



APEGM 2013 Salary Survey

APEGM Salary Survey Committee

July 2, 2013

Prepared by the APEGM Salary Survey Committee

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Table of Contents

Survey Highlights	5
Membership Response	6
Salary	6
Exclusions	6
Education	6
Gender.....	7
Workplace Information.....	7
Part-Time, Contract and Self-Employed Respondents	7
Comments	7
List of Tables	8
Table 1: Mean Base Salary vs. APEGM Points Equation	8
Table 2: Base Salary at Different APEGM Point Levels (Based on Mean Base Salary Equations)	8
Table 3: Industry Sector Statistics	9
Table 4: Industry Sector Statistics (Engineers).....	10
Table 5: Industry Sector Statistics (Geoscientists)	11
Table 6: Industry Sector Statistics (EITs/GITs).....	11
Table 7: Job Function Statistics	12
Table 8: Year of Graduation Statistics.....	13
Table 9: Year of Graduation Statistics (Engineers)	14
Table 10: Year of Graduation Statistics (Geoscientists).....	15
Table 11: Year of Graduation (EITs/GITs)	15
Table 12: Average Base Salary for Post Graduate or Other Supplemental Education.....	16
Table 13: Paid Benefits.....	16
Table 14: Employment Benefits	16
Table 15: Average Classification Rating Results	17
Table 16: Mean Base Salary for Different APEGM Point Ranges by Gender (Male).....	17
Table 17: Mean Base Salary for Different APEGM Point Ranges by Gender (Female)	17
Table 18: Mean Base Salary for Different APEGM Point Ranges by Size of Employer.....	18

APEGM 2013 Salary Survey

List of Figures	19
Figure 1: Employee's Base Salary vs. APEGM Points	19
Figure 2: Response by Employment Sector	20
Figure 3: Responses by Discipline.....	21
Figure 4: % Base Salary Increase for Public and Private Sectors.....	22
Figure 5: % Base Salary Increase for Public and Private Sectors (Engineers).....	23
Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists).....	24
Figure 7: % Base Salary Increase for Public and Private Sectors (EITs/GITs).....	25
Figure 8: Average Base Salary and Total Income (Salary, Bonus, Overtime, Commissions) by Discipline	26
Figure 9: Overall Satisfaction (All, Engineers, Geoscientists, EITs/GITs).....	27
Figure 10: Mean Base Salary for Different APEGM Point Ranges by Gender.....	28
Figure 11: Compensation for Overtime	29
Figure 12: Size of Organization	29
Figure 13: Principal Work Location	30
Figure 14: Change of Employment.....	30
Figure 15: Sick Time – Entitlement.....	31
Figure 16: Vacation Time - Entitlement	31
Figure 17: Respondent Base Salary vs Years Since Graduation	32
Figure 18: Base Salary vs Years Since Graduation (Engineers).....	33
Figure 19: Base Salary vs Years Since Graduation (Geoscientists)	34
Comments in Detail	35
Survey Format (Suggested Changes).....	35
Survey Format (Positive)	38
Engineering & Geoscience Professions	40
General Comments.....	40
Personal Results	42

Survey Highlights

For the eleventh year, the survey was conducted via a web-based format. This year the response rate was 32.5% compared to 37.7% in 2012, 25.8% in 2011 and 29.1% in the previous year. The eligible APEGM membership as of April 2013 was 4293 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 (\$120,134) and Metals - Primary (\$103,935).
- The industry sectors with the lowest Mean Base Salary were Mechanical Equipment (\$67,503) and Agriculture/Equipment (\$68,595).
- The job functions with a Mean Base Salary greater than \$100,000 were Management (\$111,166), Teaching (\$105,153) and Mineral Exploration (\$100,700). These functions were also among those with the highest Mean Points (660, 561 & 540).
- The lowest paid job functions based on Mean Base Salary were Production (\$69,030), Quality Assurance (\$73,599) and Computer Services (\$73,885). These functions were also those with the lowest Mean Point scores (350 – 401).
- The highest participation rate in the survey by year of graduation was 2007 with 46.6% of eligible members responding. In general, the highest participation rates are from 1999 to 2011 graduates.
- 79.4% of respondents reported that their employer paid their APEGM dues in 2012.
- 82.8% of respondents reported that their employers provided fully paid training.
- Flexible work hours are available to 78.6% of respondents and 22.4% have profit sharing.
- 51.8% of the respondents worked for firms with more than 500 employees and 58.7% of the respondents worked for private enterprises.
- Only 1297 of the 1395 submitted surveys or 93.0% 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 – 8.9% of responding members have changed employers in the last year, up slightly from the last survey.
- Overall Satisfaction – 77.7% of responding members indicated that they were somewhat to very satisfied with their current compensation. 34.2% of Engineers indicated that they were Very Satisfied compared to 43.6% of Geoscientists.

APEGM 2013 Salary Survey

Membership Response

- Invitations to complete the web-based survey were sent to 4293 APEGM members and EIT/GITs resident in Manitoba in March 2013. Responses were accepted until April 22, 2013. The reference date for the survey was December 31, 2012.
- Responses were received from 1395 members for an overall response rate of 32.5%, compared to 37.7% in 2012, 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 28.9% (885/3065). The response rate for Geoscientists was 26.5% (39/147). The response rate for EITs/GITs was 34.8% (376/1081).
- This year, 28.5% (107) of the (376) 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 1395 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 1297.

Education

- Of the respondents, 34.2% (444/1297) indicated that they had obtained a supplemental education.
- By membership category, this equates to 45.3% (401/885) of Engineers, 66.6% (26/39) of Geoscientists, and 34.0% (128/376) of EIT/GITs.
- 83.8% of respondents indicated their first degree in Engineering or Geosciences was from a Canadian university.

APEGM 2013 Salary Survey

Gender

- Overall, 84.9% (1101/1297) of respondents were male and 14.6% (189/1297) were female. 0.5% (7/1297) did not indicate their gender.
- Of the total eligible APEGM Membership, 29.1% (1101/3779) of the male members responded and 36.8% (189/514) of the female members responded.
- Of the 1297 respondents used, 79.7% (877/1101) of the males graduated after 1986, and 91.5% (173/189) of the females graduated after 1986.

Workplace Information

- The average official workweek was 38.6 hours.
- The typical number of hours worked was 42.2 hours per week.
- The average number of weeks of vacation reported was 3.7.
- This year, 58.7% of respondents were from the private sector, compared to 58.0% last year, and 61.5% the year before last.
- The average percentage increase in the base annual salary from the previous year was 5.7% for those respondents who did receive a salary increase. Of the respondents, 24.1% (313/1297) did not get a salary increase (thirteen respondents reported a pay decrease).

Part-Time, Contract and Self-Employed Respondents

- This year, 32 respondents reported that their earnings were contract, part-time or self-employed.
- The Mean Base Salary of these respondents was \$62,657 for Part-Time and \$102,538 for Self-Employed. Mean Total Income was \$65,690 for Part-Time and \$135,359 for Self-Employed, based on an average work period of 29.8 hours a week for Part-Time and 39.6 hours a week for Self-Employed respondents.
- The Mean APEGM Points for these respondents was 447 for Part-Time and 563 for Self-Employed.
- Of these 32 respondents, 13 Part-Time reported receiving pay increases averaging 8.1% and 19 Self-Employed reported receiving pay increases averaging 16.3%.

Comments

- This year, 11.4% of respondents provided written comments on their APEGM salary survey, compared to 9.7% who left comments in 2012, 6.7% in 2011, 5.0% in 2010, and 8.0% in the 2009 survey.

APEGM 2013 Salary Survey

List of Tables

Table 1: Mean Base Salary vs. APEGM Points Equation

Year	Base Salary
2013	$122.1P + 27.8k$
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	$87P + 17.0k$
(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
2013	\$52,238	3.4	\$76,666	2.5	\$101,090	2.1	1.8
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

APEGM 2013 Salary Survey

Table 3: Industry Sector Statistics

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	105	8.8%	\$76,103	\$60,000	\$72,500	\$90,613	\$81,700	423
Agricultural/Equipment	24	2.0%	\$68,595	\$57,750	\$63,651	\$80,625	\$78,351	407
Agriculture/Food	23	1.9%	\$95,408	\$74,355	\$89,987	\$116,985	\$105,955	492
Biomedical	5	0.4%	\$89,200	\$78,000	\$81,000	\$115,000	\$89,200	517
Chemical	2	0.2%	\$101,000	\$86,500	\$101,000	\$115,500	\$115,200	393
Communications	5	0.4%	\$81,607	\$74,385	\$78,000	\$87,352	\$84,798	473
Computer/Software	14	1.2%	\$77,829	\$62,750	\$67,600	\$97,969	\$78,405	419
Construction	81	6.8%	\$82,319	\$60,500	\$81,500	\$101,000	\$95,450	494
Consulting	236	19.8%	\$83,110	\$59,917	\$76,000	\$100,125	\$92,582	451
Education	25	2.1%	\$101,228	\$81,000	\$98,000	\$119,000	\$101,862	558
Electronics	16	1.3%	\$79,273	\$64,875	\$80,000	\$96,811	\$82,961	479
Environmental	29	2.4%	\$74,885	\$65,000	\$72,171	\$89,500	\$79,724	422
Health Care	15	1.3%	\$84,221	\$77,000	\$87,000	\$97,250	\$84,251	481
Heavy Electrical	8	0.7%	\$90,188	\$79,625	\$93,000	\$100,750	\$125,250	606
Manufacturing	93	7.8%	\$74,601	\$58,000	\$69,000	\$88,000	\$78,817	443
Mechanical Equipment	16	1.3%	\$67,503	\$50,000	\$62,500	\$85,625	\$78,784	411
Metals - Fabricating	5	0.4%	\$86,000	\$41,000	\$84,000	\$120,000	\$128,860	559
Metals - Primary	2	0.2%	\$103,935	\$100,468	\$103,935	\$107,403	\$138,769	501
Mineral Exploration	9	0.8%	\$120,134	\$82,262	\$130,000	\$137,750	\$131,128	593
Mining	32	2.7%	\$91,144	\$74,175	\$91,750	\$107,250	\$111,813	442
Nuclear	4	0.3%	\$98,525	\$93,500	\$106,550	\$111,575	\$102,175	561
Petroleum	7	0.6%	\$100,256	\$77,500	\$104,688	\$122,000	\$139,781	561
Pharmaceutical	9	0.8%	\$76,162	\$54,500	\$71,000	\$86,584	\$81,908	435
Research & Development	23	1.9%	\$85,124	\$67,742	\$83,000	\$100,000	\$91,850	531
Telecommunications	16	1.3%	\$86,911	\$75,085	\$87,000	\$104,775	\$94,992	470
Transportation	86	7.2%	\$84,860	\$67,250	\$85,500	\$101,525	\$88,974	515
Transportation Equipment	9	0.8%	\$83,156	\$53,000	\$87,800	\$96,000	\$93,120	534
Utilities (Gas, Hydro, Water)	250	21.0%	\$94,873	\$76,043	\$95,193	\$111,041	\$101,049	465
Other	41	3.4%	\$91,580	\$73,000	\$92,000	\$103,360	\$93,307	545
Total	1190	100.0%						

APEGM 2013 Salary Survey

Table 4: Industry Sector Statistics (Engineers)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	69	8.1%	\$84,769	\$72,000	\$82,000	\$93,787	\$92,215	476
Agricultural/Equipment	13	1.5%	\$80,909	\$70,000	\$80,000	\$89,000	\$89,664	477
Agriculture/Food	19	2.2%	\$100,252	\$80,000	\$97,000	\$119,485	\$112,750	533
Biomedical	3	0.4%	\$114,333	\$96,500	\$115,000	\$132,500	\$114,333	591
Communications	4	0.5%	\$84,934	\$77,096	\$82,676	\$90,514	\$88,411	498
Computer/Software	7	0.8%	\$92,029	\$68,600	\$100,000	\$105,000	\$92,029	564
Construction	57	6.7%	\$93,079	\$77,670	\$93,000	\$106,000	\$108,573	554
Consulting	170	19.9%	\$93,015	\$71,250	\$90,000	\$110,000	\$104,801	524
Education	21	2.5%	\$107,320	\$86,000	\$99,000	\$123,800	\$107,599	592
Electronics	10	1.2%	\$91,763	\$81,950	\$92,855	\$103,029	\$94,863	503
Environmental	19	2.2%	\$82,269	\$71,086	\$79,096	\$91,251	\$86,391	459
Health care	9	1.1%	\$95,147	\$88,600	\$96,000	\$103,000	\$95,147	566
Heavy Electrical	8	0.9%	\$90,188	\$79,625	\$93,000	\$100,750	\$125,250	606
Manufacturing	60	7.0%	\$83,997	\$66,469	\$80,788	\$95,000	\$89,339	514
Mechanical Equipment	8	0.9%	\$78,466	\$65,250	\$86,250	\$90,307	\$83,966	528
Metals - Fabricating	4	0.5%	\$97,250	\$71,750	\$102,000	\$127,500	\$149,750	636
Metals - Primary	2	0.2%	\$103,935	\$100,468	\$103,935	\$107,403	\$138,769	501
Mining	15	1.8%	\$103,800	\$94,102	\$107,000	\$109,000	\$131,607	529
Nuclear	4	0.5%	\$98,525	\$93,500	\$106,550	\$111,575	\$102,175	561
Petroleum	3	0.4%	\$102,563	\$88,844	\$104,688	\$117,344	\$184,786	577
Pharmaceutical	6	0.7%	\$87,743	\$74,500	\$85,792	\$103,302	\$93,445	495
Research & Development	17	2.0%	\$91,514	\$75,000	\$90,000	\$107,000	\$100,191	558
Telecommunications	11	1.3%	\$95,408	\$85,244	\$97,000	\$105,000	\$106,880	533
Transportation	69	8.1%	\$91,481	\$78,000	\$92,000	\$105,000	\$95,917	552
Transportation Equipment	5	0.6%	\$99,760	\$87,800	\$95,000	\$96,000	\$114,449	643
Utilities (Gas, Hydro, Water)	210	24.6%	\$100,606	\$85,000	\$100,678	\$112,000	\$107,020	503
Other	32	3.7%	\$98,633	\$81,625	\$97,500	\$112,900	\$100,610	579
Total	855	100.0%						

