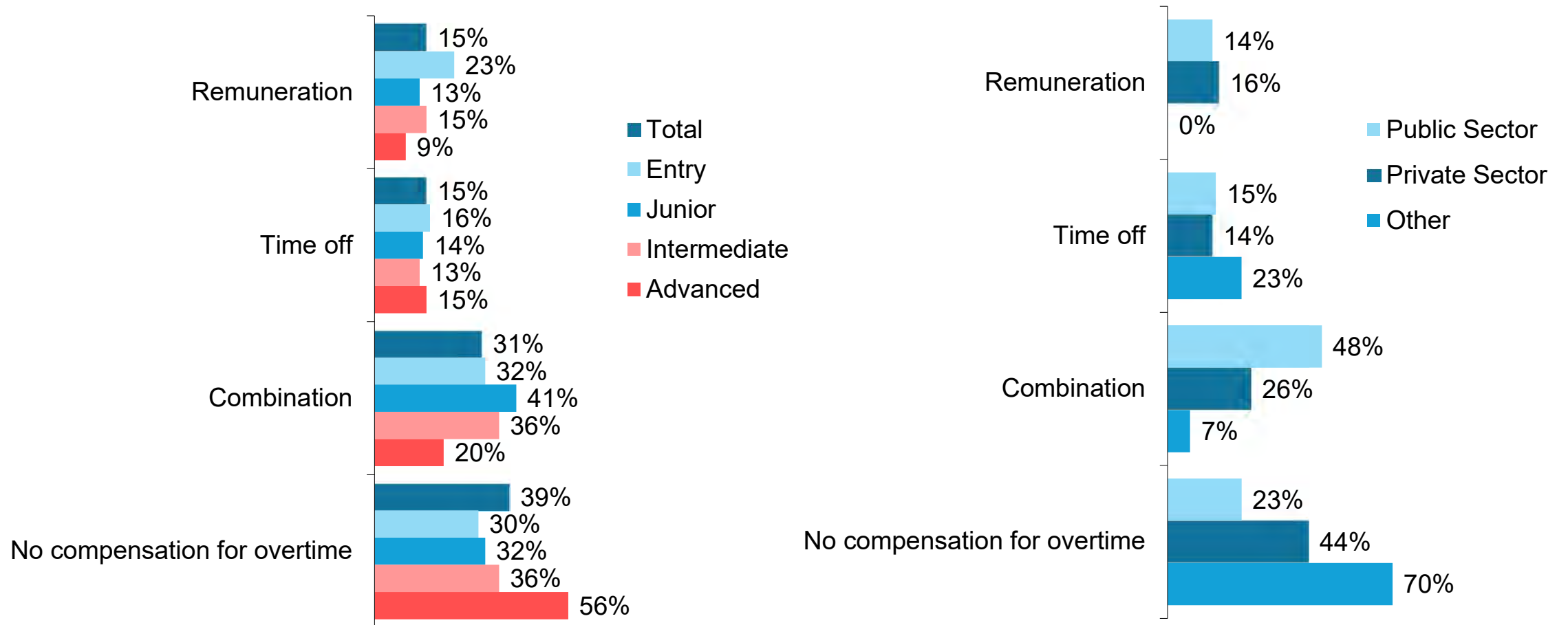
A total of 4 respondents indicated they received a decrease in their base salary in 2021, with an average decrease of 16.6%.

What is your net percentage change in 2021 base pay from 2020 (i.e. 3.5%)

Base: All respondents (N=676)

Type of Overtime Compensation

Higher level engineers and those working outside of the private sector are least likely to receive compensation for overtime



Do you receive overtime compensation?

Base: All respondents (N=676)

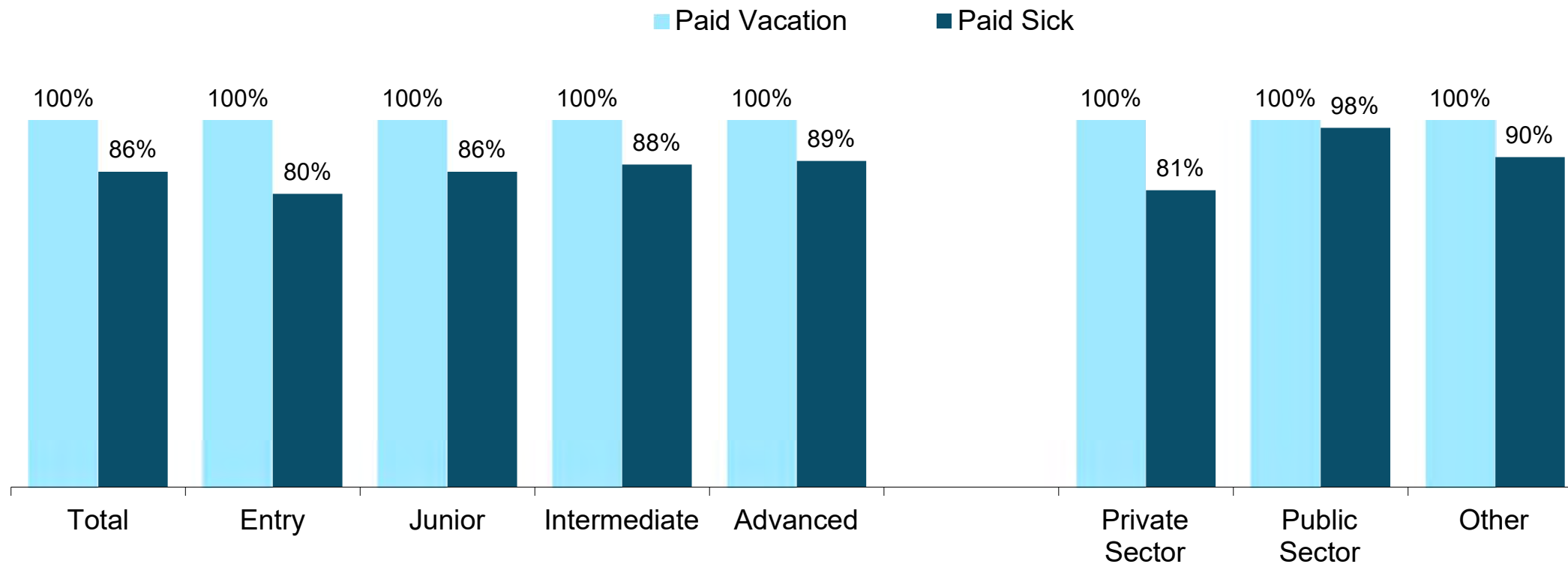
A woman with long brown hair and glasses is working in a factory or industrial setting. She is looking down at a piece of equipment. The background is filled with metal frames, cables, and machinery. A blue banner is overlaid on the bottom of the image.

