APEGM 2007 Salary Survey

APEGM Salary Research Committee

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Prepared by the APEGM Salary Research Committee

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1 Highlights

1.1 Survey Highlights

For the fifth year, the survey was conducted via a web-based format. This year the response rate was 29.9% compared to 30.0% in 2006 and 37.0% in the previous year. The eligible APEGM Manitoba membership as of April 2007 was 3347 APEGM members and members-in-training. Not all of the survey responses were sufficiently completed for all survey analysis. The committee will be reviewing all questions to reduce any ambiguity for next year's survey.

In reviewing comparative salary data by industry sector and job function, the Mean Base Salary correlates strongly with the Mean Points value.

Highlights for this year's salary survey include:

- Of the industry sectors with more than 15 respondents, the highest industry sectors were Mining ($122,358) and Computer/Software ($99,850).
- The job functions with mean total incomes greater than $90,000 were Management, Marketing/Sales, Administrative Services, and Mineral Exploration. These functions were also among those with the highest Mean Points.
- The lowest paid job functions based on mean total income were Computer Services, Software Development, Quality Assurance, and Design. These functions were also among those with the lowest Mean Points.
- The highest participation rate in the survey by year of graduation was 2002 with 60.2% of eligible members responding. In general, the highest participation rates are from 1999 to 2005 graduates.
- 65.8% of employers paid APEGM dues.
- 80.8% of employers provided fully paid training.
- Salaries for females were 4.3% higher for jobs with point ratings between 200 and 299 and were 7.0% lower for jobs with point's ratings between 500 and 599.
- Flexible work hours are available to 75.0% of members and 27.6% have profit sharing.
- 49.9% of the members worked for firms with more than 500 employees and 63.8% of the members worked for private enterprise.
- Only 863 of the 1000 submitted surveys or 86.3% were sufficiently completed to be used for all survey analysis. Some surveys could not be used in the salary analysis due to the responses recorded in the base and total salary question.
- New Change of Employment question – 6.0% of responding members have changed employers in the last year.
- Overall Satisfaction – 79.0% of responding members indicated that they were somewhat to very satisfied with their current compensation. 31.9% of Engineers indicated that they were Very Satisfied compared to 21.4% of Geoscientists.

1.2 Membership Response

- Invitations to complete the web-based survey were sent to 3347 APEGM members and EIT/GITs resident in Manitoba in April 2007. Responses were accepted until April 30, 2007. The reference date for the survey was December 31, 2006.

- Responses were received from 1000 members for an overall response rate of 29.9%, compared to 29.5% in 2006, 37% in 2005, 31% in 2004 and 31% in 2003.

- Of the responses, 69.0% (639/926) were Engineers, 3.0% (28/926) were Geoscientists, and 28.0% (259/926) were EIT/GITs. (Some 74 respondents did not answer the APEGM registration question to indicate their current status.)

- The response rate for Engineers was 25.6% (639/2495). The response rate for Geoscientists was 20.1% (28/139). The response rate for EIT/GITs was 40.9% (259/633).

- This year, 10.1% (64) of the (633) respondents who were EIT/GITs graduated more than 5 years ago.

- This year was the fifth year that the APEGM used a web-based survey.

1.3 Salary

The primary purpose of the salary survey is to report base salary information as a function of job ratings. Jobs are rated using the APEGM Job Classification Guide, which provides typical job ratings of 140 for a recent Engineering graduate, 320 for a Design Engineer, 480 for a Senior Design Engineer, and 715 for a Division Executive for a large corporation.

1.4 Exclusions

Although 1000 members logged in to the survey, difficulties with the online format resulted in not all the questions being completed. As a result, the number of respondents used in each separate table and chart varies.

For base salary calculations, responses were excluded for several reasons. First, some survey responses did not include a base salary. Second, some survey responses were excluded from some calculations because the respondent was not a full-time or contract employee. Third, statistical processes required the removal of outlier values for base salary calculations bringing the number of valid responses to 863.

1.5 Education

- Of the respondents, 25.0% (216/863) indicated that they had obtained a postgraduate degree.

- By membership category, this equates to 37% (171/615) of Engineers, 53.6% (15/28) of Geoscientists, and 13.2% (29/220) of EIT/GITs.
- 88.6% of respondents indicated their first degree in Engineering or Geoscience was from a Canadian university.

1.6 Gender

- Overall, 88.8% (819/922) of respondents were male and 11.2% (103/922) were female. 78 respondents did not indicate their gender.
- Of the total eligible APEGM Membership, 27.2% (819/3010) of the male members responded and 32.5% (103/317) of the female members responded.
- Of the 863 respondents used, 66.9% (515/770) of the males graduated after 1986, and 93.3% (84/90) of the females graduated after 1986.

1.7 Workplace Information

- The average official workweek was 38.5 hours.
- The typical number of hours worked was 43.7 hours.
- The average number of weeks of vacation reported was 3.6.
- This year, 63.8% of respondents were from the private sector, compared to 64.5% last year, and 63.3% the year before last.
- The average percentage increase in the base annual salary from the previous year was 6.5%. Of the respondents, 11.1% (96/863) did not get a salary increase.

1.8 Comments

- This year, 10.4% of respondents provided written comments on their APEGM Salary Survey, compared to 9.2% who left comments in 2006, and 8.1% in the 2005 survey.

2 List of Tables

Table 1: Mean Base Salary vs. APEGM Points Equation

Year	Base Salary
2007	*113P + 18.1k*
2006	*107P + 18.7k*
2005	*102P + 19.2k*
2004	*89P + 22.7k*
2003	*85P + 24.1k*
2002	*86P + 22.2k*
2001	*84P + 20.6k*
2000	*89P + 18.2k*
1999	*93P + 14.6k*
1998	*87P + 17.0k*
1996	*84P + 15.7k*
1995	*96P + 11.8k*

(P = APEGM Points, k = $000)

Table 2: Base Salary at Different APEGM Point Levels (Based on Mean Base Salary Equations)

Year of Report	Mean Base Salary @ 200	% Incr.	Mean Base Salary @ 400	% Incr.	Mean Base Salary @ 600	% Incr.	*Cost of Living % increase
2007	46,400	1.7	65,800	6.3	85,200	5.4	2.2
2006	45,630	4.5	61,913	1.0	80,813	0.3	1.8
2005	43,583	7.1	61,276	4.9	80,550	6.3	3.3
2004	40,500	(1.5)	58,300	0.3	76,100	1.3	0.8
2003	41,123	4.3	58,123	2.6	75,123	1.8	3.7
2002	39,426	5.3	56,626	4.5	73,826	4.0	3.2
2001	37,413	3.9	54,213	0.8	71,013	(0.8)	2.5
2000	36,000	8.4	53,800	3.9	71,600	1.7	2.3
1999	33,200	(3.5)	51,800	0.0	70,400	1.7	1.4
1998	34,400	5.8	51,800	5.1	69,200	4.7	1.2
1996	32,500	4.8	49,300	(1.8)	66,100	(4.8)	1.9
1995	31,000	(3.1)	50,200	2.9	69,400	5.8	3.0

* Based on Statistics Canada Consumer Price Index for Manitoba

Table 3: Industry Sector Statistics

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	70	8.1%	$64,773	$50,000	$60,500	$77,875	$69,117	420
Agriculture/Equipment	18	2.1%	$61,622	$43,550	$56,471	$65,722	$66,150	427
Agriculture/Food	22	2.5%	$78,344	$52,250	$78,350	$94,550	$90,497	476
Biomedical	2	0.2%	$55,500	NA	NA	NA	$55,500	429
Chemical	2	0.2%	$104,200	NA	NA	NA	$123,700	566
Communications	18	2.1%	$75,076	$65,729	$79,500	$82,750	$80,547	441
Computer/Software	8	0.9%	$76,100	$59,500	$69,549	$88,000	$99,850	468
Construction	46	5.3%	$67,861	$54,250	$67,000	$76,500	$80,741	506
Consulting	174	20.2%	$70,606	$51,000	$67,000	$86,500	$82,198	486
Education	28	3.2%	$84,549	$63,000	$80,500	$99,250	$86,567	618
Electronics	17	2.0%	$67,519	$56,000	$65,000	$75,483	$68,725	426
Environmental	25	2.9%	$65,913	$52,000	$62,000	$75,884	$70,363	496
Health Care	14	1.6%	$73,285	$60,500	$67,171	$88,750	$75,288	537
Heavy Electrical	8	0.9%	$73,000	$53,000	$73,500	$95,250	$76,125	495
Manufacturing	90	10.4%	$66,020	$48,753	$58,500	$75,236	$72,962	464
Mechanical Equipment	12	1.4%	$62,300	$51,750	$60,000	$68,250	$94,208	455
Metals - Primary	4	0.5%	$70,991	$59,897	$61,908	$73,001	$85,641	371
Metals - Fabricating	4	0.5%	$56,263	$48,513	$50,500	$58,250	$63,513	353
Mineral Exploration	12	1.4%	$85,363	$69,140	$82,399	$106,250	$98,156	572
Mining	17	2.0%	$105,797	$70,780	$85,000	$108,800	$122,358	494
Petroleum	3	0.3%	$138,667	NA	NA	NA	$196,333	714
Pharmaceutical	8	0.9%	$72,188	$51,750	$65,500	$81,250	$79,569	445
Research & Development	17	2.0%	$70,108	$44,100	$73,000	$85,000	$74,078	463
Transportation	42	4.9%	$69,343	$50,500	$71,000	$85,750	$75,300	523
Transportation Equipment	7	0.8%	$71,724	$54,500	$65,000	$76,035	$82,035	498
Utilities (Gas, Hydro, Water)	154	17.8%	$80,072	$65,000	$79,983	$95,000	$84,222	472
Other	41	4.8%	$73,489	$52,500	$73,000	$90,000	$77,033	546
Total	863	100.0%						

Table 4: Industry Sector Statistics (Engineers)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	44	7.2%	$73,747	$58,863	$72,500	$88,250	$78,747	500
Agriculture/Equipment	7	1.1%	$80,804	$60,000	$67,629	$95,000	$89,976	554
Agriculture/Food	14	2.3%	$95,852	$79,275	$87,950	$108,250	$113,342	571
Chemical	2	0.3%	$104,200	NA	NA	NA	$123,700	566
Communications	14	2.3%	$81,527	$75,600	$81,638	$84,500	$88,240	486
Computer/Software	5	0.8%	$76,219	$65,097	$74,000	$84,000	$112,219	528
Construction	37	6.0%	$73,679	$62,000	$69,438	$79,000	$84,369	538
Consulting	131	21.3%	$78,156	$60,000	$74,000	$90,000	$92,789	548
Education	20	3.3%	$81,869	$63,750	$75,500	$90,500	$83,494	608
Electronics	12	2.0%	$74,802	$64,680	$73,328	$86,250	$76,427	479
Environmental	17	2.8%	$73,567	$55,000	$75,000	$82,820	$77,346	550
Health Care	12	2.0%	$75,482	$61,500	$74,568	$90,325	$76,096	572
Heavy Electrical	6	1.0%	$85,333	$69,250	$88,500	$95,750	$89,500	562
Manufacturing	54	8.8%	$77,080	$58,250	$74,000	$90,000	$86,265	553
Mechanical Equipment	7	1.1%	$74,667	$60,750	$66,500	$86,500	$118,643	551
Metals - Primary	1	0.2%	$103,800	NA	NA	NA	$139,400	615
Metals - Fabricating	1	0.2%	$80,000	NA	NA	NA	$100,000	510
Mineral Exploration	1	0.2%	$1,000	NA	NA	NA	$1,000	795
Mining	12	2.0%	$119,515	$74,500	$95,500	$121,750	$136,031	543
Petroleum	2	0.3%	$155,000	NA	NA	NA	$234,000	722
Pharmaceutical	7	1.1%	$76,000	$55,500	$72,000	$87,500	$83,786	465
Research & Development	10	1.6%	$86,715	$75,000	$84,000	$101,788	$92,135	582
Transportation	31	5.0%	$77,459	$64,162	$80,000	$88,955	$82,937	586
Transportation Equipment	5	0.8%	$83,014	$65,000	$74,820	$77,250	$97,450	604
Utilities (Gas, Hydro, Water)	131	21.3%	$84,765	$71,627	$83,200	$96,000	$89,078	506
Other	32	5.2%	$78,033	$66,102	$80,000	$92,750	$81,947	573
Total	615	100.0%						

Table 5: Industry Sector Statistics (Geoscientists)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Consulting	3	10.7%	$68,500	NA	NA	NA	$69,833	534
Education	6	21.4%	$92,333	$71,000	$97,000	$113,250	$96,333	695
Environmental	3	10.7%	$57,067	NA	NA	NA	$65,730	512
Manufacturing	1	3.6%	$66,250	NA	NA	NA	$71,550	451
Mineral Exploration	9	32.1%	$95,982	$75,000	$95,000	$110,000	$110,428	578
Mining	2	7.1%	$77,890	NA	NA	NA	$91,790	425
Petroleum	1	3.6%	$106,000	NA	NA	NA	$121,000	700
Other	3	10.7%	$78,000	NA	NA	NA	$80,000	656
Total	28	100.0%						