APEGM 2013 Salary Survey

Table 5: Industry Sector Statistics (Geoscientists)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Environmental	3	9%	\$72,567	\$70,826	\$71,652	\$73,851	\$75,234	533
Mineral Exploration	8	24%	\$125,651	\$97,963	\$130,000	\$143,313	\$138,019	613
Mining	8	24%	\$94,482	\$83,250	\$95,000	\$103,488	\$111,009	522
Petroleum	4	12%	\$98,527	\$78,527	\$98,000	\$118,000	\$106,027	548
Other	11	32%	\$78,330	\$63,500	\$73,000	\$93,000	\$82,809	501
Total	34	100%						

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	36	12.0%	\$59,494	\$51,878	\$55,000	\$61,171	\$61,546	321
Agricultural/Equipment	10	3.3%	\$54,346	\$46,000	\$55,500	\$60,215	\$66,190	325
Agriculture/Food	4	1.3%	\$72,403	\$66,925	\$73,305	\$78,783	\$73,680	300
Biomedical	2	0.7%	\$51,500	\$36,750	\$51,500	\$66,250	\$51,500	408
Computer/Software	6	2.0%	\$63,400	\$54,750	\$61,000	\$66,500	\$64,746	234
Construction	24	8.0%	\$56,763	\$52,250	\$57,989	\$64,250	\$64,284	350
Consulting	66	21.9%	\$57,598	\$53,625	\$55,800	\$60,450	\$61,111	265
Education	3	1.0%	\$52,658	\$41,425	\$65,000	\$70,062	\$55,991	273
Electronics	6	2.0%	\$58,458	\$50,000	\$63,250	\$67,313	\$63,125	438
Environmental	7	2.3%	\$55,837	\$50,500	\$54,860	\$64,000	\$63,551	275
Health Care	6	2.0%	\$67,833	\$55,250	\$66,000	\$82,750	\$67,907	353
Manufacturing	33	11.0%	\$57,517	\$50,024	\$56,000	\$60,000	\$59,688	312
Mechanical Equipment	7	2.3%	\$54,188	\$50,000	\$50,000	\$59,658	\$73,402	310
Mining	9	3.0%	\$67,082	\$66,000	\$68,640	\$71,700	\$79,538	227
Pharmaceutical	3	1.0%	\$53,000	\$52,250	\$53,000	\$53,750	\$58,833	315
Research & Development	4	1.3%	\$64,279	\$54,724	\$61,558	\$71,113	\$66,079	469
Telecommunications	5	1.7%	\$68,219	\$55,000	\$75,113	\$75,480	\$68,838	332
Transportation	16	5.3%	\$59,423	\$56,250	\$57,925	\$60,000	\$62,403	339
Transportation Equipment	4	1.3%	\$62,400	\$50,400	\$52,750	\$64,750	\$66,459	397
Utilities (Gas, Hydro, Water)	39	13.0%	\$63,370	\$59,305	\$64,000	\$67,160	\$67,708	257
Other	11	3.7%	\$66,531	\$57,825	\$70,700	\$73,939	\$68,782	366
Total	301	100.0%						

APEGM 2013 Salary Survey

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	17	1.4%	\$91,438	\$76,000	\$105,000	\$110,000	\$97,854	588
Computer Services	6	0.5%	\$73,885	\$68,503	\$71,067	\$75,162	\$77,392	350
Design	310	26.1%	\$74,915	\$57,526	\$68,755	\$90,000	\$80,444	399
Environmental	3	0.3%	\$79,279	\$68,418	\$94,836	\$97,918	\$90,458	452
Maintenance	27	2.3%	\$88,639	\$73,750	\$86,249	\$107,000	\$107,689	452
Management	202	17.0%	\$111,166	\$96,000	\$107,462	\$126,407	\$120,725	660
Marketing/Sales	14	1.2%	\$76,632	\$64,625	\$73,219	\$85,875	\$91,303	397
Mineral Exploration	5	0.4%	\$100,700	\$76,000	\$103,196	\$111,552	\$114,233	540
Mining	6	0.5%	\$83,800	\$70,000	\$86,000	\$97,500	\$94,800	386
Planning	63	5.3%	\$86,601	\$69,500	\$85,260	\$104,156	\$90,187	413
Production	34	2.9%	\$69,030	\$54,745	\$64,351	\$76,500	\$72,004	363
Project Management	229	19.2%	\$84,213	\$67,500	\$80,000	\$100,000	\$96,831	464
Quality Assurance	17	1.4%	\$73,559	\$58,000	\$70,329	\$88,345	\$79,908	401
Regulatory	6	0.5%	\$85,306	\$77,662	\$86,000	\$92,715	\$85,306	488
Research & Development	67	5.6%	\$74,694	\$60,000	\$72,000	\$85,400	\$79,037	434
Software Development	27	2.3%	\$77,903	\$63,500	\$75,480	\$91,583	\$79,570	396
Teaching	15	1.3%	\$105,153	\$83,946	\$99,736	\$117,000	\$106,286	561
Technical Support	95	8.0%	\$81,829	\$65,000	\$80,000	\$97,900	\$87,162	437
Other	47	3.9%	\$81,309	\$60,000	\$72,760	\$92,124	\$89,132	436
Total	1190	100.0%						

APEGM 2013 Salary Survey

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
1955-1970	14	1.2%	193	7.3%	\$114,336	\$87,525	\$118,500	\$131,625	\$125,529	710
1971	6	0.5%	50	12.0%	\$120,091	\$105,450	\$121,244	\$129,922	\$144,406	673
1972	5	0.4%	51	9.8%	\$96,245	\$90,000	\$91,226	\$105,000	\$96,245	570
1973	7	0.6%	51	13.7%	\$121,357	\$106,185	\$118,000	\$131,460	\$126,800	673
1974	5	0.4%	48	10.4%	\$93,414	\$90,000	\$90,000	\$96,069	\$101,214	508
1975	7	0.6%	36	19.4%	\$110,465	\$93,079	\$115,000	\$123,550	\$118,322	580
1976	11	0.9%	48	22.9%	\$103,783	\$94,558	\$104,688	\$114,500	\$105,693	590
1977	7	0.6%	49	14.3%	\$113,124	\$80,855	\$121,000	\$139,750	\$122,598	579
1978	6	0.5%	45	13.3%	\$115,377	\$96,000	\$123,250	\$129,125	\$136,210	619
1979	6	0.5%	64	9.4%	\$101,114	\$75,000	\$97,649	\$115,551	\$108,480	585
1980	11	0.9%	68	16.2%	\$113,263	\$92,000	\$105,000	\$121,000	\$126,012	619
1981	17	1.4%	71	23.9%	\$113,804	\$106,618	\$115,000	\$130,000	\$123,268	663
1982	20	1.7%	90	22.2%	\$97,138	\$84,695	\$95,790	\$112,750	\$129,588	589
1983	30	2.5%	103	29.1%	\$108,943	\$92,062	\$107,000	\$128,250	\$111,656	645
1984	25	2.1%	106	23.6%	\$103,896	\$90,000	\$109,000	\$120,000	\$115,484	610
1985	22	1.8%	109	20.2%	\$104,384	\$95,250	\$102,550	\$117,250	\$108,978	618
1986	27	2.3%	108	25.0%	\$99,367	\$88,500	\$106,000	\$114,700	\$105,947	536
1987	27	2.3%	97	27.8%	\$111,011	\$95,500	\$107,000	\$116,750	\$116,716	605
1988	30	2.5%	113	26.5%	\$106,985	\$90,153	\$102,750	\$111,707	\$115,979	582
1989	21	1.8%	87	24.1%	\$98,245	\$82,262	\$95,000	\$109,100	\$105,123	568
1990	21	1.8%	92	22.8%	\$105,026	\$96,000	\$107,000	\$118,000	\$112,434	612
1991	34	2.9%	96	35.4%	\$96,783	\$76,750	\$100,000	\$110,664	\$105,377	576
1992	35	2.9%	106	33.0%	\$97,485	\$81,000	\$100,000	\$110,704	\$100,031	516
1993	15	1.3%	91	16.5%	\$92,811	\$81,200	\$90,000	\$104,927	\$96,703	554
1994	34	2.9%	100	34.0%	\$101,133	\$86,250	\$101,500	\$111,050	\$115,306	551
1995	32	2.7%	97	33.0%	\$85,861	\$71,239	\$83,500	\$100,376	\$92,981	515
1996	36	3.0%	122	29.5%	\$92,829	\$85,000	\$93,000	\$101,922	\$109,579	510
1997	34	2.9%	105	32.4%	\$89,226	\$78,125	\$88,009	\$103,750	\$92,308	522
1998	37	3.1%	125	29.6%	\$85,159	\$68,410	\$85,000	\$102,000	\$90,552	504
1999	35	2.9%	97	36.1%	\$89,613	\$80,000	\$90,931	\$106,500	\$99,902	472
2000	30	2.5%	99	30.3%	\$85,212	\$75,000	\$84,500	\$94,500	\$93,550	462
2001	43	3.6%	123	35.0%	\$79,678	\$70,500	\$77,930	\$85,000	\$84,545	446
2002	48	4.0%	121	39.7%	\$85,434	\$75,000	\$87,144	\$98,008	\$99,690	461
2003	32	2.7%	101	31.7%	\$82,656	\$67,800	\$81,975	\$93,007	\$90,195	447
2004	43	3.6%	131	32.8%	\$73,455	\$64,000	\$76,000	\$83,750	\$78,954	395
2005	34	2.9%	117	29.1%	\$80,118	\$67,890	\$77,000	\$87,000	\$88,094	399
2006	41	3.4%	113	36.3%	\$69,750	\$64,000	\$67,375	\$79,000	\$75,474	394
2007	54	4.5%	116	46.6%	\$70,138	\$61,438	\$70,165	\$77,543	\$77,733	358
2008	60	5.0%	168	35.7%	\$67,301	\$60,000	\$65,000	\$72,051	\$73,813	342
2009	43	3.6%	114	37.7%	\$59,485	\$54,000	\$59,376	\$65,465	\$65,848	306
2010	73	6.1%	174	42.0%	\$58,844	\$54,000	\$57,978	\$65,000	\$63,070	277
2011	55	4.6%	151	36.4%	\$54,218	\$50,250	\$54,000	\$59,250	\$57,875	274
2012	17	1.4%	121	14.0%	\$51,372	\$46,000	\$54,000	\$59,000	\$55,544	245
Total	1190	100.0%	4267	27.9%						

APEGM 2013 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
1955-1970	12	1.4%	176	6.8%	\$120,225	\$101,625	\$121,500	\$135,125	\$133,283	736
1971	5	0.6%	46	10.9%	\$118,110	\$103,000	\$112,800	\$129,688	\$141,288	678
1972	5	0.6%	47	10.6%	\$96,245	\$90,000	\$91,226	\$105,000	\$96,245	570
1973	7	0.8%	49	14.3%	\$121,357	\$106,185	\$118,000	\$131,460	\$126,800	673
1974	4	0.5%	46	8.7%	\$95,517	\$90,000	\$93,035	\$98,552	\$105,267	507
1975	7	0.8%	32	21.9%	\$110,465	\$93,079	\$115,000	\$123,550	\$118,322	580
1976	11	1.3%	44	25.0%	\$103,783	\$94,558	\$104,688	\$114,500	\$105,693	590
1977	5	0.6%	46	10.9%	\$134,442	\$121,000	\$125,500	\$154,000	\$145,092	697
1978	5	0.6%	40	12.5%	\$113,152	\$88,000	\$120,000	\$130,000	\$132,652	603
1979	4	0.5%	50	8.0%	\$119,817	\$101,473	\$112,133	\$130,477	\$130,867	649
1980	11	1.3%	60	18.3%	\$113,263	\$92,000	\$105,000	\$121,000	\$126,012	619
1981	16	1.9%	63	25.4%	\$112,792	\$103,964	\$112,595	\$129,750	\$120,972	653
1982	19	2.2%	84	22.6%	\$99,093	\$87,580	\$98,580	\$113,500	\$128,198	597
1983	28	3.3%	97	28.9%	\$109,483	\$92,185	\$107,000	\$126,750	\$112,390	652
1984	24	2.8%	93	25.8%	\$105,392	\$91,500	\$109,500	\$120,000	\$117,400	611
1985	21	2.5%	98	21.4%	\$103,688	\$95,000	\$100,100	\$115,000	\$108,501	614
1986	25	2.9%	100	25.0%	\$101,884	\$91,290	\$109,000	\$115,000	\$108,471	547
1987	27	3.2%	90	30.0%	\$111,011	\$95,500	\$107,000	\$116,750	\$116,716	605
1988	25	2.9%	92	27.2%	\$103,670	\$90,000	\$104,700	\$110,826	\$112,063	588
1989	18	2.1%	75	24.0%	\$103,077	\$92,000	\$100,750	\$114,275	\$111,102	583
1990	20	2.3%	82	24.4%	\$107,762	\$96,000	\$107,500	\$118,108	\$115,540	629
1991	28	3.3%	82	34.1%	\$97,123	\$80,250	\$100,000	\$110,365	\$103,930	576
1992	29	3.4%	89	32.6%	\$103,193	\$91,000	\$103,279	\$118,400	\$105,121	532
1993	13	1.5%	78	16.7%	\$98,898	\$87,000	\$94,067	\$111,055	\$103,389	538
1994	33	3.9%	89	37.1%	\$102,501	\$90,000	\$103,000	\$111,400	\$117,103	568
1995	25	2.9%	78	32.1%	\$90,217	\$76,000	\$87,820	\$106,369	\$98,690	553
1996	31	3.6%	104	29.8%	\$96,328	\$88,750	\$94,000	\$105,344	\$114,914	542
1997	32	3.7%	88	36.4%	\$91,370	\$79,625	\$89,228	\$105,000	\$94,641	526
1998	30	3.5%	98	30.6%	\$89,925	\$70,000	\$91,890	\$103,964	\$94,818	525
1999	31	3.6%	78	39.7%	\$94,064	\$87,300	\$92,000	\$109,500	\$105,546	498
2000	24	2.8%	73	32.9%	\$88,341	\$80,043	\$85,500	\$97,500	\$97,997	475
2001	37	4.3%	93	39.8%	\$81,612	\$72,000	\$81,000	\$89,000	\$86,838	453
2002	43	5.0%	89	48.3%	\$86,485	\$75,500	\$88,345	\$98,015	\$101,910	478
2003	24	2.8%	75	32.0%	\$86,448	\$73,250	\$86,375	\$96,125	\$94,649	468
2004	30	3.5%	89	33.7%	\$77,519	\$73,350	\$78,750	\$88,750	\$85,176	414
2005	29	3.4%	81	35.8%	\$81,563	\$69,960	\$78,000	\$87,000	\$89,577	412
2006	33	3.9%	77	42.9%	\$72,035	\$64,884	\$67,900	\$81,500	\$77,437	399
2007	33	3.9%	66	50.0%	\$74,449	\$68,265	\$74,016	\$80,060	\$84,496	378
2008	39	4.6%	78	50.0%	\$68,765	\$61,653	\$66,000	\$72,367	\$76,915	362
2009	11	1.3%	21	52.4%	\$65,660	\$60,500	\$68,000	\$70,063	\$72,498	370
2010	1	0.1%	5	20.0%	\$60,000	N/A	N/A	N/A	\$65,000	273
Total	855	100%	3041	28.1%						