An Examination of Paid Benefits

Paid Vacation and Sick Time

While all receive paid vacation time, slightly fewer receive paid sick days

Those indicating they receive paid vacation and sick days

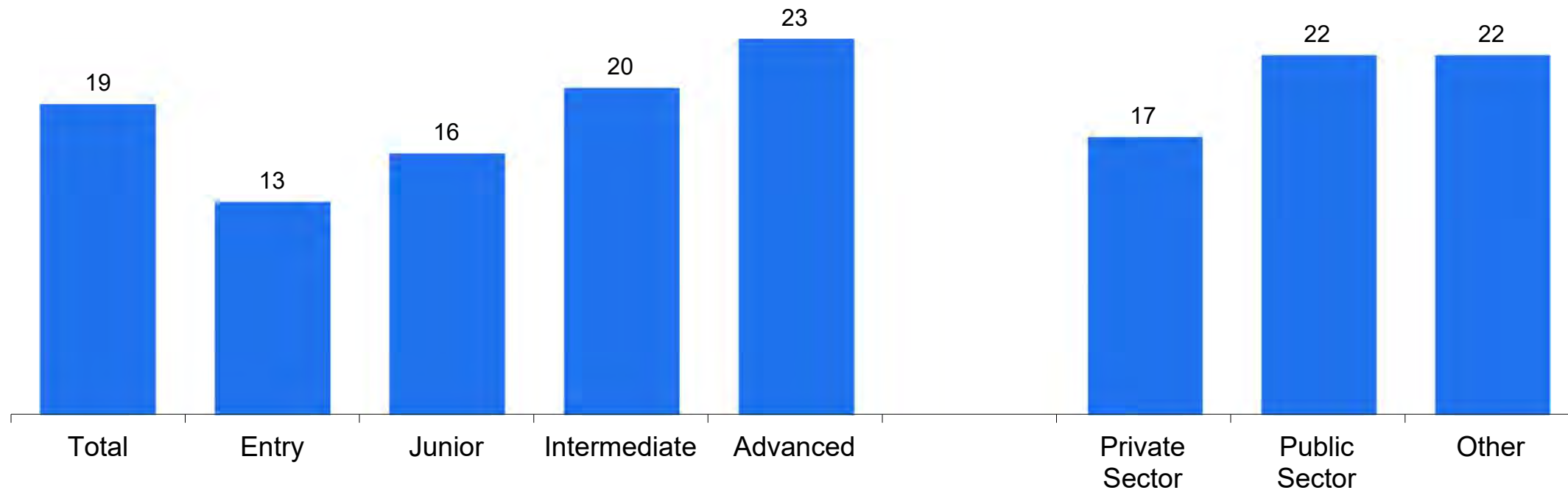


Do you receive paid vacation? Does your employer provide paid sick time?

Base: All respondents (N=933)

Average Number of Vacation Days

Advanced Level engineers receive an average of 4 weeks paid vacation

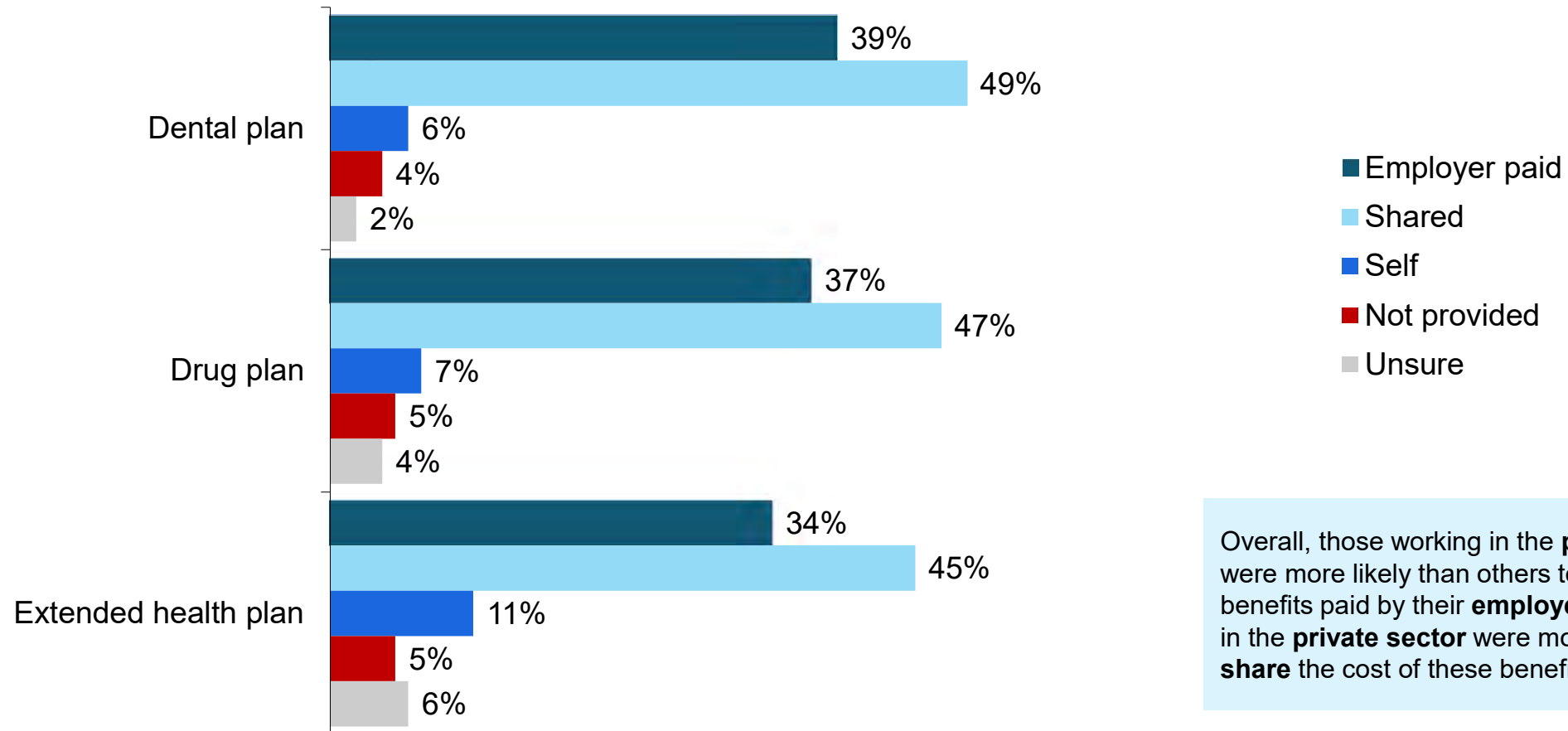


How many days paid vacation did you earn in the 2021 calendar year?

