APEGM 2008 Salary Survey

APEGM Salary Survey Committee

September 2, 2008

Prepared by the APEGM Salary Survey Committee

S. Quigley, P.Eng. – Chair

W. Czyrnyj, P.Eng.

A.M. Mian, P.Eng.

I.R. Mikawoz, P.Eng.

J. Molnar, EIT

C. Simpson, Data Analyst

Table of Contents

1. Highlights

1.1 Survey Highlights

For the sixth year, the survey was conducted via a web-based format. This year the response rate was 31.1% compared to 29.9% in 2007 and 30.0% in the previous year. The eligible APEGM membership as of June 2008 was 3519 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 ($118,133) and Communications ($91,463).
- The job functions with mean total incomes greater than $90,000 were Mineral Exploration, Administrative Services, and Management. These functions were also among those with the highest Mean Points.
- The lowest paid job functions based on mean total income were Software Development, Production, Computer Services 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 52.6% of eligible members responding. In general, the highest participation rates are from 1999 to 2006 graduates.
- 74.4% of employers paid APEGM dues.
- 83.6% of employers provided fully paid training.
- Salaries for females were 9.3% higher for jobs with point ratings between 200 and 299 and were 12.3% lower for jobs with point's ratings between 500 and 599.
- Flexible work hours are available to 76.0% of members and 24.2% have profit sharing.
- 51.6% of the members worked for firms with more than 500 employees and 62.6% of the members worked for private enterprise.
- Only 959 of the 1095 submitted surveys or 87.6% 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 – 7.3% of responding members have changed employers in the last year.
- Overall Satisfaction – 80.2% 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 30.0% of Geoscientists.

1.2 Membership Response

- Invitations to complete the web-based survey were sent to 3519 APEGM members and EIT/GITs resident in Manitoba in February 2008. Responses were accepted until March 31, 2008. The reference date for the survey was December 31, 2007.

- Responses were received from 1095 members for an overall response rate of 31.1%, compared to 29.9% in 2007, 29.5% in 2006, 37% in 2005 and 31% in 2004.

- Of the responses, 70.8% (764/1079) were Engineers, 3.1% (33/1079) were Geoscientists, and 26.1% (282/1079) were EIT/GITs. (Some 16 respondents did not answer the APEGM registration question to indicate their current status.)

- The response rate for Engineers was 28.8% (764/2652). The response rate for Geoscientists was 28.8% (33/145). The response rate for EIT/GITs was 39.1% (282/722).

- This year, 9.8% (71) of the (722) respondents who were EIT/GITs graduated more than 5 years ago.

- This year was the sixth 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 1095 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 959.

1.5 Education

- Of the respondents, 28.1% (269/959) indicated that they had obtained a postgraduate degree.
- By membership category, this equates to 29.9% (211/705) of Engineers, 60.0% (18/30) of Geoscientists, and 19.2% (43/224) of EIT/GITs.

- 88.7% of respondents indicated their first degree in Engineering or Geoscience was from a Canadian university.

1.6 Gender

- Overall, 87.3% (937/1073) of respondents were male and 12.7% (136/1073) were female. 22 respondents did not indicate their gender.
- Of the total eligible APEGM Membership, 29.6% (937/3163) of the male members responded and 38.2% (136/356) of the female members responded.
- Of the 959 respondents used, 68.2% (580/850) of the males graduated after 1986, and 86.2% (94/109) 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 43.1 hours.
- The average number of weeks of vacation reported was 3.7.
- This year, 62.6% of respondents were from the private sector, compared to 63.8% last year, and 64.5% the year before last.
- The average percentage increase in the base annual salary from the previous year was 7.2%. Of the respondents, 8.3% (78/944) did not get a salary increase.

1.8 Comments

- This year, 6.2% of respondents provided written comments on their APEGM salary Survey, compared to 10.4% who left comments in 2007, and 9.2% in the 2006 survey.

List of Tables

Table 1: Mean Base Salary vs. APEGM Points Equation

Year	Base Salary
2008	***116P + 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.	*Cost of Living % Increase
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	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	**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	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**

Table 3: Industry Sector Statistics

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	83	8.7%	$69,214	$50,114	$64,500	$82,786	$77,280	**414**
Agriculture/Equipment	12	1.3%	$58,067	$45,250	$58,300	$63,583	$59,042	**407**
Agriculture/Food	16	1.7%	$79,680	$53,000	$67,500	$94,621	$93,598	**431**
Biomedical	6	0.6%	$74,250	$51,750	$64,750	$107,083	$77,583	**464**
Chemical	1	0.1%	$98,500	NA	NA	NA	$101,800	**508**
Communications	18	1.9%	$84,101	$79,492	$82,000	$92,389	$91,463	**517**
Computer/Software	10	1.0%	$63,900	$37,917	$65,750	$76,500	$66,300	**412**
Construction	47	4.9%	$71,295	$58,416	$67,000	$77,833	$78,128	**486**
Consulting	182	19.0%	$73,901	$54,000	$69,000	$87,675	$83,727	**468**
Education	23	2.4%	$89,396	$65,333	$70,000	$112,500	$90,701	**597**
Electronics	14	1.5%	$69,263	$55,500	$66,600	$77,417	$71,656	**441**
Environmental	29	3.0%	$70,892	$51,210	$75,000	$81,744	$76,077	**503**
Health Care	6	0.6%	$80,469	$65,487	$79,484	$98,167	$80,469	**626**
Heavy Electrical	6	0.6%	$65,500	$41,833	$52,000	$99,750	$85,333	**440**
Manufacturing	95	9.9%	$78,250	$53,000	$66,500	$86,667	$85,837	**490**
Mechanical Equipment	9	0.9%	$63,578	$54,333	$65,000	$70,000	$72,605	**436**
Metals - Fabricating	5	0.5%	$94,040	$72,833	$89,700	$116,667	$121,301	**538**
Metals - Primary	5	0.5%	$89,794	$69,113	$81,500	$120,000	$134,128	**658**
Mineral Exploration	6	0.6%	$100,083	$8,3333	$95,000	$113,792	$116,667	**697**
Mining	28	2.9%	$88,085	$73,417	$70,510	$100,245	$118,133	**492**
Petroleum	6	0.6%	$76,917	$63,292	$78,000	$87,583	$91,483	**477**
Pharmaceutical	7	0.7%	$74,996	$57,295	$62,000	$101,333	$81,259	**441**
Research & Development	14	1.5%	$73,887	$43,667	$80,100	$100,592	$78,159	**531**
Transportation	56	5.8%	$73,793	$58,868	$72,000	$89,000	$77,787	**500**
Transportation Equipment	10	1.0%	$83,950	$65,000	$73,500	$91,083	$91,565	**546**
Utilities (Gas, Hydro, Water)	214	22.3%	$85,454	$66,968	$85,857	$99,774	$89,317	**481**
Other	51	5.3%	$77,136	$62,275	$80,000	$90,083	$80,437	**505**
Total	**959**	**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	49	7.0%	$81,763	$65,000	$76,000	$92,333	$92,195	**504**
Agriculture/Equipment	6	0.9%	$68,333	$61,417	$63,500	$78,000	$68,733	**475**
Agriculture/Food	6	0.9%	$114,145	$93,065	$98,045	$138,500	$141,250	**604**
Biomedical	6	0.9%	$74,250	$51,750	$64,750	$107,083	$77,583	**464**
Chemical	1	0.1%	$98,500	NA	NA	NA	$101,800	**508**
Communications	15	2.1%	$88,429	$81,214	$83,000	$93,189	$97,196	**564**
Computer/Software	6	0.9%	$79,750	$69,292	$75,000	$93,917	$83,750	**470**
Construction	33	4.7%	$79,009	$62,000	$72,000	$87,333	$84,342	**538**
Consulting	140	19.9%	$80,944	$62,667	$77,000	$96,750	$93,011	**525**
Education	14	2.0%	$87,456	$67,000	$73,500	$97,667	$89,599	**621**
Electronics	9	1.3%	$74,997	$63,820	$68,000	$81,667	$77,553	**506**
Environmental	19	2.7%	$79,120	$74,220	$78,500	$85,105	$83,047	**578**
Health Care	6	0.9%	$80,469	$65,487	$79,484	$98,167	$80,469	**626**
Heavy Electrical	3	0.4%	$88,667	$65,667	$99,000	$106,500	$128,333	**621**
Manufacturing	65	9.2%	$89,583	$61,333	$81,000	$93,000	$99,693	**564**
Mechanical Equipment	7	1.0%	$68,214	$62,917	$68,000	$70,000	$79,107	**487**
Metals - Fabricating	4	0.6%	$101,925	$82,875	$99,850	$121,667	$133,877	**596**
Metals - Primary	5	0.7%	$89,794	$69,113	$71,500	$120,000	$134,128	**658**
Mining	15	2.1%	$99,879	$81,667	$99,189	$117,167	$132,133	**581**
Petroleum	3	0.4%	$92,000	$85,167	$86,000	$101,833	$119,133	**515**
Pharmaceutical	6	0.9%	$77,995	$57,722	$70,000	$106,083	$84,469	**465**
Research & Development	8	1.1%	$85,116	$76,333	$90,665	$101,917	$91,716	**544**
Transportation	43	6.1%	$80,990	$67,000	$80,600	$90,000	$85,234	**553**
Transportation Equipment	10	1.4%	$83,950	$65,000	$73,500	$91,083	$91,565	**546**
Utilities (Gas, Hydro, Water)	186	26.4%	$89,880	$74,961	$89,483	$103,640	$94,160	**516**
Other	40	5.7%	$81,985	$69,896	$81,298	$94,000	$86,106	**538**
Total	**705**	**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	2	6.7%	$68,500	NA	NA	NA	$72,250	**498**
Education	5	16.7%	$124,437	$99,333	$130,000	$150,456	$124,437	**744.8**
Environmental	4	13.3%	$66,710	$52,913	$61,500	$82,243	$85,152	**533.8**
Mineral Exploration	6	20.0%	$100,083	$83,333	$95,000	$113,792	$116,667	**697.2**
Mining	5	16.7%	$80,736	$74,667	$80,820	$89,240	$119,248	**515.6**
Petroleum	2	6.7%	$67,750	NA	NA	NA	$70,750	**470.5**
Research & Development	3	10.0%	$77,165	$43,996	$95,000	$101,417	$77,165	**739.7**
Other	3	10.0%	$74,000	$63,333	$80,000	$81,667	$74,000	**658**
Total	**30**	**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	34	15.2%	$51,129	$45,000	$48,360	$55,119	$55,787	**285**
Agriculture/Equipment	6	2.7%	$47,800	$42,633	$45,300	$55,550	$49,350	**338**
Agriculture/Food	10	4.5%	$59,001	$50,834	$56,000	$65,417	$65,006	**327**
Communications	3	1.3%	$62,464	$53,305	$64,827	$70,441	$62,797	**285**
Computer/Software	4	1.8%	$40,125	$34,958	$37,500	$46,167	$40,125	**326**
Construction	14	6.3%	$53,114	$45,088	$55,000	$60,167	$63,481	**364**
Consulting	40	17.9%	$49,518	$45,308	$48,600	$54,580	$51,808	**271**
Education	4	1.8%	$52,387	$44,407	$50,987	$60,833	$52,387	**329**
Electronics	5	2.2%	$58,943	$40,667	$56,000	$73,643	$61,043	**325**
Environmental	6	2.7%	$47,621	$44,675	$48,000	$50,970	$47,954	**246**
Heavy Electrical	3	1.3%	$42,333	$40,333	$42,000	$44,500	$42,333	**258**
Manufacturing	30	13.4%	$53,112	$44,867	$51,312	$57,000	$55,814	**329**
Mechanical Equipment	2	0.9%	$47,350	NA	NA	NA	$49,850	**256**
Metals – Fabricating	1	0.4%	$62,500	NA	NA	NA	$71,000	**315**
Mining	8	3.6%	$70,563	$65,917	$72,000	$74,583	$91,188	**312**
Petroleum	1	0.4%	$50,000	NA	NA	NA	$50,000	**376**
Pharmaceutical	1	0.4%	$57,000	NA	NA	NA	$62,000	**298**
Research & Development	3	1.3%	$40,667	$33,500	$44,000	$49,500	$43,000	**287**
Transportation	13	5.8%	$49,989	$43,667	$46,000	$55,517	$53,153	**324**
Utilities (Gas, Hydro, Water)	28	12.5%	$56,052	$51,030	$54,795	$57,847	$57,149	**481**
Other	8	3.6%	$54,067	$43,250	$50,000	$58,875	$54,504	**282**
Total	**224**	**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	8	1%	$103,025	$73,992	$100,000	$125,208	$111,650	**667**
Computer Services	2	0%	$69,625	NA	NA	NA	$69,625	317
Consulting	116	12%	$71,534	$51,255	$67,500	$85,000	$79,240	**469**
Design	190	20%	$65,830	$50,975	$63,000	$78,992	$69,999	**393**
Maintenance/Tech Supp.	66	7%	$70,851	$54,893	$69,956	$86,000	$78,548	**394**
Management	189	20%	$99,677	$82,000	$95,000	$113,000	$111,643	**654**
Marketing/Sales	16	2%	$73,492	$57,417	$70,000	$78,420	$79,292	**419**
Mineral Exploration	6	1%	$96,583	$64,917	$95,000	$113,792	$119,000	**575**
Planning	48	5%	$76,548	$60,833	$75,861	$89,555	$78,736	**437**
Production	32	3%	$62,207	$50,070	$58,400	$72,000	$69,270	**360**
Project Management	171	18%	$78,254	$62,000	$76,000	$93,000	$87,318	**477**
Quality Assurance	17	2%	$73,712	$50,667	$77,000	$85,667	$80,325	**492**
R&D	39	4%	$71,628	$46,978	$64,500	$91,250	$77,410	**436**
Software Dev.	14	1%	$61,187	$51,696	$59,923	$66,769	$62,811	**364**
Teaching	16	2%	$84,668	$67,000	$77,500	$96,667	$87,793	**631**
Other	29	3%	$70,121	$55,667	$75,000	$82,853	$72,519	**430**
Total	**959**	**100%**						

