
# APEGM 2010 Salary Survey

**APEGM Salary Survey Committee**

**August 13, 2010**

# Prepared by the APEGM Salary Survey Committee

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## *Survey Highlights*

For the eighth year, the survey was conducted via a web-based format. This year the response rate was 29.1% compared to 31.4% in 2009, 31.1% in 2008 and 29.9% in the previous year. The eligible APEGM membership as of April 2010 was 3574 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:

- The industry sectors with the highest Mean Base Salary were Petroleum ($129,750) and Chemical ($103,500).
- The industry sectors with the lowest Mean Base Salary were Biomedical ($53,125), Computer Software ($62,286) and Aerospace ($64,363).
- The job functions with a Mean Base Salary greater than $90,000 were Administrative Services ($104,441), Management ($103,104) and Mining ($92,908). These functions were also among those with the highest Mean Points (471 – 650).
- The lowest paid job functions based on Mean Base Salary were Production ($60,483), Quality Assurance (65,612) and Research and Development ($66,580). These functions were also among those with lower Mean Point scores.
- The highest participation rate in the survey by year of graduation was 2007 again with 53.2% of eligible members responding. In general, the highest participation rates are from 1999 to 2008 graduates.
- 76.4% of respondents reported that their employer paid their APEGM dues in 2009.
- 82.1% of respondents reported that their employers provided fully paid training, down slightly from last year.
- Salaries for females were 6.3% higher for jobs with point ratings between 300 and 399, a move up from the 200 to 299 range; and female salaries were 14.7% lower for jobs with point ratings over 600 – a 2% improvement over last year (Figure 10).
- Flexible work hours are available to 75.7% of respondents and 27.3% have profit sharing.
- 48.0% of the respondents worked for firms with more than 500 employees and 63.4% of the respondents worked for private enterprise.
- Only 936 of the 1041 submitted surveys or 89.9% 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, while others worked only part-time.
- Change of Employment question – 6.1% of responding members have changed employers in the last year, down significantly from the last survey.
- Overall Satisfaction – 80.2% of responding members indicated that they were somewhat to very satisfied with their current compensation. 37.6% of Engineers indicated that they were Very Satisfied compared to 32.0% of Geoscientists.

### *Membership Response*

- Invitations to complete the web-based survey were sent to 3574 APEGM members and EIT/GITs resident in Manitoba in April 2010. Responses were accepted until May 31, 2010. The reference date for the survey was December 31, 2009.

- Responses were received from 1041 members for an overall response rate of 29.1%, compared to 31.4% in 2009, 31.1% in 2008, 29.9% in 2007, 29.5% in 2006, 37% in 2005 and 31% in 2004.

- Of the responses, 64.6% (672/1041) were Engineers, 2.5% (26/1041) were Geoscientists, and 32.4% (337/1041) were EIT/GITs. (Six respondents did not answer the APEGM registration question to indicate their current status.)

- The response rate for Engineers was 25.3% (672/2658). The response rate for Geoscientists was 19.0% (26/137). The response rate for EITs/GITs was 43.3% (337/779).

- This year, 30.0% (101) of the (337) respondents who were EITs/GITs graduated more than 5 years ago.

- This year was the eighth 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/Geoscience graduate, 345 for an experienced Engineer/Geoscientist, 480 for a Senior Design Engineer, and 715 for a Division Executive for a large corporation.

### *Exclusions*

Although 1041 members logged in to the survey, not all the questions were completed by all the respondents. 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 a part-time or contract employee. Third, statistical processes required the removal of outlier values for base salary calculations bringing the number of valid responses to 936.

### *Education*

- Of the respondents, 41.6% (389/936) indicated that they had obtained a postgraduate degree.

- By membership category, this equates to 44.4% (282/635) of Engineers, 42.3% (11/26) of Geoscientists, and 34.9% (96/275) of EIT/GITs.

- 86.5% of respondents indicated their first degree in Engineering or Geosciences was from a Canadian university.

### *Gender*

- Overall, 85.9% (894/1041) of respondents were male and 13.3% (138/1041) were female. Nine respondents did not indicate their gender.

- Of the total eligible APEGM Membership, 28.2% (894/3171) of the male members responded and 34.2% (138/403) of the female members responded.

- Of the 936 respondents used, 73.7% (605/821) of the males graduated after 1986, and 86.7% (98/113) of the females graduated after 1986.

### *Workplace Information*

- The average official workweek was 38.5 hours.

- The typical number of hours worked was 42.5 hours per week.

- The average number of weeks of vacation reported was 3.7.

- This year, 63.4 % of respondents were from the private sector, compared to 62.5% last year, and 62.6% the year before last.

- The average percentage increase in the base annual salary from the previous year was 5.8% for those respondents who did receive a salary increase. Of the respondents, 28.9% (301/1041) did not get a salary increase (six respondents reported a pay decrease).

### *Part-Time Respondents*

- This year, 65 respondents reported that their earnings were contract or part-time.

- The Mean Base Salary of these respondents was $34,371, and Mean Total Income was $36,855, based on an average work period of 24.9 weeks.

- The Mean APEGM Points for these respondents was 307.

- Of these 65 respondents, 20 reported receiving a pay increase averaging 8.4%.

