



# **APEGM 2012 Salary Survey**

**APEGM Salary Survey Committee**

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# **Prepared by the APEGM Salary Survey Committee**

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## **Survey Highlights**

For the tenth year, the survey was conducted via a web-based format. This year the response rate was 37.7% compared to 25.8% in 2011, 29.1% in 2010 and 31.4% in the previous year. The eligible APEGM membership as of April 2012 was 4152 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 Mineral Exploration (\$105,146) and Biomedical (\$103,446).
- The industry sectors with the lowest Mean Base Salary were Pharmaceutical (\$61,800) and Agriculture/Equipment (\$62,837).
- The job functions with a Mean Base Salary greater than \$100,000 were Management (\$107,309) and Teaching (\$101,092). These functions were also among those with the highest Mean Points (653 & 563).
- The lowest paid job functions based on Mean Base Salary were Production (\$69,146), Computer Services (\$72,048) and Design (\$72,813). These functions were also those with the lowest Mean Point scores (374 – 396).
- The highest participation rate in the survey by year of graduation was 2007 with 56.3% of eligible members responding. In general, the highest participation rates are from 1999 to 2010 graduates.
- 79.8% of respondents reported that their employer paid their APEGM dues in 2011.
- 84.7% of respondents reported that their employers provided fully paid training.
- Flexible work hours are available to 79.1% of respondents and 24.2% have profit sharing.
- 52.1% of the respondents worked for firms with more than 500 employees and 58.0% of the respondents worked for private enterprises.
- Only 1341 of the 1564 submitted surveys or 85.7% 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, contract positions or were self-employed.
- Change of Employment question – 7.6% of responding members have changed employers in the last year, up slightly from the last survey.
- Overall Satisfaction – 77.3% of responding members indicated that they were somewhat to very satisfied with their current compensation. 37.9% of Engineers indicated that they were Very Satisfied compared to 31.8% of Geoscientists.

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## **Membership Response**

- Invitations to complete the web-based survey were sent to 4152 APEGM members and EIT/GITs resident in Manitoba in April 2012. Responses were accepted until April 23, 2012. The reference date for the survey was December 31, 2011.
- Responses were received from 1564 members for an overall response rate of 37.7%, compared to 25.8% in 2011, 29.1% in 2010, 31.4% in 2009, 31.1% in 2008, 29.9% in 2007 and 29.5% in 2006.
- The response rate for Engineers was 34.9% (1036/2969). The response rate for Geoscientists was 31.0% (44/142). The response rate for EITs/GITs was 42.6% (412/968).
- This year, 24.7% (113) of the (412) respondents who were EITs/GITs graduated more than 5 years ago.

## **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 1564 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, survey responses were excluded from calculations because the respondent was a part-time or contract employee, or self-employed. Third, statistical processes required the removal of outlier values for base salary calculations bringing the number of valid responses to 1341.

## **Education**

- Of the respondents, 35.3% (473/1341) indicated that they had obtained a supplemental education.
- By membership category, this equates to 38.3% (372/972) of Engineers, 48.8% (20/41) of Geoscientists, and 24.1% (79/328) of EIT/GITs.
- 82% of respondents indicated their first degree in Engineering or Geosciences was from a Canadian university.

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## **Gender**

- Overall, 86.8% (1287/1482) of respondents were male and 13.2% (195/1482) were female.
- Of the total eligible APEGM Membership, 35.2% (1287/3658) of the male members responded and 39.5% (195/494) of the female members responded.
- Of the 1341 respondents used, 77.8% (910/1170) of the males graduated after 1986, and 92.2% (153/166) of the females graduated after 1986.

## **Workplace Information**

- The average official workweek was 38.5 hours.
- The typical number of hours worked was 42.4 hours per week.
- The average number of weeks of vacation reported was 3.8.
- This year, 58.0% of respondents were from the private sector, compared to 61.5% last year, and 63.4% the year before last.
- The average percentage increase in the base annual salary from the previous year was 5.3% for those respondents who did receive a salary increase. Of the respondents, 22.4% (301/1341) did not get a salary increase (nine respondents reported a pay decrease).

## **Part-Time, Contract and Self-Employed Respondents**

- This year, 54 respondents reported that their earnings were contract, part-time or self-employed.
- The Mean Base Salary of these respondents was \$43,681 for Part-Time and \$97,039 for Self-Employed. Mean Total Income was \$48,896 for Part-Time and \$106,776 for Self-Employed, based on an average work period of 35.8 hours a week for Part-Time and 41.7 hours a week for Self-Employed respondents.
- The Mean APEGM Points for these respondents was 375 for Part-Time and 557 for Self-Employed.
- Of these 54 respondents, 15 Part-Time reported receiving pay increases averaging 4.1% and 9 Self-Employed reported receiving pay increases averaging 13.5%.

## **Comments**

- This year, 9.7% of respondents provided written comments on their APEGM salary survey, compared to 6.7% who left comments in 2011, 5.0% in 2010, and 8.0% in the 2009 survey.

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## List of Tables

**Table 1: Mean Base Salary vs. APEGM Points Equation**

Year	Base Salary
2012	121.2P + 26.3k
2011	114.2P + 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
<b>(P = APEGM Points, k = \$000)</b>	

**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
2012	\$50,512	1.5	\$74,762	3.0	\$99,012	3.7	0.6
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	118	8.8%	\$74,665	\$59,350	\$70,314	\$89,750	\$79,237	432
Agricultural/Equipment	17	1.3%	\$62,837	\$53,000	\$62,500	\$73,000	\$73,671	410
Agriculture/Food	22	1.6%	\$94,564	\$72,750	\$87,250	\$104,000	\$107,008	480
Biomedical	4	0.3%	\$103,446	\$80,908	\$84,892	\$107,430	\$105,164	572
Chemical	4	0.3%	\$94,475	\$77,225	\$84,500	\$101,750	\$117,825	449
Communications	7	0.5%	\$84,289	\$72,701	\$80,000	\$88,000	\$88,578	471
Computer/Software	15	1.1%	\$83,948	\$68,895	\$80,000	\$100,000	\$87,048	498
Construction	85	6.3%	\$82,147	\$59,800	\$80,000	\$98,000	\$98,853	490
Consulting	275	20.5%	\$80,587	\$59,750	\$73,000	\$97,250	\$91,417	459
Education	31	2.3%	\$97,073	\$78,300	\$92,000	\$101,000	\$97,947	523
Electronics	13	1.0%	\$83,545	\$73,000	\$87,500	\$100,000	\$89,045	483
Environmental	29	2.2%	\$74,892	\$58,240	\$80,000	\$87,911	\$80,992	485
Health Care	11	0.8%	\$79,346	\$57,454	\$86,400	\$93,250	\$80,696	410
Heavy Electrical	6	0.4%	\$98,588	\$86,750	\$93,500	\$106,250	\$121,088	558
Manufacturing	114	8.5%	\$73,487	\$55,213	\$67,577	\$86,750	\$78,962	447
Mechanical Equipment	14	1.0%	\$73,712	\$57,908	\$69,904	\$86,202	\$81,604	394
Metals - Fabricating	4	0.3%	\$67,116	\$63,500	\$68,750	\$72,366	\$77,241	505
Metals - Primary	6	0.4%	\$102,656	\$98,500	\$101,467	\$106,733	\$118,366	545
Mineral Exploration	10	0.7%	\$105,146	\$81,865	\$94,709	\$132,000	\$112,546	638
Mining	41	3.1%	\$90,207	\$81,000	\$86,000	\$98,000	\$110,980	460
Municipal	4	0.3%	\$78,111	\$67,361	\$76,500	\$87,250	\$78,490	412
Nuclear	8	0.6%	\$100,869	\$89,125	\$109,175	\$114,925	\$103,300	604
Pharmaceutical	11	0.8%	\$61,800	\$53,250	\$55,061	\$69,500	\$70,469	318
Research & Development	26	1.9%	\$88,248	\$66,125	\$80,478	\$114,500	\$94,659	502
Telecommunications	18	1.3%	\$80,552	\$65,625	\$82,735	\$94,750	\$90,187	413
Transportation	89	6.6%	\$84,371	\$63,000	\$84,000	\$101,000	\$90,210	517
Transportation Equipment	7	0.5%	\$85,093	\$79,277	\$87,596	\$95,500	\$87,290	557
Utilities (Gas, Hydro, Water)	318	23.7%	\$89,940	\$71,173	\$90,000	\$106,000	\$97,633	456
Other	34	2.5%	\$90,995	\$72,625	\$85,733	\$100,000	\$110,634	533
<b>Total</b>	<b>1341</b>	<b>100.0%</b>						

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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	83	8.5%	\$82,004	\$67,242	\$79,500	\$92,000	\$87,546	471
Agricultural/Equipment	9	0.9%	\$72,778	\$70,000	\$72,000	\$75,000	\$86,123	476
Agriculture/Food	19	2.0%	\$100,284	\$84,795	\$88,000	\$105,500	\$114,694	522
Biomedical	4	0.4%	\$103,446	\$80,908	\$84,892	\$107,430	\$105,164	572
Communications	6	0.6%	\$87,734	\$75,051	\$83,500	\$88,500	\$92,525	492
Computer/Software	12	1.2%	\$88,953	\$73,000	\$87,538	\$102,500	\$92,494	515
Construction	55	5.7%	\$95,495	\$80,000	\$92,000	\$104,000	\$118,282	585
Consulting	199	20.5%	\$89,347	\$70,000	\$85,000	\$105,000	\$102,072	526
Education	25	2.6%	\$99,254	\$78,600	\$92,000	\$102,000	\$99,937	539
Electronics	11	1.1%	\$88,517	\$76,000	\$87,500	\$100,500	\$95,017	512
Environmental	15	1.5%	\$81,435	\$77,500	\$86,000	\$88,750	\$86,722	559
Health care	7	0.7%	\$90,300	\$87,700	\$89,000	\$97,750	\$92,300	466
Heavy Electrical	6	0.6%	\$98,588	\$86,750	\$93,500	\$106,250	\$121,088	558
Manufacturing	74	7.6%	\$82,517	\$65,080	\$77,621	\$94,250	\$88,780	512
Mechanical Equipment	7	0.7%	\$92,201	\$81,500	\$86,602	\$100,500	\$104,435	507
Metals - Primary	4	0.4%	\$102,233	\$99,500	\$101,467	\$104,200	\$124,374	510
Mining	21	2.2%	\$99,823	\$84,204	\$94,000	\$114,000	\$122,160	517
Nuclear	6	0.6%	\$111,675	\$106,763	\$114,250	\$115,775	\$114,399	673
Pharmaceutical Research & Development	5	0.5%	\$72,648	\$64,000	\$75,000	\$79,000	\$87,944	443
Telecommunications	16	1.6%	\$100,788	\$79,319	\$101,000	\$119,625	\$110,832	582
Transportation	13	1.3%	\$91,579	\$78,470	\$87,442	\$99,000	\$104,636	472
Transportation Equipment	72	7.4%	\$90,833	\$76,673	\$89,500	\$105,500	\$96,619	567
Utilities (Gas, Hydro, Water)	7	0.7%	\$85,093	\$79,277	\$87,596	\$95,500	\$87,290	557
Other	260	26.7%	\$96,100	\$81,097	\$97,228	\$108,078	\$104,463	498
<b>Total</b>	36	3.7%	\$96,747	\$81,741	\$89,488	\$100,500	\$115,947	554
<b>Total</b>	972	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	5	12.2%	\$82,400	\$70,000	\$79,000	\$80,000	\$85,000	470
Environmental	7	17.1%	\$82,647	\$72,501	\$80,327	\$88,100	\$88,804	551
Mineral Exploration	9	22.0%	\$101,495	\$80,820	\$92,418	\$114,000	\$109,718	620
Mining	11	26.8%	\$88,345	\$82,450	\$85,000	\$92,500	\$109,482	473
Other	9	22.0%	\$86,305	\$66,000	\$79,956	\$110,000	\$88,827	520
<b>Total</b>	<b>41</b>	<b>100.0%</b>						

**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	35	10.7%	\$57,261	\$48,053	\$52,000	\$60,318	\$59,532	339
Agricultural/Equipment	8	2.4%	\$51,653	\$43,917	\$49,750	\$57,125	\$59,663	336
Construction	30	9.1%	\$57,675	\$47,775	\$55,474	\$60,750	\$63,232	316
Consulting	71	21.6%	\$55,905	\$51,750	\$55,000	\$59,109	\$62,002	273
Education	4	1.2%	\$85,483	\$76,733	\$86,500	\$95,250	\$87,983	398
Environmental	7	2.1%	\$53,114	\$50,000	\$52,800	\$56,000	\$60,900	263
Health care	4	1.2%	\$60,177	\$51,000	\$54,854	\$64,031	\$60,388	311
Manufacturing	40	12.2%	\$56,781	\$49,525	\$54,000	\$60,000	\$60,800	327
Mechanical Equipment	7	2.1%	\$55,223	\$49,500	\$57,877	\$60,842	\$58,773	281
Mining	9	2.7%	\$70,046	\$57,575	\$71,520	\$81,000	\$86,723	309
Pharmaceutical	6	1.8%	\$52,760	\$51,375	\$53,250	\$54,750	\$55,907	214
Research & Development	8	2.4%	\$61,485	\$51,250	\$58,538	\$76,850	\$62,235	342
Telecommunications	5	1.5%	\$51,880	\$48,000	\$49,000	\$49,000	\$52,620	261
Transportation	17	5.2%	\$57,002	\$52,500	\$55,000	\$60,000	\$63,068	303
Utilities (Gas, Hydro, Water)	56	17.1%	\$61,424	\$56,971	\$61,535	\$64,654	\$65,870	267
Other	21	6.4%	\$65,192	\$59,445	\$65,000	\$70,790	\$71,193	366
<b>Total</b>	<b>328</b>	<b>100.0%</b>						