Base: All respondents (N=933)

Paid Health Benefits

Nearly one-half of all types of engineers share the cost of health benefits



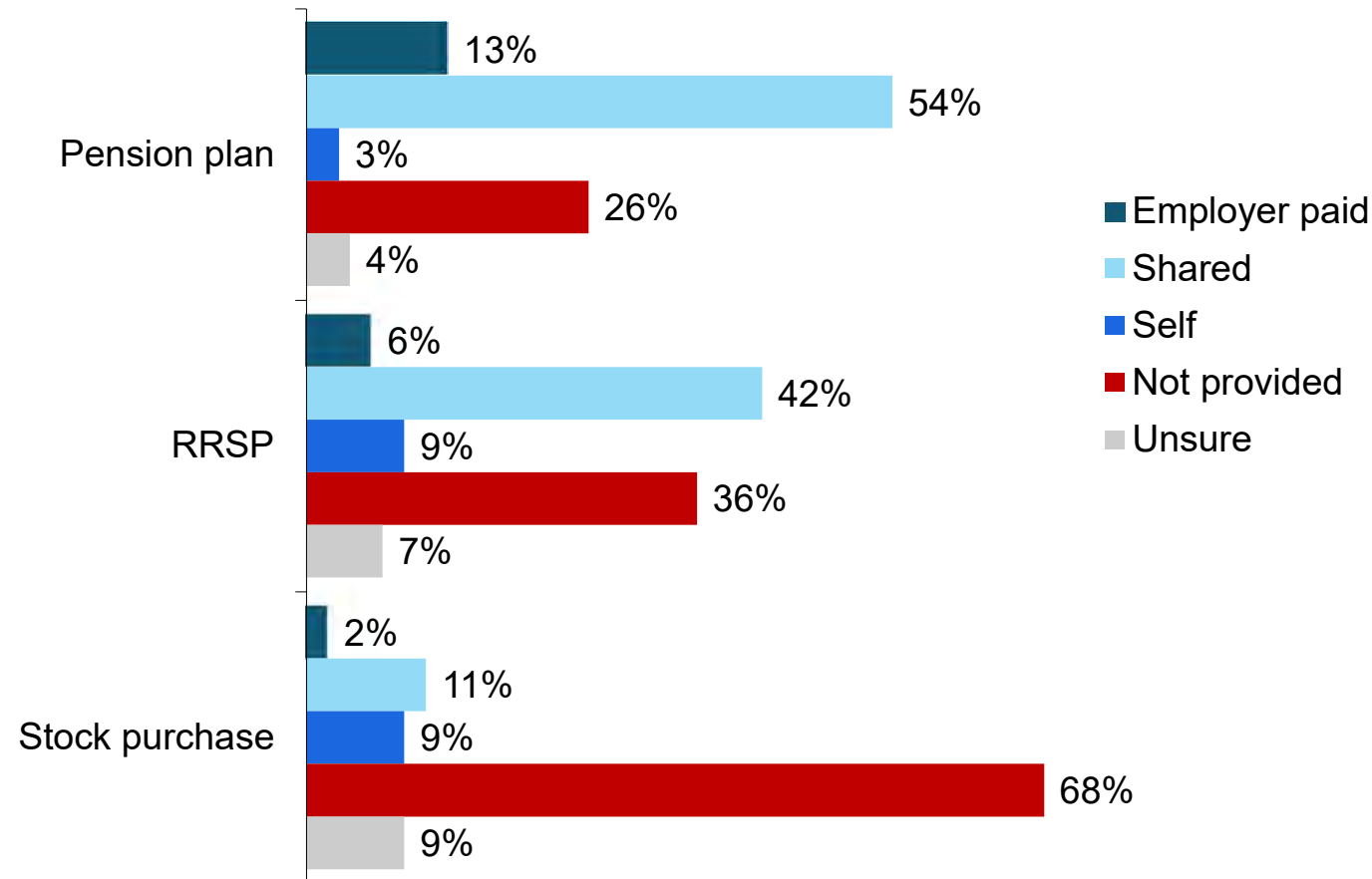
Overall, those working in the **public sector** were more likely than others to have these benefits paid by their **employer** whereas those in the **private sector** were more likely to **share** the cost of these benefits.

Does your employer provide the following benefits?

Base: All respondents (N=933)

Paid Retirement Benefits

More than one-half share the costs of a pension plan, while few are offered stock purchases



Overall, those working in the public sector were most likely to share the costs of their pension plan with their employer.

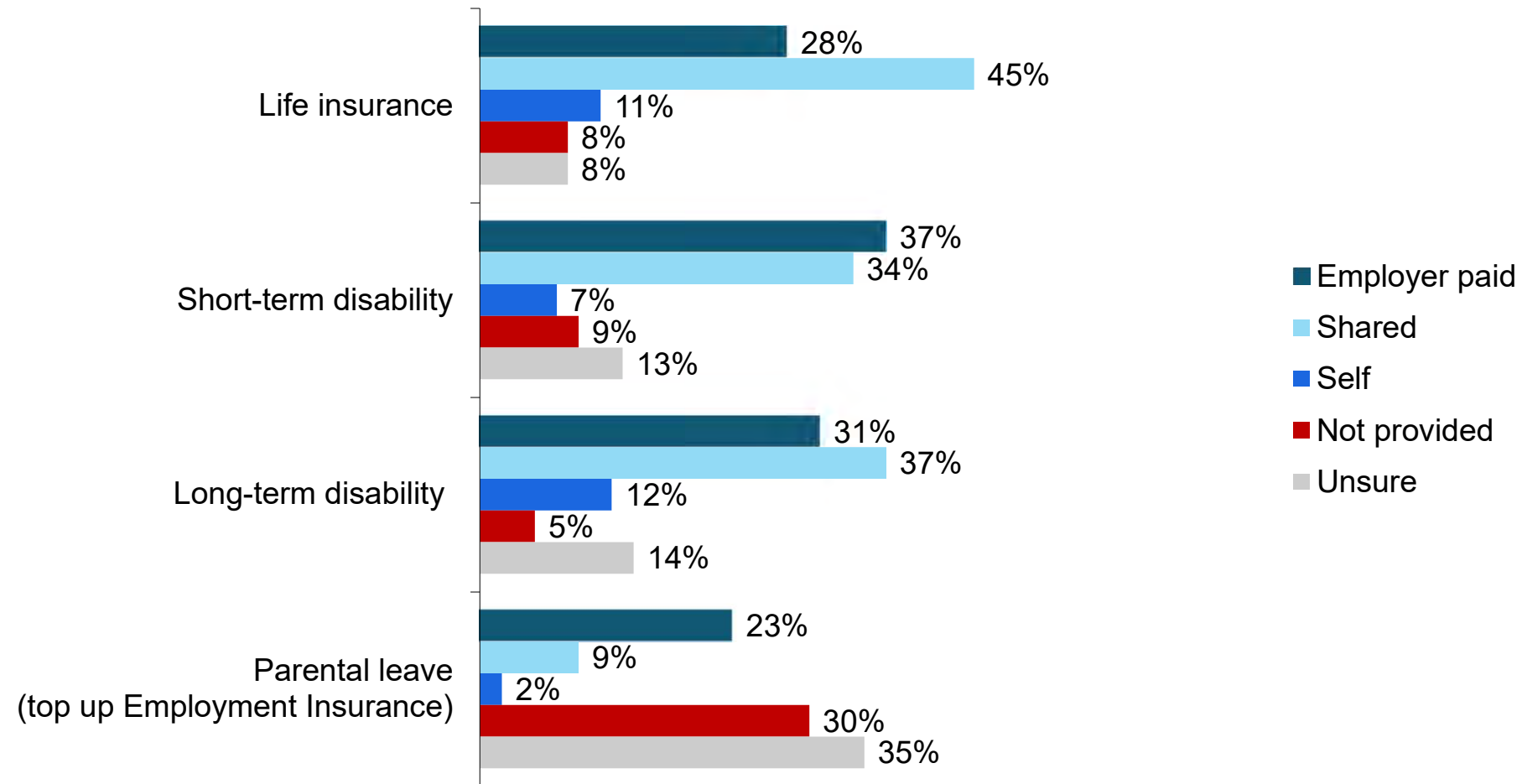
Advanced Level engineers were *least* likely to be offered stock purchases through their employer.