Table 6: Industry Sector Statistics (EIT/GITs)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	26	11.8%	$49,586	$44,250	$48,864	$53,500	$52,820	285
Agriculture/Equipment	11	5.0%	$49,416	$42,500	$44,000	$52,221	$50,988	346
Agriculture/Food	8	3.6%	$47,706	$45,500	$49,000	$52,413	$50,519	310
Biomedical	2	0.9%	$55,500	NA	NA	NA	$55,500	429
Communications	4	1.8%	$52,495	$46,750	$53,225	$58,970	$53,620	285
Computer/Software	3	1.4%	$75,900	NA	NA	NA	$79,233	368
Construction	9	4.1%	$43,944	$43,000	$45,000	$45,000	$65,822	372
Consulting	40	18.2%	$46,227	$43,000	$45,764	$50,700	$48,438	279
Education	2	0.9%	$88,000	NA	NA	NA	$88,000	488
Electronics	5	2.3%	$50,040	$46,700	$50,000	$56,000	$50,240	299
Environmental	5	2.3%	$45,200	$40,000	$41,000	$48,000	$49,400	303
Health Care	2	0.9%	$60,103	NA	NA	NA	$70,438	333
Heavy Electrical	2	0.9%	$36,000	NA	NA	NA	$36,000	296
Manufacturing	35	15.9%	$48,949	$44,400	$48,671	$52,000	$52,477	327
Mechanical Equipment	5	2.3%	$43,750	$34,500	$42,500	$51,750	$60,000	322
Metals - Primary	3	1.4%	$60,055	NA	NA	NA	$67,721	290
Metals - Fabricating	3	1.4%	$48,350	NA	NA	NA	$51,350	300
Mineral Exploration	2	0.9%	$79,760	NA	NA	NA	$91,510	433
Mining	3	1.4%	$69,533	NA	NA	NA	$88,042	342
Pharmaceutical	1	0.5%	$45,500	NA	NA	NA	$50,050	308
Research & Development	7	3.2%	$46,383	$38,750	$44,100	$50,040	$48,283	293
Transportation	11	5.0%	$46,470	$42,500	$44,362	$47,500	$53,776	343
Transportation Equipment	2	0.9%	$43,500	NA	NA	NA	$43,500	233
Utilities (Gas, Hydro, Water)	23	10.5%	$53,341	$49,136	$53,000	$57,838	$56,559	274
Other	6	2.7%	$47,000	$39,000	$43,500	$51,750	$49,345	344
Total	220	100.0%						

Table 7: Job Function Statistics

Principal Job Function	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Administrative Services	14	1.6%	$84,586	$70,500	$80,436	$93,750	$99,840	643
Computer Services	6	0.7%	$56,158	$56,808	$62,603	$68,801	$62,027	396
Consulting	98	11.4%	$72,676	$52,500	$71,000	$88,000	$80,861	492
Design	182	21.1%	$60,462	$47,625	$57,100	$71,000	$65,466	384
Maintenance/Tech Supp.	60	7.0%	$63,600	$50,000	$60,128	$72,250	$72,379	404
Management	161	18.7%	$96,417	$80,000	$93,000	$106,000	$107,433	661
Marketing/Sales	21	2.4%	$73,978	$57,750	$76,125	$90,500	$106,374	501
Mineral Exploration	9	1.0%	$74,884	$66,560	$75,000	$95,000	$90,997	535
Planning	35	4.1%	$75,840	$65,000	$78,630	$86,000	$77,921	436
Production	25	2.9%	$62,216	$45,500	$60,000	$72,000	$70,559	402
Project Management	146	16.9%	$71,559	$54,250	$70,000	$85,000	$78,548	463
Quality Assurance	12	1.4%	$63,901	$51,125	$65,500	$76,612	$65,322	466
R&D	37	4.3%	$62,910	$41,400	$57,000	$89,000	$67,296	448
Software Dev.	19	2.2%	$63,541	$48,150	$63,720	$69,588	$65,219	367
Teaching	17	2.0%	$79,794	$63,000	$72,000	$99,000	$80,706	581
Other	21	2.4%	$62,381	$52,000	$65,000	$75,000	$67,333	455
Total	863	100.0%						

Table 8: Year of Graduation Statistics

Year of Grad	# Reported	% of Total	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1960 - 1964	4	0.5%	83	4.8%	$113,518	$93,553	$119,035	$139,000	$115,898	747
1965 - 1969	23	2.7%	159	14.5%	$86,568	$70,568	$85,000	$102,000	$98,897	657
1970	5	0.6%	60	8.3%	$71,400	$63,000	$70,000	$73,000	$73,400	716
1971	13	1.5%	72	18.1%	$105,840	$84,944	$94,600	$117,000	$119,995	692
1972	17	2.0%	81	21.0%	$93,591	$80,000	$86,500	$105,500	$95,850	634
1973	13	1.5%	70	18.6%	$102,516	$93,000	$105,000	$112,005	$109,054	686
1974	15	1.7%	70	21.4%	$91,775	$80,850	$88,000	$97,500	$97,422	632
1975	13	1.5%	55	23.6%	$92,096	$85,000	$95,000	$100,000	$101,399	632
1976	11	1.3%	58	19.0%	$95,572	$83,047	$92,200	$101,500	$111,709	686
1977	8	0.9%	60	13.3%	$116,364	$87,182	$105,000	$139,750	$137,145	670
1978	12	1.4%	50	24.0%	$94,969	$78,600	$88,000	$121,500	$132,461	615
1979	11	1.3%	67	16.4%	$96,427	$83,850	$93,000	$109,000	$104,575	700
1980	18	2.1%	77	23.4%	$82,124	$68,019	$80,000	$94,500	$97,750	606
1981	19	2.2%	73	26.0%	$93,370	$78,742	$95,000	$105,796	$104,784	622
1982	17	2.0%	91	18.7%	$75,394	$65,000	$71,000	$89,875	$84,154	581
1983	21	2.4%	99	21.2%	$89,051	$85,000	$90,000	$101,000	$97,011	642
1984	21	2.4%	99	21.2%	$89,676	$80,000	$88,000	$95,150	$101,428	642
1985	21	2.4%	103	20.4%	$81,973	$68,000	$82,000	$92,151	$91,795	547
1986	22	2.6%	107	20.6%	$83,059	$68,668	$79,000	$94,863	$88,218	566
1987	23	2.7%	93	24.7%	$93,633	$75,442	$80,000	$90,000	$103,647	589
1988	19	2.2%	97	19.6%	$79,211	$64,500	$87,400	$92,600	$83,500	546
1989	16	1.9%	73	21.9%	$75,005	$60,575	$78,000	$90,500	$97,067	575
1990	21	2.4%	83	25.3%	$87,702	$75,164	$90,000	$92,000	$96,116	551
1991	19	2.2%	78	24.4%	$81,122	$68,234	$82,000	$92,096	$89,958	522
1992	27	3.1%	84	32.1%	$78,085	$66,770	$78,700	$90,000	$81,955	515
1993	14	1.6%	83	16.9%	$80,415	$64,000	$77,658	$99,500	$86,530	515
1994	22	2.6%	82	26.8%	$74,055	$61,250	$72,000	$86,875	$79,055	469
1995	25	2.9%	83	30.1%	$76,568	$67,000	$74,000	$84,000	$90,952	468
1996	32	3.7%	110	29.1%	$69,677	$61,500	$69,500	$75,250	$75,833	462
1997	30	3.5%	79	38.0%	$65,992	$54,625	$66,467	$76,425	$70,715	449
1998	30	3.5%	99	30.3%	$64,108	$55,525	$62,174	$74,750	$75,104	436
1999	31	3.6%	73	42.5%	$64,437	$56,500	$62,500	$72,520	$69,868	416
2000	34	3.9%	86	39.5%	$58,805	$52,000	$58,000	$67,687	$63,748	381
2001	44	5.1%	99	44.4%	$55,950	$47,000	$53,596	$62,801	$60,815	324
2002	56	6.5%	93	60.2%	$52,983	$47,850	$53,000	$60,000	$58,526	332
2003	41	4.8%	82	50.0%	$50,898	$45,000	$50,000	$57,000	$54,478	317
2004	37	4.3%	95	38.9%	$48,528	$45,000	$48,000	$51,000	$52,474	282
2005	36	4.2%	88	40.9%	$43,884	$40,300	$43,000	$48,910	$46,810	273
2006-2007	21	2.4%	112	18.8%	$45,960	$40,300	$44,000	$49,500	$49,030	271
Total	862	100.0%	3306							

Table 9: Year of Graduation Statistics (Engineers)

Year of Grad	# Reported	% of Total	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1960-1964	4	0.7%	75	5.3%	$113,518	$93,553	$119,035	$139,000	$115,898	747
1965-1969	21	3.4%	144	14.6%	$87,575	$69,136	$90,000	$106,000	$100,983	659
1970	4	0.7%	52	7.7%	$73,500	$52,750	$71,500	$92,250	$76,000	734
1971	12	2.0%	66	18.2%	$104,660	$84,413	$92,300	$113,570	$119,994	695
1972	16	2.6%	74	21.6%	$94,363	$80,000	$87,000	$106,000	$96,466	631
1973	13	2.1%	67	19.4%	$102,516	$93,000	$105,000	$112,005	$109,054	686
1974	15	2.4%	68	22.1%	$91,775	$80,850	$88,000	$97,500	$97,422	632
1975	13	2.1%	49	26.5%	$92,096	$85,000	$95,000	$100,000	$101,399	632
1976	11	1.8%	54	20.4%	$95,572	$83,047	$92,200	$101,500	$111,709	686
1977	8	1.3%	57	14.0%	$116,364	$87,182	$105,000	$139,750	$137,145	670
1978	12	2.0%	44	27.3%	$94,969	$78,600	$88,000	$121,500	$132,461	615
1979	8	1.3%	53	15.1%	$98,713	$84,425	$92,000	$106,000	$106,916	675
1980	14	2.3%	68	20.6%	$84,193	$73,695	$80,000	$93,000	$101,762	631
1981	17	2.8%	67	25.4%	$92,060	$75,483	$92,785	$104,592	$103,052	625
1982	15	2.4%	83	18.1%	$77,410	$65,500	$74,820	$90,938	$83,775	606
1983	21	3.4%	92	22.8%	$89,051	$85,000	$90,000	$101,000	$97,011	642
1984	18	2.9%	87	20.7%	$91,273	$83,250	$88,061	$94,863	$103,786	645
1985	20	3.3%	94	21.3%	$82,721	$71,000	$82,500	$92,863	$93,034	544
1986	19	3.1%	100	19.0%	$82,889	$71,000	$82,000	$94,575	$88,518	581
1987	20	3.3%	87	23.0%	$97,379	$75,663	$80,000	$91,500	$108,079	611
1988	15	2.4%	85	17.6%	$80,533	$63,500	$90,000	$93,600	$85,300	532
1989	16	2.6%	70	22.9%	$75,005	$60,575	$78,000	$90,500	$97,067	575
1990	18	2.9%	68	26.5%	$93,081	$79,500	$91,150	$94,250	$101,470	590
1991	18	2.9%	69	26.1%	$77,295	$67,617	$77,105	$90,000	$85,512	517
1992	24	3.9%	73	32.9%	$79,262	$69,385	$80,350	$90,000	$82,824	517
1993	12	2.0%	68	17.6%	$84,151	$70,375	$85,000	$100,000	$91,285	552
1994	21	3.4%	73	28.8%	$74,890	$62,000	$74,000	$88,000	$80,129	475
1995	21	3.4%	69	30.4%	$82,252	$72,000	$78,700	$85,000	$92,099	485
1996	24	3.9%	84	28.6%	$70,611	$64,750	$70,000	$75,250	$76,571	471
1997	27	4.4%	65	41.5%	$68,837	$56,000	$70,000	$78,233	$73,993	452
1998	23	3.7%	67	34.3%	$67,572	$59,000	$65,000	$75,811	$81,015	465
1999	28	4.6%	64	43.8%	$66,323	$58,202	$64,060	$75,250	$72,337	420
2000	27	4.4%	54	50.0%	$60,376	$52,000	$58,000	$69,000	$64,609	390
2001	25	4.1%	47	53.2%	$57,981	$51,000	$57,000	$65,000	$63,319	348
2002	22	3.6%	44	50.0%	$56,240	$49,358	$57,467	$64,420	$63,167	338
2003	9	1.5%	13	69.2%	$56,044	$55,000	$57,658	$60,863	$61,020	383
2004	3	0.5%	1	300.0%	$47,000	NA	NA	NA	$50,567	301
Total	614	100.0%	2495							

Table 10: Year of Graduation Statistics (Geoscientists)