### *Comments*

- This year, 5.0% of respondents provided written comments on their APEGM salary survey, compared to 8.0% who left comments in 2009, 6.2% 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 |
|---|---|
| **2010** | *117.4P + 23.5k* |
| **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 |
|---|---|---|---|---|---|---|---|
| **2010** | $52,823 | 3.6 | $69,847 | (3.6) | $92,229 | (6.4) | 0.6 |
| **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** | 88 | 9.4% | $64,363 | $52,521 | $60,830 | $75,411 | $68,283 | 392 |
| **Agriculture/Equipment** | 13 | 1.4% | $71,213 | $58,500 | $68,672 | $77,500 | $85,022 | 476 |
| **Agriculture/Food** | 24 | 2.6% | $80,412 | $71,375 | $78,850 | $96,075 | $88,924 | 449 |
| **Biomedical** | 4 | 0.4% | $53,125 | $41,250 | $62,750 | $74,625 | $68,375 | 474 |
| **Chemical** | 2 | 0.2% | $103,500 | $89,250 | $103,500 | $117,750 | $116,625 | 514 |
| **Communications** | 6 | 0.6% | $82,374 | $75,225 | $77,200 | $85,057 | $88,551 | 469 |
| **Computer/Software** | 7 | 0.8% | $62,286 | $54,500 | $60,000 | $70,000 | $62,429 | 363 |
| **Construction** | 51 | 5.4% | $89,478 | $63,600 | $81,000 | $98,750 | $116,585 | 527 |
| **Consulting** | 218 | 23.3% | $76,217 | $53,418 | $66,000 | $94,000 | $86,378 | 441 |
| **Education** | 18 | 1.9% | $90,587 | $72,774 | $88,250 | $103,880 | $92,680 | 597 |
| **Electronics** | 10 | 1.1% | $73,124 | $61,250 | $72,371 | $81,875 | $78,924 | 421 |
| **Environmental** | 15 | 1.6% | $74,400 | $66,054 | $75,000 | $81,000 | $78,038 | 466 |
| **Health Care** | 9 | 1.0% | $86,612 | $70,000 | $92,000 | $100.000 | $86,612 | 579 |
| **Heavy Electrical** | 5 | 0.5% | $85,000 | $70,000 | $95,000 | $106,000 | $132,000 | 614 |
| **Manufacturing** | 92 | 9.8% | $74,385 | $53,530 | $70,000 | $86,625 | $86,050 | 471 |
| **Mechanical Equipment** | 9 | 1.0% | $76,851 | $56,660 | $68,000 | $83,000 | $99,018 | 519 |
| **Metals - Primary** | 5 | 0.5% | $94,889 | $74,045 | $92,400 | $110,000 | $117,589 | 601 |
| **Metals - Fabricating** | 5 | 0.5% | $89,983 | $67,600 | $75,000 | $120,000 | $158,663 | 698 |
| **Mineral Exploration** | 11 | 1.2% | $91,909 | $77,500 | $88,140 | $102,000 | $97,380 | 529 |
| **Mining** | 43 | 4.6% | $85,643 | $73,440 | $82,000 | $97,463 | $99,756 | 436 |
| **Petroleum** | 2 | 0.2% | $129,750 | $128,375 | $129,750 | $131,125 | $162,250 | 541 |
| **Pharmaceutical** | 6 | 0.6% | $93,000 | $73,000 | $93,500 | $108,750 | $107,167 | 583 |
| **Research & Development** | 13 | 1.4% | $90,773 | $76,000 | $88,000 | $109,000 | $97,658 | 563 |
| **Telecommunications** | 13 | 1.4% | $79,556 | $62,000 | $87,352 | $91,000 | $86,186 | 388 |
| **Transportation** | 57 | 6.1% | $84,150 | $56,134 | $82,000 | $94,000 | $90,132 | 472 |
| **Transportation Equipment** | 3 | 0.3% | $94,197 | $89,000 | $94,000 | $99,296 | $111,864 | 590 |
| **Utilities (Gas, Hydro, Water)** | 166 | 17.7% | $86,059 | $67,840 | $87,147 | $103,000 | $93,046 | 457 |
| **Other** | 41 | 4.5% | $80,192 | $63,800 | $82,000 | $94,000 | $82,767 | 500 |
| **Total** | 936 | 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** | 48 | 7.5% | $72,750 | $60,000 | $68,930 | $85,000 | $76,982 | 448 |
| **Agriculture/Equipment** | 10 | 1.6% | $77,627 | $65,168 | $73,250 | $84,625 | $94,129 | 529 |
| **Agriculture/Food** | 17 | 2.7% | $91,961 | $77,700 | $89,000 | $100,000 | $102,572 | 516 |
| **Biomedical** | 3 | 0.5% | $66,833 | $62,750 | $74,500 | $74,750 | $86,866 | 526 |
| **Chemical** | 1 | 0.2% | $132,000 | N/A | N/A | N/A | $152,000 | 758 |
| **Communications** | 5 | 0.8% | $84,049 | $75,900 | $78,500 | $87,243 | $90,561 | 470 |
| **Computer/Software** | 2 | 0.3% | $78,000 | $76,000 | $78,000 | $80,000 | $78,000 | 467 |
| **Construction** | 40 | 6.3% | $98,641 | $77,498 | $89,300 | $107,500 | $130,960 | 577 |
| **Consulting** | 137 | 21.6% | $89,935 | $69,000 | $84,000 | $104,400 | $103,157 | 532 |
| **Education** | 13 | 2.0% | $103,292 | $81,000 | $90,000 | $110,000 | $104,819 | 677 |
| **Electronics** | 8 | 1.3% | $78,030 | $68,807 | $77,250 | $85,500 | $84,655 | 444 |
| **Environmental** | 10 | 1.6% | $79,029 | $74,298 | $79,000 | $88,000 | $81,187 | 465 |
| **Health Care** | 7 | 1.1% | $91,787 | $86,000 | $95,200 | $102,000 | $91,787 | 630 |
| **Heavy Electrical** | 4 | 0.6% | $88,750 | $83,250 | $100,500 | $106,000 | $147,500 | 660 |
| **Manufacturing** | 63 | 9.9% | $83,859 | $64,902 | $80,000 | $92,500 | $100,150 | 531 |
| **Mechanical Equipment** | 7 | 1.1% | $84,714 | $66,500 | $73,500 | $90,750 | $106,786 | 504 |
| **Metals - Primary** | 4 | 0.6% | $104,111 | $87,811 | $101,200 | $117,500 | $131,236 | 674 |
| **Metals - Fabricating** | 5 | 0.8% | $89,983 | $67,600 | $75,000 | $120,000 | $158,663 | 698 |
| **Mineral Exploration** | 1 | 0.2% | $80,000 | N/A | N/A | N/A | $98,000 | 397 |
| **Mining** | 19 | 3.0% | $96,642 | $83,000 | $90,500 | $106,790 | $114,878 | 538 |
| **Petroleum** | 1 | 0.2% | $132,500 | N/A | N/A | N/A | $191,500 | 581 |
| **Pharmaceutical** | 4 | 0.6% | $104,750 | $99,250 | $107,500 | $113,000 | $124,500 | 604 |
| **Research & Development** | 11 | 1.7% | $97,187 | $81,843 | $91,000 | $112,104 | $105,005 | 591 |
| **Telecommunications** | 10 | 1.6% | $89,229 | $84,838 | $89,698 | $91,750 | $97,740 | 464 |
| **Transportation** | 39 | 6.1% | $100,299 | $81,000 | $89,000 | $101,000 | $106,281 | 563 |
| **Transportation Equipment** | 3 | 0.5% | $94,197 | $89,000 | $94,000 | $99,296 | $111,864 | 590 |
| **Utilities (Gas, Hydro, Water)** | 133 | 20.9% | $93,539 | $75,000 | $94,000 | $106,000 | $100,445 | 505 |
| **Other** | 30 | 4.7% | $86,151 | $76,050 | $85,500 | $96,625 | $88,776 | 538 |
| **Total** | 635 | 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** | 1 | 4.0% | $129,000 | N/A | N/A | N/A | $129,000 | 641 |
| **Environmental** | 4 | 16.0% | $68,425 | $64,275 | $68,350 | $72,500 | $76,675 | 524 |
| **Mineral Exploration** | 8 | 32.0% | $93,143 | $73,750 | $84,070 | $108,500 | $98,415 | 544 |
| **Mining** | 7 | 28.0% | $89,849 | $80,150 | $86,640 | $95,000 | $105,591 | 478 |
| **Petroleum** | 1 | 4.0% | $127,000 | N/A | N/A | N/A | $133,000 | 501 |
| **Research & Development** | 1 | 4.0% | $76,000 | N/A | N/A | N/A | $76,000 | 466 |
| **Other** | 3 | 12.0% | $84,480 | $73,500 | $80,000 | $93,220 | $89,097 | 592 |
| **Total** | 25 | 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** | 40 | 14.5% | $54,298 | $47,000 | $53,500 | $60,636 | $57,845 | 325 |
| **Agriculture/Equipment** | 3 | 1.1% | $49,833 | $45,500 | $46,000 | $52,250 | $54,667 | 300 |
| **Agriculture/Food** | 7 | 2.5% | $52,364 | $46,300 | $56,000 | $64,725 | $55,778 | 287 |
| **Biomedical** | 1 | 0.4% | $12,000 | N/A | N/A | N/A | $13,000 | 318 |
| **Chemical** | 1 | 0.4% | $75,000 | N/A | N/A | N/A | $81,250 | 270 |
| **Communications** | 1 | 0.4% | $74,000 | N/A | N/A | N/A | $78,500 | 460 |
| **Computer/Software** | 5 | 1.8% | $56,000 | $54,000 | $55,000 | $60,000 | $67,968 | 321 |
| **Construction** | 11 | 4.0% | $56,158 | $48,800 | $52,140 | $59,500 | $64,313 | 342 |
| **Consulting** | 80 | 29.0% | $52,066 | $47,754 | $51,750 | $57,125 | $57,112 | 281 |
| **Education** | 5 | 1.8% | $57,552 | $37,000 | $60,000 | $76,761 | $61,119 | 389 |
| **Electronics** | 2 | 0.7% | $53,500 | $47,750 | $53,500 | $59,250 | $56,000 | 328 |
| **Environmental** | 1 | 0.4% | $52,000 | N/A | N/A | N/A | $52,000 | 245 |
| **Health Care** | 2 | 0.7% | $68,500 | $67,750 | $68,500 | $69,250 | $68,500 | 402 |
| **Heavy Electrical** | 1 | 0.4% | $69,999 | N/A | N/A | N/A | $69,999 | 433 |
| **Manufacturing** | 29 | 10.5% | $53,802 | $46,000 | $52,000 | $58,600 | $55,419 | 341 |
| **Mechanical Equipment** | 2 | 0.7% | $49,330 | $45,665 | $49,330 | $52,994 | $71,830 | 430 |
| **Metals - Primary** | 1 | 0.4% | $58,000 | N/A | N/A | N/A | $63,000 | 310 |
| **Mineral Exploration** | 2 | 0.7% | $92,932 | $91,397 | $92,932 | $94,466 | $92,932 | 535 |
| **Mining** | 17 | 6.1% | $71,617 | $66,000 | $69,300 | $77,000 | $80,453 | 304 |
| **Pharmaceutical** | 2 | 0.7% | $69,500 | $69,250 | $69,500 | $69,750 | $72,500 | 543 |
| **Research & Development** | 1 | 0.4% | $35,000 | N/A | N/A | N/A | $38,500 | 351 |
| **Telecommunications** | 3 | 1.1% | $47,311 | $45,967 | $49,434 | $49,717 | $47,674 | 136 |
| **Transportation** | 18 | 6.5% | $49,161 | $48,500 | $52,375 | $55,750 | $55,143 | 273 |
| **Utilities (Gas, Hydro, Water)** | 33 | 12.0% | $55,910 | $52,000 | $56,134 | $60,000 | $63,227 | 265 |
| **Other** | 8 | 2.8% | $56,238 | $48,150 | $49,000 | $62,775 | $57,856 | 326 |
| **Total** | 276 | 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** | 10 | 1.1% | $104,441 | $82,250 | $95,198 | $136,431 | $118,577 | 589 |
| **Computer Services** | 7 | 0.7% | $83,287 | $65,000 | $78,810 | $92,600 | $87,316 | 496 |
| **Consulting** | 134 | 14.3% | $78,012 | $55,100 | $69,150 | $90,000 | $86,894 | 436 |
| **Design** | 196 | 20.9% | $70,949 | $53,883 | $66,000 | $82,000 | $76,938 | 393 |
| **Maintenance/Tech Support** | 58 | 6.2% | $72,028 | $58,660 | $69,625 | $84,001 | $82,840 | 396 |
| **Management** | 155 | 16.6% | $103,104 | $87,660 | $102,133 | $115,200 | $122,575 | 650 |
| **Marketing/Sales** | 13 | 1.4% | $75,473 | $63,000 | $72,180 | $81,000 | $82,025 | 430 |
| **Mineral Exploration** | 9 | 1.0% | $85,050 | $75,000 | $84,550 | $89,863 | $90,905 | 460 |
| **Mining** | 6 | 0.6% | $92,908 | $81,750 | $94,000 | $99,500 | $108,908 | 471 |
| **Planning** | 38 | 4.1% | $80,457 | $69,700 | $78,588 | $94,750 | $83,188 | 429 |
| **Production** | 31 | 3.3% | $60,483 | $47,667 | $58,000 | $66,000 | $65,033 | 342 |
| **Project Management** | 157 | 16.8% | $79,872 | $59,000 | $78,000 | $96,000 | $93,083 | 469 |
| **Quality Assurance** | 16 | 1.7% | $65,612 | $51,875 | $59,150 | $77,661 | $76,071 | 394 |
| **R&D** | 45 | 4.8% | $66,580 | $49,434 | $70,000 | $82,247 | $68,848 | 424 |
| **Software Dev.** | 18 | 1.9% | $68,595 | $58,303 | $65,750 | $76,625 | $73,920 | 428 |
| **Teaching** | 8 | 0.9% | $81,218 | $73,591 | $82,131 | $89,175 | $82,030 | 528 |
| **Other** | 35 | 3.7% | $77,594 | $62,000 | $76,200 | $87,823 | $80,891 | 434 |
| **Total** | 936 | 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** | 2 | 0.2% | 56 | 3.6% | $108,454 | $91,727 | $108,454 | $125,181 | $112,382 | 467 |
| **1965-1969** | 12 | 1.3% | 100 | 12.0% | $97,825 | $77,150 | $102,500 | $122,875 | $104,950 | 643 |
| **1970** | 7 | 0.7% | 42 | 16.7% | $110,149 | $89,198 | $103,108 | $116,270 | $116,260 | 574 |
| **1971** | 10 | 1.1% | 57 | 17.5% | $95,771 | $78,500 | $101,346 | $109,375 | $106,471 | 669 |
| **1972** | 9 | 1.0% | 63 | 14.3% | $102,173 | $87,889 | $90,000 | $100,000 | $103,840 | 562 |
| **1973** | 10 | 1.1% | 56 | 17.9% | $129,307 | $110,247 | $114,250 | $136,500 | $167,257 | 701 |
| **1974** | 9 | 1.0% | 58 | 15.5% | $101,334 | $84,900 | $98,400 | $110,000 | $112,269 | 622 |
| **1975** | 5 | 0.5% | 40 | 12.5% | $103,320 | $90,000 | $94,000 | $107,700 | $138,260 | 682 |
| **1976** | 10 | 1.1% | 56 | 17.9% | $96,385 | $82,375 | $91,570 | $108,750 | $101,054 | 551 |
| **1977** | 6 | 0.6% | 49 | 12.2% | $121,056 | $95,000 | $108,500 | $117,500 | $126,011 | 609 |
| **1978** | 9 | 1.0% | 46 | 19.6% | $88,237 | $72,365 | $89,492 | $104,000 | $101,651 | 546 |
| **1979** | 10 | 1.1% | 61 | 16.4% | $98,960 | $81,250 | $91,000 | $117,750 | $106,160 | 664 |
| **1980** | 12 | 1.3% | 73 | 16.4% | $115,607 | $91,186 | $105,800 | $140,500 | $147,460 | 717 |
| **1981** | 14 | 1.5% | 68 | 20.6% | $126,233 | $97,625 | $103,460 | $118,000 | $131,890 | 547 |
| **1982** | 22 | 2.4% | 86 | 25.6% | $91,031 | $80,500 | $87,988 | $108,750 | $111,608 | 577 |
| **1983** | 20 | 2.1% | 97 | 20.6% | $105,845 | $90,500 | $105,000 | $120,250 | $119,362 | 663 |
| **1984** | 20 | 2.1% | 99 | 20.2% | $95,625 | $81,800 | $100,000 | $111,100 | $103,783 | 548 |
| **1985** | 19 | 2.0% | 107 | 17.8% | $88,558 | $78,886 | $94,000 | $103,580 | $98,378 | 545 |
| **1986** | 25 | 2.7% | 106 | 23.6% | $81,868 | $64,000 | $82,000 | $103,387 | $94,275 | 558 |
| **1987** | 16 | 1.7% | 95 | 16.8% | $99,233 | $83,525 | $98,459 | $114,272 | $118,125 | 671 |
| **1988** | 18 | 1.9% | 96 | 18.8% | $98,200 | $81,250 | $102,500 | $120,000 | $117,076 | 610 |
| **1989** | 11 | 1.2% | 70 | 15.7% | $96,834 | $87,500 | $92,400 | $104,750 | $117,448 | 585 |
| **1990** | 13 | 1.4% | 86 | 15.1% | $94,239 | $89,698 | $94,000 | $107,310 | $98,854 | 623 |
| **1991** | 21 | 2.2% | 86 | 24.4% | $84,761 | $75,000 | $86,500 | $99,026 | $94,489 | 545 |
| **1992** | 24 | 2.6% | 86 | 27.9% | $111,878 | $85,750 | $94,931 | $106,611 | $117,440 | 584 |
| **1993** | 19 | 2.0% | 83 | 22.9% | $98,118 | $87,000 | $102,000 | $117,700 | $122,674 | 548 |
| **1994** | 23 | 2.5% | 88 | 26.1% | $85,104 | $73,793 | $87,500 | $94,300 | $91,762 | 549 |
| **1995** | 23 | 2.5% | 91 | 25.3% | $86,593 | $75,000 | $85,000 | $96,136 | $108,141 | 542 |
| **1996** | 31 | 3.3% | 116 | 26.7% | $87,676 | $75,500 | $85,000 | $98,000 | $102,671 | 470 |
| **1997** | 31 | 3.3% | 90 | 34.4% | $80,404 | $71,250 | $80,000 | $90,000 | $84,590 | 514 |
| **1998** | 27 | 2.9% | 109 | 24.8% | $81,740 | $71,500 | $78,806 | $91,731 | $88,753 | 492 |
| **1999** | 28 | 3.0% | 89 | 31.5% | $81,744 | $73,048 | $81,000 | $93,027 | $93,728 | 460 |
| **2000** | 34 | 3.6% | 84 | 40.5% | $75,078 | $64,250 | $80,000 | $84,750 | $88,552 | 437 |
| **2001** | 43 | 4.6% | 109 | 39.4% | $70,123 | $62,750 | $69,600 | $77,100 | $77,843 | 389 |
| **2002** | 48 | 5.1% | 108 | 44.4% | $70,766 | $60,915 | $70,000 | $78,000 | $77,696 | 411 |
| **2003** | 31 | 3.3% | 90 | 34.4% | $66,323 | $60,257 | $65,700 | $74,523 | $74,162 | 390 |
| **2004** | 42 | 4.5% | 113 | 37.2% | $63,231 | $56,920 | $64,196 | $69,000 | $67,409 | 347 |
| **2005** | 42 | 4.5% | 100 | 42.0% | $59,990 | $52,083 | $58,000 | $65,750 | $67,206 | 330 |
| **2006** | 43 | 4.6% | 107 | 40.2% | $55,595 | $49,500 | $56,680 | $61,000 | $59,616 | 305 |
| **2007** | 50 | 5.3% | 94 | 53.2% | $56,652 | $50,629 | $56,055 | $60,750 | $61,602 | 292 |
| **2008** | 70 | 7.5% | 144 | 48.6% | $51,367 | $47,004 | $52,000 | $55,163 | $57,069 | 257 |
| **2009-2010** | 17 | 1.8% | 92 | 18.5% | $45,422 | $45,000 | $48,000 | $50,000 | $47,143 | 227 |
| **Total** | 936 | 100% | 3546 | 26.4% | | | | | | |

### *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** | 2 | 0.3% | 50 | 4.0% | $108,454 | $91,727 | $108,454 | $125,181 | $112,382 | 467 |
| **1965-1969** | 12 | 1.9% | 91 | 13.2% | $97,825 | $77,150 | $102,500 | $122,875 | $104,950 | 643 |
| **1970** | 7 | 1.1% | 36 | 19.4% | $110,149 | $89,198 | $103,108 | $116,270 | $116,260 | 574 |
| **1971** | 9 | 1.4% | 53 | 17.0% | $98,635 | $89,000 | $106,200 | $109,500 | $110,524 | 686 |
| **1972** | 9 | 1.4% | 58 | 15.5% | $102,173 | $87,889 | $90,000 | $100,000 | $103,840 | 562 |
| **1973** | 10 | 1.6% | 52 | 19.2% | $129,307 | $110,247 | $114,250 | $136,500 | $167,257 | 701 |
| **1974** | 9 | 1.4% | 55 | 16.4% | $101,334 | $84,900 | $98,400 | $110,000 | $112,269 | 622 |
| **1975** | 5 | 0.8% | 35 | 14.3% | $103,320 | $90,000 | $94,000 | $107,700 | $138,260 | 682 |
| **1976** | 9 | 1.4% | 51 | 17.6% | $97,301 | $81,500 | $95,000 | $110,000 | $100,190 | 556 |
| **1977** | 5 | 0.8% | 47 | 10.6% | $135,600 | $107,000 | $110,000 | $120,000 | $141,400 | 651 |
| **1978** | 9 | 1.4% | 42 | 21.4% | $88,237 | $72,365 | $89,492 | $104,000 | $101,651 | 546 |
| **1979** | 8 | 1.3% | 49 | 16.3% | $106,200 | $86,500 | $98,500 | $127,250 | $115,200 | 696 |
| **1980** | 12 | 1.9% | 65 | 18.5% | $115,607 | $91,186 | $105,800 | $140,500 | $147,460 | 717 |
| **1981** | 13 | 2.0% | 62 | 21.0% | $126,713 | $97,500 | $101,920 | $112,000 | $131,266 | 531 |
| **1982** | 19 | 3.0% | 78 | 24.4% | $92,528 | $81,000 | $88,975 | $110,000 | $113,186 | 569 |
| **1983** | 19 | 3.0% | 91 | 20.9% | $105,732 | $90,000 | $105,000 | $120,500 | $119,960 | 671 |
| **1984** | 14 | 2.2% | 88 | 15.9% | $104,936 | $98,500 | $102,725 | $113,300 | $116,161 | 588 |
| **1985** | 16 | 2.5% | 94 | 17.0% | $96,100 | $85,323 | $97,000 | $105,250 | $107,211 | 563 |
| **1986** | 21 | 3.3% | 97 | 21.6% | $88,139 | $75,215 | $90,000 | $104,400 | $102,802 | 592 |
| **1987** | 14 | 2.2% | 87 | 16.1% | $103,195 | $85,250 | $101,459 | $116,091 | $124,572 | 703 |
| **1988** | 14 | 2.2% | 85 | 16.5% | $95,312 | $81,250 | $93,500 | $116,550 | $119,527 | 608 |
| **1989** | 11 | 1.7% | 65 | 16.9% | $96,824 | $87,500 | $92,400 | $104,750 | $117,448 | 585 |
| **1990** | 12 | 1.9% | 74 | 16.2% | $96,676 | $90,225 | $94,600 | $108,483 | $101,676 | 643 |
| **1991** | 18 | 2.8% | 73 | 24.7% | $87,530 | $75,922 | $84,750 | $98,020 | $93,998 | 551 |
| **1992** | 21 | 3.3% | 75 | 28.0% | $118,063 | $92,000 | $101,859 | $108,445 | $123,562 | 601 |
| **1993** | 16 | 2.5% | 75 | 21.3% | $103,984 | $89,900 | $103,772 | $120,500 | $132,765 | 583 |
| **1994** | 20 | 3.2% | 79 | 25.3% | $88,244 | $78,897 | $91,000 | $96,525 | $94,687 | 560 |
| **1995** | 20 | 3.2% | 74 | 27.0% | $87,282 | $78,500 | $87,000 | $96,704 | $111,837 | 551 |
| **1996** | 28 | 4.4% | 94 | 29.8% | $90,534 | $77,500 | $87,147 | $102,500 | $106,386 | 474 |
| **1997** | 26 | 4.1% | 74 | 35.1% | $83,613 | $74,550 | $83,000 | $92,250 | $88,599 | 521 |
| **1998** | 24 | 3.8% | 86 | 27.9% | $83,082 | $74,375 | $85,106 | $92,500 | $90,451 | 501 |
| **1999** | 25 | 3.9% | 78 | 32.1% | $85,298 | $75,000 | $84,000 | $96,109 | $97,999 | 477 |
| **2000** | 27 | 4.3% | 63 | 42.9% | $78,928 | $70,000 | $81,165 | $85,500 | $95,184 | 464 |
| **2001** | 34 | 5.4% | 80 | 42.5% | $70,328 | $62,625 | $69,800 | $77,550 | $77,441 | 395 |
| **2002** | 35 | 5.5% | 74 | 47.3% | $72,027 | $63,000 | $72,500 | $81,500 | $78,292 | 421 |
| **2003** | 24 | 3.8% | 56 | 42.9% | $69,566 | $61,750 | $70,879 | $76,250 | $76,356 | 391 |
| **2004** | 25 | 3.9% | 63 | 39.7% | $67,895 | $60,000 | $67,554 | $75,000 | $73,319 | 374 |
| **2005** | 19 | 3.0% | 48 | 39.6% | $66,880 | $61,250 | $65,000 | $70,348 | $77,907 | 373 |
| **2006** | 11 | 1.7% | 32 | 34.4% | $60,803 | $56,340 | $61,300 | $64,250 | $65,562 | 344 |
| **2007** | 2 | 0.3% | 4 | 50.0% | $63,606 | $62,334 | $63,606 | $64,878 | $67,618 | 469 |
| **2008** | 1 | 0.2% | 1 | 100.0% | $60,000 | N/A | N/A | N/A | $65,000 | 518 |
| Total | 635 | 100.0% | 2634 | 24.1% | | | | | | |

