

## Salary Survey Committee

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

This was the sixth year using a web based survey format and the Committee once again used the comments received from members to help improve the quality of the questions and the workflow process used to complete the survey. The response rate since switching to the web based survey has averaged 30%, as compared to the 22% average for the old paper based survey methodology.

The survey provides information based on the year of graduation of the Professional Engineers and Geoscientists in Manitoba. The year of graduation salary information contains the number of eligible members by year of graduation. The highest participation in the survey by year of graduation was 2002 with 52.6% of eligible members responding, while in general the response rate for the 1999 to 2005 graduates was much higher than the graduates before 1999. While the year of graduation salary information is one of the more interesting sections, the key objective of the survey is still to identify salary based on the value of the position to a company as measured by the APEGM point system, which is very similar to the point system used by the other associations. Members can determine how their compensation relates to others by calculating their own points and comparing to the survey results for similar rated positions.

This was the fourth year we surveyed members as to their overall satisfaction with salaries. Over 80% of respondents indicated that they were very or somewhat satisfied with their current level of compensation. The results also showed that 15% of EIT/GITs were somewhat dissatisfied with their compensation.

Every year we receive comments about the level of compensation in Manitoba versus elsewhere in Western Canada. The 2008 salary survey results for B.C.,

and Alberta, and 2007 for Saskatchewan can be found at the following websites; [www.apeg.bc.ca](http://www.apeg.bc.ca), [www.appega.org](http://www.appega.org), and [www.apegs.sk.ca](http://www.apegs.sk.ca).

Thank you to the members who completed our survey and to those who provided their comments. Finally, many thanks to the committee members for their efforts this year, to Corey Simpson for his efforts on the data analysis and to William Boyce for his excellent support.