Does your employer provide the following benefits?

Base: All respondents (N=933)

Paid Leave and Disability Benefits

A plurality share the cost of insurance premiums with their employer



Overall, those working in the public sector were most likely to share the cost of insurance plans with their employer. However, nearly two in five (39%) have their parental leave paid solely by their employer.

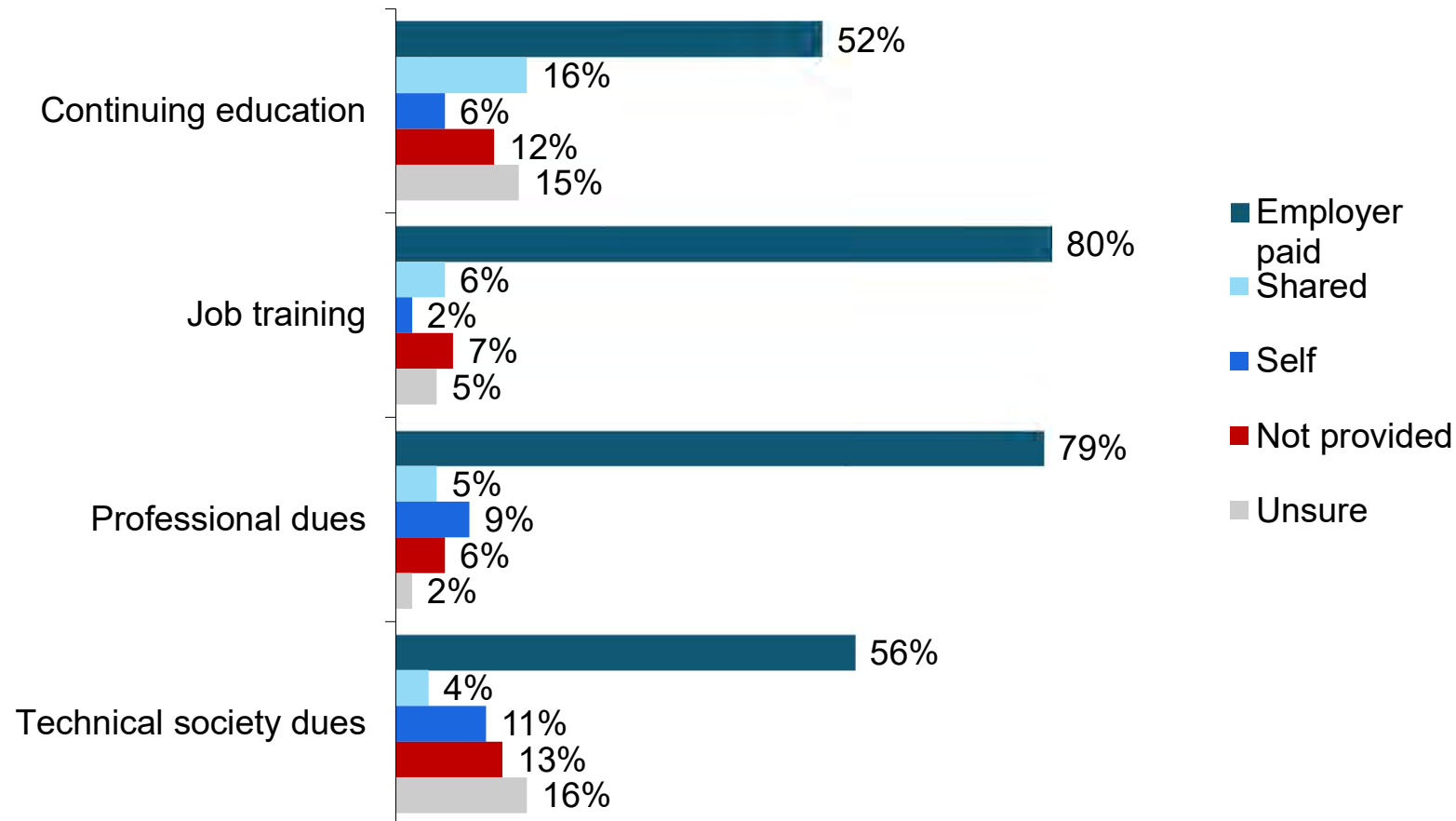
Intermediate and Advanced Level engineers were more likely than their junior counterparts to have their employer pay for short and long-term disability insurance.

Does your employer provide the following benefits?

Base: All respondents (N=933)

Professional Development

Majority of employers pay for PD courses/dues



For the most part, fewer Entry Level engineers had their professional development courses/dues paid by their employer, compared to their more experienced counterparts.

Those working in the private sector were more likely to have their professional and technical society dues paid by their employer.

Does your employer provide the following benefits?

Base: All respondents (N=933)

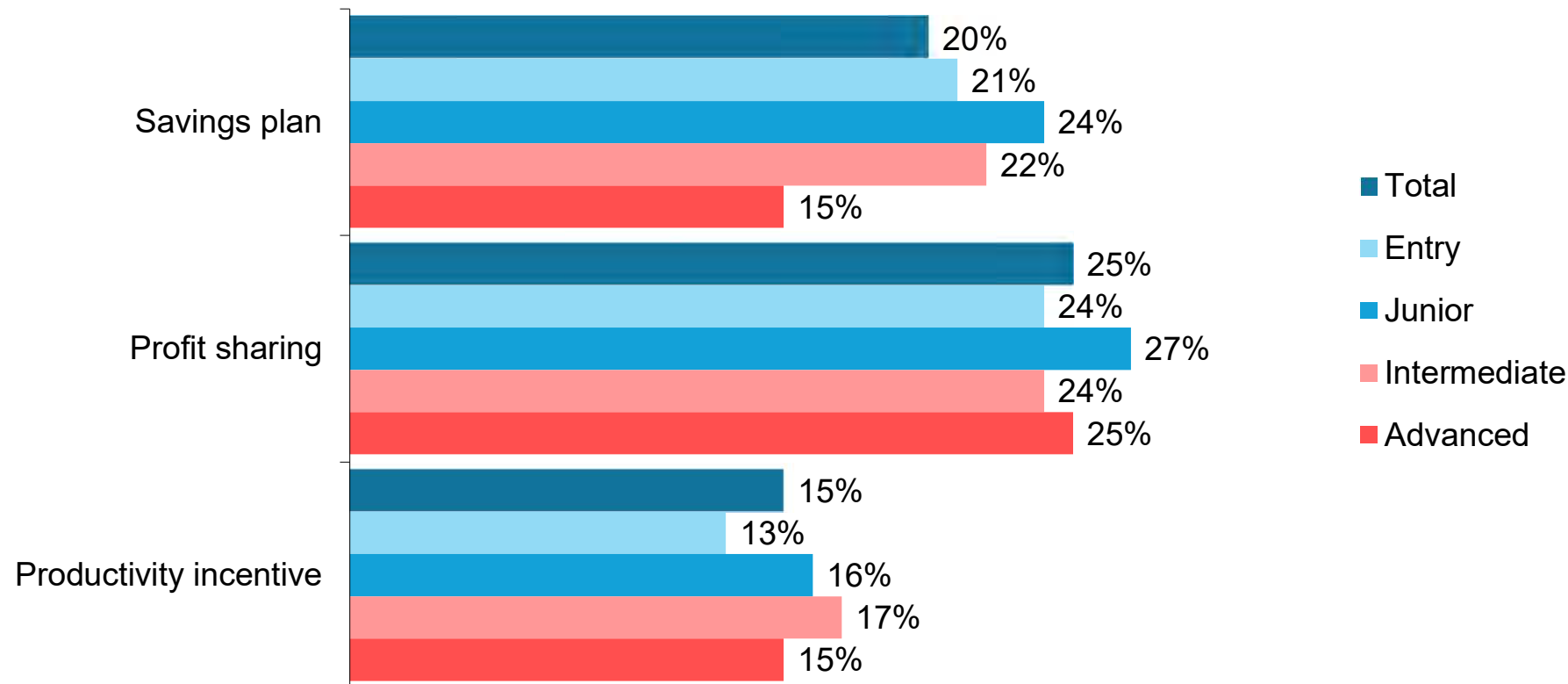
A photograph of two industrial workers, a man and a woman, in a factory setting. They are both wearing white hard hats and high-visibility yellow and blue work jackets. The man is on the left, wearing glasses and has a beard. The woman is on the right, looking at a laptop held by the man. The background is a blurred industrial environment with large machinery and overhead lights.