Year of Grad	# Reported	% of Total	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1960-1969	2	7.1%	22	9.1%	$76,000	NA	NA	NA	$77,000	644
1970-1979	6	21.4%	52	11.5%	$89,333	$67,750	$90,500	$113,250	$94,000	715
1980-1989	14	50.0%	51	27.5%	$83,578	$66,670	$80,139	$95,000	$93,957	589
1990-1999	4	14.3%	11	36.4%	$84,495	$61,800	$67,890	$90,585	$99,192	461
2000-2002	2	7.1%	3	66.7%	$80,250	NA	NA	NA	$82,250	405
Total	28	100.0%	139							

Table 11: Year of Graduation Statistics (EIT/GITs)

Year of Grad	# Reported	% of Total	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1980-1994	17	7.7%	75	22.7%	$62,734	$52,000	$62,000	$70,000	$67,001	399
1995	4	1.8%	11	36.4%	$46,732	$37,000	$42,964	$52,696	$84,932	381
1996	7	3.2%	24	29.2%	$67,146	$48,000	$52,000	$78,510	$71,439	416
1997	3	1.4%	14	21.4%	$40,380	NA	NA	NA	$41,214	426
1998	5	2.3%	31	16.1%	$49,220	$40,500	$52,000	$53,000	$50,380	341
1999	3	1.4%	10	30.0%	$46,832	NA	NA	NA	$46,832	371
2000	7	3.2%	30	23.3%	$52,745	$43,750	$50,000	$65,977	$60,426	347
2001	18	8.2%	50	36.0%	$50,126	$44,238	$48,400	$56,709	$54,604	283
2002	33	15.0%	48	68.8%	$50,821	$47,450	$49,714	$56,110	$55,554	328
2003	32	14.5%	69	46.4%	$49,451	$45,000	$48,000	$53,250	$52,638	298
2004	34	15.5%	93	36.6%	$48,663	$45,000	$48,000	$50,917	$52,642	280
2005	36	16.4%	86	41.9%	$43,884	$40,300	$43,000	$48,910	$46,810	273
2006	21	9.5%	92	22.8%	$45,960	$40,300	$44,000	$49,500	$49,030	271
Total	220	100.0%	633							

Table 12: Average Base Salary for Post Graduate or Other Supplemental Education

Education	Respondents	Mean Base salary	Mean APEGM Points
1 Eng. Or Geo. Degree	540	$70,173	458
Supplemental Education			
Diploma or Other	87	$76,471	520
M. Eng. Or M.Sc. Or MA.Sc.	191	$77,780	530
2nd B.Sc. (Eng. Or Other)	37	$67,518	450
Multiple Supplemental Categories	13	$75,130	497
PhD	32	$83,272	595
MBA	26	$95,333	637
Multiple Supplemental Categories (inc. MBA)	21	$83,224	569

Table 13: Paid Benefits

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life insurance	29.5%	44.5%	13.8%	7.5%	4.6%
Pension Plan	13.3%	55.3%	4.5%	25.3%	1.6%
Short Term Disability	45.5%	31.3%	6.4%	8.1%	8.7%
Long Term Disability	38.5%	35.8%	10.9%	6.1%	8.7%
Extended Health Plan	36.8%	42.9%	11.1%	5.7%	3.5%
Drug Plan	39.5%	43.7%	9.5%	5.6%	1.7%
Dental Plan	40.3%	48.4%	6.4%	3.7%	1.2%
RRSP	4.9%	30.1%	15.9%	45.2%	3.9%
Stock purchase	2.7%	10.0%	8.6%	73.6%	5.2%
Parental Leave	25.1%	10.0%	7.4%	27.1%	30.4%
Continued Education	58.4%	21.7%	3.9%	10.4%	5.6%
Training	80.8%	9.0%	1.7%	6.7%	1.7%
APEGM dues	65.8%	2.1%	23.5%	8.5%	0.1%
Technical Society Dues	50.6%	3.5%	21.8%	14.5%	9.6%

Table 14: Employment Benefits

Benefit	Employer Provides	Does Not Provide or NA
Savings Plan	20.4%	79.6%
Profit Sharing	27.6%	72.4%
Productivity Incentive	16.1%	83.9%
Leave of Absence	66.9%	33.1%
Flexible Work Hours	75.0%	25.0%
Job Sharing	24.8%	75.2%
Vehicle	13.8%	86.2%
Liability Insurance	47.3%	52.7%
Daycare	2.4%	97.6%

Table 15: Average Classification Rating Results

Classification Rating	All	Engineers	Geoscientists	EIT/GIT
A-Duties	95	113	125	39
B-Education	70	70	78	67
C-Experience	95	109	120	53
D-Recommendations	96	106	111	69
E-Supervision Received	70	75	79	55
F-Leadership Authority	33	39	44	15
G-Supervision Scope	9	11	9	4
H-Use of Seal	7	9	6	0
I-Job Environment	2	2	5	3
J-Absence from Base of Operations	2	2	5	2
K- Accident and Health Hazards	4	4	8	4
Total	483	540	588	310

Table 16: Mean Base Salary for Different APEGM Point Ranges by Gender (Males)

Mean Base Salary	APEGM Point Ranges	# of Participants
$34,232	199 or Less	5
$47,120	200-299	102
$56,993	300-399	159
$71,572	400-499	144
$80,364	500-599	140
$98,242	600+	220

Table 17: Mean Base Salary for Different APEGM Point Ranges by Gender (Females)

Mean Base Salary	APEGM Point Ranges	# of Participants
$40,000	199 or Less	1
$49,131	200-299	31
$54,872	300-399	28
$63,709	400-499	12
$74,765	500-599	12
$95,698	600+	9

Table 18: Mean Base Salary and APEGM Point Ranges by Size of Employer

Size	Average Points	Average Base Salary	# of Respondents	% of Respondents
2-20 Employees	453	$64,230	86	10.0%
21-100 Employees	517	$74,228	157	18.2%
101-500 Employees	467	$71,358	179	20.7%
500+ Employees	481	$74,535	431	49.9%
Self Employed	565	$71,415	10	1.2%
Total			863	100.0%