Table 8: Year of Graduation Statistics

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	0%	80	5.0%	$114,250	$85,083	$123,000	$140,500	$124,850	**728**
1965-1969	21	2%	155	13.5%	$86,347	$68,589	$89,000	$100,000	$91,328	**608**
1970	6	1%	56	10.7%	$113,843	$80,106	$102,470	$149,833	$115,468	**657**
1971	9	1%	69	13.0%	$89,776	$67,563	$95,000	$107,027	$91,429	**635**
1972	15	2%	81	18.5%	$93,983	$80,833	$87,816	$115,735	$95,050	**649**
1973	13	1%	72	18.1%	$115,223	$90,000	$105,000	$130,333	$140,562	**703**
1974	16	2%	73	21.9%	$94,384	$77,132	$94,500	$108,333	$101,978	**660**
1975	5	1%	53	9.4%	$92,183	$85,014	$86,000	$100,000	$95,651	**524**
1976	14	1%	60	23.3%	$97,653	$78,644	$88,218	$108,288	$107,701	**652**
1977	9	1%	61	14.8%	$113,142	$87,500	$103,000	$128,333	$119,587	**700**
1978	14	1%	53	26.4%	$85,242	$66,583	$85,000	$100,083	$88,814	**538**
1979	18	2%	67	26.9%	$109,173	$84,815	$103,000	$135,650	$142,962	**710**
1980	19	2%	76	25.0%	$91,029	$77,000	$90,000	$108,911	$103,034	**620**
1981	12	1%	73	16.4%	$89,628	$71,989	$90,000	$102,500	$91,890	**568**
1982	14	1%	90	15.6%	$90,928	$74,667	$99,000	$105,025	$96,499	**617**
1983	31	3%	98	31.6%	$98,398	$87,850	$98,300	$106,667	$107,752	**632**
1984	18	2%	100	18.0%	$119,946	$84,583	$93,184	$123,333	$129,009	**620**
1985	23	2%	105	21.9%	$89,263	$76,441	$82,800	$95,667	$98,811	**545**
1986	24	3%	109	22.0%	$90,892	$71,667	$96,500	$102,060	$98,936	**571**
1987	25	3%	96	26.0%	$94,513	$81,333	$97,000	$107,333	$104,505	**638**
1988	31	3%	95	32.6%	$86,770	$70,333	$85,000	$96,667	$100,078	**566**
1989	19	2%	75	25.3%	$84,896	$71,225	$79,151	$101,417	$91,009	**566**
1990	28	3%	84	33.3%	$93,348	$79,250	$89,876	$105,000	$103,241	**582**
1991	26	3%	85	30.6%	$86,780	$76,675	$89,055	$96,127	$94,202	**535**
1992	31	3%	90	34.4%	$87,602	$80,058	$90,000	$98,068	$92,811	**530**
1993	15	2%	81	18.5%	$77,967	$61,417	$74,000	$87,667	$82,170	**495**
1994	27	3%	90	30.0%	$82,216	$70,167	$84,000	$92,000	$90,062	**529**
1995	20	2%	88	22.7%	$74,630	$66,000	$74,000	$87,005	$81,924	**491**
1996	33	3%	110	30.0%	$74,105	$67,000	$73,600	$84,067	$83,868	**503**
1997	31	3%	83	37.3%	$72,868	$62,500	$68,000	$84,708	$79,510	**458**
1998	36	4%	107	33.6%	$66,757	$54,587	$66,500	$79,375	$72,958	**395**
1999	35	4%	87	40.2%	$70,422	$61,667	$70,000	$78,833	$77,727	**418**
2000	37	4%	91	40.7%	$66,863	$56,667	$67,000	$75,000	$72,872	**406**
2001	45	5%	104	43.3%	$60,009	$55,000	$60,000	$65,377	$65,212	**352**
2002	51	5%	97	52.6%	$62,345	$53,325	$60,000	$70,000	$69,631	**360**
2003	41	4%	90	45.6%	$54,574	$49,333	$54,000	$60,333	$60,393	**320**
2004	38	4%	107	35.5%	$56,492	$48,319	$54,436	$58,293	$59,833	**306**
2005	42	4%	100	42.0%	$51,969	$43,917	$50,000	$58,135	$54,998	**289**
2006	44	5%	108	40.7%	$47,551	$43,533	$46,444	$51,000	$51,584	**255**
2007	19	2%	79	24.1%	$50,147	$42,183	$45,700	$50,861	$53,576	**268**
Total	**959**	**100%**	**3478**	**27.6%**						

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	3	0%	72	4.2%	$109,000	$71,833	$116,000	$142,667	$123,133	**747**
1965-1969	18	2%	141	12.8%	$85,138	$69,560	$89,125	$100,000	$90,950	**576**
1970	6	1%	48	12.5%	$113,843	$80,106	$102,470	$149,833	$115,468	**657**
1971	8	1%	64	12.5%	$89,123	$59,852	$97,300	$108,142	$90,983	**610**
1972	15	2%	74	20.3%	$93,983	$80,833	$87,816	$115,735	$95,050	**649**
1973	13	2%	69	18.8%	$115,223	$90,000	$105,000	$130,333	$140,562	**703**
1974	15	2%	71	21.1%	$94,676	$75,853	$97,000	$109,333	$99,776	**648**
1975	5	1%	47	10.6%	$92,183	$85,014	$86,000	$100,000	$95,651	**524**
1976	14	2%	55	25.5%	$97,653	$78,644	$88,218	$108,288	$107,701	**652**
1977	9	1%	58	15.5%	$113,142	$87,500	$103,000	$128,333	$119,587	**700**
1978	13	2%	47	27.7%	$88,881	$67,327	$90,000	$100,333	$92,728	**557**
1979	14	2%	52	26.9%	$110,731	$84,815	$103,000	$135,650	$154,173	**707**
1980	18	2%	68	26.5%	$92,787	$77,000	$93,316	$109,333	$104,620	**610**
1981	12	1%	66	18.2%	$89,628	$71,989	$90,000	$102,500	$91,890	**568**
1982	14	2%	82	17.1%	$90,928	$74,667	$99,000	$105,025	$96,499	**617**
1983	30	4%	92	32.6%	$99,345	$88,885	$99,150	$107,667	$109,010	**636**
1984	16	2%	89	18.0%	$126,190	$85,858	$94,184	$125,333	$136,385	**621**
1985	23	3%	94	24.5%	$89,263	$76,441	$82,800	$95,667	$98,811	**545**
1986	19	2%	100	19.0%	$93,936	$79,500	$97,500	$104,529	$101,649	**578**
1987	23	3%	90	25.6%	$95,335	$82,500	$99,189	$109,333	$104,023	**646**
1988	27	3%	87	31.0%	$85,601	$70,333	$83,383	$96,667	$98,952	**555**
1989	19	2%	71	26.8%	$84,896	$71,225	$79,151	$101,417	$91,009	**566**
1990	27	3%	72	37.5%	$95,083	$81,167	$90,000	$105,000	$105,343	**595**
1991	23	3%	75	30.7%	$87,235	$77,784	$89,249	$97,274	$92,623	**540**
1992	28	3%	78	35.9%	$89,487	$81,452	$90,294	$98,081	$94,531	**542**
1993	12	1%	70	17.1%	$80,917	$65,585	$81,800	$92,083	$85,630	**503**
1994	25	3%	80	31.3%	$82,853	$70,667	$84,000	$92,000	$91,067	**541**
1995	17	2%	72	23.6%	$76,976	$66,333	$76,000	$90,000	$84,617	**488**
1996	29	3%	88	33.0%	$74,144	$68,667	$74,000	$84,067	$83,572	**503**
1997	28	3%	68	41.2%	$74,890	$66,825	$70,000	$88,004	$81,315	**470**
1998	27	3%	75	36.0%	$70,439	$62,083	$70,000	$80,417	$77,084	**431**
1999	28	3%	71	39.4%	$73,036	$63,417	$73,500	$79,583	$81,602	**435**
2000	32	4%	59	54.2%	$68,806	$58,283	$68,250	$75,058	$75,242	**425**
2001	29	3%	55	52.7%	$62,572	$57,179	$60,000	$69,300	$68,306	**373**
2002	36	4%	59	61.0%	$65,565	$56,708	$62,831	$71,167	$73,165	**368**
2003	17	2%	34	50.0%	$57,455	$51,984	$60,000	$65,000	$64,217	**363**
2004	11	1%	21	52.4%	$63,647	$54,427	$58,274	$61,995	$67,270	**349**
Total	**839**	**100%**	**2614**	**26.9%**						

Table 10: Year of Graduation Statistics (Geoscientists)

Year of Grad	# Reported	% Reported	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1961-1969	4	13%	20	20.0%	$102,699	$53,880	$106,000	$150,417	$102,699	**764**
1970-1979	6	20%	51	11.8%	$99,981	$87,083	$98,850	$116,432	$107,481	**760**
1980-1989	10	33%	51	19.6%	$86,742	$69,583	$82,500	$93,048	$100,091	**635**
1990-1999	7	23%	13	53.8%	$81,954	$68,500	$80,820	$89,810	$102,431	**524**
2000-2003	3	10%	5	60.0%	$55,808	$51,519	$52,000	$62,000	$74,974	**374**
Total	**30**	**100%**	**140**	**21.4%**						

Table 11: Year of Graduation Statistics (EIT/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	19	8%	113	16.8%	$64,478	$51,167	$59,378	$72,500	$68,870	**432**
1997	3	1%	15	20.0%	$53,995	$43,988	$59,000	$61,500	$62,662	**345**
1998	8	4%	31	25.8%	$52,575	$47,417	$51,300	$59,917	$54,363	**273**
1999	7	3%	16	43.8%	$59,967	$43,808	$55,000	$68,583	$62,227	**351**
2000	5	2%	31	16.1%	$54,427	$44,858	$57,000	$61,187	$57,704	**288**
2001	15	7%	47	31.9%	$54,787	$46,500	$56,000	$60,583	$55,978	**307**
2002	14	6%	37	37.8%	$54,803	$48,255	$53,974	$65,000	$61,265	**337**
2003	23	10%	55	41.8%	$52,582	$45,833	$51,612	$55,833	$57,957	**289**
2004	27	12%	86	31.4%	$53,577	$47,145	$53,000	$55,470	$56,804	**289**
2005	41	18%	96	42.7%	$52,017	$43,667	$50,000	$58,190	$54,876	**283**
2006	44	20%	108	40.7%	$47,551	$43,533	$46,444	$51,000	$51,584	**255**
2007	18	8%	79	22.8%	$46,155	$42,000	$45,358	$49,906	$49,219	**249**
Total	**224**	**100%**	**714**	**31.4%**						

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

Education	Respondents	Mean Base Salary	Mean APEGM Points
1 Eng. Degree	605	$74,845	**461**
Supplemental Education			
Diploma or Other	83	$82,848	**525**
M. Eng. Or M.Sc.	153	$77,095	**469**
2nd B.Sc. (Eng. Or Other)	25	$72,008	**486**
Multiple Supplemental Categories	11	$84,733	**509**
PhD	35	$87,462	**577**
MBA	31	$98,185	**604**
Multiple Supplemental Categories (inc. MBA)	14	$104,048	**667**
Total	**957**		

Table 13: Paid Benefits

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life insurance	28.78%	46.19%	12.72%	6.05%	**6.26%**
Pension Plan	11.78%	60.27%	2.82%	22.31%	**2.82%**
Short Term Disability	46.09%	31.39%	5.53%	6.36%	**10.64%**
Long Term Disability	37.75%	34.93%	11.68%	4.38%	**11.26%**
Extended Health Plan	34.20%	45.15%	10.53%	5.21%	**4.90%**
Drug Plan	38.16%	45.67%	7.19%	5.63%	**3.34%**
Dental Plan	40.15%	49.22%	4.90%	3.65%	**2.09%**
RRSP	4.07%	32.01%	16.06%	43.48%	**4.38%**
Stock purchase	1.04%	9.80%	11.16%	70.80%	**7.19%**
Parental Leave	21.48%	6.36%	2.40%	32.64%	**37.12%**
Continued Education	61.73%	19.81%	4.48%	8.24%	**5.74%**
Training	83.63%	5.53%	2.61%	6.26%	**1.98%**
APEGM dues	74.35%	1.88%	17.52%	5.84%	**0.42%**
Technical Society Dues	**50.57%**	**2.09%**	**19.92%**	**15.64%**	**11.78%**

