

Salary Survey Committee

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The Salary Survey Committee conducted its annual employee salary survey 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.

This was the seventh 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 2007 with 48.5% of eligible members responding, while in general the response rate for the 1997 to 2007 graduates was much higher than the graduates before 1997. The lowest participation rate was for those members who graduated before 1990.

An interesting finding was that 910 out of 1154 respondents indicated that they received a salary increase in 2008, while 244 respondents did not get a salary increase. The average percentage salary increase for those who received an increase was 8.0%.

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 fifth 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 the 2009 results for Saskatchewan can be found at the following websites;

www.apeg.bc.ca, and www.apegs.sk.ca. APEGGA, the association in Alberta, prepares an employer survey and reports on “Value of Professional Services”. The 2009 employer survey report can be found at www.appega.org.

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 Kingsley Woods for his efforts on the data analysis and to William Boyce for his excellent support.