An Examination of Benefits Provided by Employers

Employment Benefits – Financial

Around one-in-five engineers are offered additional financial benefits

Those indicating they are provided with additional financial benefits



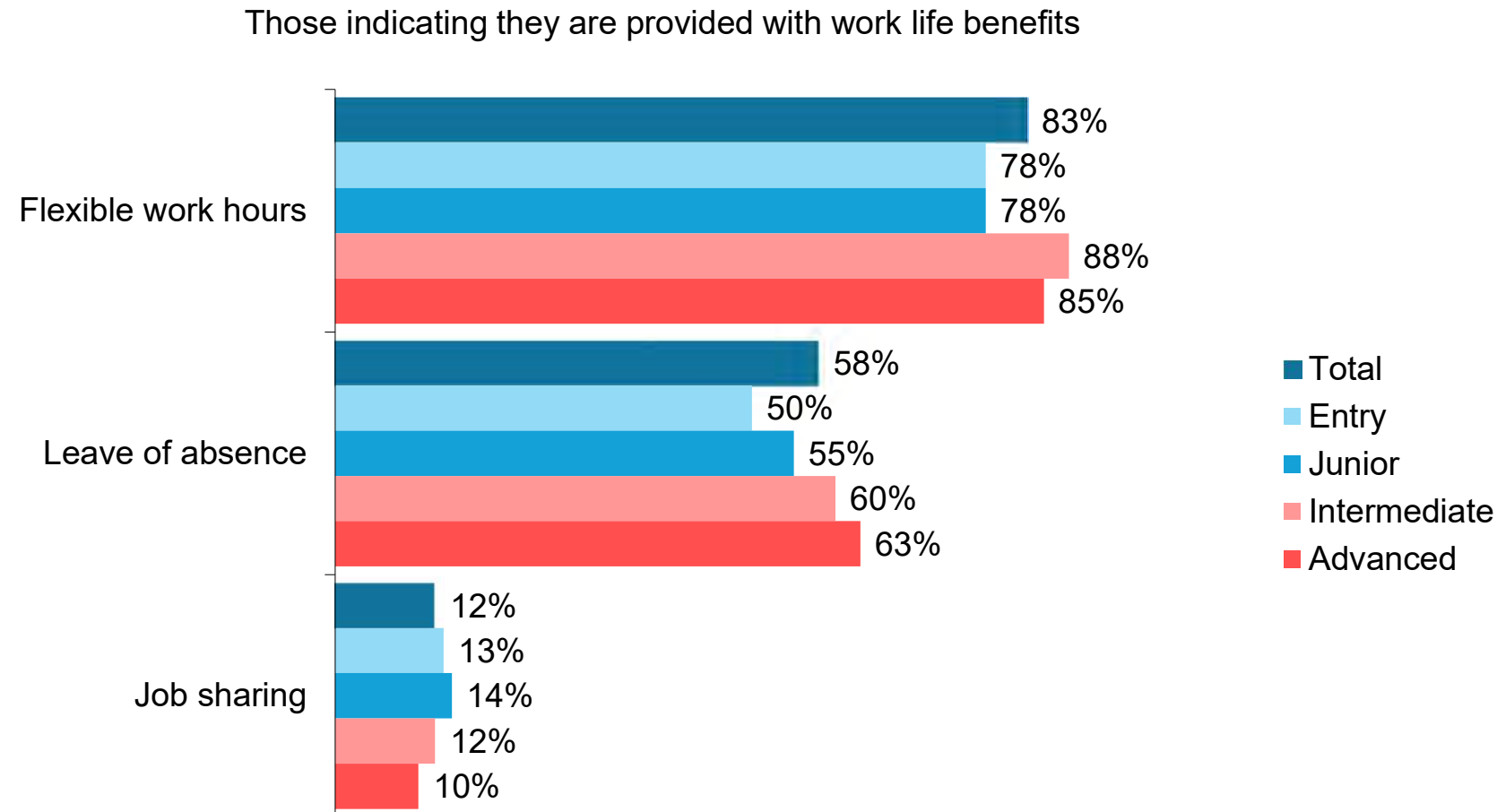
Overall, those who work in the private sector are most likely to have these financial benefits provided by their employers.

Does your employer provide the following benefits to you?

Base: All respondents (N=933)

Employment Benefits – Work life

Flexible work hours and leave of absence benefits provided for majorities of engineers



Those who work in the public sector are most likely to have a leave of absence benefit provided by their employers.

