APEGM 2009 Salary Survey

APEGM Salary Survey Committee

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Prepared by the APEGM Salary Survey Committee

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Survey Highlights

For the seventh year, the survey was conducted via a web-based format. This year the response rate was 31.4% compared to 31.1% in 2008 and 29.9% in the previous year. The eligible APEGM membership as of June 2009 was 3677 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 ($94,330) and Education ($87,674).
- Of the industry sectors, the lowest industry sectors were Environmental ($68,363), Aerospace ($70,479) and Computer Software ($72,384).
- The job functions with mean total incomes greater than $90,000 were Management ($110,510), Marketing/Sales ($94,475) and Teaching ($93,204). These functions were also among those with the highest Mean Points.
- The lowest paid job functions based on mean total income were Quality Assurance ($62,337), Software Development ($66,578) and Research and Development ($68,077). These functions were also among those with the lowest Mean Points.
- The highest participation rate in the survey by year of graduation was 2007 with 48.5% of eligible members responding. In general, the highest participation rates are from 1999 to 2007 graduates.
- 74.9% of employers paid APEGM dues in 2008.
- 83.9% of employers provided fully paid training.
- Salaries for females were 4.9% higher for jobs with point ratings between 200 and 299 and were 16.7% lower for jobs with point ratings over 600 (Figure 10).
- Flexible work hours are available to 73.3% of members and 29.8% have profit sharing.
- 48.4% of the members worked for firms with more than 500 employees and 65.2% of the members worked for private enterprise.
- Only 996 of the 1154 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.
- Change of Employment question – 9.3% of responding members have changed employers in the last year.
- Overall Satisfaction – 82.1% of responding members indicated that they were somewhat to very satisfied with their current compensation. 34.6% of Engineers indicated that they were Very Satisfied compared to 40.5% of Geoscientists.

Membership Response

- Invitations to complete the web-based survey were sent to 3677 APEGM members and EIT/GITs resident in Manitoba in February 2009. Responses were accepted until May 29, 2008. The reference date for the survey was December 31, 2008.

- Responses were received from 1154 members for an overall response rate of 31.4%, compared to 31.1% in 2008, 29.9% in 2007, 29.5% in 2006, 37% in 2005 and 31% in 2004.

- Of the responses, 63.7% (735/1154) were Engineers, 3.3% (38/1154) were Geoscientists, and 30.9% (357/1154) were EIT/GITs. (Some 24 respondents did not answer the APEGM registration question to indicate their current status.)

- The response rate for Engineers was 27.2% (735/2700). The response rate for Geoscientists was 25.9% (38/147). The response rate for EITs/GITs was 43.0% (357/830).

- This year, 17.3% (144) of the (830) respondents who were EITs/GITs graduated more than 5 years ago.

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

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.

Exclusions

Although 1154 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 996.

Education

- Of the respondents, 35.9% (358/996) indicated that they had obtained a postgraduate degree.
- By membership category, this equates to 39.1% (264/676) of Engineers, 59.5% (22/37) of Geoscientists, and 25.4% (72/283) of EIT/GITs.
- 84.3% of respondents indicated their first degree in Engineering or Geoscience was from a Canadian university.

Gender

- Overall, 84.0% (969/1154) of respondents were male and 13.1% (151/1154) were female. 34 respondents did not indicate their gender.
- Of the total eligible APEGM Membership, 29.5% (969/3282) of the male members responded and 38.2% (151/395) of the female members responded.
- Of the 1154 respondents used, 72.9% (706/969) of the males graduated after 1986, and 89.4% (135/151) of the females graduated after 1986.

Workplace Information

- The average official workweek was 38.7 hours.
- The typical number of hours worked was 42.8 hours per week.
- The average number of weeks of vacation reported was 3.5.
- This year, 62.3% of respondents were from the private sector, compared to 62.6% last year, and 63.8% the year before last.
- The average percentage increase in the base annual salary from the previous year was 8.0% for those respondents who did receive a salary increase. Of the respondents, 21.1% (244/1154) did not get a salary increase.

Comments

- This year, 8.0% of respondents provided written comments on their APEGM salary survey, compared to 6.2% who left comments in 2008, and 10.4% in the 2007 survey.

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Table 1: Mean Base Salary vs. APEGM Points Equation

Year	Base Salary
2009	*109.4P +25.7k*
2008	*116.7P + 21.3k*
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.	Statistics Canada CPI Cost of Living % Increase
2009	51,001	0.4	72,437	5.7	98,537	10.9	2.3
2008	50,781	9.4	68,289	3.8	87,800	3.1	1.6
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

Table 3: Industry Sector Statistics

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	92	9.2%	$66,895	$51,453	$62,200	$79,779	$70,479	393
Agriculture/Equipment	17	1.7%	$71,751	$47,310	$62,000	$74,000	$88,763	489
Agriculture/Food	19	1.9%	$80,701	$62,000	$73,500	$97,000	$94,775	476
Biomedical	7	0.7%	$88,326	$70,500	$80,000	$109,000	$89,184	553
Chemical	1	0.1%	$129,800	N/A	N/A	N/A	$143,600	644
Communications	17	1.7%	$82,633	$71,451	$84,000	$93,473	$91,279	447
Computer/Software	10	1.0%	$66,899	$50,750	$71,763	$75,750	$72,384	427
Construction	51	5.1%	$75,083	$57,000	$75,000	$87,889	$86,948	488
Consulting	193	19.4%	$76,919	$56,500	$70,000	$92,200	$88,747	458
Education	23	2.3%	$87,674	$70,000	$85,000	$114,000	$88,589	620
Electronics	14	1.4%	$78,614	$63,829	$70,871	$97,000	$81,571	517
Environmental	31	3.1%	$64,787	$49,995	$62,300	$79,000	$68,363	384
Health Care	6	0.6%	$111,453	$82,438	$102,235	$132,750	$111,453	677
Heavy Electrical	7	0.7%	$87,743	$50,000	$64,000	$103,000	$148,743	508
Manufacturing	100	10.0%	$69,803	$53,775	$64,500	$80,000	$75,625	443
Mechanical Equipment	11	1.1%	$64,432	$57,200	$62,000	$75,000	$83,877	454
Metals - Primary	5	0.5%	$74,280	$61,500	$72,000	$88,200	$85,640	426
Metals - Fabricating	5	0.5%	$62,920	$24,000	$67,000	$99,800	$74,400	663
Mineral Exploration	12	1.2%	$91,958	$69,720	$89,000	$113,750	$100,268	530
Mining	45	4.5%	$94,330	$77,500	$84,930	$101,575	$107,019	438
Petroleum	6	0.6%	$95,871	$76,500	$99,612	$112,500	$120,037	552
Pharmaceutical	9	0.9%	$72,611	$57,250	$72,000	$81,500	$80,764	461
Research & Development	22	2.2%	$85,626	$70,250	$83,500	$100,503	$94,090	524
Transportation	52	5.2%	$72,469	$52,875	$74,500	$90,000	$75,910	475
Transportation Equipment	6	0.6%	$88,583	$53,250	$75,000	$121,375	$101,083	524
Utilities (Gas, Hydro, Water)	188	18.9%	$83,139	$65,325	$83,000	$99,533	$88,561	451
Other	47	4.7%	$85,574	$65,988	$86,000	$104,000	$92,402	534
Total	996	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	50	7.4%	$78,109	$60,878	$77,250	$87,966	$82,703	452
Agriculture/Equipment	11	1.6%	$87,364	$62,000	$69,000	$100,000	$111,245	532
Agriculture/Food	12	1.8%	$93,693	$66,775	$86,256	$108,025	$113,644	559
Biomedical	7	1.0%	$88,326	$70,500	$80,000	$109,000	$89,184	553
Chemical	1	0.1%	$129,800	N/A	N/A	N/A	$143,600	644
Communications	12	1.8%	$90,830	$84,000	$86,508	$98,750	$102,688	500
Computer/Software	5	0.7%	$71,400	$44,000	$74,000	$97,500	$76,800	554
Construction	36	5.3%	$84,593	$72,659	$80,200	$95,750	$96,053	542
Consulting	137	20.3%	$85,469	$66,000	$79,400	$101,000	$98,936	528
Education	19	2.8%	$91,090	$72,000	$87,000	$114,000	$92,197	634
Electronics	9	1.3%	$82,582	$64,250	$71,742	$101,000	$85,960	578
Environmental	15	2.2%	$72,466	$59,200	$79,000	$85,000	$74,460	447
Health Care	6	0.9%	$111,453	$82,438	$102,235	$132,750	$111,453	677
Heavy Electrical	4	0.6%	$112,550	$55,800	$91,100	$190,750	$217,800	692
Manufacturing	65	9.6%	$78,819	$60,000	$73,584	$91,500	$85,556	504
Mechanical Equipment	8	1.2%	$66,944	$57,500	$67,775	$81,000	$90,731	504
Metals - Primary	4	0.6%	$78,350	$66,750	$78,000	$90,300	$91,050	461
Metals - Fabricating	3	0.4%	$74,533	$24,000	$67,600	$132,000	$93,667	856
Mining	23	3.4%	$97,024	$83,220	$97,000	$110,000	$117,232	489
Petroleum	3	0.4%	$107,741	$93,223	$110,000	$120,000	$149,408	507
Pharmaceutical	5	0.7%	$84,600	$71,500	$78,000	$101,000	$94,700	537
Research & Development	13	1.9%	$84,328	$66,500	$85,000	$93,502	$88,547	520
Transportation	34	5.0%	$85,469	$76,250	$85,000	$97,250	$89,952	580
Transportation Equipment	5	0.7%	$97,300	$63,000	$80,000	$140,250	$112,300	583
Utilities (Gas, Hydro, Water)	153	22.6%	$89,201	$74,878	$89,000	$100,267	$94,994	491
Other	36	5.3%	$91,322	$72,750	$93,000	$105,750	$99,935	573
Total	676	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	8.1%	$93,597	$58,000	$97,791	$125,000	$109,462	563
Education	2	5.4%	$91,900	$63,800	$91,900	$120,000	$91,900	639
Environmental	6	16.2%	$66,925	$59,938	$66,900	$73,500	$73,642	423
Mineral Exploration	9	24.3%	$98,365	$75,143	$90,000	$117,500	$107,143	578
Mining	8	21.6%	$92,696	$81,100	$86,820	$108,582	$109,355	513
Petroleum	3	8.1%	$84,000	$66,000	$80,000	$106,000	$90,667	596
Research & Development	2	5.4%	$121,000	$102,000	$121,000	$140,000	$151,000	640
Other	4	10.8%	$101,737	$75,500	$92,974	$136,737	$102,737	682
Total	37	100.0%						

Table 6: Industry Sector Statistics (EITs/GITs)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	42	14.8%	$53,544	$46,925	$50,750	$61,250	$55,927	323
Agriculture/Equipment	6	2.1%	$43,129	$31,713	$45,610	$53,150	$47,545	411
Agriculture/Food	7	2.5%	$58,429	$45,000	$62,000	$73,500	$62,429	334
Communications	5	1.8%	$62,960	$53,500	$64,899	$71,451	$63,898	318
Computer/Software	5	1.8%	$62,398	$48,734	$66,000	$74,263	$67,968	299
Construction	15	5.3%	$52,259	$48,880	$51,000	$57,000	$65,095	336
Consulting	54	19.1%	$55,191	$48,990	$53,988	$58,250	$62,417	278
Education	2	0.7%	$51,000	$17,000	$51,000	$85,000	$51,000	471
Electronics	5	1.8%	$71,471	$56,553	$69,250	$87,500	$73,671	405
Environmental	10	3.5%	$51,985	$46,000	$52,498	$55,627	$56,051	267
Heavy Electrical	3	1.1%	$54,667	$50,000	$50,000	$64,000	$56,667	262
Manufacturing	35	12.4%	$53,060	$45,000	$50,000	$62,118	$57,182	329
Mechanical Equipment	3	1.1%	$57,733	$57,200	$57,500	$58,500	$65,600	399
Metals - Primary	1	0.4%	$58,000	N/A	N/A	N/A	$64,000	288
Metals - Fabricating	2	0.7%	$45,500	$24,000	$45,500	$67,000	$45,500	373
Mineral Exploration	3	1.1%	$72,736	$57,000	$65,207	$96,000	$79,642	385
Mining	13	4.6%	$75,517	$68,500	$75,000	$78,000	$87,506	301
Pharmaceutical	4	1.4%	$57,625	$45,375	$57,250	$70,250	$63,343	365
Research & Development	7	2.5%	$33,988	$22,000	$25,000	$60,000	$36,488	256
Transportation	18	6.4%	$47,913	$44,500	$48,690	$55,000	$49,385	276
Transportation Equipment	1	0.4%	$45,000	N/A	N/A	N/A	$45,000	228
Utilities (Gas, Hydro, Water)	35	12.4%	$56,641	$52,000	$57,000	$59,000	$60,442	278
Other	7	2.5%	$46,774	$41,235	$48,600	$58,000	$47,753	246
Total	283	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	6	0.6%	$79,167	$51,000	$79,500	$112,500	$82,900	615
Computer Services	6	0.6%	$68,795	$43,325	$66,500	$99,000	$69,295	462
Consulting	125	12.6%	$73,891	$57,000	$72,000	$87,294	$81,964	458
Design	211	21.3%	$67,002	$53,000	$63,300	$77,000	$71,643	375
Maintenance/Tech Supp.	60	6.1%	$71,609	$60,963	$69,215	$83,892	$78,363	401
Management	181	18.3%	$100,129	$82,250	$100,000	$115,500	$110,510	635
Marketing/Sales	23	2.3%	$70,384	$58,000	$67,000	$85,000	$94,475	490
Mineral Exploration	9	0.9%	$77,014	$61,604	$74,880	$87,320	$91,636	404
Planning	42	4.2%	$79,000	$68,000	$80,000	$96,250	$82,571	438
Production	24	2.4%	$65,558	$50,496	$62,220	$79,750	$70,006	360
Project Management	159	16.0%	$77,933	$61,000	$75,857	$93,412	$87,152	447
Quality Assurance	19	1.9%	$60,709	$51,000	$58,000	$71,000	$62,337	369
R&D	50	5.0%	$63,214	$48,715	$62,700	$80,000	$68,077	396
Software Dev.	16	1.6%	$62,785	$48,950	$62,500	$73,131	$66,578	343
Teaching	14	1.4%	$92,273	$73,500	$85,500	$114,250	$93,204	646
Other	46	4.6%	$75,149	$49,443	$75,103	$85,000	$85,560	449
Total	991	100.0%						

