



**A P E G S**

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

# 2023

## Salary Survey



**insightrix®**

Report Compiled by  
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# Results Summary

## Sample Statistics

- A total 1,541 members of APEGS completed the survey from February 2 to March 6, 2023. Of those, 1,438 are employed full-time as engineers or geoscientists.

## Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$114,143 (up 1.1% from \$112,940 in 2022).
- The median salary (not including bonus) is \$105,000 (up 0.96% from \$104,000 in 2022).
- Fifty percent of salaries fall between \$82,000 and \$137,697.
- Ninety percent of salaries fall between \$63,000 and \$193,800.

## Additional Income

- Over two thirds (70.9%) of members who participated in the survey report receiving bonuses. This is consistent with previous findings (68.8% in 2022).
- The median bonus is \$6,000, including those who receive none, representing an increase from previous results (\$5,000 in 2022).

## Overall Statistics

- Nearly all respondents (95.4%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Eight in ten (87.5%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 91.4% mentioned that their employer pays for APEGS annual dues.
- 19.2% have permission to consult.
- Overall, 19.4% of responding members are women with close to one half (39.2%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (98.1%).



## **Differences by Industry, Sector and Discipline**

- The median salary for full-times employees in the public sector is \$109,000 and the median salary in the private sector is \$103,000.
- Highest paying discipline: Geological/Mining/Petroleum (Median: \$118,500).
- Highest paying industry: Resource Industry Except Oil & Gas (Median: \$128,169).
- Highest paying job function: Corporate Management (Median: \$165,000).

## **Regression Analysis**

- Professional designation (P.Eng. and/or P.Geo.), supervision scope and job environment are the top three predictors of salary.



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## **INTRODUCTION, METHODOLOGY AND RESEARCH NOTES**

### **Goals and Objectives**

In November 2022, the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contracted Insightrix Research to conduct a salary survey of their members. The survey inquired about base salary for the 2022 year, bonuses received, hours worked, education, work duties, and other factors that may be related to salary. Salary surveys have been conducted by APEGS in previous years and so, for some questions, it is possible to compare current results to the past.

### **Survey Completion Results**

APEGS provided Insightrix with a contact list of 6,943 members, including professional engineers, professional geoscientists, engineers-in-training, geoscientists-in-training, and limited members. Insightrix invited members to participate in the study via email, which included a unique link for each member to provide their responses. Surveys were completed between February 2 and March 6, 2023. A total of 1,541 members completed the survey representing a 22% response rate.

### **Data Accuracy**

Those who provided annual salaries greater than \$300,000 and/or bonuses equal to or higher than their annual salary were asked to verify their response before proceeding further within the survey. Only responses from respondents who are currently employed in engineering or geoscience are reported.

### **Analysis of Results**

Data have been presented with means, medians, upper, and lower quartiles, as well as 5<sup>th</sup> and 95<sup>th</sup> percentiles. Where possible, tables include detailed cross-tabulations broken down by education and experience. Due to confidentiality restrictions and respect for the privacy of those who took the survey, not all statistics can be reported, nor can all categories be broken into smaller ranges. Categories with fewer than ten members are not shown. Unless otherwise specified, annual salaries reported within the report reflect annual salary including commissions. Respondents who report being unemployed, retired, do not work as an engineer or geoscientist, or work zero hours a week are excluded from salary calculations.

A lasso regression model was used to produce a formula that allows members to predict their salary by entering their own ratings.



## Statistical Notes

Although the mean, or arithmetical average, is a more familiar statistic, the median, or middle value is often more descriptive and is not affected by extreme high or low values. The median is the value at which one half of responses are higher and the other half of responses are lower. For this reason, the median is suggested as the more reliable statistic throughout this report. Where applicable, both statistics are mentioned.

In general:

**When mean is higher than median:**

There are some very high values and more moderate to low values.

**When median is higher than mean:**

There are some very low values and more moderate to high values.

In a salary survey:

**When % change in mean is negative and % change in median is positive:**

This may suggest that most of the group is established (many moderate to high values) with some entry-level candidates (some very low values).

**When % change in mean is positive and % change in median is negative:**

This may suggest that most of the group is around entry-level (many low to moderate values) with some very high paying positions (some high values).

**When % change in median is positive, higher than % change mean:**

This may suggest that most of the group is very established and seeing steady salary increases, while highest-paying positions are not seeing such large increases. This may also indicate only a few entry level candidates compared to the number of established individuals.

**When % change in mean is positive, higher than % change median:**

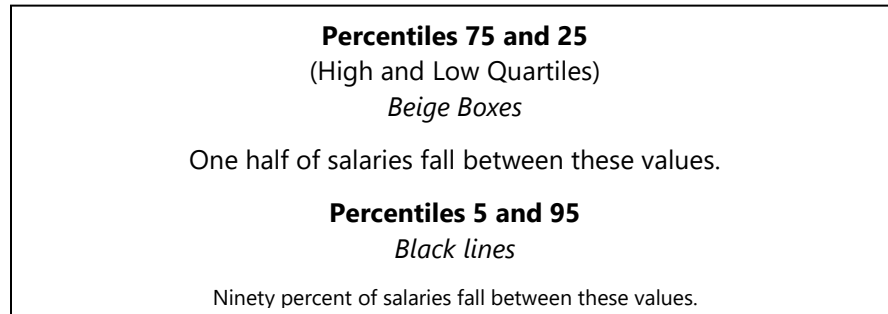
This may suggest that most of the group is very established and seeing steady salary increases, while highest-paying positions are seeing even larger increases. This may also indicate very few entry-level candidates compared to the number of established individuals.



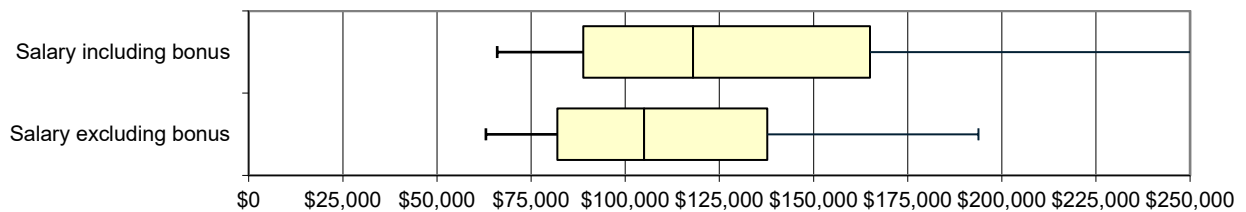
# Study Results

## CHARTS AND TABLES:

### General legend for salary charts:



## Total Salary (Full-Time)



## Total Salary (Full-Time and Part-Time)

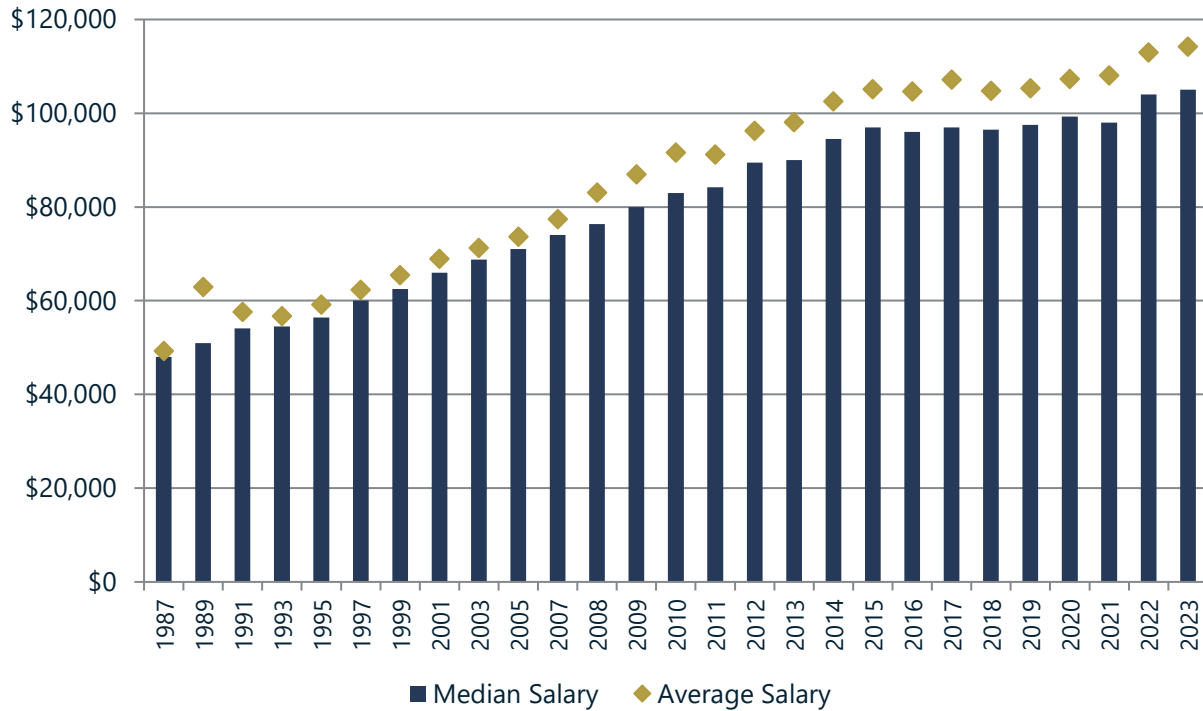
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Full time position</b>	Base Salary	1,428	98.2%	\$114,143	\$63,000	\$82,000	\$105,000	\$137,697	\$193,800
	Salary incl. bonus			\$137,515	\$66,003	\$88,910	\$118,000	\$165,000	\$290,000
<b>Part time position, self employed, casual etc. and not full time</b>	Base Salary	26	1.8%	\$92,439	\$15,000	\$43,680	\$67,700	\$130,000	\$220,000
	Salary incl. bonus			\$111,676	\$15,000	\$50,000	\$91,000	\$155,000	\$300,000
<b>Total</b>	Base Salary	1,454	100.0%	\$113,755	\$62,000	\$81,682	\$105,000	\$137,500	\$195,000
	Salary incl. bonus			\$137,051	\$65,400	\$88,000	\$118,000	\$165,000	\$290,000





## Change in Salary

In 2023, the average and median salary increased by 1.1% and 0.96% respectively.