APEGM 2013 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
1970-74	4	11.8%	17	23.5%	\$93,250	\$81,000	\$84,000	\$96,250	\$100,750	567
1975-79	2	5.9%	24	8.3%	\$98,250	\$84,125	\$98,250	\$112,375	\$112,000	652
1980-84	4	11.8%	27	14.8%	\$100,188	\$67,250	\$99,000	\$131,938	\$108,063	623
1985-89	5	14.7%	23	21.7%	\$130,412	\$100,800	\$119,000	\$160,000	\$136,412	665
1990-94	5	14.7%	7	71.4%	\$90,436	\$86,000	\$100,000	\$111,552	\$111,556	610
1995-99	4	11.8%	12	33.3%	\$81,239	\$70,766	\$76,826	\$87,299	\$92,475	497
2000-04	6	17.6%	17	35.3%	\$92,508	\$73,012	\$88,525	\$110,750	\$95,508	473
2005-10	4	11.8%	7	57.1%	\$70,000	\$62,250	\$69,500	\$77,250	\$77,723	277
Total	34	100.0%	134	25.4%						

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
1977-97	32	10.6%	159	20.1%	\$67,265	\$54,915	\$65,000	\$75,120	\$74,020	371
1998	6	2.0%	24	25.0%	\$58,324	\$42,104	\$49,221	\$68,381	\$60,957	415
1999	4	1.3%	19	21.1%	\$55,112	\$50,250	\$52,373	\$57,235	\$56,162	273
2000	5	1.7%	20	25.0%	\$64,440	\$51,200	\$68,000	\$75,000	\$68,115	391
2001	5	1.7%	28	17.9%	\$66,898	\$64,000	\$68,250	\$72,500	\$69,684	400
2002	4	1.3%	29	13.8%	\$70,250	\$62,500	\$71,500	\$79,250	\$71,500	252
2003	6	2.0%	22	27.3%	\$60,701	\$53,300	\$61,100	\$67,253	\$68,101	348
2004	12	4.0%	40	30.0%	\$64,251	\$55,250	\$67,042	\$73,038	\$64,811	350
2005	4	1.3%	35	11.4%	\$73,175	\$65,275	\$78,350	\$86,250	\$80,365	349
2006	8	2.7%	35	22.9%	\$60,325	\$55,092	\$60,144	\$64,000	\$67,378	371
2007	21	7.0%	49	42.9%	\$63,365	\$57,528	\$60,600	\$69,000	\$67,105	325
2008	20	6.6%	86	23.3%	\$63,312	\$59,175	\$60,900	\$68,689	\$66,105	303
2009	32	10.6%	93	34.4%	\$57,363	\$52,964	\$57,800	\$61,171	\$63,562	284
2010	70	23.3%	169	41.4%	\$58,738	\$54,000	\$57,794	\$65,000	\$63,017	277
2011	55	18.3%	146	37.7%	\$54,218	\$50,250	\$54,000	\$59,250	\$57,875	274
2012	17	5.6%	120	14.2%	\$51,372	\$46,000	\$54,000	\$59,000	\$55,544	245
Total	301	100.0%	1074	28.0%						

APEGM 2013 Salary Survey

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	746	\$82,243	449
Supplemental Education			
Diploma or Other	90	\$88,103	491
M. Eng. Or M.Sc.	192	\$87,455	481
2nd B.Sc. (Eng. Or Other)	42	\$84,084	468
Multiple Supplemental Categories	58	\$95,452	543
PhD	21	\$85,051	497
MBA	30	\$110,509	607
Multiple Supplemental Categories (inc. MBA)	11	\$115,848	645
Total	1190		

Table 13: Paid Benefits

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life Insurance	26.5%	49.0%	11.9%	6.5%	6.1%
Pension Plan	11.1%	58.3%	3.1%	23.2%	4.4%
Short Term Liability	42.7%	30.6%	5.2%	7.5%	14.1%
Long Term Liability	34.7%	36.0%	10.0%	4.6%	14.8%
Extended Health Plan	37.3%	40.2%	10.9%	4.6%	7.0%
Drug Plan	41.1%	43.0%	7.6%	4.7%	3.6%
Dental Plan	43.7%	45.8%	5.4%	3.2%	1.8%
RRSP	4.1%	35.9%	11.1%	42.5%	6.4%
Stock Purchase	1.6%	10.3%	9.6%	70.3%	8.2%
Parental Leave	21.7%	7.1%	1.9%	27.4%	42.0%
Continuing Education	56.3%	20.6%	4.9%	7.9%	10.3%
Training	82.8%	5.1%	2.3%	6.0%	3.9%
APEGM Dues	79.4%	2.0%	13.7%	4.0%	0.9%
Technical Society Dues	50.7%	4.4%	16.9%	12.7%	15.3%

Table 14: Employment Benefits

Benefit	Employer Provides	Does Not Provide	Not Sure
Savings Plan	18.6%	70.1%	11.3%
Profit Sharing	22.4%	71.4%	6.2%
Productivity Incentive	15.3%	78.2%	6.4%
Leave of Absence	59.8%	22.8%	17.4%
Flexible Work Hours	78.6%	19.3%	2.1%
Job Sharing	17.9%	59.5%	22.5%
Vehicle	11.5%	86.9%	1.6%
Vehicle Allowance	27.1%	69.9%	3.0%
Liability Insurance	40.2%	40.6%	19.3%
Daycare	1.2%	90.5%	8.2%
Parental Leave	49.3%	24.6%	26.0%

Table 15: Average Classification Rating Results

Classification Rating	All	Engineers	Geoscientists	EITs / GITs
A-Duties	91	109	115	44
B-Education	70	70	76	68
C-Experience	92	108	115	51
D-Recommendations, Decisions	92	103	103	66
E-Supervision Received	67	74	76	51
F-Leadership Authority	30	36	36	13
G-Supervision Scope	8	9	6	3
H-Use of Seal	6	9	6	0
I-Job Environment	2	2	3	2
J-Absence from Base of Operations	2	2	3	1
K-Accident & Health Hazards	5	5	6	5
Total	464	527	545	306

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	\$66,380	22
200 - 299	\$58,089	141
300 - 399	\$69,364	192
400 - 499	\$81,891	211
500 - 599	\$98,733	198
600+	\$112,378	250

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	\$51,064	11
200 - 299	\$59,902	31
300 - 399	\$70,397	35
400 - 499	\$79,983	38
500 - 599	\$92,445	36
600+	\$103,377	18

APEGM 2013 Salary Survey

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	493	\$81,792	86	7.2%
21-100 Employees	448	\$80,358	243	20.4%
101-500 Employees	462	\$82,916	235	19.7%
500+ Employees	475	\$88,451	616	51.8%
Self-Employed	546	\$98,500	10	0.8%
Total			1190	100.0%