3 List of Figures

Figure 1: Employee's Base Salary Vs. APEGM Points

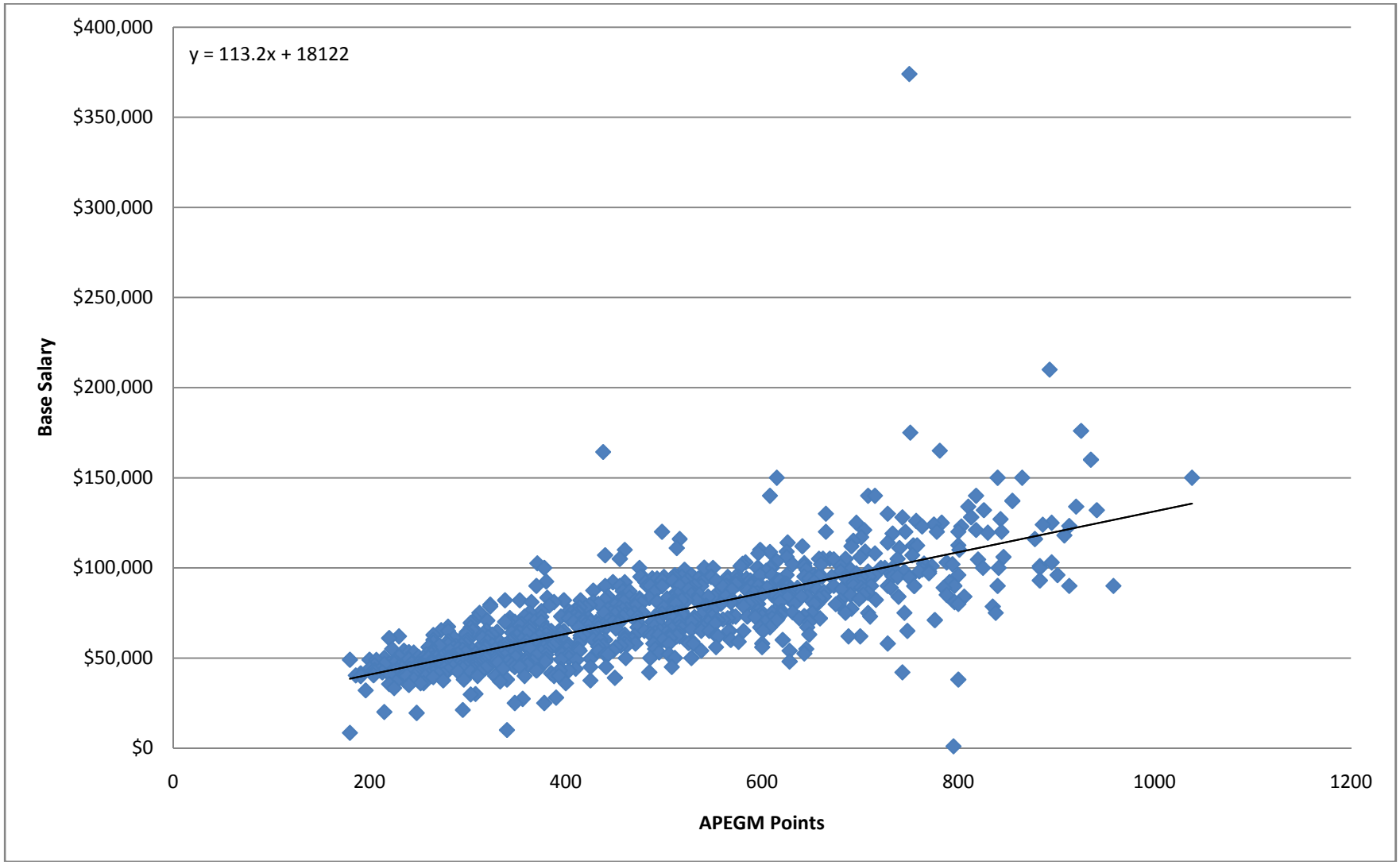


Figure 2: Response By Employment Sector

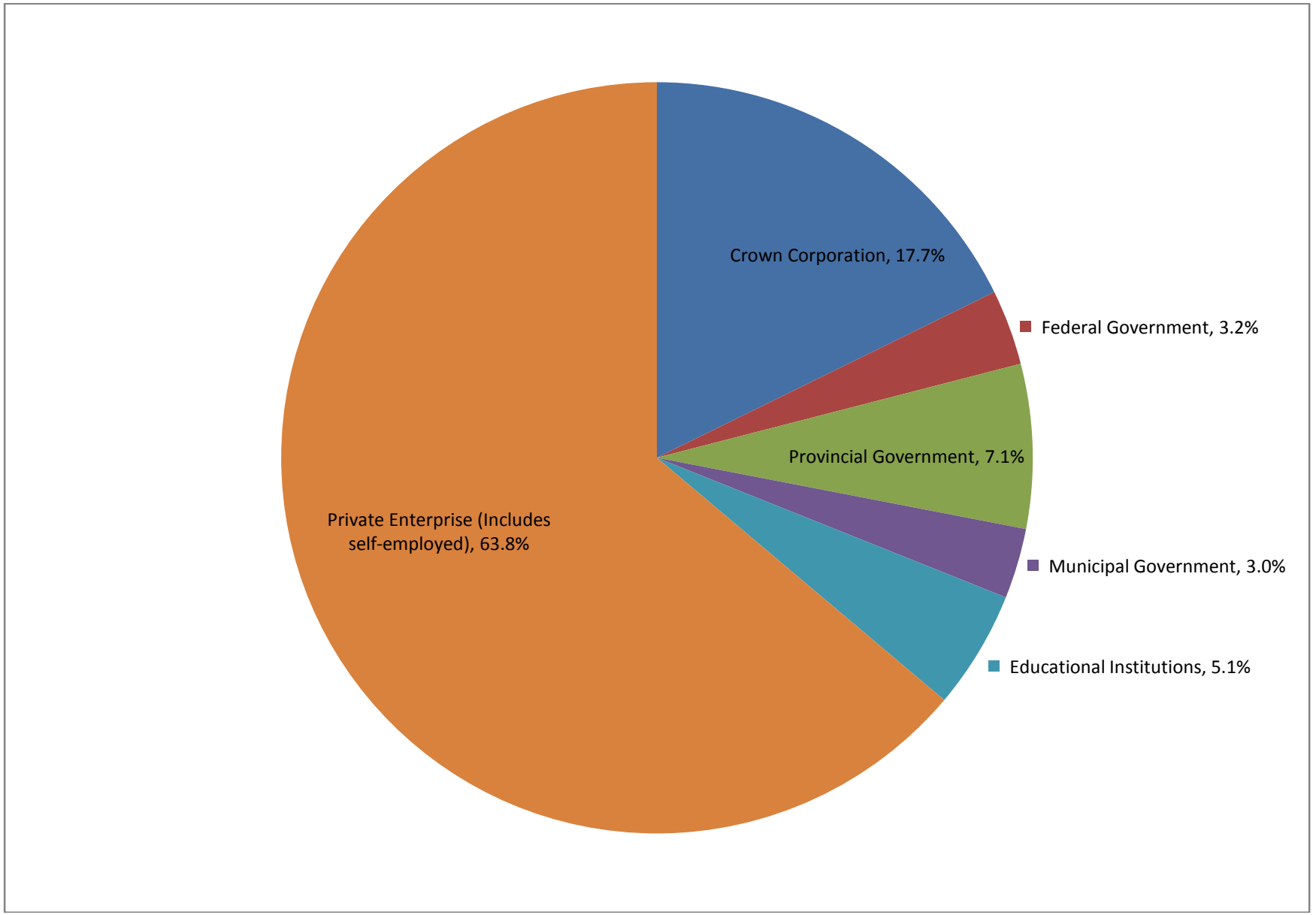


Figure 3: Responses By Discipline

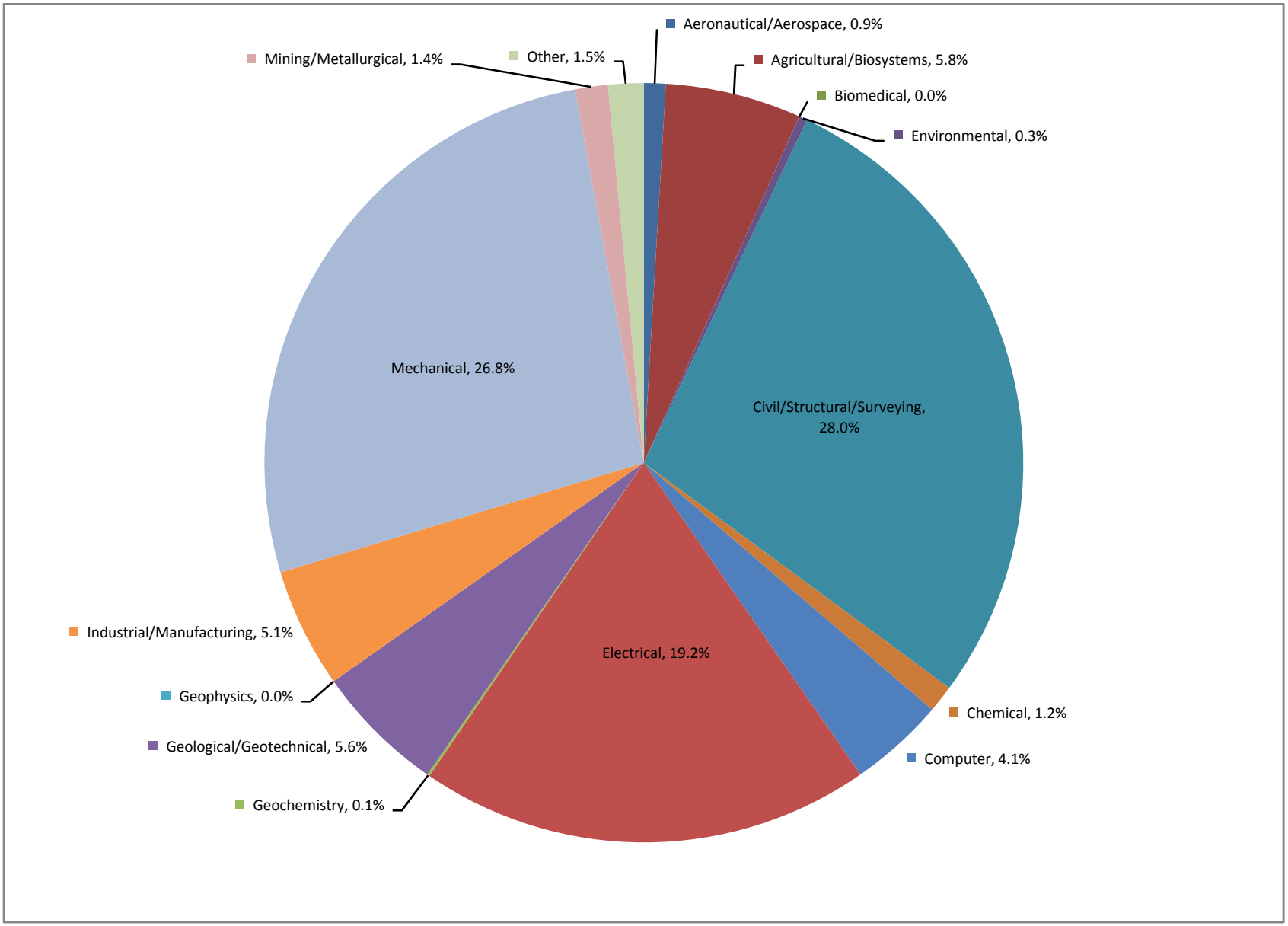


Figure 4: % Base Salary Increase for Public and Private Sectors

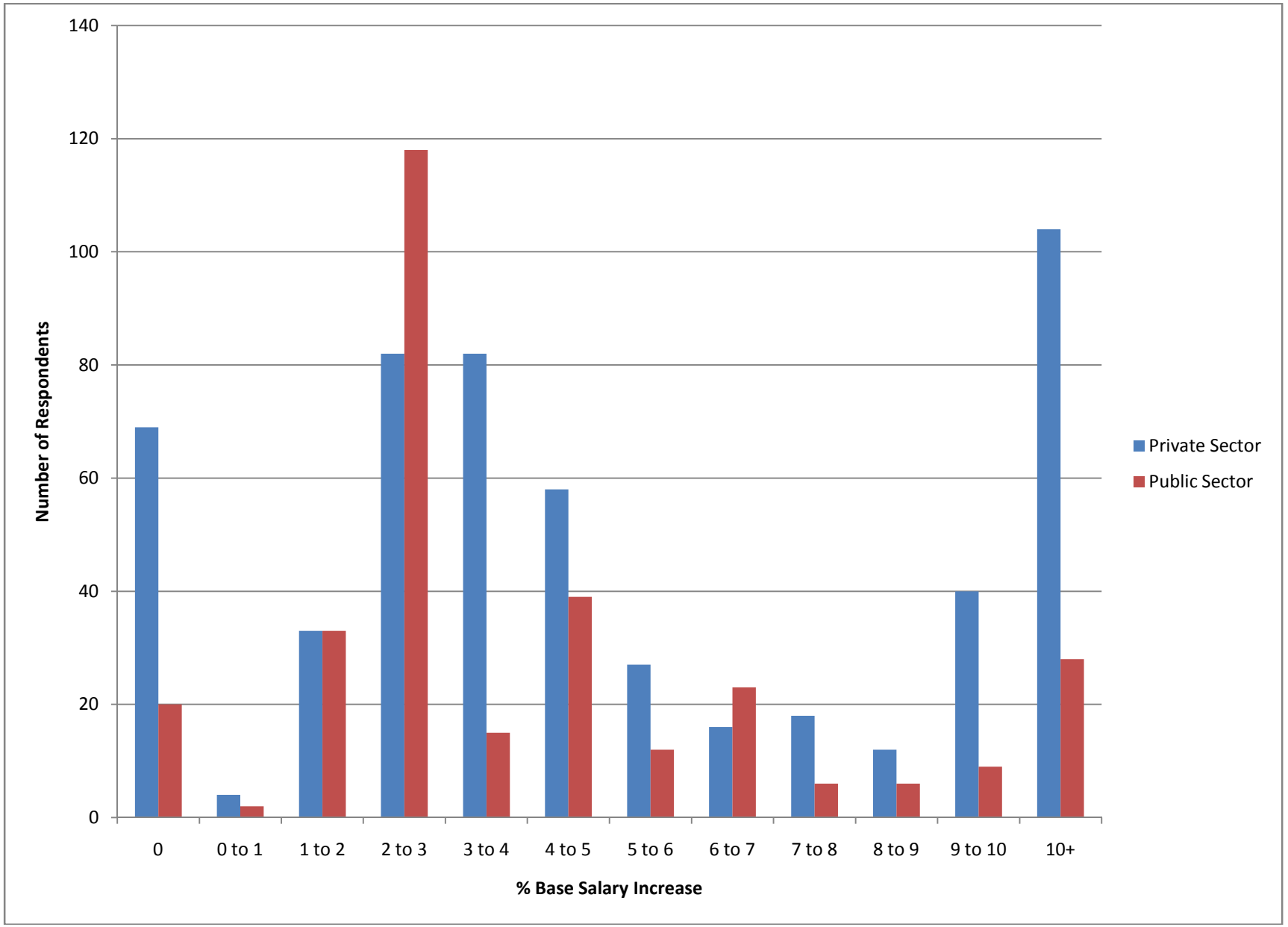


Figure 5: % Base Salary Increase for Public and Private Sectors (Engineers)

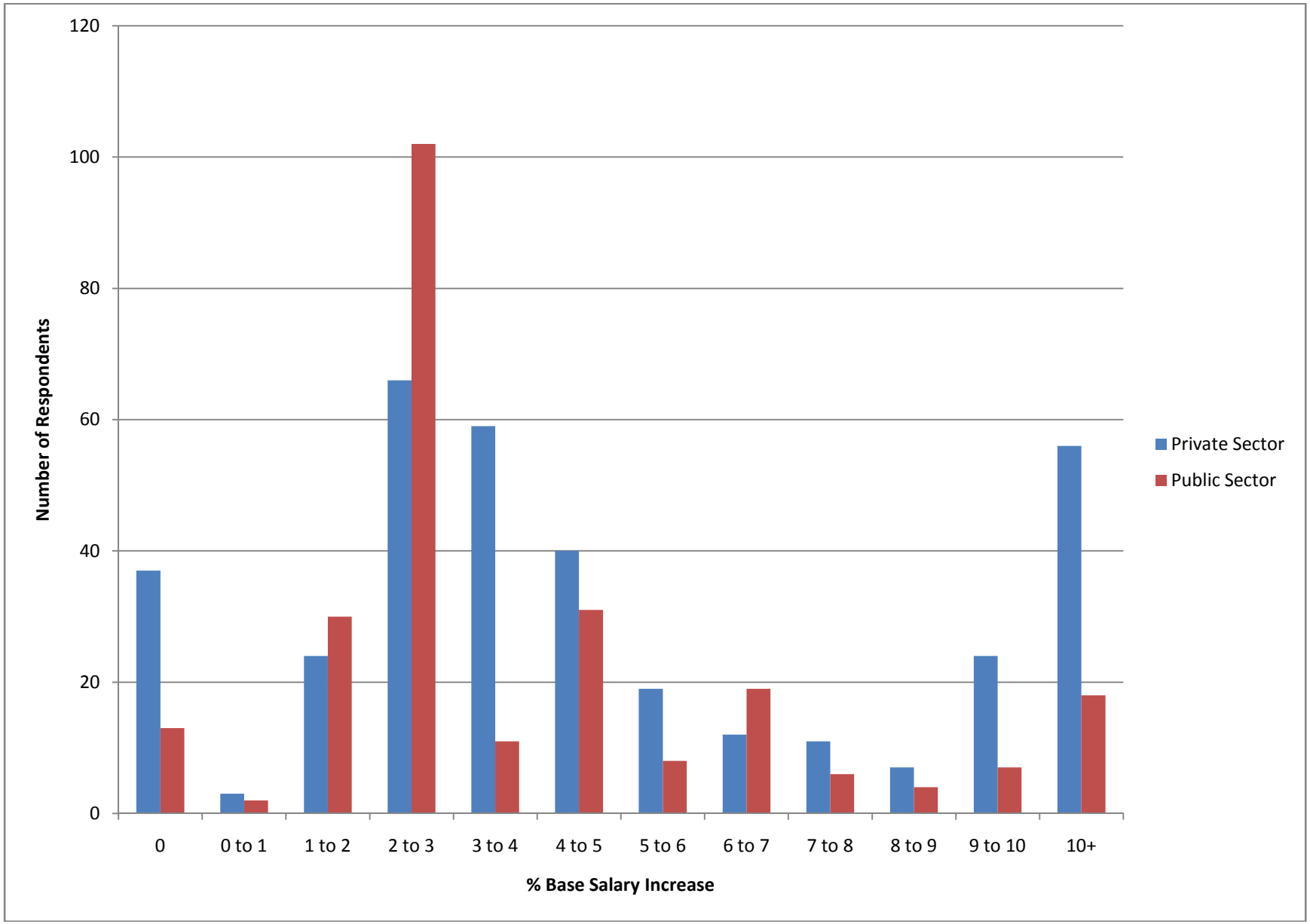


Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists)