Table 8: Year of Graduation Statistics

Year of Grad	# Reported	% Rptd	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1960-1964	4	0%	76	5.3%	$135,652	$117,072	$136,644	$153,240	$147,229	714
1965-1969	16	2%	139	11.5%	$96,395	$67,750	$96,500	$130,000	$105,465	621
1970	8	1%	53	15.1%	$90,808	$77,554	$85,000	$106,693	$93,276	506
1971	6	1%	63	9.5%	$88,792	$49,350	$104,500	$116,958	$92,542	622
1972	12	1%	75	16.0%	$89,474	$66,544	$89,500	$107,250	$92,016	635
1973	12	1%	65	18.5%	$120,083	$102,500	$110,000	$122,225	$159,500	639
1974	14	1%	68	20.6%	$87,044	$76,500	$84,163	$99,050	$91,230	526
1975	5	1%	48	10.4%	$100,178	$91,945	$101,000	$108,000	$116,778	616
1976	6	1%	60	10.0%	$101,688	$86,550	$102,463	$114,250	$107,774	689
1977	6	1%	59	10.2%	$97,687	$88,559	$97,355	$110,000	$104,779	696
1978	12	1%	52	23.1%	$85,437	$72,750	$85,227	$98,368	$86,710	553
1979	14	1%	67	20.9%	$116,079	$84,500	$110,500	$149,250	$128,395	714
1980	10	1%	78	12.8%	$97,708	$87,000	$91,542	$105,000	$109,908	581
1981	17	2%	73	23.3%	$101,110	$87,500	$99,000	$118,837	$108,816	591
1982	16	2%	90	17.8%	$89,240	$74,250	$93,500	$107,250	$107,647	619
1983	27	3%	100	27.0%	$101,013	$85,000	$100,000	$108,000	$106,268	630
1984	21	2%	101	20.8%	$93,500	$80,000	$93,000	$106,100	$110,629	593
1985	22	2%	105	21.0%	$86,526	$74,250	$85,000	$96,250	$96,738	538
1986	30	3%	109	27.5%	$91,208	$73,500	$92,500	$112,500	$99,883	584
1987	18	2%	95	18.9%	$101,023	$84,602	$99,734	$111,500	$108,937	518
1988	20	2%	101	19.8%	$86,093	$70,750	$79,708	$113,384	$90,753	545
1989	12	1%	75	16.0%	$83,174	$70,000	$79,725	$96,171	$95,017	475
1990	27	3%	85	31.8%	$100,645	$80,480	$100,000	$108,000	$107,068	586
1991	28	3%	86	32.6%	$85,444	$72,431	$82,000	$95,750	$92,372	486
1992	23	2%	88	26.1%	$90,146	$75,000	$90,000	$100,533	$98,763	564
1993	25	3%	86	29.1%	$88,238	$73,500	$85,000	$105,500	$105,058	502
1994	26	3%	90	28.9%	$81,798	$68,858	$83,800	$93,069	$89,034	534
1995	32	3%	95	33.7%	$79,203	$66,625	$84,207	$97,868	$92,988	481
1996	37	4%	113	32.7%	$82,024	$73,000	$77,000	$92,612	$90,389	493
1997	35	4%	91	38.5%	$70,096	$60,000	$70,000	$85,000	$76,215	431
1998	45	5%	114	39.5%	$67,488	$57,500	$67,652	$83,000	$72,306	420
1999	37	4%	90	41.1%	$76,065	$66,250	$77,000	$87,000	$86,115	431
2000	32	3%	85	37.6%	$74,865	$66,500	$74,000	$80,000	$82,749	440
2001	42	4%	110	38.2%	$77,634	$66,000	$76,000	$81,302	$88,610	442
2002	50	5%	112	44.6%	$63,292	$56,650	$64,200	$70,525	$71,385	382
2003	40	4%	89	44.9%	$63,336	$57,125	$61,000	$66,563	$70,900	364
2004	35	4%	113	31.0%	$61,473	$54,283	$59,000	$66,000	$67,921	311
2005	42	4%	101	41.6%	$59,173	$50,375	$58,000	$64,232	$68,004	310
2006	44	4%	115	38.3%	$55,361	$49,155	$54,215	$58,375	$59,897	293
2007	48	5%	99	48.5%	$50,488	$45,000	$48,250	$54,886	$54,498	255
2008-2009	40	4%	133	30.1%	$46,351	$41,500	$48,400	$52,375	$49,484	236
Total	996	100%	3647	27.3%						

Table 9: Year of Graduation Statistics (Engineers)

Year of Grad	# Reported	% Reported	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1960-1964	4	1%	69	5.8%	$135,652	$117,072	$136,644	$153,240	$147,229	714
1965-1969	15	2%	126	11.9%	$93,488	$62,000	$92,000	$130,000	$102,688	608
1970	7	1%	45	15.6%	$93,008	$84,000	$85,000	$109,500	$94,829	499
1971	6	1%	58	10.3%	$88,792	$49,350	$104,500	$116,958	$92,542	622
1972	11	2%	69	15.9%	$89,790	$60,392	$90,000	$110,000	$92,290	631
1973	12	2%	62	19.4%	$120,083	$102,500	$110,000	$122,250	$159,500	674
1974	13	2%	66	19.7%	$88,201	$79,000	$84,825	$102,700	$92,709	524
1975	5	1%	42	11.9%	$100,178	$91,945	$101,000	$108,000	$116,778	616
1976	5	1%	54	9.3%	$104,025	$88,100	$104,926	$119,500	$111,329	685
1977	6	1%	56	10.7%	$97,687	$88,559	$97,355	$110,000	$104,779	696
1978	11	2%	46	23.9%	$88,778	$75,000	$87,954	$99,000	$90,167	582
1979	10	1%	53	18.9%	$115,911	$82,625	$104,006	$157,000	$133,152	711
1980	10	1%	71	14.1%	$97,708	$87,000	$91,542	$105,000	$109,908	581
1981	15	2%	66	22.7%	$106,312	$96,000	$110,000	$120,000	$113,978	591
1982	15	2%	82	18.3%	$88,266	$74,000	$87,000	$108,000	$107,300	642
1983	27	4%	95	28.4%	$101,013	$85,000	$100,000	$108,000	$106,268	630
1984	18	3%	91	19.8%	$96,317	$82,250	$96,500	$109,650	$116,189	642
1985	19	3%	96	19.8%	$90,082	$76,000	$85,309	$97,000	$101,591	548
1986	27	4%	102	26.5%	$91,053	$74,000	$90,000	$114,000	$99,041	578
1987	17	3%	88	19.3%	$101,200	$84,204	$99,967	$113,000	$108,937	675
1988	17	3%	88	19.3%	$88,926	$73,000	$80,000	$109,768	$94,408	560
1989	10	1%	70	14.3%	$85,534	$70,000	$81,500	$100,417	$98,745	491
1990	25	4%	74	33.8%	$102,417	$81,490	$100,000	$111,286	$109,074	590
1991	22	4%	75	29.3%	$86,710	$71,750	$82,100	$96,987	$92,165	501
1992	18	3%	73	24.7%	$99,012	$84,500	$97,963	$103,000	$109,783	582
1993	23	3%	74	31.1%	$90,129	$76,000	$87,394	$106,000	$108,150	508
1994	23	3%	80	28.8%	$83,424	$69,000	$84,600	$92,092	$90,148	549
1995	23	3%	74	31.1%	$85,042	$75,000	$87,000	$99,400	$107,308	509
1996	32	5%	91	35.2%	$84,106	$73,521	$79,700	$95,256	$92,360	490
1997	25	4%	73	34.2%	$77,972	$63,500	$72,000	$87,770	$86,505	461
1998	33	5%	79	41.8%	$69,785	$57,500	$70,000	$83,284	$74,455	435
1999	35	5%	73	47.9%	$77,525	$66,500	$78,000	$89,000	$88,007	449
2000	29	4%	66	43.9%	$75,070	$67,000	$75,000	$80,000	$82,391	447
2001	27	4%	61	44.3%	$71,558	$60,000	$66,000	$77,559	$78,223	366
2002	31	5%	73	42.5%	$67,480	$61,000	$65,500	$73,000	$76,687	400
2003	21	3%	50	42.0%	$63,976	$58,850	$65,000	$68,500	$73,157	401
2004	18	3%	41	43.9%	$62,149	$53,950	$59,500	$66,606	$66,454	327
2005	10	1%	18	55.6%	$64,038	$56,800	$63,546	$72,078	$71,129	347
2006	1	0%	4	25.0%	$46,600	-	-	-	$46600	271
Total	676	100%	2674	25.3%						

Table 10: Year of Graduation Statistics (Geoscientists)

Year of Grad	# Reported	%	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1968-1979	8	22%	49	16.3%	$104,301	$78,054	$96,000	$135,000	$113,051	670
1980-1989	11	30%	49	22.4%	$97,872	$75,000	$106,000	$115,000	$110,108	675
1990-1999	9	24%	14	64.3%	$78,994	$67,500	$80,000	$87,500	$88,639	465
2000-2005	9	24%	11	81.8%	$85,778	$59,875	$80,400	$104,164	$96,086	404
Total	37	100%	123	30.1%						

Table 11: Year of Graduation (EITs/GITs)

Year of Grad	# Reported	% Reported	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1978-96	35	12%	125	28.0%	$64,531	$49,500	$62,300	$73,000	$69,807	422
1997	10	4%	17	58.8%	$50,408	$39,834	$45,333	$66,250	$50,493	354
1998	10	4%	34	29.4%	$58,225	$43,000	$64,617	$72,986	$61,464	382
1999	1	0%	17	5.9%	$32,000	-	-	-	$37,000	235
2000	2	1%	16	12.5%	$66,000	$62,000	$66,000	$70,000	$76,500	373
2001	13	5%	47	27.7%	$59,769	$50,000	$60,000	$65,497	$62,945	321
2002	16	6%	36	44.4%	$53,524	$48,900	$53,768	$65,776	$59,423	343
2003	17	6%	37	45.9%	$60,012	$52,656	$59,000	$63,000	$66,467	306
2004	17	6%	72	23.6%	$54,236	$50,253	$57,000	$59,700	$59,822	285
2005	31	11%	83	37.3%	$56,919	$48,600	$55,000	$60,500	$66,051	300
2006	43	15%	111	38.7%	$55,564	$49,620	$54,430	$58,500	$60,206	293
2007	48	17%	99	48.5%	$50,488	$45,000	$48,250	$54,886	$54,498	255
2008-09	40	14%	133	30.1%	$46,351	$41,500	$48,400	$52,375	$49,484	236
Total	283	100%	827	34.2%						

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	637	$75,294	441
Supplemental Education			
Diploma or Other	77	$79,774	400
M. Eng. Or M.Sc.	169	$78,293	476
2nd B.Sc. (Eng. Or Other)	30	$73,947	442
Multiple Supplemental Categories	35	$89,922	557
PhD	17	$87,257	480
MBA	20	$95,797	370
Multiple Supplemental Categories (inc. MBA)	11	$97,967	379
Total	996		

Table 13: Paid Benefits

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life Insurance	29.6%	44.0%	11.7%	8.4%	6.2%
Pension Plan	12.0%	57.8%	3.3%	22.9%	3.9%
Short Term Disability	42.9%	30.4%	6.0%	8.2%	12.6%
Long Term Disability	37.9%	34.0%	9.4%	6.1%	12.7%
Extended Health Plan	37.6%	40.4%	10.4%	5.9%	5.8%
Drug Plan	39.7%	43.3%	7.0%	6.6%	3.4%
Dental Plan	40.9%	46.5%	6.1%	4.8%	1.7%
RRSP	4.4%	33.2%	12.8%	44.3%	5.3%
Stock purchase	2.3%	9.7%	10.2%	69.6%	8.2%
Parental Leave	20.7%	7.6%	2.3%	32.5%	36.9%
Continued Education	59.6%	17.1%	6.8%	8.4%	8.1%
Training	83.9%	4.8%	2.6%	6.3%	2.5%
APEGM dues	74.9%	1.5%	16.0%	6.9%	0.8%
Technical Society Dues	53.0%	3.2%	16.1%	14.8%	12.8%

Table 14: Employment Benefits

Benefit	Employer Provides	Does Not Provide or NA
Savings Plan	20.8%	79.2%
Profit Sharing	29.8%	70.2%
Productivity Incentive	16.7%	83.3%
Leave of Absence	58.7%	41.3%
Flexible Work Hours	73.3%	26.7%
Job Sharing	19.9%	80.1%
Vehicle	11.8%	88.2%
Vehicle allowance	29.9%	70.1%
Liability Insurance	40.3%	59.7%
Daycare	1.2%	98.8%
Parental leave	44.6%	55.4%

Table 15: Average Classification Rating Results

Classification Rating	All	Engineers	Geoscientists	EIT / GIT
A-Duties	82	112	125	91
B-Education	71	71	73	141
C-Experience	82	108	115	106
D-Recommendations	88	105	113	135
E-Supervision Received	66	75	77	111
F-Leadership Authority	28	38	40	32
G-Supervision Scope	7	10	10	6
H-Use of Seal	4	9	5	0
I-Job Environment	4	2	4	8
J-Absence from Base of Operations	2	2	4	3
K- Accident and Health Hazards	6	5	7	11
Total	**440**	**537**	**573**	**644**

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

Mean Base Salary	APEGM Point Ranges	# of Participants
$62,277	199 or Less	30
$53,800	200-299	138
$63,668	300-399	157
$75,992	400-499	159
$84,335	500-599	164
$105,535	600+	226

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

Mean Base Salary	APEGM Point Ranges	# of Participants
$59,670	199 or Less	8
$56,545	200-299	32
$61,701	300-399	34
$71,776	400-499	23
$84,769	500-599	10
$90,409	600+	15

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

Size of Employer Organization	Average Points	Average Base Salary	# of Respondents	% of Respondents
2-20 Employees	493	$74,900	95	9.5%
21-100 Employees	468	$76,237	168	16.8%
101-500 Employees	453	$77,086	237	23.7%
500+ Employees	457	$78,370	483	48.4%
Self-Employed	527	$82,974	15	1.5%
Total			998	100.0%

