



APEGM 2011 Salary Survey

APEGM Salary Survey Committee

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Prepared by the APEGM Salary Survey Committee

S. Quigley, P.Eng – Chair

W. Czynnyj, P.Eng.

P. Chan, EIT

A.M. Mian, P.Eng.

I.R. Mikawoz, P.Eng.

J.S. Payne, P.Geo.

E.A. Thompson, EIT

C. Clace, Student Analyst

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Survey Highlights

For the ninth year, the survey was conducted via a web-based format. This year the response rate was 25.8% compared to 29.1% in 2010, 31.4% in 2009 and 31.1% in the previous year. The eligible APEGM membership as of April 2011 was 3728 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 Military (\$144,276) and Transportation Equipment (\$127,667).
- The industry sectors with the lowest Mean Base Salary were Biomedical (\$43,333) and Civil (\$56,500).
- The job functions with a Mean Base Salary greater than \$90,000 were Management (\$107,187), Administrative Services (\$99,135) and Mineral Exploration (\$96,553). These functions were also among those with the highest Mean Points (446 – 674).
- The lowest paid job functions based on Mean Base Salary were Production (\$59,044), Quality Assurance (\$62,205) and Design (\$68,625). These functions were also among those with lower Mean Point scores.
- The highest participation rate in the survey by year of graduation was 2007 with 52.5% of eligible members responding. In general, the highest participation rates are from 2001 to 2010 graduates.
- 79.1% of respondents reported that their employer paid their APEGM dues in 2010.
- 83.1% of respondents reported that their employers provided fully paid training.
- Flexible work hours are available to 76.8% of respondents and 25.5% have profit sharing.
- 50.3% of the respondents worked for firms with more than 500 employees and 61.5% of the respondents worked for private enterprise.
- Only 831 of the 960 submitted surveys or 86.6% 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, while others worked only part-time.
- Change of Employment question – 7.0% of responding members have changed employers in the last year, up slightly from the last survey.
- Overall Satisfaction – 70.4% of responding members indicated that they were somewhat to very satisfied with their current compensation. 34.0% of Engineers indicated that they were Very Satisfied compared to 52.2% of Geoscientists.

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Membership Response

- Invitations to complete the web-based survey were sent to 3728 APEGM members and EIT/GITs resident in Manitoba in April 2011. Responses were accepted until May 2, 2011. The reference date for the survey was December 31, 2010.
- Responses were received from 960 members for an overall response rate of 25.8%, compared to 29.1% in 2010, 31.4% in 2009, 31.1% in 2008, 29.9% in 2007, 29.5% in 2006 and 37% in 2005.
- Of the valid responses, 66.7% (554/831) were Engineers, 2.4% (20/831) were Geoscientists, and 30.9% (257/831) were EIT/GITs.
- The response rate for Engineers was 20.5% (554/2700). The response rate for Geoscientists was 15.9% (20/126). The response rate for EITs/GITs was 29.6% (257/868).
- This year, 24.7% (86) of the (257) respondents who were EITs/GITs graduated more than 5 years ago.
- This year was the ninth 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 160 for a recent Engineering/Geoscience graduate, 344 for an experienced Engineer/Geoscientist, 480 for a Senior Design Engineer, and 715 for a Division Executive for a large corporation.

Exclusions

Although 960 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 831.

Education

- Of the respondents, 42.6% (354/831) indicated that they had obtained a supplemental education.
- By membership category, this equates to 46.0% (255/554) of Engineers, 50.0% (10/20) of Geoscientists, and 35.0% (90/257) of EIT/GITs.
- 84.8% of respondents indicated their first degree in Engineering or Geosciences was from a Canadian university.

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Gender

- Overall, 88.1% (732/831) of respondents were male and 12.5% (99/831) were female.
- Of the total eligible APEGM Membership, 22.2% (732/3297) of the male members responded and 23.0% (99/431) of the female members responded.
- Of the 831 respondents used, 78.3% (573/732) of the males graduated after 1986, and 95.9% (95/99) of the females graduated after 1986.

Workplace Information

- The average official workweek was 38.6 hours.
- The typical number of hours worked was 42.6 hours per week.
- The average number of weeks of vacation reported was 3.6.
- This year, 61.5% of respondents were from the private sector, compared to 63.4% last year, and 62.5% the year before last.
- The average percentage increase in the base annual salary from the previous year was 5.6% for those respondents who did receive a salary increase. Of the respondents, 27.9% (268/960) did not get a salary increase (five respondents reported a pay decrease).

Part-Time Respondents

- This year, 20 respondents reported that their earnings were contract or part-time.
- The Mean Base Salary of these respondents was \$81,861, and Mean Total Income was \$84,096, based on an average work period of 36.3 weeks.
- The Mean APEGM Points for these respondents was 517.
- Of these 20 respondents, 5 reported receiving a pay increase averaging 5.8%.

Comments

- This year, 6.7% of respondents provided written comments on their APEGM salary survey, compared to 5.0% who left comments in 2010, 8.0% in 2009, and 6.2% in the 2008 survey.

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Table 1: Mean Base Salary vs. APEGM Points Equation

Year	Base Salary
2011	$114.25P + 26.9k$
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
2011	\$49,743	(5.8)	\$72,593	3.9	\$95,443	3.5	3.3
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

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Table 3: Industry Sector Statistics

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	81	9.7%	\$73,339	\$58,323	\$70,500	\$88,000	\$88,971	427
Agriculture/Equipment	5	0.6%	\$63,744	\$46,000	\$56,300	\$72,000	\$72,565	346
Agriculture/Food	12	1.4%	\$102,246	\$65,945	\$83,500	\$120,000	\$116,290	471
Biomedical	3	0.4%	\$43,333	\$32,500	\$46,000	\$55,500	\$43,333	221
Chemical	2	0.2%	\$101,000	\$65,000	\$101,000	\$137,000	\$108,680	457
Civil	2	0.2%	\$56,500	\$24,000	\$56,500	\$89,000	\$58,500	409
Communications	3	0.4%	\$75,260	\$68,615	\$72,500	\$80,525	\$80,137	462
Computer/Software	7	0.8%	\$71,271	\$55,000	\$74,000	\$83,850	\$71,629	398
Construction	40	4.8%	\$75,087	\$55,567	\$67,500	\$85,121	\$91,375	436
Consulting	172	20.7%	\$76,298	\$56,185	\$69,000	\$90,750	\$92,472	443
Education	25	3.0%	\$92,486	\$73,000	\$87,744	\$102,000	\$96,722	555
Electronics	7	0.8%	\$76,571	\$67,000	\$70,500	\$84,250	\$82,643	473
Environmental	22	2.6%	\$66,476	\$56,134	\$66,228	\$78,000	\$68,378	426
Health Care	5	0.6%	\$94,600	\$88,000	\$93,000	\$104,000	\$94,600	596
Heavy Electrical	7	0.8%	\$96,042	\$74,648	\$104,000	\$119,000	\$120,876	402
Manufacturing	94	11.3%	\$70,297	\$51,000	\$65,000	\$85,000	\$76,346	439
Mechanical Equipment	17	2.0%	\$75,016	\$50,166	\$59,500	\$80,000	\$85,001	443
Metals - Primary	2	0.2%	\$109,800	\$99,600	\$109,800	\$120,000	\$137,205	547
Metals - Fabricating	3	0.4%	\$65,792	\$59,000	\$68,000	\$73,688	\$85,652	546
Military	2	0.2%	\$144,276	\$88,552	\$144,276	\$200,000	\$150,276	623
Mineral Exploration	7	0.8%	\$100,722	\$77,526	\$83,000	\$108,000	\$102,686	561
Mining	35	4.2%	\$95,302	\$80,820	\$88,000	\$101,982	\$113,638	463
Nuclear	4	0.5%	\$97,375	\$85,000	\$99,250	\$109,750	\$97,875	425
Petroleum	4	0.5%	\$119,875	\$105,000	\$125,500	\$134,750	\$149,750	540
Pharmaceutical	4	0.5%	\$93,039	\$66,078	\$95,500	\$120,000	\$101,464	491
Pulp & Paper	2	0.2%	\$86,352	\$85,692	\$86,352	\$87,012	\$90,440	378
Research & Development	15	1.8%	\$88,549	\$66,000	\$77,500	\$110,500	\$92,216	528
Telecommunications	13	1.6%	\$80,998	\$65,000	\$87,442	\$94,000	\$86,776	426
Transportation	55	6.6%	\$72,493	\$55,000	\$68,000	\$89,500	\$78,290	446
Transportation Equipment	3	0.4%	\$127,667	\$99,000	\$105,000	\$145,000	\$150,333	675
Utilities (Gas, Hydro, Water)	163	19.6%	\$88,368	\$70,655	\$87,000	\$103,450	\$94,066	467
Other	15	1.8%	\$80,830	\$65,500	\$78,681	\$93,250	\$83,090	567
Total	831	100.0%						

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Table 4: Industry Sector Statistics (Engineers)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	56	10.1%	\$80,494	\$64,250	\$76,250	\$90,000	\$101,820	463
Agricultural/Equipment	2	0.4%	\$86,535	\$72,000	\$86,535	\$101,070	\$102,088	470
Agriculture/Food	8	1.4%	\$123,570	\$83,500	\$102,779	\$166,500	\$142,078	555
Biomedical	1	0.2%	\$65,000	N/A	N/A	N/A	\$65,000	383
Chemical	1	0.2%	\$137,000	N/A	N/A	N/A	\$151,260	670
Civil	1	0.2%	\$89,000	N/A	N/A	N/A	\$93,000	593
Communications	2	0.4%	\$76,641	\$64,731	\$76,641	\$88,550	\$83,956	447
Computer/Software	3	0.5%	\$89,133	\$83,850	\$91,000	\$95,350	\$89,133	515
Construction	21	3.8%	\$89,399	\$76,000	\$84,000	\$90,000	\$107,901	547
Consulting	108	19.5%	\$87,901	\$69,805	\$82,800	\$102,000	\$110,492	533
Education	21	3.8%	\$95,396	\$75,000	\$90,000	\$105,000	\$100,172	574
Electronics	6	1.1%	\$78,000	\$66,000	\$76,000	\$87,000	\$85,083	446
Environmental	13	2.3%	\$69,557	\$64,500	\$70,392	\$78,111	\$71,400	457
Health Care	5	0.9%	\$94,600	\$88,000	\$93,000	\$104,000	\$94,600	596
Heavy Electrical	6	1.1%	\$103,549	\$79,296	\$111,000	\$120,000	\$132,522	427
Manufacturing	55	9.9%	\$81,006	\$64,340	\$75,000	\$95,000	\$89,115	522
Mechanical Equipment	8	1.4%	\$96,625	\$64,750	\$78,750	\$106,500	\$117,157	585
Metals - Primary	2	0.4%	\$109,800	\$99,600	\$109,800	\$120,000	\$137,205	547
Metals - Fabricating	2	0.4%	\$73,688	\$68,000	\$73,688	\$79,375	\$103,478	669
Military	2	0.4%	\$144,276	\$88,552	\$144,276	\$200,000	\$150,276	623
Mining	20	3.6%	\$105,794	\$88,000	\$98,758	\$118,644	\$127,425	548
Nuclear	3	0.5%	\$95,000	\$85,000	\$94,000	\$104,500	\$95,667	566
Petroleum	2	0.4%	\$134,250	\$125,000	\$134,250	\$143,500	\$174,250	567
Pharmaceutical	3	0.5%	\$106,333	\$95,500	\$112,000	\$120,000	\$116,000	547
Pulp & Paper	2	0.4%	\$86,352	\$85,692	\$86,352	\$87,012	\$90,440	378
Research & Development	10	1.8%	\$99,634	\$69,336	\$98,500	\$118,000	\$104,934	606
Telecommunications	8	1.4%	\$94,272	\$87,721	\$91,201	\$104,000	\$101,974	536
Transportation	32	5.8%	\$86,618	\$75,500	\$87,750	\$100,808	\$91,619	542
Transportation Equipment	3	0.5%	\$127,667	\$99,000	\$105,000	\$145,000	\$150,333	675
Utilities (Gas, Hydro, Water)	136	24.5%	\$93,832	\$79,500	\$92,341	\$107,500	\$99,325	512
Other	12	2.2%	\$82,249	\$69,500	\$79,340	\$93,250	\$83,174	581
Total	554	100.0%						

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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	10.0%	\$75,650	\$61,300	\$75,650	\$90,000	\$86,000	451
Education	1	5.0%	\$67,000	N/A	N/A	N/A	\$72,600	584
Environmental	4	20.0%	\$69,118	\$61,236	\$68,750	\$77,000	\$73,591	531
Mineral Exploration	5	25.0%	\$102,810	\$80,052	\$83,000	\$96,000	\$103,960	618
Mining	3	15.0%	\$94,221	\$89,350	\$93,000	\$98,482	\$106,517	519
Petroleum	2	10.0%	\$105,500	\$85,000	\$105,500	\$126,000	\$125,250	512
R & D	1	5.0%	\$77,500	N/A	N/A	N/A	\$77,500	538
Utilities	1	5.0%	\$80,938	N/A	N/A	N/A	\$85,395	505
Other	1	5.0%	\$110,860	N/A	N/A	N/A	\$132,860	610
Total	20	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	25	9.8%	\$59,699	\$50,596	\$56,400	\$61,300	\$62,577	362
Agricultural/Equipment	3	1.2%	\$48,550	\$44,675	\$46,000	\$51,150	\$52,883	264
Agriculture/Food	4	1.6%	\$59,597	\$53,250	\$56,445	\$65,945	\$64,714	303
Biomedical	2	0.8%	\$32,500	\$19,000	\$32,500	\$46,000	\$32,500	140
Chemical	1	0.4%	\$65,000	N/A	N/A	N/A	\$66,100	244
Civil	1	0.4%	\$24,000	N/A	N/A	N/A	\$24,000	225
Communications	1	0.4%	\$72,500	N/A	N/A	N/A	\$72,500	493
Computer/Software	4	1.6%	\$57,875	\$48,750	\$55,000	\$67,000	\$58,500	310
Construction	19	7.4%	\$59,268	\$52,000	\$56,134	\$61,000	\$73,111	312
Consulting	60	23.3%	\$55,048	\$52,000	\$54,750	\$58,452	\$59,651	279
Education	3	1.2%	\$80,613	\$76,920	\$87,744	\$87,872	\$80,613	419
Electronics	1	0.4%	\$68,000	N/A	N/A	N/A	\$68,000	635
Environmental	5	1.9%	\$56,351	\$54,820	\$56,134	\$59,800	\$56,351	258
Heavy Electrical	1	0.4%	\$51,000	N/A	N/A	N/A	\$51,000	250
Manufacturing	39	15.2%	\$55,861	\$47,488	\$51,742	\$57,450	\$59,340	329
Mechanical Equipment	9	3.5%	\$55,807	\$49,000	\$52,000	\$59,100	\$56,418	317
Metals - Fabricating	1	0.4%	\$50,000	N/A	N/A	N/A	\$50,000	301
Mineral Exploration	2	0.8%	\$95,500	\$71,000	\$95,500	\$120,000	\$99,500	419
Mining	12	4.7%	\$78,087	\$74,750	\$79,190	\$80,820	\$92,440	308
Nuclear	1	0.4%	\$104,500	N/A	N/A	N/A	\$104,500	0
Pharmaceutical	1	0.4%	\$53,156	N/A	N/A	N/A	\$57,856	321
R & D	4	1.6%	\$63,600	\$59,500	\$63,500	\$67,700	\$64,100	331
Telecommunications	5	1.9%	\$59,760	\$56,900	\$60,000	\$65,000	\$62,460	250
Transportation	23	9.0%	\$53,792	\$52,000	\$55,000	\$56,074	\$60,780	314
Utilities	27	10.5%	\$60,848	\$57,185	\$59,572	\$63,684	\$67,580	240
Other	2	0.8%	\$57,300	\$51,600	\$57,300	\$63,000	\$57,700	463
Total	256	100.0%						