List of Figures

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

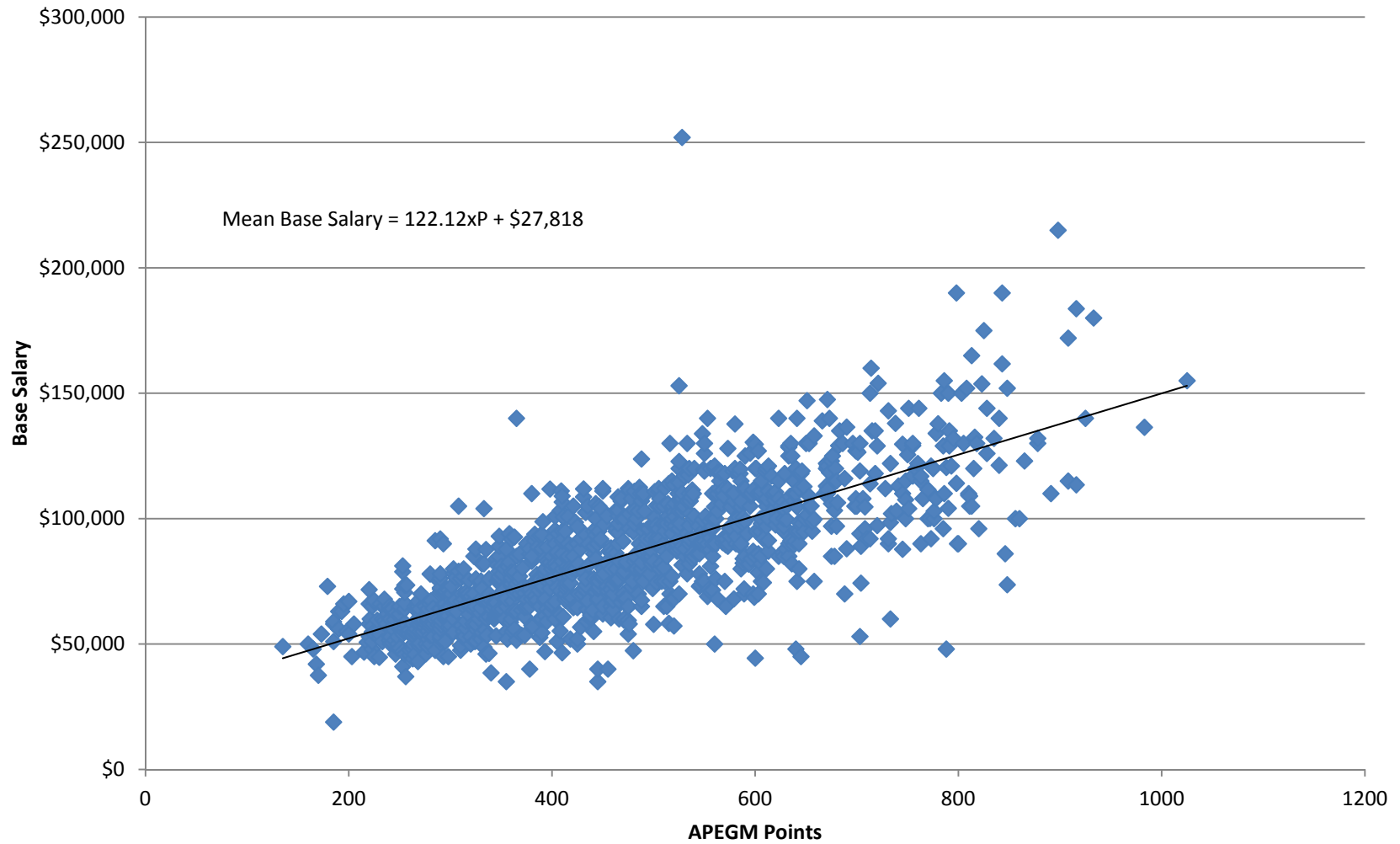


Figure 2: Response by Employment Sector

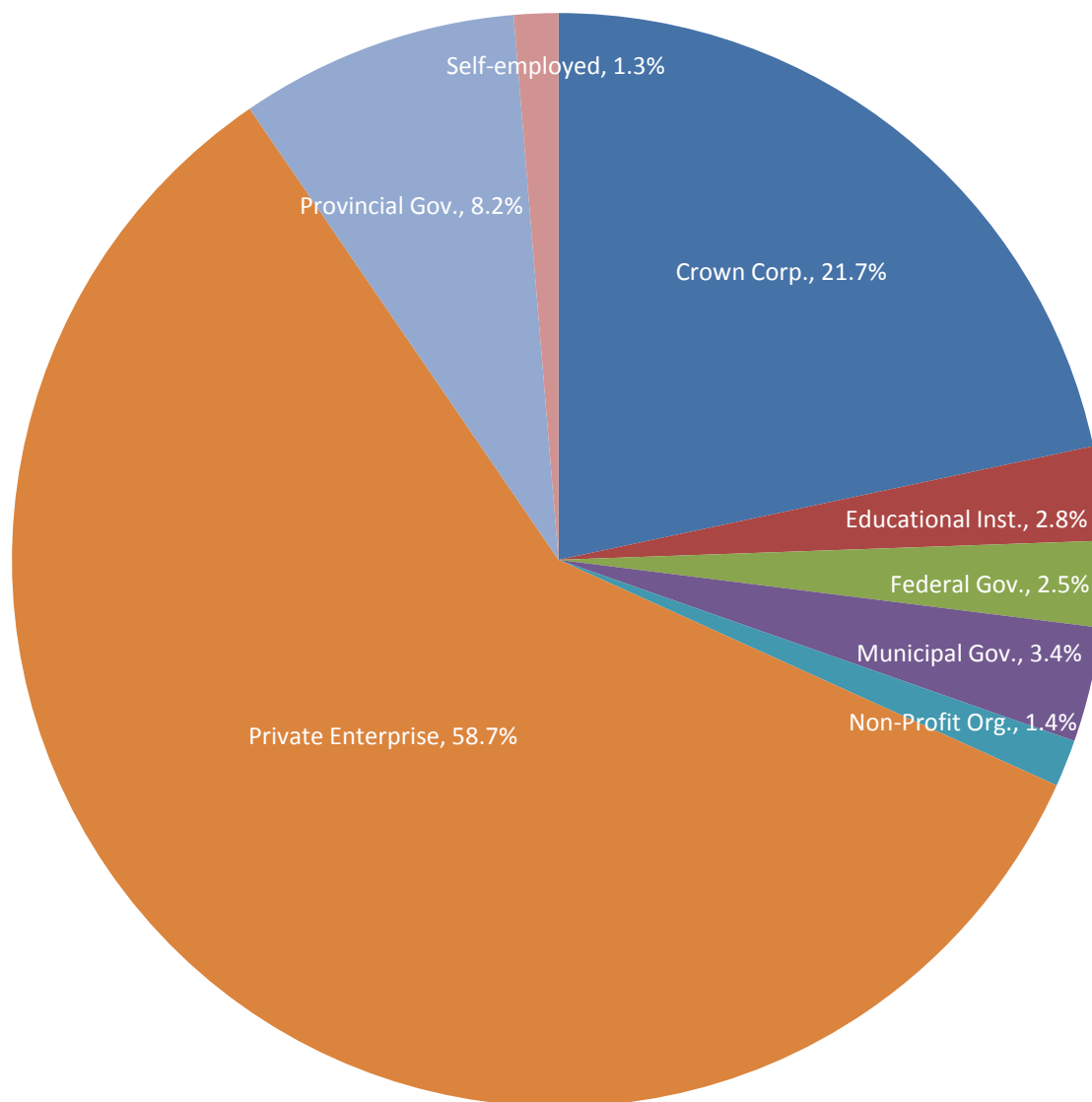


Figure 3: Responses by Discipline

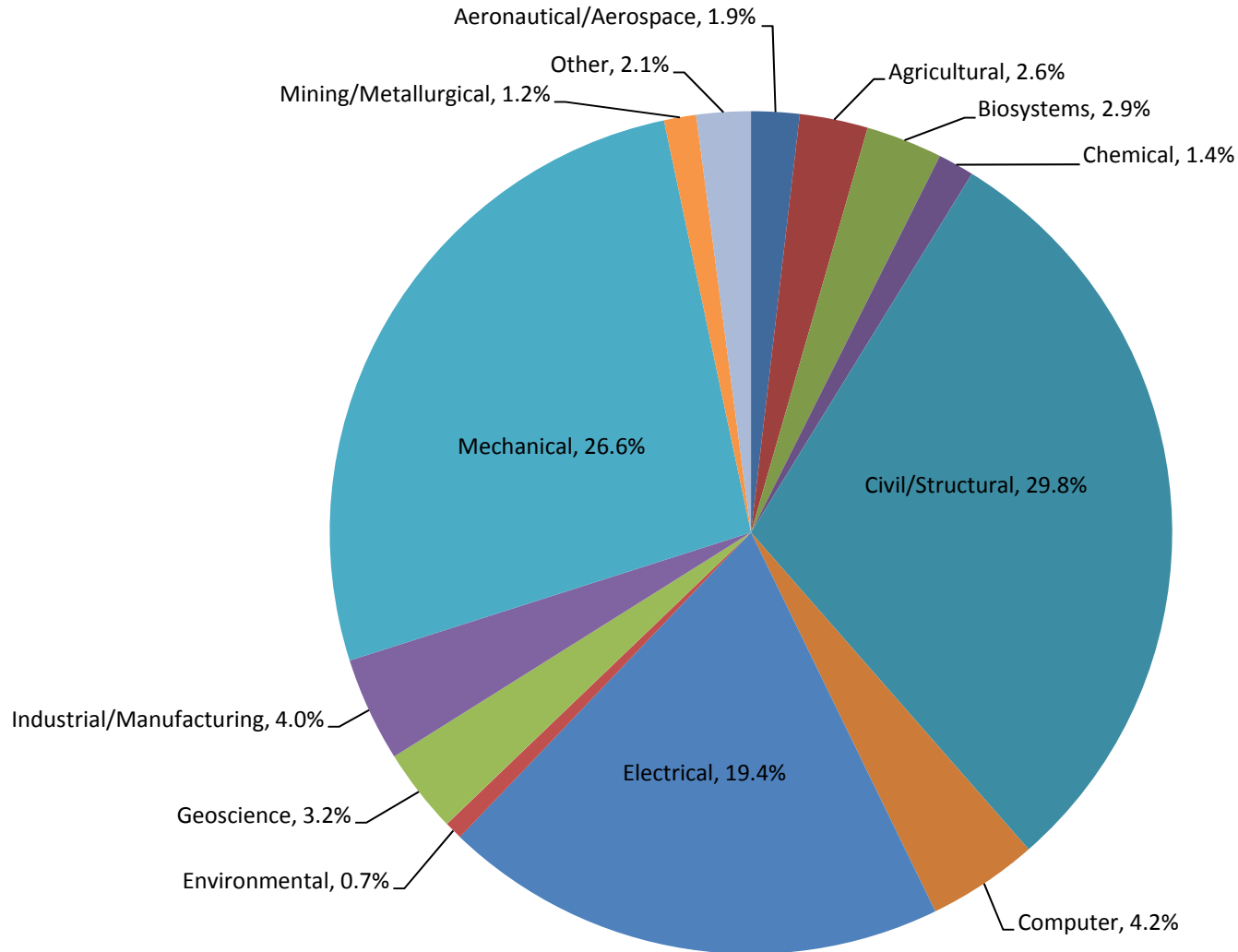


Figure 4: % Base Salary Increase for Public and Private Sectors

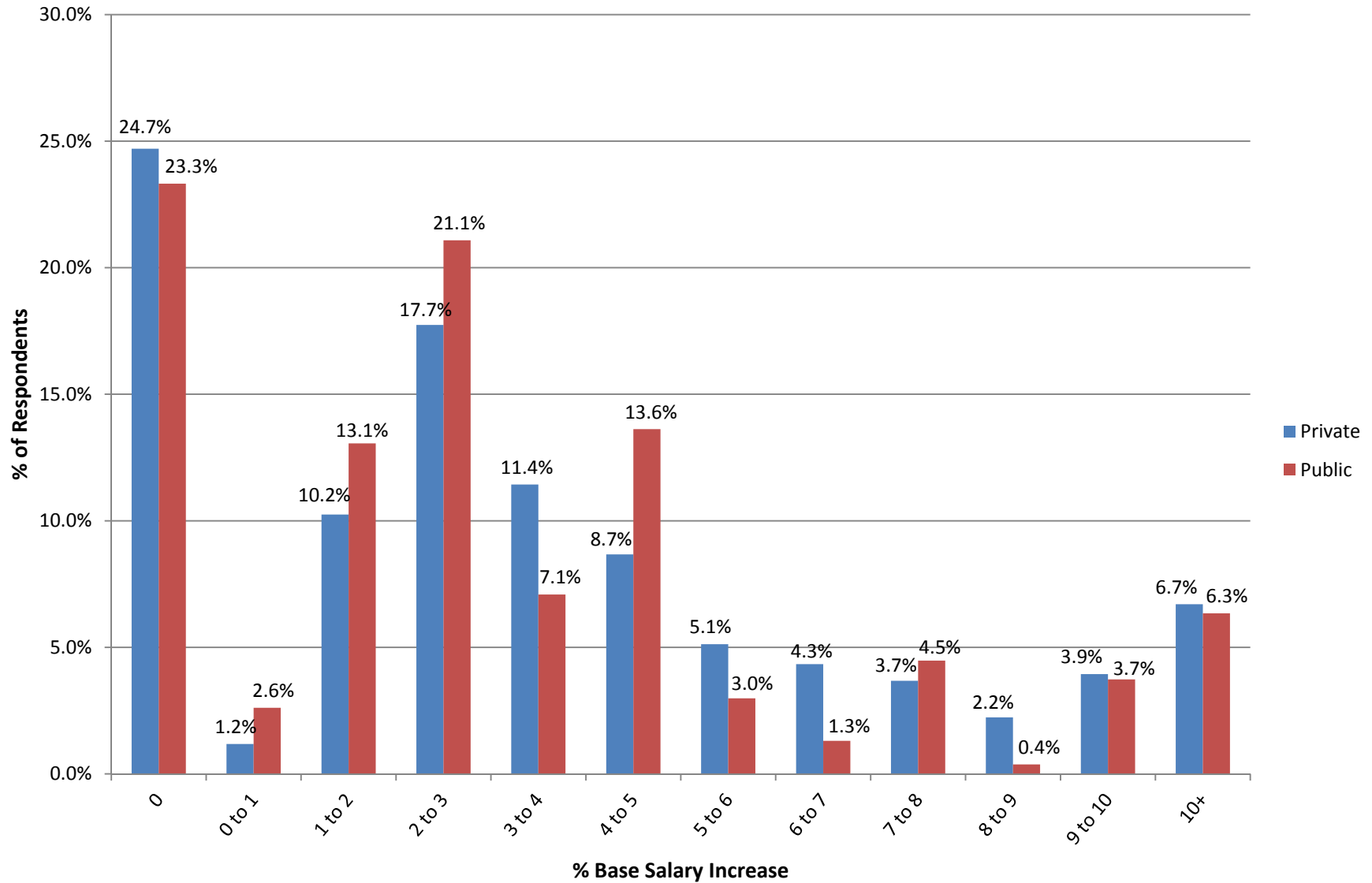


Figure 5: % Base Salary Increase for Public and Private Sectors (Engineers)

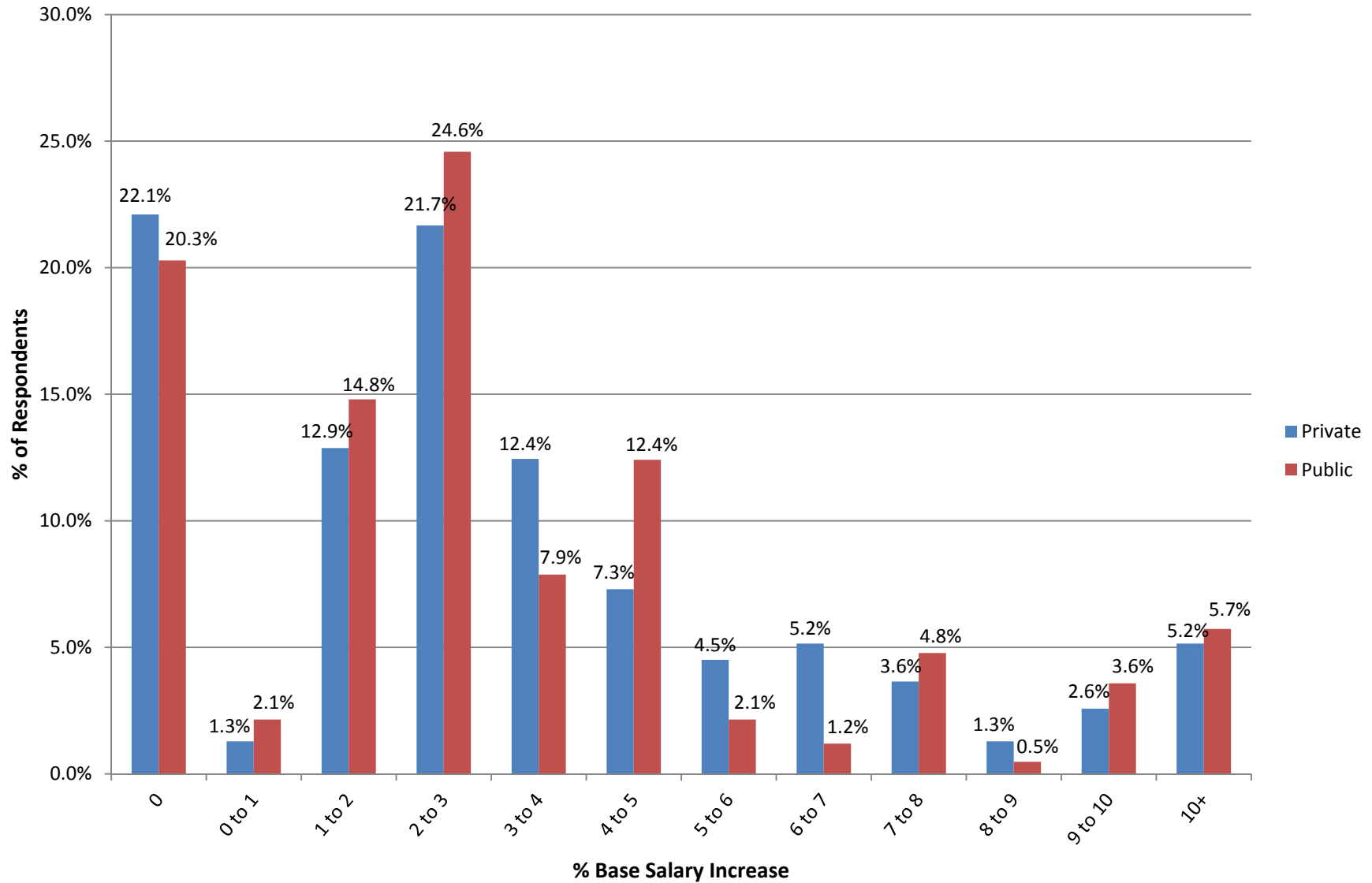


Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists)