List of Figures

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

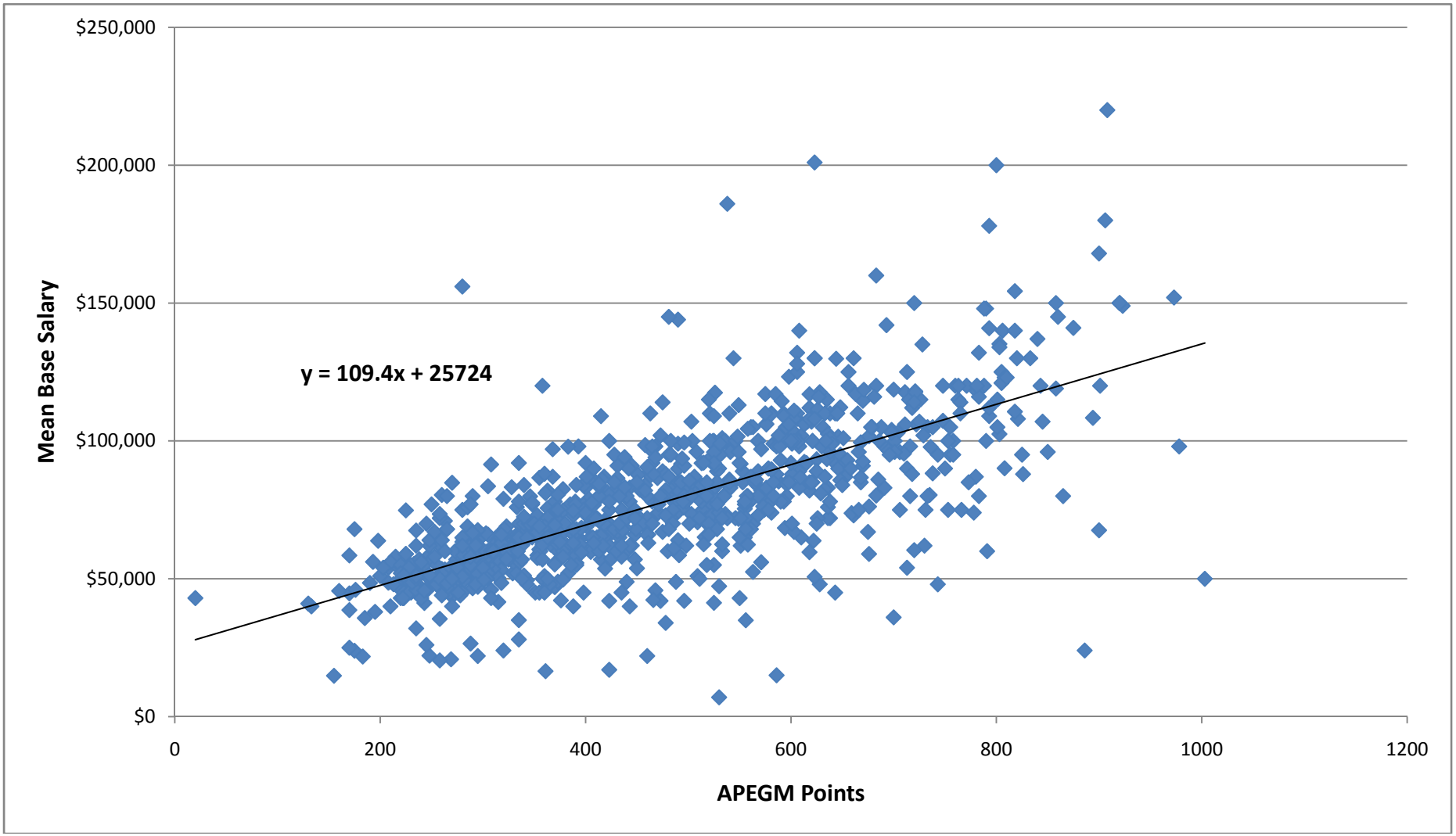


Figure 2: Response by Employment Sector

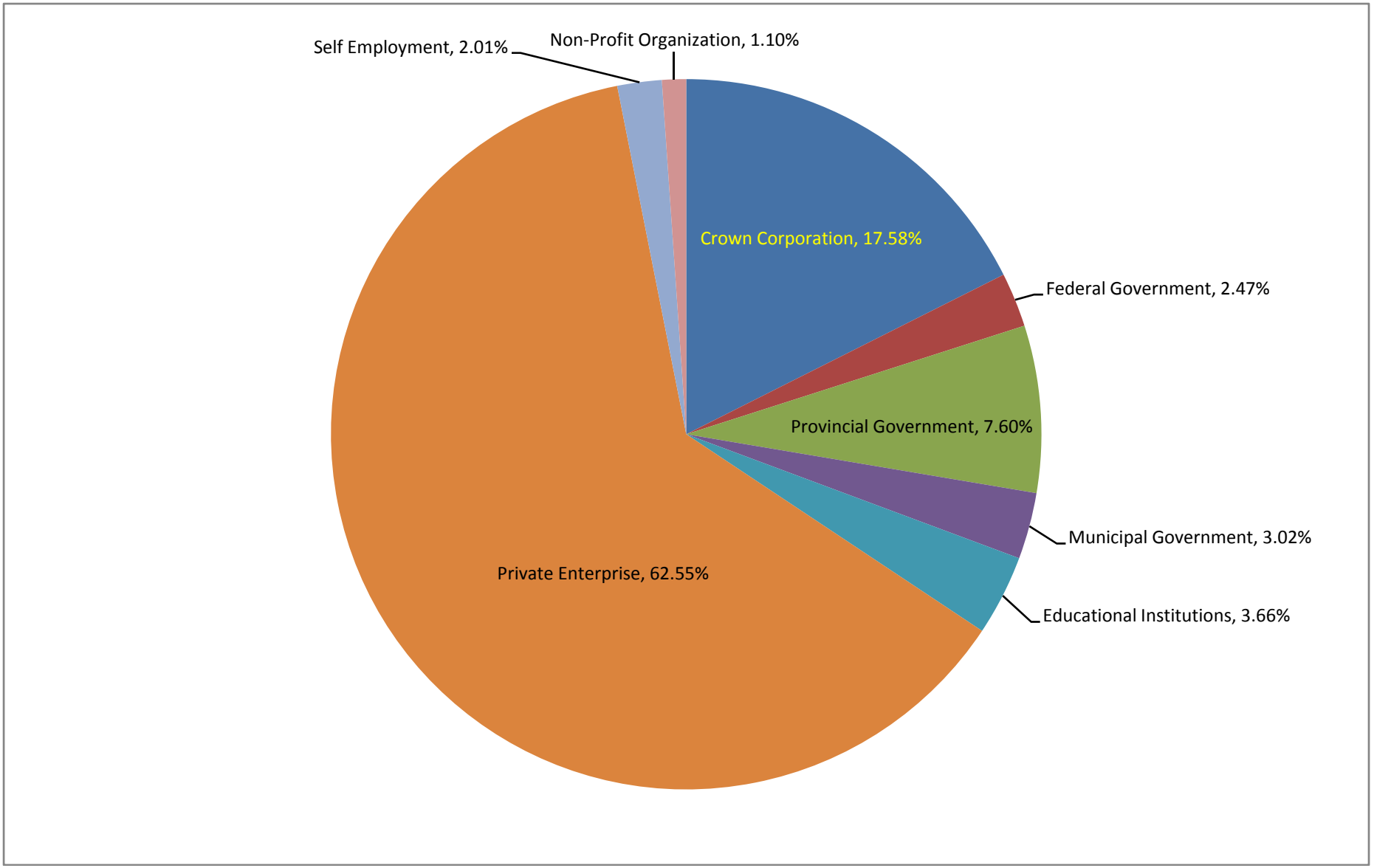


Figure 3: Responses by Discipline

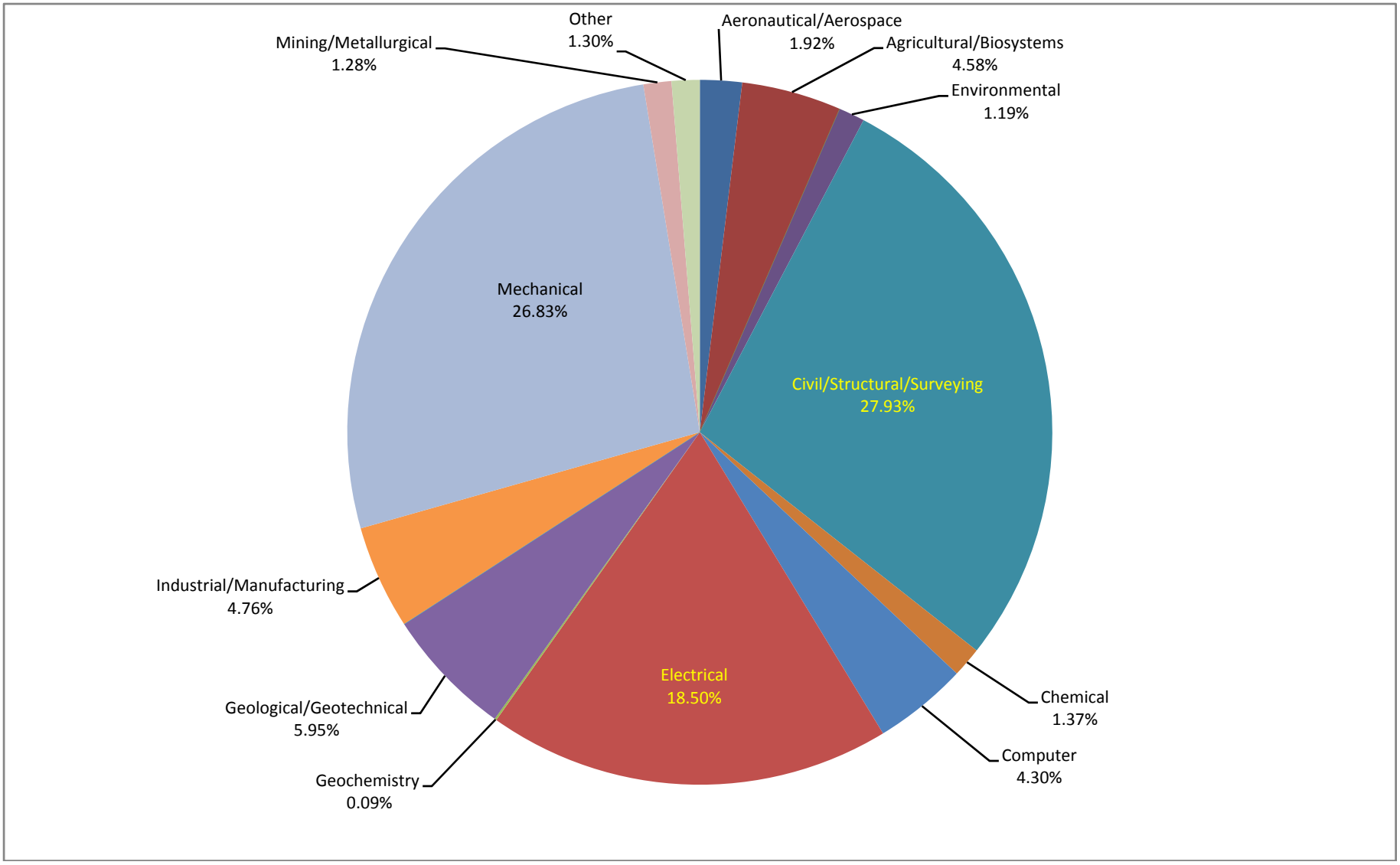
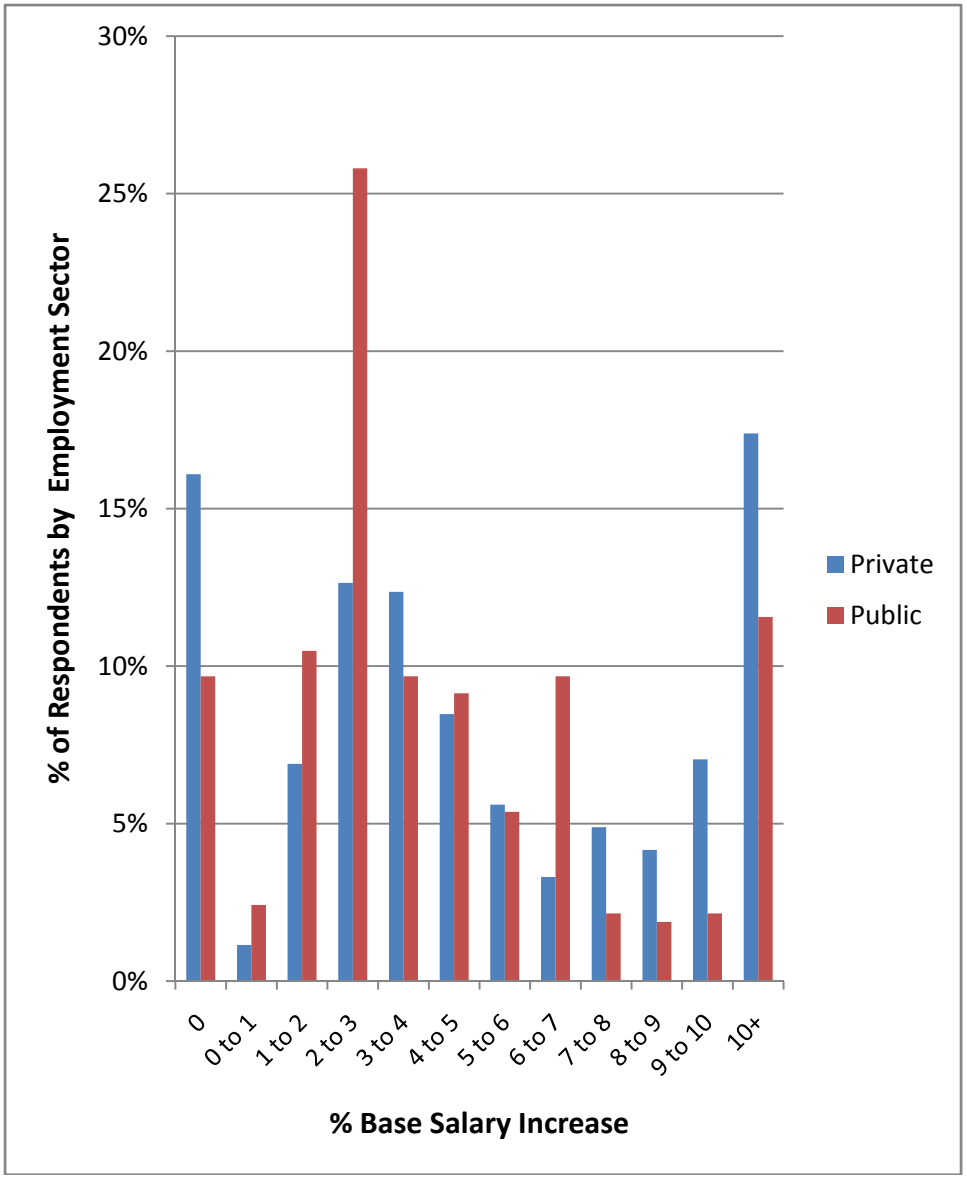