### *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 |
|---|---|---|---|---|---|---|---|---|---|---|
| **1970-79** | 4 | 16.0% | 44 | 9.1% | $74,535 | $67,500 | $75,000 | $82,035 | $79,709 | 522 |
| **1980-89** | 9 | 36.0% | 48 | 18.8% | $106,111 | $80,000 | $110,000 | $127,000 | $109,000 | 601 |
| **1990-99** | 6 | 24.0% | 17 | 35.3% | $82,073 | $73,000 | $76,500 | $86,750 | $93,882 | 523 |
| **2000-05** | 6 | 24.0% | 10 | 60.0% | $81,273 | $75,188 | $80,150 | $86,118 | $95,888 | 424 |
| **Total** | 25 | 100.0% | 119 | 21.0% | | | | | | |

### *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 |
|---|---|---|---|---|---|---|---|---|---|---|
| **1977-96** | 30 | 10.9% | 119 | 25.2% | $60,073 | $44,059 | $57,750 | $77,534 | $66,041 | 429 |
| **1997** | 5 | 1.8% | 15 | 33.3% | 63,718 | $56,600 | $63,000 | $70,000 | $63,743 | 479 |
| **1998** | 2 | 0.7% | 22 | 9.1% | $71,000 | $70,499 | $71,000 | $71,500 | $71,000 | 434 |
| **1999** | 3 | 1.1% | 11 | 27.3% | $52,133 | $43,200 | $50,400 | $60,200 | $58,133 | 321 |
| **2000** | 6 | 2.2% | 18 | 33.3% | $55,826 | $44,739 | $56,477 | $66,000 | $56,826 | 333 |
| **2001** | 7 | 2.5% | 26 | 26.9% | $67,630 | $61,000 | $68,012 | $73,700 | $75,287 | 351 |
| **2002** | 12 | 4.3% | 32 | 37.5% | $64,654 | $48,780 | $61,861 | $71,250 | $72,433 | 373 |
| **2003** | 6 | 2.2% | 33 | 18.2% | $53,452 | $47,200 | $57,757 | $60,579 | $66,794 | 377 |
| **2004** | 17 | 6.2% | 50 | 34.0% | $56,373 | $50,000 | $58,012 | $60,804 | $58,708 | 307 |
| **2005** | 22 | 8.0% | 51 | 43.1% | $52,924 | $49,000 | $52,260 | $57,875 | $56,358 | 290 |
| **2006** | 32 | 11.6% | 75 | 42.7% | $53,805 | $47,000 | $52,096 | $58,700 | $57,573 | 292 |
| **2007** | 48 | 17.4% | 90 | 53.3% | $56,362 | $50,453 | $55,475 | $60,000 | $61,352 | 285 |
| **2008** | 69 | 25.0% | 144 | 47.9% | $51,242 | $47,000 | $52,000 | $54,450 | $56,954 | 254 |
| **2009-10** | 17 | 6.1% | 92 | 18.5% | $45,422 | $45,000 | $48,000 | $50,000 | $47,143 | 227 |
| **Total** | 276 | 100.0% | 778 | 35.5% | | | | | | |

### *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** | 612 | $77,712 | 443 |
| **Supplemental Education** | | | |
| **Diploma or Other** | 70 | $82,078 | 513 |
| **M. Eng. Or M.Sc.** | 145 | $79,089 | 465 |
| **2nd B.Sc. (Eng. Or Other)** | 27 | $75,647 | 463 |
| **Multiple Supplemental Categories** | 41 | $91,721 | 567 |
| **PhD** | 12 | $87,694 | 547 |
| **MBA** | 23 | $104,565 | 604 |
| **Multiple Supplemental Categories (inc. MBA)** | 6 | $107,227 | 667 |
| **Total** | 936 | | |

### *Table 13: Paid Benefits*

| Benefit | Employer Pays | Shared Cost | Employee Pays | Not Provided | Not Sure |
|---|---|---|---|---|---|
| **Life Insurance** | 29.8% | 47.1% | 11.7% | 6.1% | 5.3% |
| **Pension Plan** | 11.4% | 58.4% | 3.6% | 24.0% | 2.6% |
| **Short Term Disability** | 44.9% | 32.1% | 5.2% | 6.4% | 11.4% |
| **Long Term Disability** | 35.4% | 37.8% | 9.8% | 5.2% | 11.8% |
| **Extended Health Plan** | 36.9% | 42.4% | 10.0% | 5.6% | 5.1% |
| **Drug Plan** | 39.5% | 45.4% | 6.6% | 5.5% | 3.0% |
| **Dental Plan** | 41.2% | 48.8% | 5.0% | 4.1% | 0.9% |
| **RRSP** | 4.5% | 35.2% | 13.0% | 42.0% | 5.3% |
| **Stock purchase** | 1.4% | 9.9% | 9.7% | 70.6% | 8.4% |
| **Parental Leave** | 23.9% | 5.8% | 1.8% | 30.9% | 37.6% |
| **Continued Education** | 58.3% | 20.6% | 5.5% | 7.5% | 8.1% |
| **Training** | 82.1% | 5.9% | 2.0% | 5.9% | 4.1% |
| **APEGM dues** | 76.4% | 2.5% | 15.7% | 5.0% | 0.4% |
| **Technical Society Dues** | 53.0% | 3.8% | 16.2% | 12.6% | 14.4% |

### *Table 14: Employment Benefits*

| Benefit | Employer Provides | Does Not Provide | Not Sure |
|---|---|---|---|
| **Savings Plan** | 20.5% | 69.7% | 9.8% |
| **Profit Sharing** | 27.3% | 68.3% | 4.4% |
| **Productivity Incentive** | 18.8% | 75.9% | 5.3% |
| **Leave of Absence** | 61.9% | 22.6% | 15.5% |
| **Flexible Work Hours** | 75.7% | 21.6% | 2.7% |
| **Job Sharing** | 16.8% | 61.9% | 21.3% |
| **Vehicle** | 10.8% | 87.7% | 1.5% |
| **Vehicle Allowance** | 30.3% | 66.7% | 3.0% |
| **Liability Insurance** | 41.9% | 41.7% | 16.4% |
| **Daycare** | 0.9% | 90.6% | 8.5% |
| **Parental Leave** | 44.0% | 28.8% | 27.2% |

### *Table 15: Average Classification Rating Results*

| Classification Rating | All | Engineers | Geoscientists | EIT / GIT |
|---|---|---|---|---|
| **A-Duties** | 94 | 115 | 107 | 45 |
| **B-Education** | 69 | 70 | 71 | 68 |
| **C-Experience** | 92 | 107 | 116 | 54 |
| **D-Recommendations** | 95 | 106 | 103 | 66 |
| **E-Supervision Received** | 68 | 75 | 79 | 52 |
| **F-Leadership Authority** | 31 | 39 | 30 | 15 |
| **G-Supervision Scope** | 8 | 10 | 6 | 3 |
| **H-Use of Seal** | 6 | 9 | 5 | 0 |
| **I-Job Environment** | 2 | 2 | 1 | 2 |
| **J-Absence from Base of Operations** | 2 | 2 | 3 | 1 |
| **K- Accident and Health Hazards** | 5 | 5 | 6 | 5 |
| **Total** | **472** | **540** | **527** | **311** |

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

| Mean Base Salary | APEGM Point Ranges | # of Participants |
|---|---|---|
| **$65,628** | 199 or Less | 22 |
| **$55,661** | 200-299 | 132 |
| **$63,139** | 300-399 | 165 |
| **$78,071** | 400-499 | 128 |
| **$87,873** | 500-599 | 164 |
| **$109,358** | 600+ | 210 |

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

| Mean Base Salary | APEGM Point Ranges | # of Participants |
|---|---|---|
| **$62,142** | 199 or Less | 4 |
| **$54,597** | 200-299 | 35 |
| **$67,112** | 300-399 | 24 |
| **$75,120** | 400-499 | 24 |
| **$84,392** | 500-599 | 16 |
| **$95,311** | 600+ | 10 |

### *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** | 477 | $79,715 | 77 | 8.2% |
| **21-100 Employees** | 462 | $76,664 | 169 | 18.1% |
| **101-500 Employees** | 470 | $79,289 | 224 | 23.9% |
| **500+ Employees** | 458 | $80,927 | 449 | 48.0% |
| **Self-Employed** | 485 | $80,982 | 17 | 1.8% |
| **Total** | | | 936 | 100.0% |