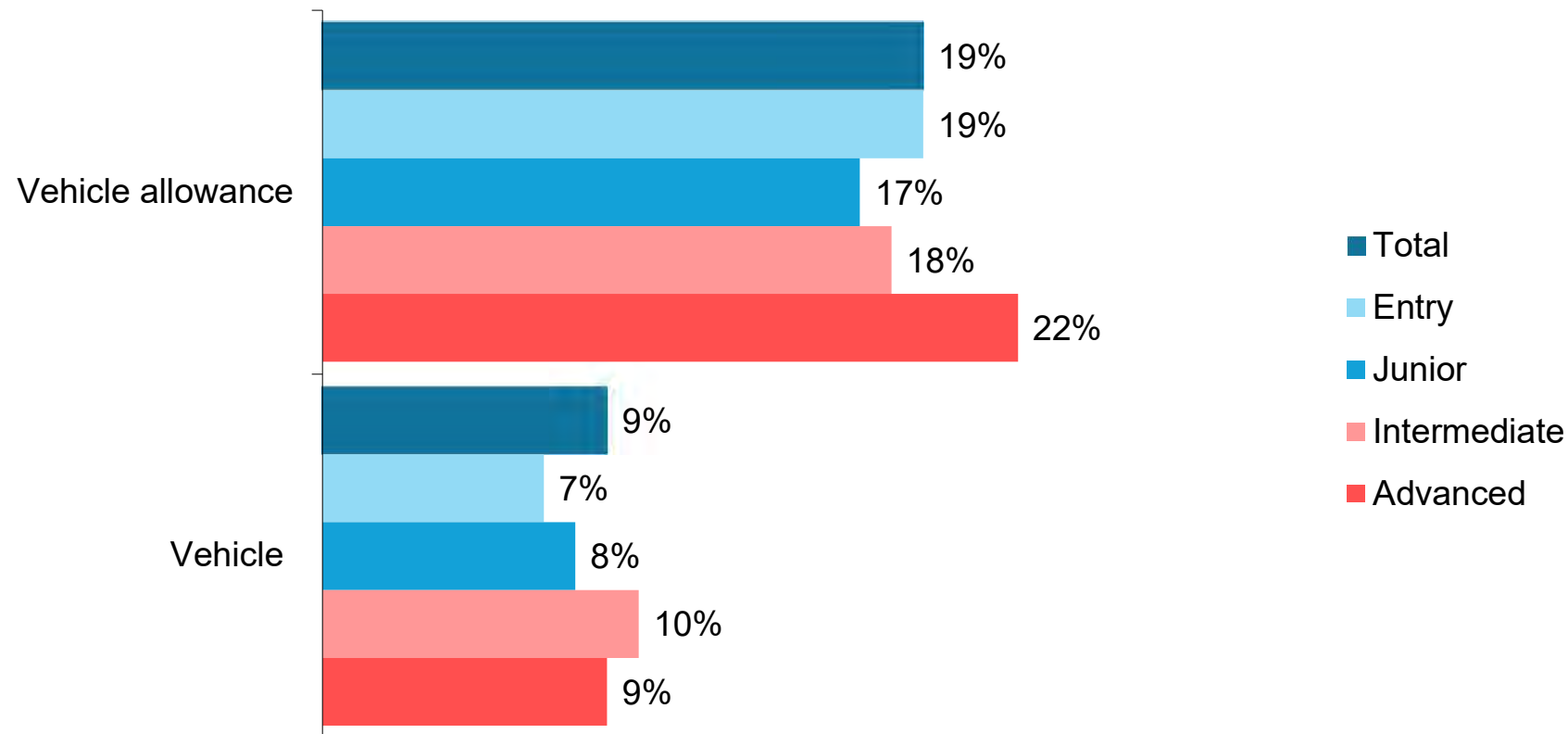
Does your employer provide the following benefits to you?

Base: All respondents (N=933)

Employment Benefits – Vehicle Options

Vehicles or allowances offered by few employers

Those indicating they are provided with vehicle benefits



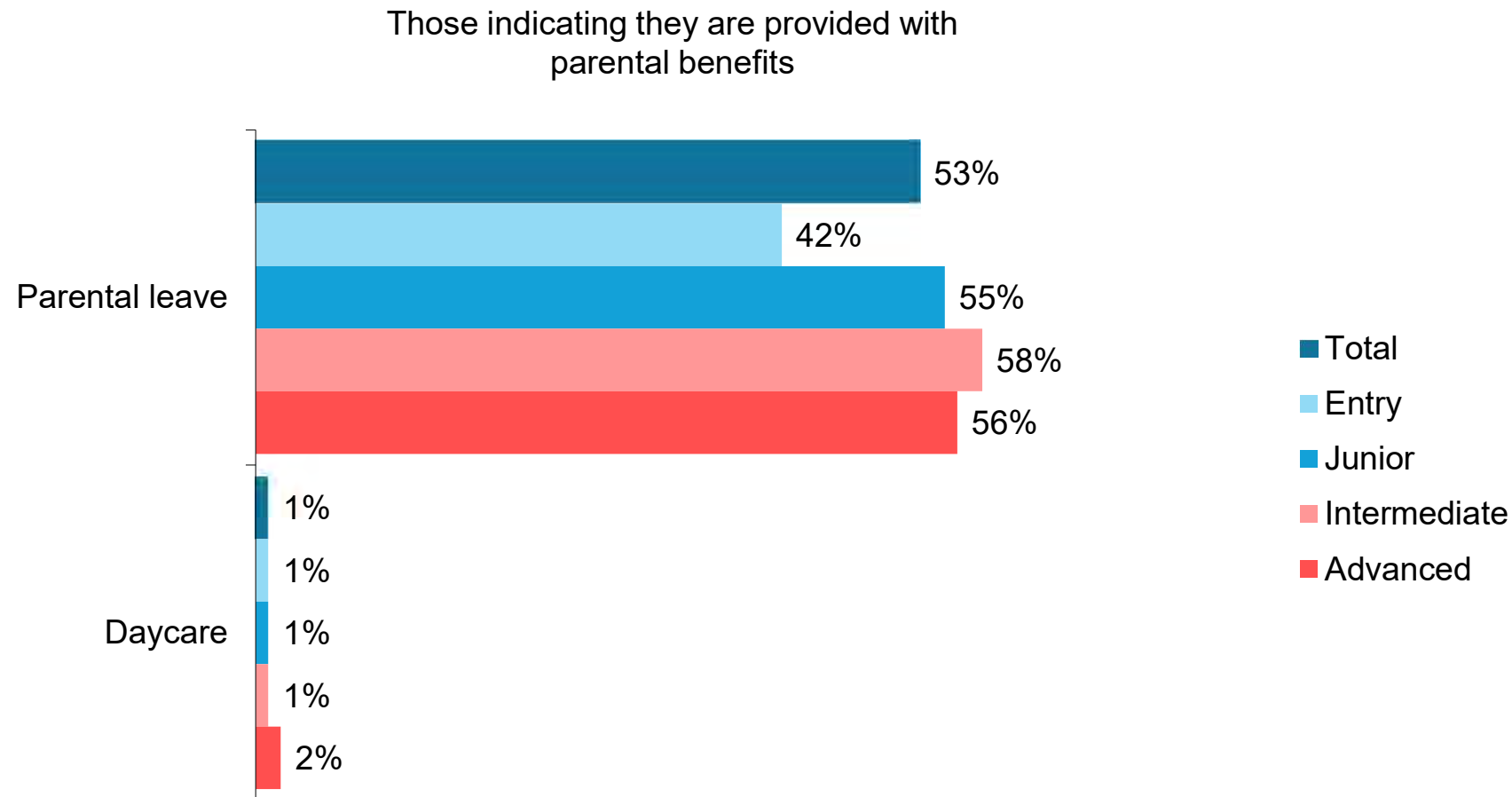
One-quarter of those who work in the public sector have a vehicle allowance offered by their employers.

Does your employer provide the following benefits to you?

Base: All respondents (N=933)

Employment Benefits – Parental

Parental leave provided for many, while daycare rarely provided



Three-quarters of those who work in the public and other sectors have parental leave offered by their employers.

One in ten (13%) of those who work in other sectors have access to daycare through their employer.