Figure 4: % Base Salary Increase for Public and Private Sectors



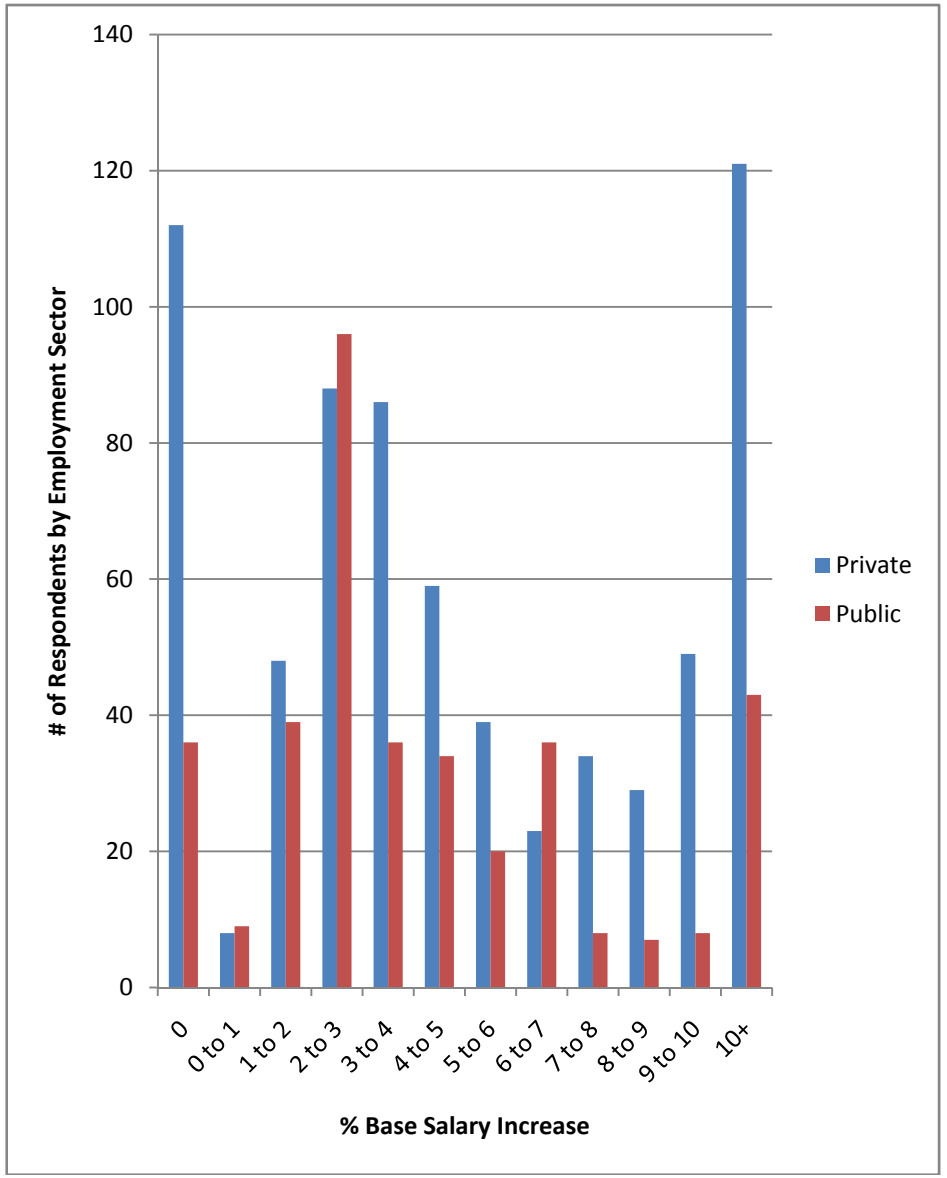
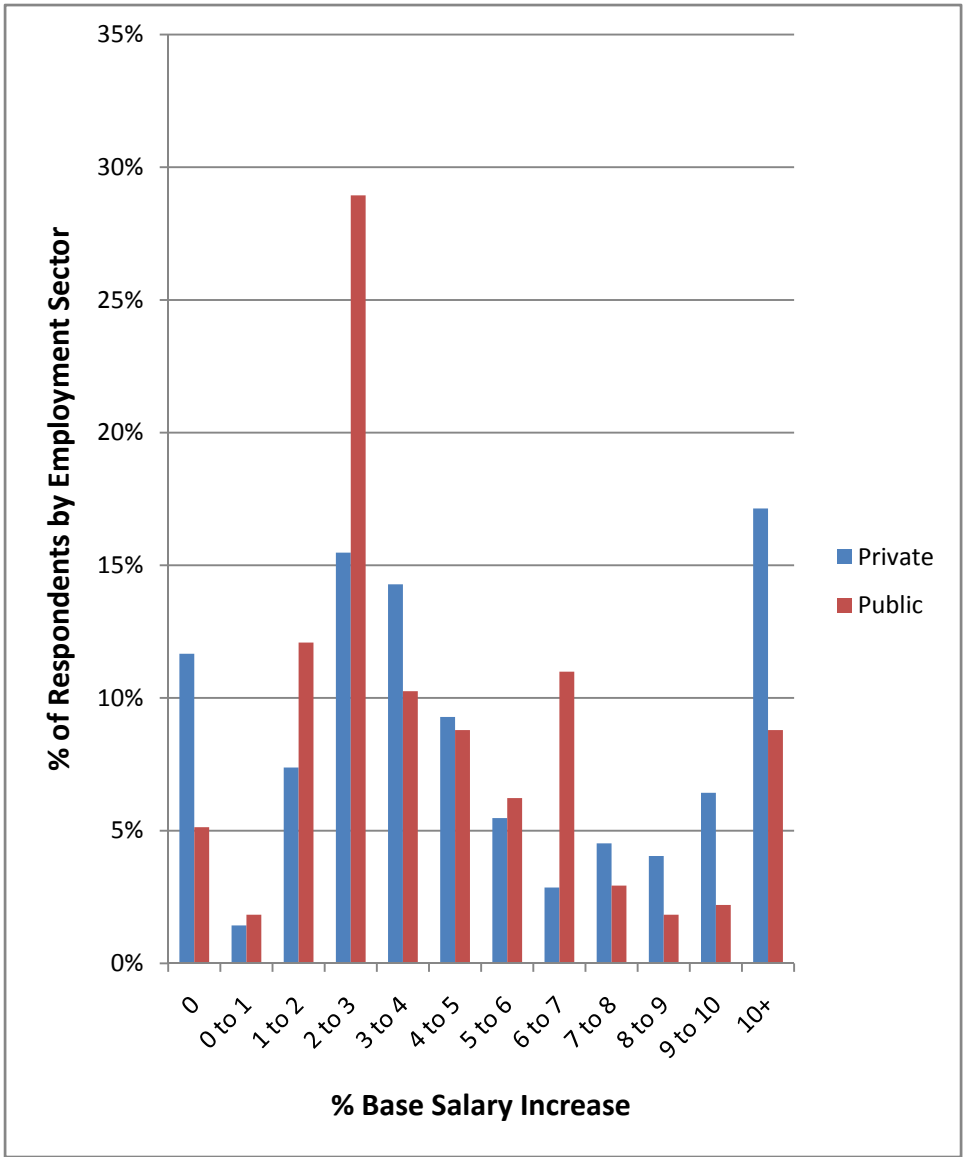


Figure 5:% Base Salary Increase for Public and Private Sectors (Engineers)



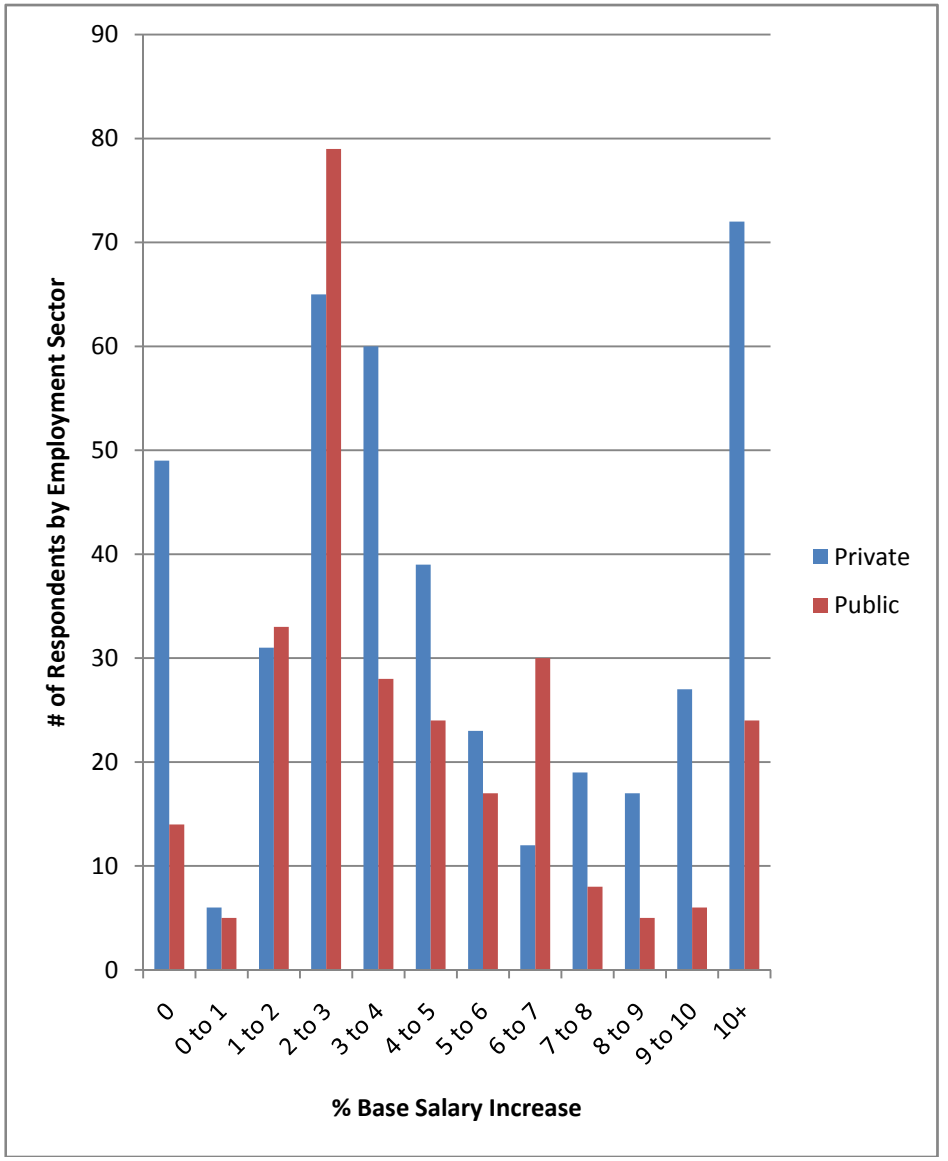
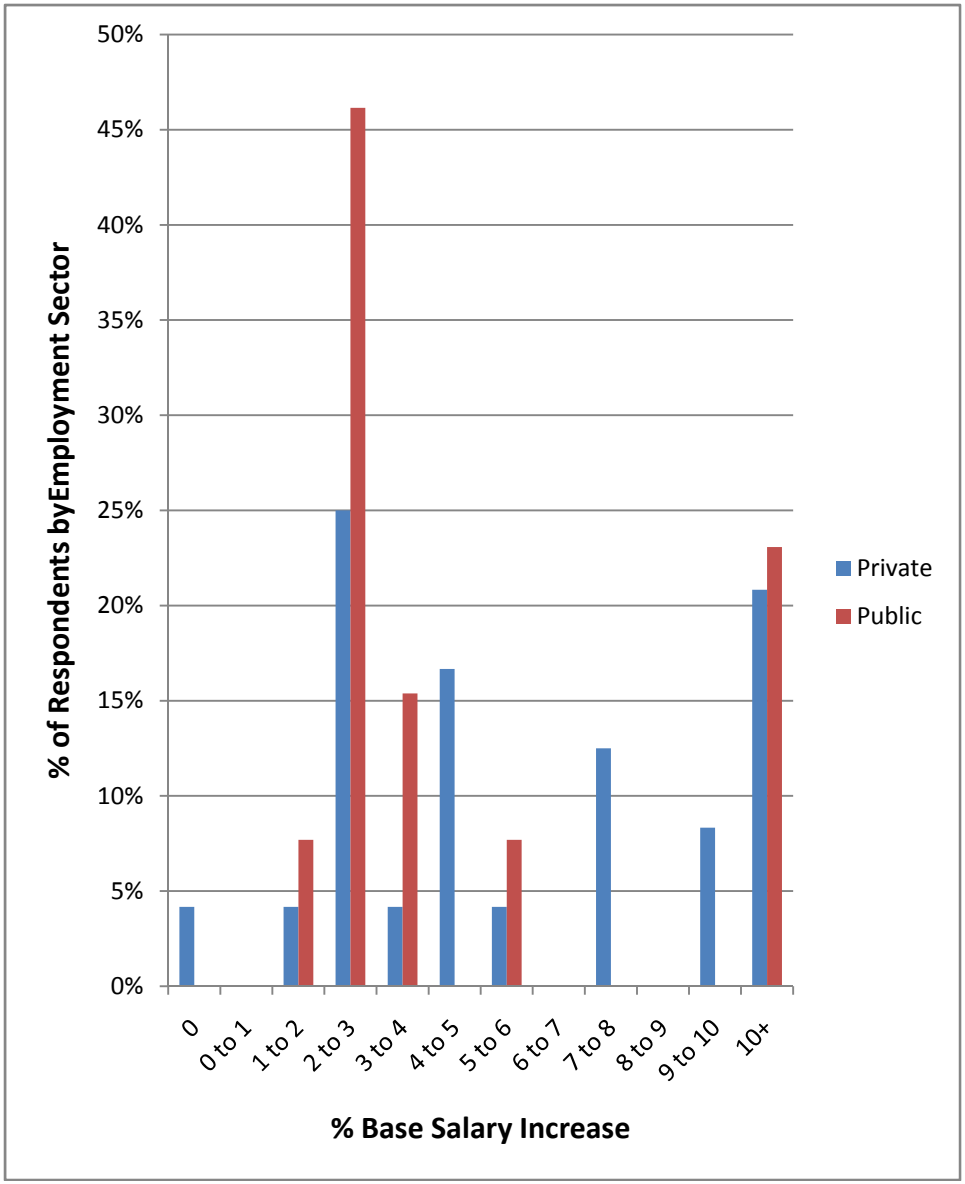


Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists)



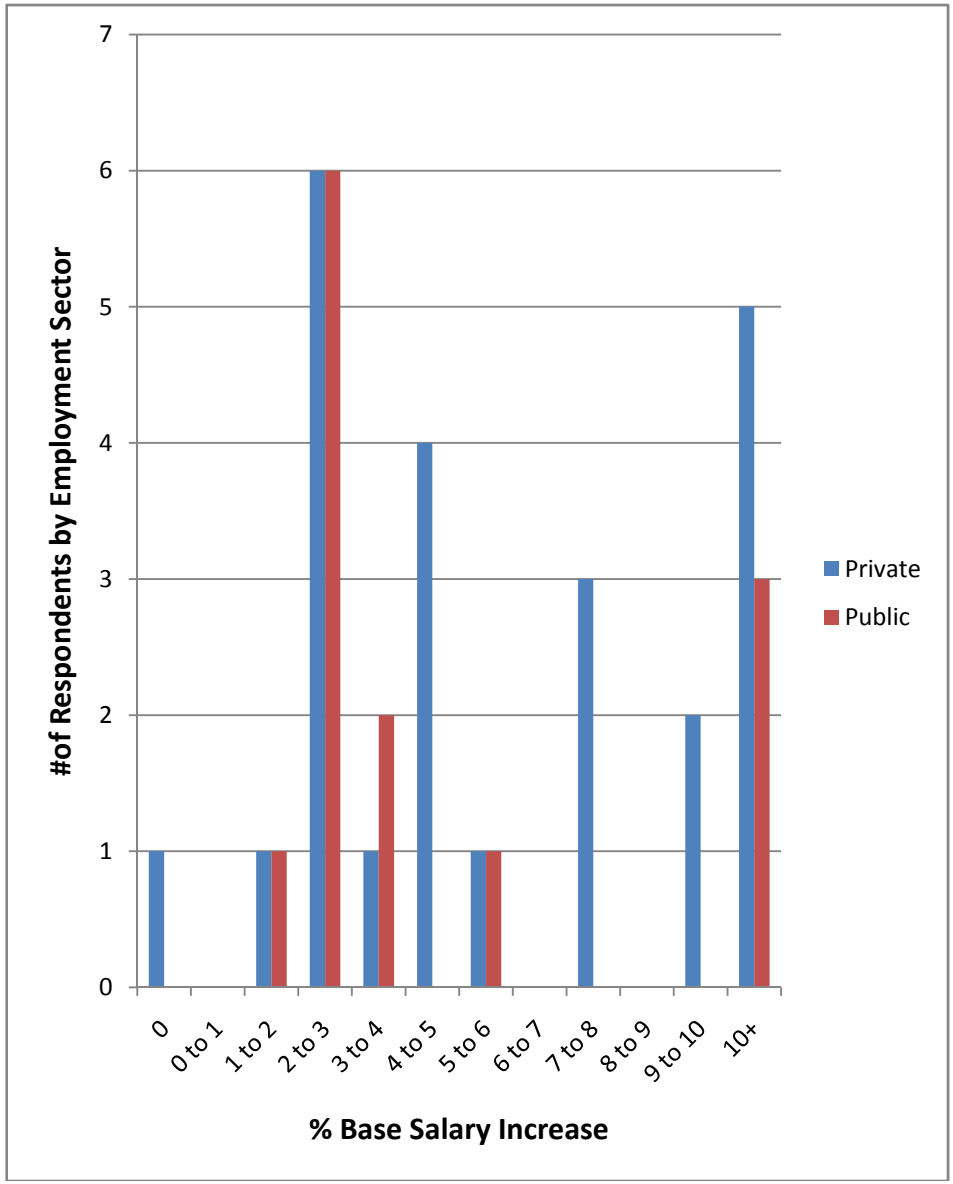
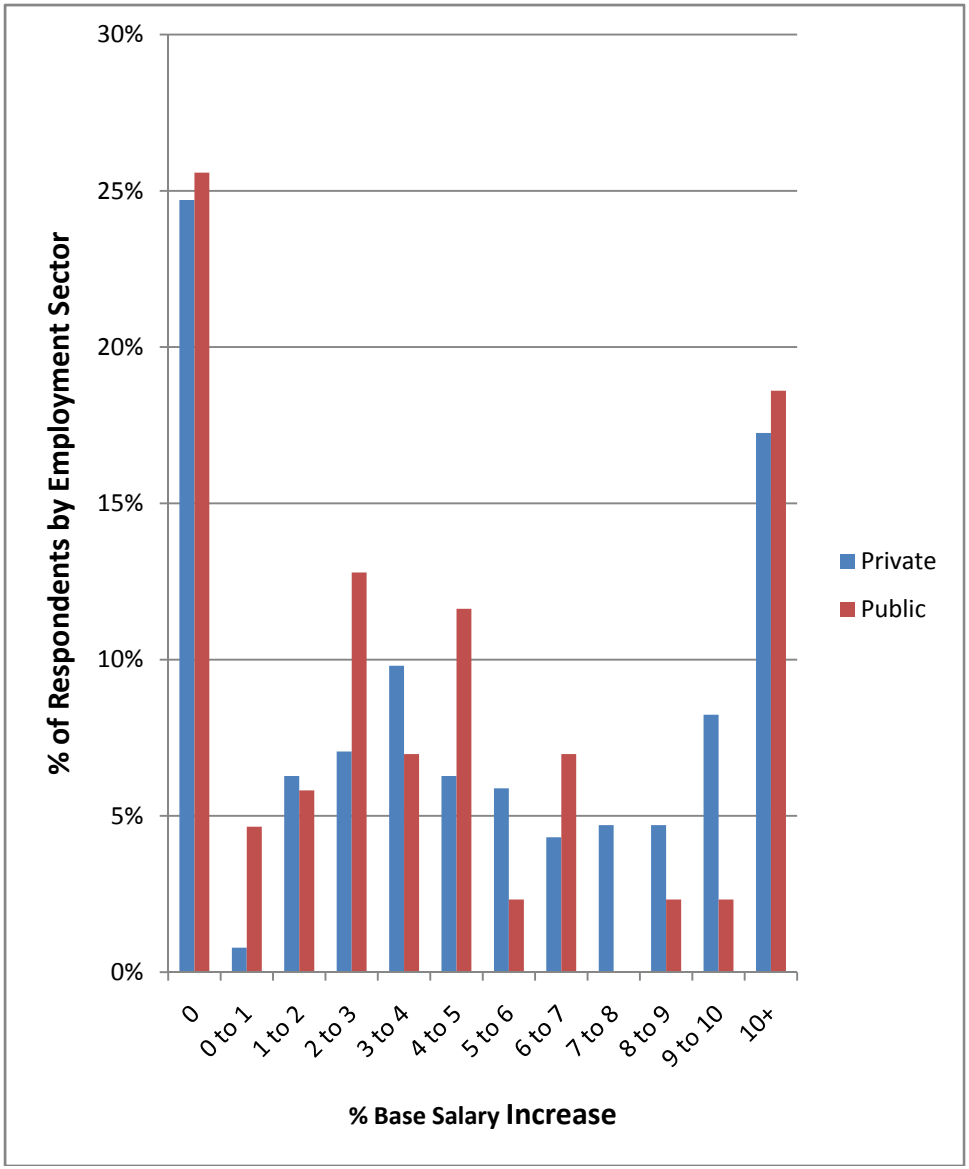


Figure 7: % Base Salary Increase for Public and Private Sectors (EITs/GITs)



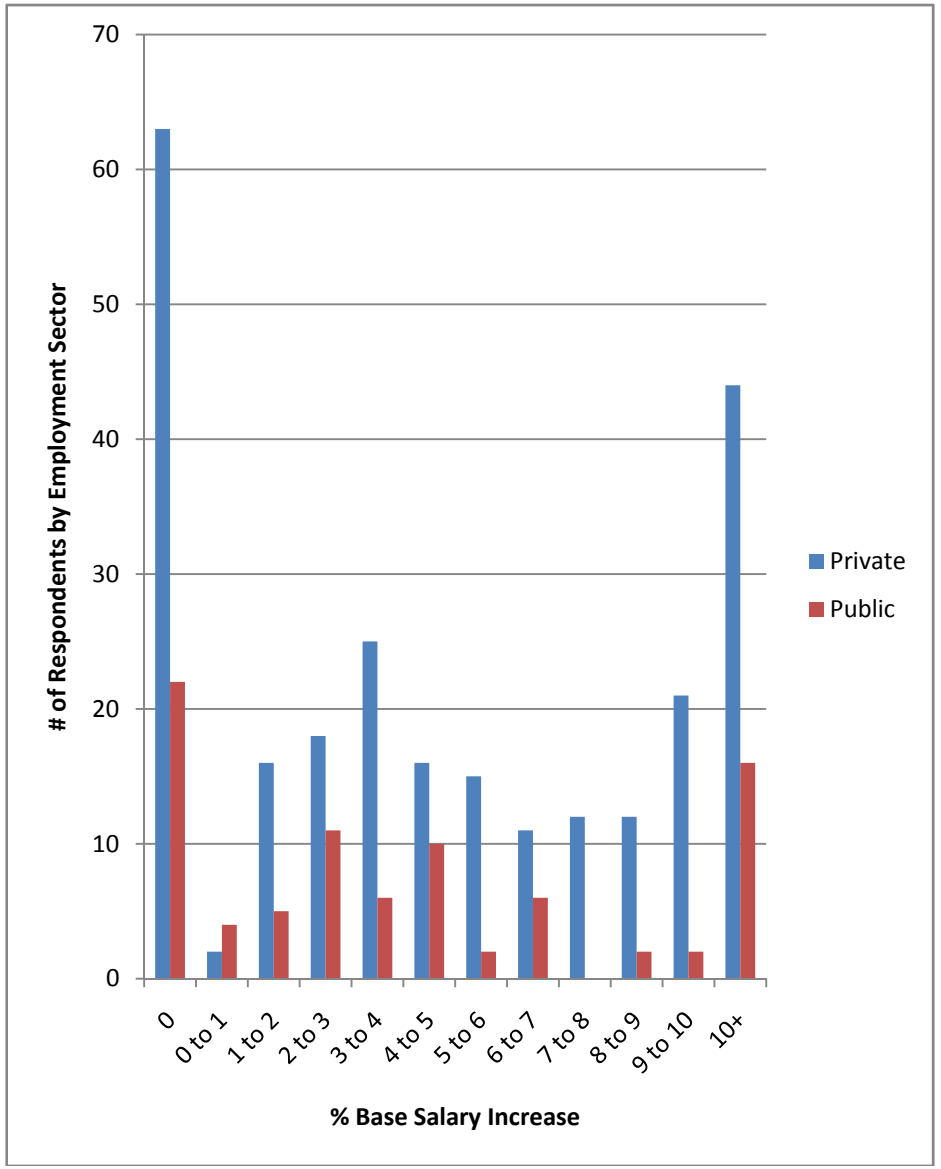


Figure 8: Average Base Salary and Total Salary (Bonus, Overtime, Commissions) by Discipline

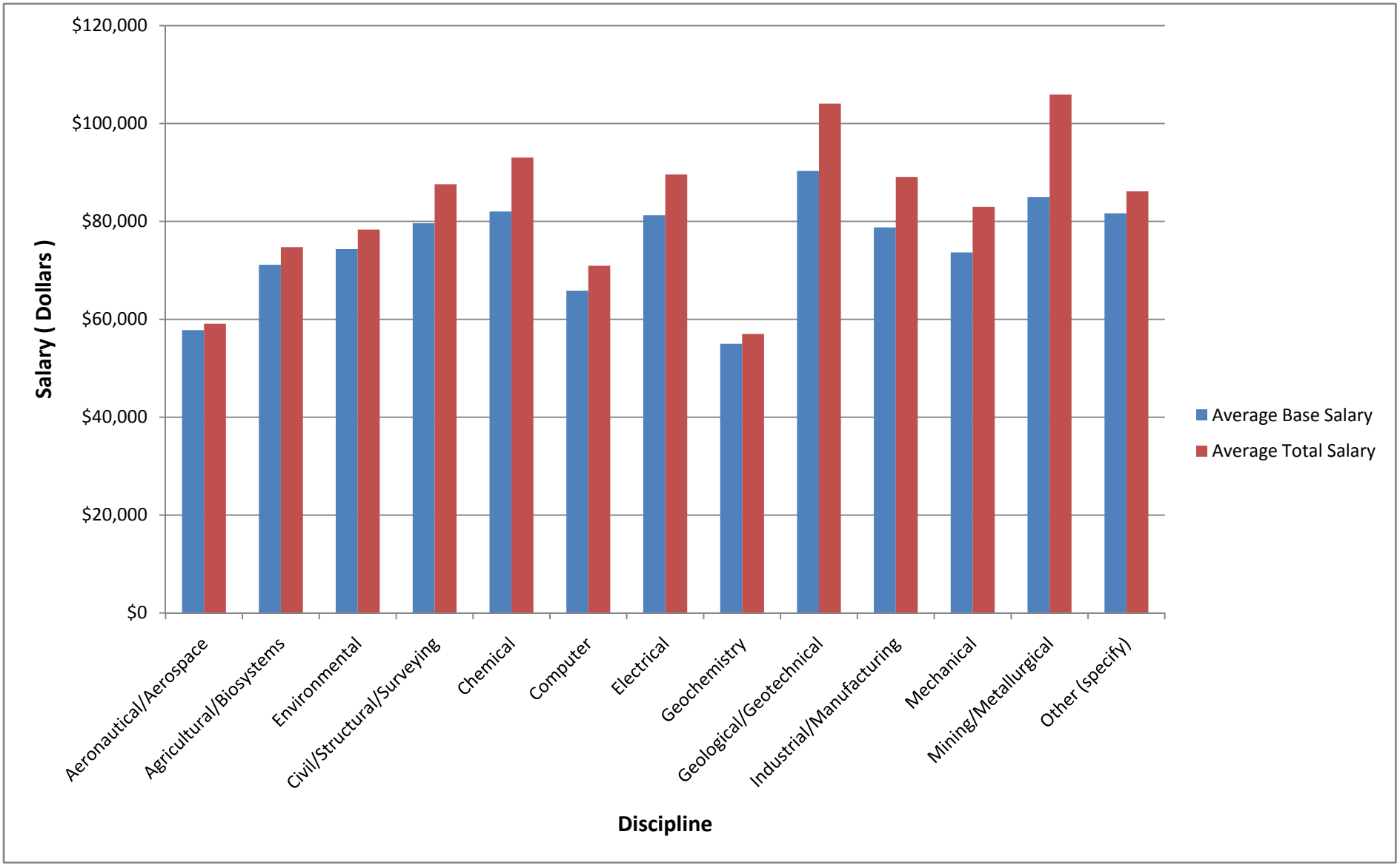


Figure 9: Overall Satisfaction (All, Engineers, Geoscientists, EITs/GITs)