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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	12	0.9%	\$94,155	\$78,375	\$89,286	\$104,125	\$97,428	543
Computer Services	6	0.4%	\$72,048	\$61,024	\$69,164	\$78,530	\$75,919	395
Design	356	26.5%	\$72,813	\$57,000	\$69,335	\$85,850	\$80,530	396
Environmental	4	0.3%	\$82,029	\$80,185	\$88,500	\$90,344	\$93,286	446
Maintenance	28	2.1%	\$83,502	\$73,744	\$82,068	\$93,915	\$97,432	449
Management	238	17.7%	\$107,309	\$91,188	\$105,000	\$121,500	\$120,872	653
Marketing/Sales	19	1.4%	\$88,254	\$66,359	\$74,808	\$102,250	\$102,178	458
Mineral Exploration	13	1.0%	\$96,164	\$83,900	\$90,000	\$98,000	\$105,950	565
Mining	4	0.3%	\$85,125	\$81,250	\$86,250	\$90,125	\$99,625	482
Planning	74	5.5%	\$85,048	\$65,169	\$85,958	\$104,447	\$87,621	428
Production	37	2.8%	\$69,146	\$58,963	\$65,530	\$74,600	\$74,443	374
Project Management	275	20.5%	\$81,071	\$64,000	\$80,000	\$95,500	\$91,606	451
Quality Assurance	27	2.0%	\$75,015	\$56,500	\$77,000	\$88,477	\$80,086	415
Regulation	4	0.3%	\$86,350	\$82,600	\$86,500	\$90,250	\$88,850	507
Research & Development	55	4.1%	\$77,536	\$61,000	\$79,000	\$89,500	\$80,025	423
Software Development	24	1.8%	\$73,493	\$60,680	\$70,000	\$82,556	\$77,684	412
Teaching	21	1.6%	\$101,092	\$78,600	\$95,000	\$118,000	\$103,601	563
Technical Support	105	7.8%	\$77,658	\$62,000	\$77,590	\$95,000	\$84,733	408
Other	39	2.9%	\$79,054	\$62,732	\$74,500	\$92,000	\$92,182	468
<b>Total</b>	<b>1341</b>	<b>100.0%</b>						

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**Table 8: Year of Graduation Statistics**

Year of Graduation	# Reported	% Reported	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1955-1969	9	0.7%	164	5.5%	\$108,915	\$103,000	\$109,000	\$125,250	\$125,441	674
1970	6	0.4%	40	15.0%	\$109,593	\$87,697	\$92,500	\$116,470	\$111,476	598
1971	5	0.4%	52	9.6%	\$116,660	\$110,000	\$114,000	\$120,000	\$135,460	674
1972	9	0.7%	57	15.8%	\$100,422	\$85,800	\$90,000	\$98,000	\$103,310	617
1973	11	0.8%	57	19.3%	\$115,050	\$102,000	\$114,500	\$124,217	\$120,095	650
1974	8	0.6%	52	15.4%	\$98,488	\$88,000	\$102,900	\$107,125	\$106,513	524
1975	10	0.7%	40	25.0%	\$114,909	\$87,997	\$113,100	\$139,500	\$121,978	663
1976	13	1.0%	53	24.5%	\$103,557	\$90,000	\$105,000	\$119,000	\$113,523	644
1977	10	0.7%	51	19.6%	\$107,785	\$89,200	\$101,500	\$119,750	\$126,595	590
1978	12	0.9%	48	25.0%	\$91,975	\$76,959	\$89,350	\$102,300	\$94,099	547
1979	11	0.8%	63	17.5%	\$101,956	\$85,110	\$101,400	\$107,500	\$111,684	642
1980	17	1.3%	71	23.9%	\$106,815	\$87,000	\$103,000	\$117,000	\$121,882	647
1981	20	1.5%	72	27.8%	\$103,463	\$96,750	\$105,796	\$115,000	\$109,339	592
1982	23	1.7%	92	25.0%	\$101,731	\$85,000	\$100,000	\$112,438	\$133,651	620
1983	27	2.0%	104	26.0%	\$110,567	\$89,750	\$101,000	\$126,500	\$118,868	629
1984	24	1.8%	107	22.4%	\$105,407	\$89,925	\$105,520	\$120,500	\$115,411	615
1985	30	2.2%	108	27.8%	\$98,097	\$87,546	\$99,750	\$110,750	\$107,639	594
1986	28	2.1%	106	26.4%	\$100,024	\$87,840	\$100,000	\$113,400	\$106,194	574
1987	37	2.8%	98	37.8%	\$102,552	\$91,624	\$99,678	\$116,000	\$113,362	592
1988	30	2.2%	108	27.8%	\$97,899	\$76,000	\$92,161	\$120,750	\$105,529	589
1989	23	1.7%	86	26.7%	\$96,318	\$77,357	\$95,000	\$110,671	\$101,047	553
1990	22	1.6%	93	23.7%	\$113,113	\$95,625	\$112,560	\$123,500	\$129,436	610
1991	43	3.2%	97	44.3%	\$89,147	\$73,650	\$87,000	\$102,826	\$98,357	519
1992	40	3.0%	102	39.2%	\$95,671	\$81,250	\$98,463	\$110,475	\$106,391	559
1993	24	1.8%	91	26.4%	\$95,857	\$79,643	\$91,561	\$110,000	\$107,910	546
1994	39	2.9%	102	38.2%	\$92,972	\$80,000	\$93,000	\$103,650	\$99,909	553
1995	36	2.7%	95	37.9%	\$91,714	\$75,000	\$89,528	\$106,435	\$117,027	551
1996	44	3.3%	120	36.7%	\$89,496	\$80,000	\$87,893	\$100,000	\$102,588	516
1997	37	2.8%	99	37.4%	\$83,358	\$75,000	\$83,000	\$98,888	\$90,580	507
1998	47	3.5%	122	38.5%	\$84,316	\$70,900	\$87,000	\$100,000	\$90,260	474
1999	38	2.8%	94	40.4%	\$84,477	\$73,500	\$84,000	\$102,092	\$92,836	469
2000	37	2.8%	93	39.8%	\$82,747	\$73,000	\$83,000	\$95,000	\$89,187	451
2001	51	3.8%	120	42.5%	\$79,077	\$72,750	\$78,000	\$86,160	\$89,390	429
2002	58	4.3%	121	47.9%	\$80,364	\$70,500	\$82,000	\$89,994	\$86,614	436
2003	41	3.1%	104	39.4%	\$74,427	\$64,000	\$72,401	\$83,937	\$84,512	413
2004	44	3.3%	131	33.6%	\$71,891	\$61,557	\$72,000	\$81,547	\$76,311	389
2005	44	3.3%	112	39.3%	\$68,409	\$61,043	\$67,427	\$75,223	\$72,684	353
2006	50	3.7%	109	45.9%	\$65,679	\$58,689	\$65,000	\$70,750	\$72,984	360
2007	63	4.7%	112	56.3%	\$64,453	\$58,370	\$62,750	\$71,357	\$72,017	331
2008	77	5.7%	165	46.7%	\$62,563	\$56,000	\$60,000	\$67,095	\$70,814	312
2009	50	3.7%	103	48.5%	\$56,113	\$51,192	\$56,000	\$61,714	\$61,592	262
2010	76	5.7%	171	44.4%	\$53,087	\$48,000	\$52,000	\$57,908	\$57,829	257
2011	17	1.3%	120	14.2%	\$53,004	\$50,000	\$53,000	\$58,000	\$57,672	232
<b>Total</b>	<b>1341</b>	<b>100.0%</b>	<b>4105</b>	<b>32.7%</b>						

# APEGM 2012 Salary Survey

**Table 9: Year of Graduation Statistics (Engineers)**

Year of Graduation	# Reported	% Reported	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1955-1969	8	0.8%	151	5.3%	\$114,529	\$105,987	\$111,000	\$130,688	\$133,121	697
1970	5	0.5%	34	14.7%	\$117,111	\$88,000	\$97,000	\$122,960	\$119,371	616
1971	4	0.4%	48	8.3%	\$115,826	\$107,313	\$112,000	\$120,513	\$139,326	673
1972	8	0.8%	52	15.4%	\$103,864	\$87,450	\$92,437	\$109,750	\$105,114	632
1973	11	1.1%	54	20.4%	\$115,050	\$102,000	\$114,500	\$124,217	\$120,095	650
1974	8	0.8%	49	16.3%	\$98,488	\$88,000	\$102,900	\$107,125	\$106,513	524
1975	9	0.9%	36	25.0%	\$118,232	\$89,200	\$117,200	\$140,000	\$126,087	675
1976	13	1.3%	48	27.1%	\$103,557	\$90,000	\$105,000	\$119,000	\$113,523	644
1977	9	0.9%	48	18.8%	\$114,478	\$89,800	\$105,000	\$120,000	\$135,156	615
1978	11	1.1%	44	25.0%	\$89,609	\$75,918	\$86,000	\$101,200	\$91,926	547
1979	8	0.8%	49	16.3%	\$109,038	\$97,425	\$102,700	\$113,500	\$122,413	668
1980	17	1.7%	63	27.0%	\$106,815	\$87,000	\$103,000	\$117,000	\$121,882	647
1981	20	2.1%	65	30.8%	\$103,463	\$96,750	\$105,796	\$115,000	\$109,339	592
1982	21	2.2%	85	24.7%	\$103,230	\$85,000	\$100,000	\$114,875	\$134,251	632
1983	26	2.7%	96	27.1%	\$111,204	\$88,625	\$105,000	\$127,750	\$119,824	628
1984	21	2.2%	93	22.6%	\$109,932	\$92,000	\$107,000	\$122,000	\$120,603	625
1985	29	3.0%	98	29.6%	\$97,548	\$87,442	\$99,500	\$110,000	\$107,420	587
1986	27	2.8%	99	27.3%	\$100,655	\$88,477	\$100,000	\$114,600	\$106,831	574
1987	35	3.6%	92	38.0%	\$103,012	\$90,812	\$100,000	\$116,100	\$113,440	609
1988	22	2.3%	92	23.9%	\$97,408	\$86,073	\$92,161	\$107,875	\$107,130	609
1989	19	2.0%	73	26.0%	\$101,006	\$86,298	\$97,000	\$110,671	\$104,493	570
1990	22	2.3%	81	27.2%	\$113,113	\$95,625	\$112,560	\$123,500	\$129,436	610
1991	36	3.7%	80	45.0%	\$91,009	\$75,625	\$87,450	\$103,250	\$99,643	528
1992	35	3.6%	87	40.2%	\$98,522	\$89,500	\$99,500	\$111,000	\$109,682	575
1993	22	2.3%	79	27.8%	\$98,830	\$82,330	\$94,938	\$110,000	\$111,796	544
1994	37	3.8%	89	41.6%	\$94,862	\$80,000	\$93,000	\$104,300	\$101,823	567
1995	31	3.2%	78	39.7%	\$95,799	\$78,029	\$95,000	\$108,864	\$125,000	574
1996	38	3.9%	101	37.6%	\$90,503	\$80,141	\$87,893	\$100,000	\$104,504	517
1997	30	3.1%	82	36.6%	\$88,656	\$78,625	\$87,000	\$99,750	\$96,083	537
1998	41	4.2%	95	43.2%	\$87,201	\$74,000	\$89,000	\$100,000	\$92,308	491
1999	32	3.3%	76	42.1%	\$89,982	\$75,750	\$86,000	\$103,500	\$99,436	503
2000	31	3.2%	67	46.3%	\$85,488	\$74,000	\$85,000	\$100,500	\$92,449	460
2001	43	4.4%	91	47.3%	\$80,398	\$73,104	\$80,000	\$87,105	\$91,660	427
2002	45	4.6%	83	54.2%	\$82,977	\$75,000	\$84,000	\$90,571	\$88,978	447
2003	33	3.4%	75	44.0%	\$78,644	\$70,000	\$75,000	\$87,040	\$89,874	439
2004	36	3.7%	84	42.9%	\$74,637	\$67,362	\$74,440	\$85,000	\$78,557	392
2005	33	3.4%	73	45.2%	\$70,565	\$63,500	\$69,000	\$76,251	\$74,543	366
2006	40	4.1%	73	54.8%	\$68,190	\$62,336	\$66,500	\$72,950	\$76,692	374
2007	29	3.0%	55	52.7%	\$67,343	\$60,000	\$67,694	\$72,000	\$75,046	339
2008	24	2.5%	42	57.1%	\$68,239	\$60,188	\$67,726	\$71,386	\$84,379	341
2009	1	0.1%	4	25.0%	\$69,000	N/A	N/A	N/A	\$81,000	-
2010	2	0.2%	5	40.0%	\$65,000	\$61,000	\$65,000	\$69,000	\$83,324	633
<b>Total</b>	<b>972</b>	<b>100.0%</b>	<b>2969</b>	<b>32.7%</b>						

# APEGM 2012 Salary Survey

**Table 10: Year of Graduation Statistics (Geoscientists)**

Year of Graduation	# Reported	% Reported	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1965-79	8	19.5%	53	15.1%	\$88,528	\$70,000	\$82,610	\$112,000	\$88,528	562
1980-89	9	22.0%	51	17.6%	\$110,411	\$95,000	\$114,000	\$137,000	\$119,300	676
1990-99	13	31.7%	19	68.4%	\$82,305	\$79,000	\$80,327	\$90,000	\$92,937	508
2000-09	11	26.8%	19	57.9%	\$80,058	\$76,151	\$81,000	\$85,500	\$95,249	409
<b>Total</b>	<b>41</b>	<b>100.0%</b>	<b>142</b>	<b>28.9%</b>						

**Table 11: Year of Graduation (EITs/GITs)**

Year of Graduation	# Reported	% Reported	Eligible Members	% Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1972-97	40	12.2%	154	26.0%	\$69,697	\$54,501	\$67,199	\$80,000	\$77,342	407
1998	3	0.9%	24	12.5%	\$44,333	\$42,500	\$45,000	\$46,500	\$44,333	290
1999	5	1.5%	18	27.8%	\$50,140	\$50,700	\$51,500	\$52,500	\$52,364	246
2000	6	1.8%	19	31.6%	\$68,583	\$56,125	\$71,500	\$80,500	\$72,333	400
2001	5	1.5%	26	19.2%	\$67,900	\$60,000	\$67,500	\$75,000	\$70,900	429
2002	10	3.0%	35	28.6%	\$68,197	\$64,013	\$66,363	\$74,250	\$74,429	384
2003	7	2.1%	24	29.2%	\$54,834	\$52,568	\$55,000	\$56,350	\$60,962	295
2004	8	2.4%	46	17.4%	\$59,535	\$51,500	\$63,342	\$73,000	\$66,203	374
2005	10	3.0%	37	27.0%	\$60,037	\$52,421	\$58,096	\$65,000	\$64,589	304
2006	10	3.0%	35	28.6%	\$55,635	\$52,125	\$56,575	\$59,897	\$58,155	304
2007	32	9.8%	55	58.2%	\$60,709	\$53,829	\$59,000	\$65,319	\$66,213	324
2008	52	15.9%	116	44.8%	\$59,592	\$55,000	\$58,650	\$63,125	\$63,938	297
2009	49	14.9%	98	50.0%	\$55,850	\$50,922	\$56,000	\$61,240	\$61,196	267
2010	74	22.6%	164	45.1%	\$52,765	\$48,000	\$52,000	\$57,828	\$57,140	247
2011	17	5.2%	117	14.5%	\$53,004	\$50,000	\$53,000	\$58,000	\$57,672	232
<b>Total</b>	<b>328</b>	<b>100.0%</b>	<b>968</b>	<b>33.9%</b>						