	Median Salary	Average Salary
1987	\$48,000	\$49,269
1989	\$50,928	\$62,887
1991	\$54,110	\$57,578
1993	\$54,480	\$56,703
1995	\$56,400	\$59,142
1997	\$60,000	\$62,266
1999	\$62,500	\$65,401
2001	\$66,000	\$68,877
2003	\$68,800	\$71,210
2005	\$71,008	\$73,607
2007	\$74,000	\$77,374
2008	\$76,352	\$83,025
2009	\$80,000	\$86,908
2010	\$82,950	\$91,548
2011	\$84,224	\$91,154



<b>2012</b>	\$89,472	\$96,219
<b>2013</b>	\$90,000	\$98,030
<b>2014</b>	\$94,500	\$102,475
<b>2015</b>	\$97,000	\$105,111
<b>2016</b>	\$96,000	\$104,628
<b>2017</b>	\$97,000	\$107,130
<b>2018</b>	\$96,485	\$104,743
<b>2019</b>	\$97,500	\$105,287
<b>2020</b>	\$99,265	\$107,298
<b>2021</b>	\$98,022	\$108,008
<b>2022</b>	\$104,000	\$112,940
<b>2023</b>	\$105,000	\$114,143

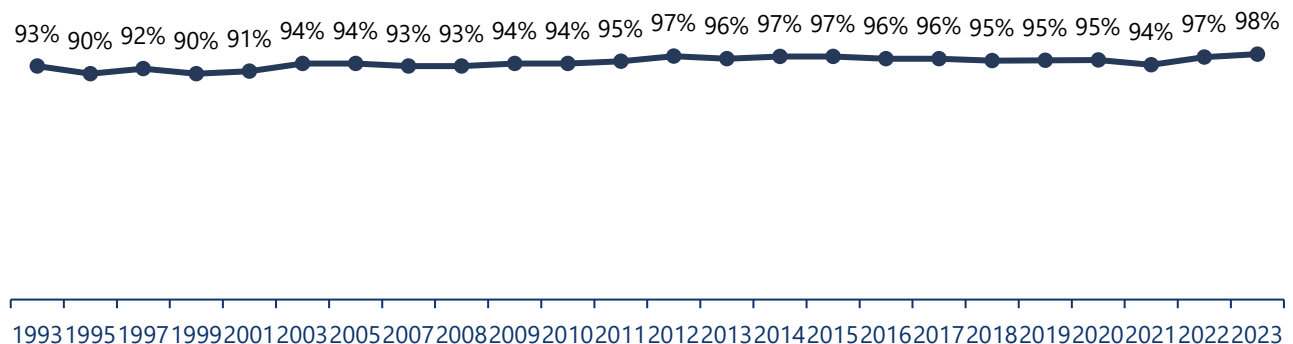
## Employer Paid Benefits

		Yes	No/NA <sup>†</sup>	Total
<b>Employer Paid Benefits (Pension plan, sickness, life insurance etc.)</b>	Count	1,398	68	1,466
	Percent	95.4%	4.6%	100.0%
<b>Employer Paid Benefits (Professional Development activities)</b>	Count	1,283	183	1,466
	Percent	87.5%	12.5%	100.0%
<b>Does your employer pay for your APEGS annual dues?</b>	Count	1,340	126	1,466
	Percent	91.4%	8.6%	100.0%
<b>Does your employer pay for you to attend the APEGS Annual Meeting?</b>	Count	216	1250	1466
	Percent	14.7%	85.3%	100.0%

<sup>†</sup> N/A grouped with No.

## Additional Benefits

Almost all (98%) respondents indicated that their employer offers additional benefits.





## Salary by Year of B.Sc.

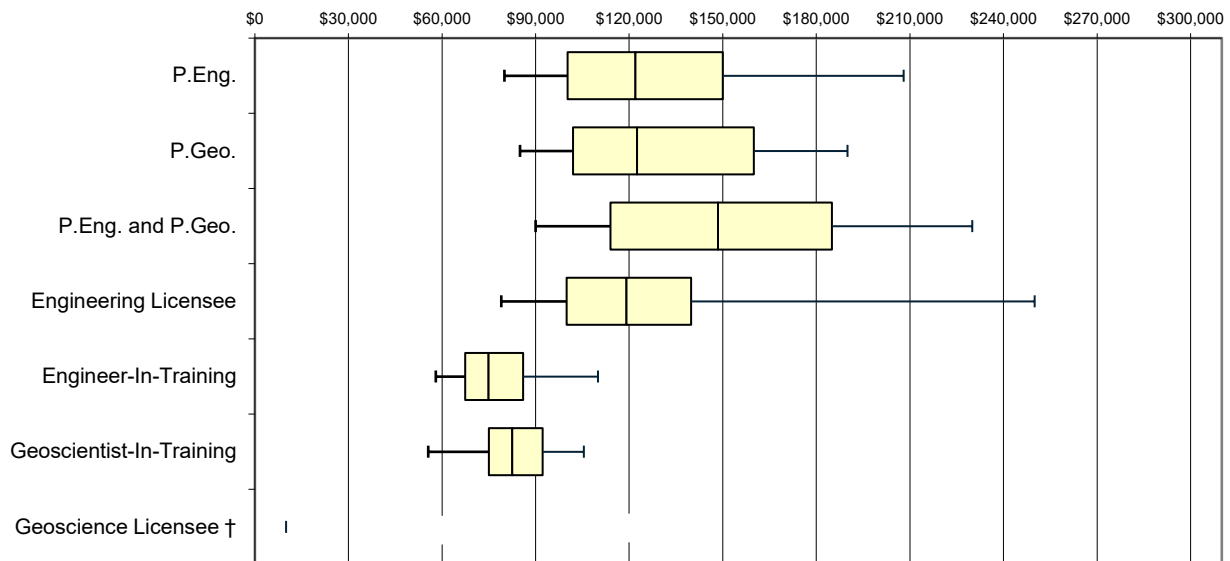
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>1976 &amp; Prior</b>	12	0.9%	\$144,287	\$40,000	\$96,250	\$144,722	\$180,000	\$300,000
<b>1977†</b>								
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<b>1987</b>	12	0.9%	\$153,706	\$10,000	\$102,500	\$181,699	\$191,989	\$248,000
<b>1988</b>	12	0.9%	\$182,422	\$120,000	\$147,000	\$185,416	\$207,919	\$240,000
<b>1989†</b>								
<b>1990†</b>								
<b>1991†</b>								
<b>1992</b>	11	0.8%	\$141,939	\$90,000	\$100,000	\$130,000	\$177,100	\$220,000
<b>1993†</b>								
<b>1994</b>	16	1.2%	\$164,287	\$18,000	\$138,415	\$155,000	\$184,500	\$320,000
<b>1995</b>	15	1.1%	\$167,404	\$110,000	\$139,000	\$160,000	\$190,000	\$250,000
<b>1996</b>	18	1.3%	\$178,374	\$75,000	\$175,000	\$187,500	\$205,000	\$275,000
<b>1997</b>	16	1.2%	\$150,161	\$43,680	\$131,225	\$147,500	\$177,750	\$230,000
<b>1998†</b>								
<b>1999</b>	19	1.4%	\$146,390	\$75,000	\$112,590	\$140,000	\$160,000	\$250,000
<b>2000</b>	22	1.6%	\$135,495	\$77,000	\$109,000	\$127,320	\$147,000	\$210,000
<b>2001</b>	30	2.2%	\$144,857	\$71,000	\$108,781	\$141,500	\$165,108	\$240,000
<b>2002</b>	29	2.1%	\$145,153	\$60,000	\$128,000	\$144,000	\$172,000	\$215,000
<b>2003</b>	23	1.7%	\$145,328	\$100,169	\$120,000	\$140,000	\$174,500	\$185,000
<b>2004</b>	41	3.0%	\$142,961	\$85,000	\$112,000	\$140,000	\$167,000	\$210,000
<b>2005</b>	46	3.3%	\$135,060	\$70,279	\$112,000	\$131,750	\$153,000	\$210,000
<b>2006</b>	34	2.5%	\$135,666	\$86,000	\$113,000	\$132,500	\$164,000	\$185,000
<b>2007</b>	46	3.3%	\$117,922	\$60,000	\$101,500	\$115,500	\$135,000	\$152,000
<b>2008</b>	58	4.2%	\$124,109	\$50,000	\$108,000	\$124,000	\$141,780	\$190,500
<b>2009</b>	53	3.8%	\$121,915	\$76,000	\$105,000	\$120,000	\$135,000	\$170,000
<b>2010</b>	54	3.9%	\$124,576	\$84,344	\$105,000	\$119,500	\$145,000	\$176,000
<b>2011</b>	59	4.3%	\$116,215	\$74,000	\$95,000	\$114,000	\$135,684	\$180,000
<b>2012</b>	67	4.9%	\$104,314	\$63,100	\$90,522	\$106,000	\$120,000	\$142,623
<b>2013</b>	66	4.8%	\$104,884	\$70,144	\$92,250	\$105,000	\$115,500	\$135,000
<b>2014</b>	56	4.1%	\$100,632	\$72,759	\$86,891	\$99,150	\$108,000	\$144,800



<b>2015</b>	73	5.3%	\$101,627	\$74,000	\$86,000	\$98,000	\$111,000	\$142,000
<b>2016</b>	44	3.2%	\$95,482	\$68,000	\$80,000	\$90,624	\$107,250	\$140,000
<b>2017</b>	58	4.2%	\$86,302	\$60,000	\$75,000	\$86,500	\$100,000	\$110,000
<b>2018</b>	68	4.9%	\$83,757	\$60,000	\$74,125	\$82,000	\$91,500	\$110,000
<b>2019</b>	66	4.8%	\$78,733	\$58,000	\$70,000	\$76,500	\$87,000	\$101,000
<b>2020</b>	65	4.7%	\$75,386	\$58,000	\$67,000	\$72,000	\$83,962	\$98,500
<b>2021</b>	63	4.6%	\$71,278	\$55,000	\$67,000	\$70,500	\$75,382	\$92,000
<b>2022</b>	49	3.6%	\$71,257	\$60,000	\$65,000	\$69,800	\$79,500	\$86,000

† Data suppressed due to sample size < 10

## Salary by Professional Designation (Full-Time Employees)

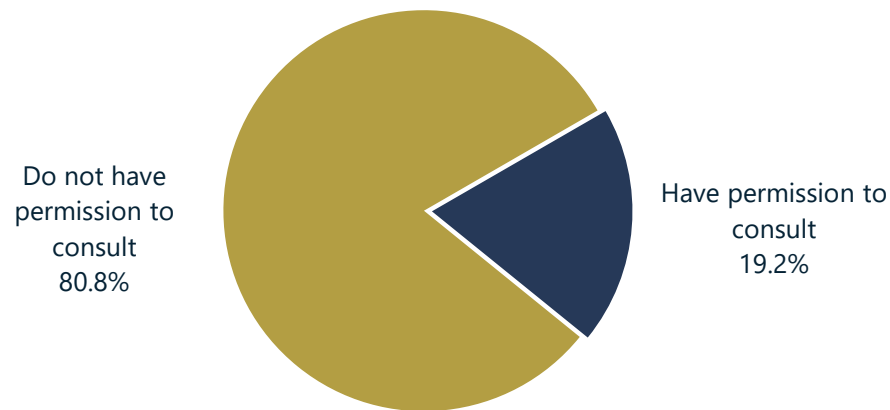


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>P.Eng.</b>	900	62.8%	\$129,651	\$80,000	\$100,209	\$122,000	\$150,000	\$207,999
<b>P.Geo.</b>	62	4.3%	\$131,974	\$85,000	\$102,018	\$122,500	\$160,000	\$190,000
<b>P.Eng. and P.Geo†</b>								
<b>Engineering License</b>	13	0.9%	\$131,425	\$79,000	\$100,000	\$119,184	\$139,840	\$250,000
<b>Engineer-in-Training</b>	408	28.5%	\$78,704	\$58,000	\$67,410	\$74,880	\$86,000	\$110,000
<b>Geoscientist-in-Training</b>	35	2.4%	\$83,069	\$55,575	\$75,000	\$85,000	\$94,800	\$108,000
<b>Geo Licensee†</b>								