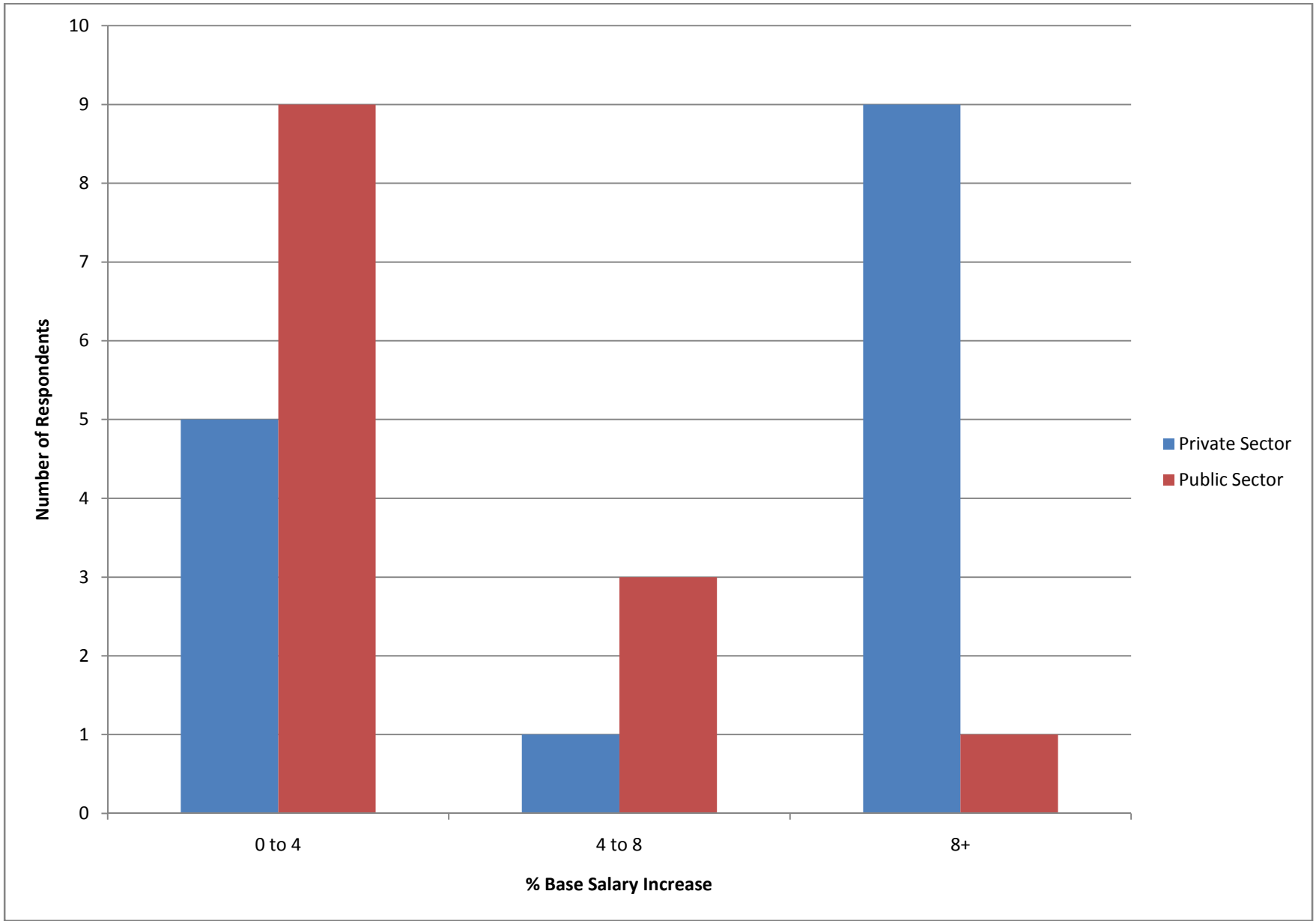


Figure 7: % Base Salary Increase for Public and Private Sectors (EIT/GITs)

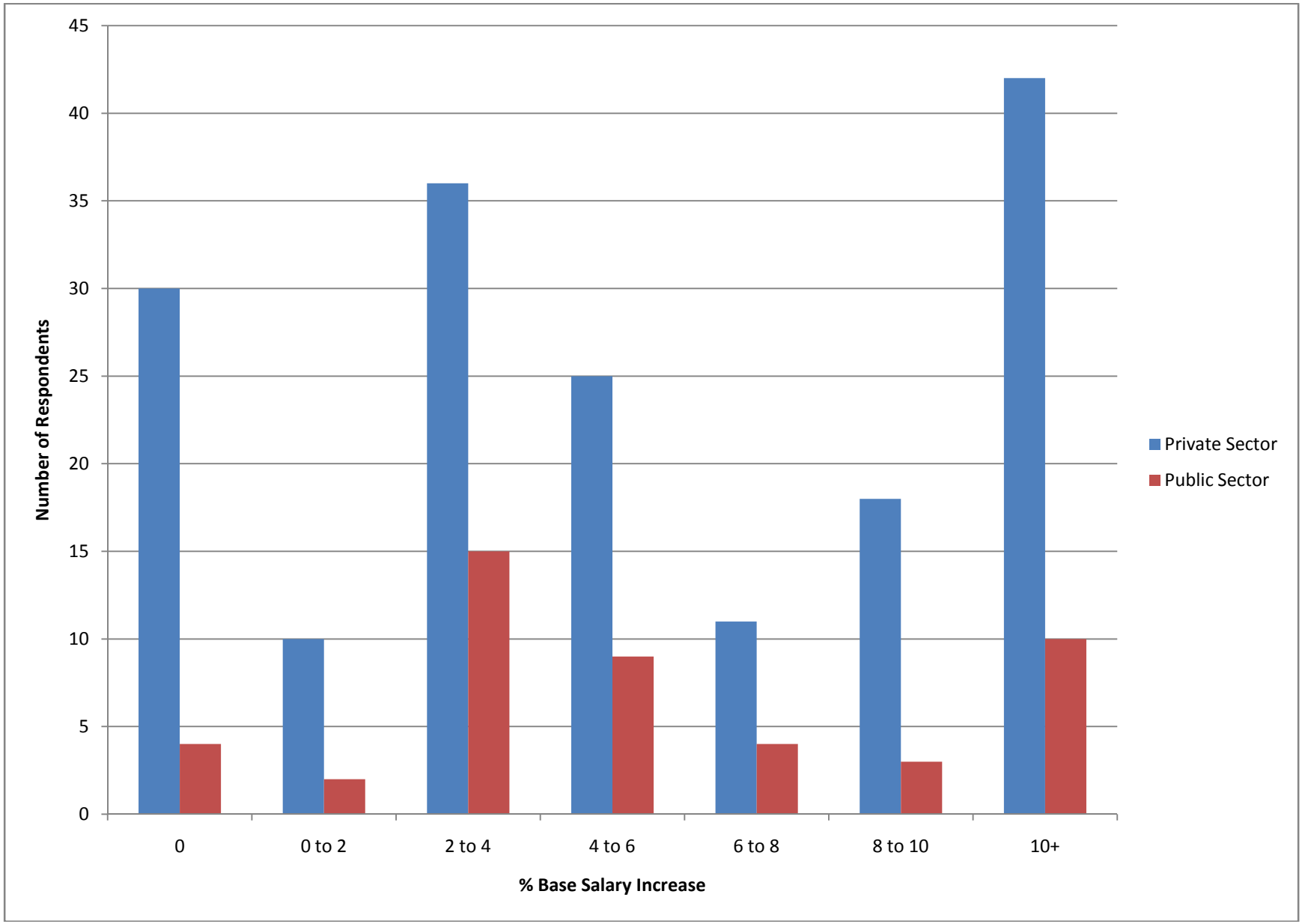


Figure 8: Average Base Salary and Total Salary (Bonus, Overtime, Commissions) by Discipline

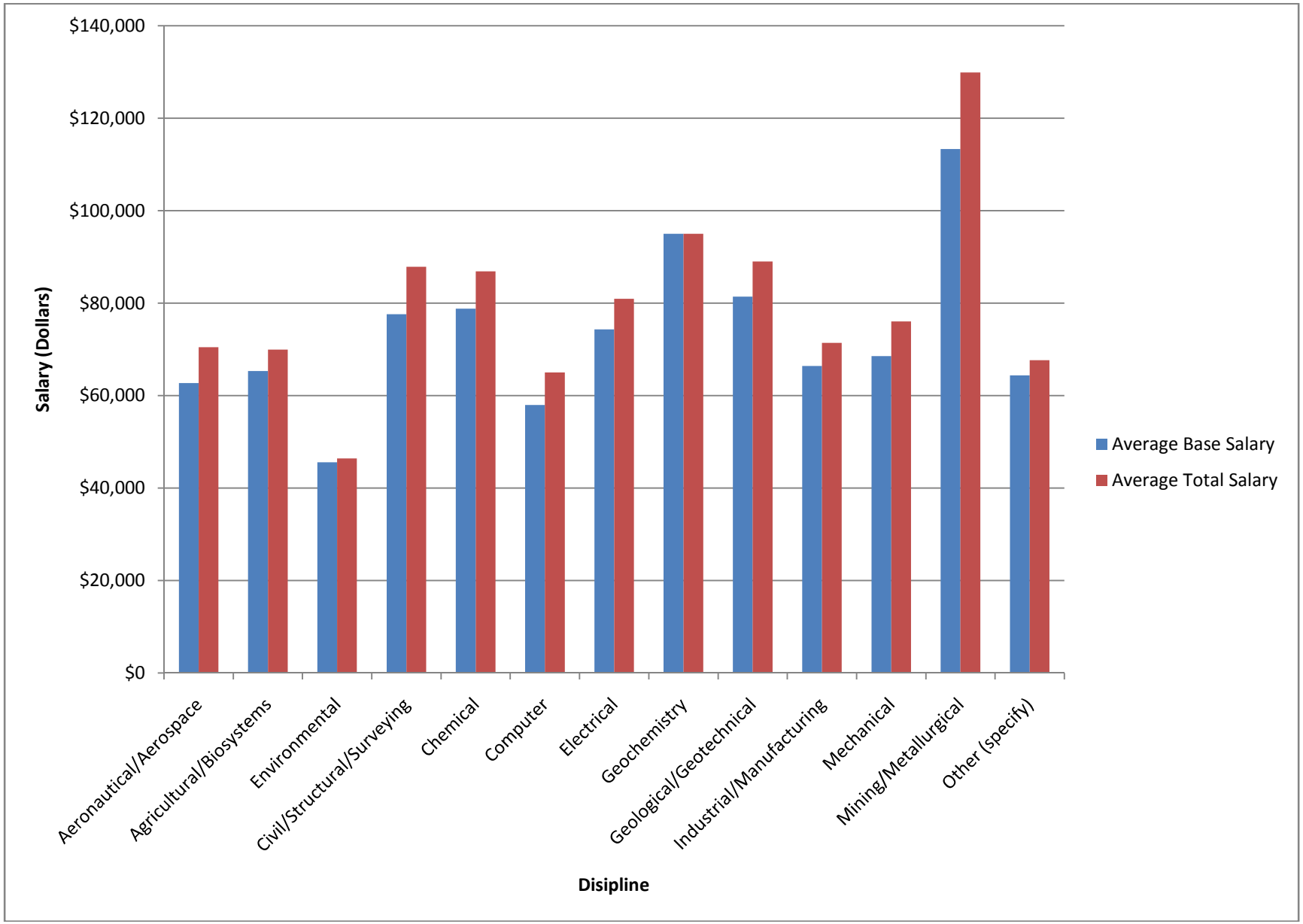


Figure 9: Overall Satisfaction (All, Engineers, Geoscientists, EIT/GITs)

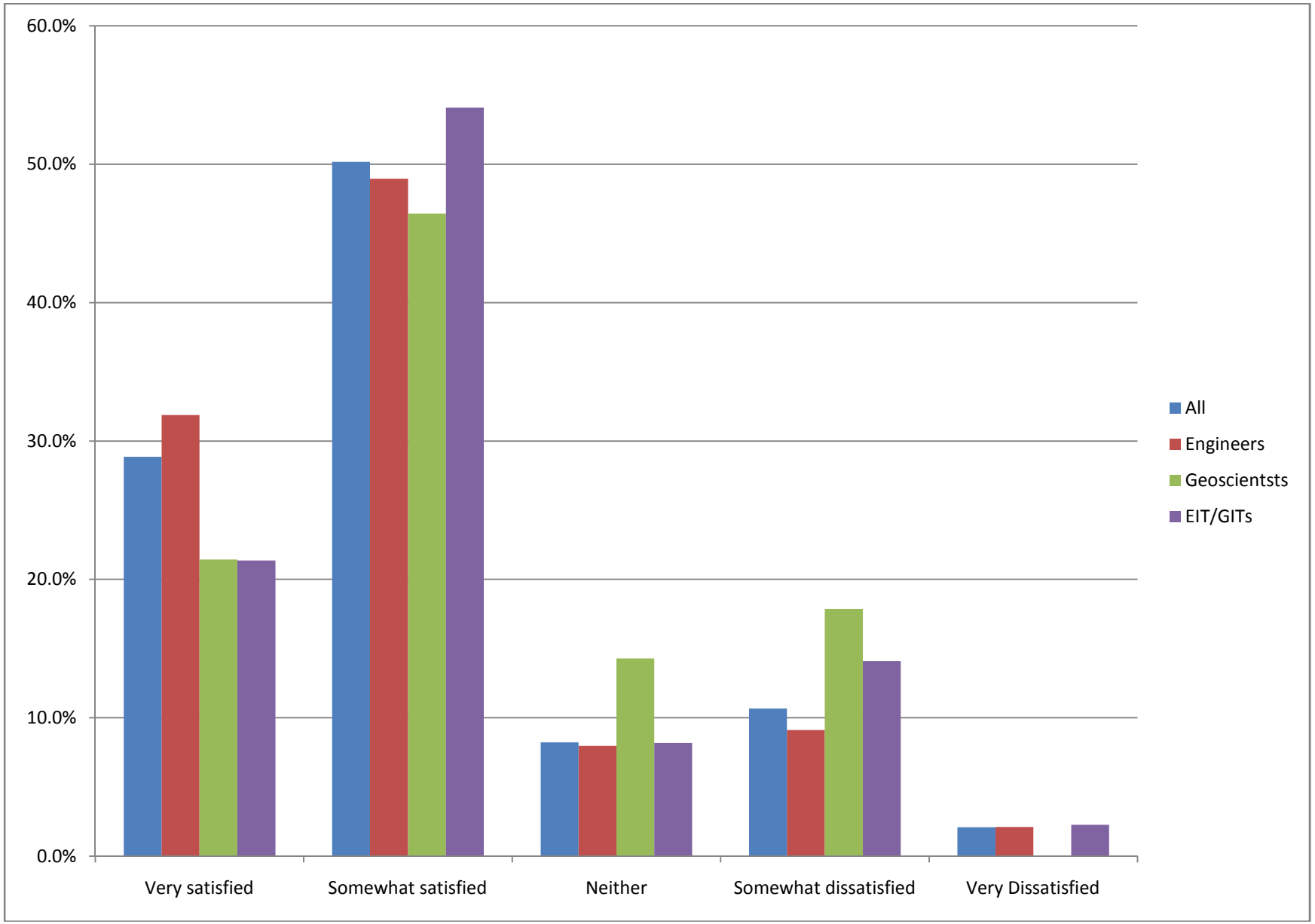


Figure 10: Mean Base Salary for Different APEGM Point Ranges by Gender:

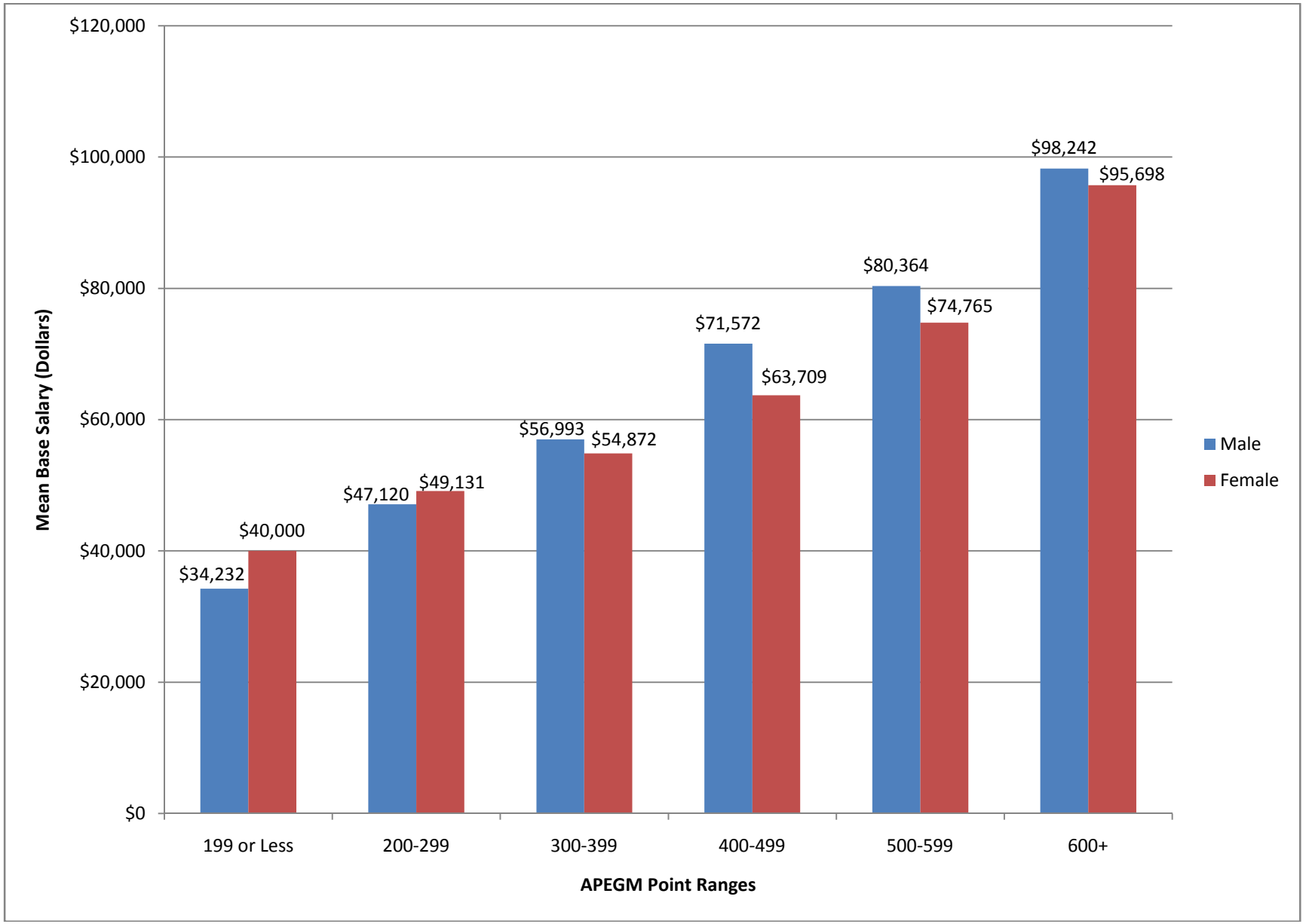


Figure 11: Compensation for Overtime

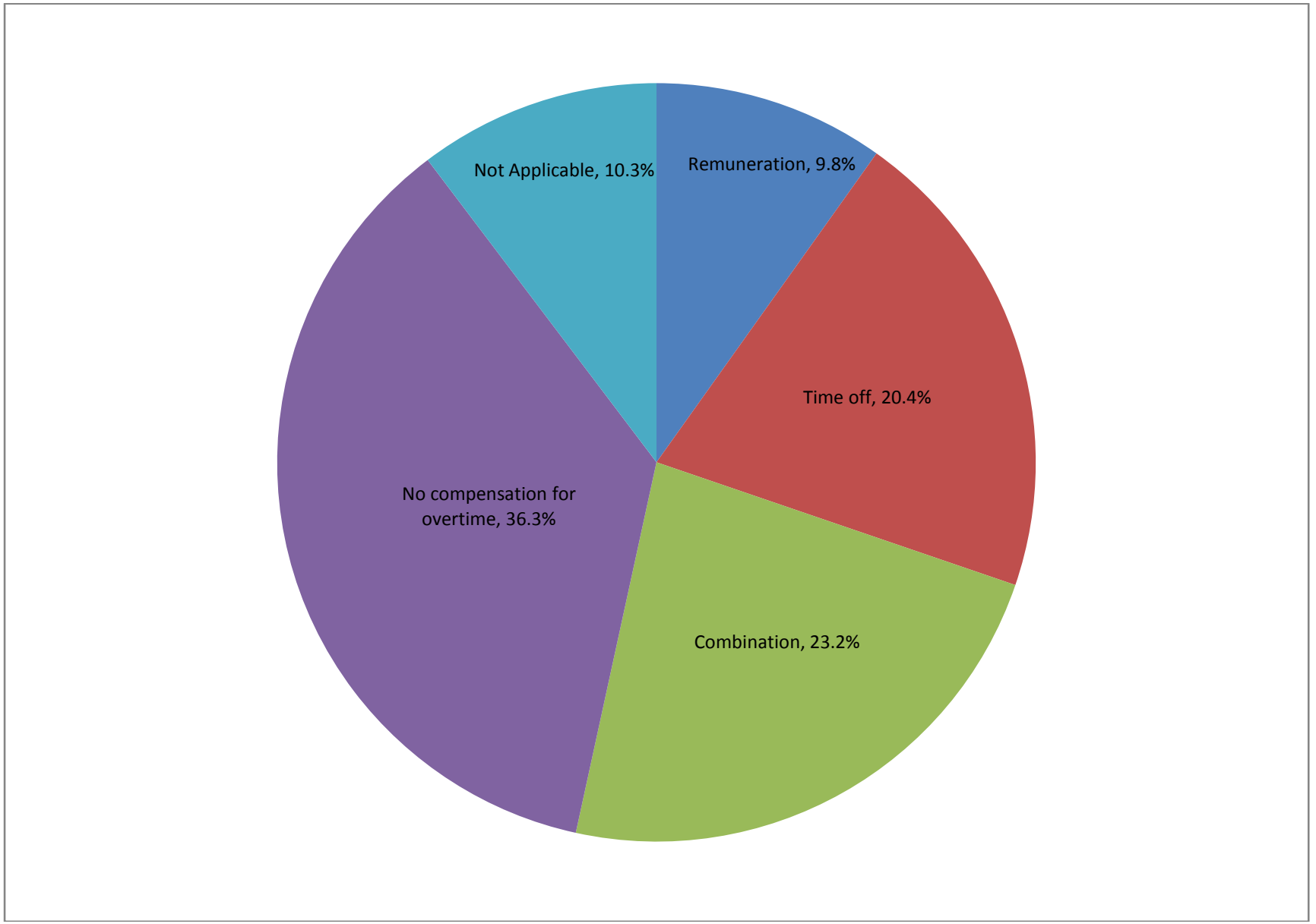


Figure 12: Size of Organization

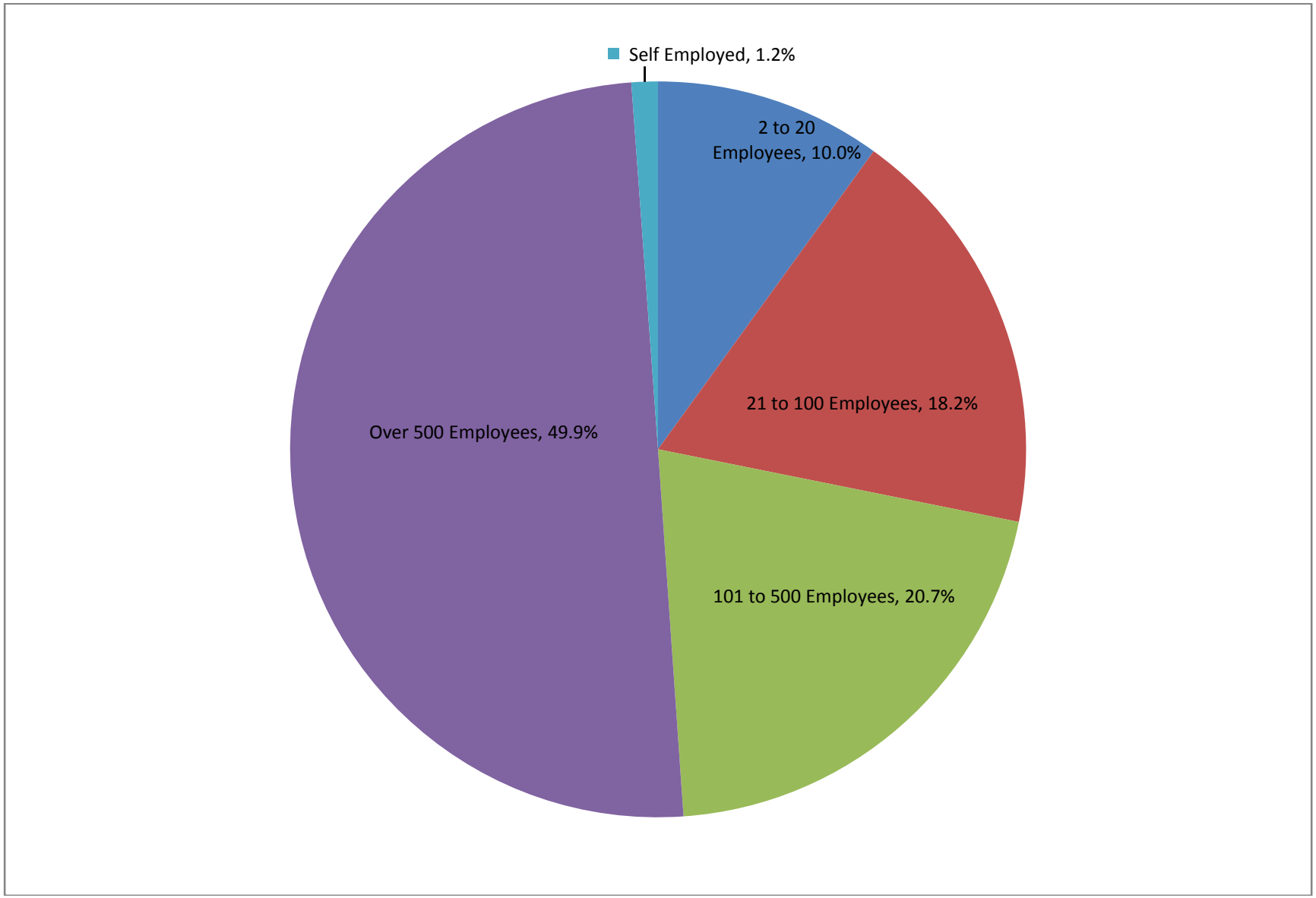


Figure 13: Principal Work Location

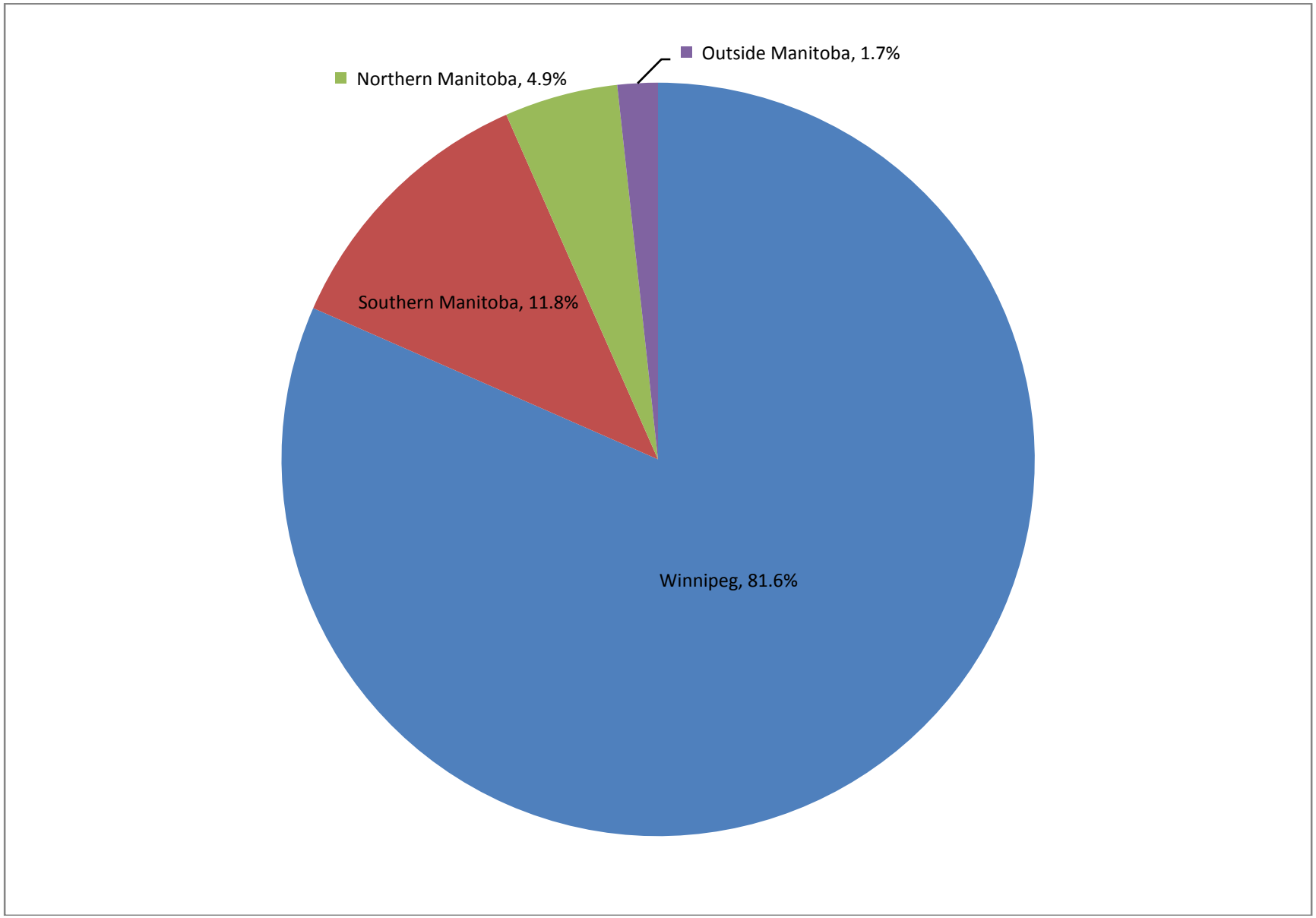


Figure 14: Change of Employment

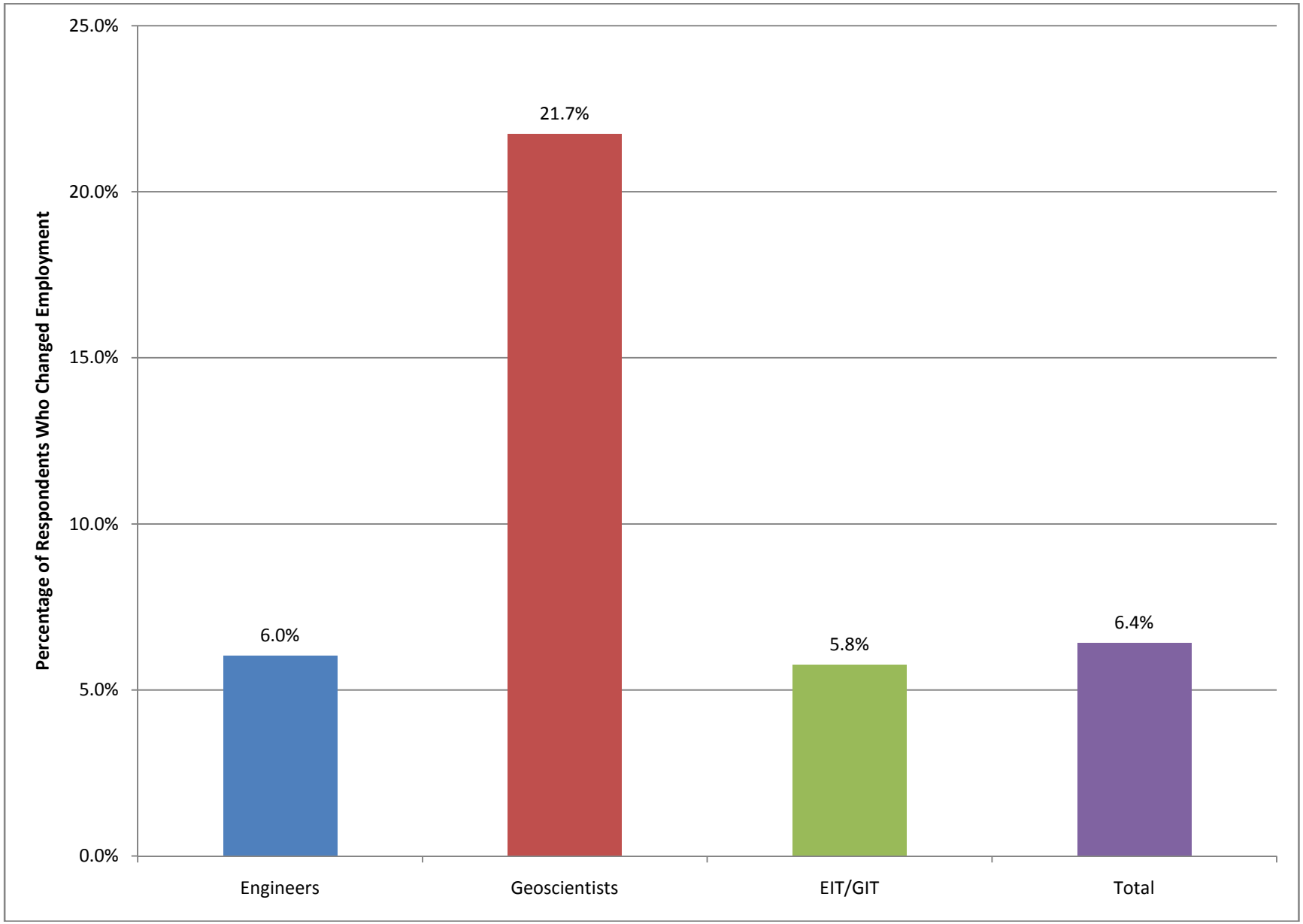
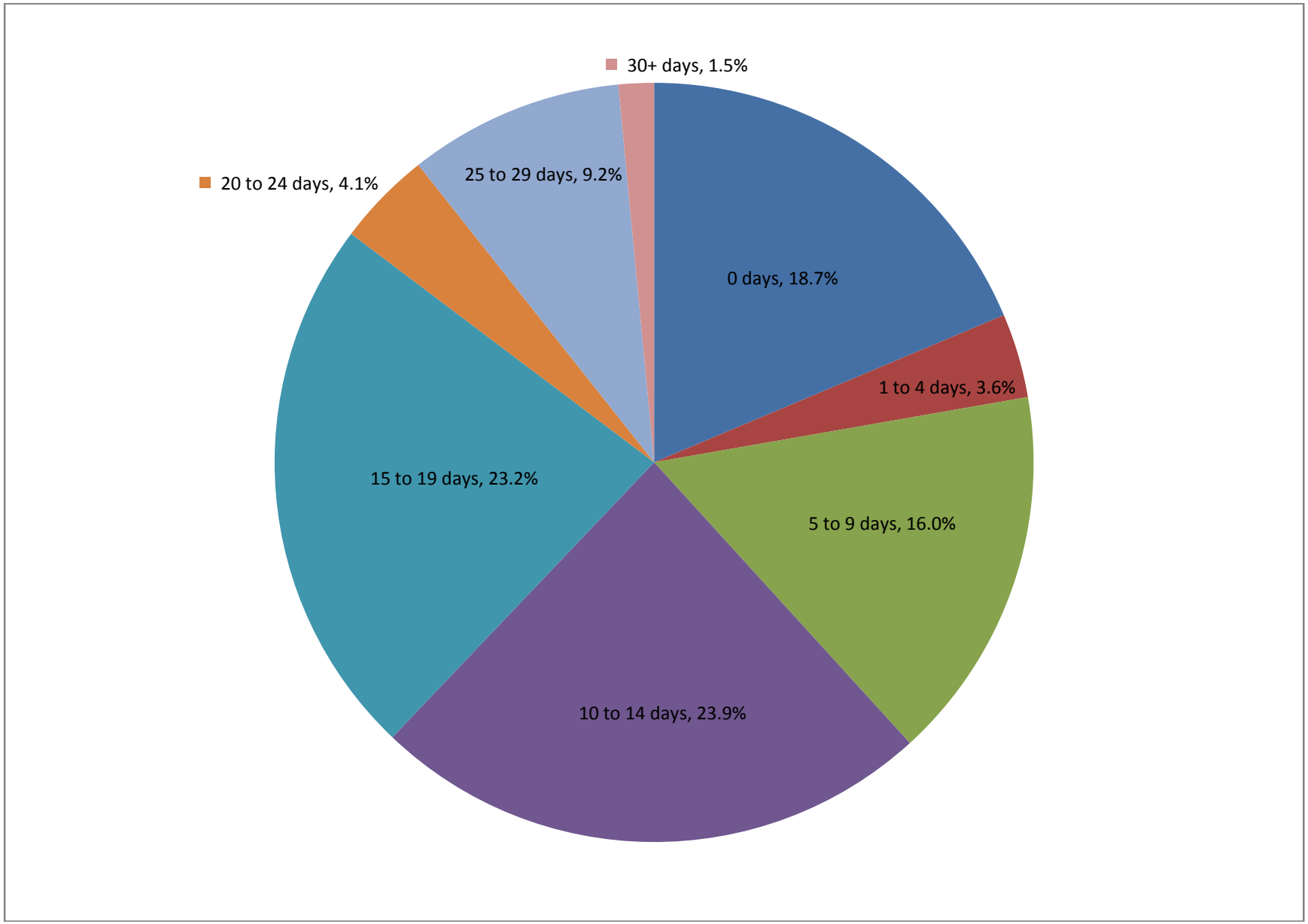


Figure 15: Sick Time – Entitlement



4 Comments in Detail

4.1 Survey Format (Suggested Changes)

Last year I couldn't print out my survey summary. Hopefully this year the feature has been reinstated.

Your section on employer vs. employee contribution to disability, RRSP, etc. doesn't make a lot of sense to a self-employed situation unless you consider any of those items deducted as business expenses to be employer contributions (e.g. life insurance), and any that are not tax deductions (e.g. RRSP) to be employee contribution. I have assumed that, but you might want to clarify it in future surveys.

This survey does not capture the small business owners situation very well. People with both P.Eng and P.Geo classifications are missed in your survey.

Thanks for the time and effort to produce this survey. Its certainly a very helpful instrument. I may have missed it but...is there something in the survey that provides my total for the survey I just completed? It would be a nice thing to see!

My employer does not have a specific limit for sick days, however the survey forces you to input a number to continue.

Year of academic qualification should be blank but the system would not let me leave it blank.

I would like to see more categories under the "consultant" job function. I know that there are many types, and there are other disciplines/job functions that appear on the list which have far fewer respondents. My employer uses the salary survey in setting my salary. Unfortunately, this means that my compensation is based on industry averages, not my particular value to the company.