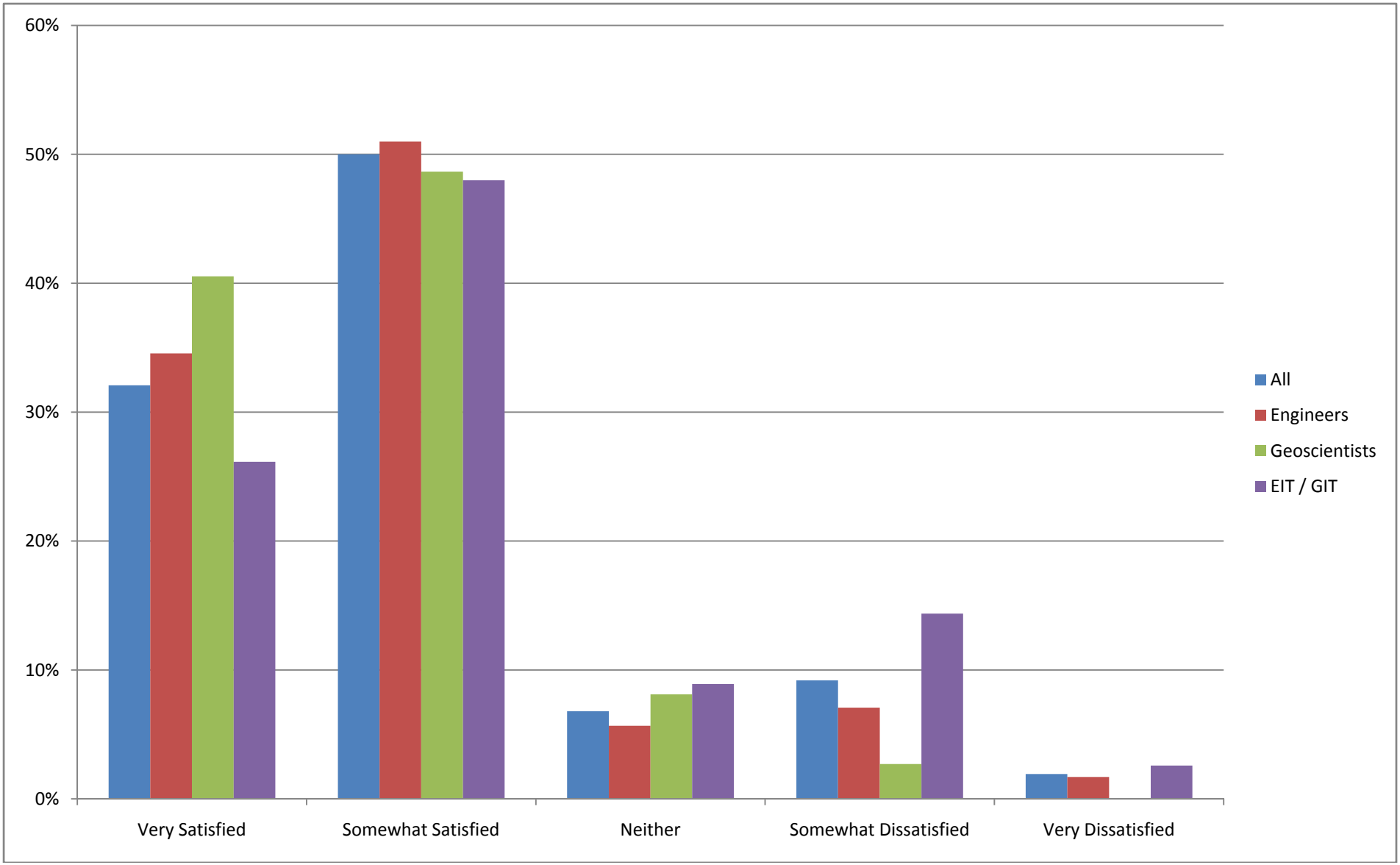


Figure 10: Mean Base Salary for Different APEGM Point Ranges by Gender

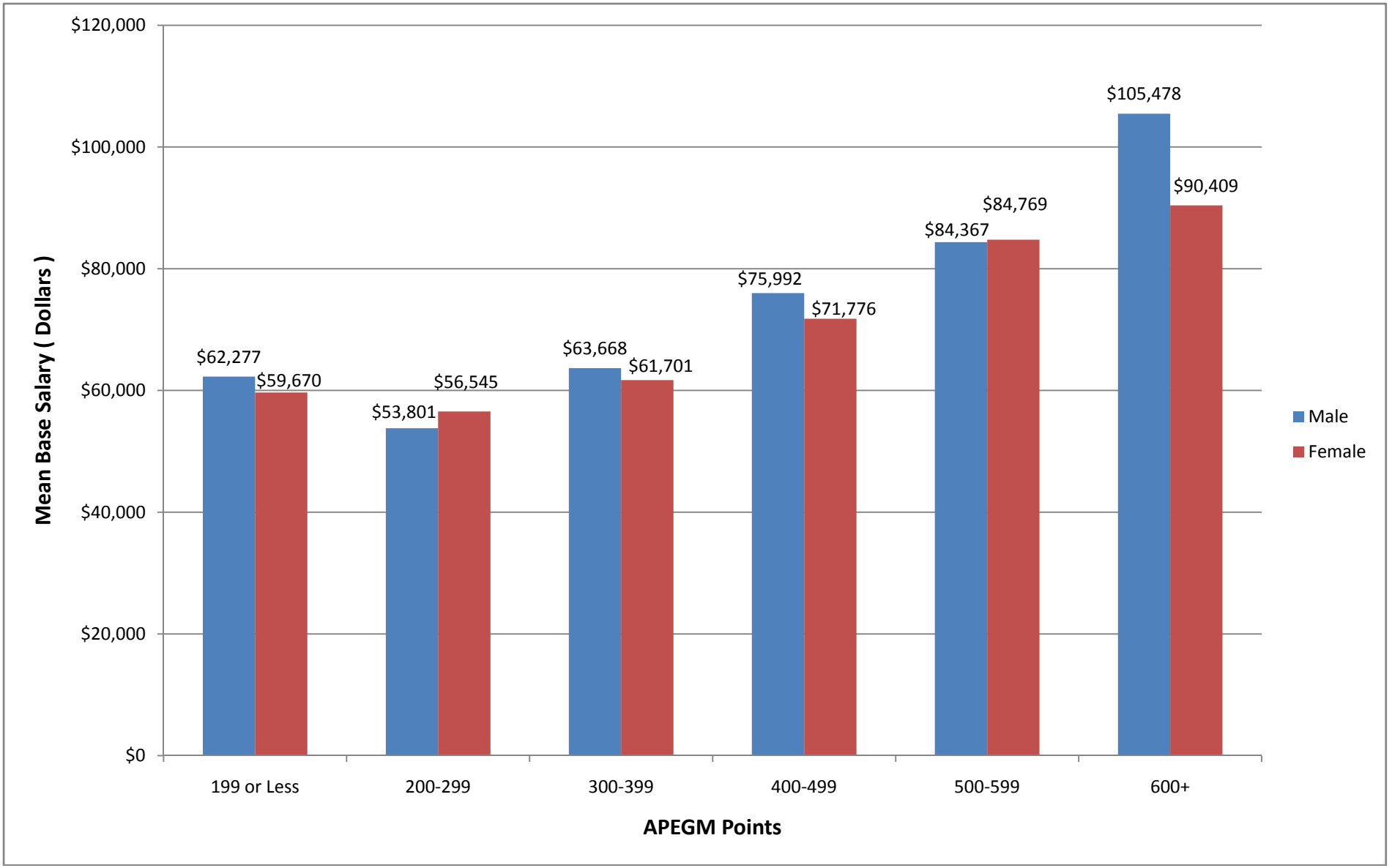


Figure 11: Compensation for Overtime

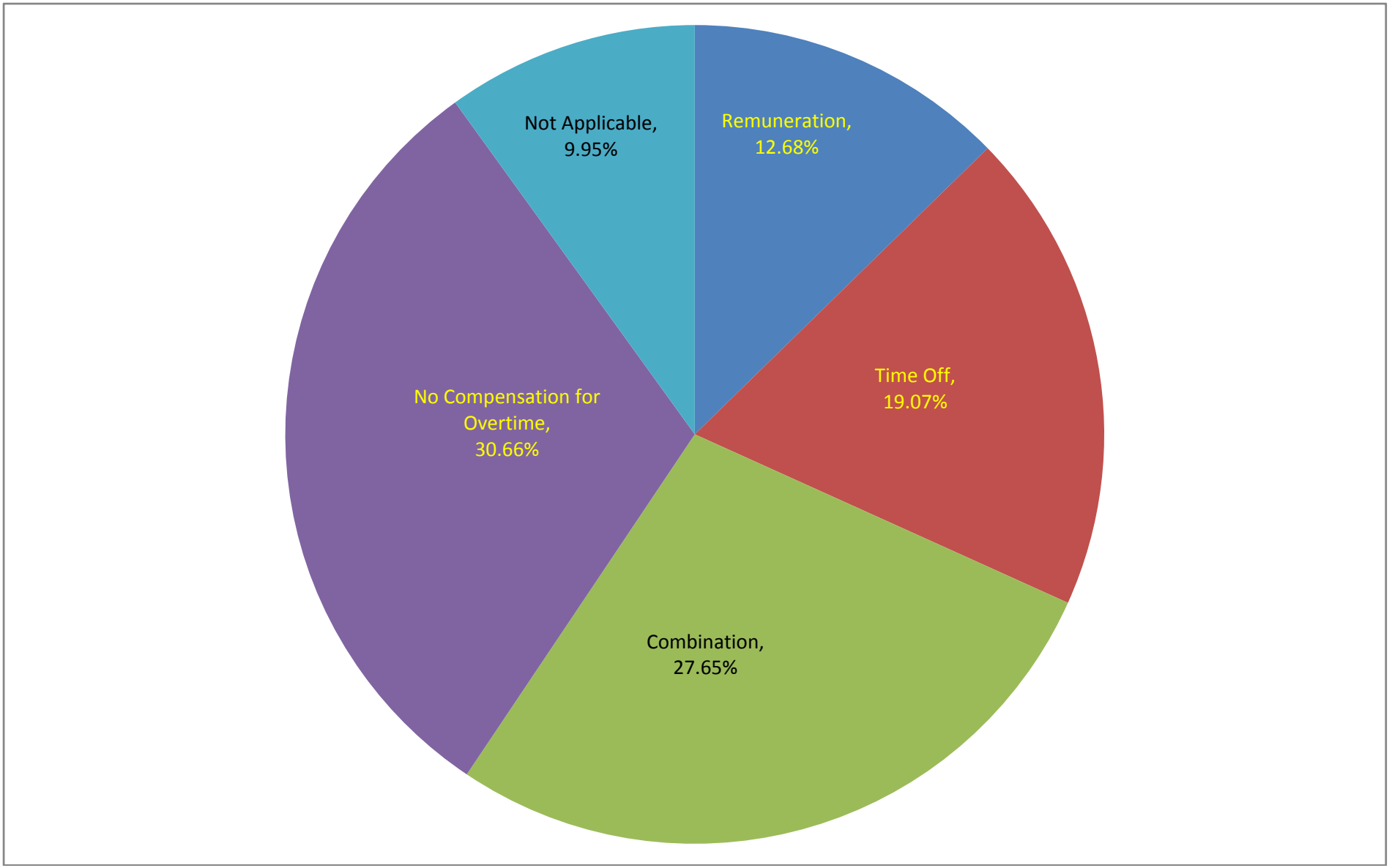


Figure 12: Size of Organization

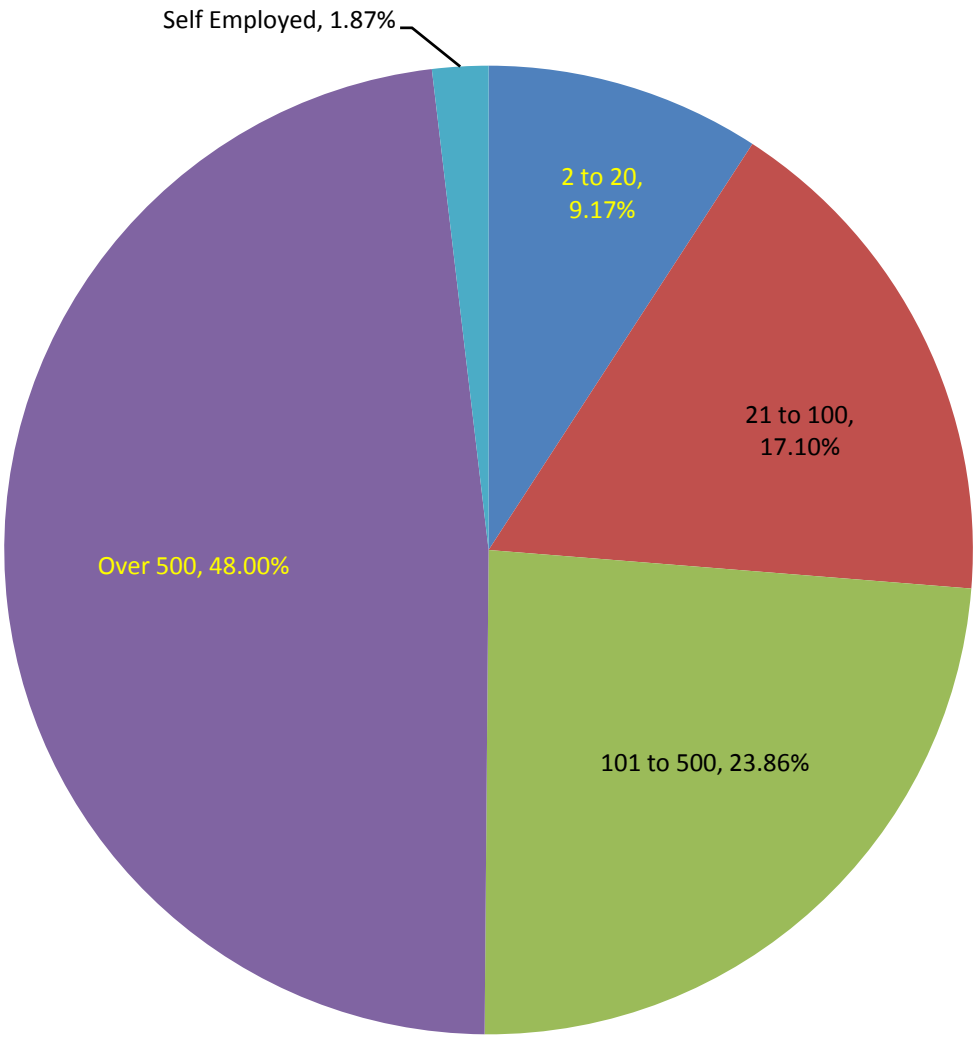