## *List of Figures*

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

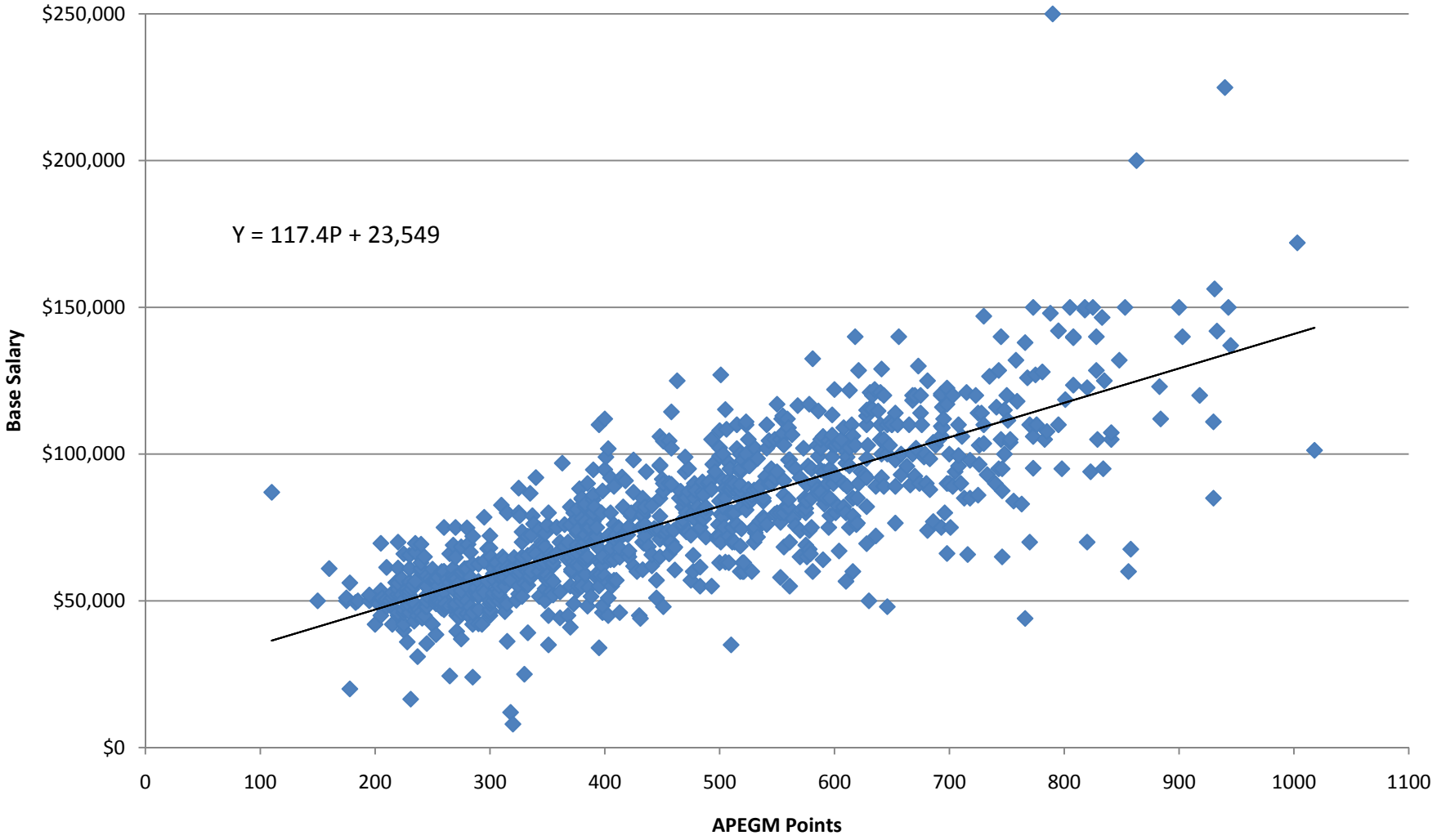


***Figure 2: Response by Employment Sector***

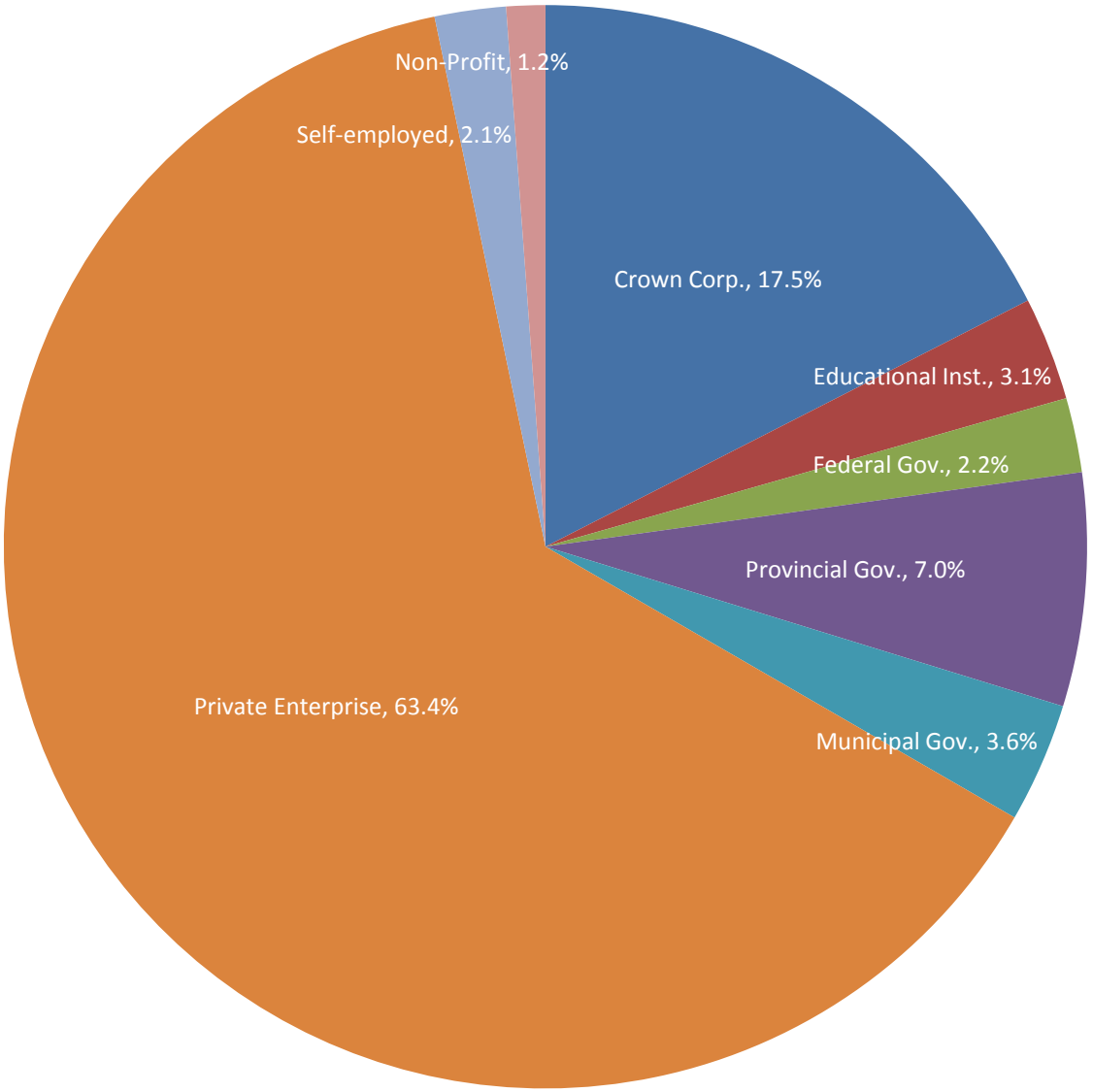


***Figure 3: Responses by Discipline***

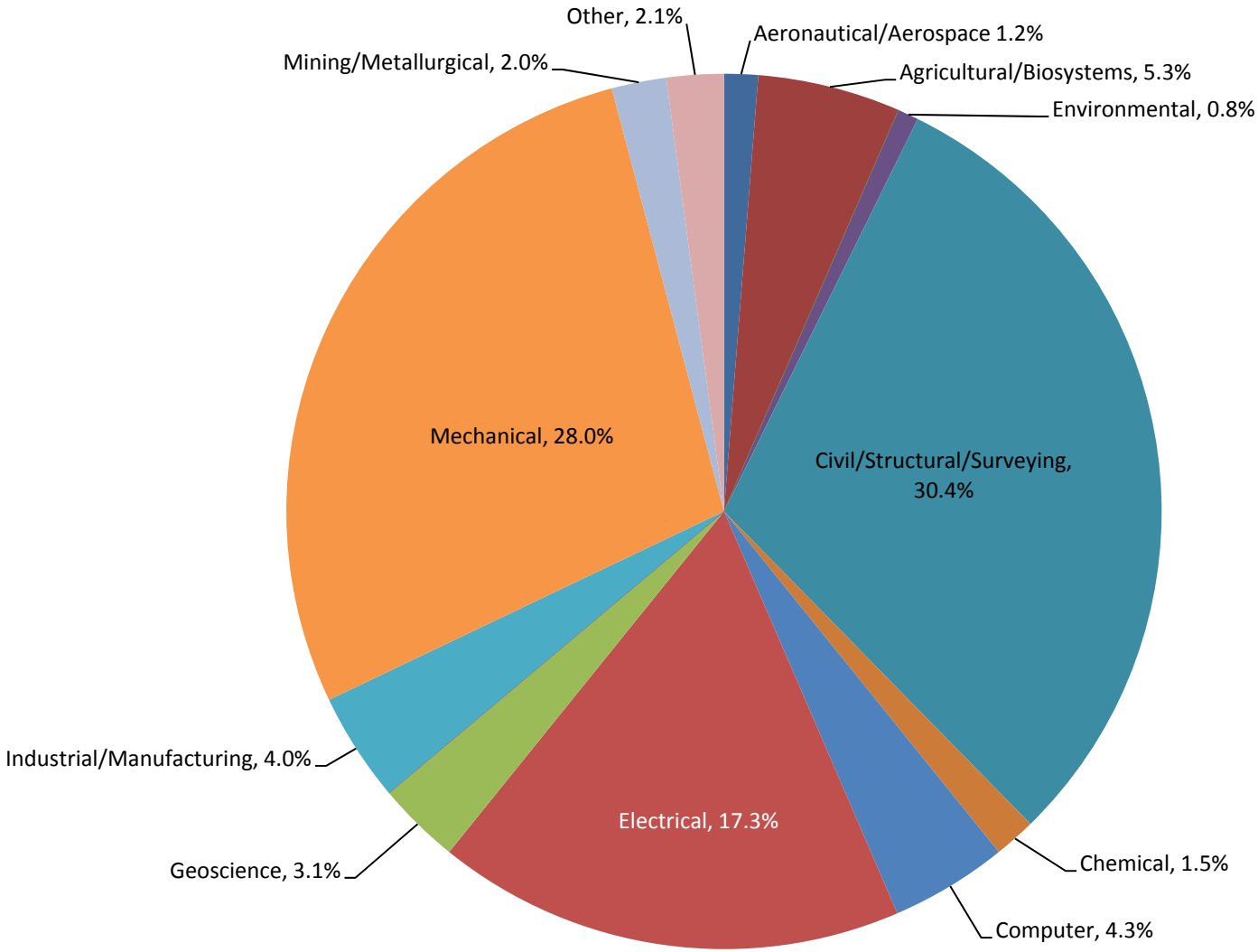
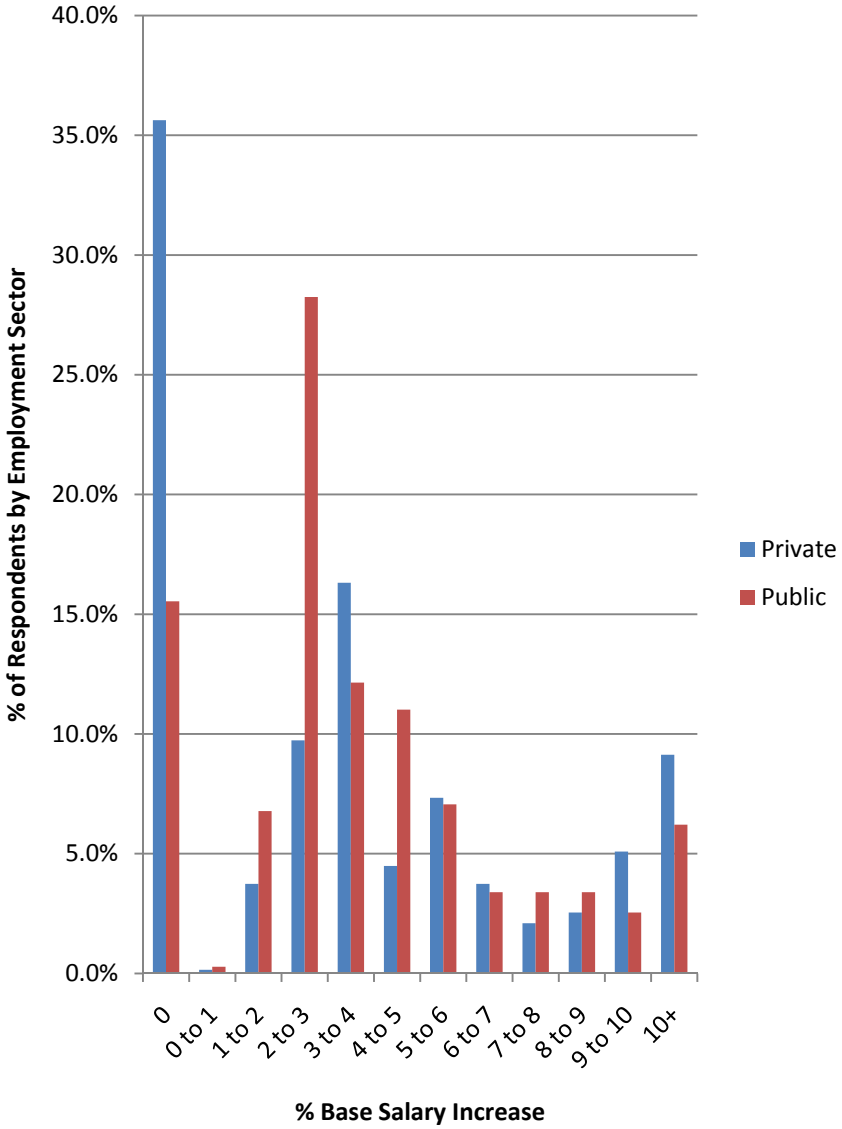


***Figure 4: % Base Salary Increase for Public and Private Sectors***



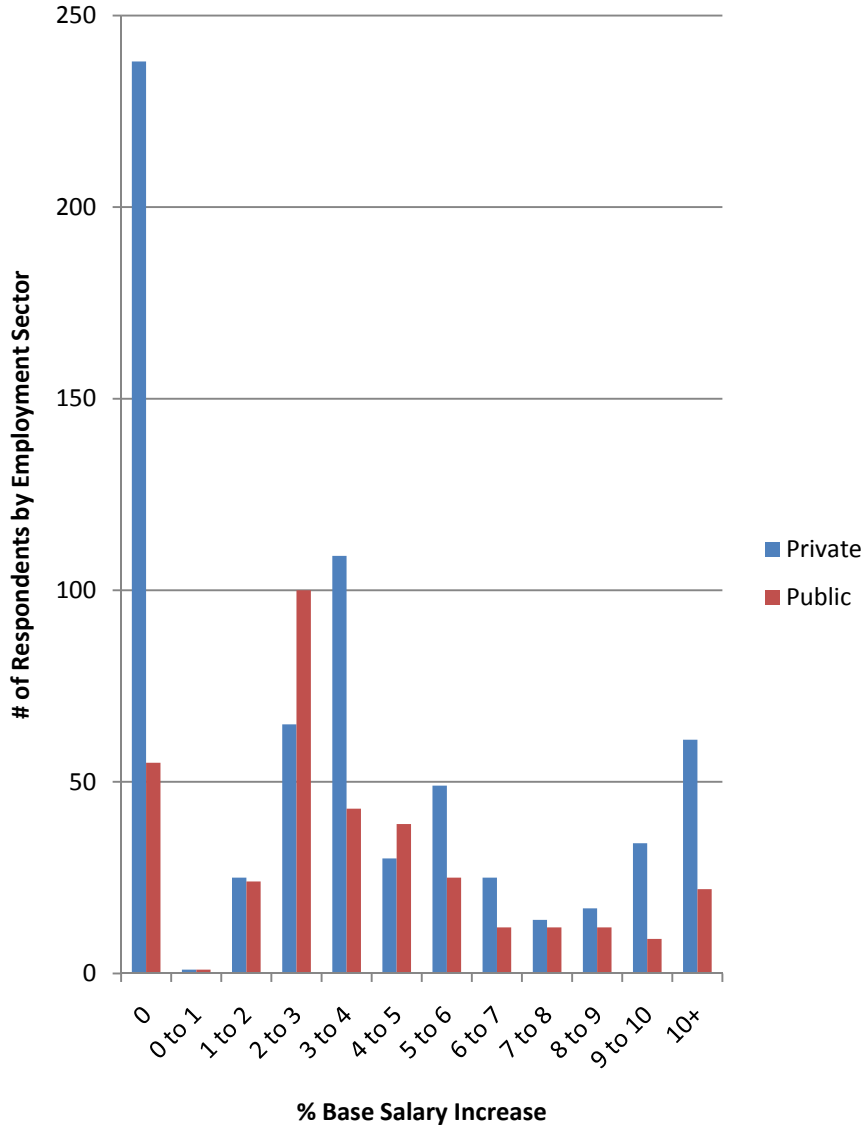
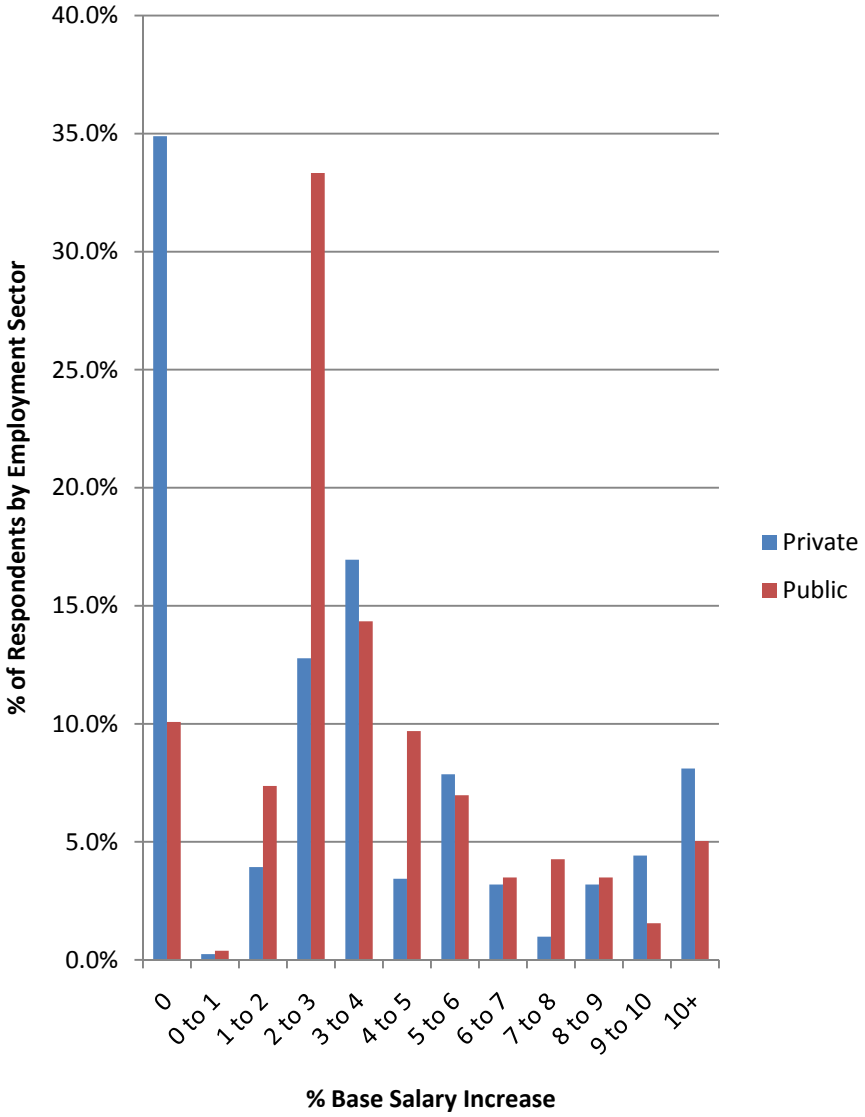