Table 14: Employment Benefits

Benefit	Employer Provides	Does Not Provide or NA
Savings Plan	23.88%	**76.12%**
Profit Sharing	24.19%	**75.81%**
Productivity	19.50%	**80.50%**
Leave of Absence	68.61%	**31.39%**
Flexible Work	76.02%	**23.98%**
Job Sharing	21.69%	**78.31%**
Vehicle	11.26%	**88.74%**
Vehicle allowance	31.18%	**68.82%**
Liability Insurance	46.09%	**53.91%**
Daycare	1.88%	**98.12%**
Parental leave	**55.27%**	**44.73%**

Table 15: Average Classification Rating Results

Classification Rating	All	Engineers	Geoscientists	EIT/GIT
A-Duties	94	110	134	**37**
B-Education	69	70	78	**68**
C-Experience	96	109	119	**51**
D-Recommendations	97	107	121	**64**
E-Supervision Received	69	74	88	**51**
F-Leadership Authority	32	38	50	**13**
G-Supervision Scope	9	11	11	**4**
H-Use of Seal	7	9	7	**0**
I-Job Environment	2	2	5	**3**
J-Absence from Base of Operations	2	2	5	**1**
K- Accident and Health Hazards	5	5	8	**4**
Total	**483**	**536**	**625**	**297**

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

Mean Base Salary	APEGM Point Ranges	# of Participants
$46,732	199 or Less	**11**
$50,190	200-299	**119**
$62,351	300-399	**166**
$75,367	400-499	**148**
$84,312	500-599	**172**
$106,837	**600+**	**234**

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

Mean Base Salary	APEGM Point Ranges	# of Participants
$41,675	199 or Less	**4**
$54,868	200-299	**37**
$60,044	300-399	**20**
$73,437	400-499	**20**
$73,940	500-599	**14**
$86,926	**600+**	**14**

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	510	$74,364	83	**8.65%**
21-100 Employees	473	$73,339	165	**17.21%**
101-500 Employees	477	$76,933	207	**21.58%**
500+ Employees	480	$79,670	495	**51.62%**
Self Employed	575	$82,544	9	**0.94%**
Total			**959**	**100.00%**