Well organized. Section on yearly remuneration should be structured better for individuals who changed jobs, as it is somewhat confusing

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Two new comparative data sets should also be compiled and presented in the results of this Survey. One should be Cross Canada Average Salaries for Engineers/Geoscientists and EITs/GITs by sector. The second comparison should report the average salaries for other postgraduates (initial starting salaries) and professionals in different professions across Manitoba. ie, Nurses, Dentists, Lawyers, Scientists,

Medical Doctors, Pharmasists,Acedemics exc. I think this would raise some eyebrows!!

Good improvements to the survey, linking to the guide is benificial. I am not sure of how many sick days I am entitled to and was forced to enter a number so I entered 99.

I think the Salary Survey is great!! Other industries are struggling with salary evaluation methods. One comment. There should be a provision to establish a range of point selection to arrive at a reasonable level of confidence that the points are valid and justifiable. An engineer should be asked to choose a maximum level or agressive self assessment AND a minimum level or passive self assessment and APEGM should then average the two to arrive at a more reasonable system. I use this method for engineers in our company and find it very useful. It allows a broader comfort zone of assessment with greater "buy in".

I don't know how many sick days that my employer provides, but you would block the completion of my submission if I didn't insert a number of days. There should be a "don't know" option.

I don't believe that I have a specific sick time alotment, but could not leave it blank. Although I believe I am paid higher than many of my peers, it is still a point of contention for me that my wife, as a teacher that graduated the same year as me, makes more than I do for only working 10 months of the year!!!

It was unclear whether my MBA should count for education points or not. It would be helpful to provide an example, for managers, of how you would classify an MBA for the education points. In the absence of a completely clear decision, I assumed it did not 'count' for purposes of the survey and assigned myself 65 points for my B.Sc.E.E. only.

You should have a category for Gold Seal Certification (GSC) for Project Management and ask if a raise in salary occurred once GSC was achieved. You should have a category for vehicle allowance. The company pays a monthly vehicle allowance that works out to $6600/yr in addition to base salary of $66000. In return, I am responsible for all of my vehicle expenses in the City of Wpg. A company floater vehicle is for out ot town trips.

I found it hard to fit my job duties into some of the classification descriptions towards the end of the survey. I'm not very fond of divulging my exact income. I'd sooner see the request based on an range scale e.g. $50,000 - $60,000 etc.

It would be helpful to be able to download our responses or for you to send us our last respopnses to help us the next year.

Not sure how many sick days I'm allowed, but survey requires a number to be input. The small vacation entitlement and lack of flex time in lieu of the extra hours I work is my main reason for marginal satisfaction with my compensation.

Under "sick time", there is no option to leave the field blank if unknown. I know I get sick time, I just don't know how much. I think the accuracy of your survey would be better if you allowed for an "unknown" response to questions.

Some of the fields are not applicable for full-time masters, or other post-grad students. Many of the yes/no type questions should have a n/a box to choose as well for full time students.

Being able to go back would be nice, in order to edit mistakes.

Item K could use a better description.

If possible, show the points indicated last time survey was filled in so you can compare how you filled in the APEGM points section last time. This may not be practical if survey is to be anonymous

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Check your numbers supervised question...should be 14 - x in lieu of 4 - x Well laid out survey. Well laid out survey. You have made it easy to complete. Well done...kudos to the committee members

4.2 Survey Format (Positive)

I like the format.

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the whole process and results are complicated. Graphs can be used to support the information. Overall it is a good effort.

Great Survey!!

Appreciate the effort of APEGM in undertaking this survey. Information compiled is always very informative.

Well presented again, easy to respond to and complete questionnaire.

I think the salary survey is an excellent way to gather information related to the salary and benenfits for engineers around the province.

Survey was easy to follow and read.

Keep up the good work - great time to do survey - just when taxes are being completed - I actually know all the details this time of year !

Great survey. Easy to use. Looking forward to survey results.

Very convenient platform. Great Job

Excellent survey. Please note some confusion on payment of parental leave benefits. Although the employee must pay pension, life insurance, etc., the EI program pays the salary.

I am pleased to participate in this type of survey. Look forward for the outcome of this study.

It is a good enough survey. Almost all concerns of mine are included

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The online method is more convenient for me than the paper.

This is one of the simplest surveys i've filled out this year - well done! In terms of salary: I feel that engineers in general in Canada have an image problem. in the U.K. or USA they seem to be held in much higher regard by the general public, whereas here we're are almost a nuisance - a person that must be involved only to sign things as being OK. This then reflects in our worthiness (i.e. salary) to our employers. At my company we have many CET's doing the same work as ENG's: they both work fine so there is little backing to demand more compensation as an ENG - especially when I am approaching P.Eng status. On the plus side, I'm already making almost as much as my mom (a physiotherapist) so perhaps I can't complain as we are both professionals.

4.3 General Comments

Hope you will e-mail the results to all APEGM members, or a link to the document. Thanks.

42.7 percent of all statistics are made up on the spot...makes you think, don't it?!?

4.4 Engineering & Geoscience Professions

I am still amazed (but not surprised) at how hidden our profession is to most Canadians. I recently saw the results of a 'public trust in professions' poll in the Globe & Mail. It listed many careers and job descriptions (few were actually professionals - lawyers, doctors or other groups governed by acts of legislation) but engineer was not one of them. I suspect we were lumped in with scientists - no offense meant by that. I would like to see more public awareness raised by individual engineers engaging openly in their communities and communicating with their neighbours and fellow citizens about exactly who we are and what we do.

This survey implies that only professional engineers employed as 'executives' and in particular for 'very large corporations' are worthy of and subject to higher pay packets? Decisiveness, responsibility and level of difficulty are not only experienced by 'executives'. In fact some would say executives are typically less exposed than others. Is there not an active discussion taking place in most parts of the world regarding 'executives' being paid for good and bad decisions, win or lose?

I feel that the Engineering profession is a great choice, but that Industry does not pay enough for the knowledge the Engineer has.

Manitoba in general pays their engineers less than other provinces, based on the perceived lower cost of living. Which is complete bull@#%t.

There are very few jobs for a geoscientist in Winnipeg, and it is very difficult to work as a geoscientist and have a family. I spent 7 out of 11 months of employment outside of Manitoba, including 3 months in a third world country. I now work for minimum wage as a server.

-electrical engineering job in manitoba is very few (check monster.ca: only 5 positions available from Feb 07 to Apr 07) -will consider relocation to other province in the future

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The use of the seal is irrelevant for engineers who are not in the "demand side" regulated

occupations. This should not be used as a criteria for salaries.

Engineers, esp. those in Executive/Management roles, should be paid according to a provincial/APEGM-set pay scale...so that uncompensated-overtime practices cease.

I have filled out this survey again thinking that that APEGM is continuing their effort to suppress engineers salaries. I have found that you offer no value to your membership in training except a golf tournament in summer. I continue to pay my dues and ask myself if I will ever have the opportunity to gain my professional status. Thank You.

Engineers in general (irregardless of specialization) are often underpaid and overworked. Changing this situation would require the organization of a larger society to oversee and manage the best interests of all engineers in Manitoba. Such an organization should be formed in this province, since none exists. Oh wait, there's APEGM - so what are they doing for us, then?

Need to build programs to assist the EITs to easily find a job in Manitoba. As APEGM, you have an influence on companies so you can help EITs - especially the internationally educated- to find a job in their fields. I am an Electronics and Communication Engineer-In-Training and I could not find any jobs in Manitoba since 6 months. Thanks for taking this suggestion into consideration.

I really appreciate such survey conduct for the sake of our profession. I wish the Association can voice our concerns for having better conditions in many aspects, not only the salary matter, for both the engineers and the profession . Thanks for your time and concern.

Engineers are not well paid in Canada although the demand for engineers is high when comparing with a country like South Africa where engineers are paid according to the demand. I therefore dont see much of a purpose in this survey as it doesn't help at all to get the salaries of engineers increased.

Appeciate the feedback on Engineering value to industry

It is now more financially feasible to be a labour worker in a factory, and get paid overtime, as compared to professional engineer salaries.

I really like this format, with the ability to complete it on line, and the fact you can nag us to complete it. Life is so busy, between work and family life, that the reminder is helpful! Thanks for your time. I would like to see APEGM executive salaries presented and the average of those compared to the averages of the rest of the membership. I think that would be very interesting and I have my own theories as to what that data would show. Perhaps you could filter that data out; anyone making a

bonus of 20% or more of their salary would allow that segregation of data, but unfortunately we lumped bonus and overtime together. Maybe split that out for next year? Thanks again. Much appreciated.

The survey questions all seem to be based on the assumption that we all work for large engineering firms, or large firms, and our responsibility, authority, and success should be measured by the amount of progress we have made through that particular environment. The way the questions are stated cause it to be ineffective at capturing the level of responsibility, independence, and success of the self employed consulting engineer. My business is highly specialized and I work entirely independently. I provide services to many prominent architecture firms, the WRHA, Federal and Provincial governments, building owners, property managers, and the presidents and CEO's of all those named. Many of the questions are stated "does your employer", and yes, my firm is an entity other than a natural person (pursuant to Certificate of Authroization guidelines!), but really, it is all just me. One of the forms in your survey refused to take a numeric zero. It would error saying I had to enter between zero and the upper value (but I just entered zero). When you do the survey next year the output of my survey is going to show an anomoly in your data, unless the questions are re posed somehow to capture responsibility and success of another kind. I won't have any more points in the system than I had this year, however my earnings are up at least 100% from last year.

How do you classify supervising students and creating coursework?

After reviewing last years salary review, I believe that engineers are generally underpaid. Publishing these results for industry to review is not benifital to engineers and aspiring engineers. This information should be used for internal purposes only.

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ok survey but doesn't necessarily always capture positions that are not strictly technical engineering

4.5 Personal Results

Mobility between other provinces needs to be improved. My P. Eng from Alberta was not recognized in Manitoba, without reasonable explanation.

This survey is not applicable for academics

I entered received two salray upgrades last year. One was for a job change from project management to a factory management position. In addition I receieved the annual salary increase. This would not be a typical situation. Also in 2006 I received two bonuses; one is annual and is subject to company performance to plan, the other is every two years and is subject to the stock value on the cut-off date.

Paid sick leave is 120 days to start.

Some of the questions in Part B are not relevant for someone self-employed.

When comparing salaries in my corporation to corporations in Alberta and Ontario, Manitoba is paying their engineers significantly less in salaries. When I started working in Manitoba my salary was $38k, fellow grads that started their careers in Ontario (Kitchener, Toronto) were making $50k+. I still haven't caught up after 6 years.

It was a strange year for me I have switched jobs twice and have recieved 3 pay increases. So my point system is based on what I was doing at my current job not in the rest of 2006.

I graduated in 2006 and did not have a regular salary in 2005 therefore the %increase question is not applicable. I only entered in a 3.5% increase becaue it would not let me leave it blank.

Still feel like we are being underpaid compared to equivalent markets...(like Saskatchwan)

While the inclusion of the reference guide makes understanding the classifications easier, the questions remain oriented to engineers and geoscientists within large engineering organizations. I work in the consulting field in a medium sized office. We have little hierarchy but undertake significant projects with multidisciplinary teams. The survey makes it very difficult to accurately capture situations where an engineer may be supervising teams of sub-consultants on large projects. Please review the questions asked from a non-corporate point of view. Otherwise, the survey continues to be a worthwhile exercise.

I was in Quebec until June 2006. Your question about remuneration is not clear to fill up. I was at $50,000/year in QC. Since Sept. 11, I am employed in MB at $80,000/year (in 2006). This info may help you to input the accurate numbers.

Travel renumeration is a major issue. Renumeration is provided for meals and hotel. However, there is no incentive given towards travelling and being away from family/friends. A major downside to travel.

Company reviews salaries every 6 months instead of a year to help keep people in Manitoba.

Those who work in isolated areas away from my family, this is typical in construction and so this is has an impact on remuneration

The company I work for is still behind in salaries while other companies have started to increase their wages.

General Manager of three (3)manufacturing Divisions and two (2) Service Divisions supplying accross Canada. One (1) Service group have personnel operating in BC, Alberta, Saskatchewan, Manitoba and Ontario.

The present position is one taken after retirement from a communication utility, and has enabled some self motivation and growth in a new field, commencing from a lower technical level and has enabled personal growth and application of technical skills beyond initial position's scope.

I am self employed. I have left Siemens in 2004.

Bored in my current job.

I enjoy the work I do but some days do not feel chalanged enough. Also feel I am not growing as much as I would like to. The pay is really not very nice. Thank You

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The work environment is quite variable. I work half-time in the office and the other half underground, which is dirty, dusty and with a fair bit of danger. However, the danger can be managed and mitigated through awareness and procedure.

You may wish to ignore this return as I am primarily retired and work for a small company on an as needed basis - providing advice, comment and direction based on experience.

I am disappointed becasue i will be receiving my professional status and there will be no compensation as a result from my company.