***Figure 5: % Base Salary Increase for Public and Private Sectors (Engineers)***



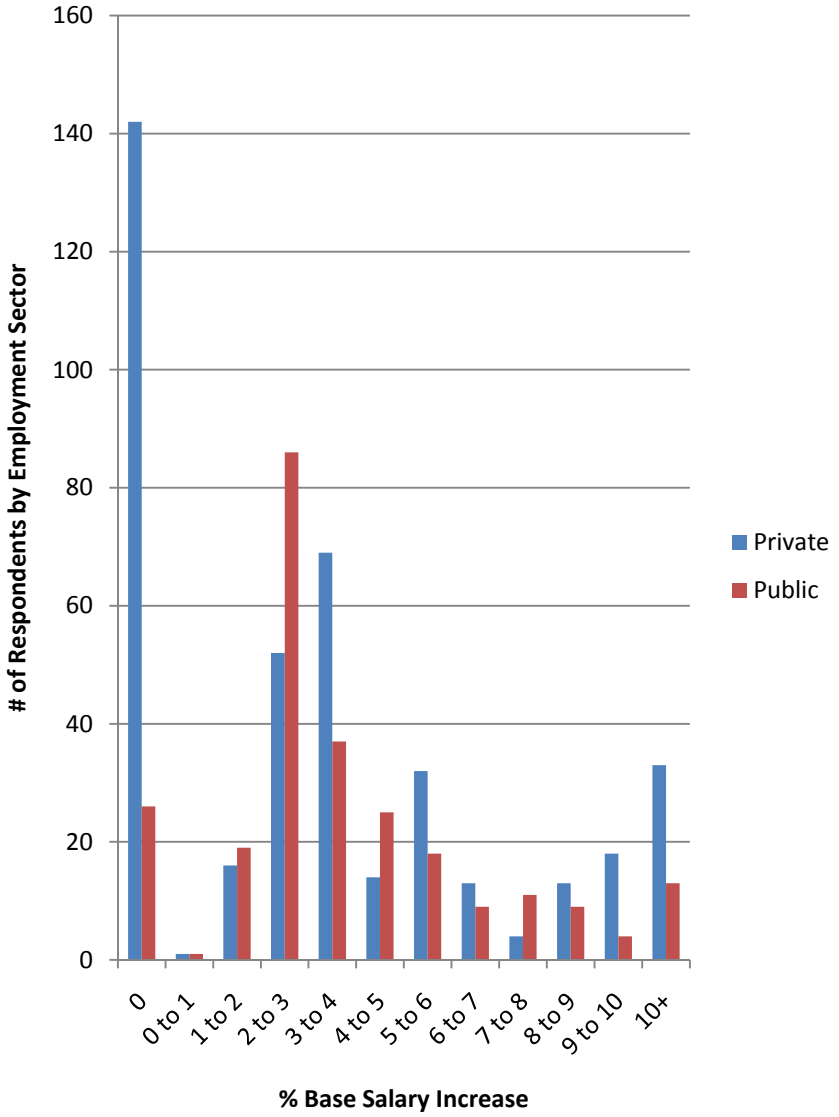
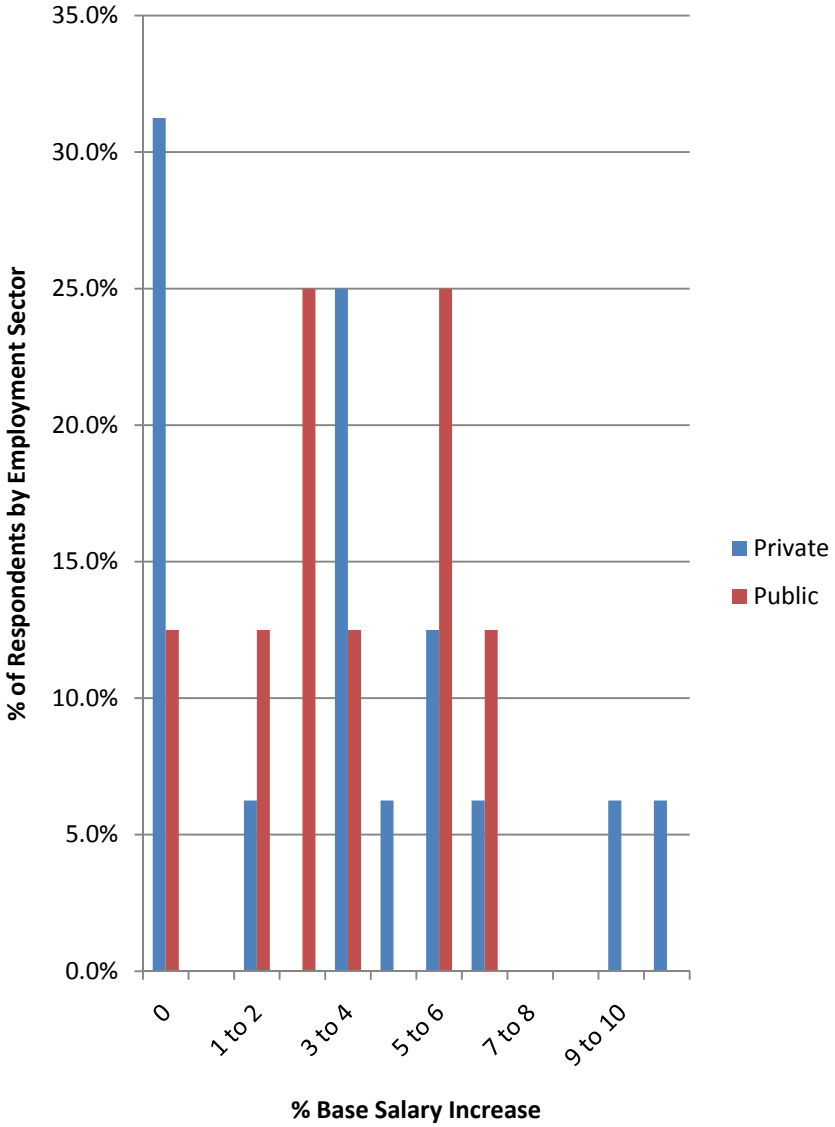



***Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists)***



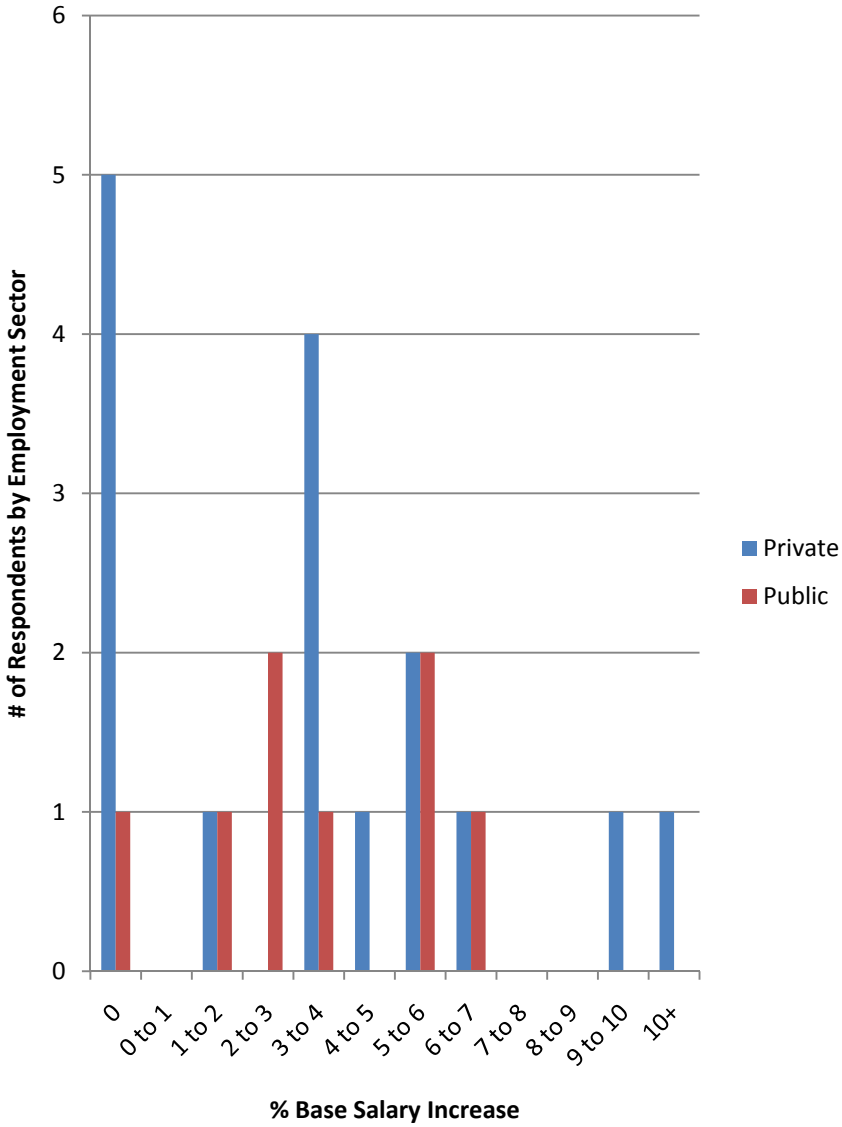
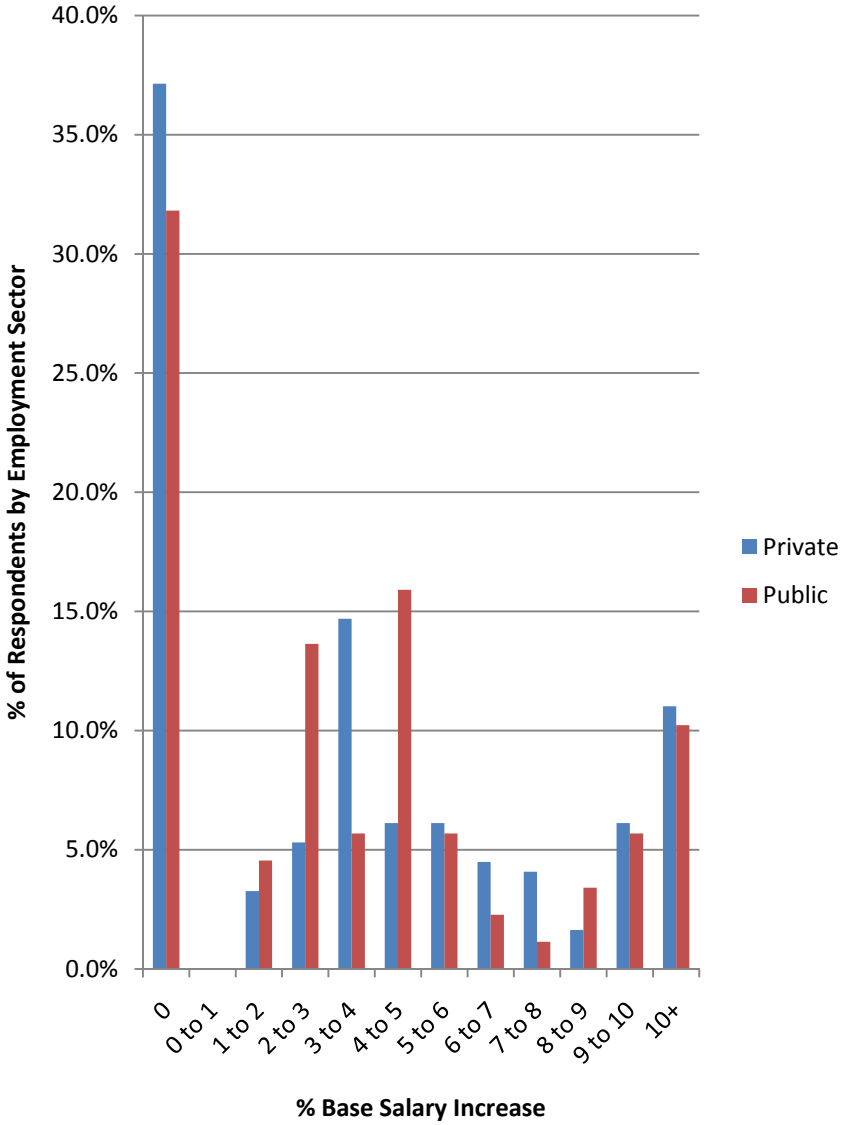