† Data suppressed due to sample size < 10



## Permission to Consult

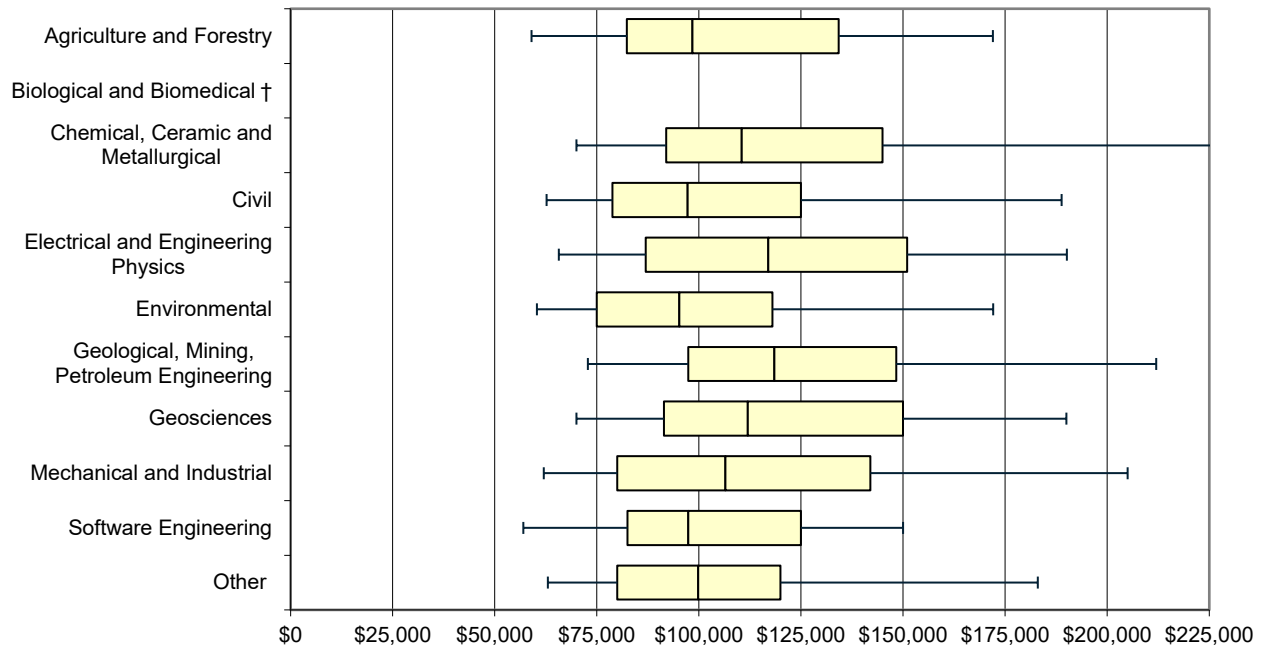


## Salary by Permission to Consult – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Have permission to consult</b>	Five years or less	35	13.1%	\$85,375	\$54,500	\$62,500	\$79,000	\$91,000	\$175,000
	6 to 10 years	46	17.2%	\$104,849	\$76,960	\$90,000	\$99,300	\$117,000	\$140,000
	11 to 20 years	110	41.0%	\$128,711	\$84,344	\$106,116	\$124,950	\$141,000	\$195,000
	More than 20 years	77	28.7%	\$163,422	\$77,000	\$130,000	\$159,500	\$190,000	\$260,000
	Total	268	100.0%	\$128,929	\$66,000	\$95,000	\$120,101	\$150,000	\$210,000
<b>Do not have permission to consult</b>	Five years or less	397	34.2%	\$80,483	\$60,000	\$68,510	\$77,000	\$88,000	\$117,200
	6 to 10 years	285	24.6%	\$102,445	\$71,000	\$89,500	\$100,300	\$113,800	\$141,000
	11 to 20 years	326	28.1%	\$129,791	\$75,000	\$107,500	\$127,150	\$150,500	\$190,500
	More than 20 years	152	13.1%	\$164,359	\$100,500	\$138,250	\$159,000	\$189,450	\$248,000
	Total	1,160	100.0%	\$110,727	\$63,000	\$80,000	\$101,000	\$133,375	\$189,950



## Salary by Discipline of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Agriculture and Forestry</b>	32	2.2%	\$105,924	\$59,000	\$82,375	\$98,400	\$134,250	\$172,000
<b>Biological and Biomedical†</b>								
<b>Chemical, Ceramic and Metallurgical</b>	66	4.6%	\$123,304	\$70,000	\$92,000	\$110,500	\$145,000	\$229,000
<b>Civil</b>	301	21.1%	\$105,726	\$62,688	\$78,800	\$97,200	\$125,000	\$188,831
<b>Electrical and Engineering Physics</b>	197	13.8%	\$121,487	\$65,686	\$87,000	\$117,000	\$151,000	\$190,120
<b>Environmental</b>	85	6.0%	\$103,117	\$60,320	\$75,000	\$95,163	\$118,000	\$172,070
<b>Geological, Mining, Petroleum Engineering</b>	142	9.9%	\$126,733	\$72,800	\$97,370	\$118,500	\$148,300	\$212,000
<b>Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)</b>	76	5.3%	\$120,628	\$70,000	\$91,400	\$112,000	\$150,000	\$190,000
<b>Mechanical and Industrial</b>	371	26.0%	\$115,819	\$62,000	\$80,000	\$106,500	\$142,000	\$205,000
<b>Software Engineering</b>	34	2.4%	\$103,568	\$56,993	\$82,500	\$97,423	\$125,000	\$150,000
<b>Other</b>	122	8.5%	\$106,846	\$63,000	\$80,000	\$99,800	\$120,000	\$183,000

† Data suppressed due to sample size < 10



## Discipline of Employment (Full-Time Employees)

	% working in same discipline as at graduation	% working in other discipline
<b>Agriculture and Forestry</b>	43.8%	56.3%
<b>Biological and Biomedical</b>	50.0%	50.0%
<b>Chemical, Ceramic and Metallurgical</b>	95.5%	4.5%
<b>Civil</b>	78.8%	21.2%
<b>Electrical and Engineering Physics</b>	94.0%	6.0%
<b>Environmental</b>	69.8%	30.2%
<b>Geological, Mining, Petroleum Engineering</b>	62.7%	37.3%
<b>Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)</b>	84.6%	15.4%
<b>Mechanical and Industrial</b>	88.3%	11.7%
<b>Software Engineering</b>	50.0%	50.0%
<b>Other</b>	23.8%	76.2%

## Salary by Discipline – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Agriculture and Forestry</b>	5 or fewer years†								
	6 - 10 years	11	34.4%	\$92,020	\$59,000	\$82,000	\$95,000	\$99,000	\$135,720
	11 - 20 years	10	31.3%	\$123,495	\$75,197	\$98,800	\$116,226	\$135,000	\$185,000
	More than 20 years†								
	Total	32	100.0%	\$105,924	\$59,000	\$82,375	\$98,400	\$134,250	\$172,000
<b>Chemical, Ceramic and Metallurgical</b>	5 or fewer years	20	30.3%	\$99,027	\$70,250	\$80,991	\$96,000	\$106,500	\$181,150
	6 - 10 years	22	33.3%	\$108,698	\$73,500	\$97,767	\$107,225	\$124,926	\$142,000
	11 - 20 years	14	21.2%	\$138,179	\$70,000	\$136,000	\$145,000	\$164,000	\$195,000
	More than 20 years	10	15.2%	\$183,166	\$40,000	\$148,617	\$199,500	\$229,931	\$250,000
	Total	66	100.0%	\$123,304	\$70,000	\$92,000	\$110,500	\$145,000	\$229,000



<b>Civil</b>	5 or fewer years	92	30.6%	\$74,992	\$60,000	\$65,625	\$72,050	\$80,375	\$99,300
	6 - 10 years	80	26.6%	\$95,943	\$70,603	\$84,419	\$93,000	\$105,750	\$131,750
	11 - 20 years	89	29.6%	\$123,765	\$84,344	\$102,765	\$119,184	\$137,500	\$189,960
	More than 20 years	40	13.3%	\$155,842	\$95,085	\$122,000	\$148,500	\$187,873	\$224,600
	Total	301	100.0%	\$105,726	\$62,688	\$78,800	\$97,200	\$125,000	\$188,831
<b>Electrical and Engineering Physics</b>	5 or fewer years	49	24.9%	\$81,804	\$61,440	\$70,500	\$75,000	\$86,211	\$131,610
	6 - 10 years	32	16.2%	\$105,817	\$71,000	\$91,250	\$103,750	\$116,940	\$144,000
	11 - 20 years	76	38.6%	\$133,001	\$72,000	\$108,482	\$132,000	\$156,500	\$220,000
	More than 20 years	40	20.3%	\$160,759	\$101,016	\$140,250	\$154,500	\$180,000	\$239,165
	Total	197	100.0%	\$121,487	\$65,686	\$87,000	\$117,000	\$151,000	\$190,120
<b>Environmental</b>	5 or fewer years	33	38.8%	\$75,116	\$55,575	\$69,000	\$72,446	\$80,000	\$115,152
	6 - 10 years	22	25.9%	\$102,831	\$72,000	\$90,000	\$98,250	\$113,000	\$140,460
	11 - 20 years	22	25.9%	\$121,673	\$95,163	\$101,500	\$116,000	\$135,000	\$172,070
	More than 20 years <sup>†</sup>								
	Total	85	100.0%	\$103,117	\$60,320	\$75,000	\$95,163	\$118,000	\$172,070
<b>Geological, Mining, Petroleum Engineering</b>	5 or fewer years	48	33.8%	\$95,239	\$58,000	\$80,000	\$92,000	\$103,250	\$150,000
	6 - 10 years	36	25.4%	\$116,290	\$89,500	\$104,250	\$112,000	\$128,835	\$148,300
	11 - 20 years	39	27.5%	\$144,617	\$67,000	\$124,900	\$137,844	\$172,500	\$210,000
	More than 20 years	19	13.4%	\$189,373	\$108,781	\$148,000	\$180,000	\$228,000	\$330,000
	Total	142	100.0%	\$126,733	\$72,800	\$97,370	\$118,500	\$148,300	\$212,000
<b>Geosciences: (Geology, Geophysics,</b>	5 or fewer years	17	22.4%	\$89,336	\$60,000	\$79,692	\$85,000	\$94,800	\$175,000



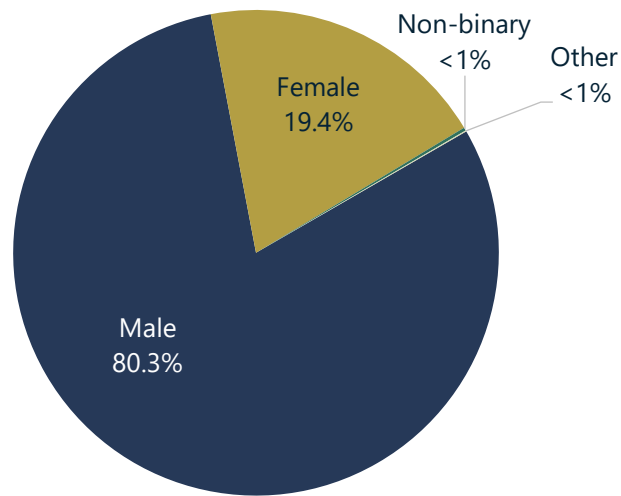


<b>Geochemistry, Hydrogeology)</b>	6 - 10 years	20	26.3%	\$106,400	\$37,250	\$90,000	\$105,500	\$123,750	\$160,000
	11 - 20 years	20	26.3%	\$116,776	\$78,700	\$107,674	\$117,125	\$127,825	\$150,000
	More than 20 years	19	25.0%	\$167,659	\$45,000	\$160,000	\$180,000	\$190,000	\$242,000
	Total	76	100.0%	\$120,628	\$70,000	\$91,400	\$112,000	\$150,000	\$190,000
<b>Mechanical and Industrial</b>	5 or fewer years	105	28.3%	\$77,343	\$56,000	\$66,000	\$72,500	\$84,240	\$107,500
	6 - 10 years	75	20.2%	\$103,111	\$70,750	\$89,000	\$100,634	\$112,726	\$142,623
	11 - 20 years	128	34.5%	\$130,067	\$77,000	\$105,375	\$128,737	\$152,500	\$191,400
	More than 20 years	63	17.0%	\$166,122	\$77,000	\$140,000	\$160,000	\$204,150	\$250,000
	Total	371	100.0%	\$115,819	\$62,000	\$80,000	\$106,500	\$142,000	\$205,000
<b>Software, Computer Engineering</b>	5 or fewer years	15	44.1%	\$87,046	\$54,000	\$70,000	\$82,000	\$93,000	\$150,000
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years†								
	Total	34	100.0%	\$103,568	\$56,993	\$82,500	\$97,423	\$125,000	\$150,000
<b>Other</b>	5 or fewer years	47	38.5%	\$76,579	\$58,000	\$68,000	\$76,000	\$85,000	\$100,000
	6 - 10 years	24	19.7%	\$96,383	\$69,000	\$83,300	\$98,300	\$104,750	\$120,000
	11 - 20 years	31	25.4%	\$130,229	\$89,149	\$107,400	\$116,000	\$145,000	\$190,500
	More than 20 years	20	16.4%	\$154,286	\$88,350	\$115,750	\$138,420	\$178,500	\$274,250
	Total	122	100.0%	\$106,846	\$63,000	\$80,000	\$99,800	\$120,000	\$183,000