List of Figures

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

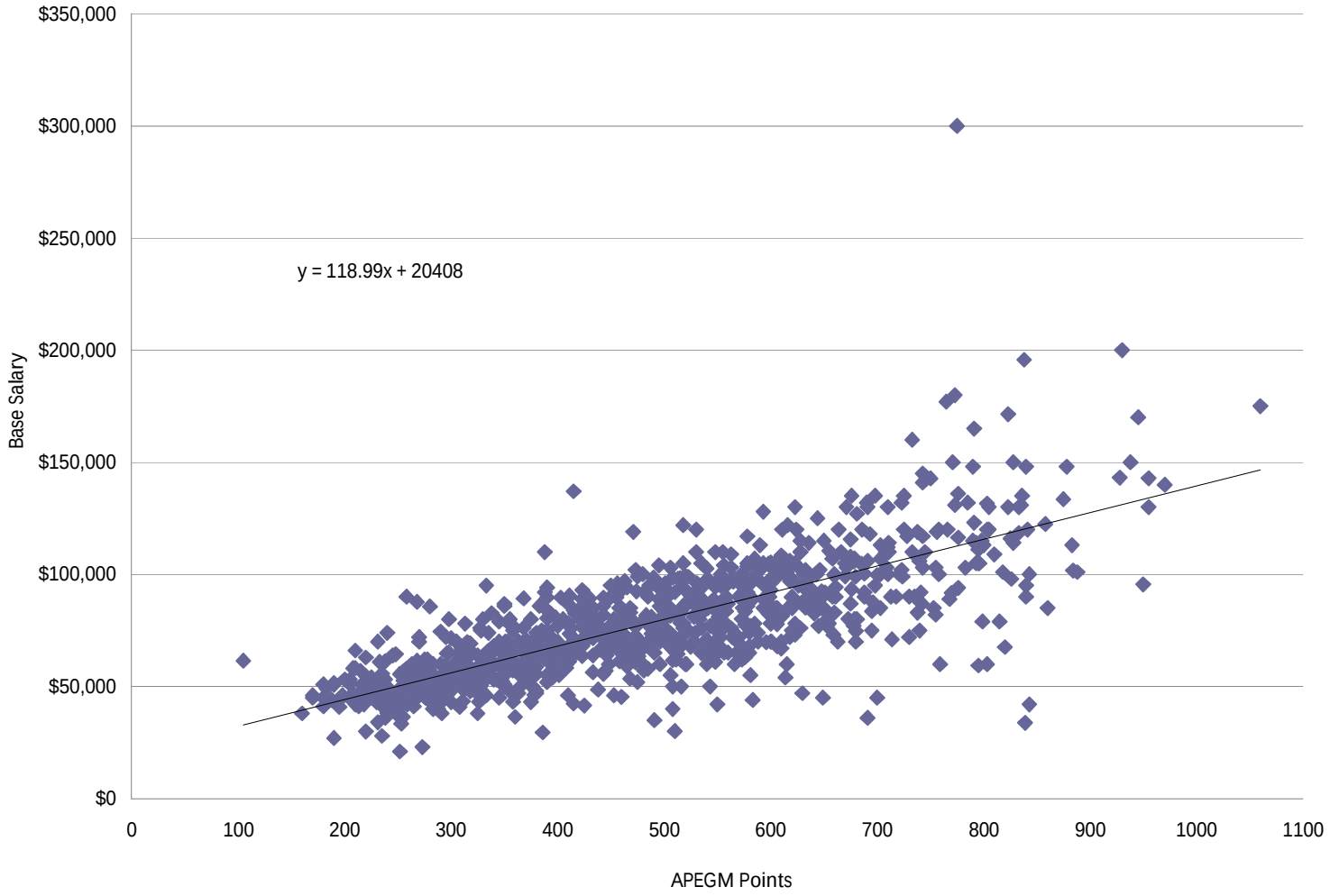


Figure 2: Response by Employment Sector

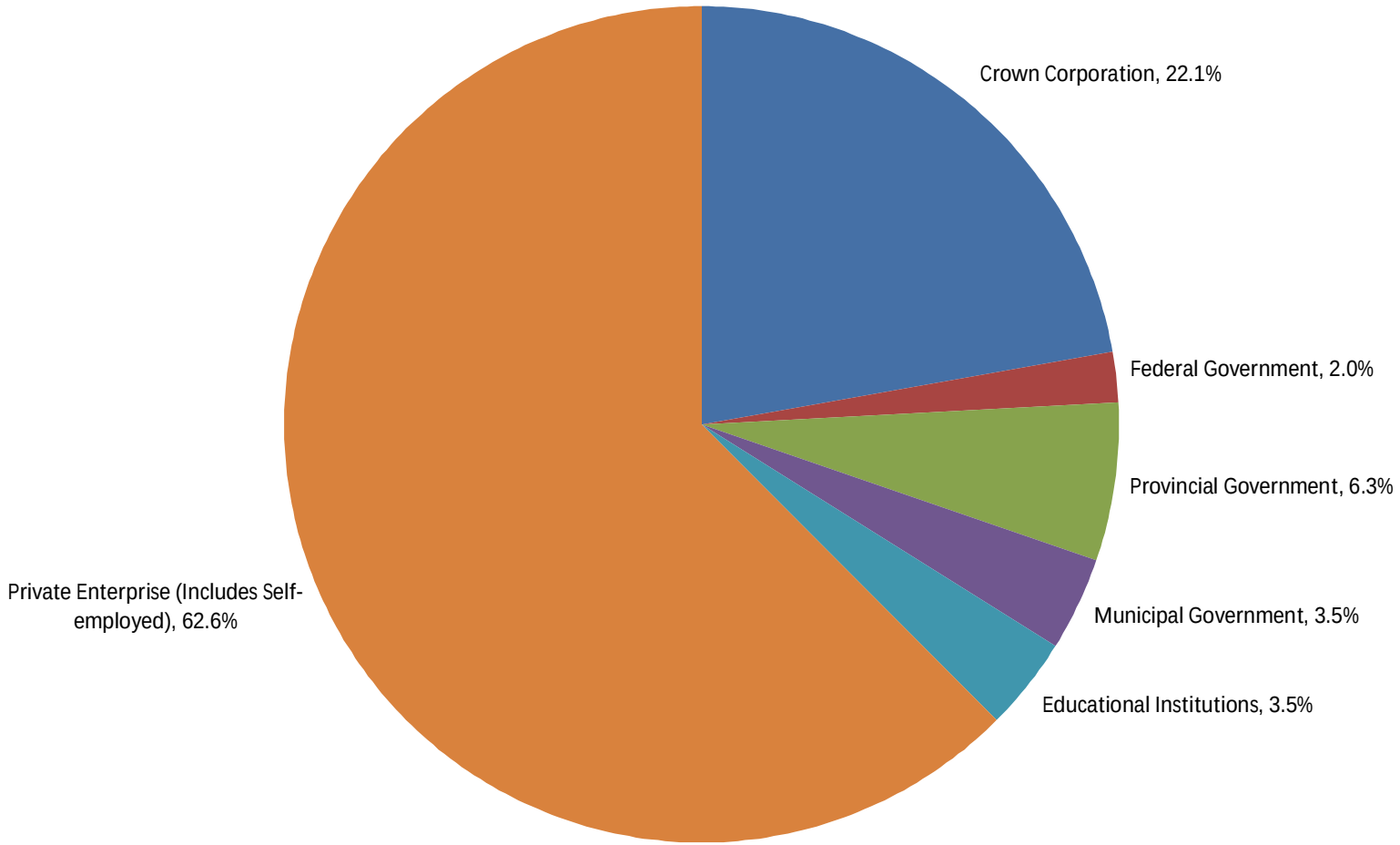


Figure 3: Responses by Discipline

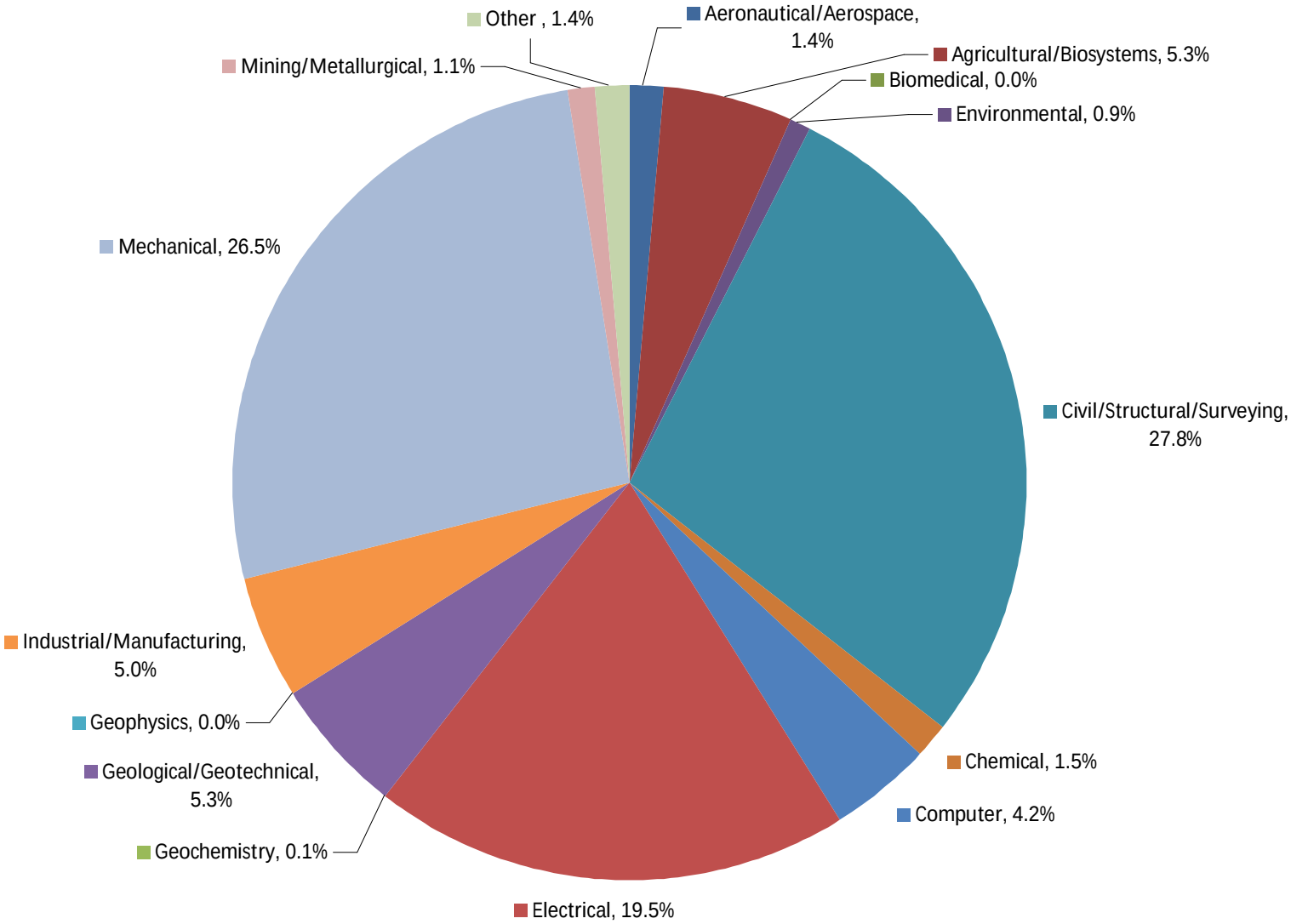
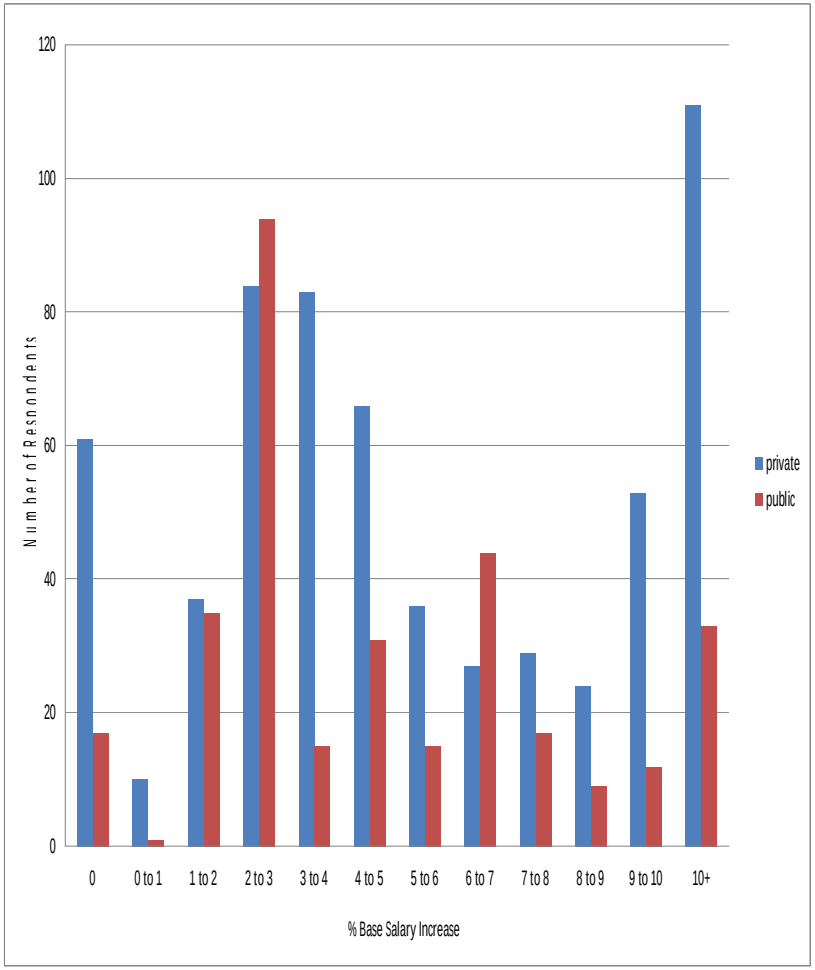
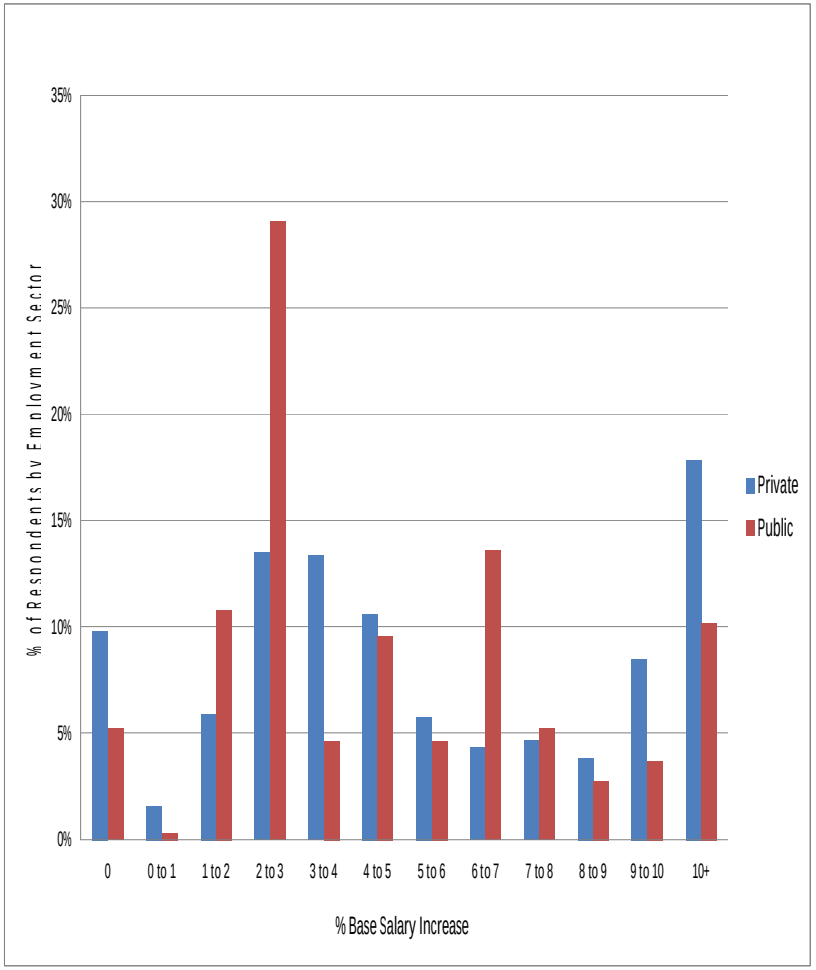