*Figure 7: % Base Salary Increase for Public and Private Sectors (EITs/GITs)*



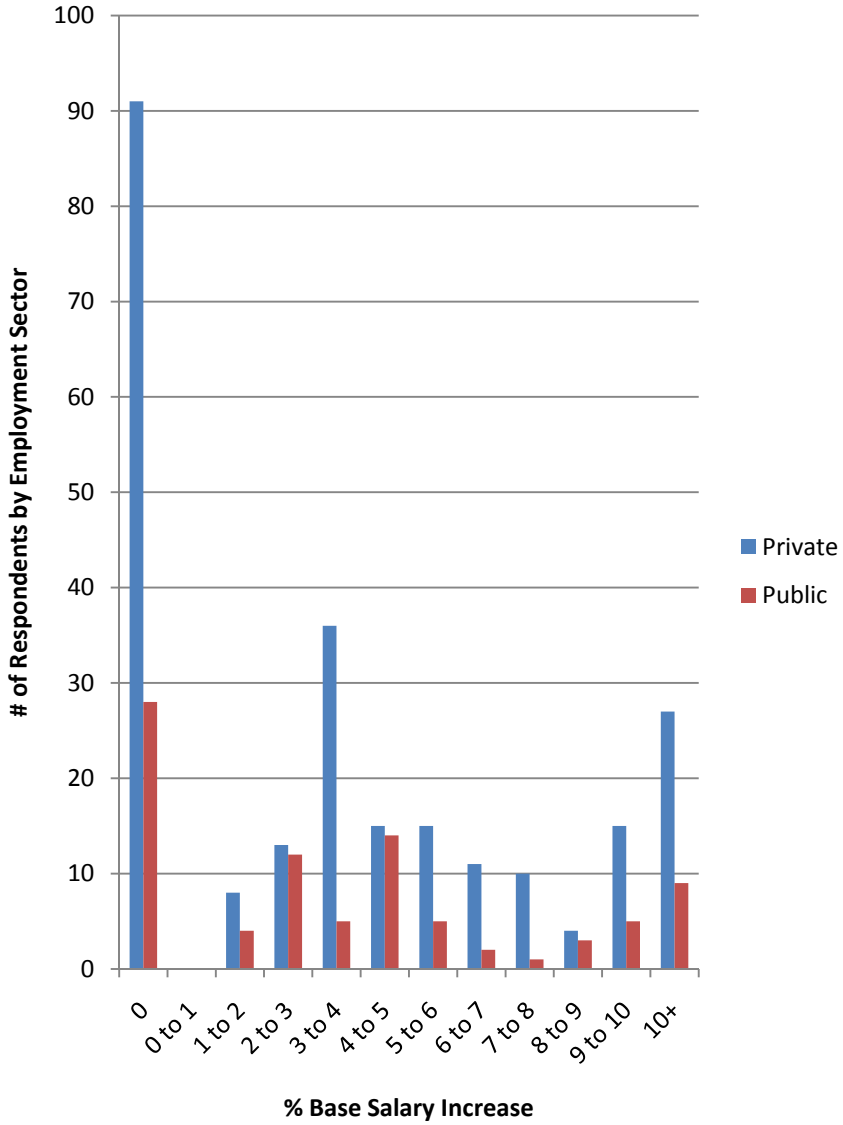
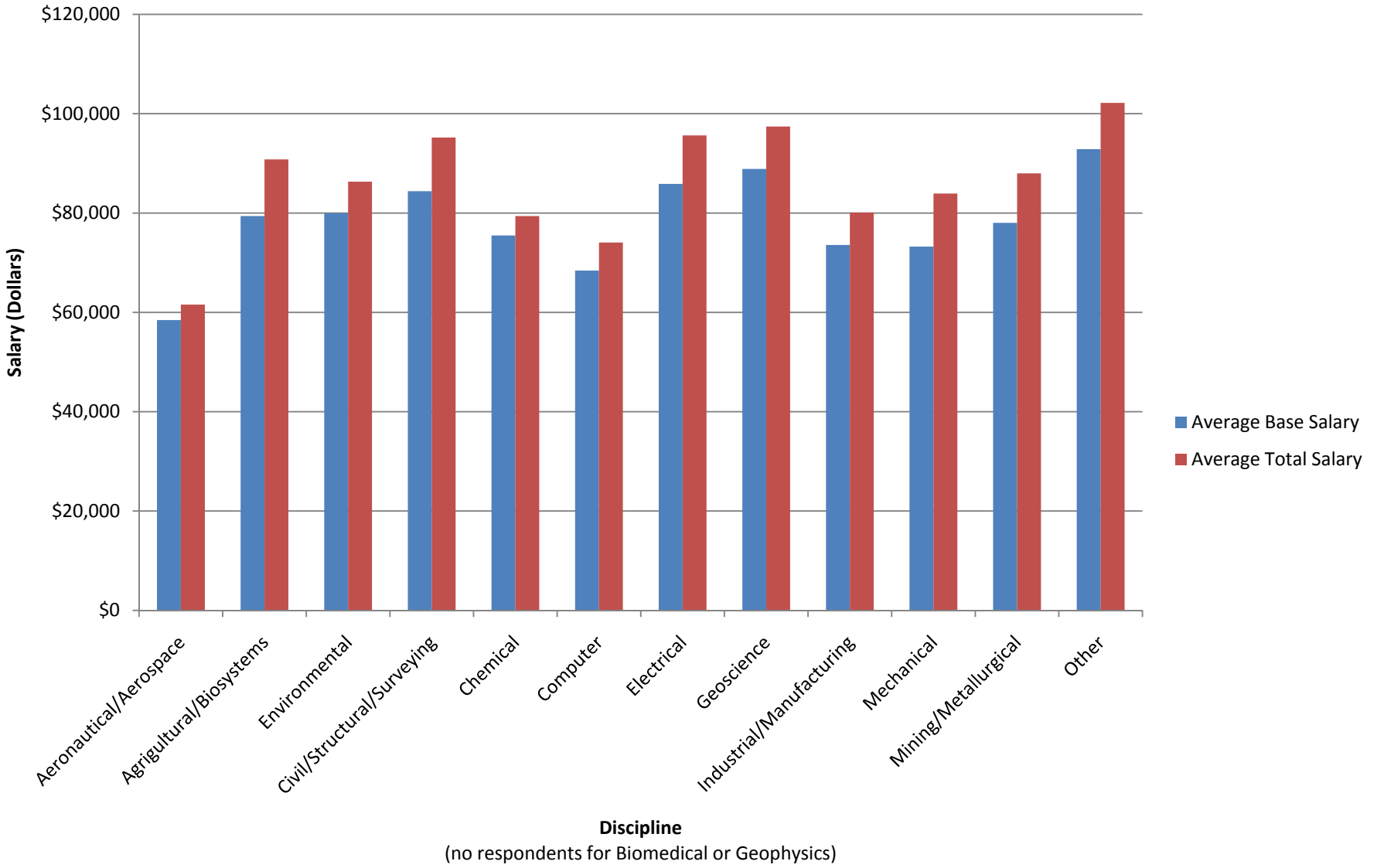



***Figure 8: Average Base Salary and Total Salary (Bonus, Overtime, Commissions) by Discipline***




(no respondents for Biomedical or Geophysics)