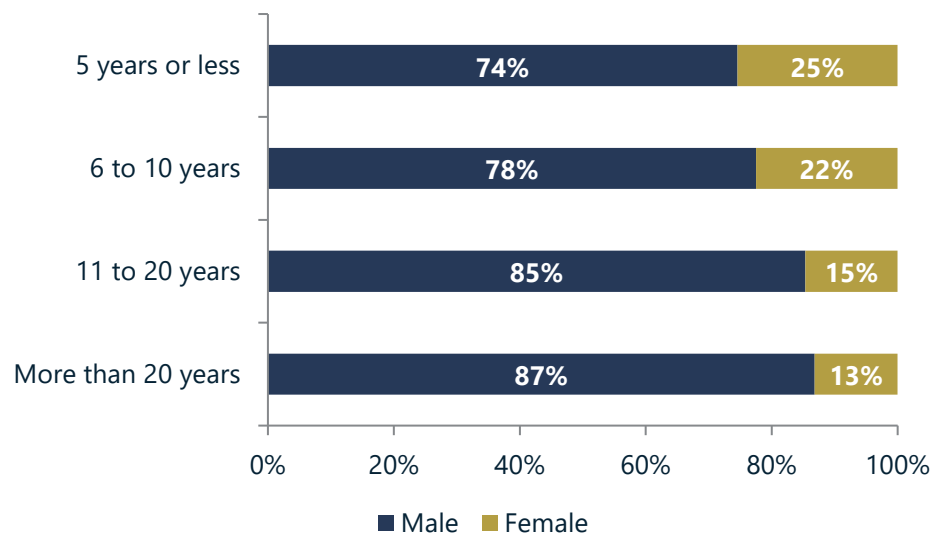
† Data suppressed due to sample size < 10, Biological/Biomedical not reported due to small sample size



## Gender



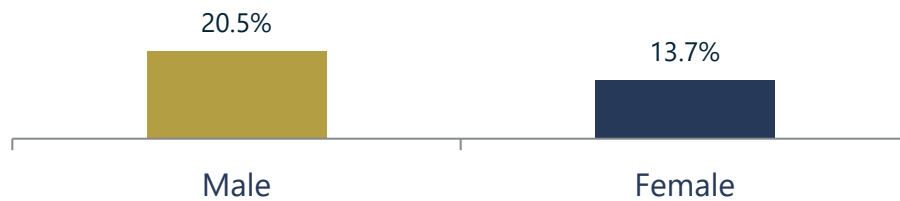
## Experience by Gender





## Permission to Consult by Gender

### Have Permission to Consult



## Salary by Discipline of Employment – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Agriculture and Forestry</b>	Male	26	84%	\$104,082	\$59,000	\$83,500	\$98,400	\$132,000	\$158,000
	Female†								
<b>Chemical, Ceramic and Metallurgical</b>	Male	48	75%	\$125,789	\$70,000	\$87,459	\$116,100	\$152,025	\$229,931
	Female	16	25%	\$117,362	\$79,900	\$95,250	\$104,750	\$140,250	\$229,000
<b>Civil</b>	Male	229	77%	\$108,626	\$63,000	\$80,000	\$99,300	\$132,000	\$190,000
	Female	69	23%	\$96,255	\$62,500	\$75,000	\$90,000	\$106,116	\$140,000
<b>Electrical and Engineering Physics</b>	Male	173	90%	\$122,653	\$65,520	\$90,000	\$118,140	\$151,000	\$190,120
	Female	20	10%	\$110,147	\$66,158	\$75,750	\$99,885	\$141,000	\$236,000
<b>Environmental</b>	Male	40	49%	\$110,381	\$59,975	\$81,420	\$101,000	\$132,250	\$194,250
	Female	41	51%	\$95,300	\$60,320	\$75,000	\$86,940	\$115,000	\$150,000
<b>Geological, Mining, Petroleum Engineering</b>	Male	108	79%	\$127,843	\$72,000	\$100,000	\$119,500	\$145,375	\$225,000
	Female	29	21%	\$117,342	\$73,000	\$92,000	\$109,500	\$148,500	\$175,000
<b>Geosciences</b>	Male	54	75%	\$123,206	\$70,000	\$93,263	\$116,000	\$150,000	\$191,000
	Female	18	25%	\$110,214	\$60,000	\$85,000	\$102,350	\$117,250	\$181,000
<b>Mechanical and Industrial</b>	Male	330	91%	\$115,356	\$61,500	\$79,753	\$106,442	\$142,200	\$204,150
	Female	34	9%	\$115,380	\$66,000	\$81,700	\$103,000	\$130,653	\$230,000
<b>Software, Computer Engineering</b>	Male	26	84%	\$105,408	\$70,000	\$86,700	\$98,750	\$125,000	\$140,000
	Female†								
<b>Other</b>	Male	90	74%	\$111,032	\$62,500	\$80,000	\$101,300	\$122,000	\$192,500
	Female	31	26%	\$95,284	\$63,000	\$75,000	\$85,000	\$114,000	\$141,158



† Data suppressed due to sample size <10, Biological/Biomedical not reported due to small sample size

## Salary by Duties – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Early stages of training and development</b>	Male	28	71.8%	\$67,323	\$45,000	\$58,000	\$66,450	\$77,025	\$92,756
	Female	11	28.2%	\$68,307	\$54,000	\$60,000	\$68,000	\$75,000	\$95,000
...	Male	24	61.5%	\$67,258	\$50,000	\$60,500	\$69,448	\$72,450	\$86,000
	Female	15	38.5%	\$75,668	\$60,000	\$63,500	\$70,000	\$87,500	\$100,000
<b>More advanced stages of training and development</b>	Male	69	69.7%	\$75,135	\$60,000	\$67,000	\$71,900	\$77,500	\$99,000
	Female	30	30.3%	\$77,342	\$60,320	\$67,600	\$73,750	\$83,000	\$105,000
...	Male	89	78.1%	\$79,686	\$62,500	\$70,500	\$78,000	\$85,714	\$104,000
	Female	25	21.9%	\$79,319	\$63,000	\$73,000	\$78,000	\$82,089	\$97,000
<b>Fully qualified professional level</b>	Male	133	80.6%	\$95,074	\$55,000	\$76,000	\$89,663	\$108,000	\$158,000
	Female	32	19.4%	\$93,692	\$65,495	\$76,864	\$89,016	\$105,000	\$140,000
...	Male	107	78.7%	\$106,418	\$68,510	\$87,700	\$100,000	\$125,000	\$160,000
	Female	29	21.3%	\$100,927	\$77,800	\$85,000	\$100,300	\$110,000	\$137,000
<b>First level of direct and sustained supervision</b>	Male	63	72.4%	\$105,655	\$70,279	\$91,500	\$101,500	\$112,000	\$150,000
	Female	24	27.6%	\$98,085	\$75,573	\$80,000	\$92,123	\$115,250	\$138,397
...	Male	77	82.8%	\$111,291	\$70,000	\$90,000	\$105,000	\$134,900	\$160,000
	Female	16	17.2%	\$111,716	\$87,005	\$96,435	\$104,750	\$117,288	\$177,000
<b>Involved in short and long range planning</b>	Male	124	87.3%	\$115,980	\$80,000	\$97,077	\$110,000	\$134,250	\$165,000
	Female	18	12.7%	\$103,147	\$50,000	\$85,000	\$95,500	\$111,000	\$230,000
...	Male	119	86.2%	\$124,311	\$86,000	\$108,000	\$121,000	\$136,000	\$180,000
	Female	19	13.8%	\$122,156	\$96,000	\$105,000	\$110,000	\$148,617	\$175,000
<b>Regularly direct several professionals</b>	Male	106	84.1%	\$136,673	\$84,000	\$113,000	\$138,000	\$158,000	\$190,000
	Female	20	15.9%	\$138,752	\$97,675	\$110,060	\$139,000	\$158,725	\$195,770
...	Male	80	85.1%	\$156,602	\$94,715	\$128,094	\$152,500	\$180,000	\$233,659
	Female	14	14.9%	\$153,697	\$110,000	\$126,000	\$144,579	\$173,000	\$247,000
<b>Direct technical and administrative activities of a significant group</b>	Male	81	89.0%	\$178,854	\$123,000	\$145,000	\$180,000	\$203,000	\$248,000
	Female	10	11.0%	\$143,846	\$118,000	\$130,000	\$136,500	\$150,000	\$185,000
...	Male	15	78.9%	\$204,917	\$115,000	\$160,000	\$206,000	\$250,000	\$320,000
	Female†								
<b>CEO</b>	Male	10	83.3%	\$193,900	\$45,000	\$160,000	\$190,000	\$242,000	\$310,000
	Female†								

† Data suppressed due to sample size <10



## Salary by Education – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Bachelors</b>	Male	813	80.3%	\$113,105	\$64,000	\$82,000	\$105,000	\$135,000	\$191,000
	Female	199	19.7%	\$100,679	\$62,500	\$75,382	\$93,500	\$113,800	\$163,000
...	Male	101	84.9%	\$122,673	\$67,704	\$92,756	\$115,500	\$146,000	\$200,000
	Female	18	15.1%	\$116,222	\$66,560	\$97,500	\$111,235	\$133,000	\$191,400
<b>Masters</b>	Male	163	79.5%	\$120,980	\$60,000	\$84,000	\$110,000	\$150,000	\$198,000
	Female	42	20.5%	\$114,590	\$75,000	\$85,000	\$101,500	\$135,000	\$196,000
...	Male	13	86.7%	\$132,000	\$12,200	\$96,500	\$140,000	\$143,000	\$300,000
	Female†								
<b>Doctorate</b>	Male	35	81.4%	\$141,211	\$44,000	\$98,000	\$135,000	\$180,000	\$233,852
	Female†								

† Data suppressed due to sample size <10

## Salary by Gender – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Male</b>	5 years or less	315	28.0%	\$80,641	\$58,000	\$68,000	\$75,492	\$87,600	\$127,000
	6 to 10 years	252	22.4%	\$103,543	\$71,000	\$90,000	\$100,250	\$115,000	\$144,000
	11 to 20 years	362	32.2%	\$129,805	\$81,000	\$108,000	\$126,250	\$150,000	\$192,750
	More than 20 years	196	17.4%	\$164,483	\$95,000	\$135,250	\$160,000	\$190,000	\$250,000
<b>Female</b>	5 years or less	105	39.0%	\$79,920	\$60,320	\$69,120	\$78,000	\$87,000	\$105,000
	6 to 10 years	74	27.5%	\$100,089	\$72,000	\$86,150	\$99,085	\$111,000	\$137,000
	11 to 20 years	61	22.7%	\$125,191	\$77,800	\$101,175	\$118,000	\$141,000	\$185,000
	More than 20 years	29	10.8%	\$156,559	\$100,500	\$128,000	\$148,500	\$173,000	\$240,000