**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	868	\$80,111	445
<b>Supplemental Education</b>			
Diploma or Other	94	\$88,237	512
M. Eng. Or M.Sc.	216	\$86,401	486
2nd B.Sc. (Eng. Or Other)	48	\$78,364	443
Multiple Supplemental Categories	56	\$95,181	549
PhD	14	\$97,218	513
MBA	34	\$110,417	618
Multiple Supplemental Categories (inc. MBA)	11	\$109,455	638
<b>Total</b>	<b>1341</b>		

**Table 13: Paid Benefits**

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life Insurance	27.0%	50.7%	13.1%	4.0%	5.2%
Pension Plan	10.9%	60.6%	3.3%	22.7%	2.6%
Short Term Liability	44.4%	31.8%	5.8%	4.8%	13.2%
Long Term Liability	35.3%	37.6%	11.1%	2.8%	13.3%
Extended Health Plan	39.7%	41.2%	10.3%	3.4%	5.3%
Drug Plan	42.5%	45.1%	6.7%	2.7%	3.0%
Dental Plan	44.5%	47.8%	4.6%	1.6%	1.5%
RRSP	4.4%	36.5%	12.0%	41.2%	5.9%
Stock Purchase	2.1%	11.0%	10.2%	69.5%	7.2%
Parental Leave	24.0%	6.4%	2.2%	26.0%	41.4%
Continuing Educaiton	61.9%	18.6%	4.3%	6.9%	8.3%
Training	84.7%	5.0%	2.3%	4.7%	3.3%
APEGM Dues	79.8%	1.3%	14.3%	4.0%	0.6%
Technical Society Dues	50.8%	3.3%	16.7%	13.2%	16.0%

**Table 14: Employment Benefits**

Benefit	Employer Provides	Does Not Provide	Not Sure
Savings Plan	19.3%	68.1%	12.6%
Profit Sharing	24.2%	70.0%	5.8%
Productivity Incentive	17.4%	76.6%	6.1%
Leave of Absence	61.2%	21.0%	17.9%
Flexible Work Hours	79.1%	18.5%	2.4%
Job Sharing	18.7%	57.6%	23.7%
Vehicle	13.1%	84.5%	2.4%
Vehicle Allowance	29.6%	66.3%	4.0%
Liability Insurance	42.6%	39.3%	18.1%
Daycare	1.1%	89.1%	9.7%
Parental Leave	49.6%	23.3%	27.2%



**Table 15: Average Classification Rating Results**

Classification Rating	All	Engineers	Geoscientists	EITs / GITs
A-Duties	92	109	109	42
B-Education	69	69	74	66
C-Experience	94	107	112	53
D-Recommendations, Decisions	92	101	102	65
E-Supervision Received	67	72	74	52
F-Leadership Authority	30	35	31	13
G-Supervision Scope	8	9	6	4
H-Use of Seal	7	9	7	0
I-Job Environment	2	2	3	2
J-Absence from Base of Operations	2	2	3	1
K-Accident & Health Hazards	5	5	8	5
<b>Total</b>	<b>467</b>	<b>520</b>	<b>529</b>	<b>302</b>

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

APEGM Point Ranges	Mean Base Salary	No. of Participants
199 or less	\$63,487	21
200 - 299	\$57,490	177
300 - 399	\$67,729	220
400 - 499	\$81,089	228
500 - 599	\$93,651	230
600+	\$111,922	294

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

APEGM Point Ranges	Mean Base Salary	No. of Participants
199 or less	\$58,271	4
200 - 299	\$57,814	46
300 - 399	\$67,787	42
400 - 499	\$79,320	33
500 - 599	\$85,911	26
600+	\$100,801	15

# APEGM 2012 Salary Survey

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**Table 18: Mean Base Salary for Different APEGM Point Ranges by Size of Employer**

Size of Employer Organization	Average APEGM Points	Average Base Salary	No. of Respondents	% of Respondents
2-20 Employees	470	\$75,949	100	7.4%
21-100 Employees	469	\$80,356	245	18.1%
101-500 Employees	467	\$83,450	293	21.7%
500+ Employees	466	\$85,512	702	51.9%
Self-Employed	579	\$123,940	13	1.0%
<b>Total</b>			1353	100.0%

## List of Figures

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

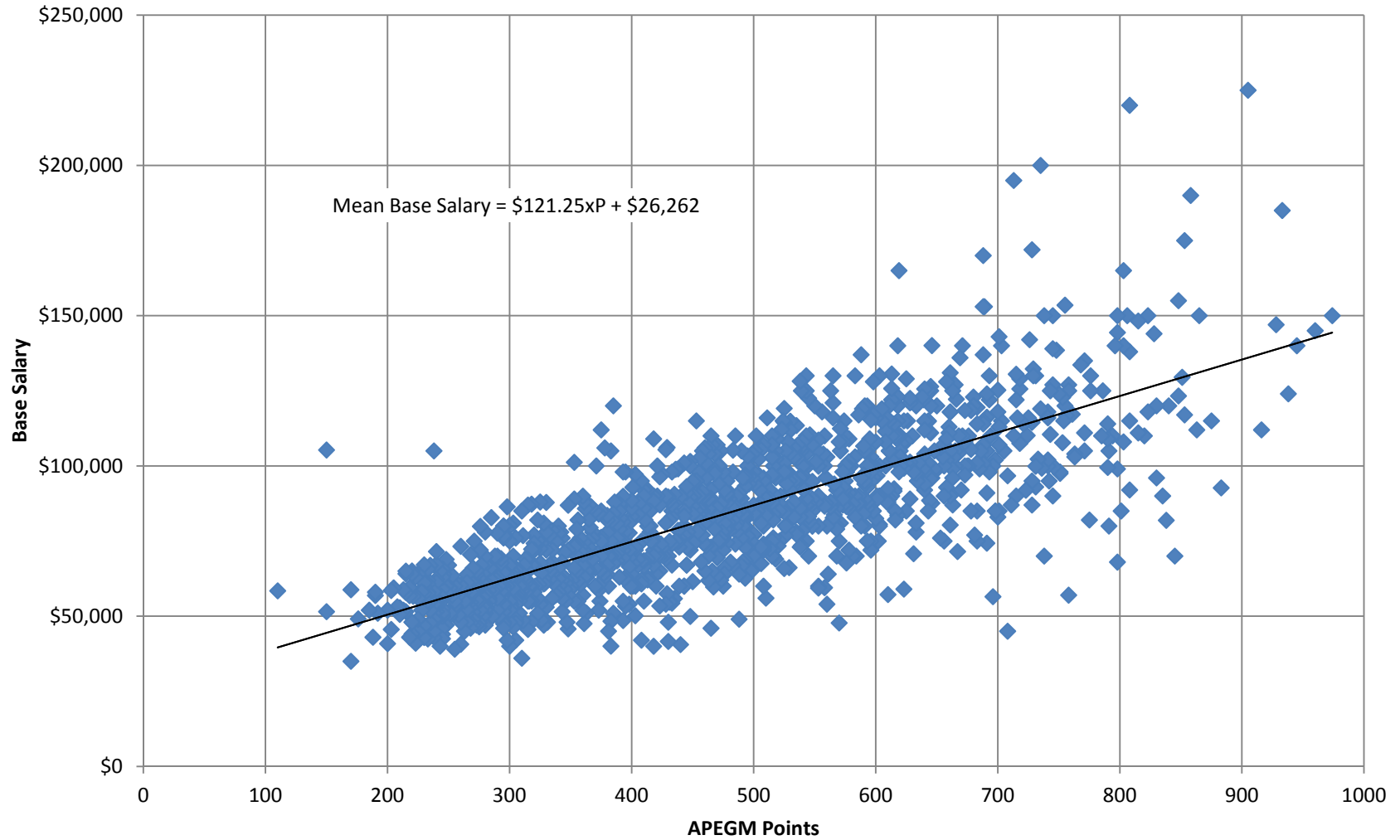


Figure 2: Response by Employment Sector

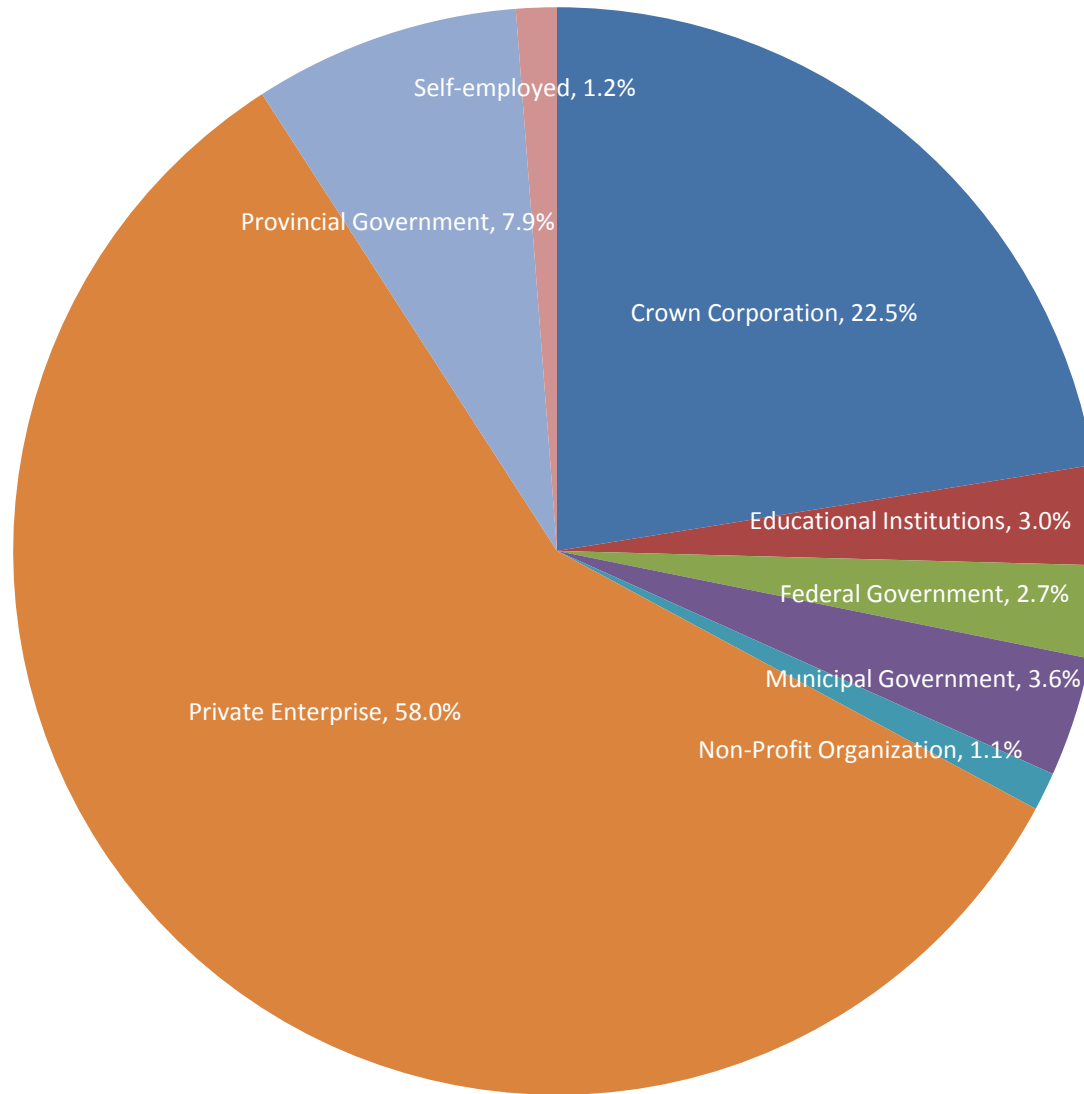
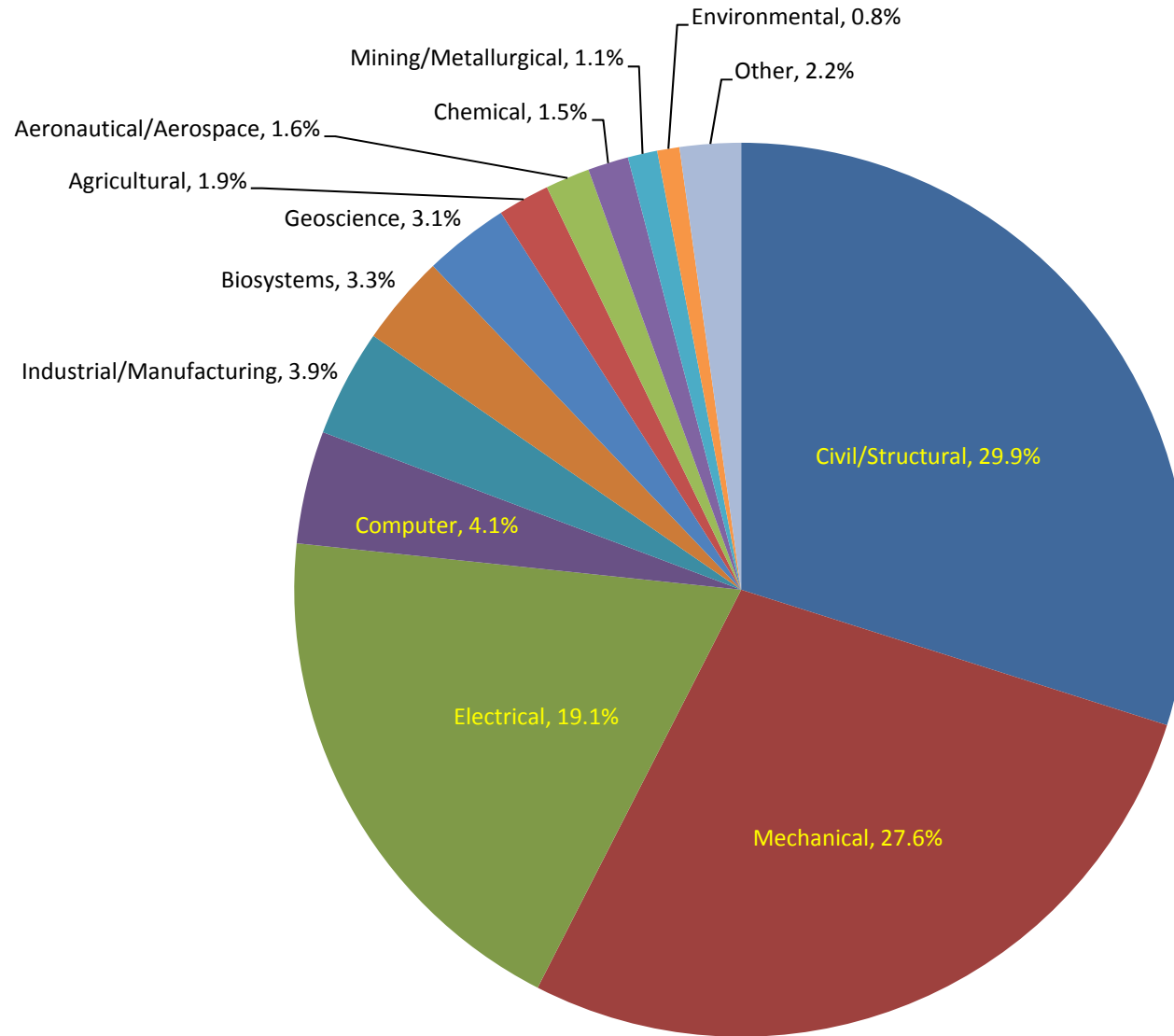
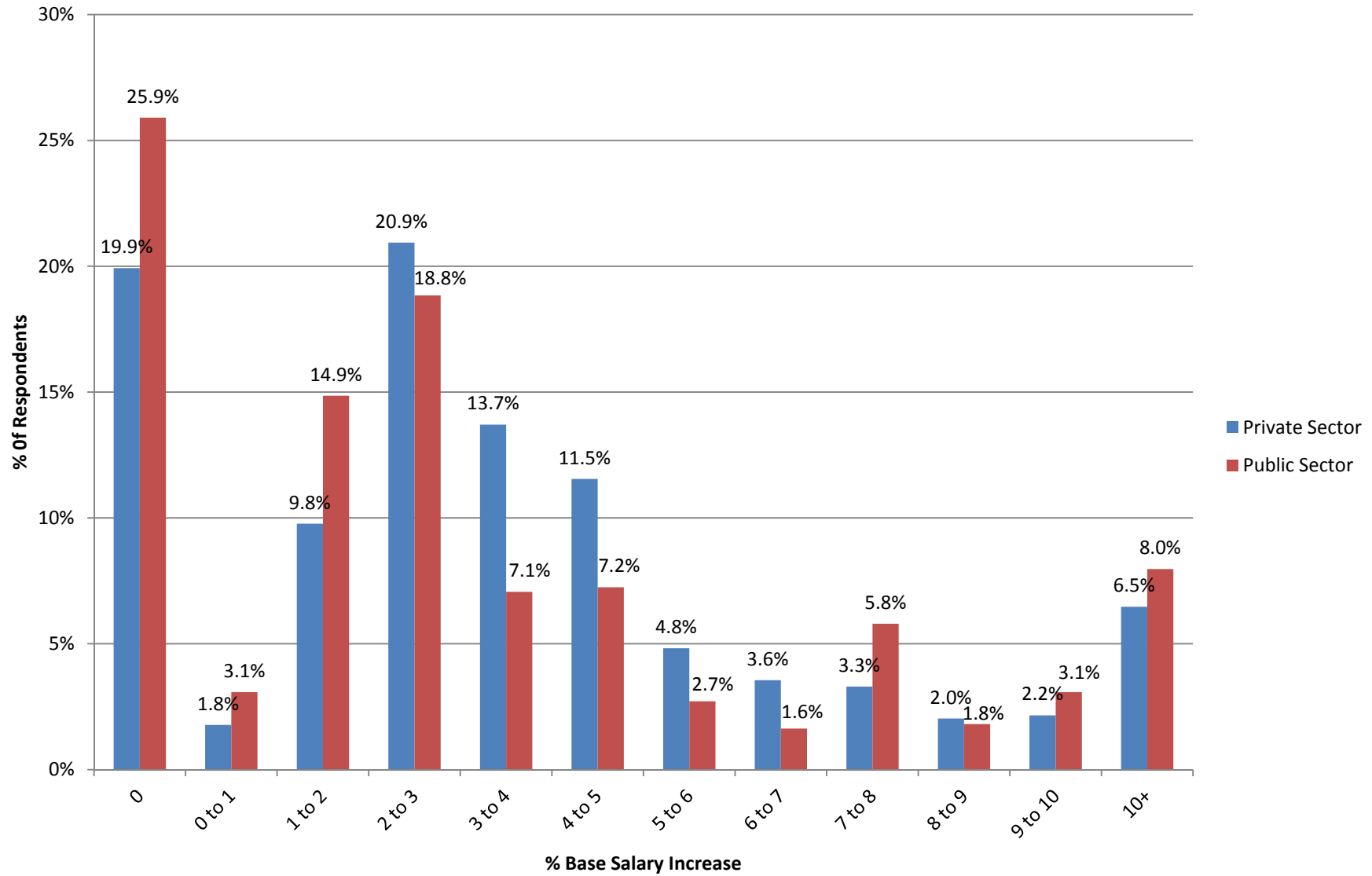