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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	13	1.6%	\$99,135	\$78,000	\$102,000	\$110,000	\$106,366	674
Consulting	2	0.2%	\$71,500	\$63,000	\$71,500	\$80,000	\$77,500	318
Design	209	25.2%	\$68,625	\$54,032	\$64,731	\$80,000	\$77,446	379
Maintenance	18	2.2%	\$82,537	\$65,000	\$80,500	\$93,457	\$99,397	493
Management	154	18.5%	\$107,187	\$89,000	\$103,000	\$120,000	\$120,093	649
Marketing/Sales	11	1.3%	\$77,420	\$60,750	\$73,000	\$92,148	\$94,998	459
Mineral Exploration	8	1.0%	\$96,553	\$74,350	\$81,910	\$106,500	\$104,581	446
Mining	9	1.1%	\$89,753	\$80,820	\$84,800	\$99,997	\$104,230	472
Planning	39	4.7%	\$74,780	\$59,035	\$70,149	\$90,400	\$76,878	378
Production	21	2.5%	\$59,044	\$51,400	\$56,400	\$65,000	\$61,484	340
Project Management	177	21.3%	\$77,246	\$58,000	\$74,800	\$90,000	\$88,000	430
Quality Assurance	10	1.2%	\$62,205	\$51,429	\$57,482	\$75,000	\$69,869	307
Regulatory	2	0.2%	\$87,775	\$87,000	\$87,775	\$88,550	\$99,390	516
Research & Development	47	5.7%	\$69,500	\$54,500	\$66,000	\$80,233	\$73,034	398
Software Development	11	1.3%	\$72,052	\$63,750	\$72,500	\$78,037	\$74,441	407
Teaching	14	1.7%	\$83,940	\$74,000	\$82,372	\$90,000	\$88,247	542
Technical Support	62	7.5%	\$75,965	\$63,000	\$76,350	\$88,000	\$94,908	407
Other	24	2.9%	\$78,352	\$63,000	\$67,250	\$89,500	\$90,184	422
Total	831	100.0%						

APEGM 2011 Salary Survey

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
1960-1969	9	1.1%	143	6.3%	\$118,445	\$111,000	\$121,000	\$150,000	\$136,445	774
1970	1	0.1%	42	2.4%	\$180,000	N/A	N/A	N/A	180000	928
1971	6	0.7%	53	11.3%	\$106,043	\$98,286	\$111,300	\$132,372	\$111,876	681
1972	7	0.8%	56	12.5%	\$98,158	\$84,483	\$98,000	\$120,371	\$99,745	686
1973	6	0.7%	51	11.8%	\$118,059	\$104,000	\$112,755	\$140,000	\$121,559	647
1974	2	0.2%	52	3.8%	\$69,648	\$60,000	\$69,648	\$79,296	\$85,033	650
1975	7	0.8%	37	18.9%	\$105,195	\$88,300	\$95,000	\$117,883	\$110,170	662
1976	10	1.2%	54	18.5%	\$103,029	\$84,500	\$105,308	\$123,629	\$117,879	575
1977	6	0.7%	47	12.8%	\$91,349	\$70,200	\$97,500	\$113,500	\$103,535	546
1978	7	0.8%	46	15.2%	\$100,381	\$78,250	\$101,000	\$114,500	\$216,595	504
1979	7	0.8%	60	11.7%	\$123,301	\$74,026	\$98,558	\$175,000	\$146,075	679
1980	10	1.2%	69	14.5%	\$120,515	\$99,000	\$106,400	\$120,000	\$135,430	659
1981	11	1.3%	70	15.7%	\$117,113	\$98,372	\$113,500	\$125,500	\$122,931	644
1982	15	1.8%	88	17.0%	\$91,520	\$76,500	\$90,800	\$107,500	\$116,413	581
1983	14	1.7%	99	14.1%	\$106,168	\$92,000	\$104,000	\$116,000	\$110,067	652
1984	14	1.7%	102	13.7%	\$108,936	\$85,000	\$99,000	\$126,000	\$119,747	667
1985	14	1.7%	105	13.3%	\$89,275	\$78,000	\$87,928	\$103,000	\$96,404	555
1986	17	2.0%	103	16.5%	\$98,699	\$86,000	\$103,449	\$112,000	\$110,606	571
1987	16	1.9%	96	16.7%	\$100,579	\$86,550	\$104,750	\$112,000	\$112,329	582
1988	19	2.3%	97	19.6%	\$92,779	\$85,250	\$95,000	\$104,000	\$141,795	583
1989	12	1.4%	69	17.4%	\$105,647	\$81,185	\$93,655	\$114,172	\$121,480	566
1990	13	1.6%	87	14.9%	\$109,781	\$88,000	\$106,000	\$125,000	\$119,267	641
1991	18	2.2%	91	19.8%	\$84,466	\$63,000	\$84,850	\$100,000	\$93,355	505
1992	26	3.1%	91	28.6%	\$90,605	\$76,000	\$95,000	\$103,660	\$97,673	547
1993	18	2.2%	83	21.7%	\$90,067	\$71,500	\$87,672	\$112,000	\$106,417	488
1994	24	2.9%	96	25.0%	\$91,608	\$80,000	\$94,250	\$105,000	\$99,050	535
1995	22	2.6%	89	24.7%	\$84,849	\$72,500	\$85,000	\$95,000	\$102,012	528
1996	24	2.9%	115	20.9%	\$88,450	\$77,056	\$88,701	\$99,000	\$98,872	485
1997	27	3.2%	90	30.0%	\$91,449	\$80,000	\$86,600	\$104,850	\$102,223	576
1998	19	2.3%	110	17.3%	\$83,160	\$73,500	\$84,000	\$96,305	\$88,779	430
1999	19	2.3%	89	21.3%	\$73,391	\$69,918	\$81,000	\$84,375	\$81,111	457
2000	19	2.3%	84	22.6%	\$78,301	\$70,224	\$77,000	\$87,500	\$85,900	451
2001	39	4.7%	120	32.5%	\$75,322	\$65,000	\$70,000	\$82,587	\$80,027	419
2002	43	5.2%	112	38.4%	\$75,225	\$63,173	\$75,000	\$85,346	\$84,764	413
2003	29	3.5%	95	30.5%	\$72,908	\$62,000	\$72,000	\$80,680	\$80,497	383
2004	26	3.1%	117	22.2%	\$67,622	\$59,798	\$71,205	\$77,343	\$71,354	379
2005	39	4.7%	100	39.0%	\$64,517	\$56,700	\$62,296	\$74,000	\$70,173	372
2006	38	4.6%	104	36.5%	\$59,652	\$51,400	\$57,050	\$67,000	\$63,467	314
2007	53	6.4%	101	52.5%	\$59,742	\$54,000	\$58,905	\$64,000	\$64,927	305
2008	67	8.1%	154	43.5%	\$58,313	\$53,020	\$56,134	\$60,303	\$64,911	289
2009	39	4.7%	97	40.2%	\$51,929	\$49,000	\$53,477	\$57,028	\$57,222	266
2010-2011	19	2.3%	137	13.9%	\$49,302	\$45,000	\$50,000	\$56,337	\$55,972	234
Total	831	100%	3701	22.5%						

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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
1960-1969	8	1.4%	128	6.3%	\$123,875	\$112,000	\$121,639	\$155,000	\$143,500	778
1970	1	0.2%	36	2.8%	\$180,000	N/A	N/A	N/A	\$180,000	928
1971	6	1.1%	49	12.2%	\$106,043	\$98,286	\$111,300	\$132,372	\$111,876	681
1972	7	1.3%	51	13.7%	\$98,158	\$84,483	\$98,000	\$120,371	\$99,745	686
1973	6	1.1%	48	12.5%	\$118,059	\$104,000	\$112,755	\$140,000	\$121,559	647
1974	2	0.4%	49	4.1%	\$69,648	\$60,000	\$69,648	\$79,296	\$85,033	650
1975	6	1.1%	34	17.6%	\$108,894	\$89,000	\$104,883	\$121,000	\$114,698	675
1976	9	1.6%	50	20.0%	\$103,029	\$84,500	\$105,308	\$123,629	\$117,879	575
1977	5	0.9%	45	11.1%	\$99,740	\$90,000	\$105,000	\$113,500	\$114,214	592
1978	7	1.3%	43	16.3%	\$100,381	\$78,250	\$101,000	\$114,500	\$216,595	504
1979	5	0.9%	48	10.4%	\$143,312	\$98,558	\$165,000	\$185,000	\$175,195	710
1980	10	1.8%	62	16.1%	\$120,515	\$99,000	\$106,400	\$120,000	\$135,430	659
1981	11	2.0%	64	17.2%	\$117,113	\$98,372	\$113,500	\$125,500	\$122,931	644
1982	14	2.5%	80	17.5%	\$93,343	\$80,000	\$92,400	\$110,000	\$119,656	589
1983	13	2.3%	91	14.3%	\$107,566	\$95,680	\$108,000	\$116,000	\$111,764	652
1984	10	1.8%	89	11.2%	\$106,730	\$88,552	\$99,000	\$120,000	\$117,656	698
1985	12	2.2%	92	13.0%	\$93,904	\$83,301	\$94,197	\$103,500	\$101,888	583
1986	16	2.9%	97	16.5%	\$101,634	\$86,500	\$104,725	\$115,000	\$114,088	566
1987	14	2.5%	87	16.1%	\$101,190	\$85,000	\$105,500	\$112,000	\$114,619	630
1988	17	3.1%	84	20.2%	\$95,332	\$85,500	\$97,000	\$105,000	\$150,026	598
1989	12	2.2%	64	18.8%	\$105,647	\$81,185	\$93,655	\$114,172	\$121,480	566
1990	12	2.2%	76	15.8%	\$113,513	\$89,218	\$106,500	\$125,500	\$123,622	652
1991	13	2.3%	76	17.1%	\$87,141	\$75,000	\$87,900	\$100,000	\$95,987	544
1992	24	4.3%	78	30.8%	\$93,530	\$81,000	\$95,583	\$104,580	\$101,188	563
1993	14	2.5%	73	19.2%	\$95,318	\$75,000	\$88,800	\$113,000	\$115,911	512
1994	23	4.2%	84	27.4%	\$93,656	\$84,000	\$94,500	\$105,000	\$101,421	548
1995	18	3.2%	70	25.7%	\$85,927	\$71,000	\$86,000	\$95,000	\$106,862	536
1996	21	3.8%	97	21.6%	\$91,300	\$82,000	\$90,000	\$102,000	\$102,853	483
1997	22	4.0%	75	29.3%	\$92,892	\$80,000	\$87,800	\$99,700	\$104,269	584
1998	16	2.9%	88	18.2%	\$86,444	\$75,250	\$88,500	\$96,750	\$92,054	443
1999	16	2.9%	78	20.5%	\$78,620	\$74,250	\$82,300	\$85,500	\$87,725	492
2000	18	3.2%	65	27.7%	\$77,929	\$70,000	\$75,000	\$88,000	\$85,950	458
2001	32	5.8%	91	35.2%	\$78,217	\$66,500	\$70,627	\$88,500	\$83,470	432
2002	31	5.6%	72	43.1%	\$77,998	\$70,000	\$78,000	\$86,174	\$87,891	431
2003	22	4.0%	61	36.1%	\$76,002	\$69,000	\$74,500	\$84,499	\$84,084	427
2004	19	3.4%	74	25.7%	\$71,252	\$66,500	\$72,000	\$78,000	\$74,124	386
2005	21	3.8%	62	35.5%	\$68,369	\$62,296	\$67,679	\$78,000	\$76,035	389
2006	21	3.8%	55	38.2%	\$63,047	\$56,000	\$63,680	\$69,805	\$66,797	342
2007	16	2.9%	28	57.1%	\$62,806	\$56,881	\$62,683	\$67,542	\$66,268	335
2008	3	0.5%	6	50.0%	\$71,278	\$61,767	\$67,400	\$78,850	\$77,752	449
2009	1	0.2%	0	N/A	\$55,000	N/A	N/A	N/A	\$67,000	608
Total	554	100.0%	2700	20.6%						

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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
1965-79	4	20.0%	48	8.3%	\$76,138	\$70,750	\$77,526	\$81,526	\$77,388	630
1980-89	4	20.0%	47	8.5%	\$115,750	\$78,500	\$108,000	\$153,000	\$124,650	619
1990-99	6	30.0%	17	35.3%	\$91,010	\$83,000	\$89,350	\$96,000	\$100,635	569
2000-06	6	30.0%	14	42.9%	\$76,363	\$61,300	\$75,969	\$85,000	\$85,435	421
Total	20	100.0%	126	15.9%						

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	25	9.8%	129	19.4%	\$68,118	\$52,150	\$65,000	\$84,800	\$69,606	401
1997	5	2.0%	14	35.7%	\$85,100	\$62,500	\$70,000	\$120,000	\$93,220	539
1998	2	0.8%	21	9.5%	\$51,965	\$51,697	\$51,965	\$52,232	\$52,465	289
1999	3	1.2%	11	27.3%	\$45,500	\$43,500	\$46,000	\$47,750	\$45,833	272
2000	1	0.4%	16	6.3%	\$85,000	N/A	N/A	N/A	\$85,000	326
2001	7	2.7%	25	28.0%	\$62,089	\$56,900	\$60,000	\$69,000	\$64,289	358
2002	10	3.9%	38	26.3%	\$62,776	\$54,533	\$60,650	\$63,259	\$71,591	343
2003	6	2.3%	32	18.8%	\$63,880	\$57,150	\$61,300	\$67,250	\$73,092	239
2004	7	2.7%	43	16.3%	\$57,767	\$53,500	\$59,000	\$65,104	\$63,834	357
2005	17	6.6%	37	45.9%	\$59,924	\$50,000	\$57,900	\$61,000	\$62,978	352
2006	15	5.9%	47	31.9%	\$55,034	\$50,009	\$52,000	\$58,000	\$57,143	272
2007	37	14.5%	73	50.7%	\$58,687	\$54,000	\$58,000	\$63,000	\$64,672	283
2008	64	25.0%	148	43.2%	\$57,705	\$52,913	\$56,134	\$60,000	\$64,309	281
2009	38	14.8%	97	39.2%	\$55,697	\$52,000	\$56,067	\$58,000	\$62,931	268
2010-11	19	7.4%	137	13.9%	\$41,605	\$41,250	\$45,000	\$50,000	\$44,039	212
Total	256	100.0%	868	29.5%						