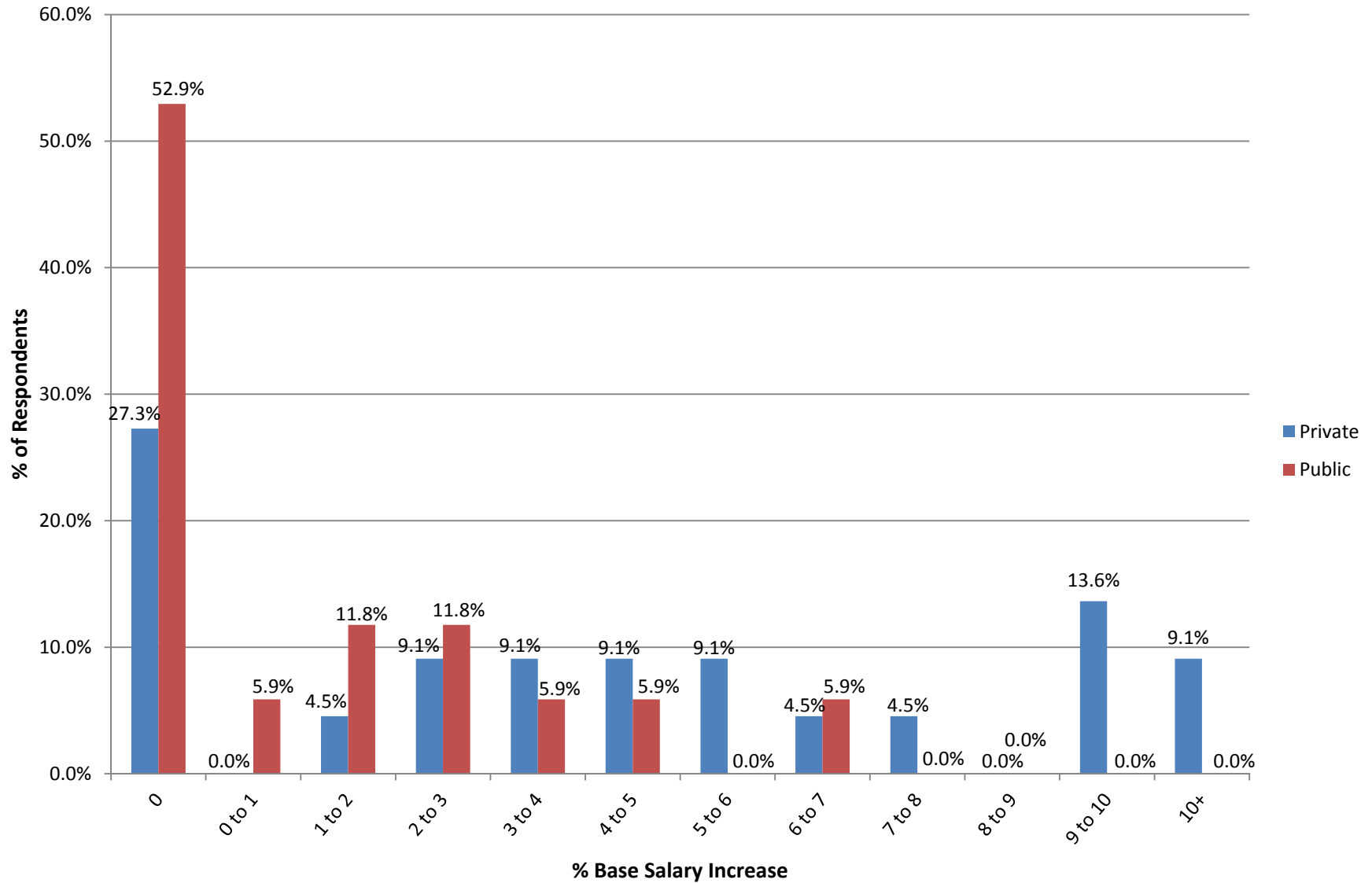
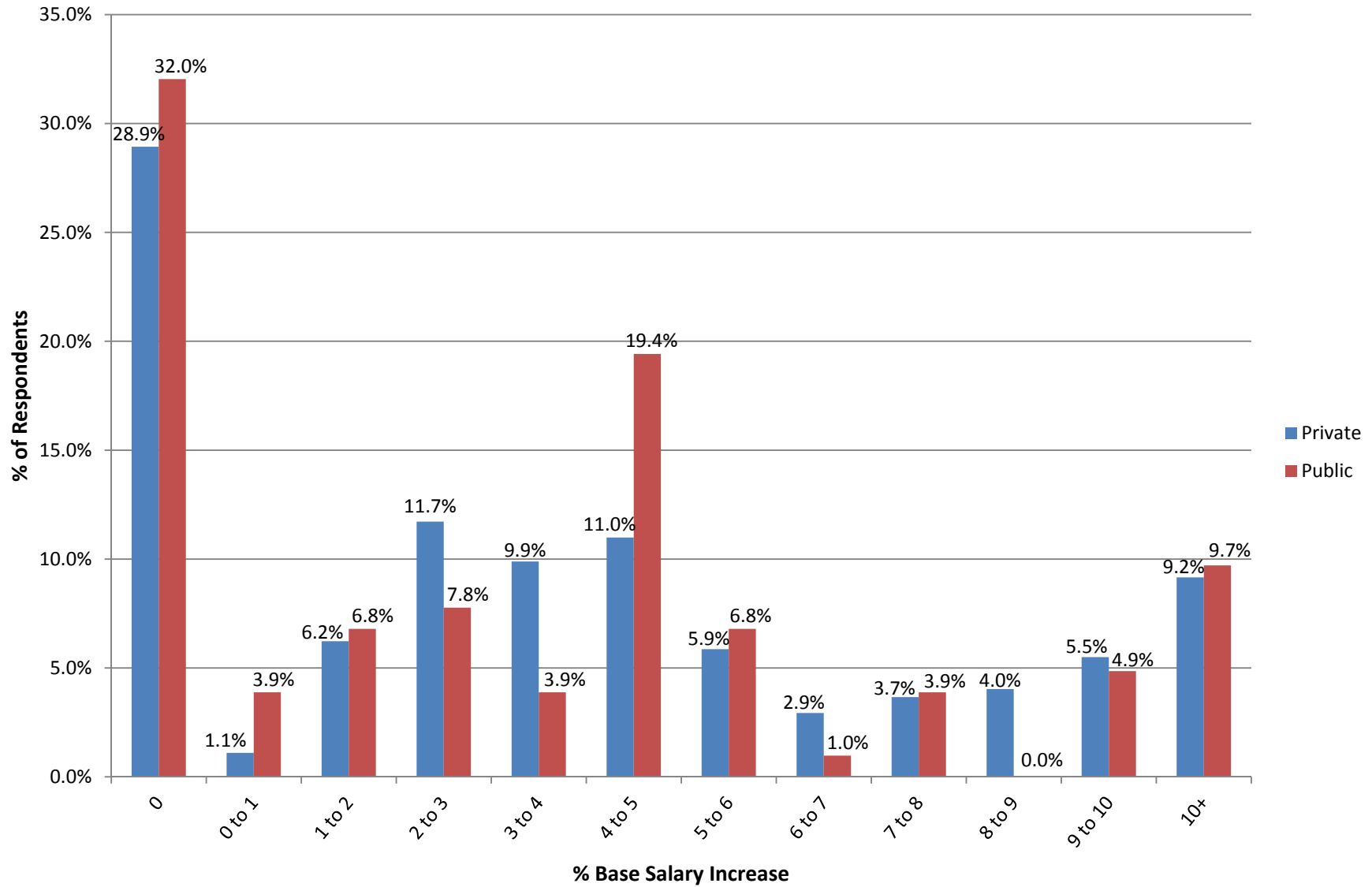
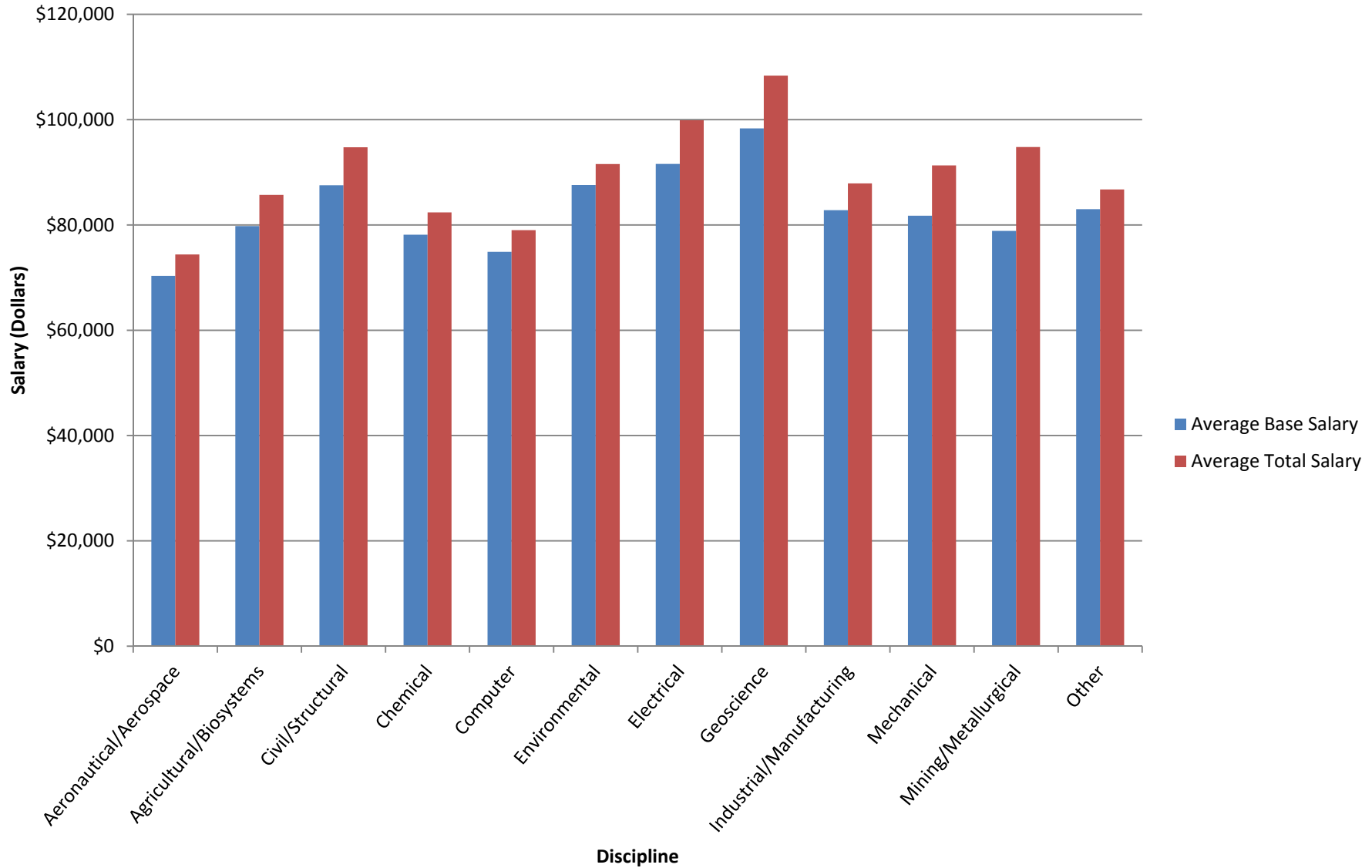


Figure 7: % Base Salary Increase for Public and Private Sectors (EITs/GITs)