Figure 4: % Base Salary Increase for Public and Private Sectors

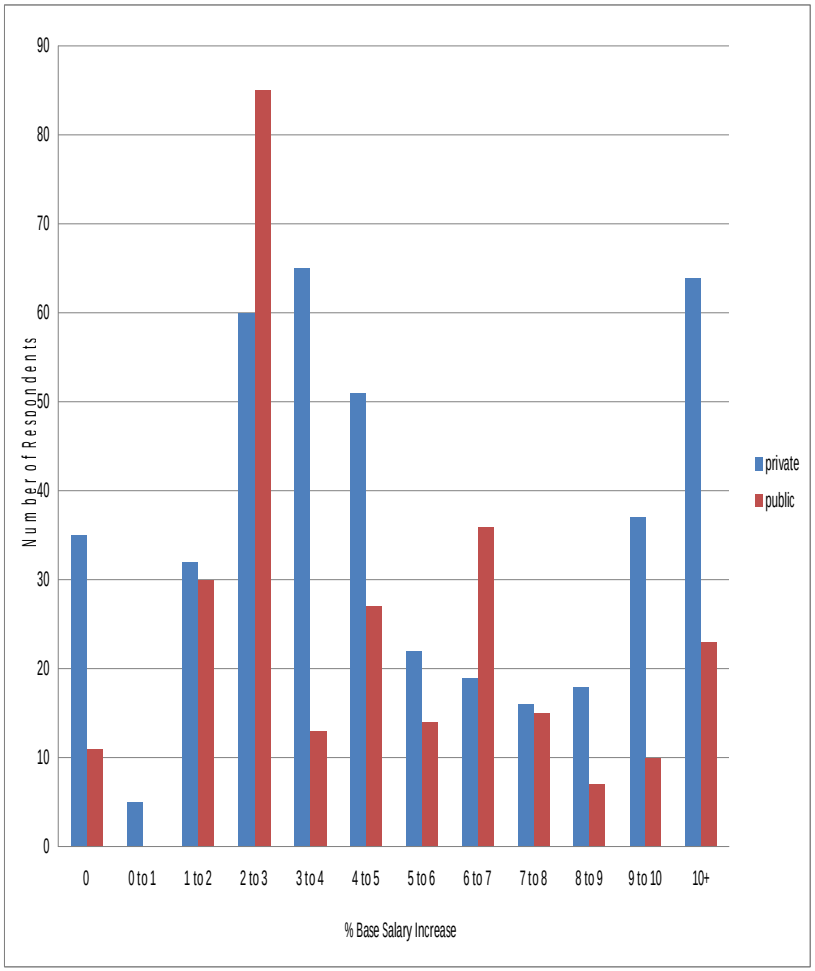


Count of respondents by sector

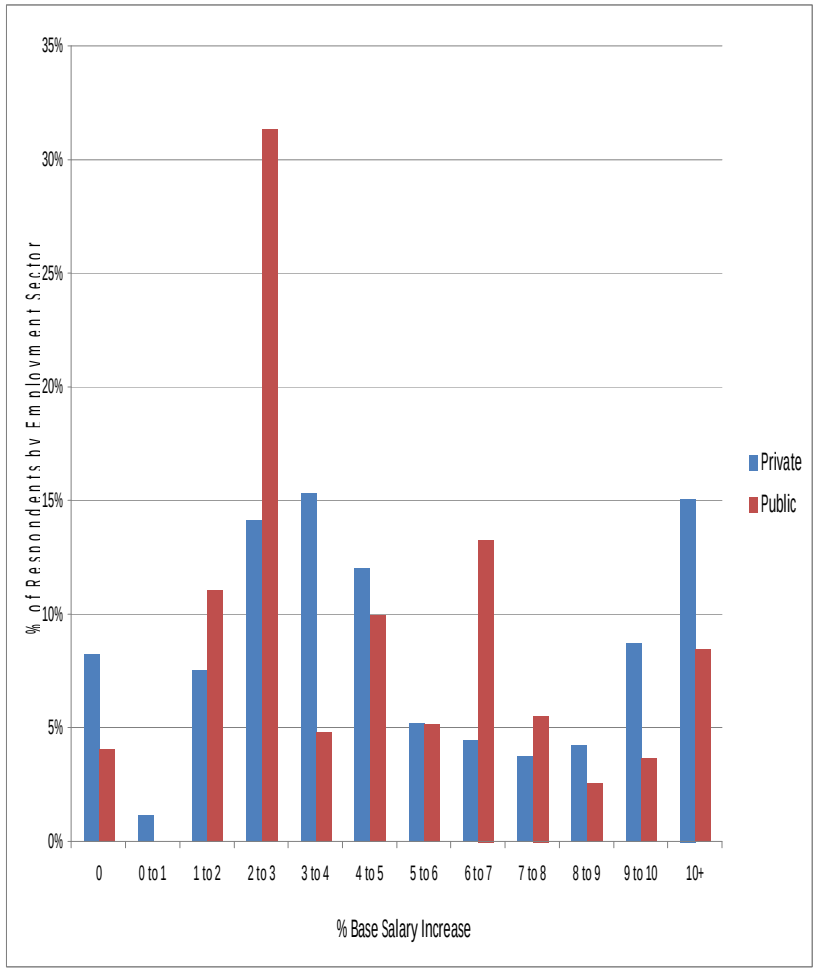


% of respondents by sector

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

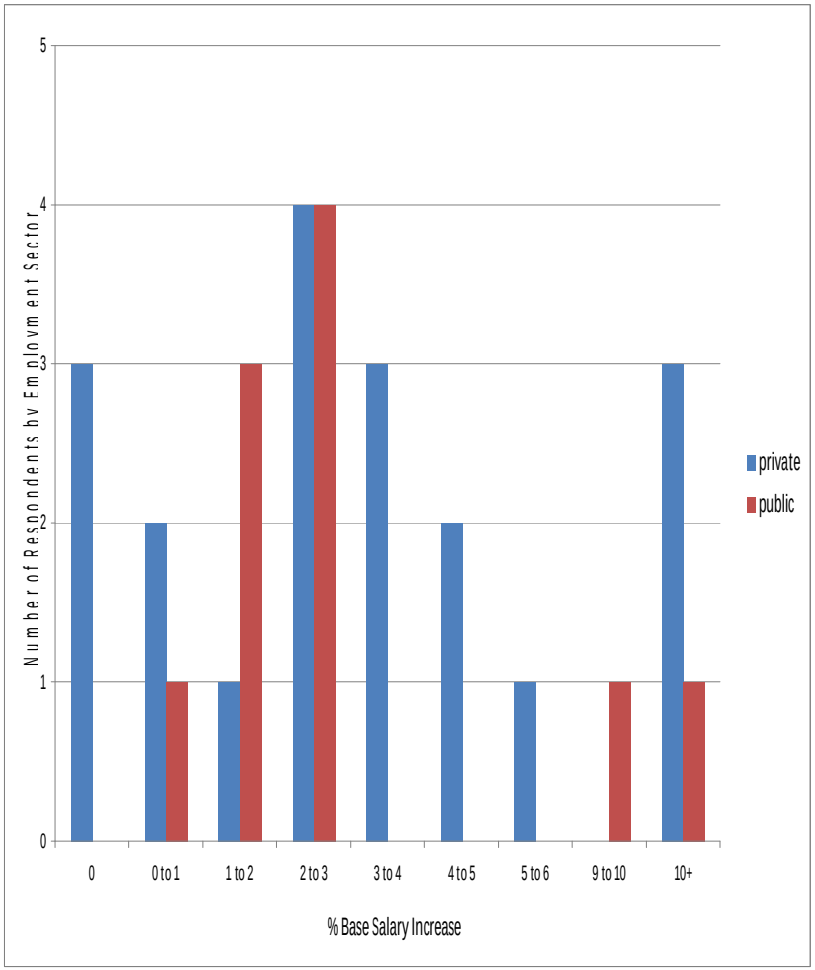


Count of respondents by sector

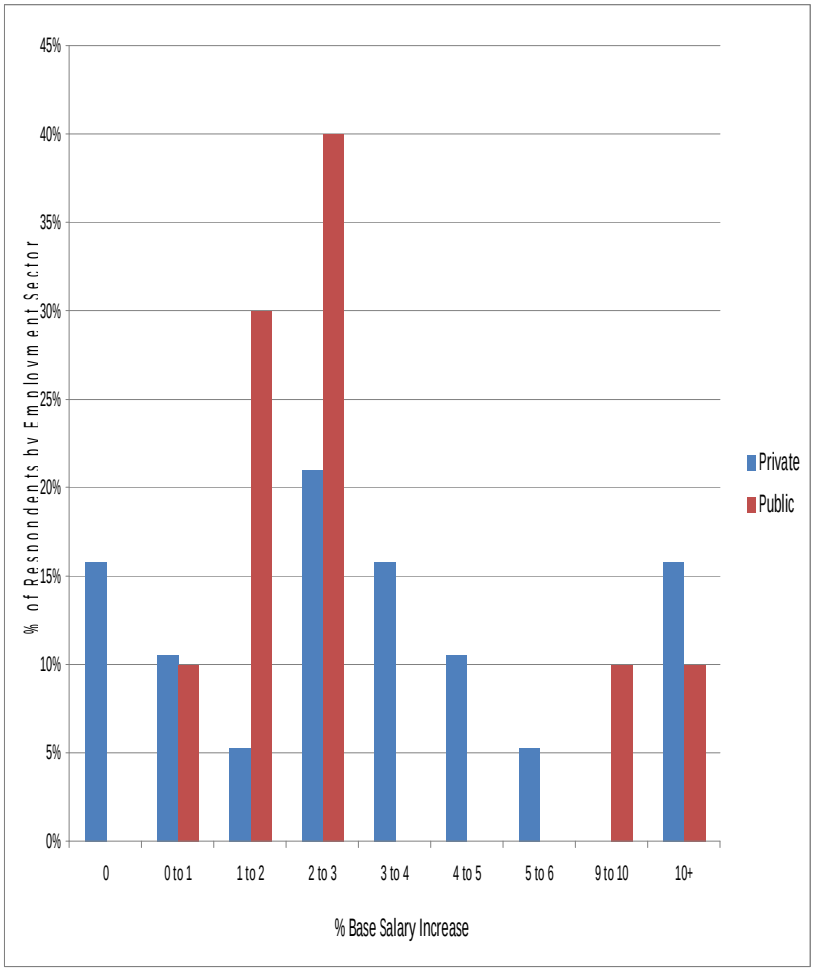


% of respondents by sector

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

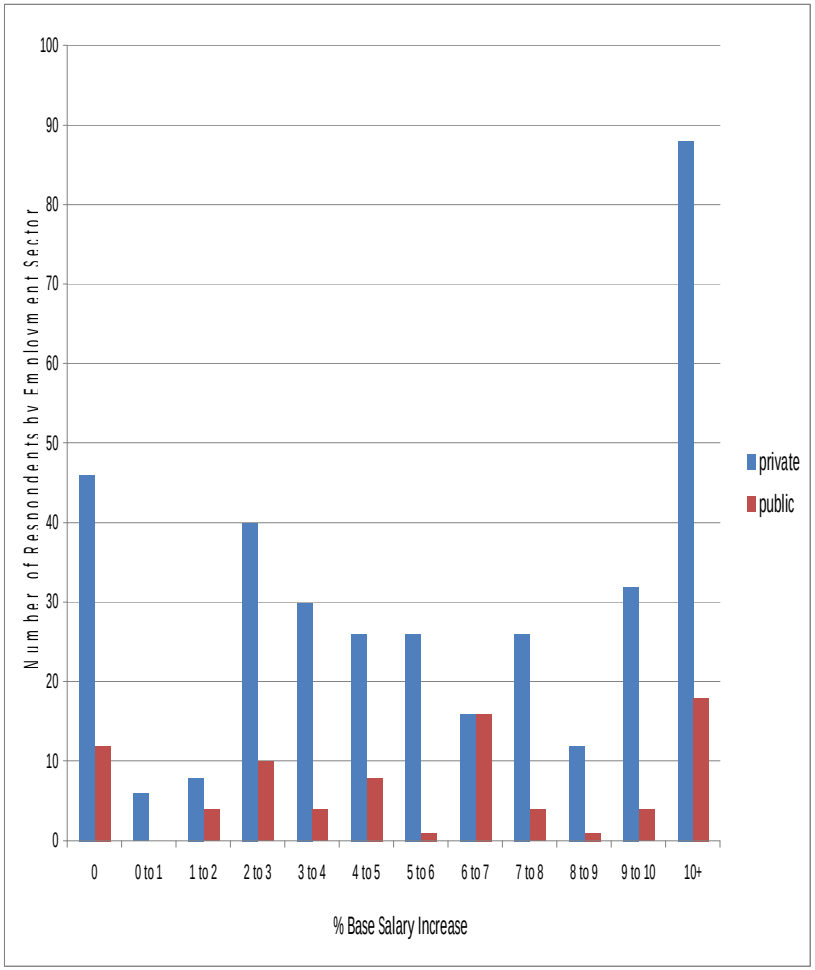


Count of respondents by sector

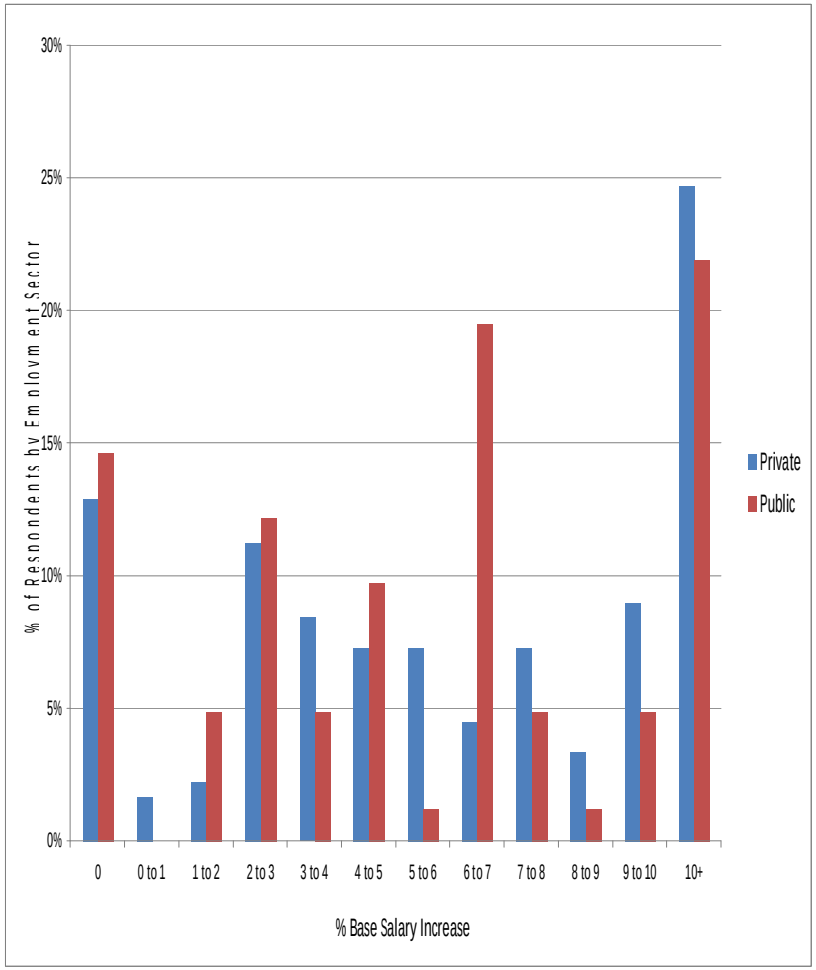


% of respondents by sector

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



Count of respondents by sector



% of respondents by sector

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

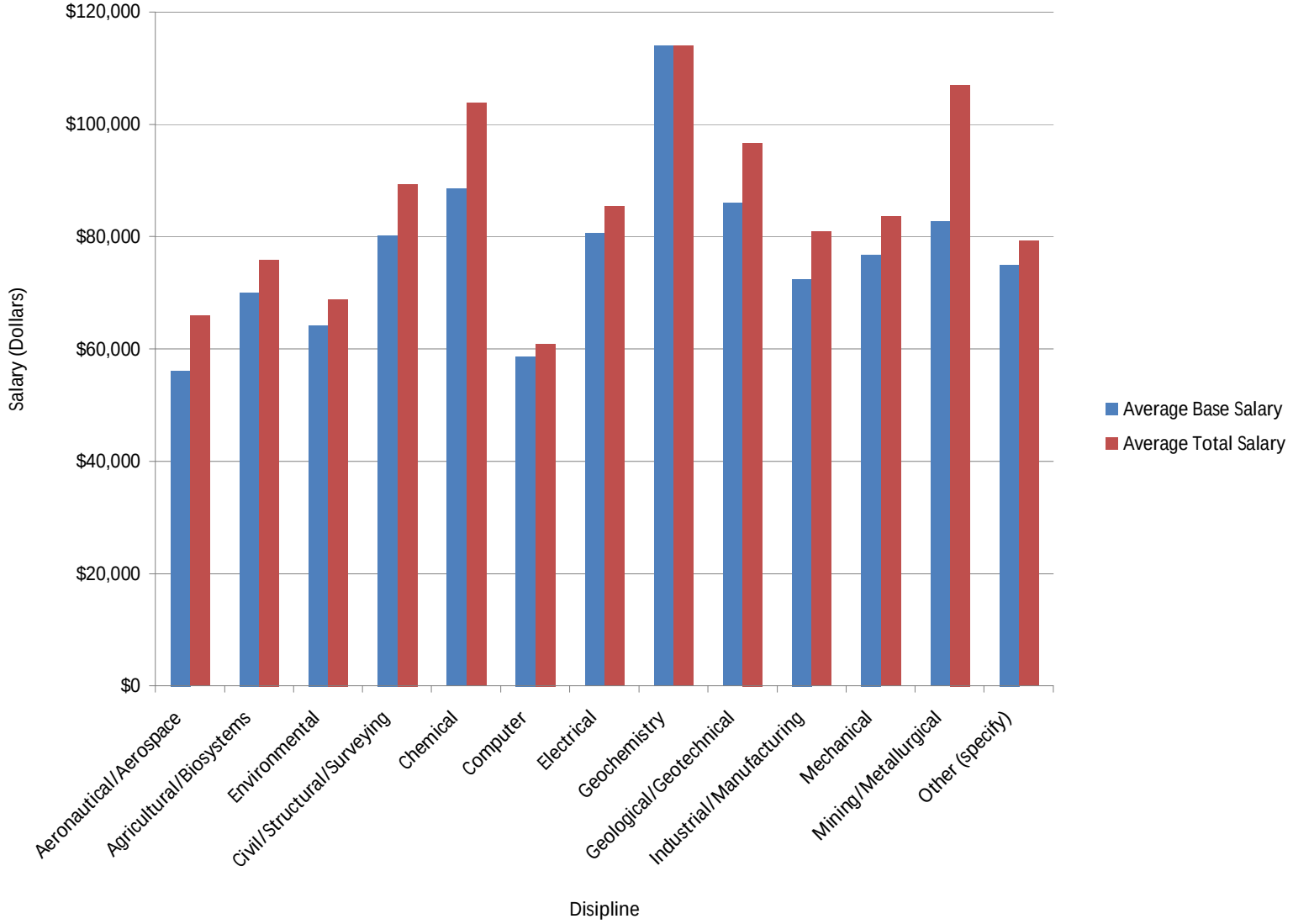


Figure 9: Overall Satisfaction (All, Engineers, Geoscientists, EIT/GITs)