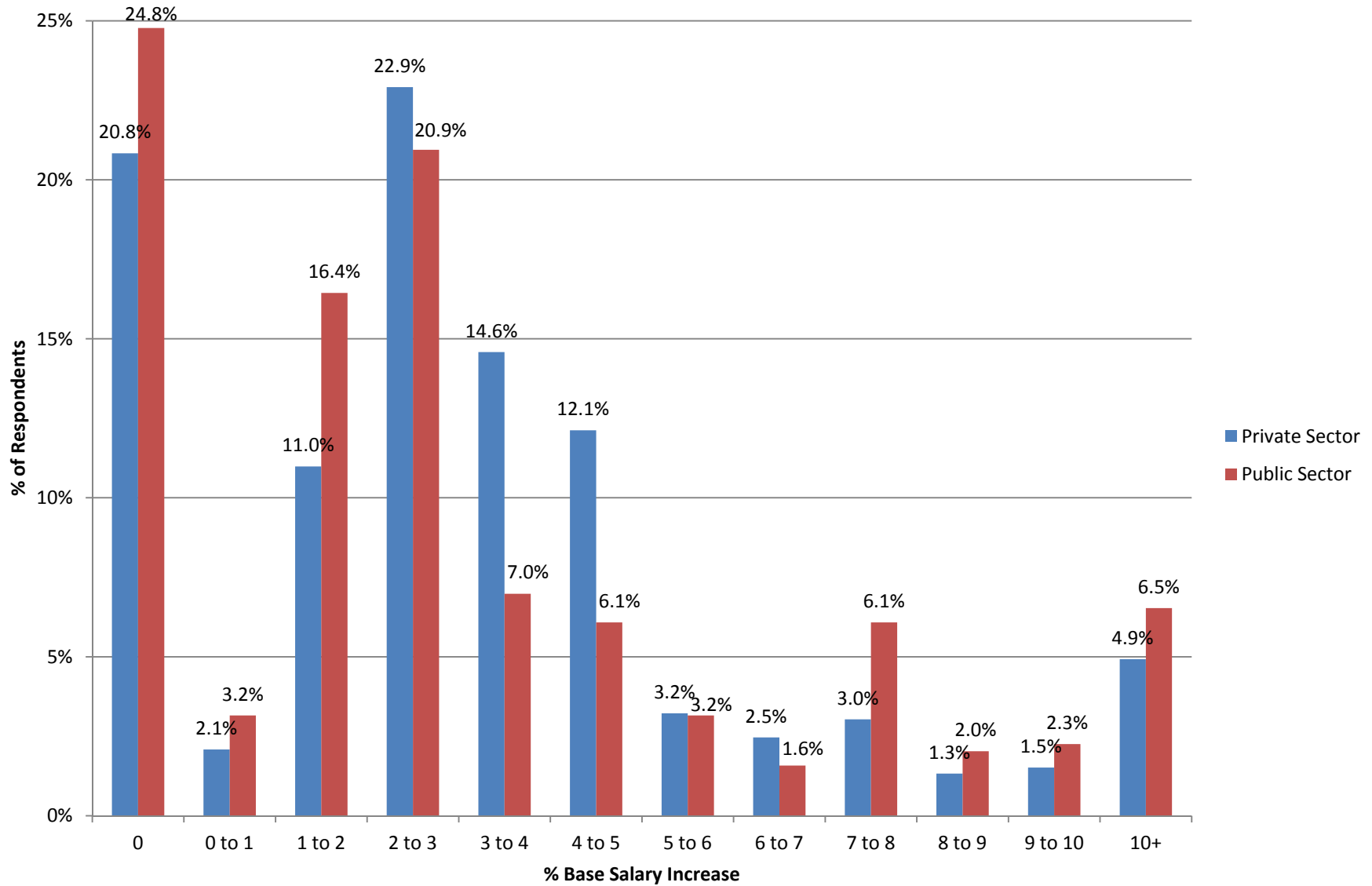
Figure 3: Responses by Discipline



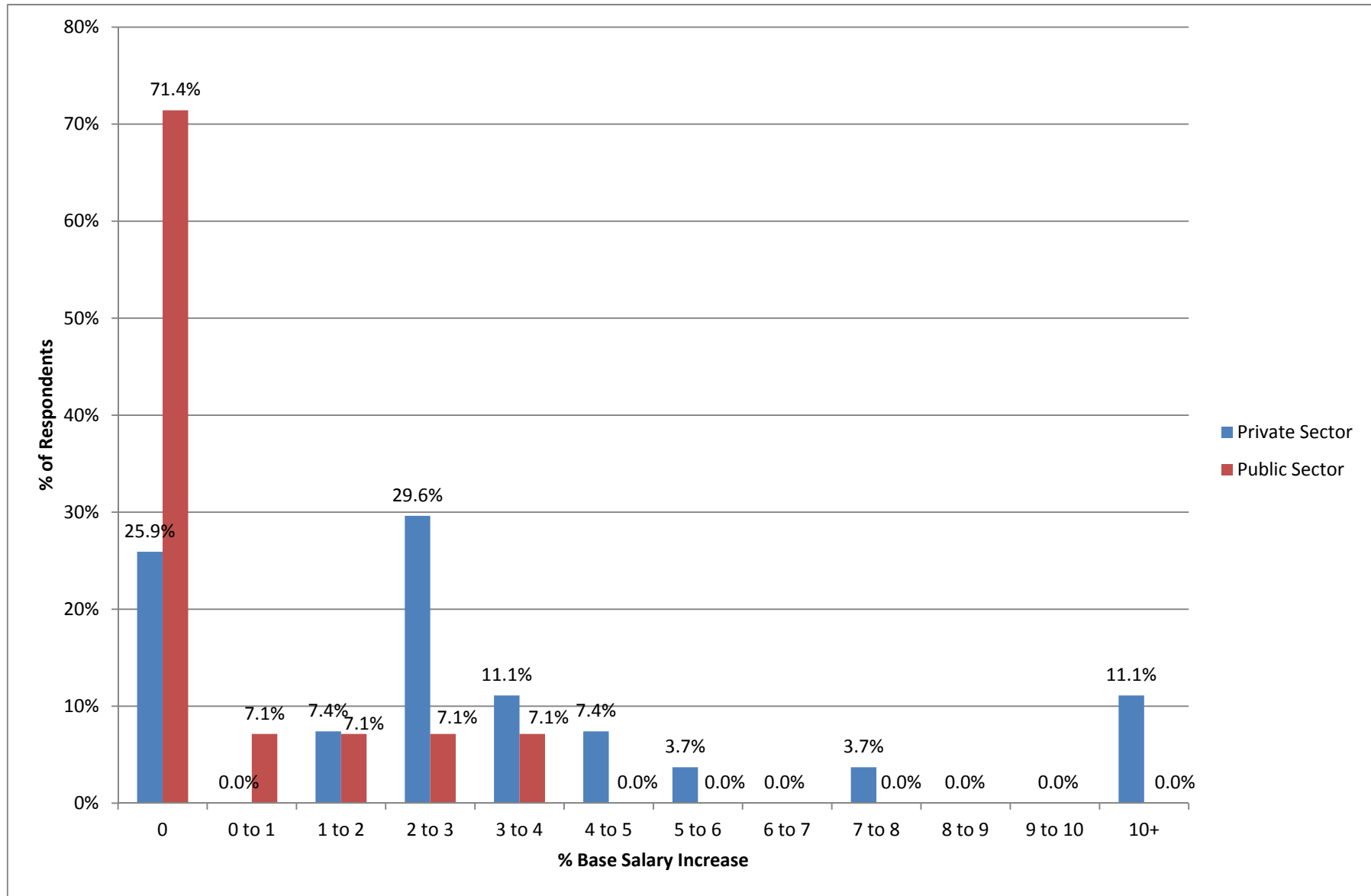
**Figure 4: % Base Salary Increase for Public and Private Sectors**