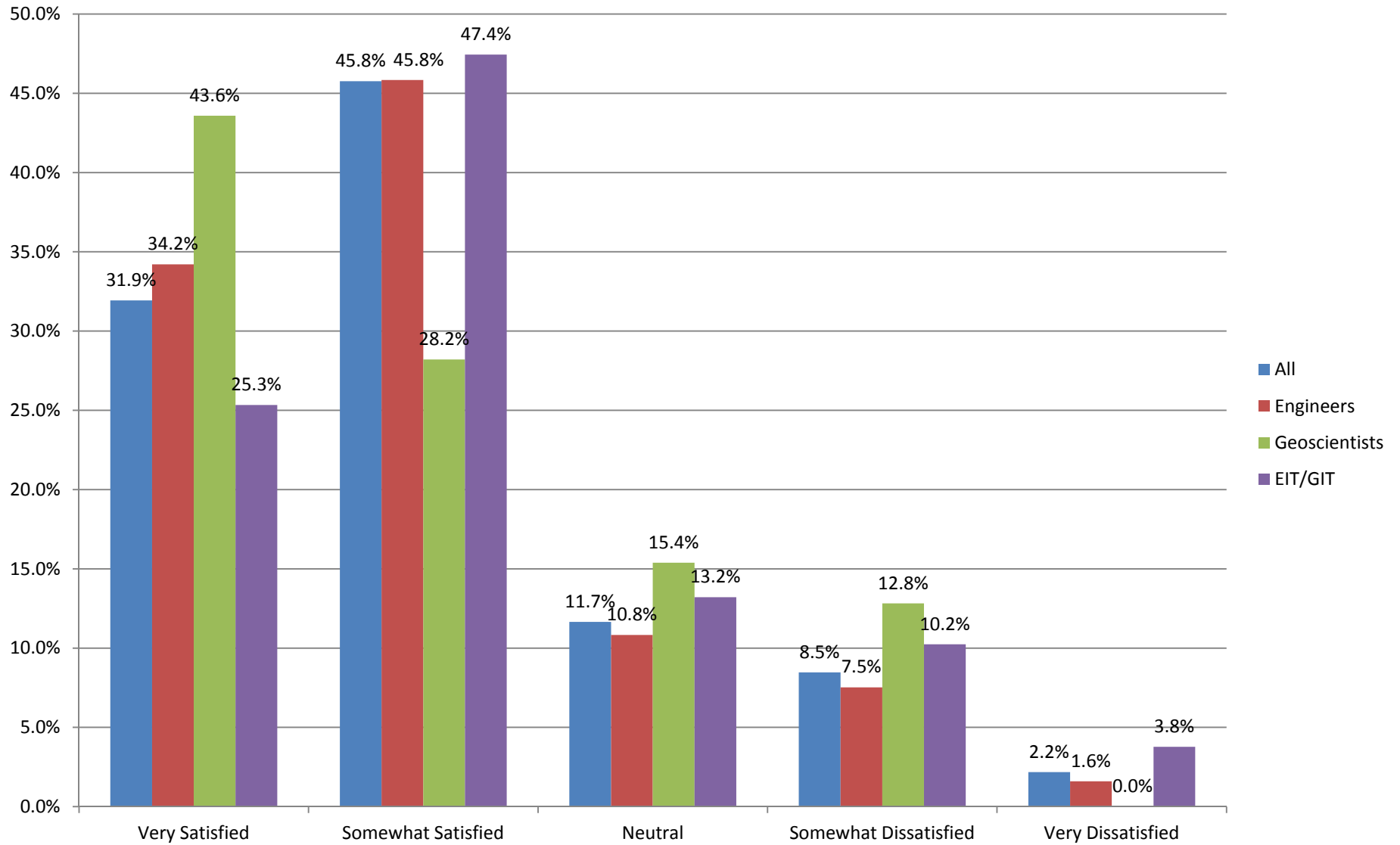
APEGM 2013 Salary Survey

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



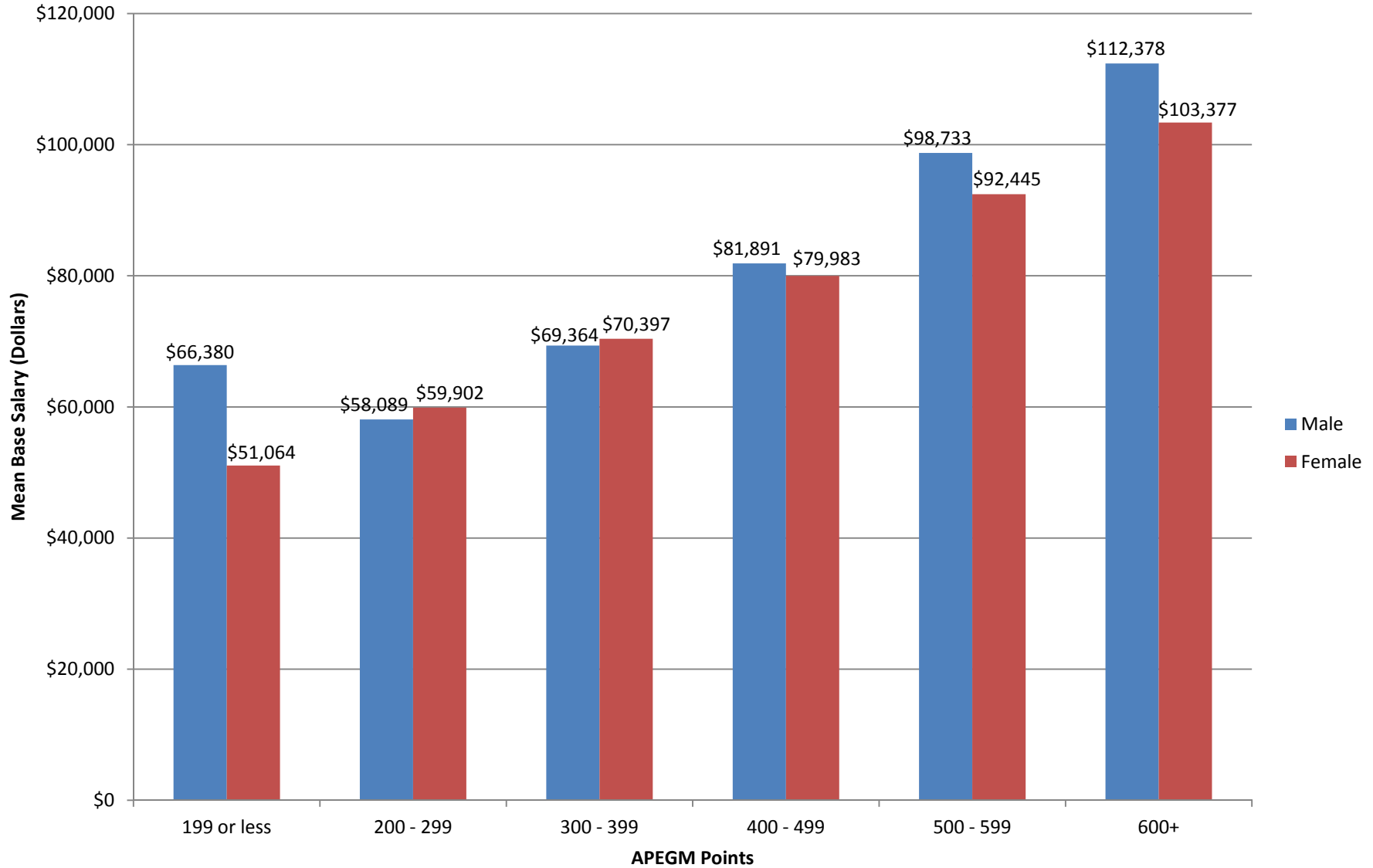
APEGM 2013 Salary Survey

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



APEGM 2013 Salary Survey

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



APEGM 2013 Salary Survey

Figure 11: Compensation for Overtime

Figure 12: Size of Organization

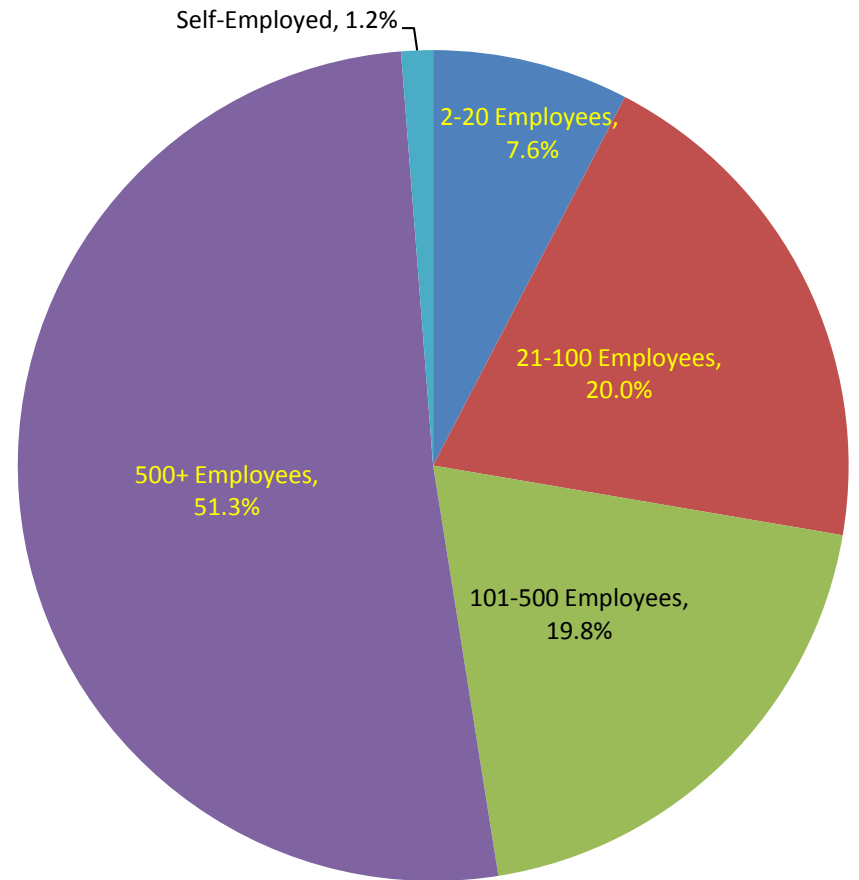
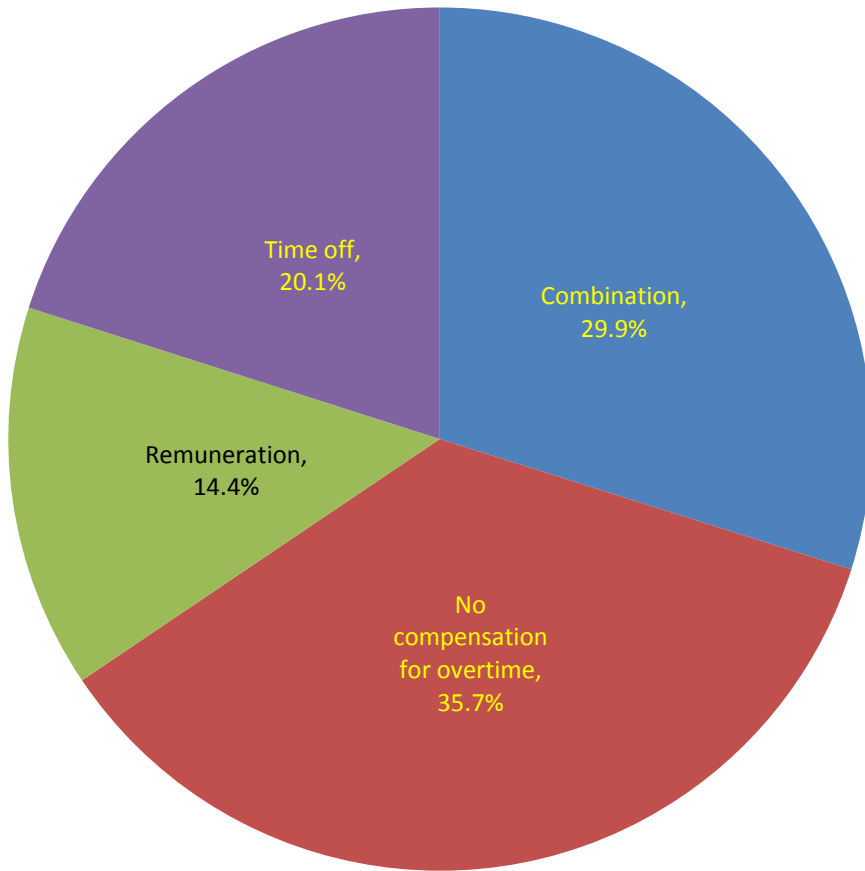