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

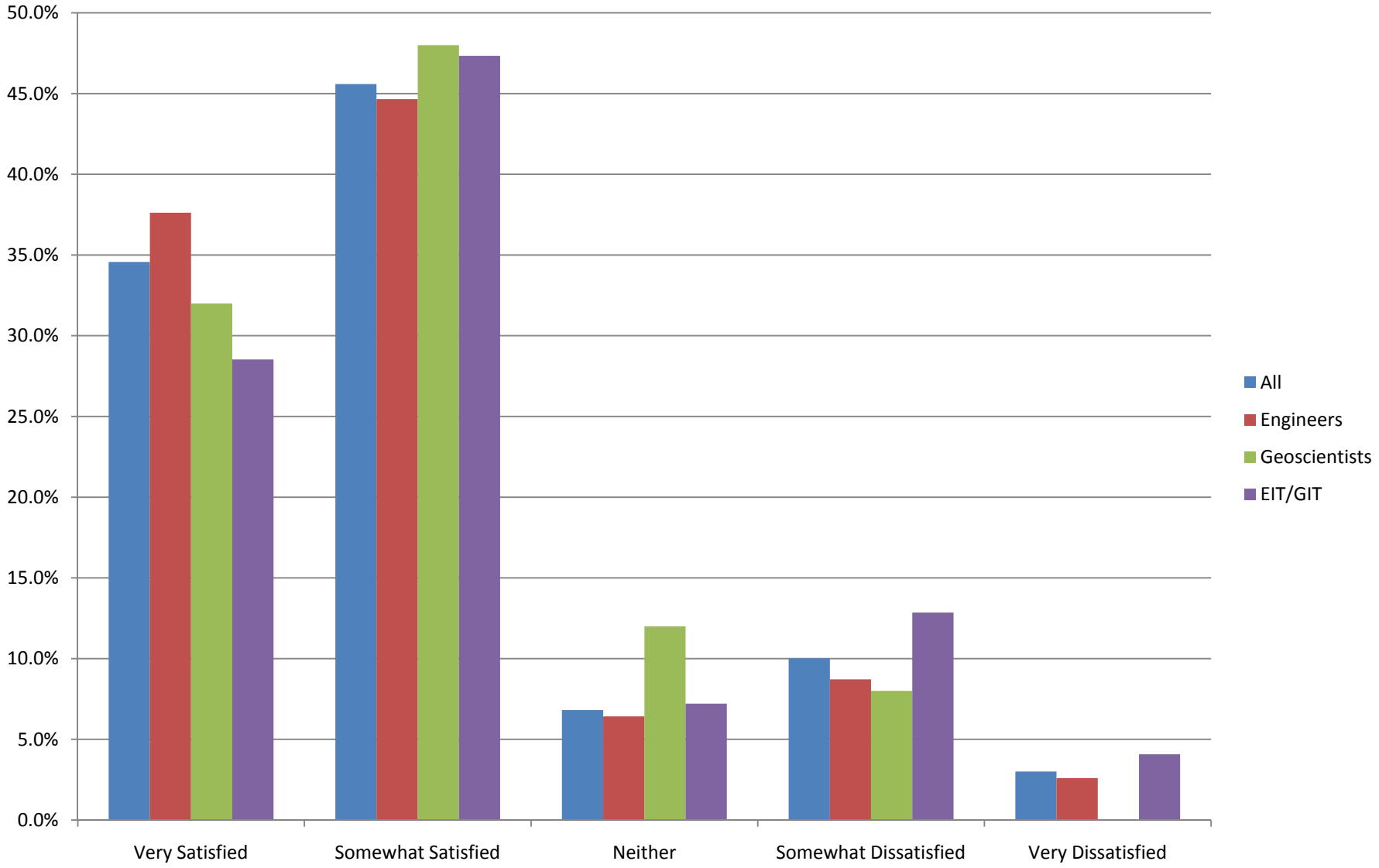


***Figure 10: Mean Base Salary for Different APEGM Point Ranges by Gender***

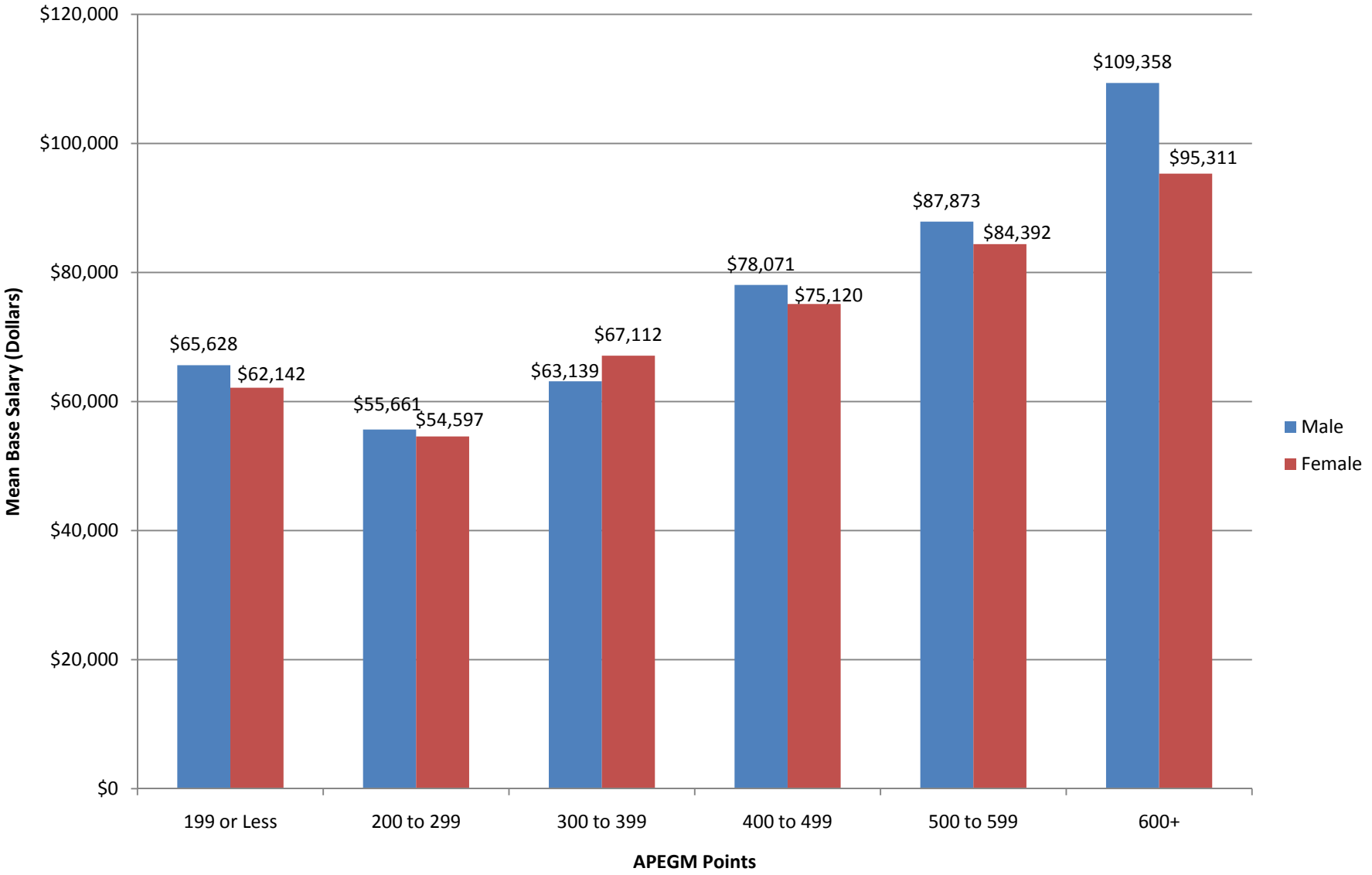


***Figure 11: Compensation for Overtime***

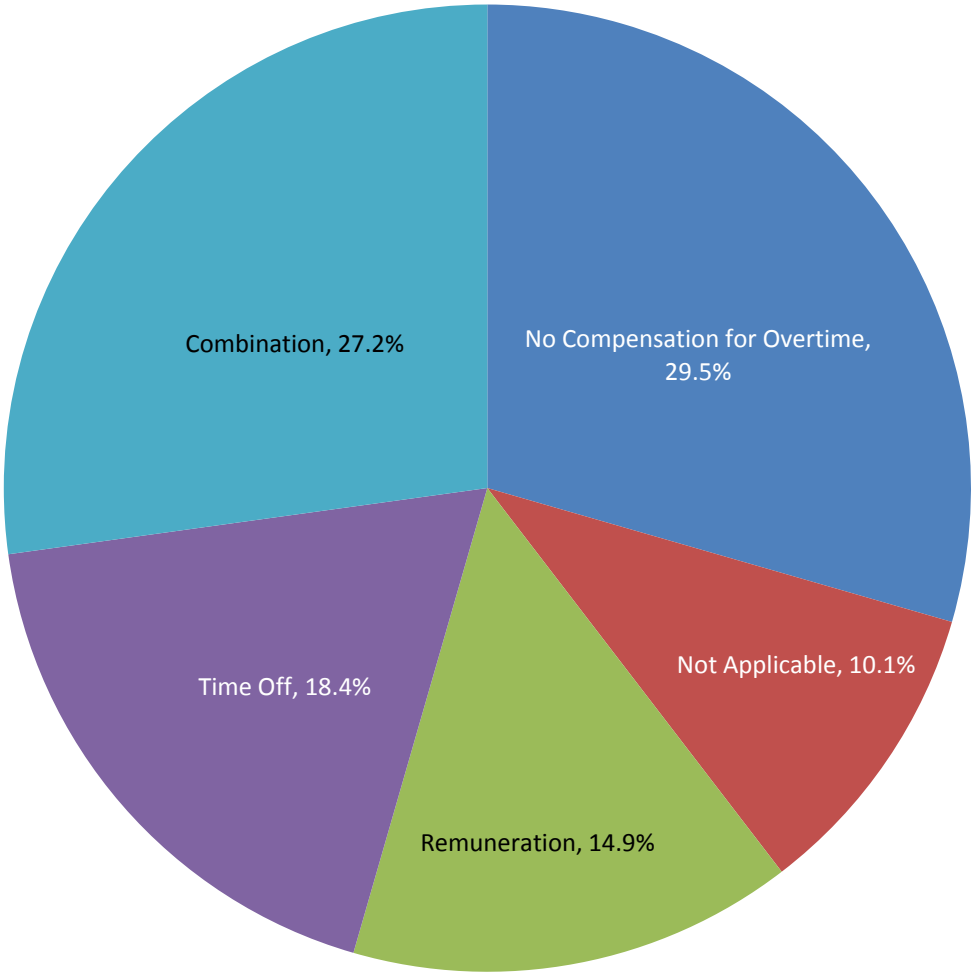


***Figure 12: Size of Organization***

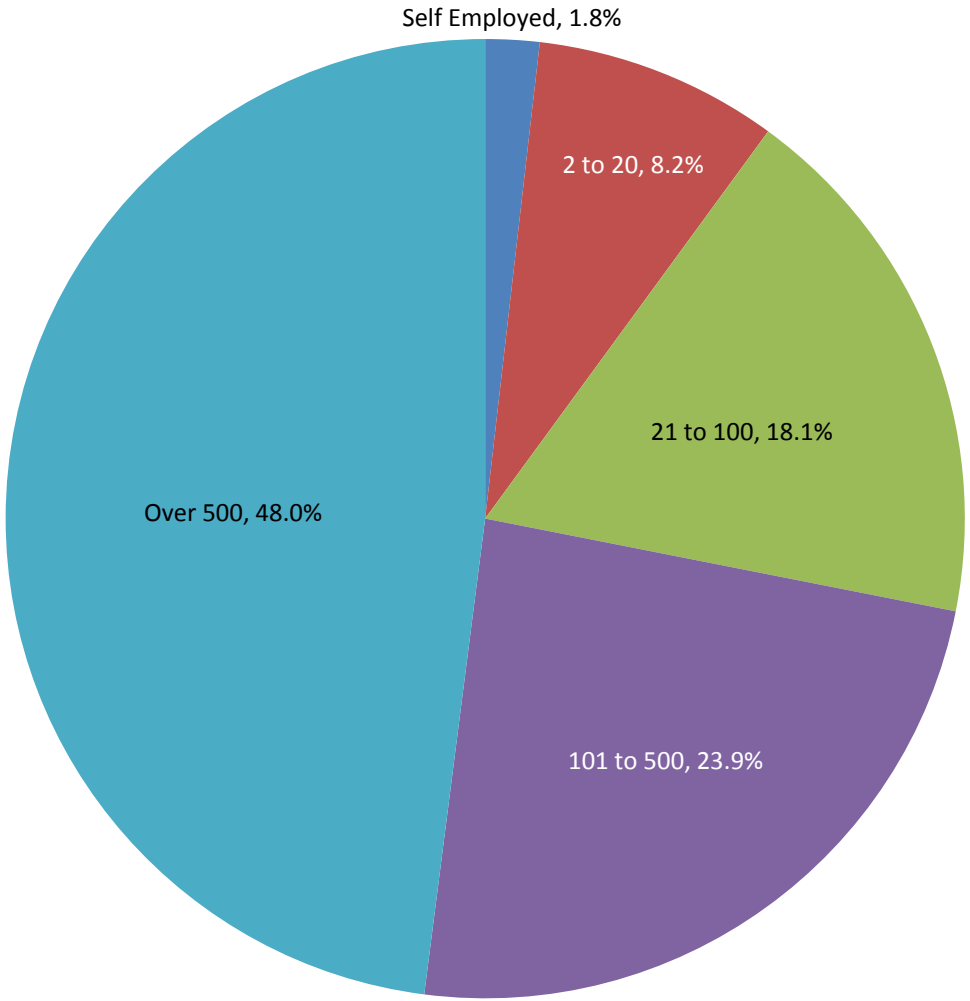


***Figure 13: Principal Work Location***

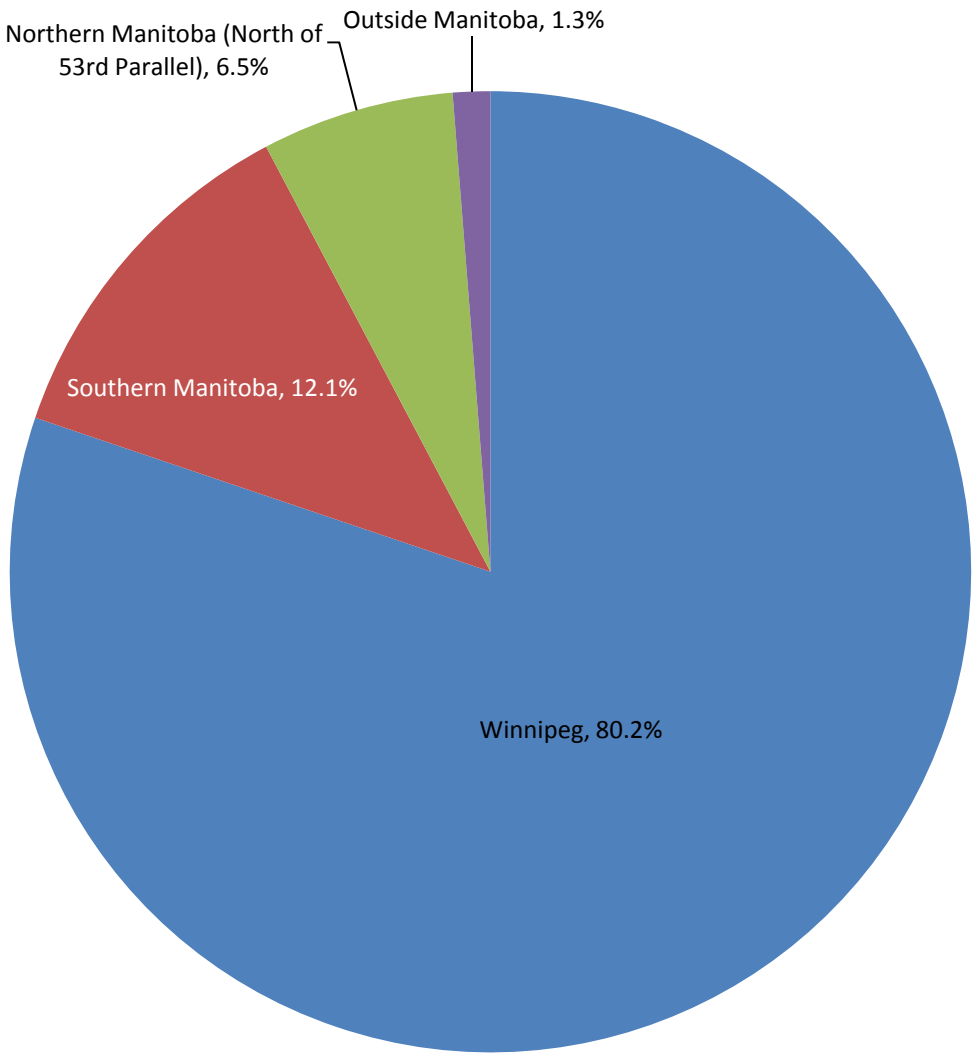


***Figure 14: Change of Employment***

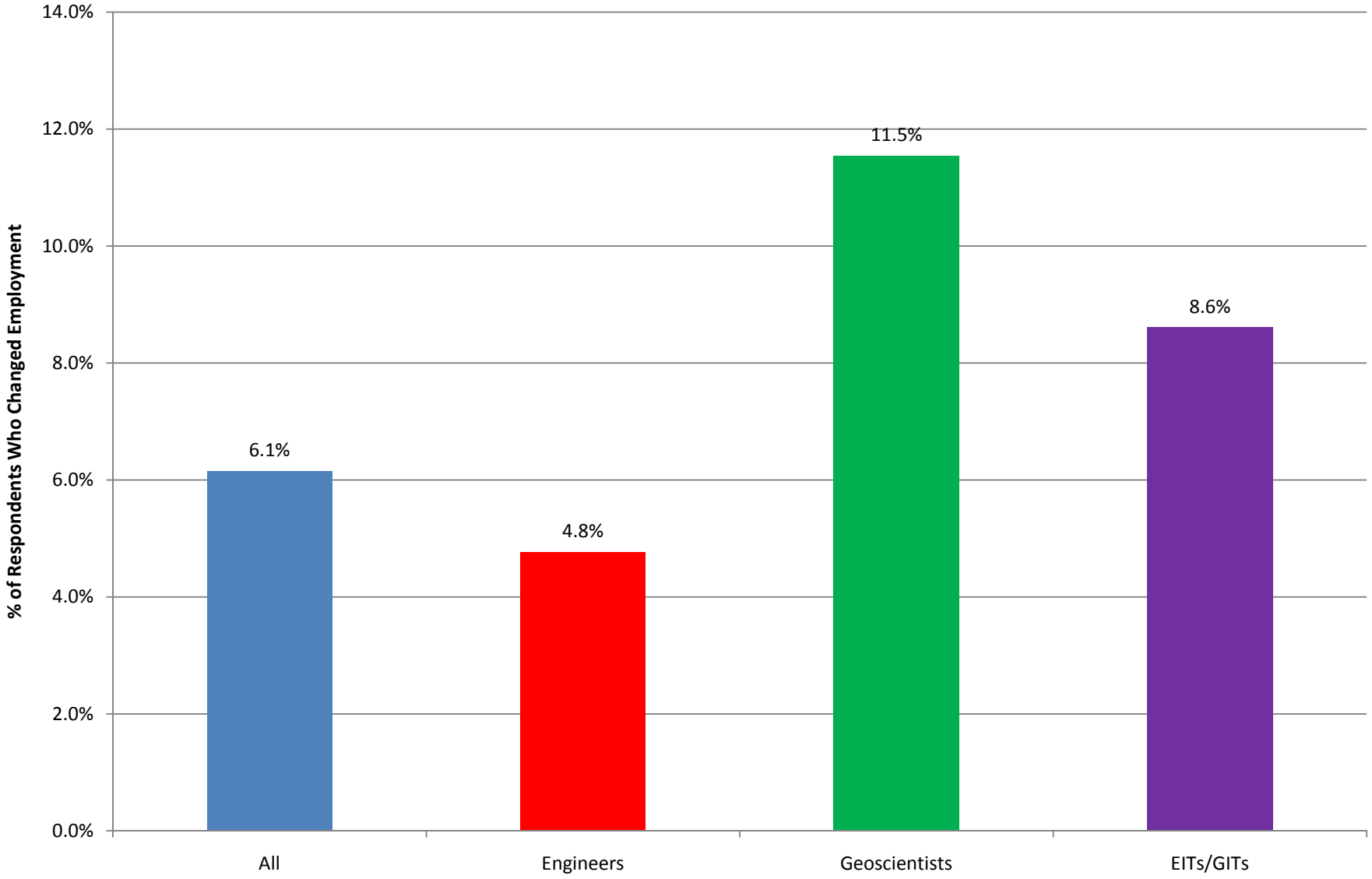


***Figure 15: Sick Time - Entitlement***

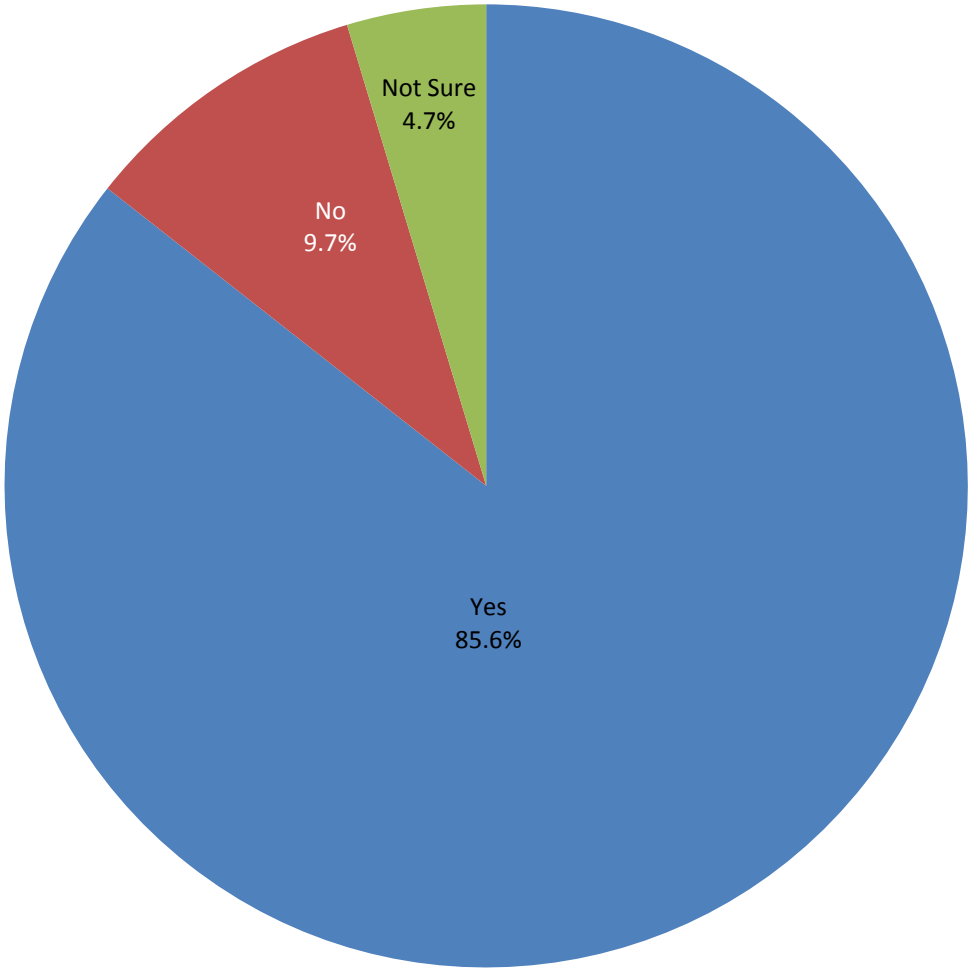
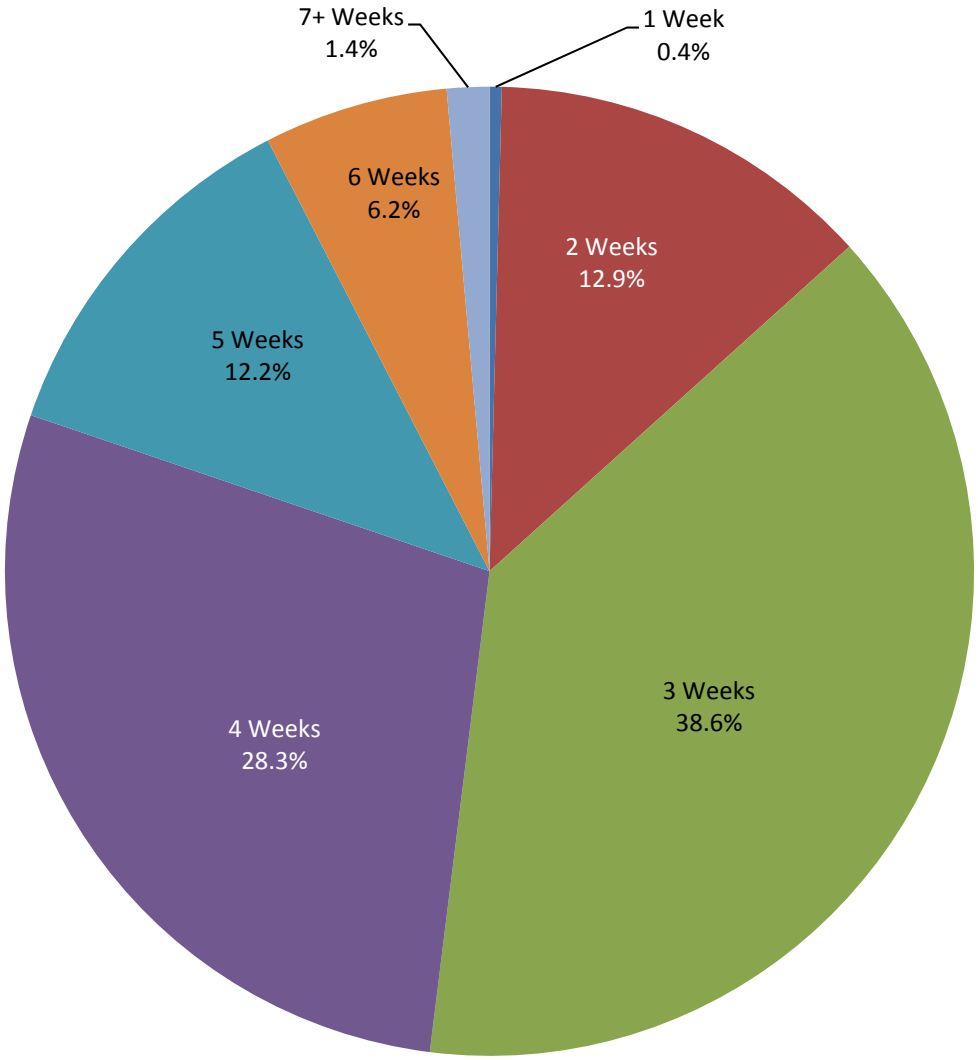


***Figure 16: Vacation Time - Entitlement***



## Comments in Detail

### *Survey Format (Suggested Changes)*

I feel like I'm flogging a dead horse here, but there should be a bigger breakdown of "consultants" job function. This category normally assumes 20% of the survey results, where some categories like chemical engineering have one survey response. Isn't there some way we can break this out? Still, the survey is a valuable tool.

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Please consider adding back the scatter plot of base Salary vs. Grad year, I want to see how I compare against my graduation year. The Points system is overrated in my opinion. Technical specialists get paid as well as their Management counterparts, but the points system discriminates against them. The use of the seal shouldn't be counted for points since not all disciplines even use it. Show me an FPGA Designer or Software Engineer that uses their seal. It doesn't happen man!

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The next survey should include a section on job satisfaction.

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The ease of completing the survey was good. My only concern was that the job responsibilities questions were at times difficult to respond to within the context of the options provided. While I am only directly responsible for a handful of people in my office I direct the work of various consultant teams hired for specific design and construction projects. The response options provided do not provide consideration for the direct management or supervision of outside consultants.

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Biosystems and Agricultural should be separate.

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many questions are not tailored for the self employed person for example, questions about paid vacation, stock purchase, who pays for con ed

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The survey doesn't leave much room for comment or explanation. For example, I requested a 20% decrease in salary for 20% less work (I work 32 hours for 80% of my previous 40 hour a week position). Maybe a few more "comment' or "explanation" boxes would be appropriate.

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There should be a section under work conditions with half office-shop and half field work, dirty, uncomfortable or hazardous conditions. This one is best suited to those who work at mines.

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It is important to account for employment and consulting income. Please add this feature for the next survey.

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For working conditions, there should be one more category, where the person works in an office but does frequent work trips to a noisy and dirty place like such as a construction site.

---

My firm uses the APEGM salary survey as a basis to judge if they are paying staff in accordance with industry standards. While I have no issue with my firm completing that analysis as it is one of the only tools they have, I do however have an issue with my colleagues who do not participate in the salary survey. The lack of participation is actually not accurately reflecting the average salary per graduating year. I'm also sure my firm is not the only one to use the survey as a basis to judge their salaries. That said why could APEGM not make this a mandatory requirement as part of the annual membership renewal in order to make the salary survey that much more beneficial to all parties involved? On another note I always forget my points so when i want to see where I relate to ther professionsal I usually can not. Is there not a way that we could log in and retreive them?

---

Send out reminders to each and every member to encourge paticiparion in this survey. This is a very useful tool and distinguishes us from many other associations.

Survey didn't seem to capture my job description well - in our matrix organization, I don't "supervise" anyone in terms of their annual appraisals, vacation requests, etc., but I do coordinate, direct and influence the technical work of approximately 20 professionals in my role as "Systems Lead" on a multidisciplinary project. WRT the internet survey - it is very slow to refresh one question per page through our corporate system which has to examine every separate page for security purposes. It would be considerably faster if all questions were on a single web page.

Job description could use more categories. Technical support/maintenance are quite different functions but get lumped together as one.

Show my specific results and data points on each graph so I can specifically see where I fall in each category. This should be very simple to do, can be provided without privacy concerns to the APEGM member, and quite simply act as motivation for filling out the survey. Knowing your exact result in graphical/tabular form in relation to others also will act to very specifically show where and how my compensation/benefits compare to equivalently qualified members. Knowing where you specifically sit in terms of compensation, commensurate with your skill level (points) in relation to other engineers throughout the province, can allow for objective statistics that can be provided to an employer. A summary page would be best.

Need to proof read the instructions. You can't pick half way between radio buttons.

Please list the diffrence between local professionals and immigrants. Thanks

To calculate my annual income, when we get a pay raise, if applicable, at the end of June, requires calculating my gross pay less my base pay up to the end of June, and then again up to the end of December, to figure out how much base & OT pay was received. This takes a bit of time so I wonder if that is why so few members respond. Perhaps if we could just fill in the numbers, hourly rate and gross pay to end of initial period, and hourly rate and gross pay for the year, kind of similarly to what you have so far, it might encourage more to reply. I remember as a young guy, just finding all of this survey feedback disheartening anyway, much as I do now, because executive remuneration is included and that skews the numbers too high for the rest of us peons to ever match. That's why I tell young people to go into other fields unless they are cursed with "the knack".

Would be good to have room for a third or fourth education record

Still need to review the levels of supervision catergories. Does not reflect senior engineer in a small firm.

Put more than one question on a page

I am in an unique situation - I returned from maternity leave in 2009 and work part-time but that information is difficult to capture on the salary information. I needed the combination of hours worked per week and part B of the salary information. I ended up using my full time base salary rate. Perhaps there is a unit of measure that could be used regardless of full-time / part-time status or number of weeks worked in the year.

The following question needs to be clarified: "Section: C - Salary & Benefits (Page 20 of 35) PAID BENEFITS Does your employer pay or share the costs of the following benefits." What is the difference between "Employee Pays" and "Not Provided?" There could be a slight difference in that the employer could organize the benefit and provide employees with a group rate or discount. In that case I would say "Employee Pays" and not "Not Provided," but that is just one way of interpreting the question. Not everybody would be able to distinguish between the two options in the same manner unless the

difference is expressly stated. I believe this question can either be clarified or else simply combine the two choices above.

Allow to preview all questions before leaving survey to complete later. May have more info to find out which one does not know until getting to that page.