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

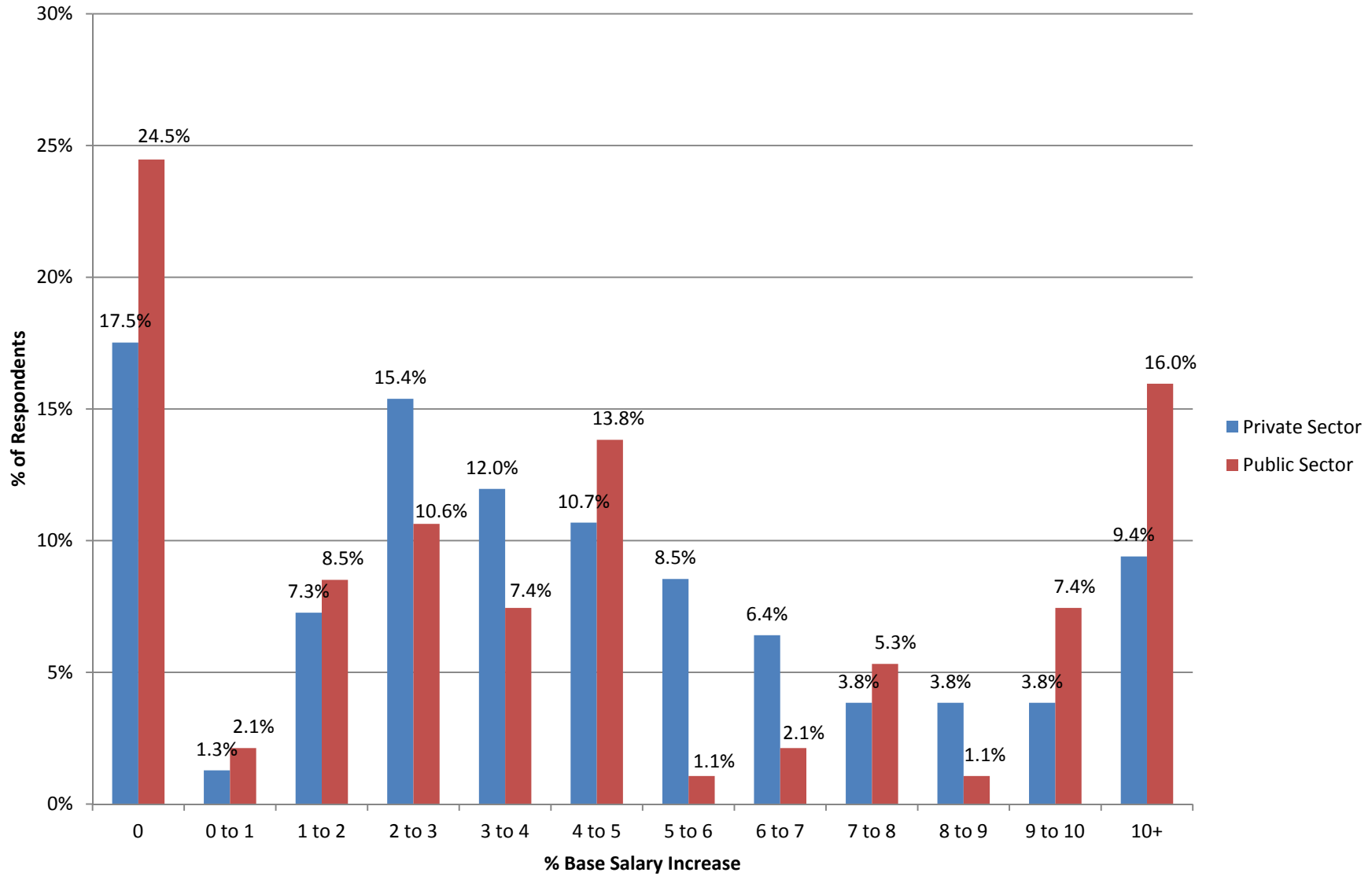


**Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists)**



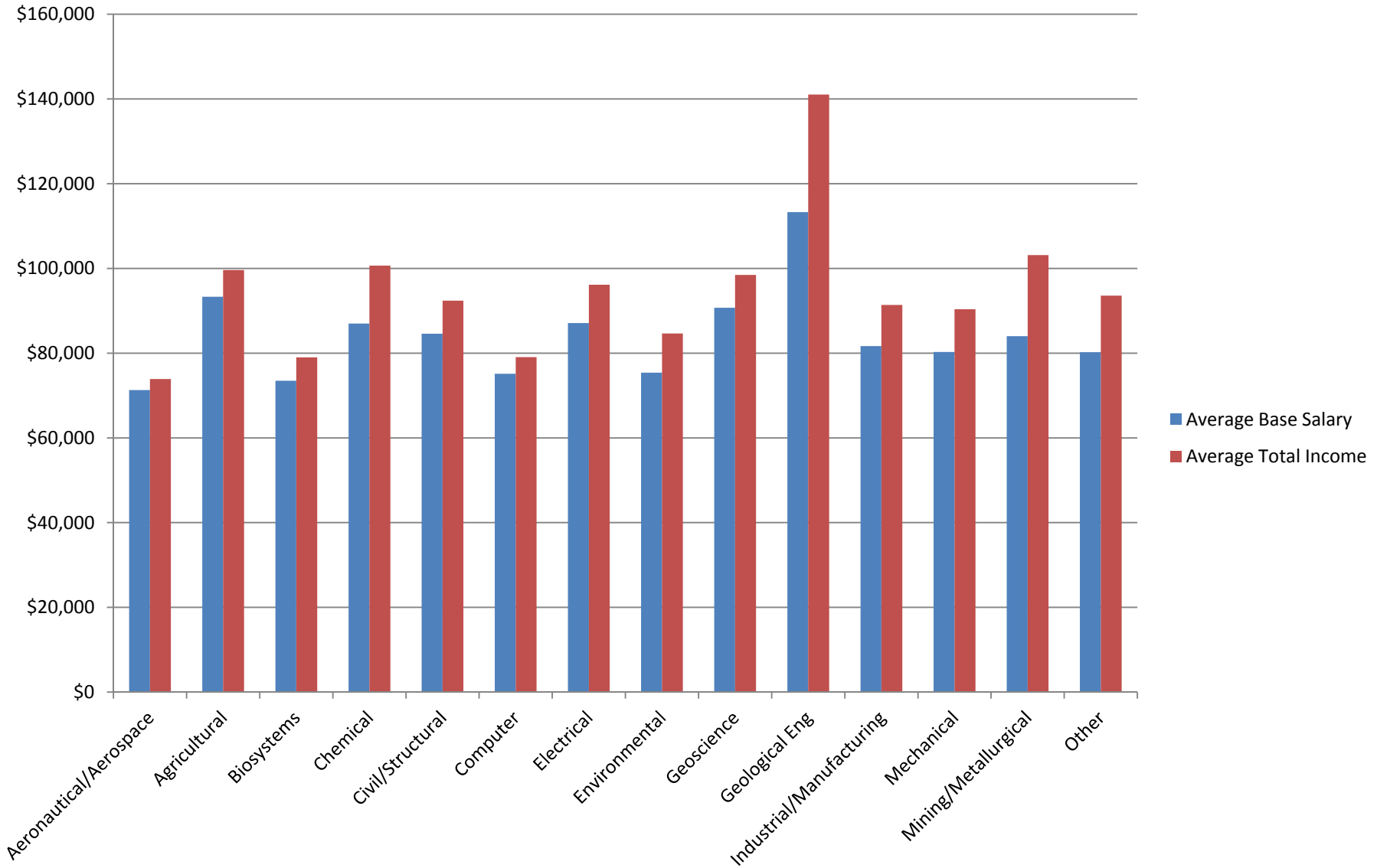


**Figure 7: % Base Salary Increase for Public and Private Sectors (EITs/GITs)**

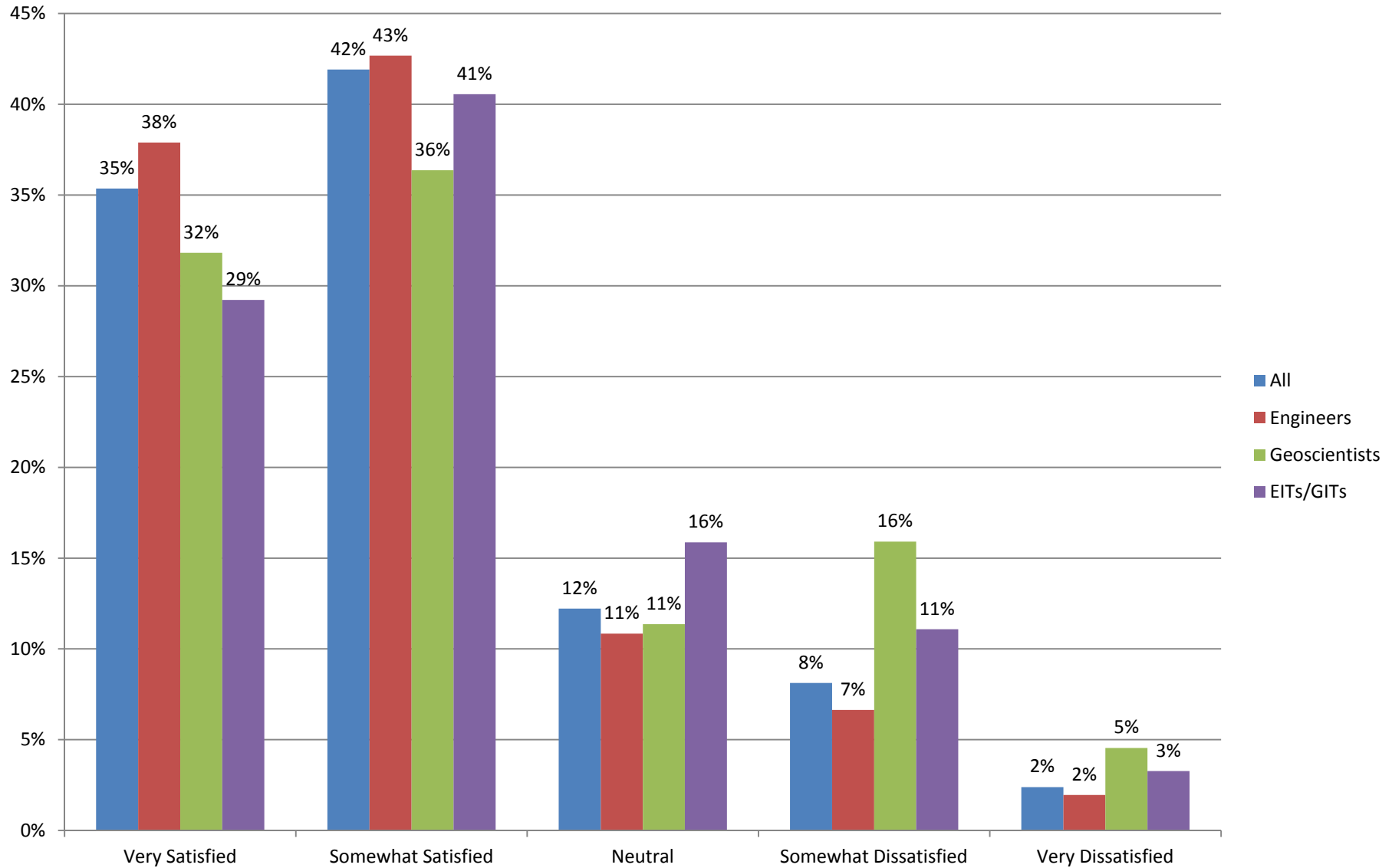


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**Figure 8: Average Base Salary and Total Income (Salary, Bonus, Overtime, Commissions) by Discipline**