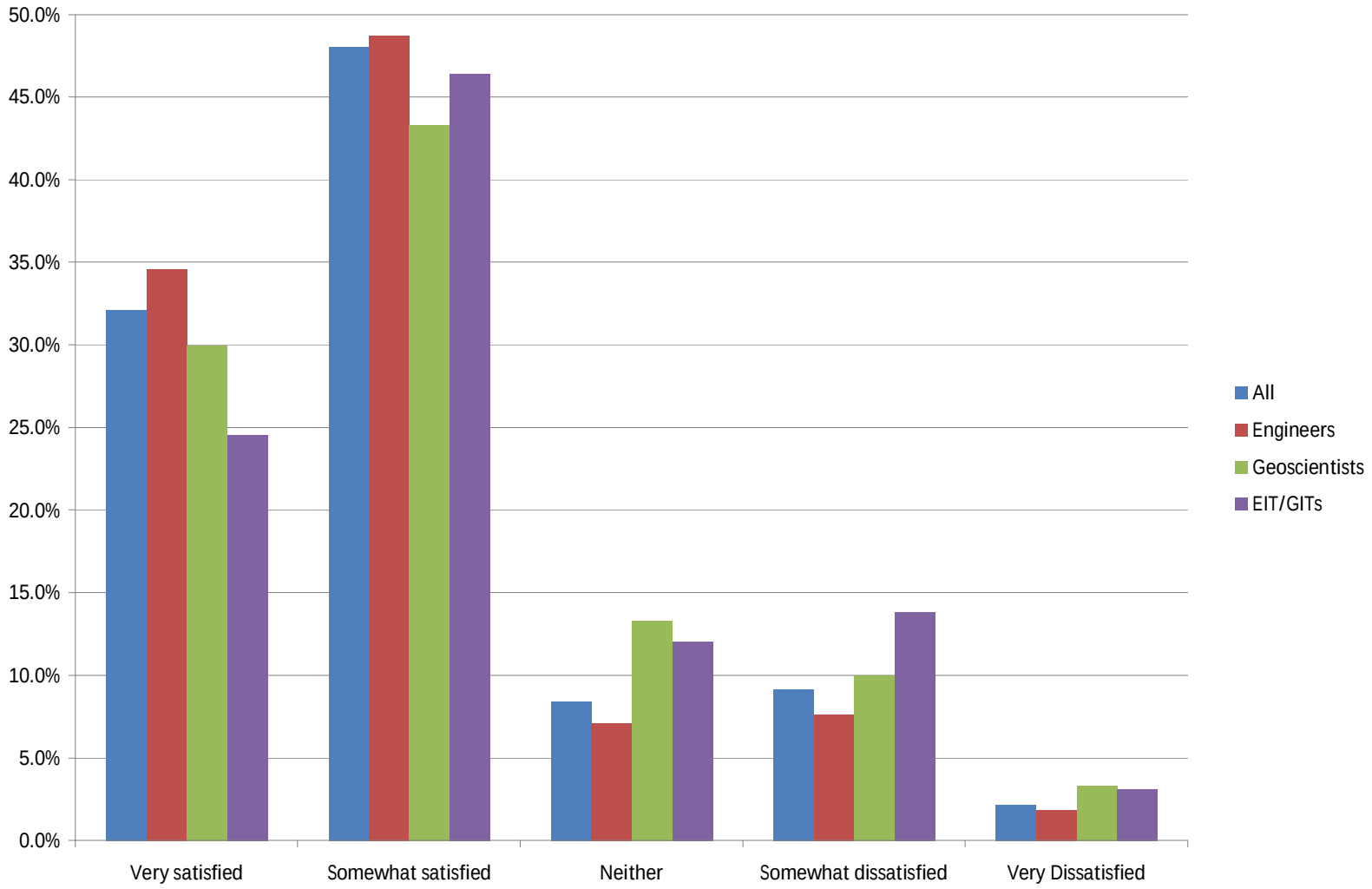


Figure 10: Mean Base Salary for Different APEGM Point Ranges by Gender

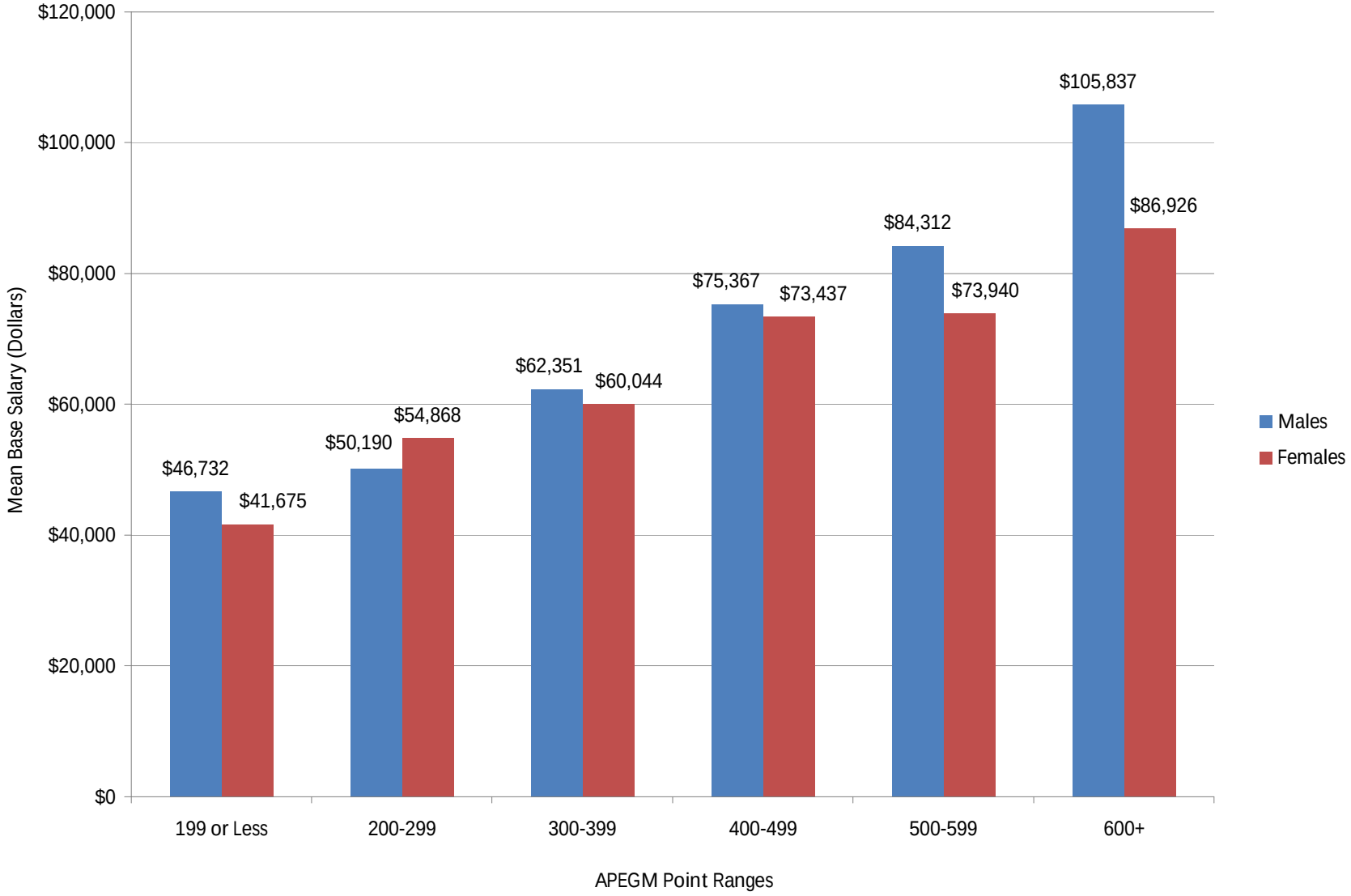


Figure 11: Compensation for Overtime

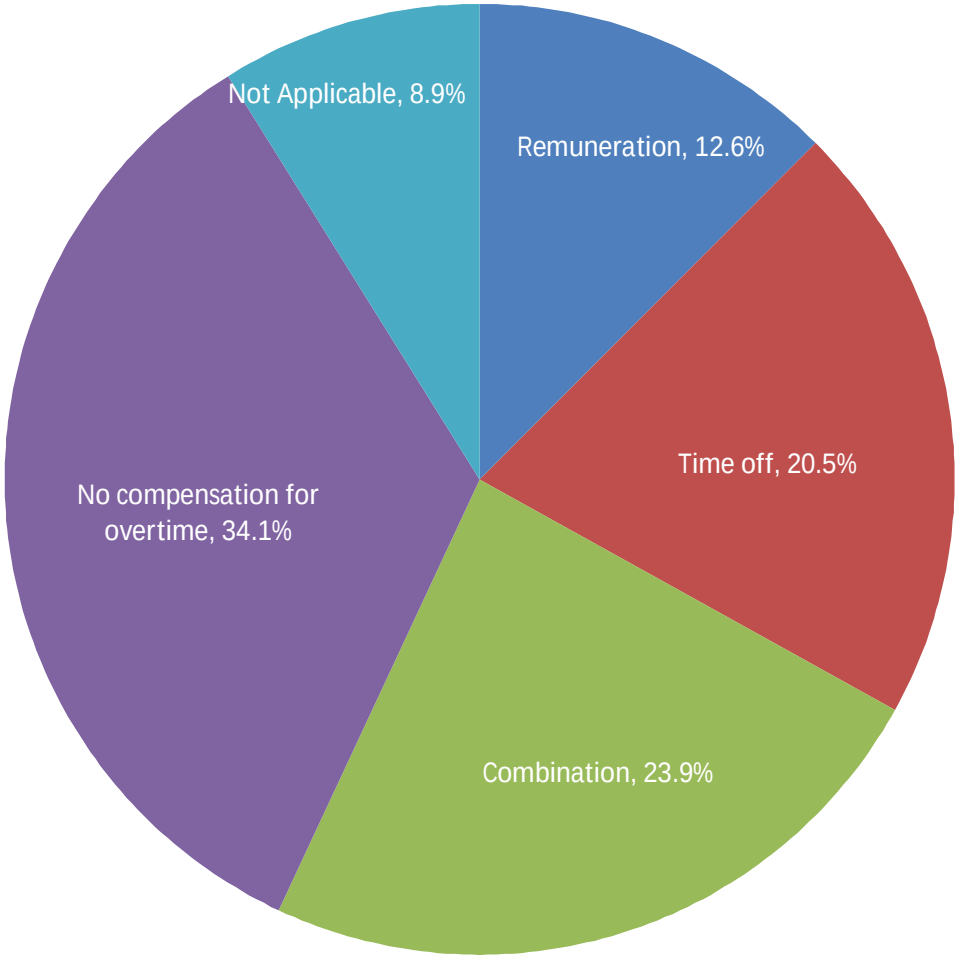


Figure 12: Size of Organization

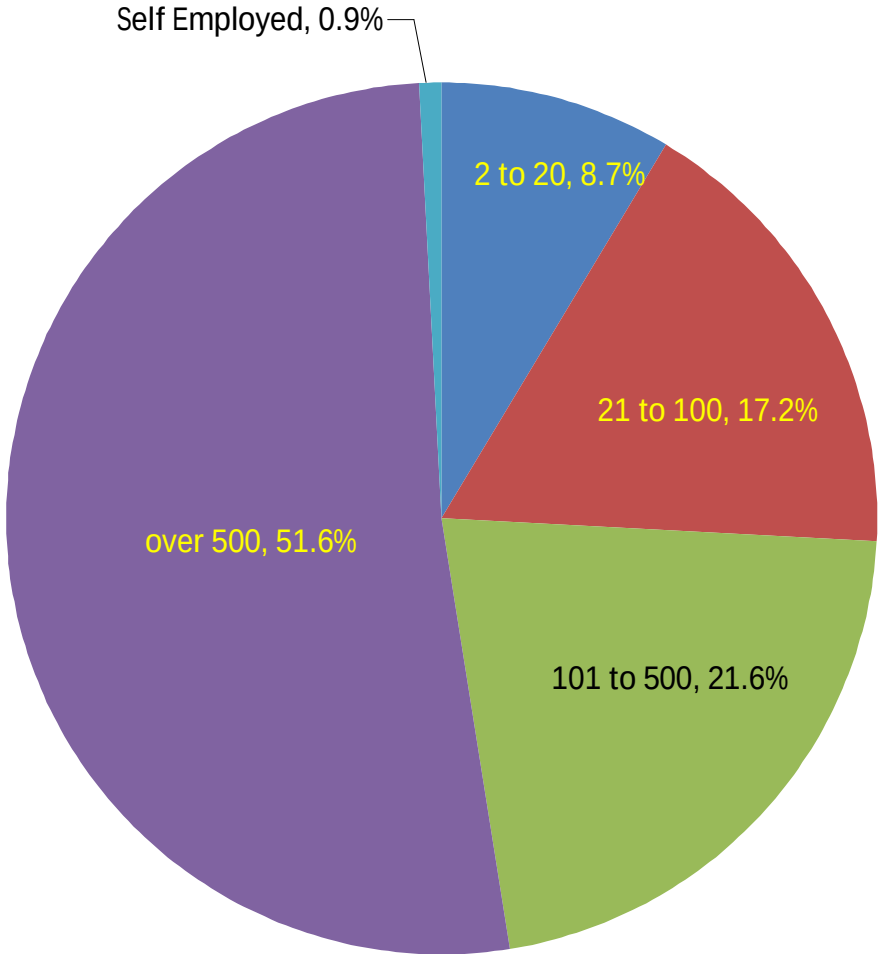


Figure 13: Principal Work Location

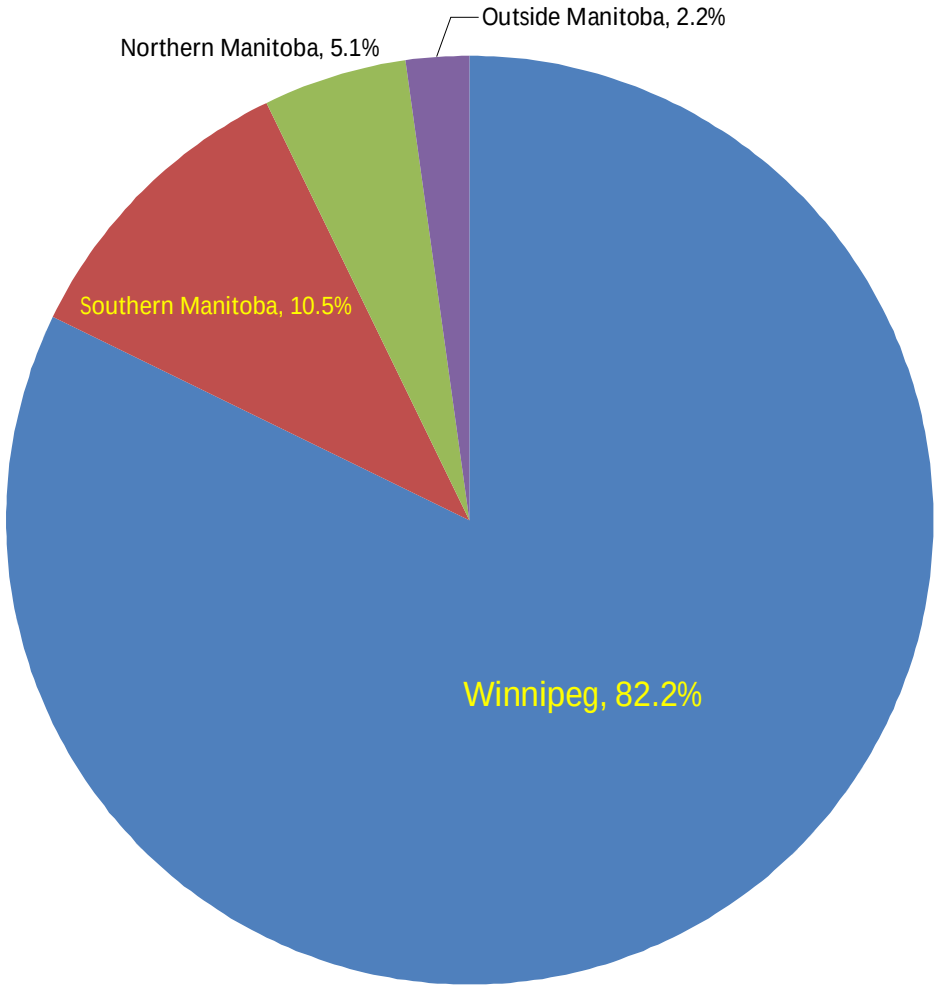


Figure 14: Change of Employment

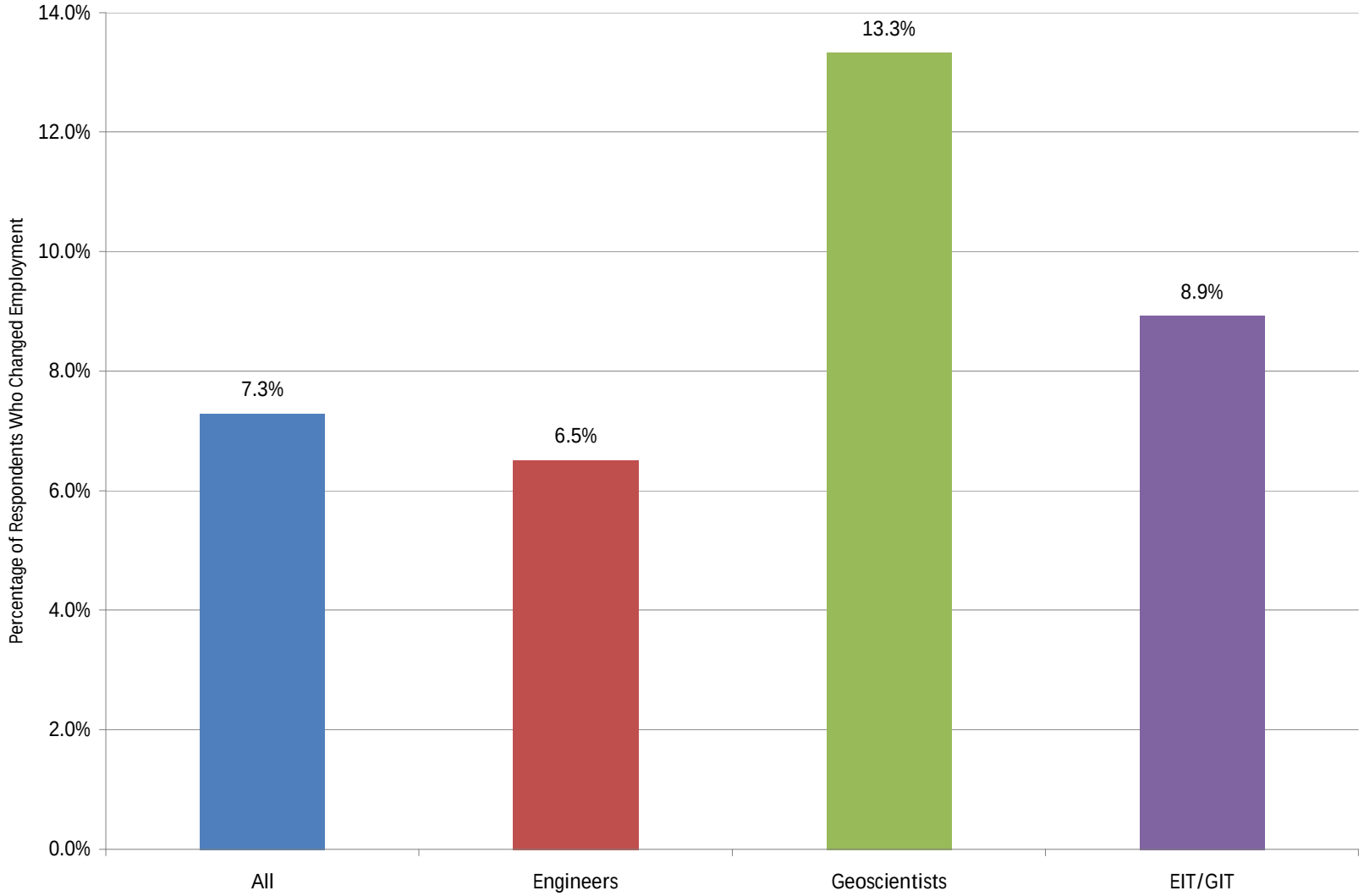


Figure 15: Sick Time - Entitlement

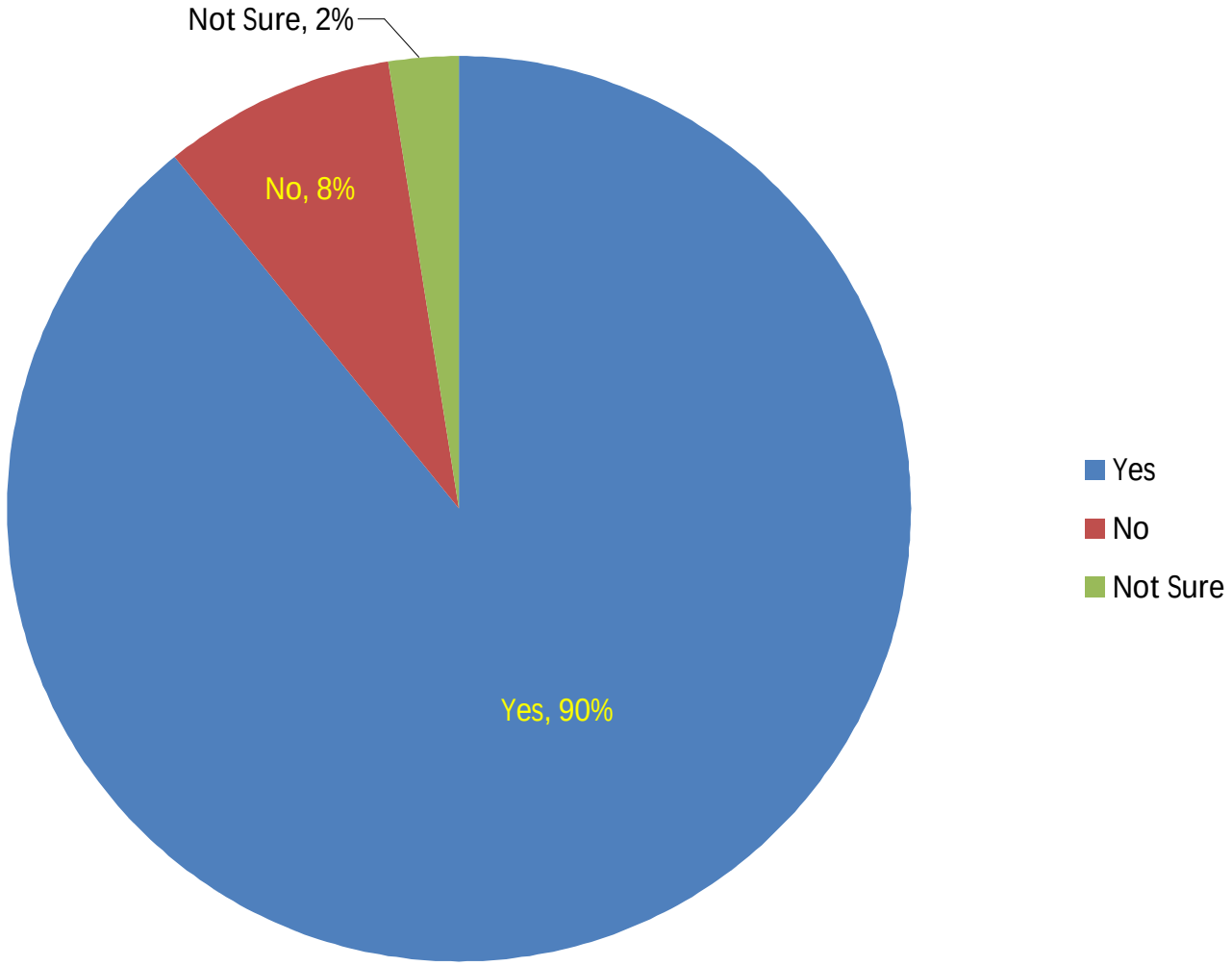
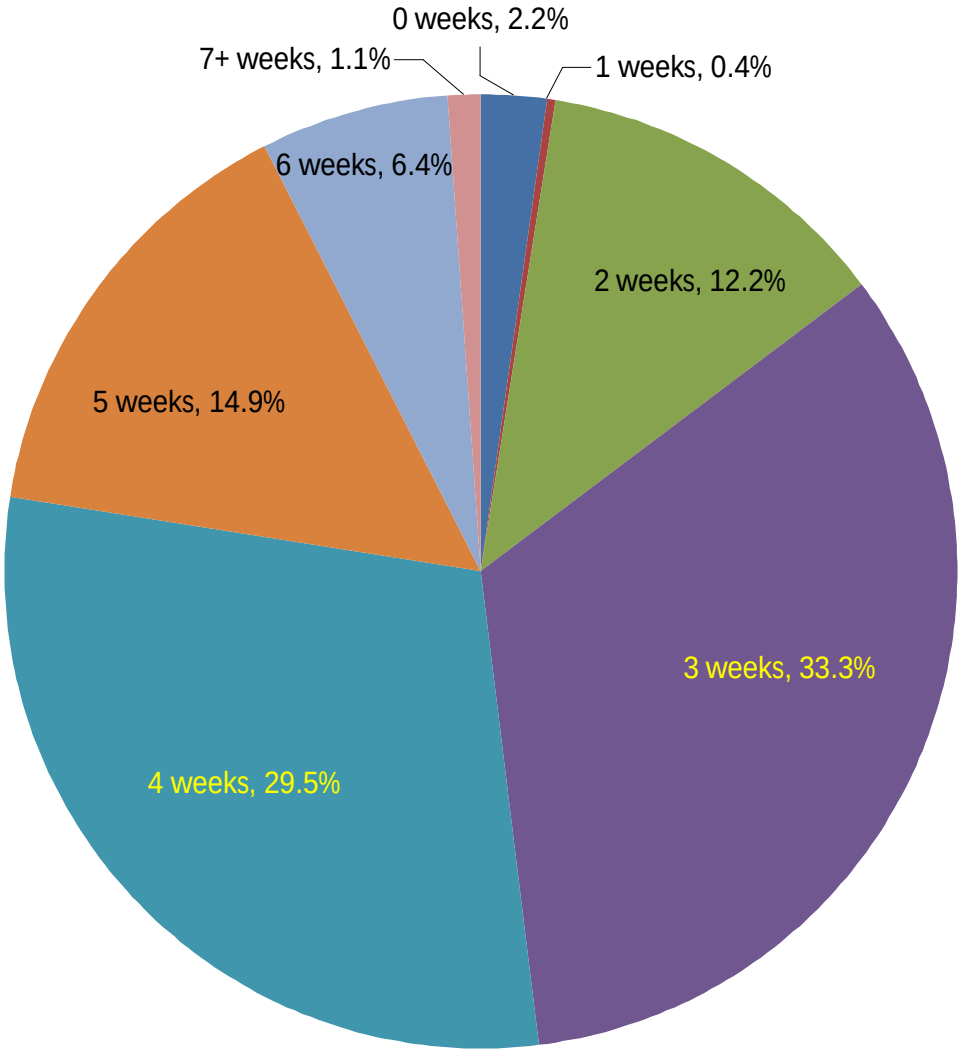


Figure 16: Vacation Time - Entitlement



Comments in Detail

4.1. Survey Format (Suggested Changes)

If possible it will be nice to see comparisions of salaries in our province with other provinces for same categories.

---

does pool vehicles count as providing a vehicle?

When asking for vacation it would be useful to do it in terms of days instead of weeks. I have 3.5 weeks of vacation but the box does not allow decimal places.

---

some of the descriptive options later in the survey can be shortened in length. Otherwise good overall!

The questionnaire should be designed to allow us to go ahead and for example fill in question 3 without filling in question 2. The way the questionnaire is designed now we have to fill in each and every question even where an abstention would be better than the suggested responses.

In there employment category there was no option for non-profit.

I think it would be important to have a an additional section for those that are both self-employed and Employees although this may not be common the survey results will be skewed especially where the number of participants in a given field is low.