### *Survey Format (Positive)*

Good survey. Very quick.

Survey is set up very well

Great Survey with right to the point questions. Keep up with your good work.

Keeps getting better every year. The Salary Research Committee is doing a great job.

Good job on the on-line survey improvements!!

Nice survey - easy to understand and respond at a meaningful level. Nice work!

The survey was very user friendly.

Keep up the good work on providing the APEGM members with this survey and presenting the results.

I like the online survey.. easier to complete and less hassle than the mail-in version.

I like the online format - much easier to complete.

I am pleased to see the 2010 survey more geology friendly. It's certainly not an easy task to please all areas of discipline.

Nice to have the salary survey directly hosted on the APEGM web-site and available from our personal account pages.

Excellent online survey. Quick and easy.

### *General Comments*

I would like to know how many employers actually review the APEGM Salary Survey for providing salaries to engineers. Some employers call other small engineering firms to see what they pay their engineers and use that as the basis for remuneration, not the Salary Survey. Higher paid positions often are less stable. Government positions are often higher paid but can be term or low job satisfaction (unless money is your only motivation) and less stable. Government and para-government positions are overpaid.

It is sometimes difficult to place yourself within the categories provided for classification of your job. However good survey. Easy to respond and relatively quick.

Thanks for letting me participate in 2010 APEGM Salary Survey.

I notice every year that the high salary earners don't report. For example, CEOs, VPs and partners of large engineering firms? Where are they? This raises questions about the validity of the data (skewing the average salaries downward). Employers use this data to conduct salary/performance reviews; resulting in lower salaries paid to engineers. The salary survey hurts engineers if the top salary earners are not included in the data.

Some of the last few questions seemed very odd for a salary survey

This survey is very long. Although the association has clearly made an effort to streamline filling out the survey, I suspect the poor response rate is partially due to the fact that it is 35 questions, some quite lengthy.

This guide hinders those whose employers pay based on APEGM points as it is always a year behind. A recommendation for cost of living increase/inflation for the current year should be published to provide such employers.

1. My salary increase was to recognize my performance, as well as a significant increase in responsibility due to the frequent turnover of staff. Typical engineering salary increases for 2009 were less than half of what I was able to negotiate. 2. This year's format of the salary survey is accessible, and I like the option of coming back and completing it later with the option to review and edit responses.

Many of the questions assumed we fit the traditional definition of an engineer, which I do not. The point scale seems biased to a traditional hierarchical organization where you are measured in how many people work for you. There is no relationship between the score one gets and how much one contributes to the organization, unless one works for Hydro/Government/etc. Any work outside the primary job, such as writing, consulting, or startup companies, is also ignored in this survey.

Thanks for the extension!

## *Engineering & Geoscience Professions*

Would urge the association to push hard to promote the public awareness of the benefits provided by engineering or geoscientist work.

Why is engineering still a field where maternity top-up is lagging behind other professions?

Manitoba senior engineers are underpaid in relation to counterparts in other jurisdictions, and in relation to other professions, and are paying the price for staff shortages. Wages aren't high enough to attract experienced staff from outside MB. There is a shortage of capable senior engineers because of staff shortages created by hiring freezes/cutbacks in the early 1990's, and retirements. Organizations are now filling the gap with inexperienced staff & know they can underpay senior engineers because they are less likely to jump ship. -Jr staff get higher wages to attract and retain them, because they are more mobile and can leave MB. They also tend to compare salaries amongst each other and complain if they don't feel they are treated equally, regardless of skill. -The combined effect of having to train several junior staff, and lack of experienced staff actually doing the work results in a very high work-load on senior engineers and supervisors.CB1504

Engineers get paid at Employeer's will/discretion. Need to regulate employers by salary regulations table or somelthing like that of CAW. Engineers are seen as of "no value" by employer, especially who work as support staff in a Manufacturing company (Aerospace). No ainitiative seen by APEGM in this ascpect. Need has arisen to protect Engineering Community.

You need to start regulating Salaries like the doctor, nurses and lawyers. We engineers are not treated fairly. Atimes I regret studying engineering

Engineers in Manitoba continue to be underpaid. APEGM should consider promoting our REAL worth to employers and clients so that we are adequately compensated for our work.

There should be a provincially set fee/wage schedule for engineers, similar to what the doctor's and dentists have in place. Otherwise this will continue to be a poor man's profession. Also, APEGM should be lobbying for legislation to define what is an acceptable "work week", as too many engineers are burning out due to unrealistic demands and insufficient resources.

APEGM should work to increase engineers salary scale (comparable to provinces like Ontario and Alberta).

It would be nice if APEGM could push for more regulated minimum EIT wages province wide.

## *Personal Results*

Good survey covering the main points Further, regarding the question, "How many base salary adjustments did you receive during 2009?" Although I received no increases in 2009, I received a large increase of 12.6% in November 2008.

regarding my employment status and salary for the 2009 calendar year, our employer entered into a workshare program with Employment Insurance for 20 weeks. The reduction in my salary as a result of the workshare was approximately 1%. I did not add the employement insurance pay into my salary so it is not reflected in any part of the survey because it is not considered salary or bonus.

My business make-up is 20% design and seal, 50% coordination and arc flash studies and seal and 30% product sales. I have been self-employed since 2004 and the business leveled off in 2010 but expect it to grow in 2011.

I am retired and working as a consultant so the survey is not really applicable to me.

I find this survey not very relevant to a consulting engineer. I work in a small company of about 7-8 people where we all work as a team. We deal with large contracts internationally, where everyone has a role. This type of work is not reflected in the survey.

my survey refers to the co-op work experience

Because I work as a individual contractor, the survey questions that I can answer are limited, so I'm not sure this survey is getting any meaningful data from those sources.

As an immigrant worker I am facing many issues which may come from my differnt background.However, I have learend that in this country the only one who can help me is myself.

monitor EIT

I was on Maternity leave from January to August.

FYI - all information is based on Dec 2009. I am current working for a different employer.

I need to get out of the manufacturing industry. Pay is low, stress is high.

satisfied

I am retired, but keep up my full membership just in case I want to consult or something. I received the request many times to fill out the survey, so I finally did. Was expecting to see a classification for "retired", but there wasn't one, so my answers are a bit meaningless to you - sorry...

I am an Honorary Life Member of APEGM. As Professor Emeritus in the Department of Electrical and Computer Engineering I voluntarily teach a specialized elective course for the department each Fall term. I completed the Salary Survey because I had so many email requests to do so! My response to your survey should be ignored as it will skew your results. (Name withheld)