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	543	\$77,545	436
Supplemental Education			
Diploma or Other	52	\$80,264	448
M. Eng. Or M.Sc.	137	\$81,492	472
2nd B.Sc. (Eng. Or Other)	19	\$76,283	419
Multiple Supplemental Categories	13	\$90,523	546
PhD	40	\$91,124	536
MBA	22	\$107,387	644
Multiple Supplemental Categories (inc. MBA)	5	\$114,160	722
Total	831		

Table 13: Paid Benefits

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life Insurance	31.4%	46.9%	10.9%	6.2%	4.6%
Pension Plan	12.3%	55.6%	4.6%	24.7%	2.7%
Short Term Disability	45.4%	29.2%	5.1%	8.0%	12.3%
Long Term Disability	38.2%	33.4%	10.3%	5.7%	12.3%
Extended Health Plan	38.5%	41.3%	9.7%	5.4%	5.2%
Drug Plan	41.3%	44.0%	6.0%	5.6%	3.1%
Dental Plan	43.6%	45.7%	4.6%	4.5%	1.5%
RRSP	5.3%	34.9%	11.1%	40.8%	7.9%
Stock purchase	2.1%	11.2%	8.9%	68.0%	9.8%
Parental Leave	24.7%	6.4%	2.7%	29.3%	36.8%
Continued Education	59.6%	18.5%	5.7%	6.7%	9.6%
Training	83.1%	4.6%	2.5%	5.3%	4.5%
APEGM dues	79.1%	1.2%	13.7%	4.6%	1.3%
Technical Society Dues	51.8%	3.5%	17.4%	12.0%	15.4%

Table 14: Employment Benefits

Benefit	Employer Provides	Does Not Provide	Not Sure
Savings Plan	21.6%	66.8%	11.7%
Profit Sharing	25.5%	68.1%	6.4%
Productivity Incentive	18.5%	74.9%	6.6%
Leave of Absence	63.5%	20.4%	16.2%
Flexible Work Hours	76.8%	19.9%	3.3%
Job Sharing	19.1%	57.2%	23.7%
Vehicle	12.7%	84.9%	2.4%
Vehicle Allowance	29.0%	67.3%	3.6%
Liability Insurance	40.3%	40.4%	19.4%
Daycare	1.4%	89.8%	8.8%
Parental Leave	50.6%	26.3%	23.1%

Table 15: Average Classification Rating Results

Classification Rating	All	Engineers	Geoscientists	EIT / GIT
A-Duties	86	111	118	39
B-Education	70	70	76	67
C-Experience	87	106	108	49
D-Recommendations	90	104	110	65
E-Supervision Received	67	75	73	51
F-Leadership Authority	29	38	30	13
G-Supervision Scope	8	11	4	4
H-Use of Seal	5	8	5	0
I-Job Environment	2	2	2	3
J-Absence from Base of Operations	2	2	3	2
K- Accident and Health Hazards	5	5	7	5
Total	450	532	536	297

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

Mean Base Salary	APEGM Point Ranges	# of Participants
\$69,732	199 or less	20
\$54,989	200 - 299	122
\$65,630	300 - 399	161
\$78,662	400 - 499	116
\$92,476	500 - 599	137
\$109,178	600+	176

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

Mean Base Salary	APEGM Point Ranges	# of Participants
\$65,898	199 or less	7
\$56,813	200 - 299	28
\$61,608	300 - 399	21
\$80,214	400 - 499	20
\$85,780	500 - 599	12
\$90,113	600+	11

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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	455	\$71,001	67	8.1%
21-100 Employees	466	\$78,634	165	19.9%
101-500 Employees	437	\$77,340	173	20.8%
500+ Employees	458	\$82,767	418	50.3%
Self-Employed	545	\$117,667	8	1.0%
Total			831	100.0%