## Salary by Decision Making – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Decisions are of a routine nature</b>	Male	10	71.4%	\$62,170	\$52,000	\$56,000	\$60,500	\$66,000	\$77,000
	Female†								
...	Male	10	83.3%	\$65,772	\$44,000	\$63,000	\$65,260	\$70,500	\$88,000
	Female†								
<b>Decisions fall within established guidelines</b>	Male	52	74.3%	\$74,789	\$55,000	\$67,438	\$72,000	\$80,000	\$96,700
	Female	18	25.7%	\$70,834	\$60,000	\$65,000	\$69,900	\$79,692	\$82,000
...	Male	59	72.0%	\$77,103	\$58,000	\$67,380	\$75,000	\$85,500	\$101,000
	Female	23	28.0%	\$75,800	\$60,236	\$63,000	\$75,000	\$87,500	\$97,032
<b>Independent Analysis</b>	Male	48	71.6%	\$86,856	\$65,000	\$70,625	\$77,750	\$98,700	\$149,000
	Female	19	28.4%	\$86,310	\$54,000	\$71,864	\$77,000	\$101,000	\$145,000
...	Male	66	75.9%	\$87,127	\$61,500	\$74,000	\$83,859	\$98,800	\$129,000
	Female	21	24.1%	\$83,075	\$62,000	\$75,000	\$82,000	\$91,500	\$101,000
<b>Routinely make technical recommendations</b>	Male	87	77.7%	\$93,014	\$56,000	\$75,000	\$91,520	\$105,000	\$151,000
	Female	25	22.3%	\$91,851	\$68,000	\$82,500	\$91,600	\$95,163	\$120,000
...	Male	94	83.2%	\$103,895	\$60,000	\$85,714	\$100,085	\$118,000	\$150,000
	Female	19	16.8%	\$97,934	\$77,000	\$85,000	\$97,200	\$110,000	\$140,000
<b>Routinely make responsible decisions</b>	Male	117	80.7%	\$106,804	\$60,000	\$87,112	\$106,000	\$125,000	\$167,748
	Female	28	19.3%	\$97,535	\$69,000	\$80,500	\$93,500	\$109,250	\$142,000
...	Male	92	81.4%	\$113,599	\$78,000	\$94,625	\$110,250	\$131,500	\$158,000
	Female	21	18.6%	\$113,501	\$78,000	\$98,000	\$105,000	\$132,000	\$154,000
<b>Routinely make responsible technical/administrative decisions</b>	Male	153	83.6%	\$127,375	\$70,000	\$104,000	\$120,000	\$145,000	\$207,986
	Female	30	16.4%	\$118,134	\$68,388	\$88,000	\$111,900	\$148,500	\$172,500
...	Male	129	81.6%	\$138,746	\$92,000	\$115,000	\$135,000	\$160,000	\$190,455
	Female	29	18.4%	\$131,357	\$78,800	\$110,000	\$126,000	\$152,000	\$191,400
<b>Deal with major problems</b>	Male	129	90.2%	\$147,149	\$80,936	\$117,420	\$146,000	\$175,000	\$217,000
	Female	14	9.8%	\$134,723	\$82,000	\$101,000	\$132,169	\$141,000	\$240,000
...	Male	36	81.8%	\$179,421	\$100,000	\$136,250	\$180,000	\$225,000	\$260,000
	Female†								
<b>Isolate and analyze major over-all problems</b>	Male	43	84.3%	\$173,310	\$98,000	\$135,000	\$160,000	\$205,000	\$296,034
	Female†								

† Data suppressed due to sample size < 10



## Salary by Supervision Received – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Work under close supervision</b>	Male†								
	Female†								
...	Male†								
	Female†								
<b>Receive instructions as to methods and procedures</b>	Male	14	56.0%	\$79,175	\$52,000	\$63,000	\$73,500	\$85,000	\$150,000
	Female	11	44.0%	\$71,190	\$54,000	\$60,320	\$66,000	\$81,700	\$99,270
...	Male	14	58.3%	\$68,566	\$50,000	\$65,000	\$69,750	\$74,880	\$90,500
	Female	10	41.7%	\$71,486	\$62,500	\$67,000	\$69,650	\$72,000	\$93,500
<b>Work under general supervision</b>	Male	66	68.8%	\$76,373	\$58,000	\$68,000	\$73,250	\$84,700	\$101,328
	Female	30	31.3%	\$78,744	\$60,000	\$71,760	\$79,950	\$86,940	\$97,032
...	Male	70	84.3%	\$81,126	\$60,320	\$68,000	\$77,500	\$90,522	\$114,500
	Female	13	15.7%	\$87,665	\$60,000	\$68,000	\$84,132	\$101,000	\$145,000
<b>Work in terms of specific objectives</b>	Male	75	84.3%	\$91,714	\$60,000	\$73,500	\$87,000	\$102,018	\$149,000
	Female	14	15.7%	\$90,604	\$72,000	\$80,000	\$90,500	\$101,000	\$117,250
...	Male	58	80.6%	\$94,817	\$60,000	\$74,064	\$90,000	\$108,309	\$160,000
	Female	14	19.4%	\$94,095	\$66,560	\$78,800	\$82,750	\$105,000	\$154,200
<b>Work towards objectives to be accomplished</b>	Male	170	81.3%	\$101,189	\$65,686	\$83,900	\$98,200	\$115,000	\$150,000
	Female	39	18.7%	\$97,772	\$62,500	\$78,000	\$92,000	\$110,000	\$150,000
...	Male	172	81.1%	\$116,699	\$70,000	\$93,948	\$113,400	\$138,825	\$172,070
	Female	40	18.9%	\$109,823	\$63,220	\$85,125	\$105,000	\$131,375	\$177,000
<b>Work independently on broad, general assignments</b>	Male	293	83.5%	\$127,406	\$72,100	\$105,000	\$125,750	\$147,910	\$192,750
	Female	58	16.5%	\$111,020	\$72,014	\$90,000	\$101,000	\$131,337	\$163,000
...	Male	106	83.5%	\$157,810	\$95,000	\$125,750	\$149,490	\$190,000	\$233,852
	Female	21	16.5%	\$131,364	\$104,500	\$110,596	\$126,000	\$141,158	\$175,000
<b>Operate as an executive</b>	Male	41	78.8%	\$176,097	\$105,000	\$134,000	\$175,000	\$201,677	\$296,034
	Female	11	21.2%	\$186,769	\$130,000	\$140,000	\$181,000	\$240,000	\$300,000
...	Male	15	88.2%	\$163,549	\$94,000	\$138,000	\$165,000	\$185,000	\$208,000
	Female†								
<b>Determine policies, plans and programs</b>	Male	24	92.3%	\$171,694	\$100,000	\$130,000	\$164,000	\$206,250	\$300,000
	Female†								

† Data suppressed due to sample size <10



## Salary by Leadership Authority – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>No supervisory role</b>	Male	155	74.5%	\$91,533	\$55,000	\$70,000	\$80,000	\$103,000	\$164,000
	Female	53	25.5%	\$85,712	\$60,000	\$69,120	\$78,800	\$97,767	\$140,000
...	Male	88	80.0%	\$90,489	\$54,861	\$70,358	\$85,381	\$106,750	\$134,700
	Female	22	20.0%	\$84,684	\$60,236	\$68,500	\$82,000	\$92,000	\$132,000
<b>Assign and check work of one or two non-professionals</b>	Male	53	74.6%	\$85,829	\$56,000	\$68,000	\$80,000	\$99,500	\$160,000
	Female	18	25.4%	\$83,192	\$60,320	\$71,760	\$81,500	\$95,000	\$110,000
...	Male	32	82.1%	\$92,538	\$59,000	\$69,375	\$85,500	\$104,100	\$150,000
	Female†								
<b>Give Work Direction to one or more technologists</b>	Male	65	75.6%	\$92,161	\$64,000	\$73,000	\$85,500	\$105,000	\$149,000
	Female	21	24.4%	\$86,248	\$67,500	\$78,000	\$87,900	\$95,000	\$101,000
...	Male	65	86.7%	\$97,618	\$65,000	\$74,880	\$91,520	\$114,335	\$150,000
	Female	10	13.3%	\$98,180	\$67,000	\$80,653	\$96,500	\$115,000	\$150,000
<b>Responsible for the work of one or more non-professional assistants</b>	Male	42	76.4%	\$96,199	\$61,440	\$77,700	\$96,400	\$110,000	\$130,000
	Female	13	23.6%	\$90,365	\$62,000	\$73,500	\$95,000	\$106,116	\$117,250
...	Male	51	75.0%	\$107,018	\$81,437	\$90,000	\$104,000	\$123,000	\$145,000
	Female	17	25.0%	\$105,367	\$63,100	\$85,280	\$97,200	\$115,000	\$196,000
<b>Responsible for supervising one or more junior professionals</b>	Male	107	79.9%	\$110,178	\$74,000	\$92,250	\$107,000	\$128,000	\$151,000
	Female	27	20.1%	\$105,529	\$78,000	\$88,000	\$102,000	\$113,800	\$150,000
...	Male	69	86.3%	\$124,793	\$80,000	\$107,000	\$122,000	\$144,000	\$175,000
	Female	11	13.8%	\$112,386	\$77,800	\$97,500	\$104,500	\$130,779	\$175,000
<b>Co-ordinate work programs and direct use of materials, equipment and personnel</b>	Male	111	79.9%	\$132,916	\$83,200	\$109,100	\$133,000	\$152,000	\$189,000
	Female	28	20.1%	\$120,488	\$68,388	\$85,501	\$119,000	\$151,125	\$177,000
...	Male	94	86.2%	\$140,785	\$92,000	\$112,540	\$135,410	\$161,000	\$201,677
	Female	15	13.8%	\$120,100	\$50,000	\$108,000	\$118,000	\$137,000	\$191,400
<b>Supervise and direct the work of two or more major functions in the organization</b>	Male	59	89.4%	\$138,061	\$72,000	\$110,000	\$134,000	\$160,000	\$207,986
	Female†								
...	Male	42	93.3%	\$155,328	\$81,000	\$120,000	\$151,990	\$182,000	\$225,000
	Female†								
<b>Co-ordinate activities of personnel in a significant group</b>	Male	64	86.5%	\$164,385	\$77,520	\$140,000	\$169,000	\$202,250	\$230,000
	Female	10	13.5%	\$157,346	\$116,000	\$140,000	\$160,500	\$181,000	\$185,000
...	Male	18	81.8%	\$204,820	\$100,000	\$160,000	\$192,500	\$250,000	\$330,000
	Female†								





<b>CEO</b>	Male	10	76.9%	\$196,400	\$45,000	\$160,000	\$190,000	\$242,000	\$310,000
	Female†								