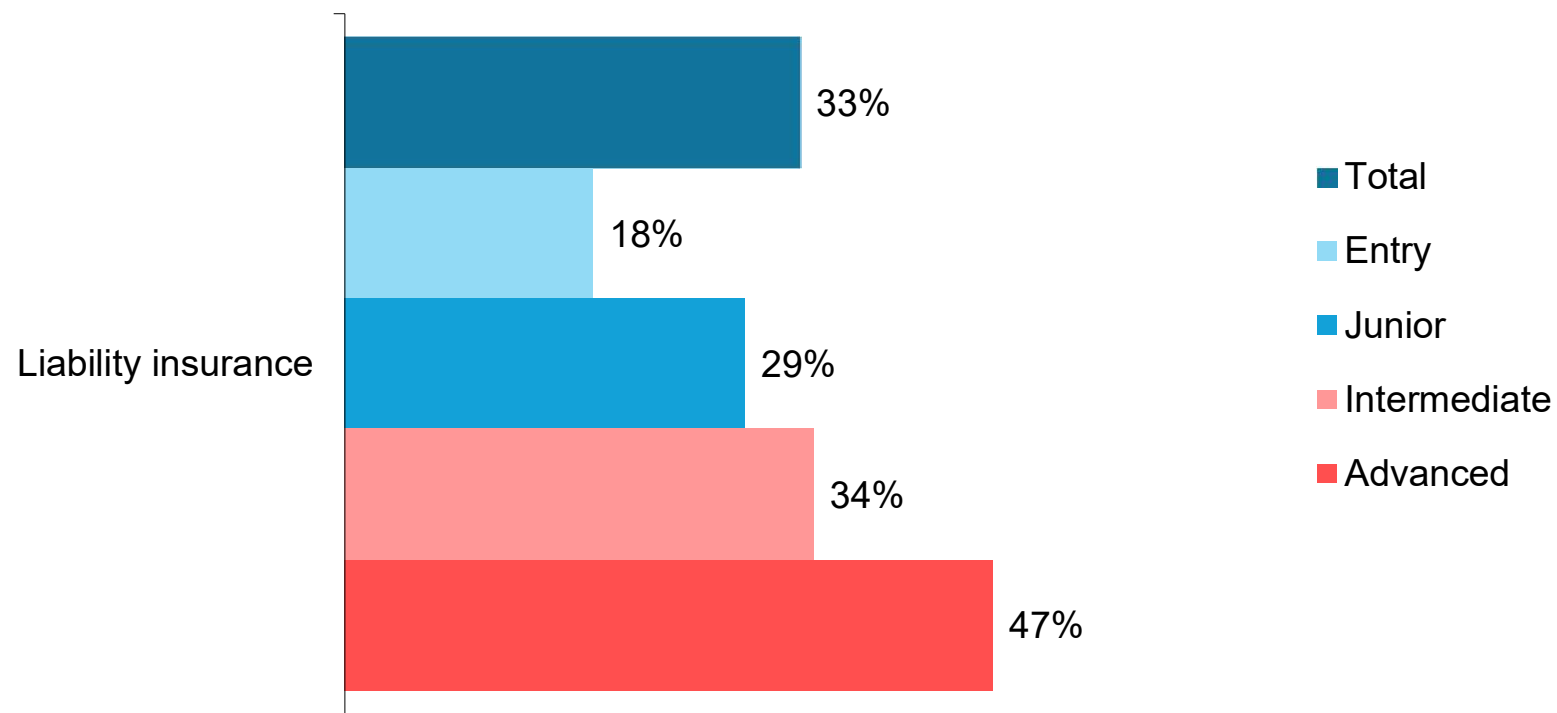
Does your employer provide the following benefits to you?

Base: All respondents (N=933)

Employment Benefits – Liability Insurance

Advanced Level engineers most likely to have liability insurance provided by employer

Those indicating they are provided with liability insurance



One-third of those working in the public and private sectors are provided liability insurance compared to those working in other sectors.

Does your employer provide the following benefits to you?

Base: All respondents (N=933)



**Appendix:
Salaries by Sector and Job Function**

Industry Sector Salaries: Total

Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	933	100%	\$99,841	\$14,000	\$96,000	\$325,000
	Aerospace	61	7%	\$100,918	\$58,000	\$94,449	\$187,123
	Agricultural/Equipment	33	4%	\$82,470	\$51,000	\$78,500	\$159,000
	Agriculture/Food	24	3%	\$97,444	\$50,000	\$86,138	\$195,000
	Biomedical	5	1%	\$80,145	\$56,000	\$80,000	\$120,000
	Chemical	3	0%	\$122,443	\$102,000	\$130,000	\$135,328
	Communications	1	0%	\$160,000	\$160,000	\$160,000	\$160,000
	Computer/Software	8	1%	\$107,312	\$81,000	\$109,000	\$130,000
	Construction	90	10%	\$104,079	\$44,081	\$99,200	\$210,000
	Consulting	213	23%	\$96,716	\$46,000	\$87,800	\$245,000
	Education	12	1%	\$135,228	\$83,000	\$132,000	\$245,000
	Electronics	12	1%	\$95,200	\$52,500	\$88,750	\$139,000
	Environmental	16	2%	\$93,281	\$58,610	\$80,312	\$207,000
	Health Care	11	1%	\$112,400	\$82,000	\$112,000	\$190,000
	Heavy Electrical	2	0%	\$85,100	\$70,200	\$85,100	\$100,000
	Manufacturing	111	12%	\$87,226	\$14,000	\$75,000	\$325,000
	Mechanical Equipment	16	2%	\$86,204	\$53,000	\$80,000	\$140,000
	Metals - Fabricating	3	0%	\$105,000	\$55,000	\$60,000	\$200,000
	Metals - Primary	3	0%	\$125,258	\$112,262	\$120,000	\$143,511
	Mineral Exploration	4	0%	\$104,707	\$82,500	\$95,000	\$136,620
	Mining	17	2%	\$95,339	\$57,000	\$90,000	\$140,559
	Municipal	4	0%	\$108,560	\$94,000	\$105,120	\$130,000
	Petroleum	11	1%	\$109,936	\$40,000	\$99,000	\$182,000
	Pharmaceutical	8	1%	\$99,363	\$50,000	\$98,452	\$135,000
	Regulatory body	3	0%	\$152,639	\$111,000	\$147,881	\$199,035
	Research & Development	10	1%	\$94,518	\$55,240	\$92,000	\$126,325
	Telecommunications	10	1%	\$105,050	\$48,000	\$94,500	\$225,000
	Transportation	60	6%	\$98,096	\$42,000	\$95,000	\$165,000
	Transportation Equipment	7	1%	\$72,796	\$55,000	\$63,000	\$100,572
	Utilities (Gas, Hydro, Water)	147	16%	\$114,346	\$51,520	\$115,000	\$235,000
Other	28	3%	\$93,512	\$25,276	\$85,000	\$145,000	