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

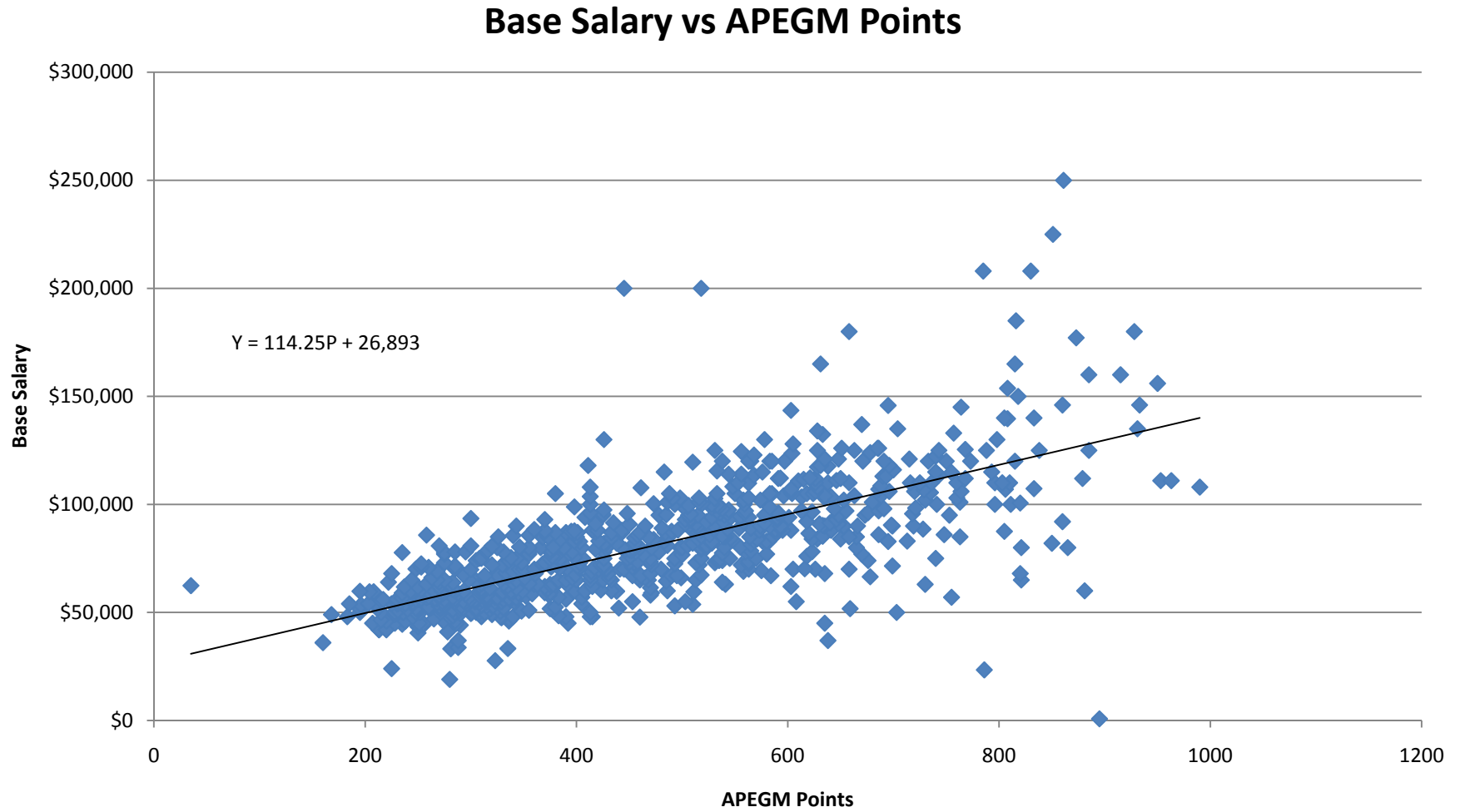


Figure 2: Response by Employment Sector

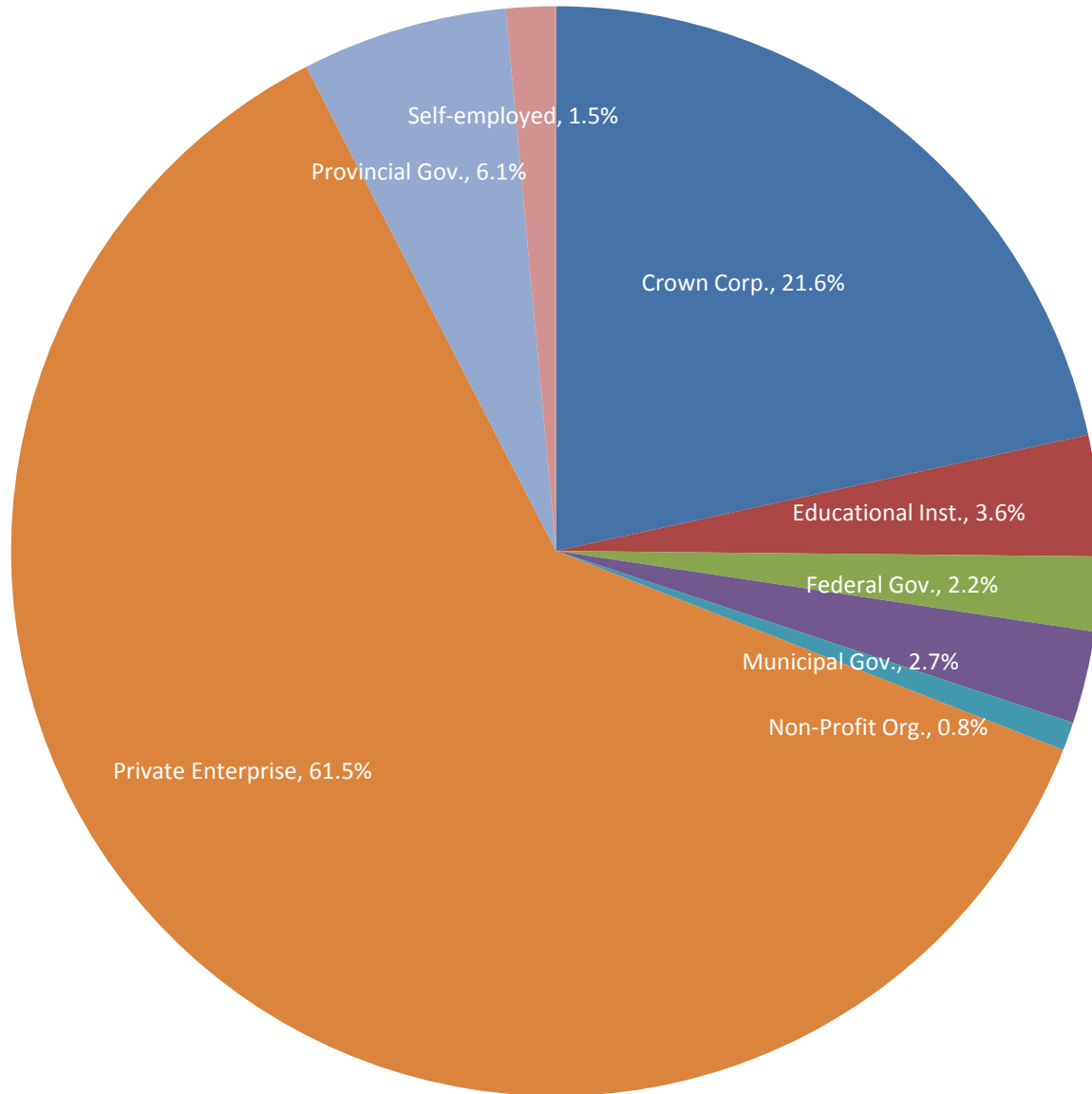


Figure 3: Responses by Discipline

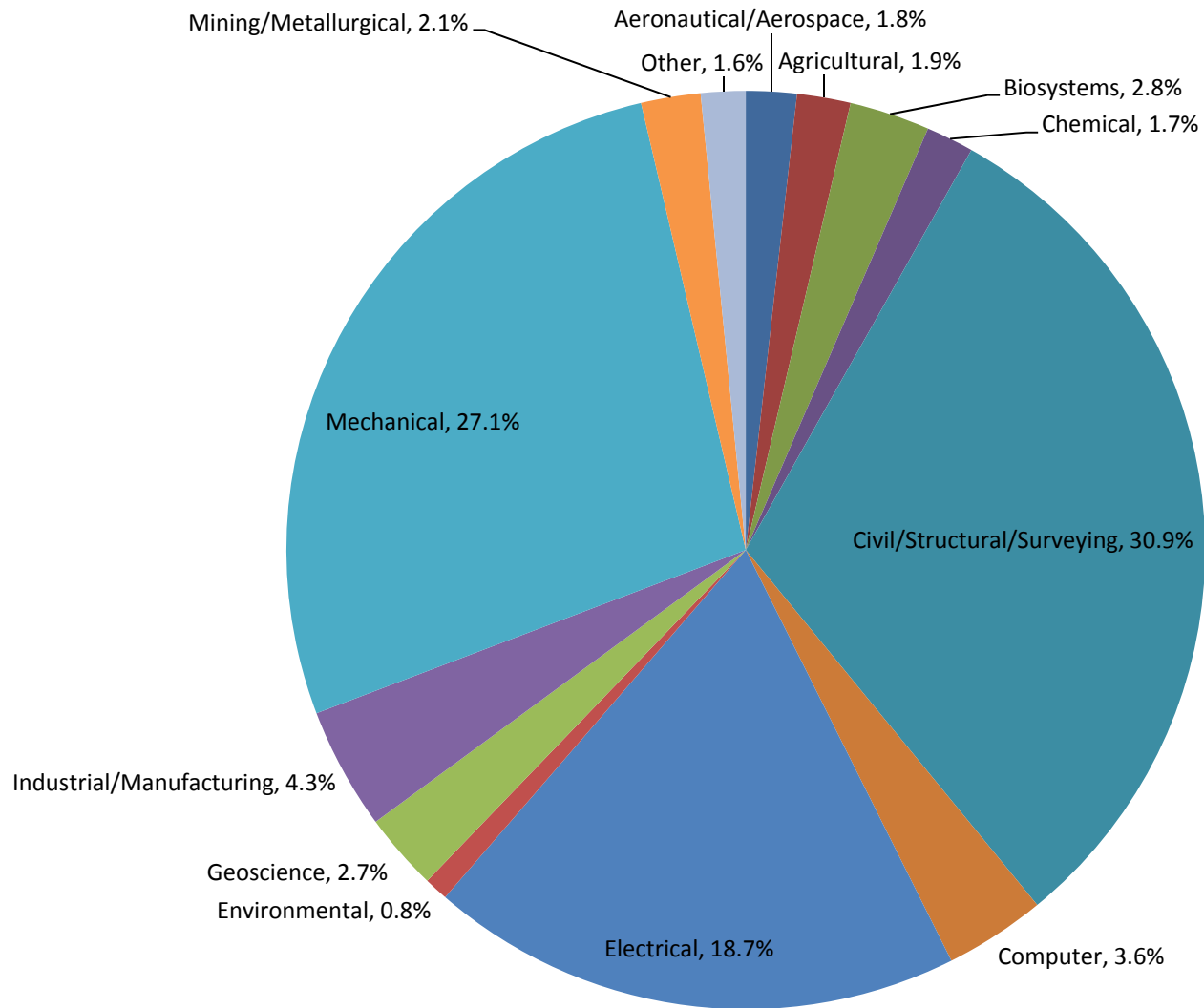


Figure 4: % Base Salary Increase for Public and Private Sectors

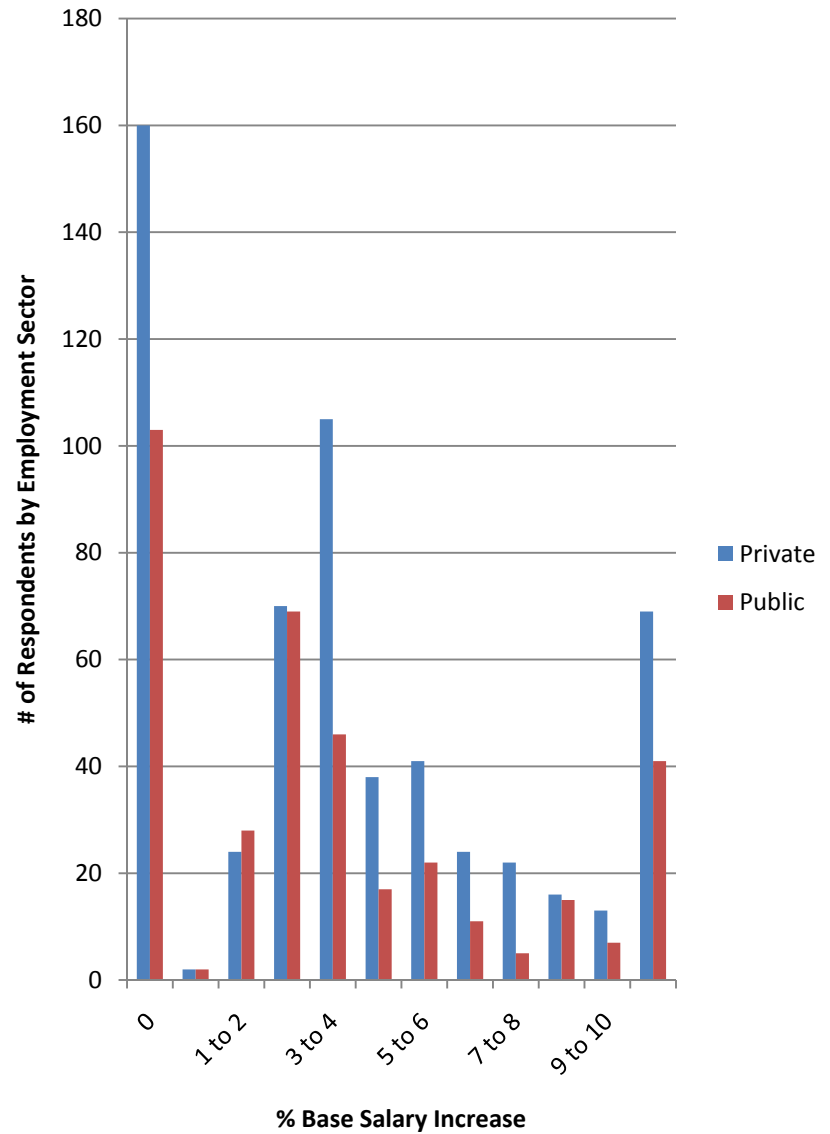
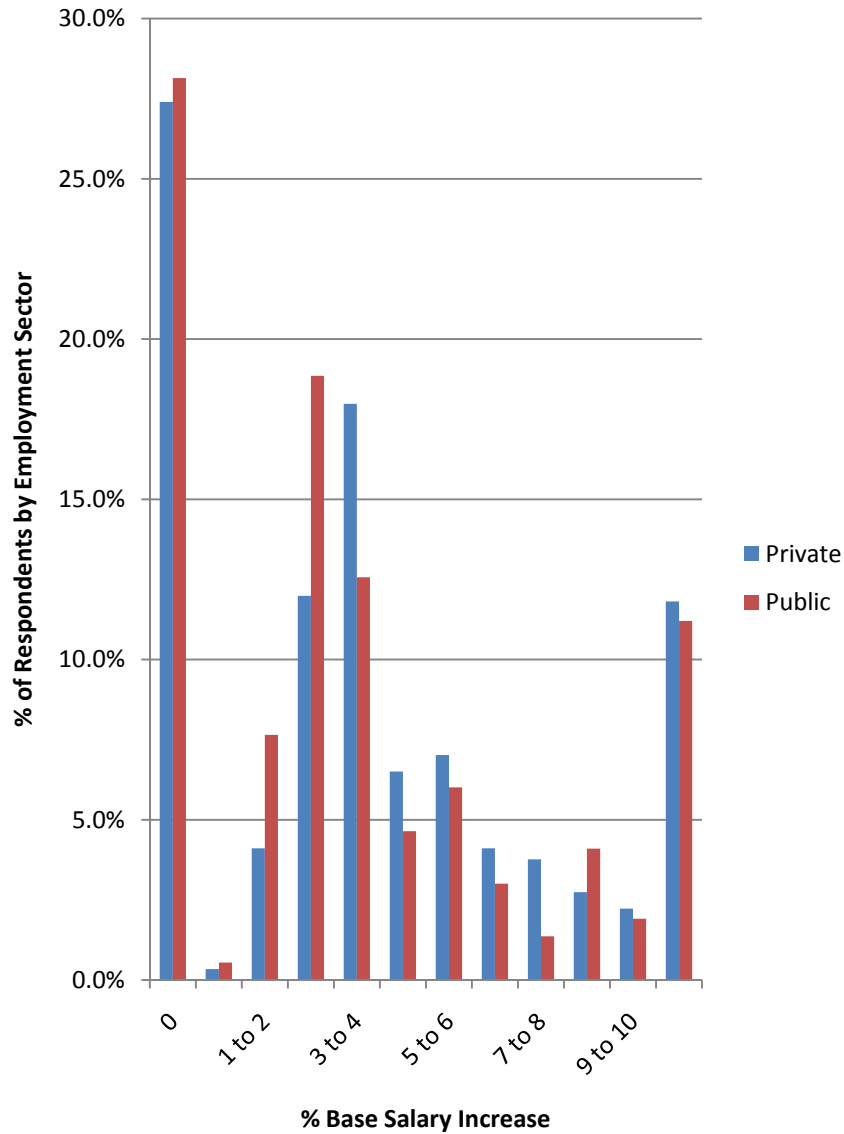


Figure 5: % Base Salary Increase for Public and Private Sectors (Engineers)

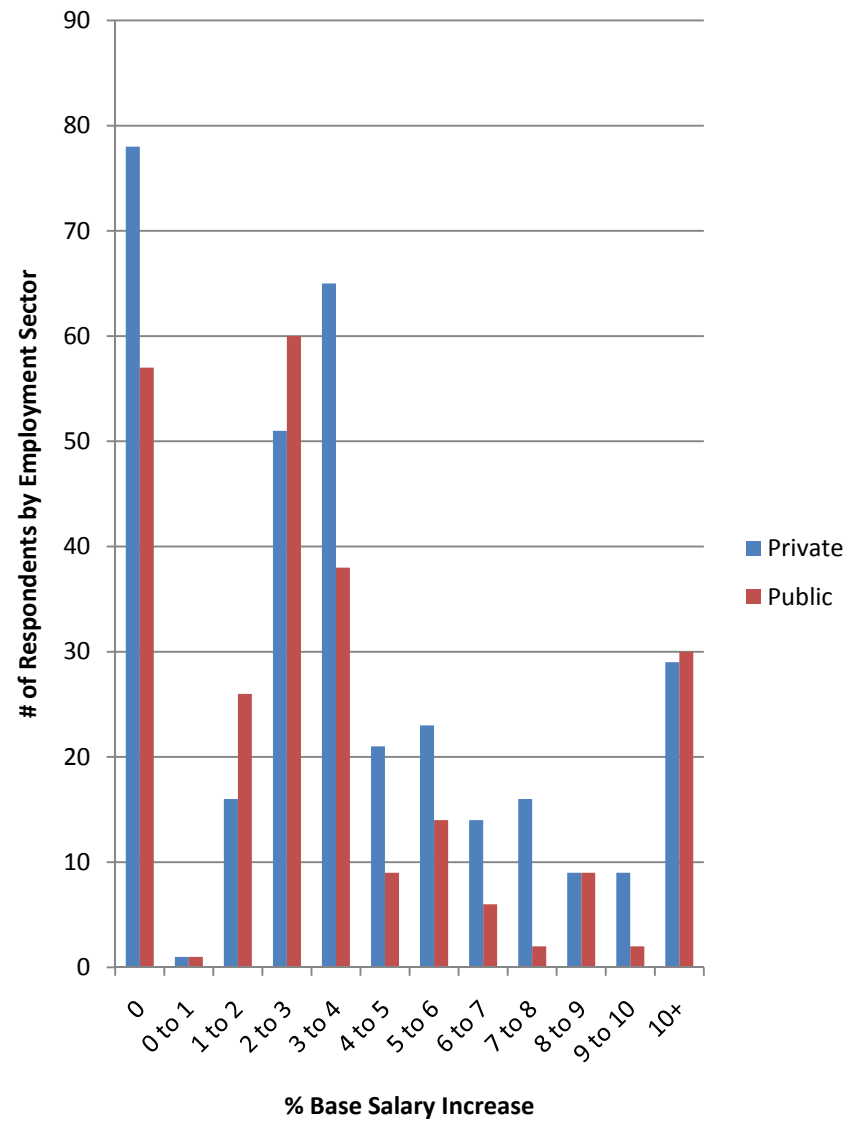
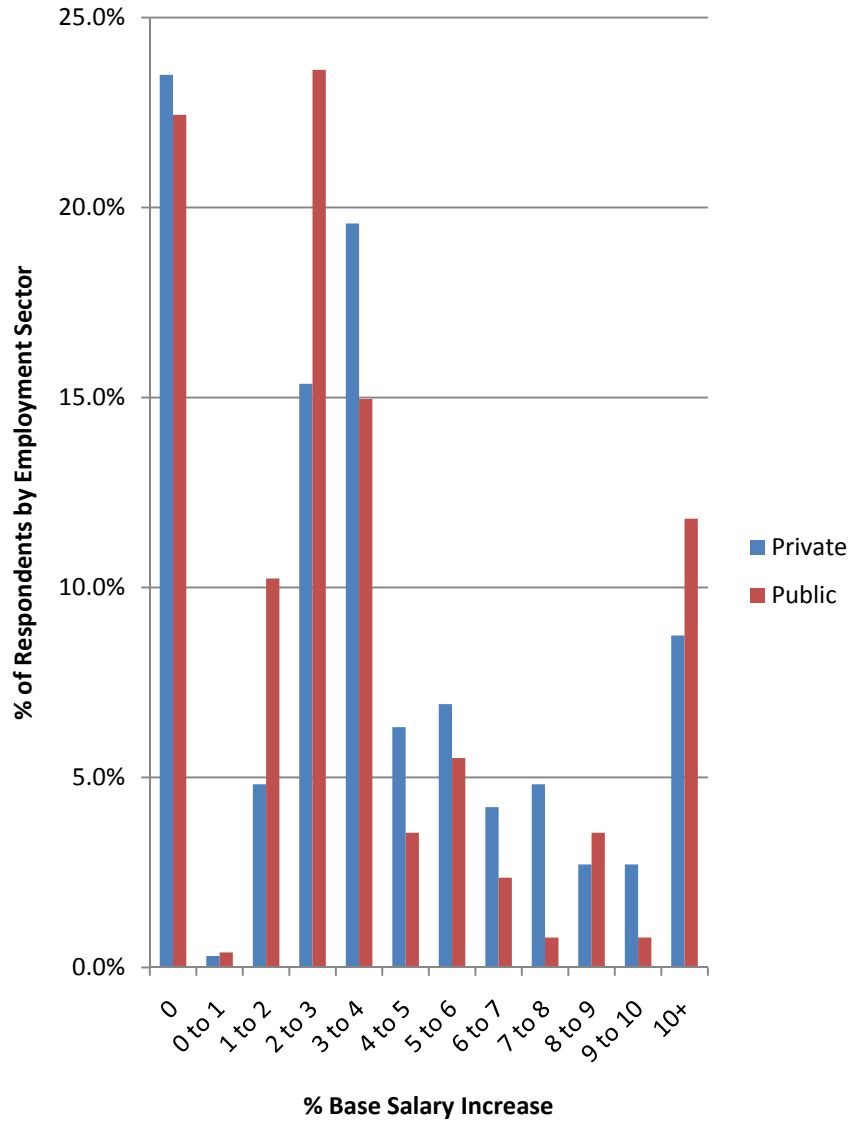


Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists)