You should allow for multiple job roles for those who do consulting and have appointments to teach at the University. Both consulting and teaching as an example.

You may wish to expand survey to include development of national and international standards. i.e. CSA development and commitee work which does not have a category in you survey. Thanks

---

The question about the percentage increase in salary from 2006 does not have an option if you started working with your current employer only in 2007 as in my case. Other than that it was quick and easy to follow.

More "Not Sure" Catagories added to the survey for just about every question that requires either a "Yes" or a "No".

Analysis of 2007 survey results was obviously made by an engineer (or statistician). 42 pages of analysis is overkill and the results lose their effectiveness after about page 10. An executive summary with a few overall average formulas with some minor breakdown of categories is sufficient. It looks like someone just learned how to make bar graphs and pie charts in Excel and created "Engineer's Salaries Gone Wild!"

Would it be possible to simplify the role profiles?

The Payment for Overtime section requires additional options for clarification. The survey states that overtime is either unpaid paid-out or banked. A forth option: an employee may only be permitted to take a small fraction of time off for overtime worked.

i would like to see if there is a variance in salary between rural and urban engineers.

It would be nice to provide a complete pdf of the answers in addition to the results at the end of the survey.

Please reword the following section so it is more clear: "Base Annual Salary effective December 31 2007. "Part B" deals with members who worked less than a full year. The wording is ambiguous. Should I enter the total amount I earned over the shortened year (which will be a fraction of the base salary) or should I enter my base salary?

When revisiting previous answers at the end of the survey the revisited answer field was automatically cleared. It would be helpful if the revisited answer remained in the field so that it could be modified as required.

There should be an area discussing business trips. What is paid for? Is there a per diem given? etc…

I would like to see a plot of Base Salary vs. Graduation year. I was very disapointed that this was dropped from the survey results a couple of years ago. The use of the professional seal shouldn't be a factor in calculating the classification rating because it doesn't apply to some disciplines (i.e. Software Engineering).

company owner. Found some questions didn't relate well but i put in a selection anyway to complete the survey. need more questions related to owners.

I'd like to see the following incorporated in next year's survey 1) Level of Job satisfaction 2) Does your employer provide work/life balance? Work/life balance refers to ability to volunteer in your child's classroom and see your children grow up. 3) Does your employer encourage volunteering? Mine does. In fact it's part of my annual assessment. Volunteering is an important way for engineers to give back to their community.

I have been participating in the salary survey for a number of years now and I would like to commend some of the improvements (such as the classification rating tally) and the ease of completion. However the report released compiling all of the data in the last couple years has been somewhat disappointing. I have found the data less direct to interpret. It would also be nice to see a comparison of Manitoba to other provinces. How do we measure up? Overall a very worthwhile exercise.

Points counter if this hasn't been added. Ability to go back or save midway. Compensation is low realtive to education and on job training to be professional. Salaries may be less than teachers of similar experience despite equal or greater education and working 12 months vs. 10.

Add "unsure" option to all questions relating to benefits/services provided by employer. There were some questions that I was unsure of but there was only a Yes or No option.

Why are the points alloted for the use of the seal so low? Without the seal we would not be considered an engineer and so the rest of the questions would have little to no bearing.

Please collect data beyond the degree when evaluating education (and training). Diplomas and certificates in related fields improve overall engineering skills and decision making. Look specifically for training and experience in trades technology environment and financial for today's Profeesional Engineers. Broad intelligence supports better solutions.

The form should incorporate knowledge for given institutions for example professors working for the University. Many of the questions could be already filled out because you should have this knowledge. Furthermore many of the questions are irrelevant for professors working for the University.

I would be curious to know what influence geography has on pay rates eg - northern versus southern. \ Also how do the pay rates and benefits in Manitoba compare with other Provinces?\

There should be a "N/A" option for base salary increase/decrease percentage so new engineers/geoscientists don't have to make up a number and skew the data.

Annoying: when having missed an item in the benefits page and had to go back all entered items were erased and it had to be done all over again. Why can't the ones entered remain?

Relative easy to complete would be better if it had a back button if you make a mistake.

4.2. Survey Format (Positive)

This is a very useful survey - I refer to previous surveys whenever looking at adding technical staff. Keep up the great work !

Lot easier to complete than the old paper versions.

The survey format made it easy and will hopefully encourage all members to participate.

Love the point and click online format.

The survey took me about 15 minutes close to your estimate that's good.

This survey is short and simple. I hope the outcome is optimistic.

Good reference tool. Good job

Quick and easy.

I really like the web based format. I find it simple to use and I can only imagine it's more cost effective and has a better response rate than paper copies.

Survey is users friendly!

The survey was well organized.

Very user friendly and easy to follow.

4.3. General Comments

This survey does not fit an academic career.

Staying in Manitoba and working is an excellent choice! The opportunities are limitless and the equivalent cost of living is amazing.

Survey is not well structured towards information technology work specifically project management and sales/process engineering.

As usual difficult to answer some questions because I am no longer in an Engineering field. Survey should take into account Engineers that have moved into other administrative roles (Marketing Finance Economics etc.)

Point system is a little strange not exactly simple and straightforward.

I enjoyed the survey. Can't wait for the results.

I have participated in the survey for many years and found generally a low number of the membership participates so we do not get a result which reflects the entire membership.

The survey is more directed to consulting than any other profession. Although I am in sales most if not all questions are not directed to my profession even though there is a substantial number of members in the sales engineering profession.

I think questions of my salary are a confidential issue.

In the present environment with may engineers retiring and then consulting or engineers working solely as sub-consultants having a more complex business structure this survey becomes inaccurate. In the past where most people would be working for a large firm paid by salary it may have been applicable but in today's environment I believe you are only getting a indication of salary not total compensation attributable to the professional.

The survey only recognizes the supervisory path not the technical/specialist one.

Happy to take part thanks for the reminder

In my type responsibility and authority of my job just compensate of what i am earning

I think the survey might equate a supervisory role with a high level of expertise and responsibility. I don't find that is always the case. Many times senior engineers are put in technical advisory roles and junior engineers with excellent managerial skills are put in supervisory roles. I think employers try to match skills to jobs more than just awarding good engineers with managerial positions.

I believe in provincially owned institutions engineer are under paid when compared to consultants which is demoralizing.

Would be nice to have access to our last years's data to help us input this year's

I feel that the points for the use of the seal is misleading. There are many engineering jobs being done that do not require the use of a seal but are engineering jobs none-the-less. What does the use of the seal add to the importance or required remuneration of the job?

Some of the survey questions relating to employers could be skipped by self-employed engineers.

Too complicated and involved

Profit sharing in Company is used to attain appropriate salary level - so please consider this in your survey results

It is always interesting to see the survey. Many companies do use the survey as a baseline for compensation systems. It would be good to alternate between employer and employee surveys to ensure consistency and accuracy of the data.

4.4. Engineering & Geoscience Professions

When considering renumeration of individuals with 2 year technical college degrees the engineering profession is still under payed based on responsibilities and additional years of education resulting in subsequent years of lost wages.

A quick synopsis of my career since leaving engineering consulting. My salary has increased nearly 50% in just a couple years and benefits are much better. I work no overtime. I have no unrealistic time budgets for design services based on low-balled consulting fees. I work in an environment that fosters professional development and ingenuity in design rather than being cane-whipped to get drawings out the door as quickly as possible. I do not have to account for every 15 minute unit of time on a timesheet in fact there's no timesheet to do. My professional dues are paid by my employer. I'm compensated very well for the use of my personal vehicle to conduct business. I think that just about says it all.

I am attempting to have my professional affiliation switched to another province's governing body because I have found APEGM to be absolutely ayssmal and do not want to continue to pay for headaches.

Found that Highest paying jobs are outside of manitoba after Graduation. Tyipically $10000 to $13000/year for Mechanical Engineer.

The current job market is strong and the demand for engineers is increasing. The main problem that I see right now is that most companies have no problem offering new employees more money but existing employees have to fit within a more stringent salary (and raise) structure. I believe this culture is causing more employee movement and is overall not good for our business. More proactive processes to retain employees is needed.

There is no shortage of Engineers in Manitoba - there is however a shortage of Engineers that know how to do pragmatic design to meet the end customers and the company's requirements for cost & functionality. The "soft" leadership skills seminars that APEGM has been conducting are great!

I feel that Engineering as profession is not reconized and respected the way some other professions are. For example lawyers or doctors. We work just as hard and also our eductaion is just as hard. Also the pay is not good. I feel less and less people will join engineering b/c why go into profession that does not pay will but you have to work just as hard.

Being a Biosystems graduate I have been totally dissapointed with the level of understanding that the public has in regards to our discipline. I really feel as though APEGM should promote our field. I noticed that Bisoystems isn't even an option in this survey. I would never recommend that anyone pursue this discipline and that is sad b/c it is an excellent specialty.

1. The shortage of civil engineers has already reached a crisis stage and continues to worsen. 2. There needs to be absolute minimum pay scales established so that engineers are no longer taken advantage of (e.g. we should be compensated in line with doctors).

The engineering involved in the instruction/teaching of math and science(biology chemistry and physics) is limited

I have not entered a salary in the survey. I believe the survey does not serve engineer employees well as it tends to maintain depressed salary levels. Engineers have to realize higher value for their services. APEGM CEM do nothing to help the plight of engineers. I would not recommend engineering in Manitoba as a career choice.

1) I would like to be able to compare across Canada what a similar Engineer makes with the given inputs/points. I assume that the national standard does not yet exist. Can the APEGM lead the charge with CCPE to ensure that a national salary survey standard is adopted by all governing bodies? I am willing to volunteer time to help the salary committee make that happen.
2) Also a lot of discretion is given to the user to decide how many points can be awarded IN BETWEEN the steps. This may need to be addressed where steps have more than 20 points between them.
3)Another thing I have learned to do given this discretion of alotting points: I take the salary survey results when they come out in the fall and run through it twice. Once when I lowball my points in most categories (conservative approach). And a second time where I tend to be alot more liberal. This then gives me my personal high and low salary range that I fall into for the current year. This may be a practice you wish to broadcast to the members.
4) Food for thought for APEGM council and sub-committees: Do you have any metrics in the number of times a group calls upon APEGM for this information? I get a real benefit from it annually but do the members at large really get value from this? Either way where are your metrics to support your claim? This goes along the same idea as the old quote "If you can't measure it you can't improve it." I suggest APEGM can do a better job in justifying why it is involved in the things that it is. Not just in salary surveys but in most aspects. Year to year trends would yield a whole new understanding of APEGM activities and the values placed upon them. Take these words constructively as I really do support the APEGM!!

Name and contact information withheld by Salary Survey Committee

4.5. Personal Results

I was on parental leave until Apr 24 then got my stamp in November + took a new position in December so many things have changed this year. There was no option for: typically work in the office (low hazard) but spend 5% of my time in the north in a medium hazard environment.

To expand on the OT question we are expected to do overtime when required and are not formally or consistently remunerated for it. Sometimes we may get a fraction of the time off in lieu time. Most of the time we get nothing.

Please note that as I graduated in December 2007 my only employment for the 2007 year was a 4 month summer term as an engineering summer student.

Wasn't 100% sure how to fill out the renumeration part as I changed jobs. Just included the pay from my new employer in 2007 and how many weeks I worked there. Hope that's what was wanted.

Several questions did not apply to my rather unique circumstances. I am working for a US company in a post conflict location. The company does not have a presence in Canada let alone Manitoba. The question on how many employees in Manitoba does not apply the points for job hazard does not apply etc. There should be a "not applicable" option with explanation for the non applicability. Otherwise a good survey quick to do and easy to understand. It will apply to the majority or respondants.

Work in office area but considerable time spent in the field testing generators to meet North Americal Relaibility standards for Manitoba Generation to be compliant with reliability standards. Have reached top of scale in my present classification.

I am semi-retired and work as a part time consultant to an engineering firm. As such I do not receive the same benefits (dental etc.) as their full time staff do.

Regarding PART C: Salary & Benefits - I am still on term since I started only August 2007 after returning back to Winnipeg from Germany. For this reason I don't have benefits yet.

I have not filled in one for years. It will be interesting to see where I sit. On some of the questions I scored low because I do not supervise people but I contribute in a design group which I tend to lead but do not superivse.

I only worked part of 2007 currently studying MBA

I do part time only as I am retired from a full time job - so I don't know how useful or relevant my responses are - perhaps some questions up front might weed out responses like mine.

I own 2-25 person consulting firm in oil & gas in Alberta and tried to fill out questionnaire as factually as possible. I guessed at some answers because I did not know where I should rank.

This is a second job for me in my 4th year. Retired from last job after 30 years. I may be an outlier for the survey?

6% salary increase given in 2007 in lieu of 6% bonus in previous year. Base salary therefore increased 6% but overall compensation unchanged.

I am self-employed and my income varies. My business is two fold: Design arc flash and coordination analysis - approx. 50%; Product sales relative to the electrical industry. It is difficult to apply this survey to this type of model. Did make my way through it the best I could. Thanks

The survey does not have categories to adequately describe my responsibilites as a semi-retired specialist so the points rating might well be misleading.

The employer (client) provides many of the typical benefits to its full time employees but as a contractor I reported not receiving them.

Although employed as a Senior Engineer I am closely supervised. I do not have authority to supervise other professional and non-professional staff.