Industry Sector Salaries: Engineers

Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	647	100%	\$111,956	\$46,000	\$110,000	\$325,000
	Aerospace	47	7%	\$108,583	\$66,320	\$104,000	\$187,123
	Agricultural/Equipment	19	3%	\$95,920	\$56,500	\$94,000	\$159,000
	Agriculture/Food	16	2%	\$107,558	\$50,000	\$96,000	\$195,000
	Biomedical	3	0%	\$93,333	\$80,000	\$80,000	\$120,000
	Chemical	3	0%	\$122,443	\$102,000	\$130,000	\$135,328
	Communications	1	0%	\$160,000	\$160,000	\$160,000	\$160,000
	Computer/Software	7	1%	\$106,929	\$81,000	\$108,000	\$130,000
	Construction	66	10%	\$116,666	\$72,000	\$117,000	\$210,000
	Consulting	145	22%	\$107,882	\$46,000	\$101,800	\$245,000
	Education	11	2%	\$139,340	\$83,000	\$140,000	\$245,000
	Electronics	6	1%	\$116,945	\$80,000	\$133,225	\$139,000
	Environmental	7	1%	\$119,646	\$77,523	\$104,000	\$207,000
	Health Care	8	1%	\$119,625	\$84,500	\$114,000	\$190,000
	Heavy Electrical	1	0%	\$100,000	\$100,000	\$100,000	\$100,000
	Manufacturing	57	9%	\$108,821	\$59,000	\$96,630	\$325,000
	Mechanical Equipment	9	1%	\$98,222	\$68,000	\$93,000	\$140,000
	Metals - Fabricating	1	0%	\$200,000	\$200,000	\$200,000	\$200,000
	Metals - Primary	2	0%	\$131,756	\$120,000	\$131,756	\$143,511
	Mining	5	1%	\$119,912	\$90,000	\$130,000	\$140,559
	Municipal	4	1%	\$108,560	\$94,000	\$105,120	\$130,000
	Petroleum	5	1%	\$141,500	\$90,500	\$138,000	\$182,000
	Pharmaceutical	7	1%	\$106,415	\$92,000	\$100,000	\$135,000
	Regulatory body	2	0%	\$173,458	\$147,881	\$173,458	\$199,035
	Research & Development	5	1%	\$113,284	\$90,000	\$120,254	\$126,325
	Telecommunications	6	1%	\$128,417	\$88,000	\$108,750	\$225,000
	Transportation	46	7%	\$105,443	\$68,000	\$104,500	\$165,000
Transportation Equipment	4	1%	\$80,393	\$60,000	\$80,500	\$100,572	
Utilities (Gas, Hydro, Water)	136	21%	\$117,380	\$51,520	\$118,000	\$235,000	
Other	18	3%	\$106,212	\$76,000	\$107,000	\$145,000	

Industry Sector Salaries: Geoscientists

Industry Sector Statistics (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	14	100%	\$99,041	\$40,000	\$95,000	\$178,600
	Consulting	1	7%	\$178,600	\$178,600	\$178,600	\$178,600
	Environmental	1	7%	\$83,100	\$83,100	\$83,100	\$83,100
	Manufacturing	1	7%	\$72,000	\$72,000	\$72,000	\$72,000
	Metals - Primary	1	7%	\$112,262	\$112,262	\$112,262	\$112,262
	Mineral Exploration	3	21%	\$115,810	\$95,000	\$115,810	\$136,620
	Mining	3	21%	\$97,833	\$87,500	\$96,000	\$110,000
	Petroleum	2	14%	\$73,500	\$40,000	\$73,500	\$107,000
	Research & Development	1	7%	\$92,000	\$92,000	\$92,000	\$92,000
	Other	1	7%	\$77,448	\$77,448	\$77,448	\$77,448

Industry Sector Salaries: EITs / GITs

Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	258	100%	\$67,927	\$14,000	\$65,000	\$143,000
	Aerospace	14	5%	\$73,207	\$58,000	\$72,000	\$94,898
	Agricultural/Equipment	14	5%	\$64,216	\$51,000	\$60,250	\$88,000
	Agriculture/Food	8	3%	\$75,771	\$56,500	\$63,500	\$108,000
	Biomedical	2	1%	\$60,362	\$56,000	\$60,362	\$64,724
	Computer/Software	1	0%	\$110,000	\$110,000	\$110,000	\$110,000
	Construction	24	9%	\$63,799	\$44,081	\$63,500	\$91,000
	Consulting	58	22%	\$65,210	\$49,500	\$64,800	\$105,000
	Electronics	5	2%	\$73,454	\$52,500	\$70,000	\$99,000
	Environmental	7	3%	\$64,218	\$58,610	\$65,000	\$70,000
	Health Care	3	1%	\$83,500	\$82,000	\$83,500	\$85,000
	Heavy Electrical	1	0%	\$70,200	\$70,200	\$70,200	\$70,200
	Manufacturing	53	21%	\$64,697	\$14,000	\$63,000	\$104,040
	Mechanical Equipment	7	3%	\$68,178	\$53,000	\$66,500	\$84,886
	Metals - Fabricating	2	1%	\$57,500	\$55,000	\$57,500	\$60,000
	Mineral Exploration	1	0%	\$82,500	\$82,500	\$82,500	\$82,500
	Mining	8	3%	\$78,838	\$57,000	\$84,750	\$96,000
	Petroleum	3	1%	\$89,767	\$73,000	\$97,300	\$99,000
	Pharmaceutical	1	0%	\$50,000	\$50,000	\$50,000	\$50,000
	Regulatory body	1	0%	\$111,000	\$111,000	\$111,000	\$111,000
	Research & Development	4	2%	\$64,080	\$55,240	\$57,000	\$80,000
	Telecommunications	4	2%	\$70,000	\$48,000	\$71,500	\$89,000
	Transportation	14	5%	\$69,931	\$42,000	\$64,734	\$110,000
	Transportation Equipment	3	1%	\$62,667	\$55,000	\$63,000	\$70,000
	Utilities (Gas, Hydro, Water)	11	4%	\$73,380	\$60,600	\$71,500	\$108,000
	Other	9	3%	\$71,308	\$25,276	\$68,000	\$143,000

Job Function Salaries: Total

Job Function Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	933	100%	\$99,841	\$14,000	\$96,000	\$325,000
	Administrative Services	5	1%	\$186,907	\$142,500	\$199,035	\$225,000
	Computer Services	3	0%	\$114,983	\$110,000	\$111,000	\$123,948
	Design	260	28%	\$83,210	\$25,000	\$75,857	\$165,000
	Maintenance	21	2%	\$99,979	\$42,000	\$102,000	\$129,056
	Management	191	20%	\$132,672	\$57,000	\$127,000	\$325,000
	Marketing/Sales	15	2%	\$94,107	\$51,000	\$83,250	\$245,000
	Mineral Exploration	6	1%	\$88,103	\$40,000	\$87,250	\$136,620
	Mining	4	0%	\$88,000	\$75,000	\$90,000	\$97,000
	Planning	37	4%	\$106,905	\$50,000	\$111,000	\$165,000
	Production	36	4%	\$76,040	\$14,000	\$72,570	\$145,000
	Project Management	197	21%	\$96,395	\$54,000	\$94,528	\$198,000
	Quality Assurance	25	3%	\$76,780	\$50,000	\$73,000	\$130,000
	Research & Development	31	3%	\$94,715	\$50,000	\$92,000	\$150,000
	Software Development	20	2%	\$93,686	\$61,360	\$96,199	\$133,225
	Teaching	9	1%	\$124,073	\$83,000	\$117,000	\$164,000
Technical Support	49	5%	\$97,712	\$51,520	\$105,127	\$140,000	
Other	24	3%	\$87,326	\$25,276	\$84,050	\$150,000	