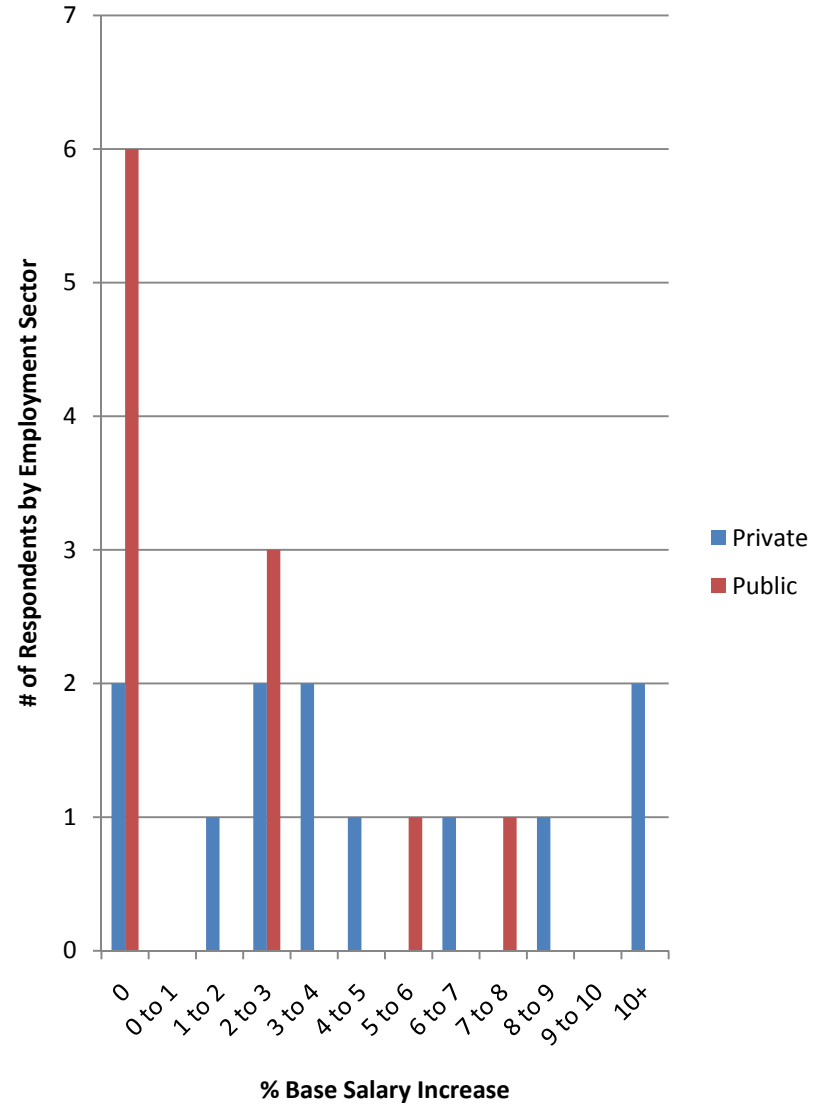
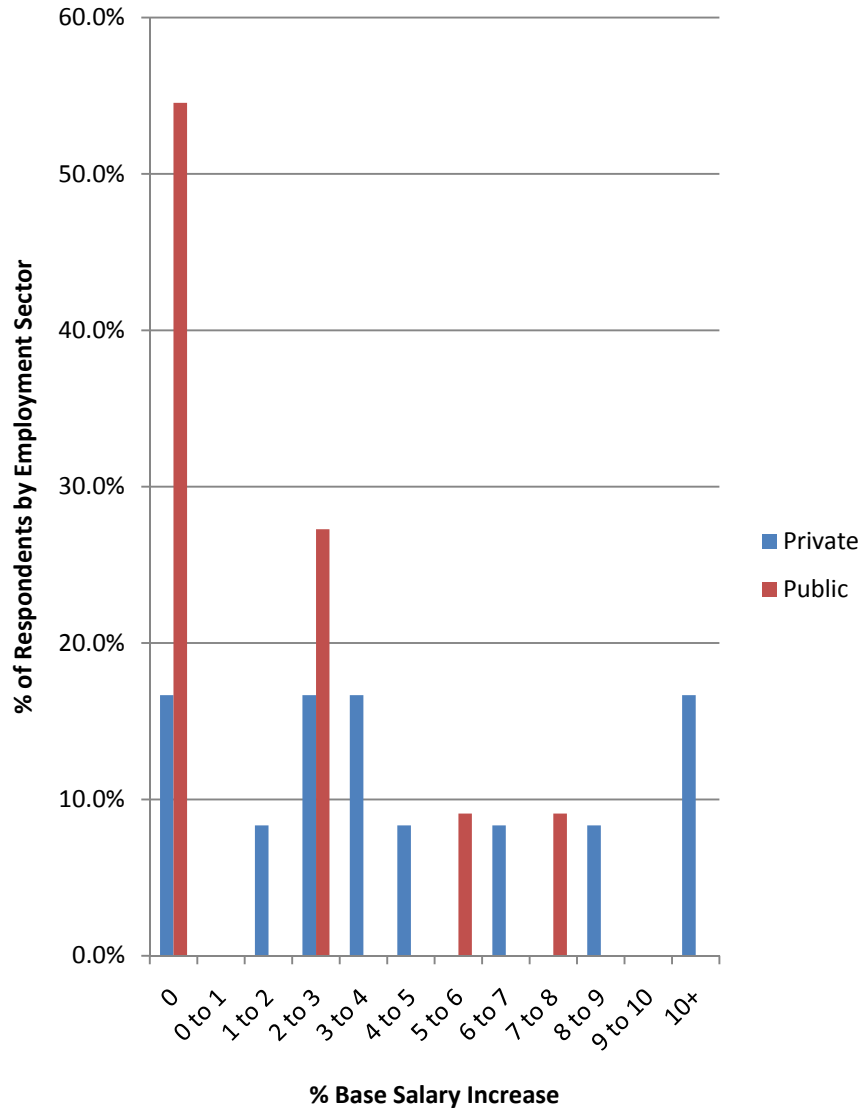
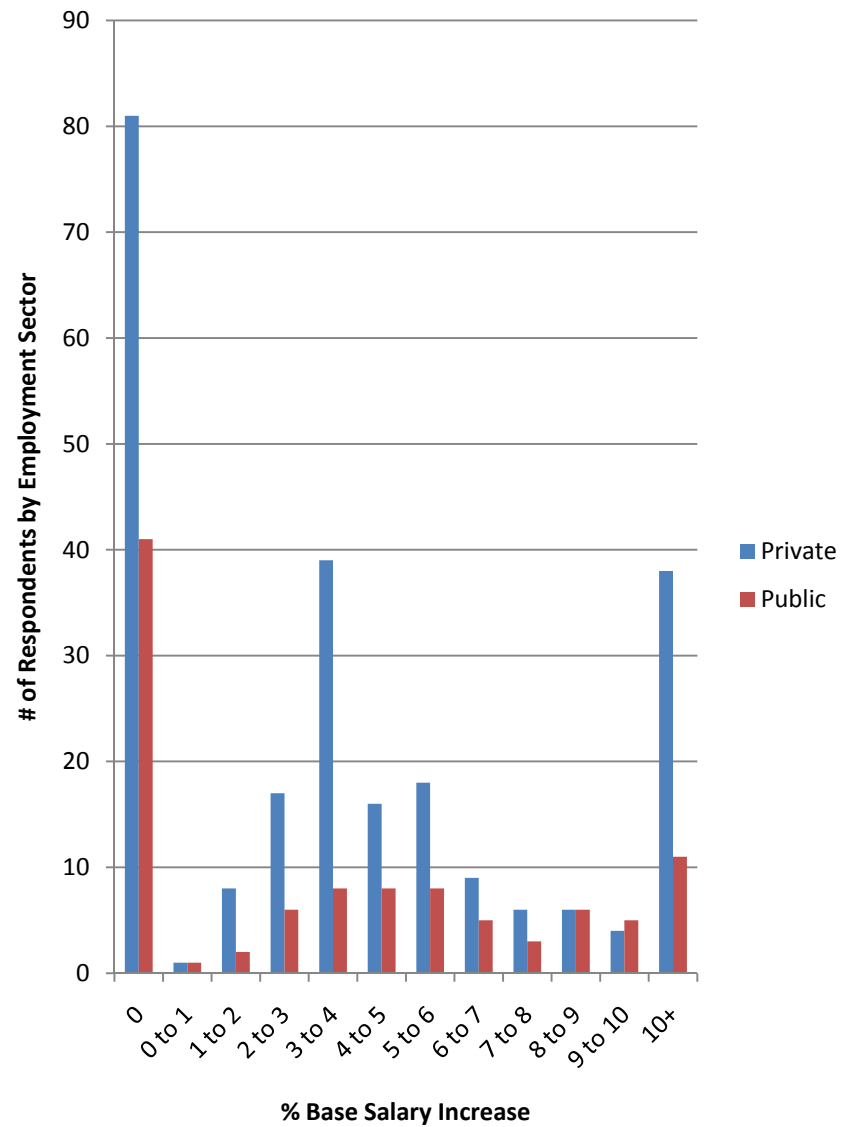
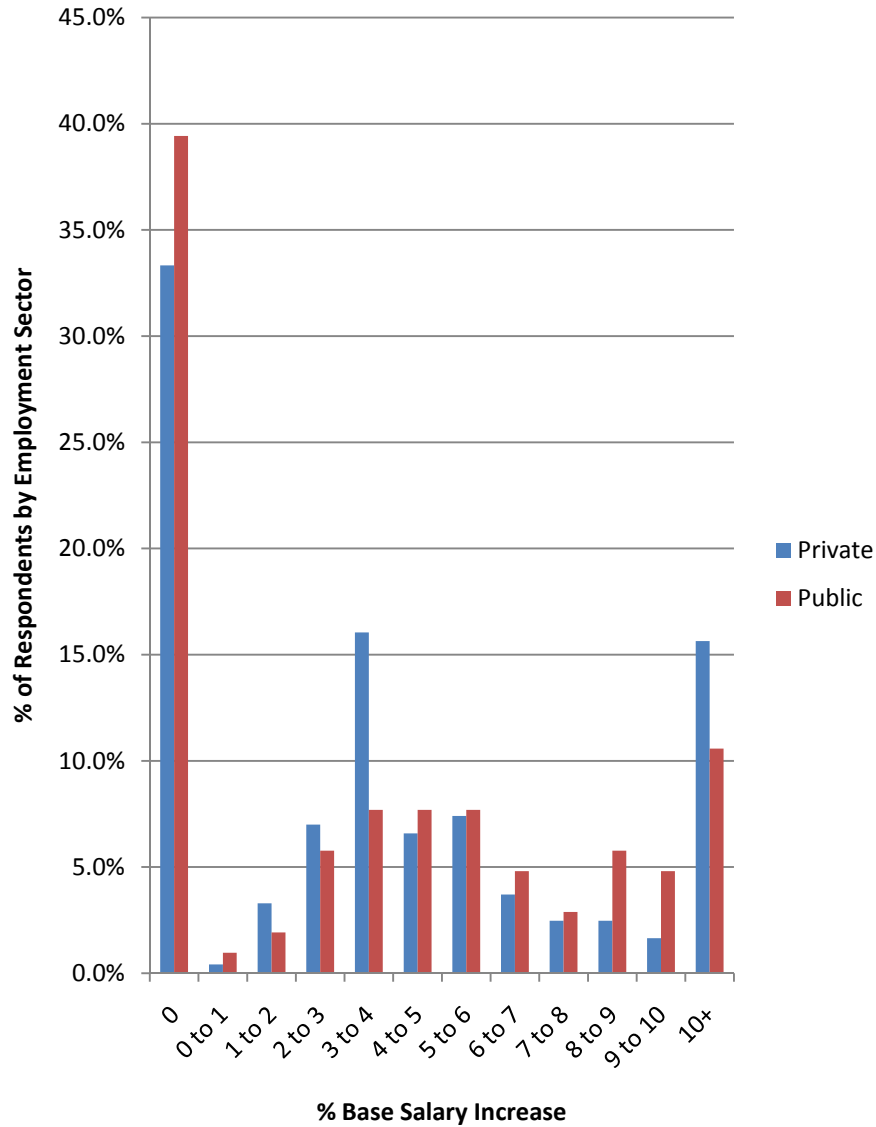


Figure 7: % Base Salary Increase for Public and Private Sectors (EITs/GITs)



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

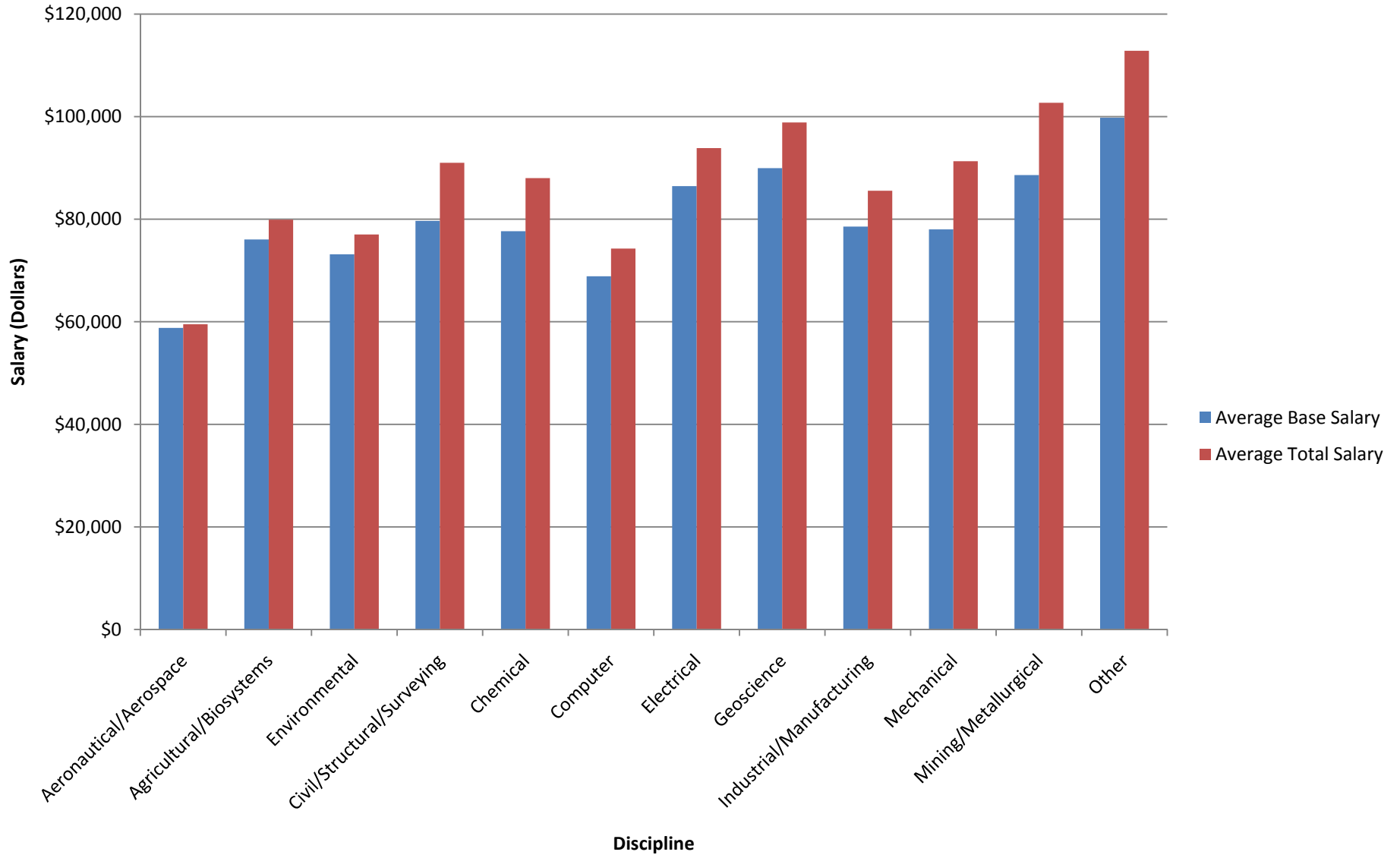
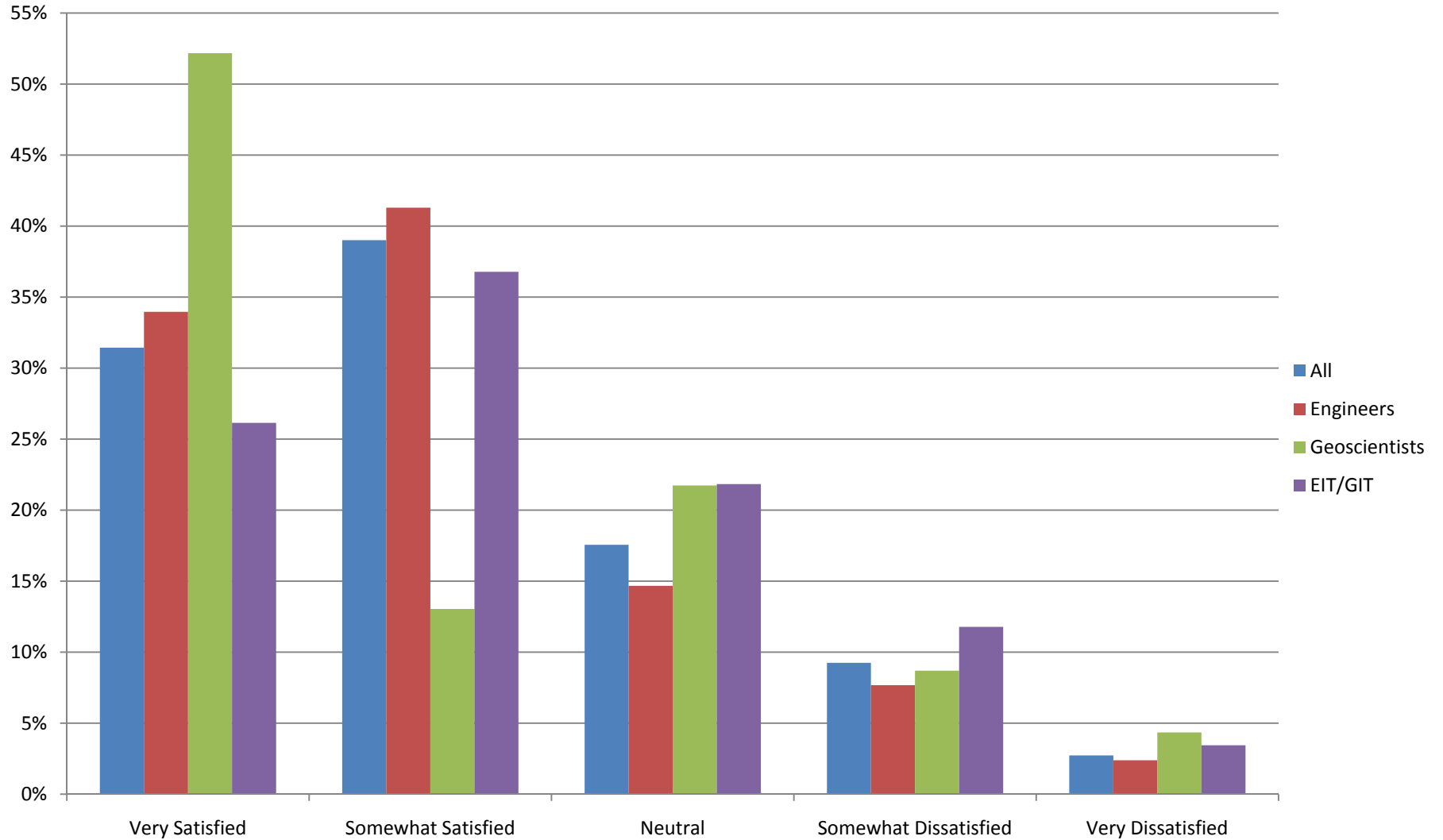