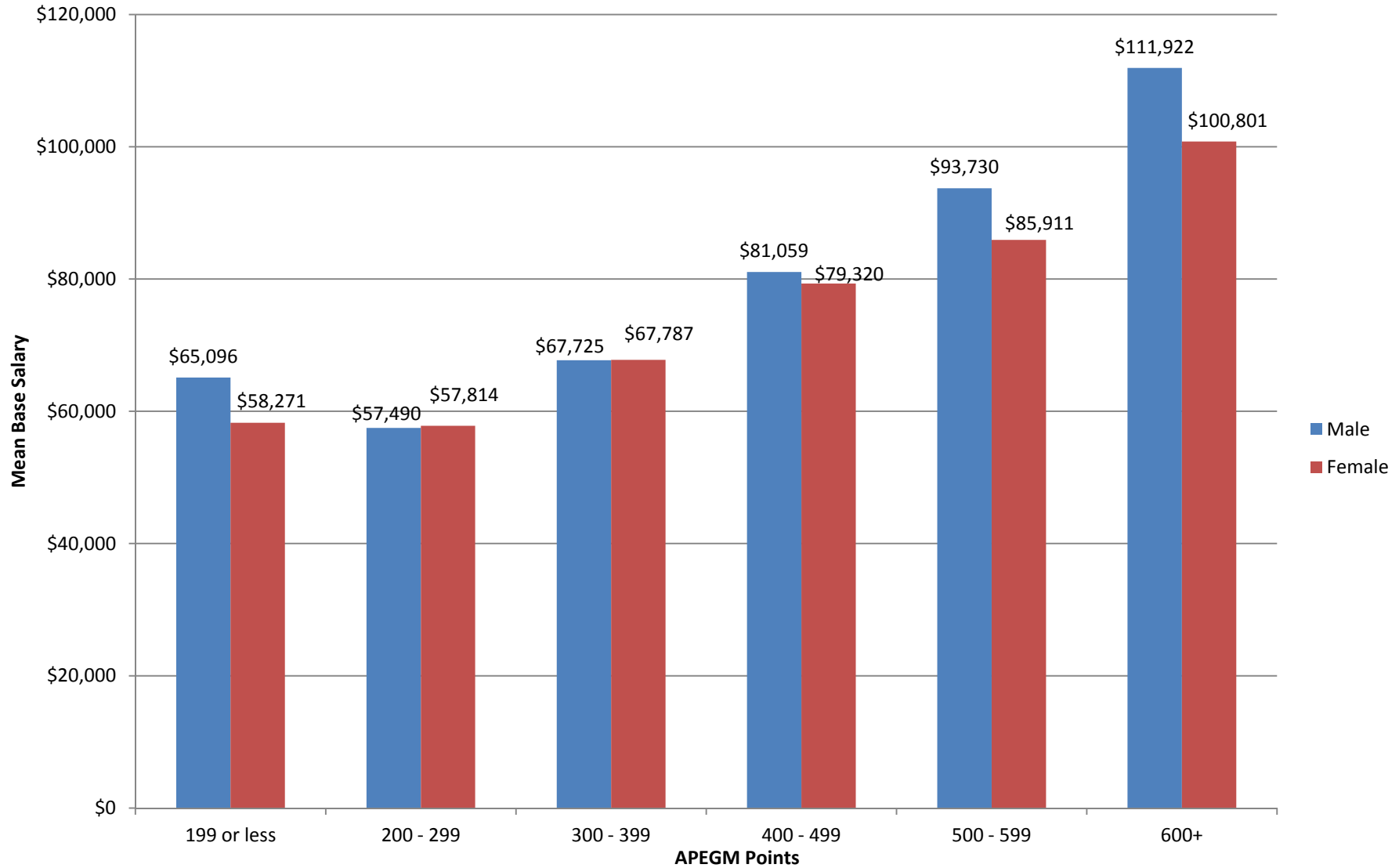


**Figure 9: Overall Satisfaction (All, Engineers, Geoscientists, EITs/GITs)**

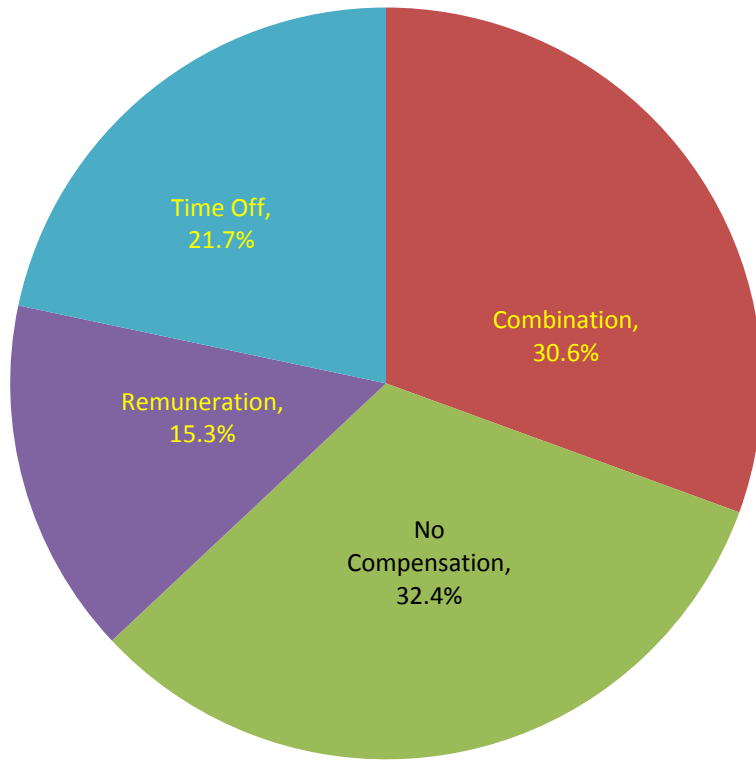


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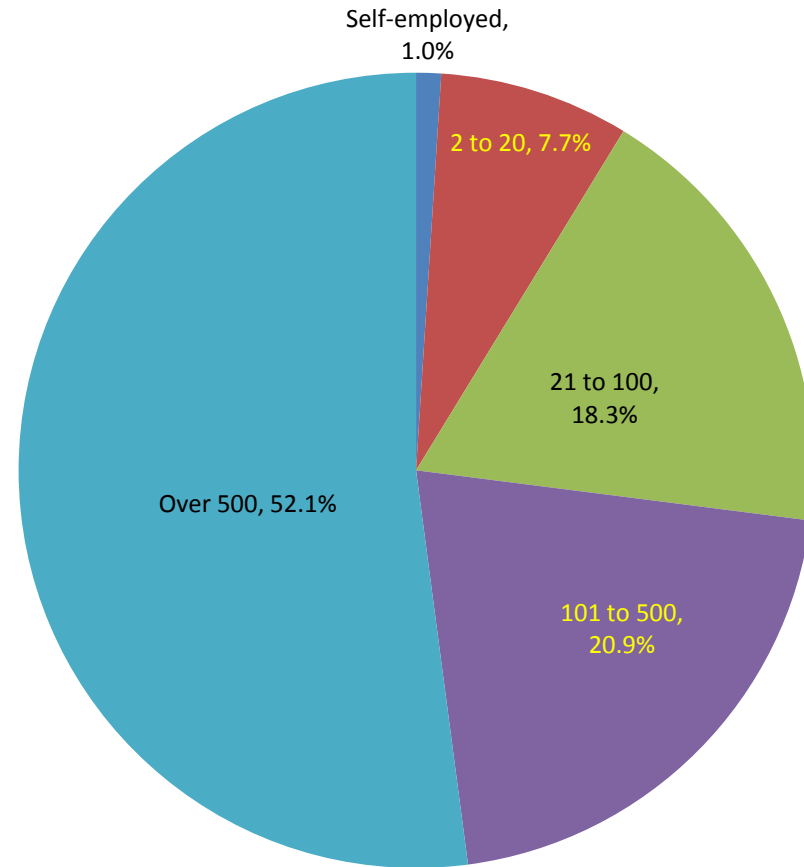
Figure 10: Mean Base Salary for Different APEGM Point Ranges by Gender



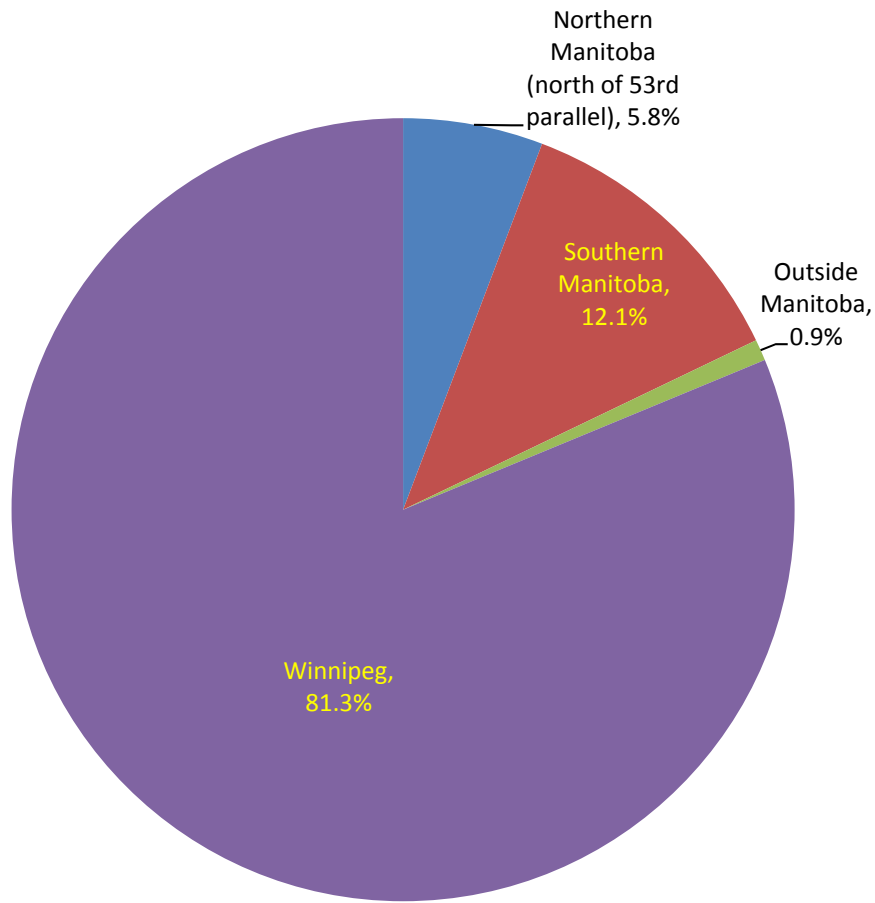
**Figure 11: Compensation for Overtime**