† Data suppressed due to sample size <10

## Salary by Gender – Supervision Scope (Full-Time Employees)

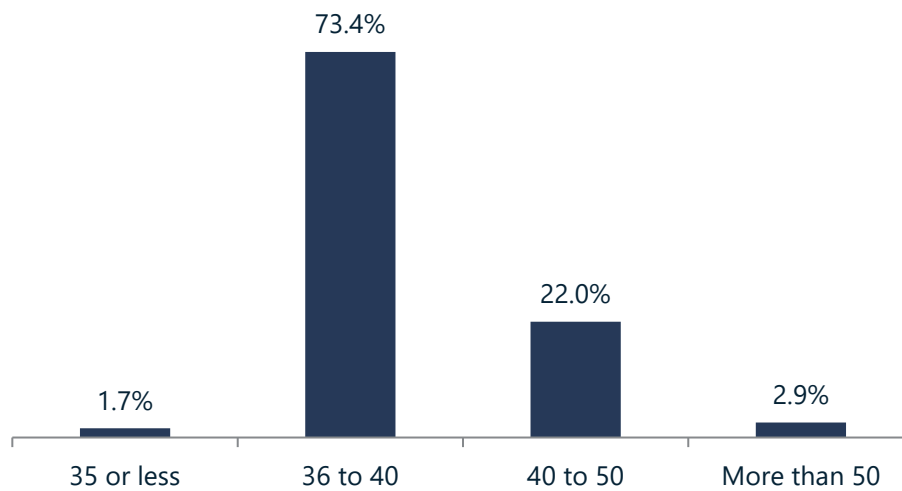
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Male</b>	0	386	34.3%	\$95,718	\$60,000	\$72,000	\$89,000	\$112,000	\$155,000
	1	121	10.8%	\$100,002	\$59,500	\$80,000	\$98,000	\$113,000	\$147,000
	2-3	191	17.0%	\$106,867	\$70,000	\$85,000	\$102,018	\$126,000	\$170,000
	4-7	171	15.2%	\$125,561	\$80,000	\$99,600	\$125,000	\$146,500	\$180,000
	8-13	81	7.2%	\$138,718	\$86,767	\$115,000	\$134,500	\$160,000	\$206,237
	14-20	52	4.6%	\$160,268	\$86,700	\$119,750	\$160,000	\$188,750	\$242,000
	21-30	36	3.2%	\$141,521	\$70,000	\$111,825	\$135,100	\$172,500	\$210,000
	31-40	18	1.6%	\$155,107	\$67,000	\$135,000	\$148,450	\$186,500	\$225,000
	41-50	10	0.9%	\$169,911	\$55,000	\$155,000	\$176,682	\$192,750	\$248,000
	51-75	15	1.3%	\$147,400	\$12,200	\$135,000	\$151,000	\$182,000	\$193,800
	76-100	10	0.9%	\$188,481	\$127,000	\$160,000	\$197,500	\$217,000	\$225,000
	101-200	15	1.3%	\$175,250	\$85,500	\$148,300	\$186,500	\$200,000	\$250,000
	201-400	12	1.1%	\$211,003	\$105,000	\$160,000	\$187,000	\$299,009	\$320,000
	401-750†								
	751-1200†								
	1201-2000†								
	2000+†								
<b>Female</b>	0	113	42.0%	\$88,168	\$62,000	\$72,000	\$82,000	\$100,000	\$135,720
	1	32	11.9%	\$85,540	\$60,000	\$68,741	\$85,640	\$100,750	\$118,000
	2-3	53	19.7%	\$104,240	\$65,495	\$90,000	\$100,169	\$115,000	\$154,000
	4-7	28	10.4%	\$115,843	\$76,485	\$89,004	\$108,250	\$132,209	\$163,000
	8-13	21	7.8%	\$149,812	\$94,245	\$118,000	\$154,900	\$173,000	\$196,000
	14-20†								
	21-30†								
	31-40†								
	41-50†								
	51-75†								
	76-100†								
	101-200†								
	201-400†								



	401-750†								
	751-1200†								
	1201-2000†								
	2000+†								

† Data suppressed due to sample size <10

## Hours Worked per Week (Full-time Employees)

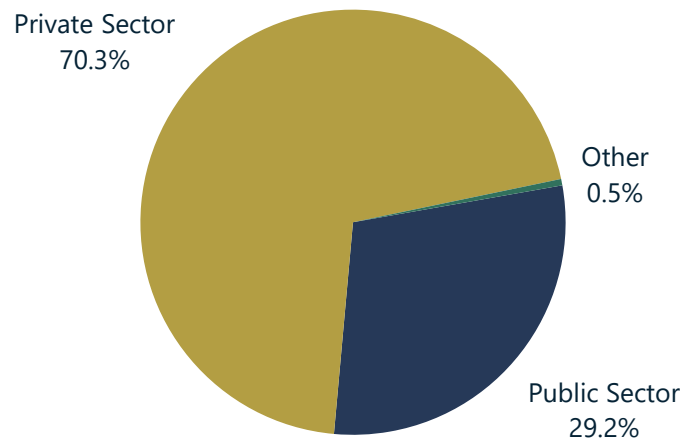


## Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 42 and among part-time staff, it is 32 hours.



## Sector of Employment

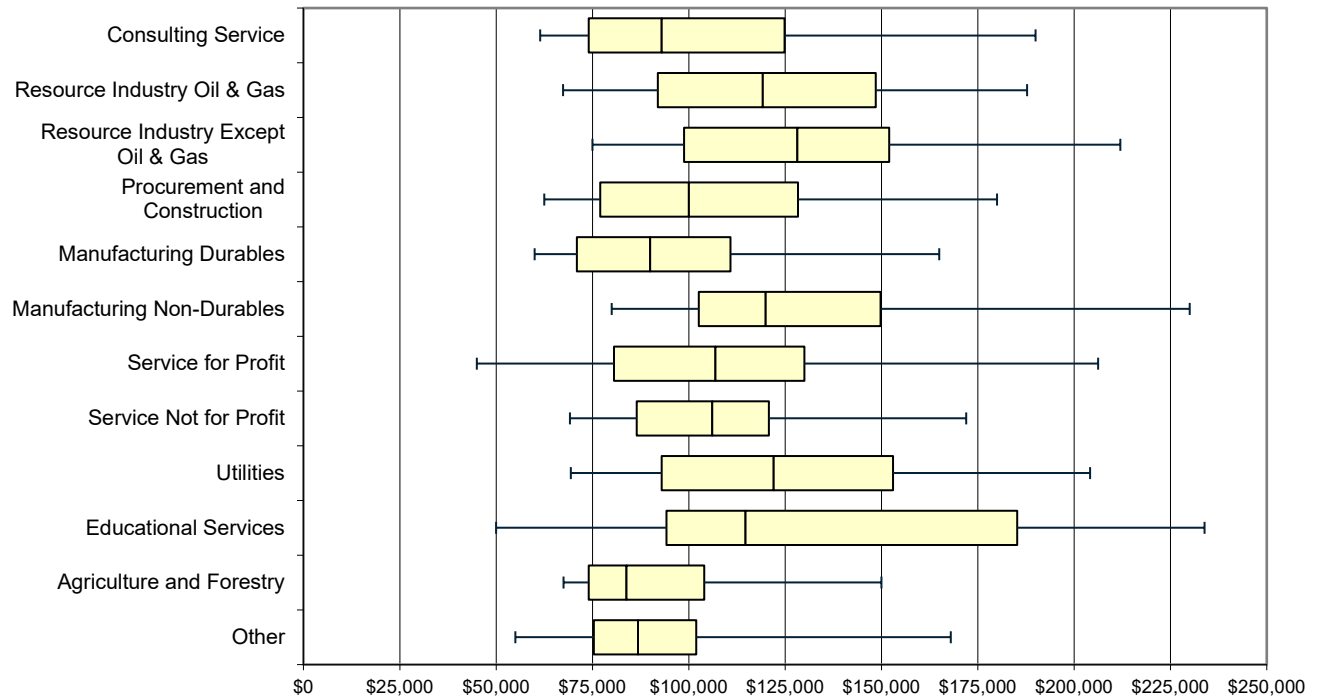


## Salary by Sector of Employment – Experience (Full-time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Public Sector</b>	Five years or less	98	23.4%	\$82,712	\$62,000	\$72,000	\$79,723	\$86,232	\$120,000
	6 to 10 years	84	20.1%	\$98,159	\$75,000	\$88,375	\$98,000	\$108,000	\$126,400
	11 to 20 years	144	34.4%	\$124,999	\$94,000	\$107,386	\$118,800	\$138,499	\$179,000
	More than 20 years	92	22.0%	\$154,818	\$90,000	\$123,500	\$150,083	\$180,000	\$229,931
	Total	418	100.0%	\$116,254	\$69,120	\$88,000	\$109,000	\$138,000	\$190,455
<b>Private Sector</b>	Five years or less	331	33.0%	\$80,487	\$58,000	\$67,000	\$75,382	\$89,000	\$127,000
	6 to 10 years	247	24.6%	\$104,350	\$70,750	\$90,000	\$101,000	\$117,000	\$144,000
	11 to 20 years	290	28.9%	\$131,959	\$75,197	\$107,000	\$130,000	\$152,000	\$198,500
	More than 20 years	135	13.5%	\$170,754	\$101,328	\$140,000	\$160,000	\$200,000	\$258,000
	Total	1,003	100.0%	\$113,395	\$62,000	\$80,000	\$103,000	\$137,500	\$198,000



## Salary by Industry of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Consulting Service</b>	334	23.3%	\$104,833	\$61,440	\$74,000	\$93,000	\$124,900	\$190,000
<b>Resource Industry Oil &amp; Gas</b>	74	5.2%	\$122,374	\$67,380	\$92,000	\$119,250	\$148,500	\$187,800
<b>Resource Industry Except Oil &amp; Gas</b>	260	18.1%	\$131,516	\$75,000	\$98,768	\$128,169	\$152,000	\$212,000
<b>Procurement and Construction</b>	122	8.5%	\$106,307	\$62,500	\$77,000	\$100,000	\$128,376	\$180,000
<b>Manufacturing Durables</b>	149	10.4%	\$97,129	\$60,000	\$71,000	\$90,000	\$110,860	\$165,000
<b>Manufacturing Non-Durables</b>	48	3.3%	\$131,207	\$80,000	\$102,625	\$119,963	\$149,812	\$230,000
<b>Service For Profit</b>	16	1.1%	\$108,224	\$45,000	\$80,625	\$106,891	\$130,000	\$206,237
<b>Service Not For Profit</b>	120	8.4%	\$107,269	\$69,164	\$86,492	\$106,058	\$120,750	\$172,000
<b>Utilities</b>	193	13.5%	\$127,306	\$69,396	\$93,000	\$122,000	\$153,000	\$204,150
<b>Educational Services</b>	36	2.5%	\$132,249	\$50,000	\$94,250	\$114,737	\$185,250	\$233,852
<b>Agriculture and Forestry</b>	26	1.8%	\$93,036	\$67,500	\$74,000	\$83,850	\$104,000	\$150,000
<b>Other</b>	50	3.5%	\$92,771	\$55,000	\$75,382	\$86,850	\$101,970	\$168,000