Figure 9: Overall Satisfaction (All, Engineers, Geoscientists, EITs/GITs)



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

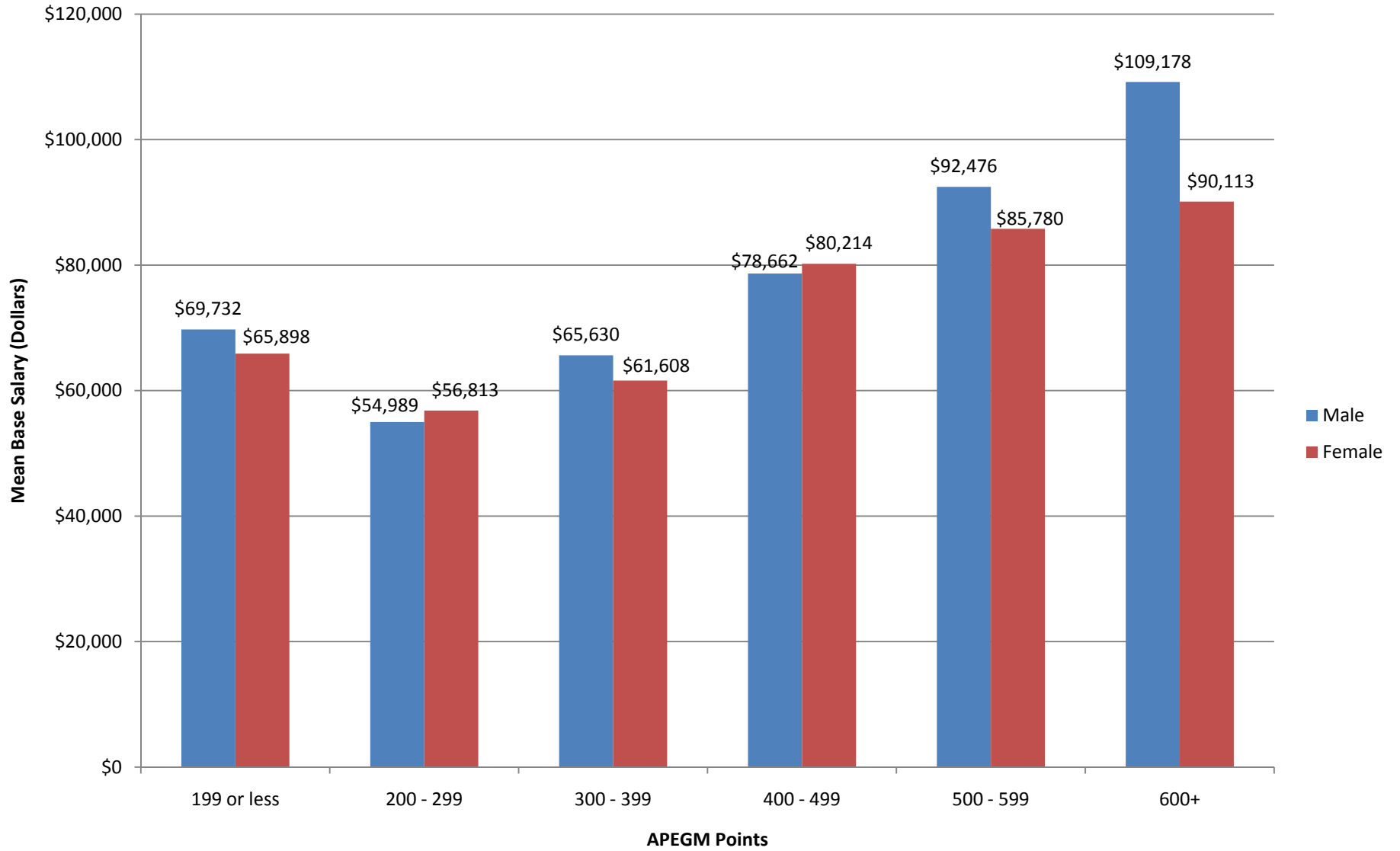


Figure 11: Compensation for Overtime

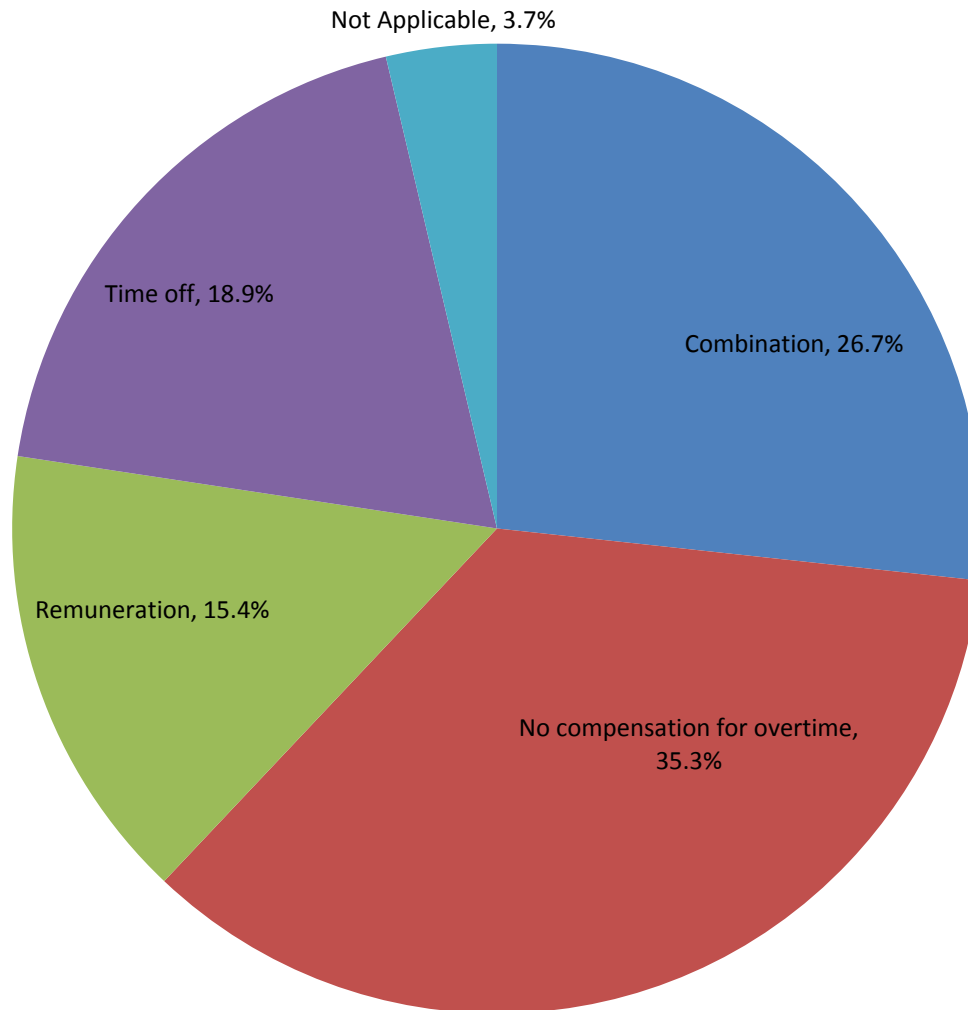


Figure 12: Size of Organization

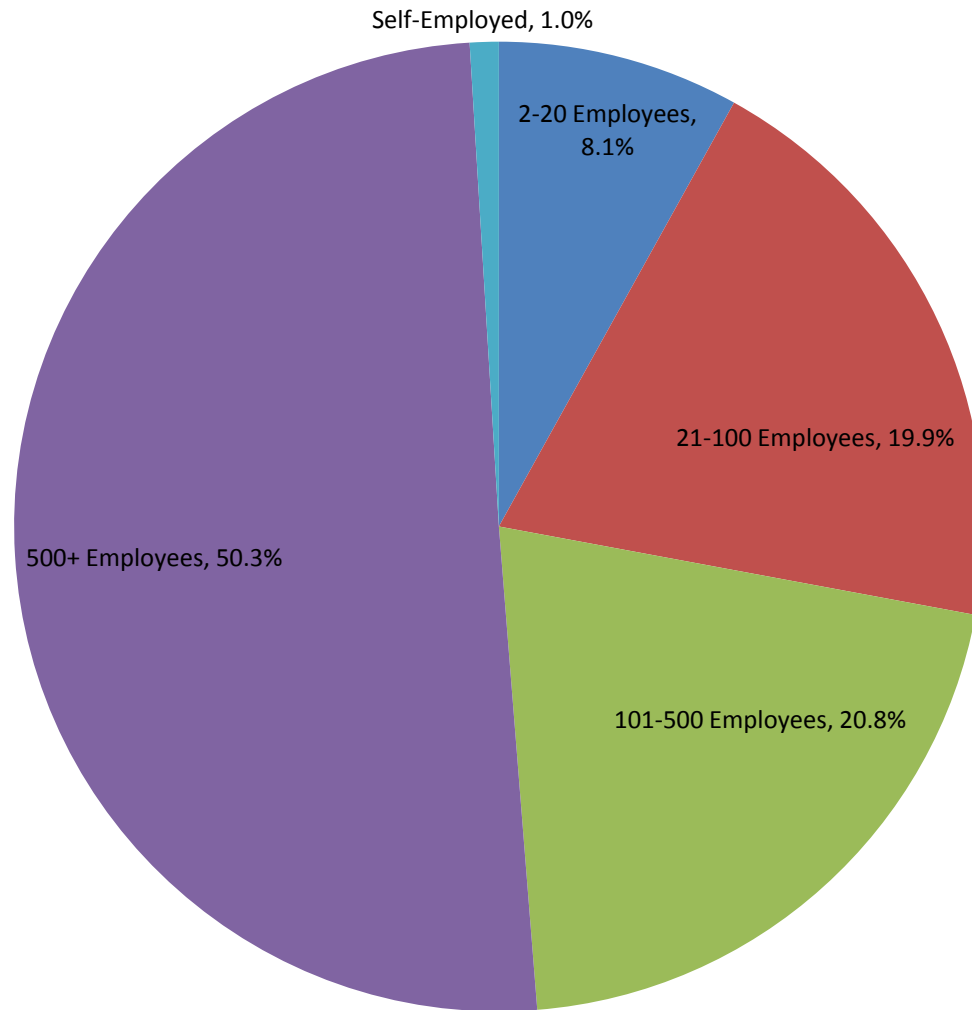


Figure 13: Principal Work Location

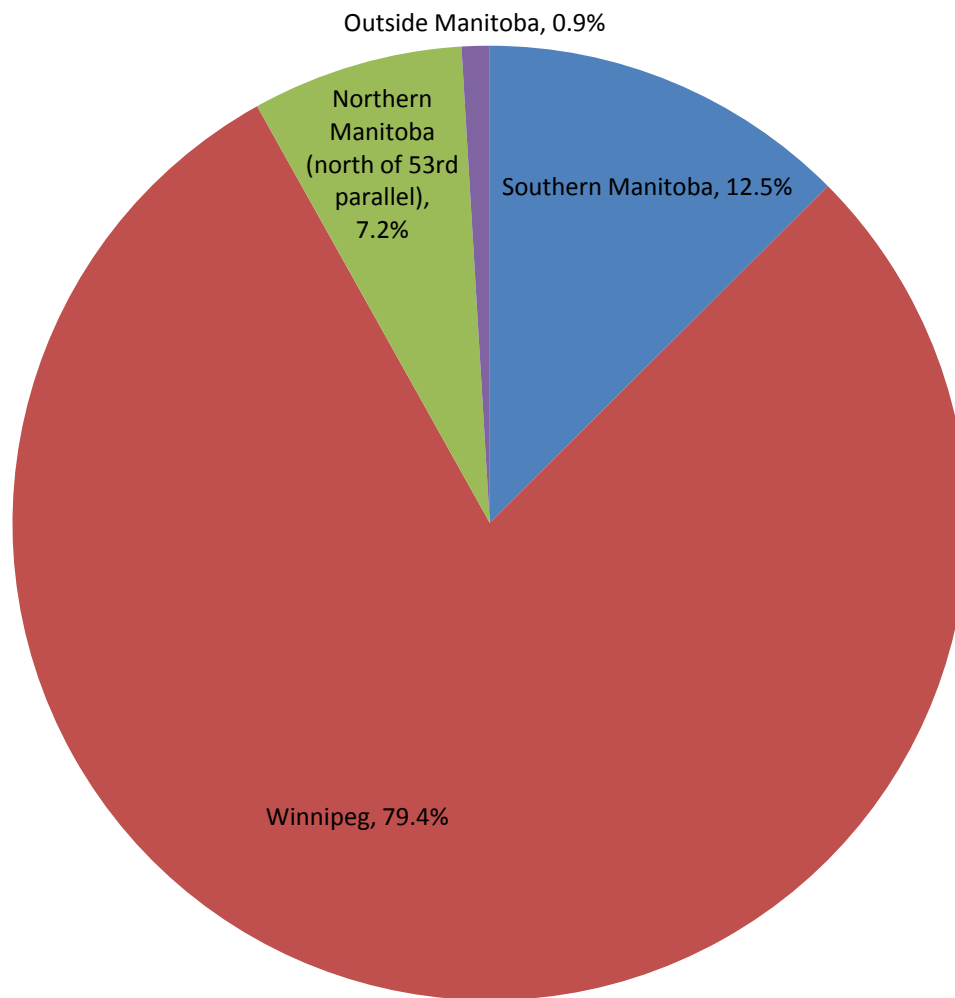