Figure 13: Principal Work Location

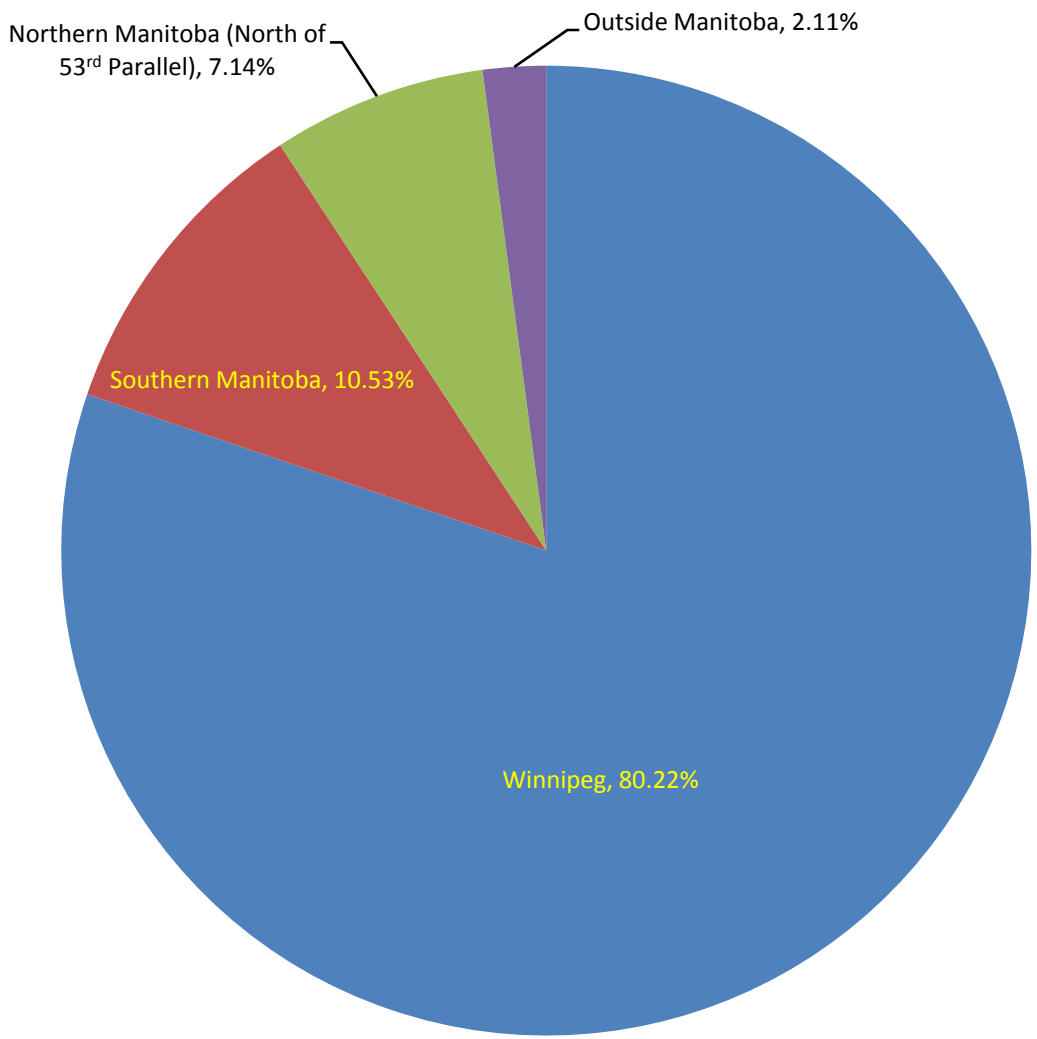


Figure 14: Change of Employment

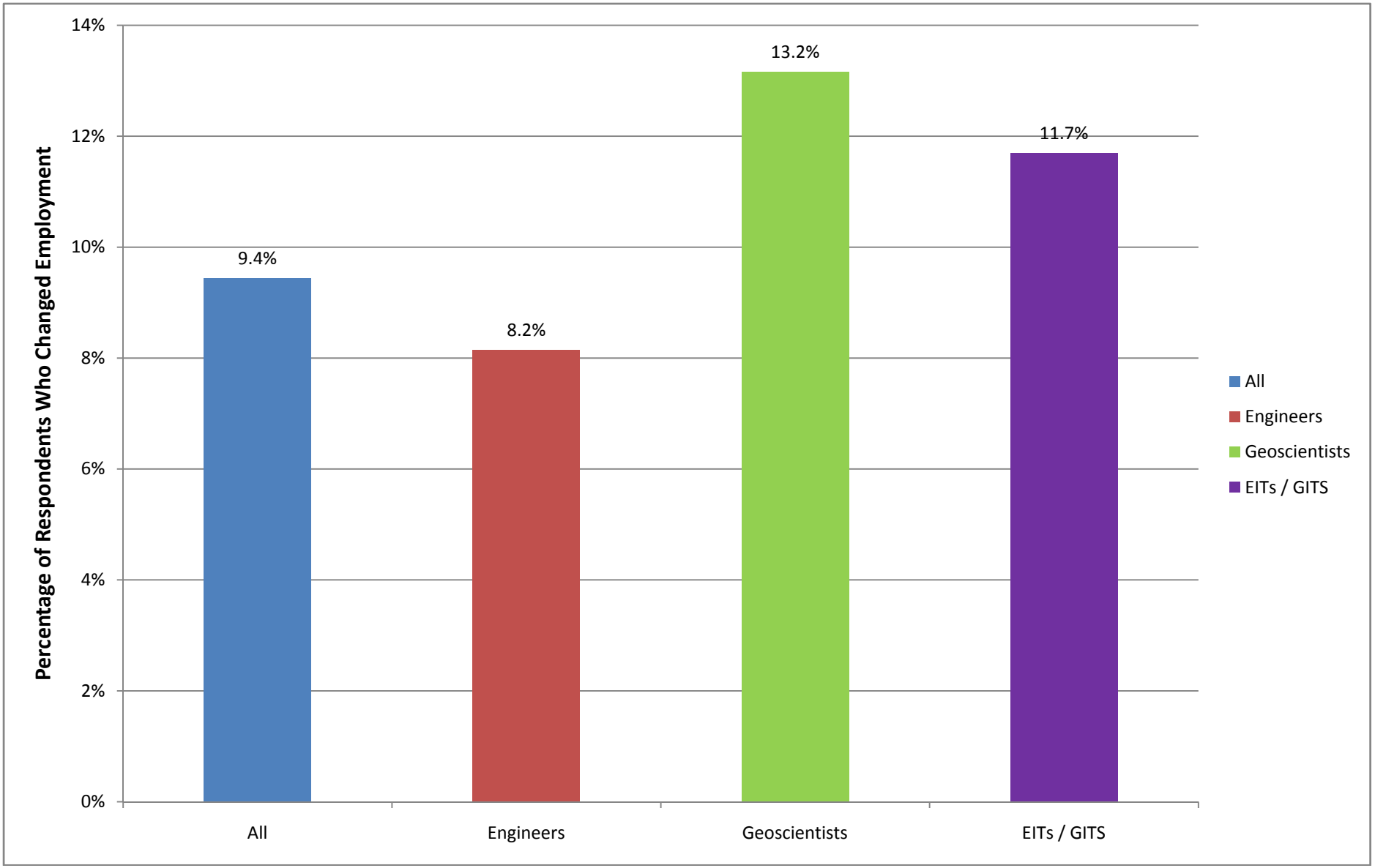


Figure 15: Sick Time - Entitlement

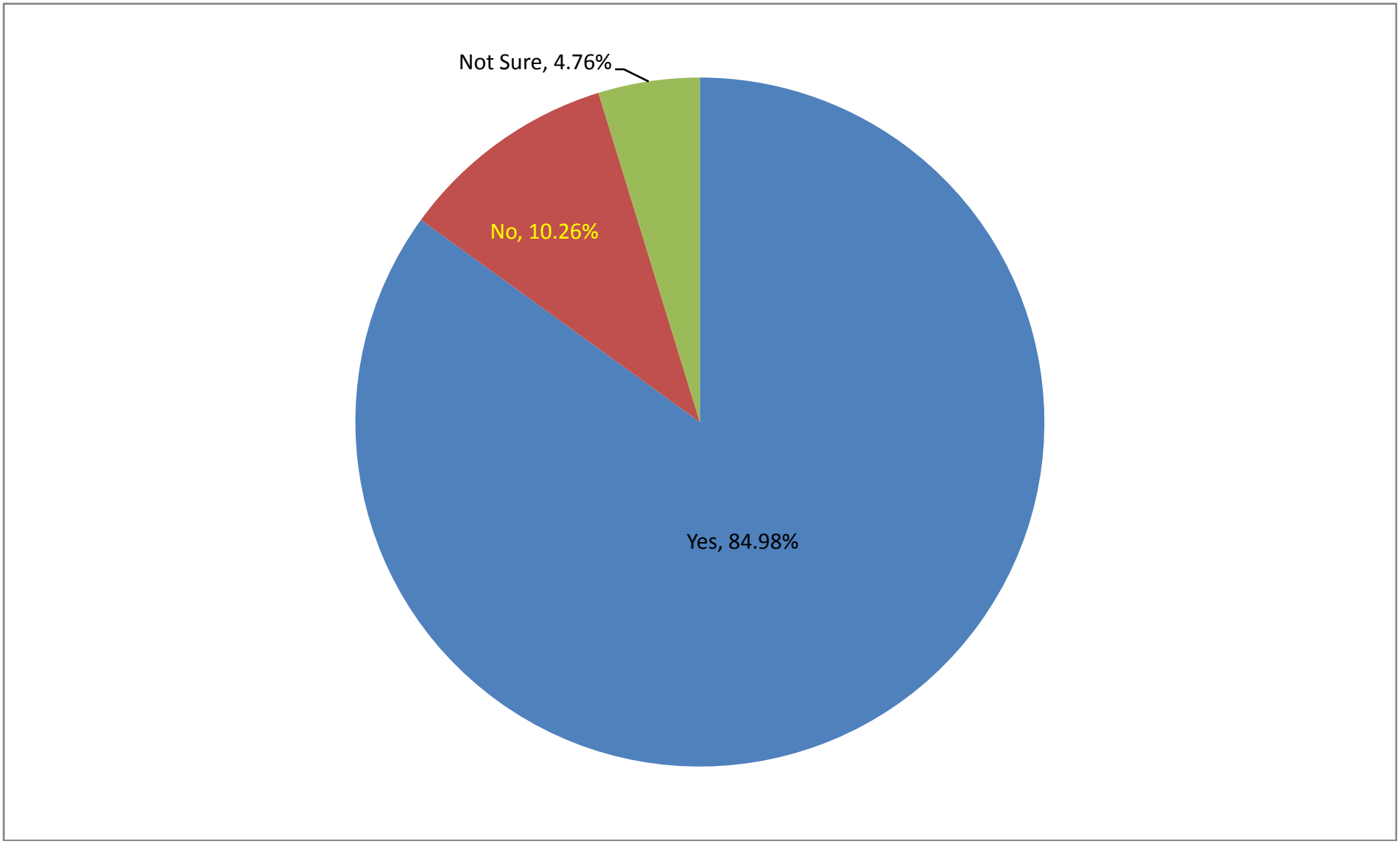
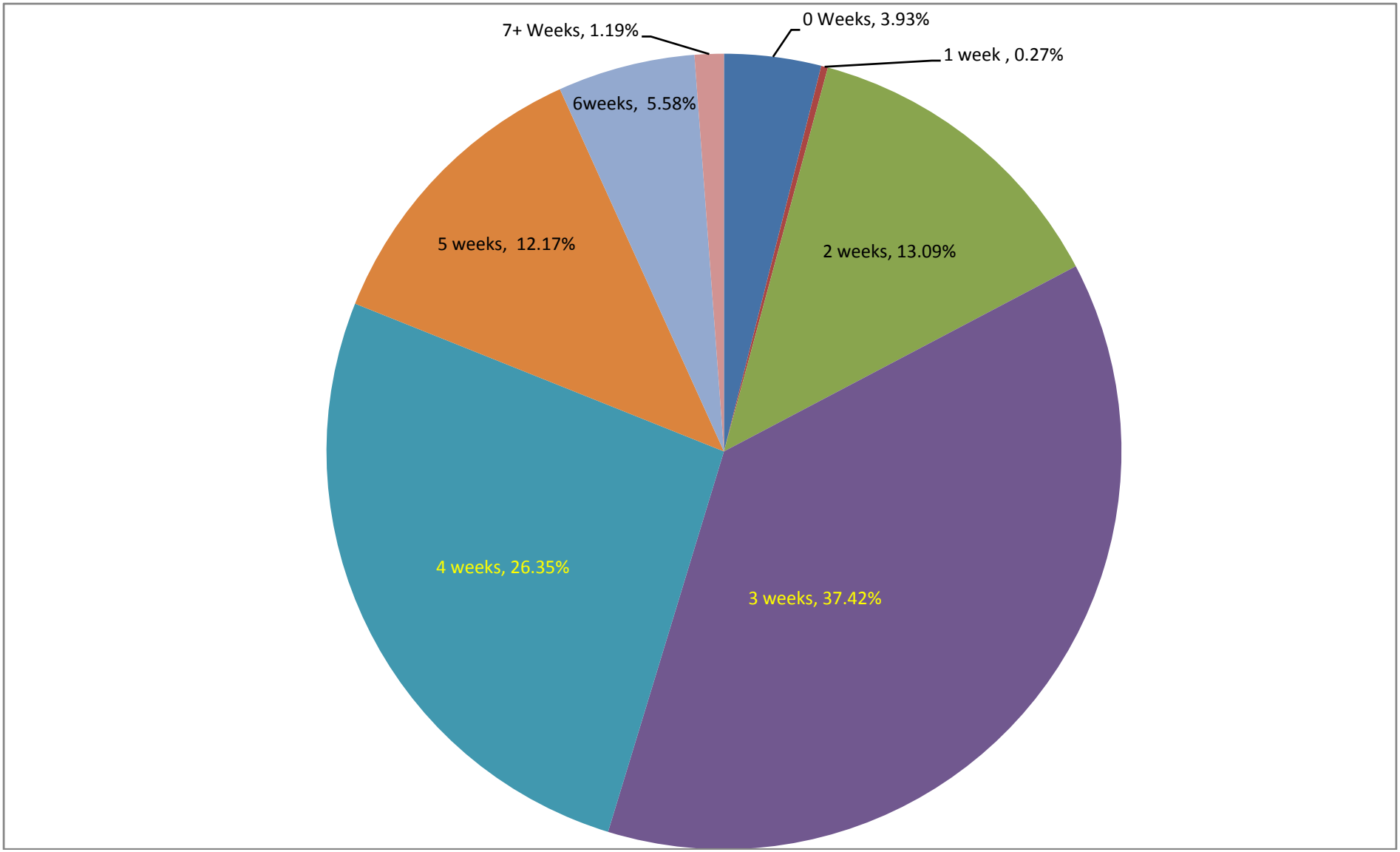