## Salary by Industry of Employment – Years of Experience (Full-time Employees)

		N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Consulting</b>	5 years or less	119	35.6%	\$73,209	\$55,575	\$65,520	\$71,000	\$78,000	\$94,000
	6 to 10 years	82	24.6%	\$96,565	\$72,000	\$85,000	\$92,750	\$105,000	\$135,000
	11 to 20 years	91	27.2%	\$121,321	\$84,344	\$100,000	\$117,000	\$135,000	\$185,000
	More than 20 years	42	12.6%	\$174,851	\$115,000	\$140,000	\$161,500	\$200,000	\$250,000
	Total	334	100.0%	\$104,833	\$61,440	\$74,000	\$93,000	\$124,900	\$190,000
<b>Resource Industry Oil &amp; Gas</b>	5 years or less	19	25.7%	\$84,692	\$56,000	\$79,500	\$85,000	\$92,000	\$105,000
	6 to 10 years	20	27.0%	\$108,977	\$74,111	\$99,075	\$110,800	\$121,668	\$133,700
	11 to 20 years	23	31.1%	\$143,278	\$108,000	\$123,000	\$145,000	\$170,000	\$175,900
	More than 20 years	12	16.2%	\$164,302	\$45,000	\$148,125	\$165,600	\$189,540	\$230,000
	Total	74	100.0%	\$122,374	\$67,380	\$92,000	\$119,250	\$148,500	\$187,800
<b>Resource Industry without Oil &amp; Gas</b>	5 years or less	76	29.2%	\$95,283	\$63,500	\$80,000	\$92,000	\$100,750	\$150,000
	6 to 10 years	62	23.8%	\$120,439	\$92,500	\$105,000	\$118,500	\$136,000	\$150,000
	11 to 20 years	86	33.1%	\$147,786	\$105,000	\$127,300	\$142,500	\$165,000	\$205,000
	More than 20 years	36	13.8%	\$188,219	\$125,000	\$151,250	\$183,530	\$222,250	\$275,000
	Total	260	100.0%	\$131,516	\$75,000	\$98,768	\$128,169	\$152,000	\$212,000
<b>Procurement and Construction</b>	5 years or less	44	36.1%	\$76,046	\$60,000	\$66,250	\$74,032	\$82,375	\$98,000
	6 to 10 years	30	24.6%	\$103,185	\$75,920	\$87,200	\$104,500	\$115,134	\$138,000
	11 to 20 years	32	26.2%	\$132,577	\$86,000	\$110,000	\$131,750	\$148,728	\$191,400
	More than 20 years	16	13.1%	\$142,835	\$75,000	\$110,648	\$139,000	\$168,798	\$300,000
	Total	122	100.0%	\$106,307	\$62,500	\$77,000	\$100,000	\$128,376	\$180,000
<b>Manufacturing Durables</b>	5 years or less	52	34.9%	\$77,655	\$60,000	\$64,016	\$72,000	\$83,725	\$141,780
	6 to 10 years	37	24.8%	\$89,716	\$66,560	\$80,000	\$91,500	\$97,800	\$114,000
	11 to 20 years	42	28.2%	\$107,643	\$56,000	\$80,000	\$109,155	\$132,000	\$165,000
	More than 20 years	18	12.1%	\$144,091	\$75,000	\$120,000	\$138,000	\$158,000	\$240,000
	Total	149	100.0%	\$97,129	\$60,000	\$71,000	\$90,000	\$110,860	\$165,000
<b>Manufacturing Non-Durables</b>	5 years or less	10	20.8%	\$92,071	\$70,000	\$80,000	\$92,000	\$103,000	\$110,000
	6 to 10 years	13	27.1%	\$119,025	\$101,000	\$109,500	\$112,726	\$125,000	\$155,324



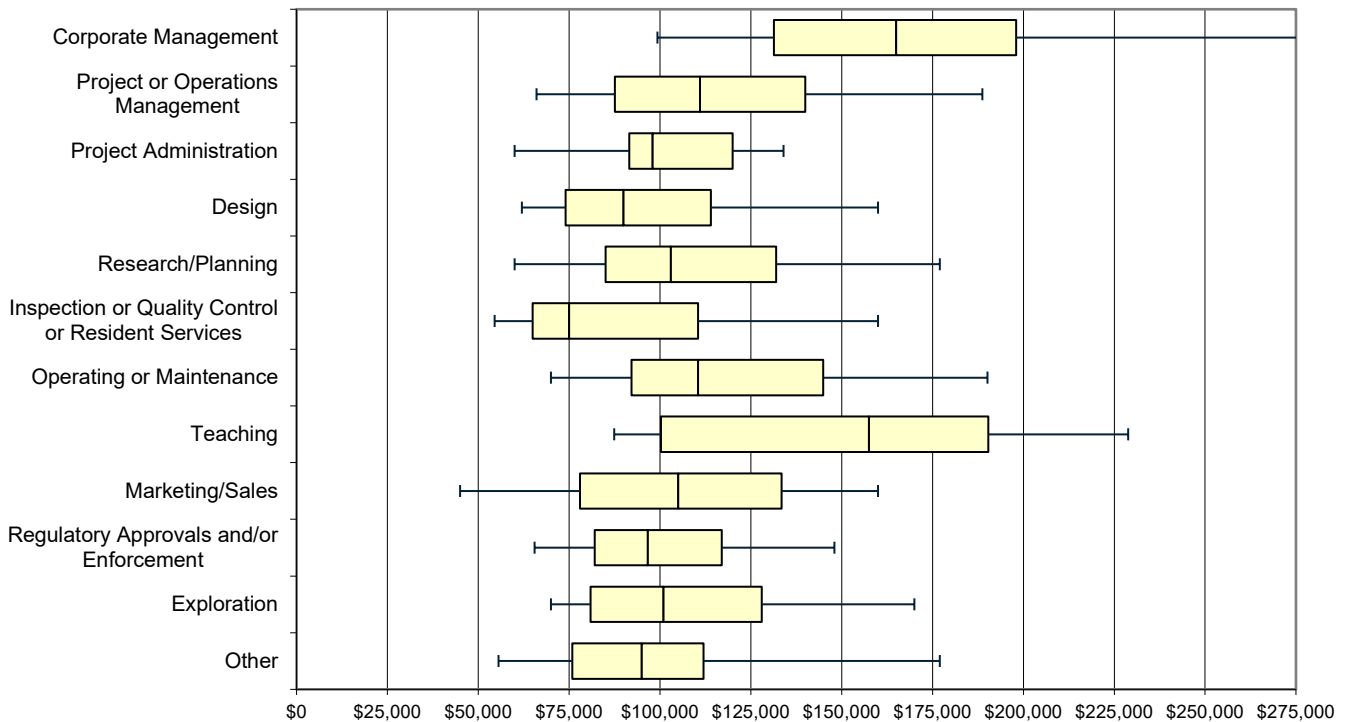
	11 to 20 years	16	33.3%	\$134,072	\$70,000	\$109,125	\$137,000	\$159,500	\$192,750
	More than 20 years†								
	Total	48	100.0%	\$131,207	\$80,000	\$102,625	\$119,963	\$149,812	\$230,000
<b>Service For Profit</b>	5 years or less†								
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	16	100.0%	\$108,224	\$45,000	\$80,625	\$106,891	\$130,000	\$206,237
<b>Service Not For Profit</b>	5 years or less	28	23.3%	\$81,062	\$61,500	\$72,000	\$80,000	\$86,510	\$110,000
	6 to 10 years	25	20.8%	\$100,526	\$80,000	\$94,478	\$101,000	\$107,000	\$119,000
	11 to 20 years	44	36.7%	\$116,935	\$84,396	\$104,280	\$115,000	\$130,500	\$141,500
	More than 20 years	23	19.2%	\$128,014	\$88,000	\$110,000	\$128,000	\$150,000	\$192,500
	Total	120	100.0%	\$107,269	\$69,164	\$86,492	\$106,058	\$120,750	\$172,000
<b>Utilities</b>	5 years or less	45	23.3%	\$82,898	\$60,000	\$71,000	\$75,000	\$88,420	\$131,610
	6 to 10 years	34	17.6%	\$101,979	\$85,680	\$91,500	\$99,250	\$110,000	\$132,000
	11 to 20 years	71	36.8%	\$139,513	\$101,000	\$118,140	\$132,000	\$157,000	\$190,500
	More than 20 years	43	22.3%	\$173,650	\$140,000	\$150,000	\$162,000	\$185,000	\$225,000
	Total	193	100.0%	\$127,306	\$69,396	\$93,000	\$122,000	\$153,000	\$204,150
<b>Educational Services</b>	5 years or less†								
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years	17	47.2%	\$169,994	\$95,000	\$134,926	\$180,000	\$190,455	\$235,000
	Total	36	100.0%	\$132,249	\$50,000	\$94,250	\$114,737	\$185,250	\$233,852
<b>Agriculture /Forestry</b>	5 years or less	11	42.3%	\$82,991	\$67,500	\$68,000	\$74,000	\$84,700	\$150,000
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	26	100.0%	\$93,036	\$67,500	\$74,000	\$83,850	\$104,000	\$150,000
<b>Other</b>	5 years or less	18	36.0%	\$73,918	\$44,000	\$65,000	\$76,441	\$81,700	\$101,970
	6 to 10 years	12	24.0%	\$85,560	\$35,000	\$71,393	\$85,000	\$105,088	\$122,000
	11 to 20 years	11	22.0%	\$107,201	\$75,000	\$93,797	\$96,000	\$110,596	\$180,000



	More than 20 years†								
	Total	50	100.0%	\$92,771	\$55,000	\$75,382	\$86,850	\$101,970	\$168,000

† Data suppressed due to sample size < 10

## Salary by Main Job Function (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Corporate Management</b>	118	8.3%	\$169,371	\$99,300	\$131,337	\$165,000	\$198,000	\$296,034
<b>Project or Operations Management</b>	460	32.3%	\$117,207	\$66,028	\$87,550	\$111,000	\$140,000	\$188,714
<b>Project Administration</b>	30	2.1%	\$101,139	\$60,000	\$91,520	\$98,000	\$120,000	\$134,000
<b>Design</b>	392	27.6%	\$98,554	\$62,000	\$74,000	\$90,000	\$114,000	\$160,000
<b>Research/Planning</b>	58	4.1%	\$110,370	\$60,000	\$85,000	\$103,009	\$132,000	\$177,007
<b>Inspection or Quality Control or Resident Services</b>	37	2.6%	\$89,286	\$54,500	\$65,000	\$75,000	\$110,500	\$160,000
<b>Operating or Maintenance</b>	144	10.1%	\$119,787	\$70,000	\$92,125	\$110,500	\$144,950	\$190,120
<b>Teaching</b>	20	1.4%	\$151,261	\$87,405	\$100,252	\$157,463	\$190,341	\$228,834
<b>Marketing/Sales</b>	13	0.9%	\$105,509	\$45,000	\$78,000	\$105,000	\$133,500	\$160,000



<b>Regulatory Approvals and/or Enforcement</b>	41	2.9%	\$99,451	\$65,495	\$82,000	\$96,700	\$117,000	\$148,000
<b>Exploration</b>	42	3.0%	\$110,378	\$70,000	\$80,900	\$101,000	\$128,000	\$170,000
<b>Other</b>	73	5.1%	\$100,863	\$55,575	\$75,920	\$95,000	\$112,000	\$177,000

## Salary by Main Job Function – Experience (Full-time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Corporate Management</b>	5 years or less†								
	6 - 10 years†								
	11 - 20 years	56	47.5%	\$153,943	\$107,348	\$130,000	\$149,450	\$182,625	\$210,000
	More than 20 years	50	42.4%	\$197,793	\$120,000	\$160,000	\$191,750	\$228,000	\$310,000
	Total	118	100.0%	\$169,371	\$99,300	\$131,337	\$165,000	\$198,000	\$296,034
<b>Project or Operations Management</b>	5 years or less	123	26.7%	\$83,525	\$60,320	\$70,000	\$79,500	\$97,000	\$130,000
	6 - 10 years	108	23.5%	\$107,073	\$80,000	\$90,250	\$105,000	\$120,503	\$144,000
	11 - 20 years	166	36.1%	\$131,785	\$87,321	\$111,000	\$128,508	\$152,000	\$190,000
	More than 20 years	63	13.7%	\$161,928	\$105,000	\$138,000	\$155,000	\$184,060	\$230,000
	Total	460	100.0%	\$117,207	\$66,028	\$87,550	\$111,000	\$140,000	\$188,714
<b>Project Administration</b>	5 years or less†								
	6 - 10 years†								
	11 - 20 years	10	33.3%	\$114,684	\$91,520	\$96,700	\$114,500	\$132,000	\$140,000
	More than 20 years†								
	Total	30	100.0%	\$101,139	\$60,000	\$91,520	\$98,000	\$120,000	\$134,000
<b>Design</b>	5 years or less	154	39.3%	\$77,417	\$60,000	\$67,000	\$72,921	\$83,000	\$98,600
	6 - 10 years	106	27.0%	\$95,234	\$70,500	\$85,000	\$94,000	\$103,131	\$130,000
	11 - 20 years	89	22.7%	\$116,312	\$61,440	\$100,000	\$110,000	\$132,000	\$170,000
	More than 20 years	43	11.0%	\$145,683	\$90,000	\$120,000	\$145,000	\$160,000	\$225,000
	Total	392	100.0%	\$98,554	\$62,000	\$74,000	\$90,000	\$114,000	\$160,000
<b>Research/ Planning</b>	5 years or less	15	25.9%	\$79,994	\$60,000	\$71,518	\$81,000	\$93,000	\$100,000
	6 - 10 years	12	20.7%	\$92,234	\$35,000	\$63,927	\$94,624	\$119,750	\$126,400
	11 - 20 years	22	37.9%	\$122,806	\$93,000	\$104,000	\$116,750	\$137,844	\$175,000