Figure 14: Change of Employment

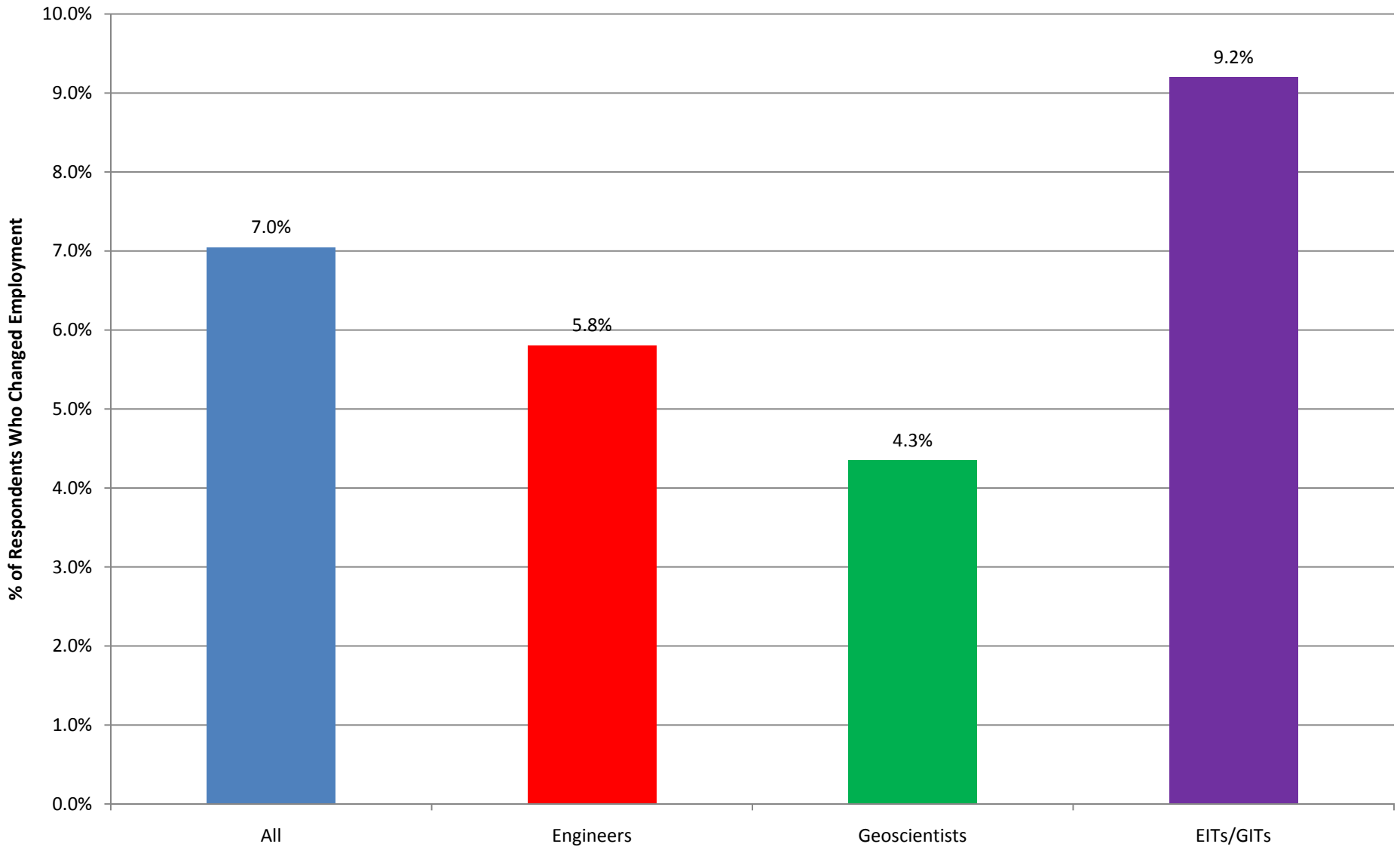


Figure 15: Sick Time - Entitlement

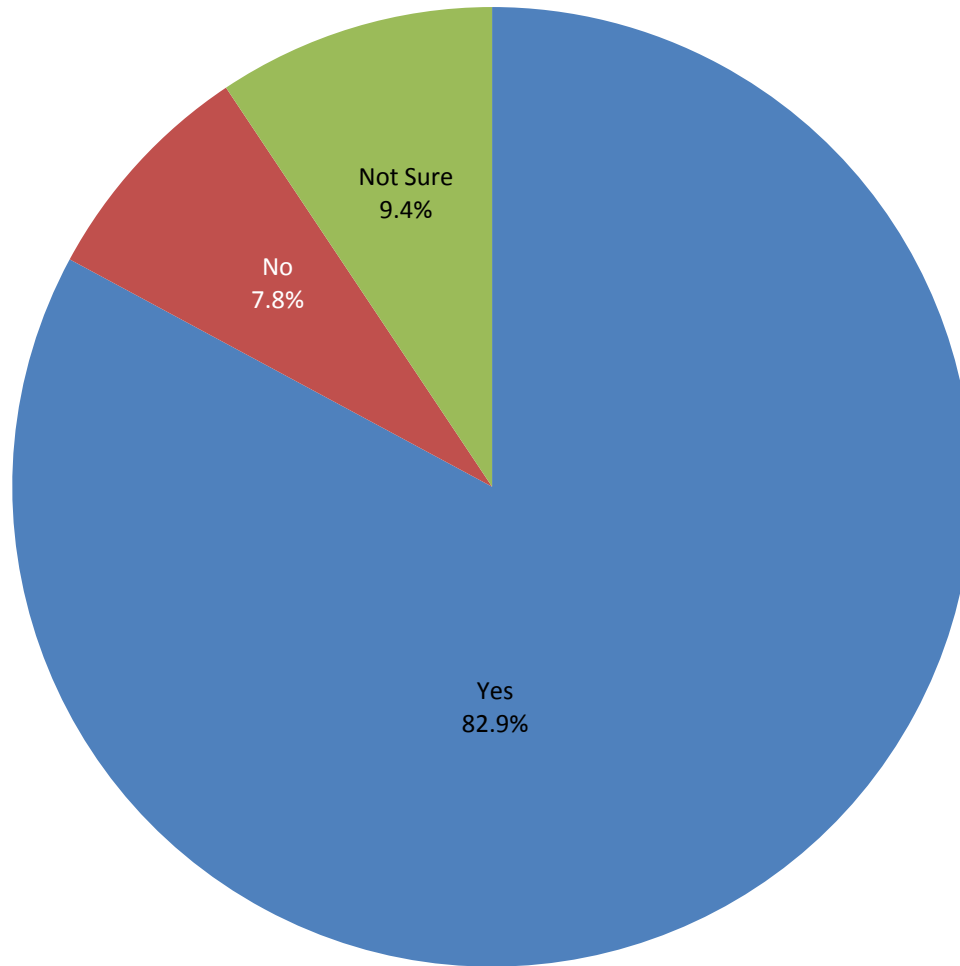


Figure 16: Vacation Time - Entitlement

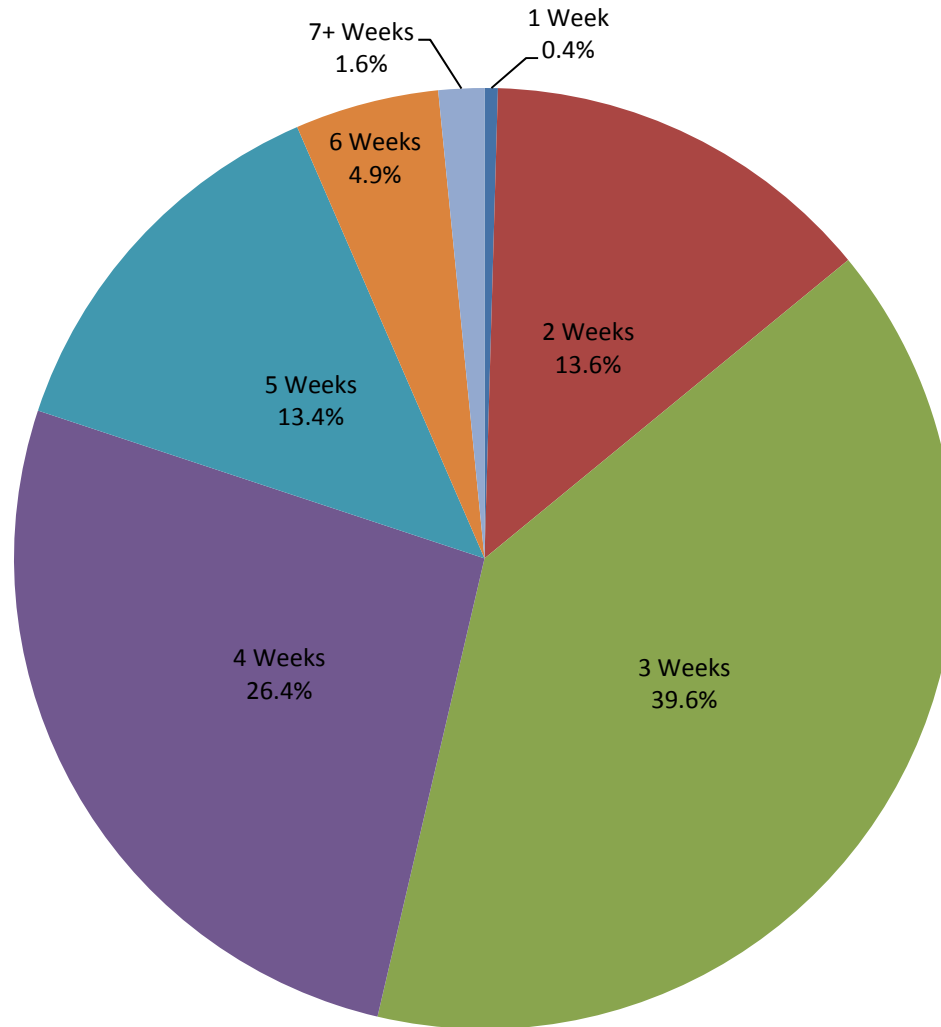


Figure 17: Respondent Base Salary vs Years Since Graduation

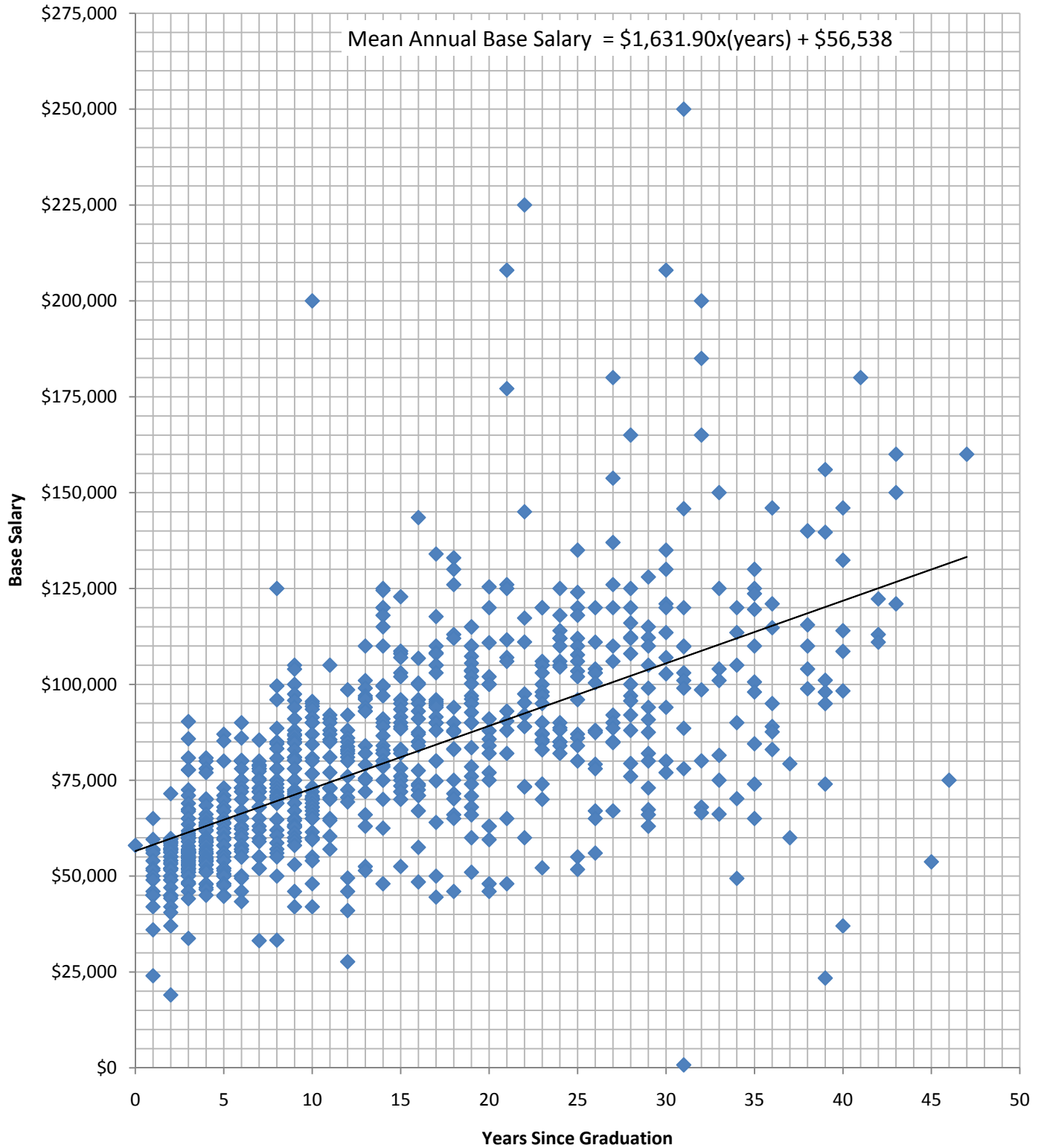


Figure 18: Base Salary vs Years Since Graduation (Engineers)