Figure 16: Vacation Time - Entitlement



Comments in Detail

Survey Format (Suggested Changes)

I found the survey very streamlined and easy to answer this year. I hope to see some comparison of our salaries to other provinces in this year's report.

For points relating to a supervisory role supervising personnel such as machinists, machine operators, inspectors and technicians should be included.

Please add descriptions that apply to GEOSCIENISTS - this association has a "G" in its name but tailors itself to the "E"s on a consistant basis.

point for hazards on job site, travel, job location, too low compared to other categories. Values so low in comparison to education and experience that job hazards, time away from basically don't contribute to score

I believe you should make the sick time provided question quantitative. I am interested how many sick days other engineers get. I get 2 per year which I believe to be very low, but cannot prove it.

Employer provides 5 sick days in a year (not 18). It would be useful to provide ranges for number of sick days to give a better reflection of the benefit in the survey. Also if I'm not sick I can use the sick days for vacation time instead.

Although there is a discussion on switching employers in the last year, there is no statement saying which employer the survey should be based on. For my case, I am using the employer that I am currently with, which accounts for 5-10% of my 2008 employment. To be more accurate either have a statement on which employer to use or have seperate sections on different employers.

On page 16, there should be a choice for not applicable. As a recent graduate, I did not have a salaray increase as I only worked from the time of graduation in May.

travel section could reflect travel one week at a time, 10 -15 weeks per year, which is quite different than averaging 1 day out of the office per week, even though actual time out of the office is the same.

1) Please add back the Scatter plot of Base Salary vs. Grad. year! It would be useful to see how we are doing compared to grad class. We are big boys and girls, we can handle it.

Too much reading, the descriptions might be too detailed. My job duties contained elements of 3 descriptions, the same for decision making.

APEGM should update its survey to reflect a more broad range of jobs that an engineer may have. As well, I would have liked to be able to choose from more than one primary job responsibility but the survey would only allow one choice. I picked "Research and Development" but would have also chosen "Quality Assurance" if given the option to do so.

I continue to suggest you add a category for Telecommunications.

This survey is exceedingly difficult to fill in for people who don\\'t fit your model of a typical engineer. I am an out-of-province graduate student, and while I filled in values for everything, I question how useful it is. You might consider an adaptive survey that changes depending on answers early on.

I changed employment to a different industry in December of 2008. It was a bit tricky to remember that this survey applied to my previous employer. There is only one question that deals with employment change, perhaps that should be addressed in future surveys.

I assume the year of academic qualification is the year one registered with APEGM.

If APEGM expects geoscientists to fill this survey in the future they should rewrite the survey to apply more directly to their work environment and experience. The questions asked never include the word "geoscientist" or "geologist", etc... only "engineer".

Some of the survey items do not relate directly to work by the Geological Survey. Perhaps you could look into expanding some of your criteria/classifications to include the responsibilities of mapping geologists. Cheers!

Classification Rating Guide and Example Classification ratings table should be available to read before starting survey to speed up completion of the survey

Hi, I found the electronic survey to be slow. I understand there was concern with a virus infecting the APEGM site. Maybe this was part of the problem as my firewall was screening every bit. Please consider alternative survey techniques to avoid such problems in the future.

survey is very slow, need to speed up interface. Also examples given as answers in questions about supervision or job responsibilities did not match options.

Same comment as for the past few years: the classifications need to include for those not employed by large corporations with strict hierarchies. There needs to be descriptions that are applicable to small and medium sized independent organizations, such as locally-based consultants.

Please include details on wider education and training. There are other educational streams besides a narrowly focused unversity degree.

This is my first survey that I have completed and thought it went quite well. I am not sure if you do this, but I thought it would be an excellent idea to send out an email to all APEGM members that completed the suvey notifying them that the results are complete, once you have finished. Otherwise, some people like myself, will likely become caught up in other tasks and forget to review the results.

I think we should allow for a base employee income section and separate income from contracts (self employed income) from other services as they pertain to engineering services.

Survey Format (Positive)

Great survey. Very easy to do.

Getting better every year. Keep up the good work. The survey report is a great reference.

Survey is very user friendly. Hope to see some good Salary data.

Netsurvey.ca is excellent. Way to go!

I felt this survey was well structured and required less than the proposed 15 minutes.

format is laid out quite well and is easy to follow

quick and effective format. Liked the page progression numbering...

I appreciate the additions to the questions this year and the clarifications and examples that are given with each one.

This was a good survey with a broad range of questions.

General Comments

Companies that pay according Salary Survey point system are always behind one year on general cost of living increase.

This survey might include income from other sources not related to primary employment.

This survey doesn't work well for someone like myself - a part-time senior consultant (retired from public utility - you could ask for $/hr, look at how the questions could get to the responsibilities of part-time consultant.

I have the following three questions, such as,

Selections are too vague to cover all company and work types.

I always enjoy taking and reading the surveys. They are very useful in helping determine ranges for job offers and to evaluate our comp programs relative to the Manitoba market. All the efforts of the team working on this are greatly appreciated - Thanks!

The survey seems shorter this year!

The detailed questions work well for an engineer, but are somewhat less applicable for geoscientists and GITs.

great survey, thanks for taking the initiative to have this salary survey done each year.

This is still a valuable survey.

Nice work.

It is so relevant undertaking to conduct salary survey and make available data to employers, engineering students as well public in general.

I was good survay.

Their are no direct questions to confirm if employment/work tasks actually relate to the engineering profession or affiliation with APEGM. While compensation may be good and I may be satisfied with my current position it does not directly relate to my education in engineering or APEGM membership status.

not relavent if teaching engineering

The survey does not seem to be geared to the possibility of becoming a technical specialist as opposed to a manager.

None of the job function categories seemed to fit exactly, and it doesn't seem to be taking my manually entered description. I work as a Control Systems Programmer Analyst for the City of Winnipeg, meaning there's some software development, some maintenance and tech support, some computer support, etc., all relating to process control.

Whenever I look at the engineering survey numbers they are always considerably lower than anyone is actually making. I discuss salary with my other engineering friends and every one of us agree that the numbers are either manipulated to make everyone feel like they\\'re well paid or there is someone adding false surveys, (unless there really is a bunch of engineers making 10,000 less than everyone else and hiding from all the training sessions and events).

I believe we would all benefit more if more individuals took a greater interest in completing this survey.

The survey does not capture the situation faced by small engineering firms. The salary survey is skewed to government and large firm responses, which I agree is how the majority of engineers are employed.

This salary survey took too long. I had to wait up to 30 seconds between when I pressed 'continue' and when the next question page would appear.

Web survey was quite slow 2009/05/21

Good survey, use the results as one of the guidelines to establish salaries

That was a painfully slow survey. Don't think it was on my end as we have a high speed connection.

Thanks and Good Luck to APEGM

Thanks for doing this.

Some part of question structure did not match my condition. I have answered those to the best of my judgement.

Sorry for taking so long.

Some options in the survet may not apply to graduate students performing research in an MSc/MEng/PhD program while registered as EITs. Example of this are employer-sponsored benefits and sick leave.

Engineering & Geoscience Professions

Persons with foreign degrees and excellant experience is of no value in this country. They are treated far inferior than Canandian counter parts. Degrees earned overseas and experience earned is of no value. 20 years of foreign experience is equal to 1 year of Canadian experience and salary is provided accordingly.

Stop being so petty on the use of the word Engineer. What you want to go after is anyone pretending to be a P.Eng. (or P.E. in the US) and is endagering the public not some kid in a large company that has been hired into an engineering position and will with time experience and Mentoring become a P.Eng. (assuming he wants to join an organization that is comes across as petty and whose relevence is therefore being questioned).

Feel that the Engineering profession is still significantly under paid in comparison to the other professional disciplines such as Doctors, Lawyers, Pharmacists, etc. For example, a recent Pharmaceutical graduate has a starting salary of $90-$100K annually compared to $35-$45K for a recent Engineering graduate. Based on the level of difficulty, course load (more than any other program), and dedication required, the Engineering profession is grossly under compensated in terms of renumeration. Not to mention, the level of responsibility, and professionalism required is no less, and in some cases more, than the other professional disciplines.

APEGM should work to raise the salary that is comparable to other provinces like Ontario and Alberta.

Engineers are not paid enough according to our responsibility, consequences if things go wrong, and level of headache/hassles associated with our work. Engineers are just shoehorned into a technical stereotype, and not considered leaders. We will never gain mainstream acceptance like doctors and lawyers because the general public cannot really understand what we do, or the impact of our work on their lives - like doctors, lawyers, etc. We need public exposure to further our profession, but it has to be in very basic simple terms that the public can understand and relate to - forget trying to convince them about technical stuff.

Please do something to encourage engineering job creation in the private sectors. It is not a healthy sign to see engineers collectng pay cheques from the government or Crown Corporations. In the long run, the government will not be able to sustain itself with this sort of economy policy.

The growing legal risks are making EIT's realize that it's less and less worth it to become P.Eng's.

APEGM should start getting involve in Salary negiotiation with establishments. E.g Law, medicine and nursing have a base for their new entries which helps in the course. Unfortunately Engineering is ain't like that. Anybody pays whatever he or she can negotiate with the employee

Appreciate very much the work of APEGM, for both new trainee and continuous education for all.

I believe that extra training or education should be recognized and rewarded as in other associations (teachers/professors). This will promote a higher level of incentive to retain qualified staff.

APEGM should set standard pay rates for engineers, similar to the way that dentists and doctors are compensated.

Personal Results

2008 Employment ended at the end of the year. I was not registered with APEGM as I had no immediate engineering supervisor at the plant with a professional designation. My role was strictly Project Management for the majority fo the plant capital plan which involved communication with various consultants on the projects and on other plant's engineering issues.

I am also certified as Project Management Professional.

I'm satisfied with my job. The company gave me full independence supervising my group.

It is very disappointing that after obtaining P. Eng credential, I am unable to get a salary hike. It makes me believe this credential is not respected in the industry or does not demand fair compensation (Salary-wise) such as that received by other professionals such as lawyers/ doctors.

I am self-employed and do part time contract work for several clients. Some survey areas on level of responsibility, etc., do not have a category that is a good fit for someone in my position. It is better suited for someone in a corporate job.

I work for a family owned company, while having one of the better insurance & benefits package, that's where the generosity ends. Raises are basically the cost of living. If there is bonus, it's minimal.

my situation is quite different now than the previous 25 years as I am working from home and have no direct employees whereas I previously owned the company and had up to 100 employees.

I don't really feel I should participate in this survey since I don't work as an engineer but as a technologist.

I find that the questions dealing which require me to rank (such as level of supervision, etc) are not that applicable to me as I work in a small consulting firm that deals with large clients. We do not fit into the management scheme that your questions are asking about.

THERE HAVE BEEN ERROR SCREENS POP UP. i'M NOT SURE IF ALL MY DATA HAS BEEN ACCEPTED

I took a job with a Crown Corporation for 5% less in pay. The advantages of the job include every other Monday off, working until 4:30 pm instead of 5 pm, little overtime and room to advance.

Many of the job classifications list CEO duties - BUT - many of my job functions listed for the CEO on decision making, policy development, and implemenattion of major programs is what I do. Many policies and decision making are provided for the CEo and board of directors of a large company and I fully implement them but I am not a CEO, in gfact I am not even a professional engineer. Not being a professional engineer yet but many of the classifications listed site a professional, while I consider myself one, just without the title.

My current circumstance do not reflect the norm. It was strictly a fallout from the current economic conditions that plague the manufacturing industry. Our industry is partially tied to the automotive sector of our economy.

I have retired as of JANUARY 6, 2009

Satisfied with my present job discription and corresponding salary.

I am working as a professor. Some of the choices did not exactly describe my work committment or environment. Therefore, I used my own opinion to chose from the given choices.

This was Summer student work.

I believe my remuneration and benefits are excellent for the work that I do. Very satisfied.

Do to ecnomic conditions I feel I am over worked. As there has been no replacement of people that left the company. Also no raise or etc. do to ecnomic conditions.

I was on maternity leave for 2008 but indicated my base pay if I was working full time.