Figure 13: Principal Work Location

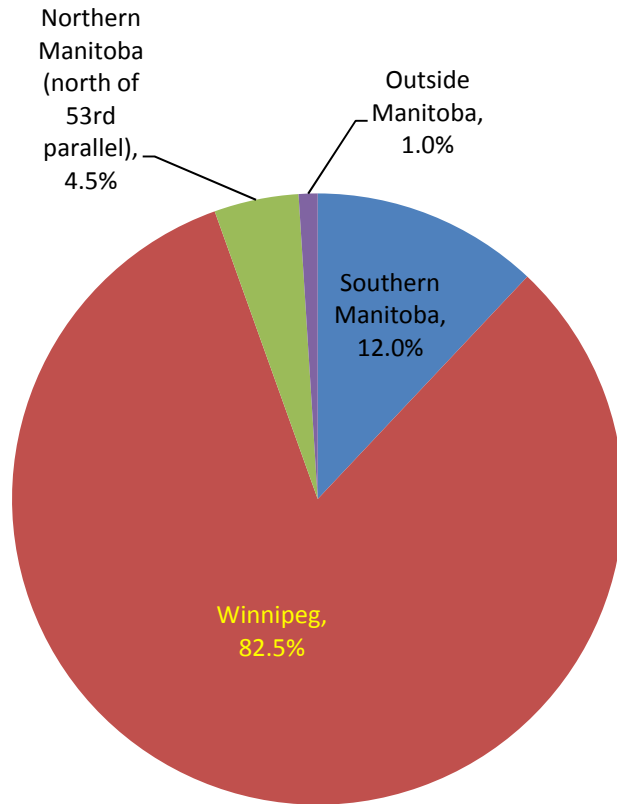


Figure 14: Change of Employment

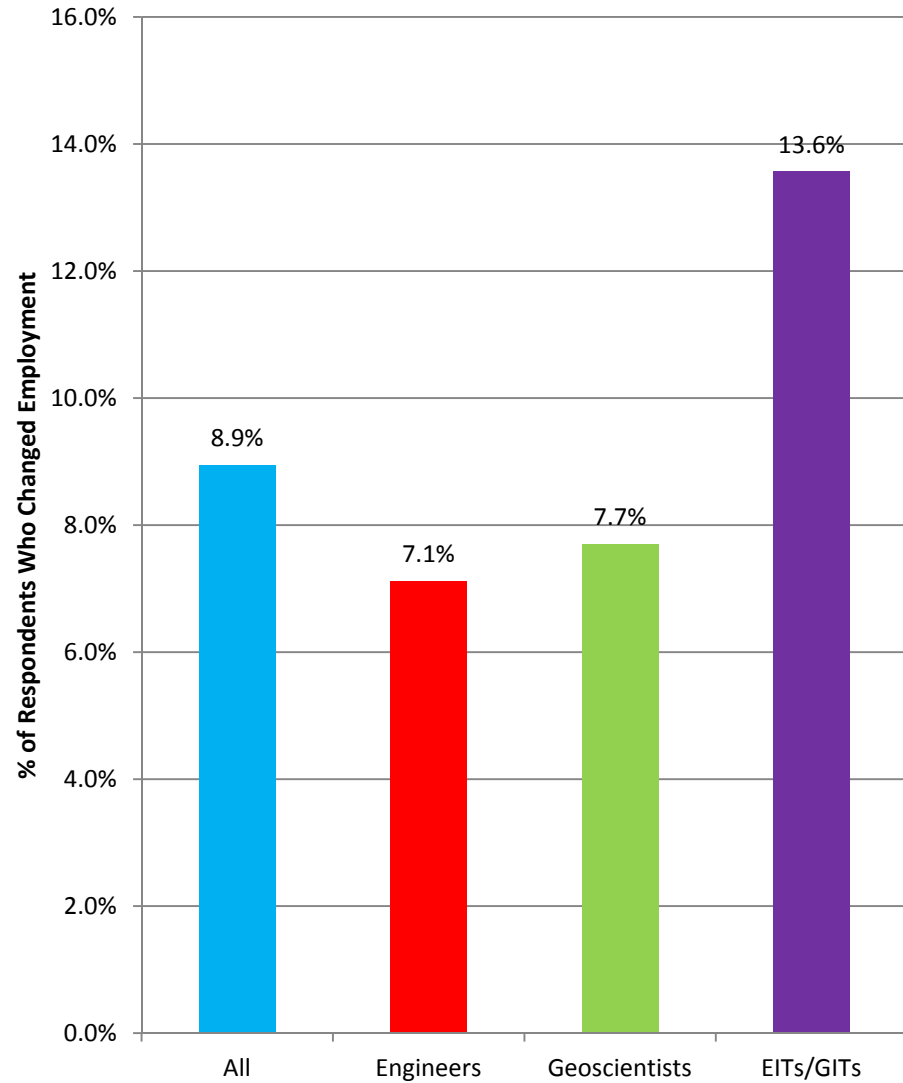


Figure 15: Sick Time – Entitlement

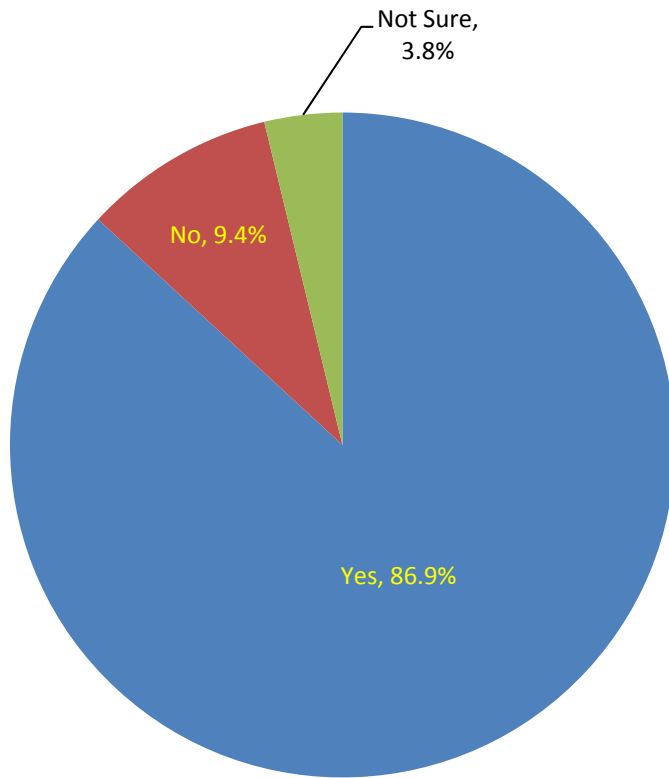


Figure 16: Vacation Time - Entitlement

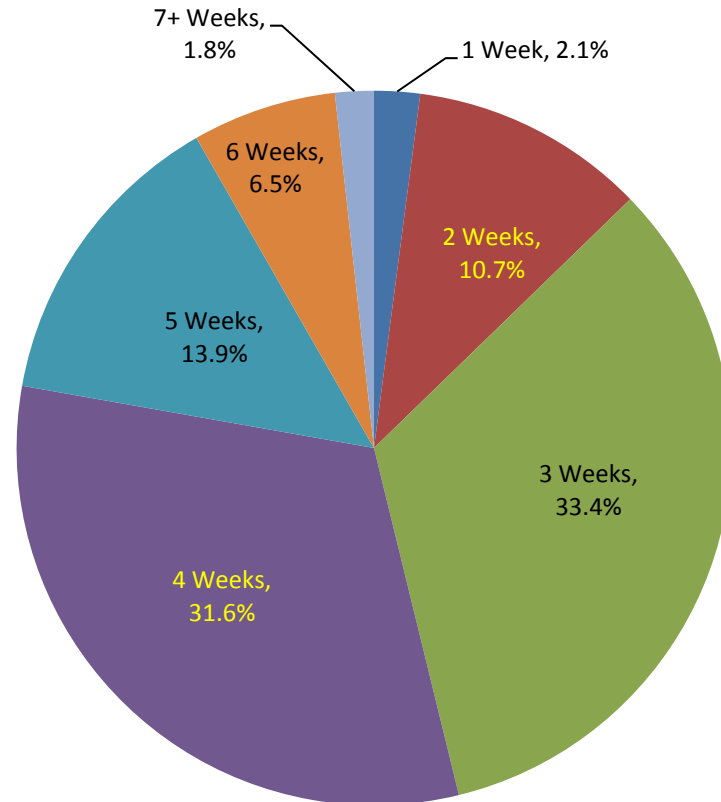


Figure 17: Respondent Base Salary vs Years Since Graduation

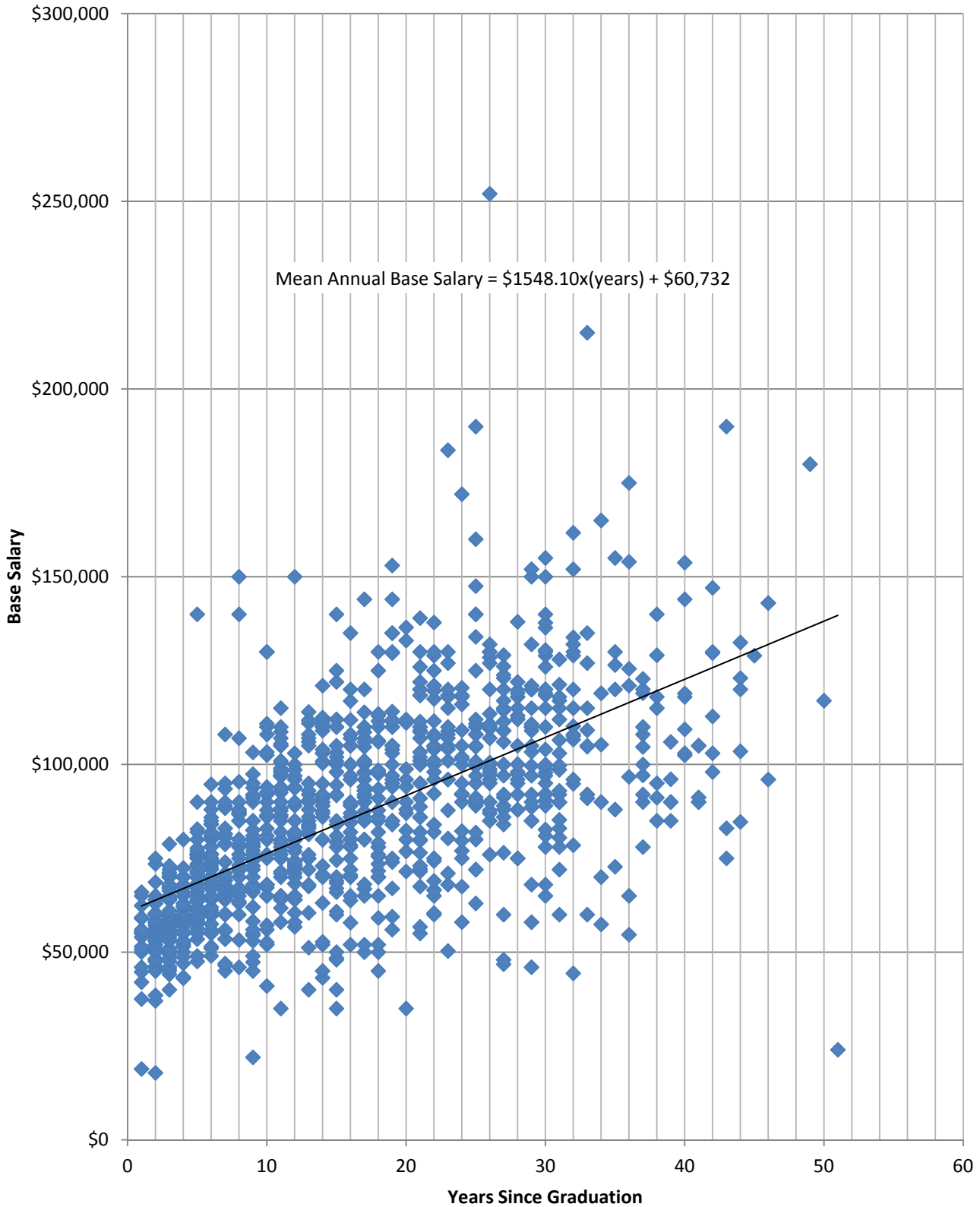


Figure 18: Base Salary vs Years Since Graduation (Engineers)

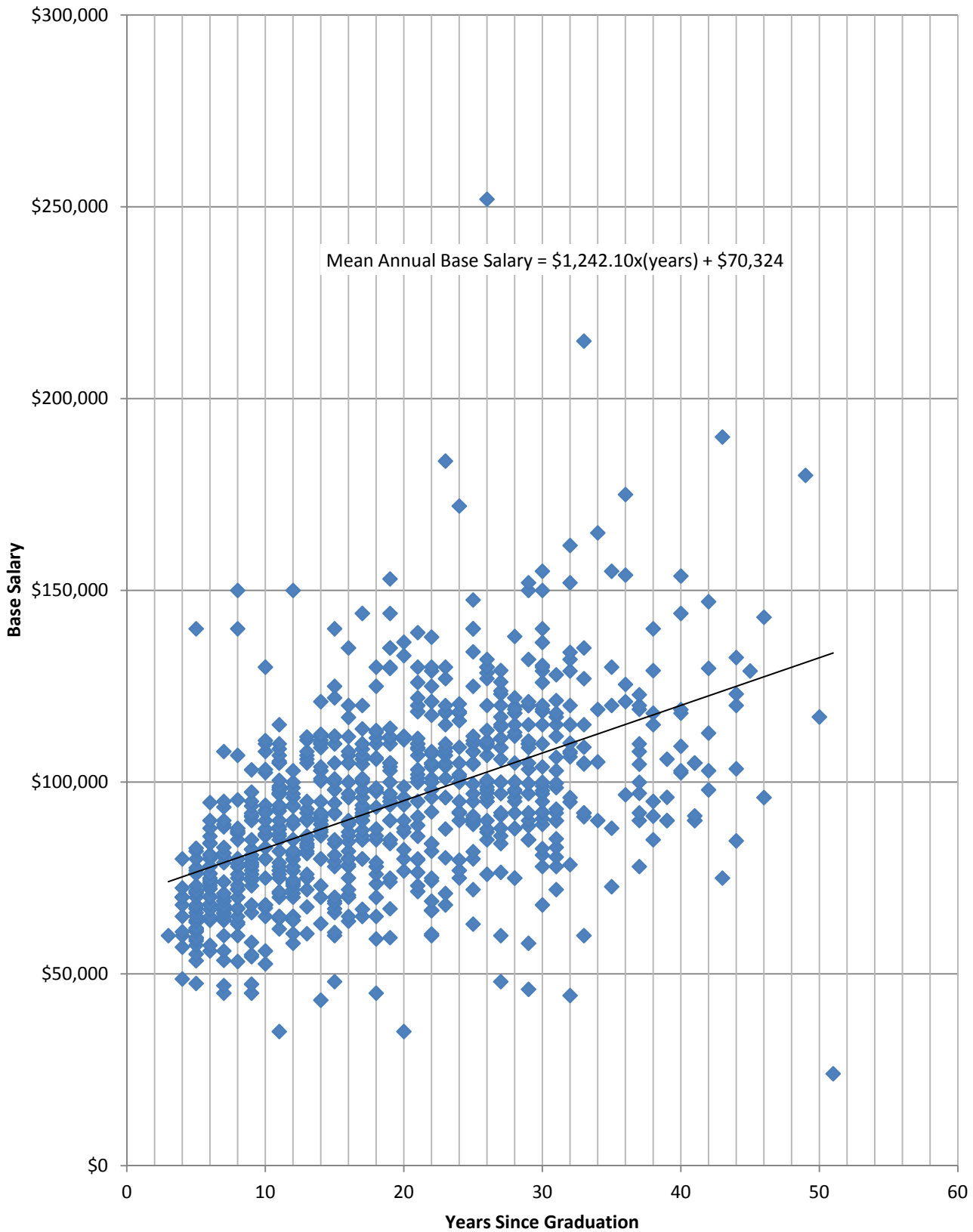
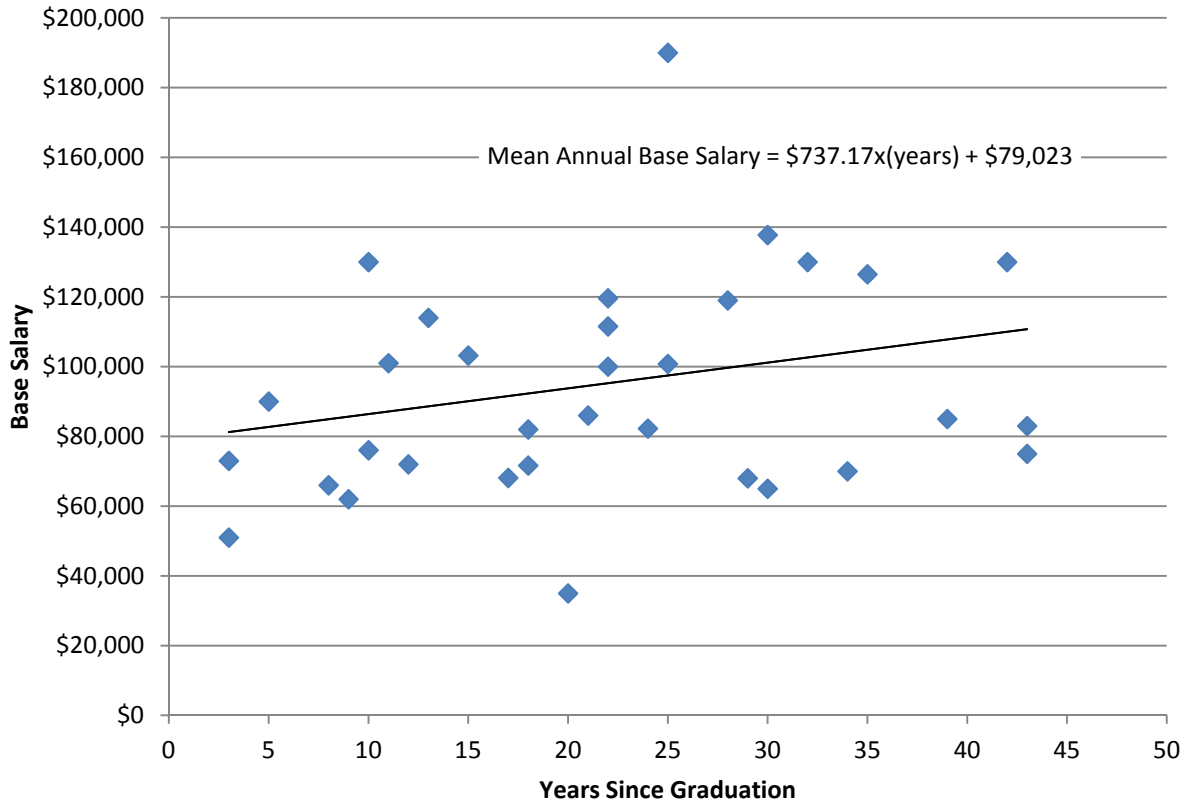


Figure 19: Base Salary vs Years Since Graduation (Geoscientists)



Comments in Detail

Survey Format (Suggested Changes)

On the sick days, our employer offers 5 days per year, non-accumulated. This does not seem to meet the requirements of the question, which indicates accumulation.