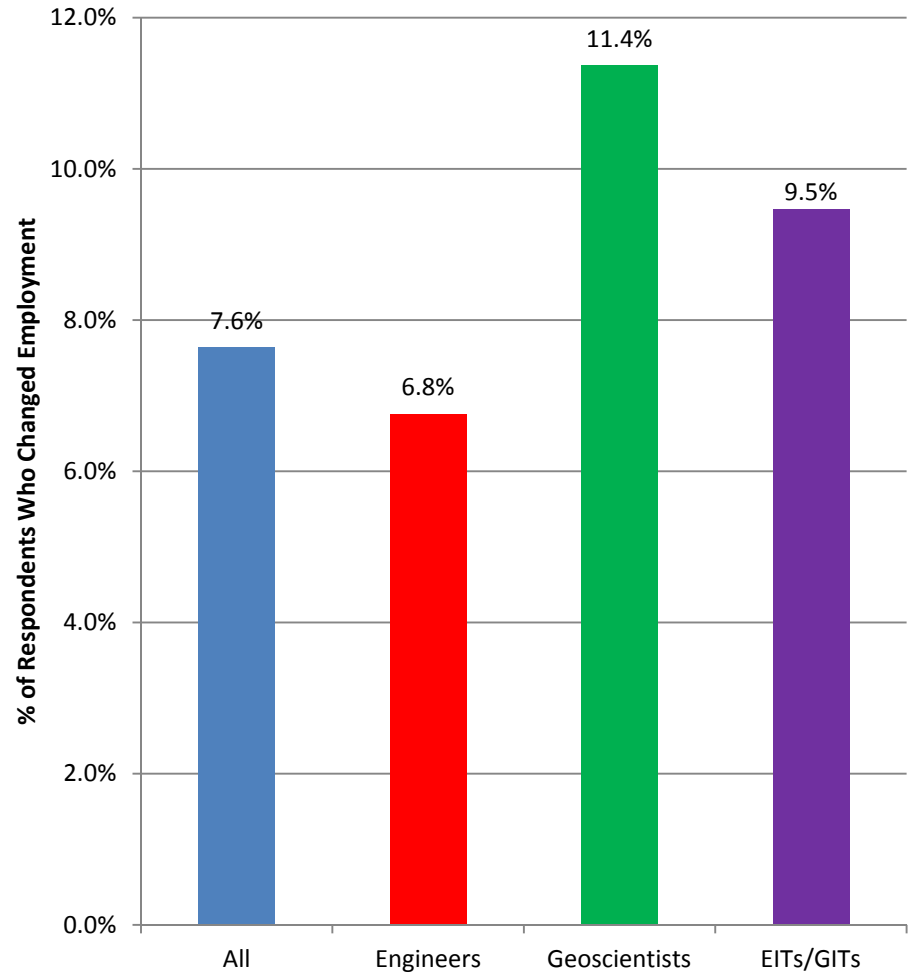
**Figure 12: Size of Organization**



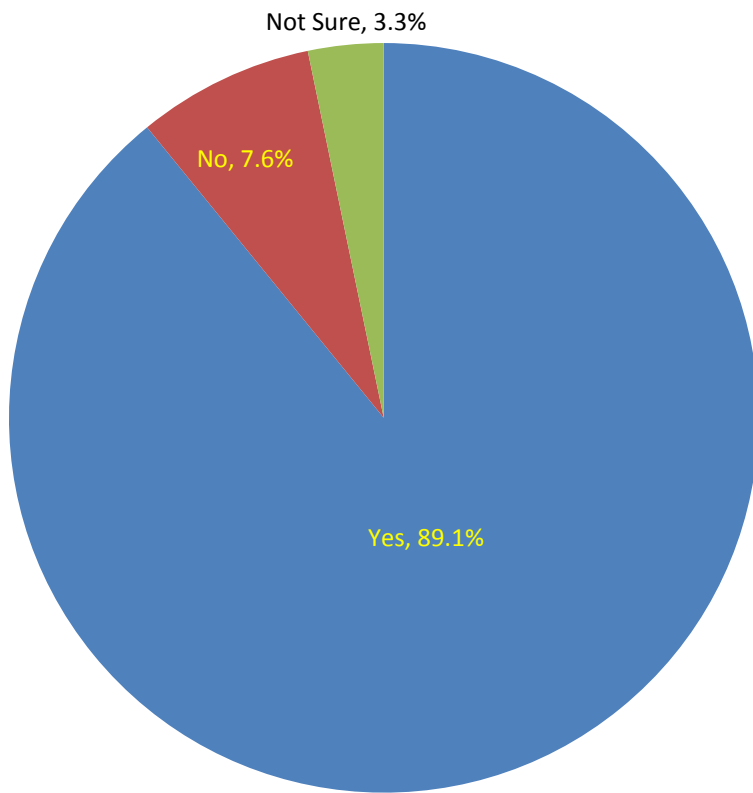
**Figure 13: Principal Work Location**



**Figure 14: Change of Employment**



**Figure 15: Sick Time – Entitlement**



**Figure 16: Vacation Time - Entitlement**

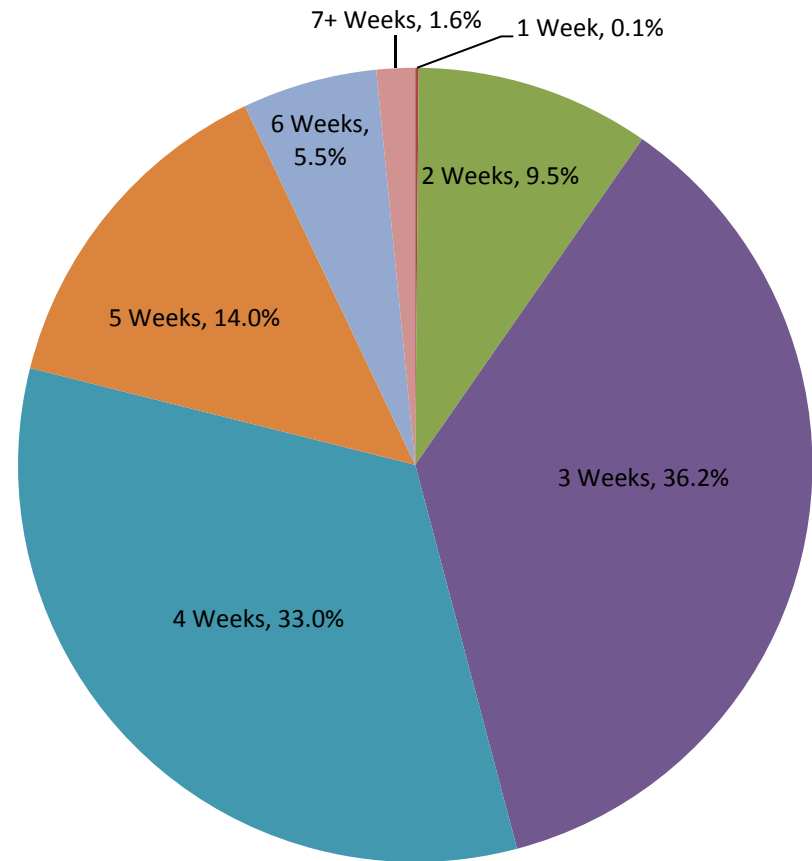


Figure 17: Respondent Base Salary vs Years Since Graduation

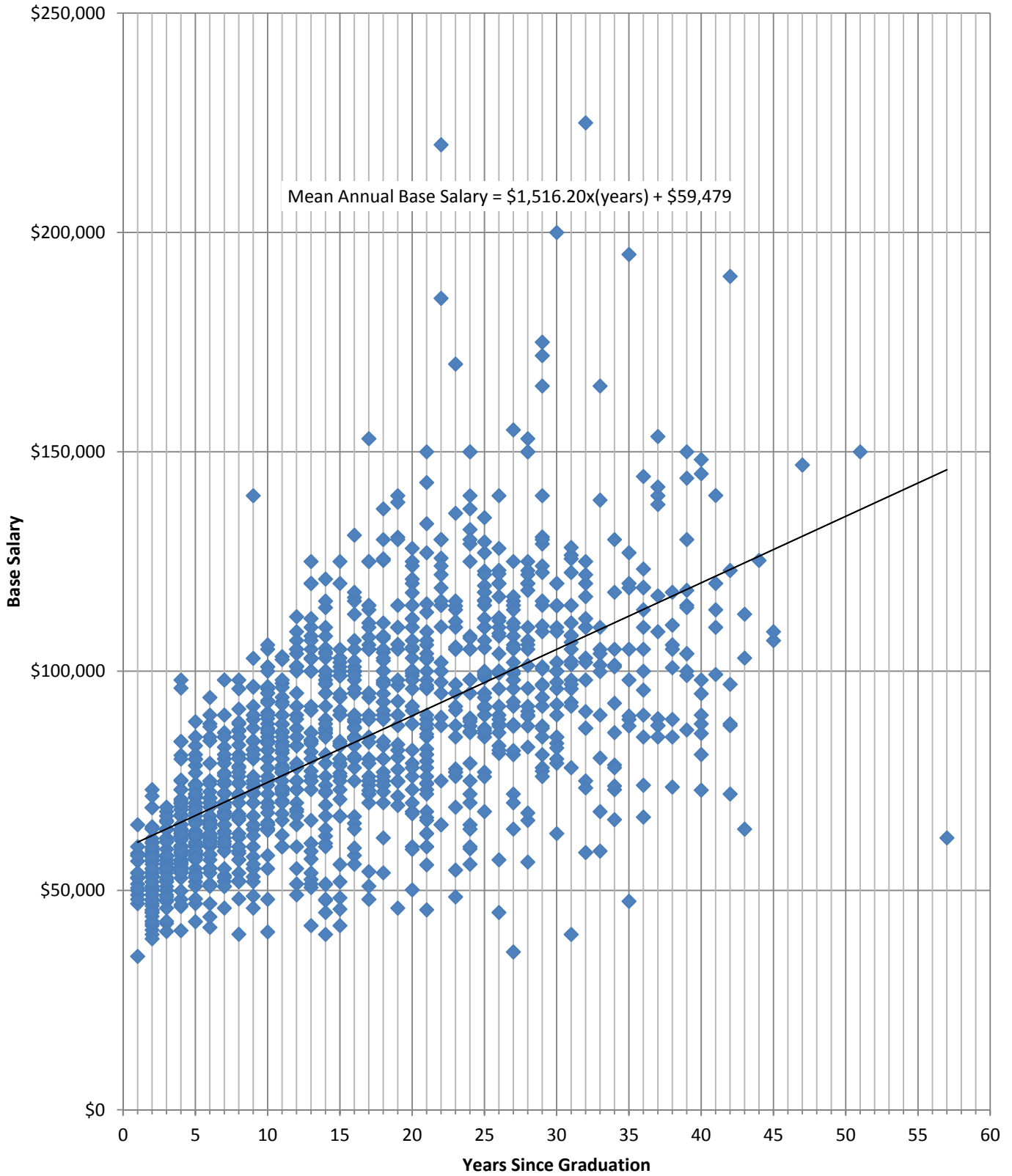




Figure 18: Base Salary vs Years Since Graduation (Engineers)

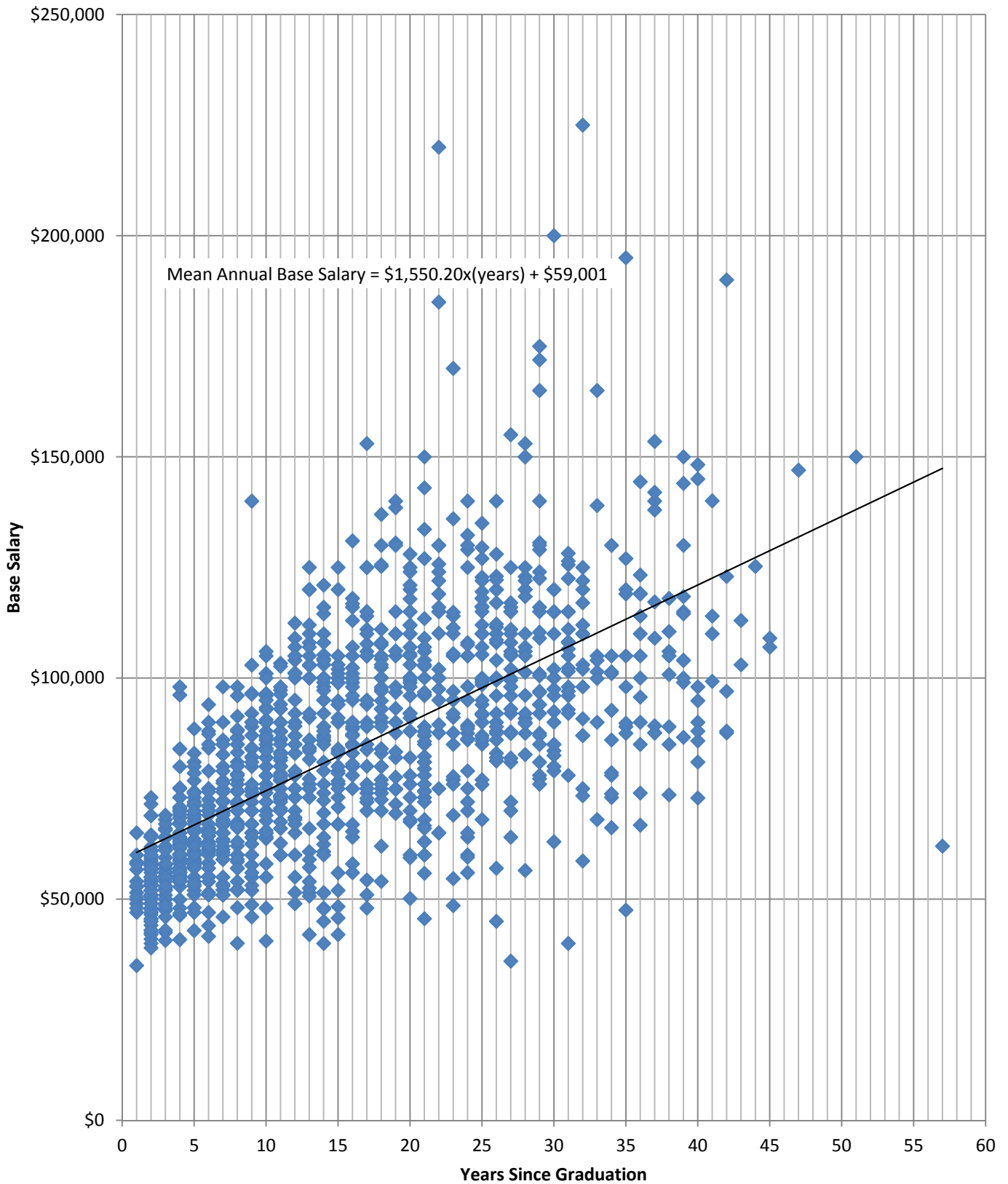
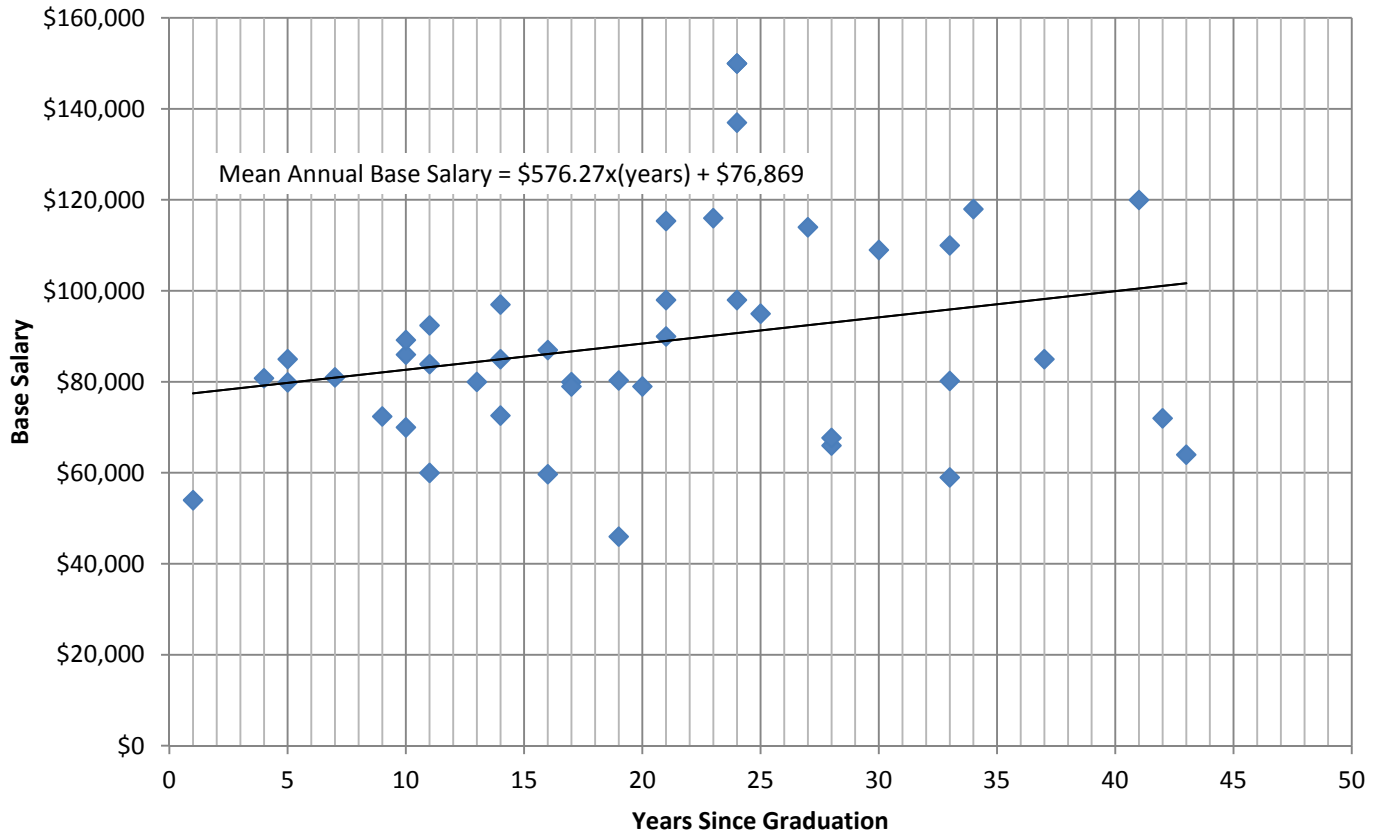


Figure 19: Base Salary vs Years Since Graduation (Geoscientists)



# APEGM 2012 Salary Survey

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## Comments in Detail

### ***Survey Format (Suggested Changes)***

Suggest that one or two PDH Participation hours be given for doing the survey.

---

Please have a section of remuneration for travel expenses. Suggest whether or per diem is used, pay for meals, pay for rental car, etc.... is done by the company or the employee. How are travel hours expensed? Does time in an airport count as travel time? Is it billable?

---

It would be nice to get a summary/total of the points indicated in this survey(maybe on the main log in page). This will allow one to look at the results of the survey and see where they fit. I have written my score down but will probboly lose it by the time the results are out.

---

The point system is confusing. There is a way to create a system that tallies weights to selected points in the back ground. Information about a weighting can bring about bias and confusion on a survey of this nature. It would be easier to conduct with simple and consistent "choose one bubble" scenarios without having to change the method of choosing for each page or topic.

---

Some clarification on questions would be helpful in the Classification Rating Guide, instead of just reprinting the question. I know what the halfway point between 10 and 20 is (I'm an Engineer after all), but I may not know what you mean by a "Low" or "High" Hazard.

---

Perhaps there should be a question regarding the environment worked in when out of the office. I found it difficult to answer the question about "work environment", because most of the time is in the office, but when I have done site work, it was an awful health hazard of a place to be. But the secondary "environment/hazard analysis" sort of covered it. All in all, a decent survey.

---

No mention of stock options in the compensation. Also, the point system (still) seems skewed to traditional notions of big companies and management being the goal and a measurement of success.

---

Thank you! I suggest survey should ask for information related to other professional designations and education.

---

My answers from last year should already be filled in. I trust APEGM to store this information. We should also have the option to skip the question if we are not sure how to answer. Instead, I was forced to pick an answer that I really didn't understand, thus skewing the results.

---

Perhaps migrate previous year's answers so that we can just update the changes applicable to this year.

---

Question on page 7 options include "P.Eng/GIT" and "P.Geo/EIT". Should the GIT and EIT be swapped?

---

Add some questions for person change position in one year.

---

For the first few slides, more than one question per page would be nice to help speed up filling in the survey

---

# APEGM 2012 Salary Survey

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I am self employed and answered no to the employer provided benefits questions. Once I declare that I am self employed, I wonder if these questions should be skipped? I provide insurance for myself.

---

This survey isn't significantly time consuming but I would still much appreciate not having to repeat myself year after year. There must be a way for you to set our last year's inputs as the default for this year. Especially for inputs like description of employer, work sector, size of company, what benefits are offered, etc. While there may be a concern of prejudicing our inputs by showing last year's answers on questions pertaining to job duties, risk exposure, etc., but at the same time it would be good to see what I answered last year so I can bump them up accordingly if changes have occurred. A person's responses will be aligned and less random over time that way.

---

There are more options for what type of compensation you get for overtime, such as you can get your first x amount of hours paid out, but then you have to take time-off, or if it's a federal project, then the overtime must be paid out, etc. Often, the answers are more complex than the options given.