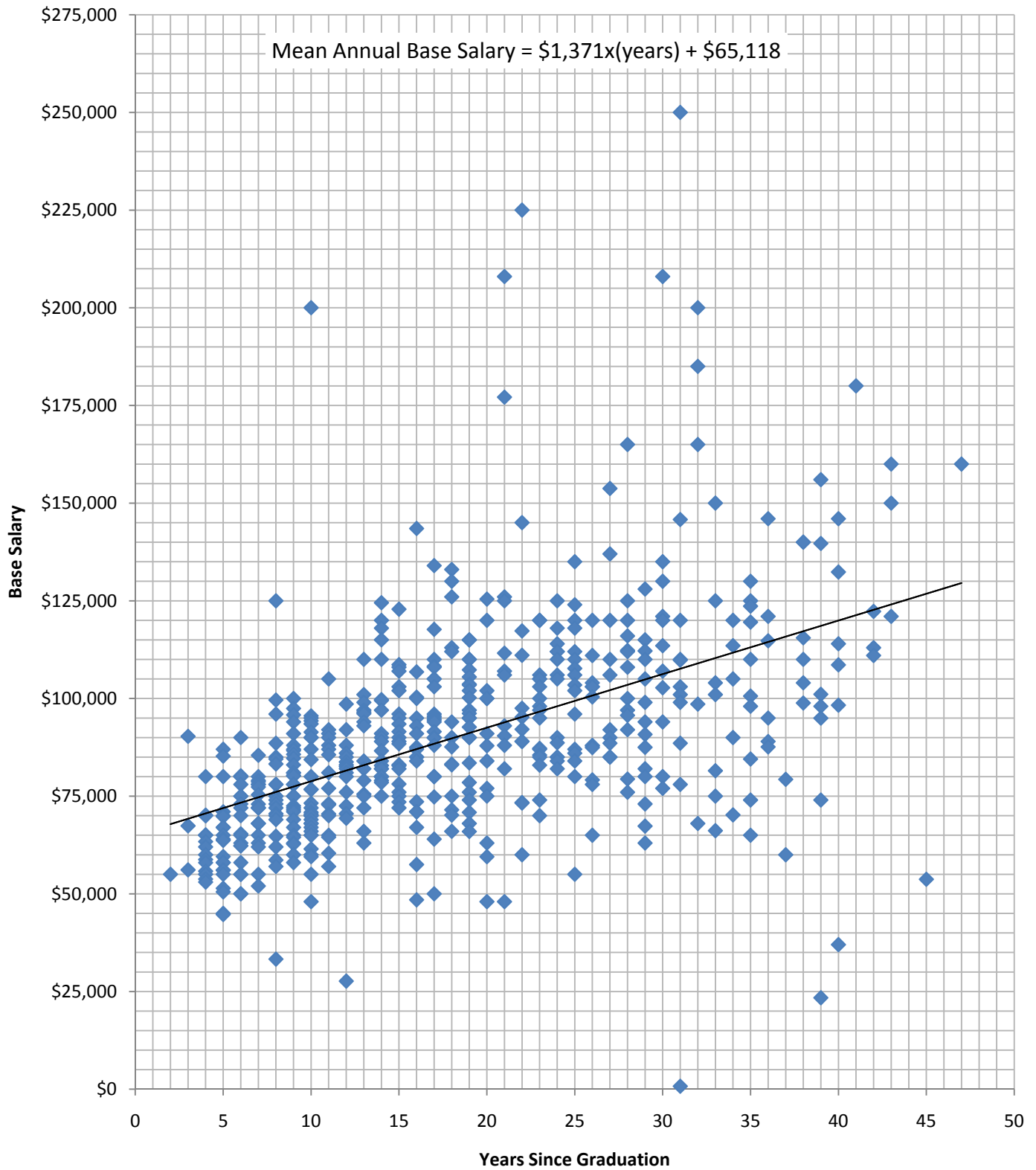
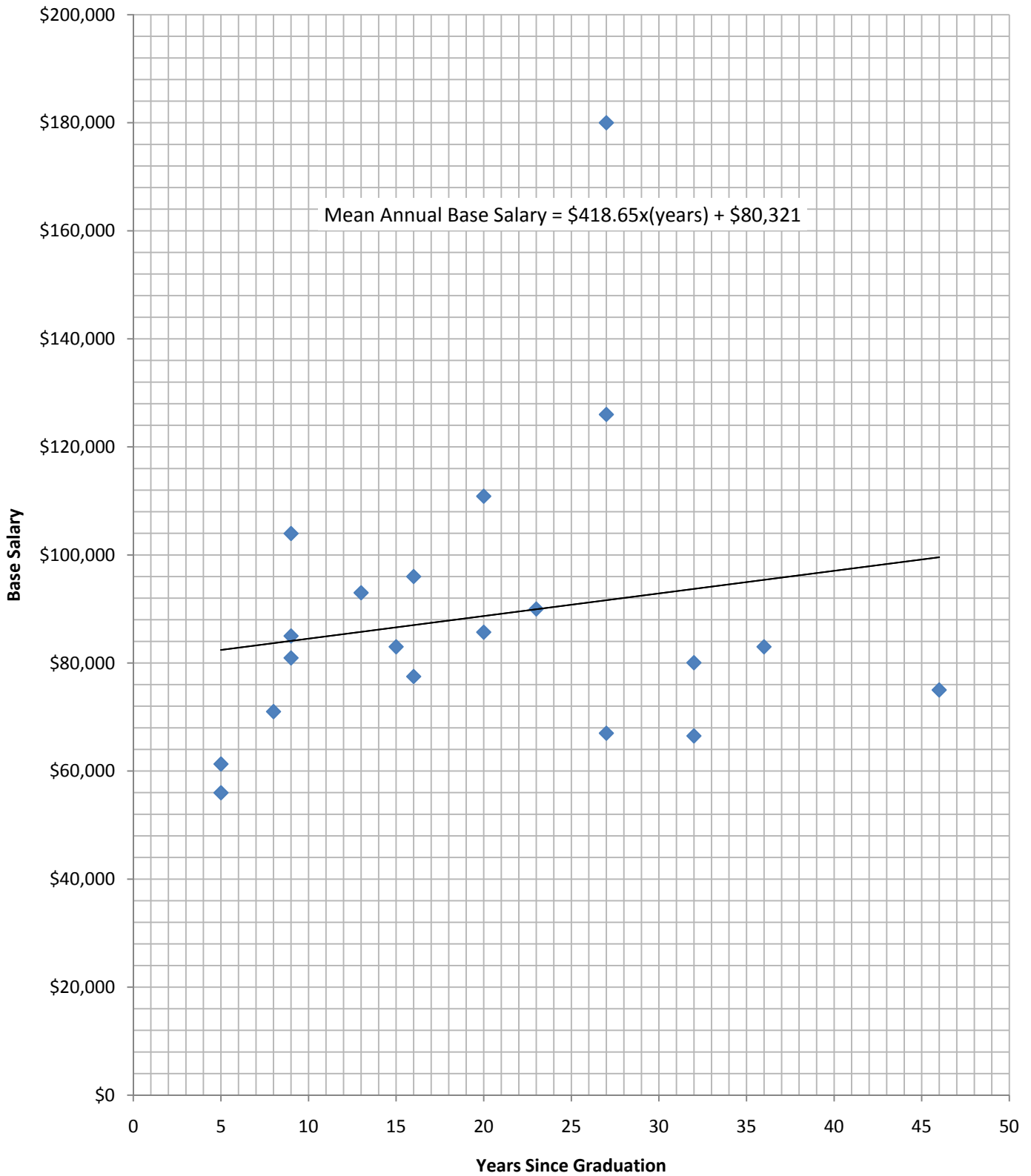


Figure 19: Base Salary vs Years Since Graduation (Geoscientists)



Comments in Detail

Survey Format (Suggested Changes)

I did not see anywhere on the salary page specifying if reported value is before or after taxes.

To speed up the process, it would be nice if, for those fields where the answer does not change from the previous year, the entry would be filled automatically based on the last year's answer, but still allow the option for modification.

Can survey data be carried over for the next survey. I always seem to be putting in the same information with just a few changes.

Section on benefits provided by company. Employee contributes but it is a very nominal amount compared to what it costs the survey doesn't capture this. Survey does not capture that once a certain level in the organization is attained, any hours greater than 40 are non paid.

Definitions or examples of some of the categories would be helpful to make sure my answers are consistent with your expectations for certain categories. It would be nice if the definitions could show when the cursor is dragged over the category.

Many questions in the survey do not work well for self employed people, especially with respect to salary and benefits.

Some of your choices for certain categories are not really relevant to someone who is consulting or self employed.

The note about the salary report being for salaries as of December 31 of the previous year should be within the report, not just on the web-site page. Also, there is no list of definitions, so it may be unclear what certain terms are referring to. For example, what is actually included in "total salary"? If you are just looking at the published report and have never completed the survey, you wouldn't know.

Some instructions were unclear. For example, what is the "reporting period" for which you asked if we had changed employment. Question K was unclear how to determine points (I initially added them, choosing an option for each of low, medium and high).

Civil/Structural/Surveying is a ridiculous combination. Since I graduated with Civil Engineering, and my program had more to do with Water Resources track than Structural or Surveying. Surveying isn't even engineering work. It's SURVEYING! Should just say Civil. Given your way, you may as well do this: Civil/Structural/Surveying/Environmental/Geotechnical/Water Resources/etc... Not every Civil is a structural or a surveyor!!

This is too long.

I find that many questions are irrelevant and cannot be answered by university professors. I cannot answer them without exaggerating and generalizing the provided options. However, there is no option to select that the question is irrelevant. I have requested in the past that this survey be modified to accommodate university professors. This has not been done. I have had no response to my comments. My comments have been ignored. Thank you for continually asking me to fill out this survey and the comments section, especially, since I really enjoy commenting to have my comments ignored.

APEGM 2011 Salary Survey

A specific selection choice should be made for a Engineering Technology Diploma in the "Other education including other Bachelor degrees" section.

I wish you could keep our previous year's survey entries available to us for comparison while we fill in the current survey.

It would be great to see how we responded the previous year, especially to the last few questions.

It would be useful to see what I'd entered for the various fields in previous years. It would help me remain consistent year to year since some of the ratings are somewhat subjective. (name withheld).

It would be helpful if I could easily refer to my survey submissions of years past.

Some of the areas are bit difficult to fill in if you are self employed or part time. An "n.a." box might help.

This survey is not tailored for a person working part-time throughout the year on an as needed basis (retirees working part-time as consultants) for an hourly rate. A "not applicable" column is required at all stages. Some imprecise forced answers related to overtime compensation, work time, sick leave, vacations and benefits which are not applicable for the above situation had to be put in to move forward on the survey.

Survey Format (Positive)

This survey is a great tool to be used for monitoring the salary of all engineers in Manitoba. It was very convenient and quick to complete. I believe it should be mandatory for all APEGM members to complete this survey, so the data represented is more accurate.

Great survey. Getting better every year.

This survey is fairly user friendly. All questions are direct and to the point.

Great job.

None at this time. Pretty decent survey.

Thank you. I felt that the questions were able to describe my current position, which is atypical.

This is a very detailed survey and easy to use.

I appreciate the effort put into the salary survey and find it beneficial to benchmark salaries within my organization.

Thank you for doing this

Nice survey. Seems to cover all the basics.

No comments, keep the good work at APEGM. I like the magazine and we should have a facebook page.

Please make this survey a positive continuation. Thank you for the well done job!

APEGM 2011 Salary Survey

Survey questions are well worded, and relatively easy to differentiate between levels. Well done.

This on line survey took me about 20 minutes. I like how it is organized and presented.

Great improvement over previous surveys, and was very easy to fill out. I really like the way the points system was done. I applaud the amount of feedback that was implemented from previous years.

General Comments

My former employer needs to realize flexible working hours are "free" to implement and can be used to offset below-average wages.

Is there a survey to find out how many firms actually refer to the salary survey when compensating their employees?

Confusion re: Paid Sick Time. My private sector employer pays me if I need to take days off due to sickness, but there is no formal accumulation of sick time. I am not aware of other private sector employers that allow one to accrue paid sick days. This is probably a government/union negotiated benefit. The understanding is that I am there to do the job but if I am sick, I am not penalized. Would you classify this as "Paid Sick Time"? The way the question is worded I'm not sure.

I'd be interested to hear about what companies offer as benefits for out of town work. Whether it be: Per diem for meals Meals covered up to \$ amount with receipts? Is alcohol covered with a meal? Are incidentals covered? Is there really any incentive to leave your family and go to the middle of nowhere??? How much notice is typically given for out of town work? How is travel time accounted for?

Non-survey related: I think a list of all employers who employ APEGM members would give a very helpful view of where the engineering jobs are in Manitoba.

It was difficult to decide on a major work function at the start of the survey. I work for a government regulatory agency. I review engineering proposals and designs for water system works and issue approvals (i.e., permits to construct). As a regulatory program manager, I am also involved in development of policies, standards, operational guidelines and educational materials. I was not able to find a good fit to my job functions in the list.

Difficult to answer classification ratings where Engineering is no longer the predominant role.

APEGM salary surveys are good to better understand salaries for professionals here in Manitoba.

Like to have the salary increased.

A lot of the options for employer benefits and such, do not apply to self employed people like myself, or are not clear how to answer as a self employed individual.

In the past, I've utilized the salary survey to justify a pay increase. Human Resources views the survey as a biased survey and as a result, it doesn't hold much value. I believe APEGM should survey employers of engineers within the province and post the pay ranges by industry.

none... but enjoy the new website improvements.

APEGM 2011 Salary Survey

This survey is very important, especially for women, to ensure that they are in an equitable standing with men in the same professional work area.

Engineering & Geoscience Professions

Look forward to the results. I have a growing concern with our organization's ability to replace retiring engineers (25-30 years exp.) with intermediate qualified (7-10years exp.)

The salary survey is a valuable guideline to understanding the range and levels of compensation for engineering in Manitoba. It becomes very apparent reading past comments that many engineers expect their association to drive wages for engineers. I strongly believe that the only way to improve compensation and general recognition is for engineers to perform BETTER than their peers with other educational backgrounds. This will only occur if engineers become the clear example of hardworking and effective employees solving whatever problem is put in front of them. APEGM lunch and learns go a long way to show interesting and relevant projects that should encourage new engineers in the field. The advancement of Engineering has never been driven solely by the promise of great wealth; but by the interest in science. My two cents...

Professional Development is limited due to the travel restriction for employees even by using professional development funds. Most engineers couldn't participate courses because of that, since there are not much relevant PD courses in Manitoba or Winnipeg.

I question the points vs. salary correlation for less-typical engineering jobs.

The time I registered as an E.I.T. increased my salary

The number of engineers that respond to this survey is disappointing. In my opinion, the completion of this survey should be mandatory as part of the registration process. This Salary Survey distinguishes Engineers from other occupations and is of immense value. Yet this information is limited as it is based on the number of engineers who support the process. Many years of graduation have a poor representative sample of those reporting, especially in the MIT area. Perhaps we could start the cycle to increase participation for future surveys by making it a mandatory part of the MIT program by having candidate verify the survey has been completed as a "check box" on the 6 month reporting period submitted to ERC. This would hopefully condition the young engineers to follow through with the survey when they become a P.Eng.. Alternatively, a more comprehensive method of confirming Salary Survey completion that is linked to the payment of dues could be implemented.

Thanks for compiling the survey. I wish everyone would complete it to give employers a better ideal of what engineers are making. In general I find that for the level of responsibility and expectation that are required in my job are not reflected in the salary and benefits. Many trades and other new graduates from other university programs have a much higher starting salary. However, I am hoping that once I obtain more experience my salary and benefits will reflect the amount of effort that are required to work as and EIT and P.Eng

APEGM needs to develop and implement a provincial pay scale for engineers, similar to doctors/dentists/etc.

Salaries are comparatively very low in engineering profession than those of health care.

APEGM 2011 Salary Survey

Personal Results

Very happy with my current position.

So far my employer has been really good to me in terms of responsibility, trust and professional development opportunities. Pay could be a bit higher as compared to market reference.

Am I ever sorry I got involved in this so called profession.

The fields for 2009 to 2010 % increase was unusable. There was no increase for me from 2009 to 2010 anyhow.

During 2010, I was employed at the University of Manitoba as a PhD student. As a student, I was funded through the Natural Sciences and Engineering Research Council of Canada (NSERC). The funding I was provided has not changed, since that is the nature of this type of research scholarship. I want to emphasize that my salary is estimated to reflect a pre-tax income because taxes are not payable on scholarships.

I work for the Provincial Government, and we did not have an agreement for this year. Our old OPEEPM/MAGE agreement ended on March 31st, 2010, so there was no base salary increase for this year, though when the new agreement comes into effect, we will be back-paid.