I hope the salary table can be updated to show more statistical number similar to Albert's salary survey. Also a separate table for each type of industry will be appreciated. Average (Mean) - Numerical average. Mode - The most common value Median(D50) - The middle value (value at which 50% of the population is below) Min Value - The minimum value of the data set. Max Value - The maximum value of the data set. D10 (Low Decile) - Value at which 10% of the population is below. D25 (Low Quartile) - Value at which 25% of the population is below. D75 (High Quartile) - Value at which 75% of the population is below. D90 (High Decile) - Value at which 90% of the population is below.

In today's North American society, stress is advertised as a significant health hazard. The Classification Rating Guide, sub-section K, ACCIDENT AND HEALTH HAZARDS, should probably qualify whether stress is to be taken into account when rating oneself, or if only accident hazards are applicable (instead of having the guide only display the same matrix that is presented on the survey, itself). Alternatively, Accident Hazards and Health Hazards could be two, separate categories (wherein, stress would fall into the latter).

Noticed that the points system is very biased (give high points) towards engineers in positions that supervise or manage many people under them. There should also be equivalent top level points available for senior engineers who work at the top level of design capacity for their organizations. Their work is key to the entire company's success as they control the products, but they tend to be a mentor, more than a supervisor, to young engineers. (not a lot of direct reports)

If possible, there should be a section for points relating to field work for survey next year.

I am self-employed and operate as a Manitoba Corporation. My company pays for all business-related expenses, so these are not exactly an out of pocket expenses. Section: C - "Salary & Benefits" does not capture this. Very well done overall.

Question on overtime could provide more options. In theory, the company will provide pay or time off for overtime, however much remains uncompensated.

It would be nice to have a list with academic degrees, years of experience and salaries to have a fair comparison between employees and know which company provides the best environment in town.

Many of the items (the point system stuff) are not defined and categorized in a suitable manner for someone working as an academic in a University/College. I suspect there are enough registered faculty members that it might be appropriate to rewrite several sections of this survey to apply to Professors or other institutional instructors. E.g., levels of responsibility, number of persons supervised, etc. do not apply in the way they are described.

APEGM 2013 Salary Survey

I'm not sure if it makes a difference in salary but I have a Bachelor of Engineering Degree and a Mechanical Engineering Technology Diploma. I believe that this would warrant a higher salary but there is no field for this option. If it makes sense it would be nice to add next year.

It would be nice to be able to store your previous survey results, then modify and resubmit for the next year.

I don't think there is really enough questions points for professionals who specialize in particular fields. The main emphasis of the survey is on supervising. Also I wish this survey would provide me with my points total so I can use it to compare when the survey results come out.

The question involving being away from base is a bit tough to answer. I work as a consultant, and right now I'm working on site 100% of the time, however it is still in the city. There wasn't an option for this.

Why does APEGM separate civil engineering into "civil/structural"? Isn't structural engineering just a sub discipline of civil engineering?

The definition of Civil/Structural is really not appropriate. Civil is a broad discipline including geotech, water resources, structural. Not just structural.

I am happy with the consistency of the survey from year to year. I find it somewhat difficult determining my score for certain categories given the description provided. Sometimes the description is too vague and other times it is far too specific. That being said, I realize this is a general survey and it may be impossible to suit it to everyone's specific situation.

For consideration: not enough specifics for specialist consultant input. For example - specifying roles, duties and exposure in specialist consulting in international markets with varying degrees of occupational and international risk. Risk input in survey seems focused primarily on industrial shop/lab hazards and not capturing project risks associated with international, arctic or other environmental risks.

It would be nice to have my response from last year show up while I am answering questions

It would be good to have a results page that shows your salary vs. the average and at what percentile.

I would like to option to choose more than one thing in many of the selection categories.

Good work on making the selections appropriate and comprehensive

I think the travel question could be reworded. I travel frequently, but my trips vary from 2 days to 2 weeks

My job covers all of MB. It would be nice to add that option under geographic area

APEGM 2013 Salary Survey

It would be nice to have a bit more clarification/specific examples for the sections D and F. Although the sections are already fairly explanatory and in-depth, I still found myself using a bit of guesswork when determining if I was between sections or already at the next level.

On years that employees change jobs, it may be relevant to state both annual salaries, rather than a percentage increase, or try to make that part less confusing. Otherwise, survey was good, looking better every year.

Ask more about leadership experience outside of the engineering profession. For example if someone held management roles before going back to university as this is more indicative of wages and responsibility.

Since the survey allows you to specify if you switched employers, it would be nice if you could also specify if the general industry or job function you are practicing in changed. For example, I went from working for General contractor/consulting firm in the industrial construction industry to working for an Equipment Manufacture in the HVAC industry. My job title and responsibilities drastically changed too, yet in the survey I could only specify one or the other. I feel my response is somewhat skewed since I spent half the year in a certain industry and job function, and the other half in one that was drastically different. Having this Incorporated into the survey might yield useful data indicating what industries and jobs people are leaving, compared to ones they are seeking. I would also recommend this text field gets expanded to allow more than 1000 characters if possible.

I appreciate the opportunity to provide my information to the association. I would like to point out that some of the areas may require a second look. For years we have been describing a hazardous environment in terms of physical dangers or stresses. As a divisional manager in municipal government I am seeing a greater toll on my staffs from the often brutal day to day stresses placed on them by political masters and media looking for instant answers to complex issues.

On page 26- Recommendation, Decisions and Commitments, the lowest level selectable is "Makes technical decisions of a routine nature..." at 20 points. I attempted to select 0 but was not allowed to. I don't make any technical decisions in my work whatsoever, routine or not. Having an option for this would be valuable as I feel the response I was forced to make by the survey is inaccurate.

Add municipal engineering as a career choice in the list

1. I would be interested in salary versus education by sector, if possible.
 2. I suspect Manitoba Hydro is skewing the numbers upwards. Would it be possible to account for this?
-

There are questions on this survey that will not change ex. (gender, degree...). Also other questions will not change if keeping the same job from one year to the next one (employees benefit, industry...) APEGM should set up the survey in a way we shouldn't enter the same information from one year to the other one. This will save time and will get more members to complete the survey. Thanks.

I initially elected to select my gender, but then I changed my mind and didn't want to indicate it, but was unable to deselect it. The gender page should have a "Do not wish to declare" button.

APEGM 2013 Salary Survey

Survey questions, relevant for full time employees, are unsuitable for a person working part-time as a consultant on an as required basis in an advisory role with no direct supervision responsibilities direct.

Survey Format (Positive)

Good survey format. Easy to fill in quickly and accurately

This is my first year as member of APEGM, and glad to participate this survey. I think the structure of this survey is really great. I was a bit worried after I read comments regarding previous years' survey. Good Job! :D

Salary Survey seems to be more user-friendly this year. Well done.
The ease of completing the survey improves every year. Keep up the good work. I really like the feature to save a pdf of my answers.

Would like the option to print survey inputs as pdf once completed for future reference.

Great Survey. Very simple to navigate through.

Excellent questions in the 2013 APEGM Salary Survey!

Fast and short

Survey was easy to complete. Good work.

Very easy to complete.

Good survey. It seems to be simpler and easier than previous years.

The progress bar was a great feature; makes going through the survey more interesting

Survey is getting better, was easy and fast this year

Survey was well set up and easy to complete. Good job!

Very good survey and very relevant to what I do as a professional.

Very good. Thxs

Good format for the survey. Quick and easy to complete.

Very easy to fill survey. Well done.

APEGM 2013 Salary Survey

Survey was straightforward to complete. I like the current format. The random prize draw is a good idea to encourage more participation.

User friendly!!! Good job!!!

Good survey. Quick and easy to follow.

Great survey. Survey input seems to be getting easier every year.

Good survey, seems even smoother and easier to navigate than previous years.

Best format to date, with good progress bars to allow time left to complete. The prize draws are a nice touch...

The survey is well laid out and organized. I was able to complete it in 10 minutes.

This survey has improved.

Very nice format and easy to do.

Nice survey. Easy to fill out. Took only 15 minutes, as promised.

The survey seems to be well organized and thought out.

The new style with one question per page is very good.

It would be quicker / easier if more pages have multiple questions, even if it is separate topics.

I like the simple one question per page format, helps move the whole thing along quickly.

The survey questions were of a good general nature.

It was quick and easy

It was a bit lengthy!

A much better easier survey than the last one I did a few years ago.

Easy survey - best yet, thanks.

A pretty good survey form. The progress bar is excellent to keep track of time left.

APEGM 2013 Salary Survey

Engineering & Geoscience Professions

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).

I would be curious to see the breakdown of engineering salaries by gender. Is there a significant pay gap between the genders working as professional engineers in Manitoba?

Simple as usual. Again I think this should be mandatory so employers can accurately see if they are paying their engineers on pace with the rest of the consulting firms in Manitoba.

General Comments

The prize draw is a great incentive to complete survey.

Thanks for doing this survey. It gives the APEGM members an idea about the expected range of salary from organizations in different sectors.

Thank you for organizing the salary survey. I appreciate having the results of the survey.

This is my second survey to date and it's a nice thing that APEGM is doing. Keep up the good work

I appreciate the opportunity complete and review the annual survey, although increased participation would benefit members and employers alike.

Think this is valuable work – (name withheld)

Kindly send future opportunities to the members frequently.

Look forward to the results as always.

Thanks

Thank you for the Prize.

An email of notification of results would be great! Thanks for the survey!

The survey is good for APEGM members to know their market salary better. The survey is great for us!

Enjoy the survey information.

This survey is very useful when negotiating salaries with current or potential staff.

APEGM 2013 Salary Survey

As usual, the survey is very straight-forward and well laid out. Good job.

No comment at this time.

Some answers to the questions are hard to choose/not really appropriate, but generally I think it is a good survey. Thanks!

Thank you for the iPad Mini :-)

Thank you for continuing to offer this survey. I find it very useful.

Keep up good work!

No comment on the survey, just keep up the good work APEGM.

Interesting questions. I look forward to seeing what the results are

Thanks for doing such a great job each year!

Keep up the good work.

Not sure what the intent of principle work location is. Our factory is located in Winnipeg but 99% of what we sell goes outside this province. So what is the intent of this question?

Some of the questions were not applicable to my job

This survey does not easily lend itself to self employed individuals

Keep up the survey, it is useful info.

Thanks for the opportunity to be part of the said survey. Regards, (name withheld)

Fair survey length. Interesting questions.

This ran through our corporate firewall much more quickly this year than in past years.

It was a pleasure. The survey is good.

This survey is very easy to fill out and the results are very informative. Keep up the good work!

This is an excellent Survey. Thank you for taking the time to put this together.

APEGM 2013 Salary Survey

I would expect that the survey and the published name (should a person win) will in no way be connected. Otherwise, we find your surveys very useful in reviewing the remuneration of our staff on an annual basis. Thank you.

Very easy to understand and navigate

Thanks for putting the survey together! Very much appreciated.

Good job APEGM staff on another simple to fill in survey. Looking forward to my iPad!

Personal Results

This is based on my understanding, \$17,000 includes the relocation allowance of \$10,000

For compensation, I had to guess where to place my 'dividend' income which formed a large part of my overall compensation this year.

Thanks! I enjoy this exercise. It's a great reminder of how lucky I am to be employed by such a great company!

I found it difficult to choose an appropriate category for job function and industry sector, as a "regulator" working in the public sector, reviewing a wide range of development plans, while also managing projects,

Because I work under contract, I receive no benefits but I answered the benefit questions as if I were an employee.

Overall a good survey. Some questions on the supervision and responsibility are a bit hard to classify in my personal situation.

I like the salary survey online. Does not cover variable such as someone working in the workforce as a heavy duty mechanic for 6 years, then going to university for engineering and then back into the work force as an engineer. Experience as a mechanic was more valuable than the first 4 years working as an engineer and my salary reflects this.

While compensation and benefits are competitive; I'm still not satisfied with level of max vacation; which in this company is not competitive - it seems to be based on US standard not Canadian.

Still very assuming of a large organization, e.g. number of employees supervised or that having absolute authority over decision making is a sign of skill. I work for a startup which is a very collaborative and loosely organized company. Each person has a great deal of influence and responsibility, yet depending on the interpretation of the questions I could score low or high.

APEGM 2013 Salary Survey

The question of time away from work - I work few hours but travel is not the reason. I am absent from work - it's because I choose to work few days - semi-retired but still Co-owner of the business and there are tasks that only I perform.

Thanks but I have an iPad already. As a matter of fact, I have too many devices! I should get rid of a few. Thanks again - good job on the survey!

What about transit? I think the engineering firms in our city should be under pressure to provide transit coverage to their employees for being green. . . . (mine does not support the ecopass) i wish they did.

I have not filled out the survey as being employed for only part of the year before. I intended to enter my base salary, then indicate how much of that I earned given 25 weeks of employment (i.e. 25/52 of base salary), but the entry was limited to base salary and total earnings corresponding to the same value.

Weight of points for travel and work environment seem low compared to level of responsibility.

Explanation: My information may skew results as I was employed part of the year and was terminated and received a termination package, hence short work time period with some self-employed earnings resulting in full time equivalent pay. Reported benefits and ratings are for full year with former employer.

Survey questions seem more applicable to me than in previous years

I am self-employed so I tried to give you the best possible answer related to your questions. My salary is very dependent on work load and the bonus structure related to my profits. Much of the bonus will stay within the company and that is why my base will always remain the same. Thanks

I love the progress % bar.