---

Would like more detail in the benefits section; Detail such as RSP match rate.

---

It would be helpful if I could refer to my Classification Rating Numbers from previous submissions.

---

For the most part survey is easy, I suggest that survey questions should clearly mention the period for which it is conducted. Recently I changed my job and so on some questions I wasn't sure how to answer.

---

Would be beneficial to have a space for comments/additional info associated with each of the major categories

---

It is unclear if the answers to questions regarding benefits should be as they apply to me specifically or to employees generally. i.e. I do not take advantage of all benefits but they are available.

---

I found the wording of section C (regarding vacation) a bit confusing. I was unsure if I should include the 2 weeks that is mandated by Manitoba legislation or if I was to only enter in employer paid vacation on top of the 2 weeks I'm already entitled to. I ended up typing in 2 weeks as my Manitoba mandated vacation.

---

Please check the Salary part, I only worked for 16 weeks with base salary of \$70,000. I'm thinking I should be able to input the amount I earned for that duration but it automatically (and I'm unable to edit) hard codes the base salary.

---

There could be a better division between management and project management.

---

I suggest that points for workplace and exposure to risk are low compared to other areas. Good to work through.

---

Maybe the following form of questionnaire might be more useful for people that don't fall into the 'mainstream' engineering career paths: assign experience points for each of the now bundled 'actions' (e.g. supervising 5pts, working with limited supervision 5pts, using seal 5pts, ... Then have a large list of

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# APEGM 2012 Salary Survey

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these 'actions' and each person can freely choose the 'actions' that are applicable to them rather than having a descriptive set of actions (like it is now) which may not fully apply to the individual.

---

should have category for other work. I get paid about an extra 5-10k/ yr for union work. Of course it means i give up evenings, weekends and holidays.

---

Travel should be rated higher!! Travel is hard!!

---

This is the first time I have filed the salary survey. Under decipline, I did not see the very important field "water resources engingerng". It would be good to include various fields within the water resources enginnering: e.g.: Hydrology; Hydraulics; and Hydrotechnical (hydrology/hydraulcs/Design of Hydraulic Structure); Within Provincial government engineers and geoscientists- the sectors can be - planning, operational, and regulatory services.

---

Number of employees being supervised seems skewed, I don't think it should be a linear scale, and it's important how many are directly supervised vs. indirectly supervised. Some of the scales seem to have a lot of options to single out high level executives at very large companies. I doubt there are many that fit into that category, especially in Manitoba. It would likely be better to put more categories to separate out the differences between people who are more likely taking the survey (average APEGM member). Last, it would be better to have a 1-5 scale for a bunch of different skills/smaller questions, then total the points for these rather than a person trying to fit their job description into 1 of 6 major categories. I think this would be better because there is a vast variety of roles and responsibilities that people have within organizations, and it's not easy sometimes to pick the correct category when they're so broad and vague.

---

Because power engineer is related to all aspects boiler plants, water treatment plant both waste as well for boiler quality, environment treatment plant in our recycling plant waste of poultry, hog, fish as well as cooking oil waste from hotel & restaurants, air pressure plants, minor electricals jobs also, which all related to engineering should be accepted

---

Room for comments on at the end of each category, because sometimes having to select an option "closest" to the truth.

---

It would be nice to see the category "consulting" divided up into structural, civil, electrical, mechanical consultants.

---

The points system was a bit confusing at first. When the short explanation distinguishes "total line", it almost seems like you would have to derive points from every single category in a section that had more than 1 option (e.g. section A).

---

Too many redundant questions (for instance, I was asked about my education level multiple times). Also, there were questions that I would have preferred not to answer but that required an answer in order to proceed.

---

Very straightforward. Could use some direction that scores half way between are permitted.

---

# APEGM 2012 Salary Survey

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Good survey format with a reasonable speed of entry. Good exit process and re-entry when interrupted. I suggest that APEGM alternates employee and employer salary data every other year to get a more accurate representation of salary data. I feel that many people may, with or without ill intent, provide somewhat misleading input data due to the personal conflict of interest they may have when entering data. Some feel they can influence their own salaries by entering in artificially high data.

---

a definition or examples of some of the adjectives would be helpful - i.e. how large is a 'very large' company?

---

I felt the survey was well setup. Having a better turnout would increase the validity of the statistical analysis. I'd suggest offering 1 PD hour, or something along those lines, to help encourage participation. It does take time to complete, and one could argue it contributes to the overall professional development of the profession.

---

When the survey asks about employer change during "reporting period". The period is not defined. I did not notice any definition during the survey other than salary based on Dec 31st.

---

## ***Survey Format (Positive)***

KEEP UP THE GOOD WORK. THIS IS REALLY EYE OPENING DATA THAT I CAN SEE AND COMPARE MYSELF WITH OTHERS.

---

I believe this survey is much improved over previous years

---

Thanks for producing a well organized survey. I was able to complete within the 15 minute estimate.

---

Great survey. Very easy to quickly answer the questions. Keep up the good work!

---

I liked the survey format, it was easy to follow.

---

I like the format.

---

Great incentive to complete this Survey. This Survey is simple and to the point

---

The survey was straightforward and easy to complete.

---

Good job putting this together.

---

- I liked the example classification ratings, it made it a lot easier to compare my situation to the choices.  
- Questions and options were clear.

---

Good job on the online salary survey. Easy and doesn't take much time. I already own an iPad2, but thanks anyway. Good idea.

---

# APEGM 2012 Salary Survey

---

The classification ratings and examples are helpful in selecting an approximate score for my overall responsibilities, level of supervision, leadership, etc.

---

Like the format, easy to use.

---

Like the format. It's short to the point and consistent every year. Very valuable.

---

I really like this form for the Salary Survey.

---

Nice job putting together the survey, very easy to follow and complete. Thanks

---

The form works great! Well done.

---

Still very happy with the format and value from the salary survey. Well done.

---

Format is improved over other years - thanks.

---

I thought the Salary Survey has been greatly improved over the years & will continue to participate.

---

The survey is well formatted and easy to use.

---

Seems like all the little bugs have been worked out. Good job. It was very easy to complete this time.

---

## ***Engineering & Geoscience Professions***

I am very dissatisfied with the requirements of the new CPD program. Clearly, APEGM has little faith that its members possess the professionalism to properly manage their own competency. Suggestion: Loosen the reporting requirements for the majority of members, however, retain the compulsory reporting requirements for any members who have breached the public trust, through a violation of the Act and/or Bylaws. Such an approach would restore my personal sense of professionalism and provide the Association with sufficient evidence that it has in place an effective continuing competency program.

---

MORE EVENTS UP IN THOMPSON, Please!

---

Salary is not most important when choosing a career. A career with many challenges and continual learning keeps an individual happy and compensation follows.

---

It would be nice if this survey could be used to drive improvements for engineers in the industry. Instead of just governing the engineers and protecting the public (which is important and required), it would also be nice if engineers were represented and supported by APEGM. Some effective marketing could go a long way.

---

# APEGM 2012 Salary Survey

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This should be a mandatory requirement for all APEGM members as most large companies use it as a means to gauge employee remuneration so low responses have a direct impact on employees wages. How do I know this because its been used against me.

---

Good overall survey format. As a general comment, I would like to see a larger focus on the manufacturing sector that has been the path that many engineers like myself have taken. As a member for 20years, very little attention has been played to developments in manufacturing and process improvements. I feel that only need for my stamp/the APEGM has been when applying for a new position, other than that the odd passport. I understand the regulatory implications but there has to be more to membership for groups other than strictly design and civil engineering forums?

---

I prefer more networking opportunities

---

I havent seen that these surveys improve salaries of engineers; therefore the purpose of these surveys seems unclear

---

I would like to see APEGM offer Geoscience focused workshops or professional development courses. Thank you. Keep up the good work.

---

There are lots of opportunities for foreign educated professional (immigrants) who become a member of the APEGM.

---

APEGM should implement a Provincial Wage Scale for its engineers...much like other professions do (e.g. doctors, dentists, physiotherapists,etc.). APEGM should also administer a basic writing skills test before granting any engineer a P.Eng. status (as far too many engineering graduates cannot write effectively, at all, these days).

---

## **General Comments**

It's very easy to do the survey online. Everyone should do it.

---

iPad....well played!

---

the ipad is an excellent way to motivate people to complete the survey.

---

Survey was quick and easy to complete.

---

This web-based version of the survey is very easy to complete. Well done.

---

quick and easy!

---

Very interesting and useful tool. Thanks.

---

Was easy to use, and fast, good work

---



# APEGM 2012 Salary Survey

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---

Good Work, very easy to use.

---

easy to use survey

---

This is a very complete and user friendly survey

---

Great, right to the point and interesting questions.

---

Thank you for compiling the data.

---

no comment.. keep up the great online experience

---

Well done.

---

very easy to complete

---

It's a good one!.

---

Some questions difficult to answer for people that are more involved in non-technical areas.

---

Very good tool to gauge where we stand.

---

Very quick and easy to complete this year - thank you!

---

iPad promo seems to be working! I haven't done a survey in a few years, but you got me back this time. Can we see our own data at a later date? I'm not sure I'll remember my points scores, and I wasn't keeping a running total...

---

User friendly.

---

Was easy follow and quick

---

Survey was quick and simple. Hopefully iPad incentive will increase the number of respondents.

---

Thanks for the efforts of APEGEM and the members who lead this initiative forward for the benefits of the profession. Much appreciated!

---

I am glad that APEGM does this survey.

---

This is a sensible and well laid out survey. I am interested in the algorithms by which the result are classified. Is there a name for this kind of survey?

---

I value the results of this survey. It is a great tool and valuable resource, but is only accurate with a high level of participation. Having the draw for the iPad is a great way to increase participation, as it caught my attention.

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# APEGM 2012 Salary Survey

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Good move with the iPad draw. Survey response rate has been low and needs to be improved.

---

No comments, easy to follow & complete.

---

Good survey. Easy to complete.

---

The length of survey is just right and very concise.

---

I like the survey, keep up the good work.

---

Great survey once again. Thanks!

---

Thanks for administering and publishing the annual salary survey results.

---

Look forward to reviewing the results!

---

A very good survey.

---

The prize is an excellent way to increase survey responses!

---

The survey takes at least 30 minutes!

---

You guys doing great!

---

Keep them up and strive for 100% compliance - this can only help the profession and management arrive at fair and equitable salaries

---

Good idea offering a chance to win a prize.

---

This is a good job.

---

Thank you for taking the time to do this. I think the draw is a good idea - it worked on me! :)

---

Looks great! Easy to fill out.

---

Keep up the great work guys.

---

The survey results give a nice idea where i'm at as a professional in the field. I appreciate that APEGM does this and look forward to the the outcome. Thank you

---

No comments at this time other than I like the web based survey and it worked well.

---

Electronic format is easy and quick - good design.

---

# APEGM 2012 Salary Survey

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Good survey short and to the point

---

## **Personal Results**

Due time constraint I do not have any comments and suggestions at this time.

---

The salary I entered was my total salary for the year divided by how many weeks I worked in the year (I only worked for 35 weeks because I am a recent grad)

---

This was hard to answer as I am a Project Manager in a Matrix organization - I am responsible for getting results from a team of professionals but I am not their functional manager. To complete this I took the assumption that I supervised them within the context of my Projects.

---

Having to only select one Principal job function is difficult as I do both Design and Project Management related work, I selected Design as I believe it took up a larger percentage of my time in 2011.

---

It is nice to see a spot where we can describe other forms of post-secondary education. I feel that my suggestion from last year's survey was addressed.

---

I held positions at 3 different organizations during the year which made it difficult at times to differentiate answers that were for a calendar year vs as of Dec 31.

---

Didn't see a place to enter my name so when I win the iPad, you can publish "\*\*\*\*\*"

---

Since I am retired and working on a contract basis for a consultant it is rather hard to fill out this survey. Answers will be skewed. The company I work for likely provides many of the benefits I answered no to but I do not qualify since I am not a full time employee.

---

Black smart cover please

---

I like to know the difference between Male and Female salary - is it somewhat a standard practice everywhere? How can I find out that?

---

Thank you for my iPad.

---

Had some issue entering answer into box had to go back and forth couples get info in. I worked a rotational schedule of 2 weeks on - 2 weeks off, 12 hrs day as Chief Mine geologist and then as Exploration manager. So that is why I put 84 hr week work, but was away from site 50% of the time.

---

I have been working part time. Generally half days.

---

First timer...was not as bad as I thought it would be!

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## APEGM 2012 Salary Survey

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Survey is somewhat limited in choices for sector. No options for if your company provides EITHER profit sharing or RRSP contributions but not both. My company has both options, but we must choose one or the other.

---

Please note that I only started to work fulltime starting May 2011. However, I worked with the same employer since January 2011 Part time as a student. I included my salary for the full year. From January to May I worked approximately 14 hrs a week earning my student salary. The 40% pay increase was a switch between student to EIT salary. My second pay raise in 2011 was 5%.

---

Survey has improved steadily every year. I always enjoy reviewing the results when released to get a picture of the demographics of our association. One constructive feedback item, survey can be difficult to answer when changing jobs mid-way through the year when the two positions are very different. Answered with the position occupied for longer portion of year in mind (so that remuneration answers would match).

---

I switched from a salaried position to being self employed this year. Some questions asked specifically about my "salaried position", and others asked about my "current position". So I think the answers may not match the salary to my current job.

---

I work in a technical field with only a few technical workers to supervise. Innovation is very important where some of the technology I work on has a multi-million \$ impact on the large corporation in which I work for. My work includes innovating new technology and then implementing the new technology as a process. After innovation, I would then be directly involved with project design and roll-out, and then to commissioning due to my extensive knowledge of the new technologies being implemented. In some cases, I report directly to corporate executives even though we have FGM on site due to the importance of the technical development work. I find that the questions in the survey do not necessarily reflect the importance of jobs with a heavier technical side which are not in a supervisory role. Maybe the survey was meant to be that way. Just an observation

---

The questions don't 'fit' with the type of service delivered by a Project Management position with government. Although the office that I'm with does not have me supervise direct employees, I CERTAINLY Supervise numerous contract professionals engaged on the 13 or so project's that I've got on-the-go at any one time. Hmmm!?! Perhaps I ought to have answered that I supervise more 'employees' than the 4-7 I've noted.

---