	More than 20 yearst								
	Total	58	100.0%	\$110,370	\$60,000	\$85,000	\$103,009	\$132,000	\$177,007
<b>Inspection or Quality Control or Resident Services</b>	5 years or less	17	45.9%	\$69,429	\$40,000	\$62,000	\$68,000	\$75,000	\$100,000
	6 - 10 yearst								
	11 - 20 years	11	29.7%	\$102,288	\$55,000	\$63,100	\$105,000	\$136,066	\$176,000
	More than 20 yearst								
	Total	37	100.0%	\$89,286	\$54,500	\$65,000	\$75,000	\$110,500	\$160,000
<b>Operating or Maintenance</b>	5 years or less	42	29.2%	\$86,854	\$62,000	\$72,500	\$83,481	\$98,500	\$107,500
	6 - 10 years	42	29.2%	\$111,129	\$86,000	\$100,300	\$110,500	\$122,815	\$148,000
	11 - 20 years	34	23.6%	\$137,364	\$75,197	\$109,000	\$130,000	\$167,748	\$212,000
	More than 20 years	26	18.1%	\$163,991	\$110,000	\$142,000	\$153,500	\$185,000	\$240,000
	Total	144	100.0%	\$119,787	\$70,000	\$92,125	\$110,500	\$144,950	\$190,120
<b>Teaching</b>	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 years	13	65.0%	\$168,618	\$95,000	\$134,926	\$187,000	\$190,455	\$229,931
	Total	20	100.0%	\$151,261	\$87,405	\$100,252	\$157,463	\$190,341	\$228,834
<b>Marketing/ Sales</b>	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	13	100.0%	\$105,509	\$45,000	\$78,000	\$105,000	\$133,500	\$160,000
<b>Regulatory Approvals and/or Enforcement</b>	5 years or less	11	26.8%	\$77,156	\$62,000	\$67,000	\$79,692	\$85,000	\$94,000
	6 - 10 years	15	36.6%	\$102,114	\$72,000	\$85,680	\$104,000	\$114,000	\$145,000
	11 - 20 years	10	24.4%	\$119,737	\$96,000	\$104,040	\$118,000	\$133,000	\$150,000
	More than 20 yearst								



	Total	41	100.0%	\$99,451	\$65,495	\$82,000	\$96,700	\$117,000	\$148,000
<b>Exploration</b>	5 years or less	18	42.9%	\$78,724	\$58,000	\$72,000	\$79,000	\$85,500	\$94,800
	6 - 10 years†								
	11 - 20 years	11	26.2%	\$141,351	\$108,000	\$117,000	\$128,000	\$150,000	\$270,000
	More than 20 years†								
	Total	42	100.0%	\$110,378	\$70,000	\$80,900	\$101,000	\$128,000	\$170,000
<b>Other</b>	5 years or less	31	42.5%	\$77,636	\$50,000	\$63,000	\$76,000	\$87,000	\$100,000
	6 - 10 years	15	20.5%	\$97,417	\$75,920	\$80,000	\$96,936	\$110,600	\$132,000
	11 - 20 years	18	24.7%	\$119,412	\$70,000	\$94,500	\$118,500	\$139,100	\$177,000
	More than 20 years†								
	Total	73	100.0%	\$100,863	\$55,575	\$75,920	\$95,000	\$112,000	\$177,000

† Data suppressed due to sample size &lt; 10

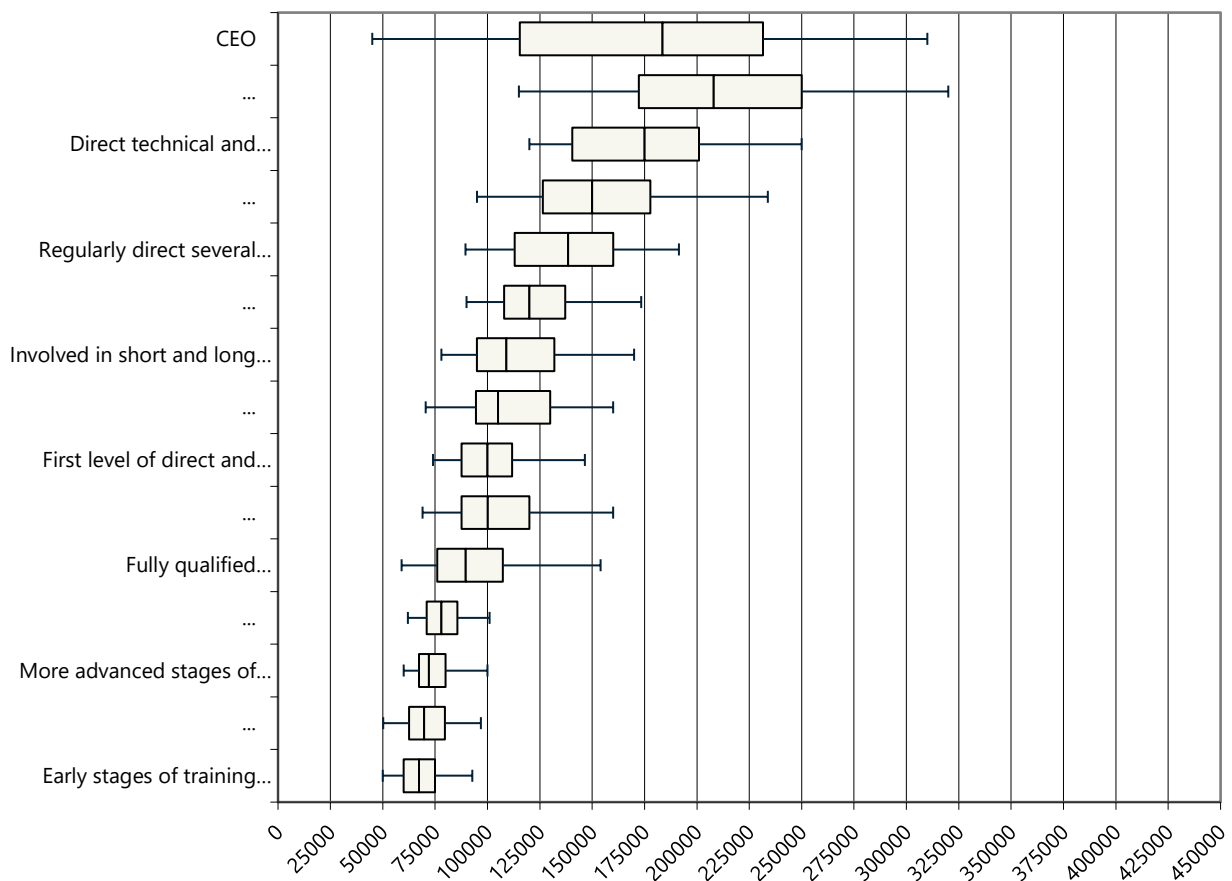


## JOB CLASSIFICATION QUESTIONS

Categories included in the job classification questions are as follows:

- Duties
- Education
- Experience
- Decisions
- Supervision Received
- Leadership Authority
- Supervision Scope
- Use of Professional Seal
- Job Environment
- Absence from Base
- Accident and Health Hazards

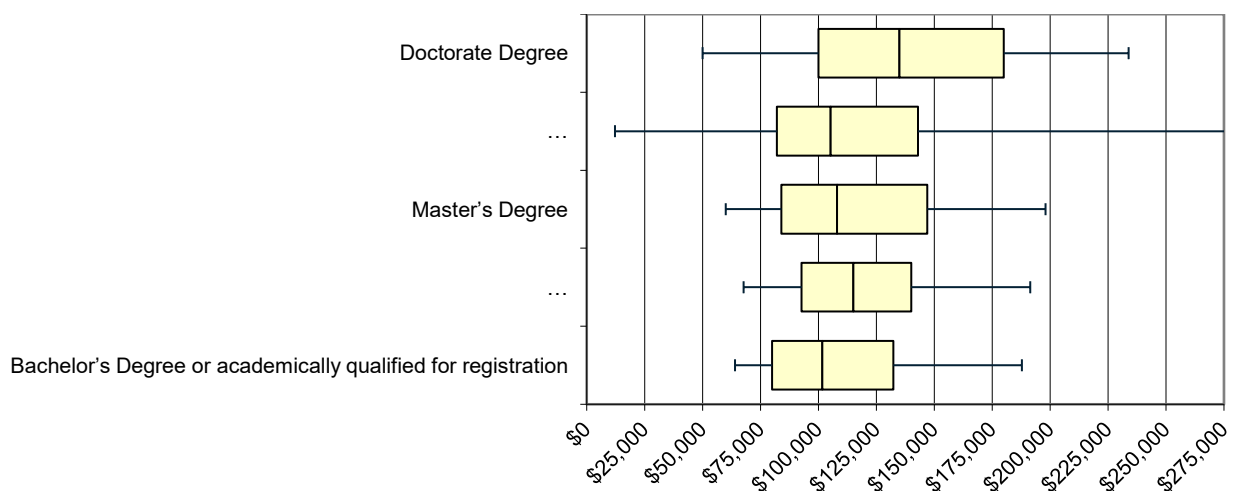
### Duties (A) (Full-time Employees)





	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Early stages of training and development</b>	41	2.9%	\$67,974	\$50,000	\$60,000	\$67,380	\$75,000	\$92,756
...	40	2.8%	\$70,731	\$50,225	\$62,625	\$69,750	\$79,644	\$96,855
<b>More advanced stages of training and development</b>	99	6.9%	\$75,804	\$60,000	\$67,380	\$72,000	\$80,000	\$100,000
...	117	8.2%	\$79,508	\$62,000	\$71,000	\$78,000	\$85,714	\$101,000
<b>Fully qualified professional level</b>	172	12.0%	\$94,816	\$59,000	\$76,000	\$89,582	\$107,346	\$154,000
...	138	9.7%	\$105,282	\$69,000	\$87,600	\$100,150	\$120,000	\$160,000
<b>First level of direct and sustained supervision</b>	88	6.2%	\$103,384	\$74,000	\$87,598	\$100,000	\$111,750	\$146,500
...	97	6.8%	\$111,638	\$70,500	\$94,500	\$105,000	\$130,000	\$160,000
<b>Involved in short and long range planning</b>	145	10.2%	\$115,119	\$78,000	\$95,000	\$109,000	\$132,000	\$170,000
...	141	9.9%	\$124,322	\$90,000	\$108,000	\$120,000	\$137,118	\$173,397
<b>Regularly direct several professionals</b>	129	9.0%	\$138,020	\$89,500	\$113,000	\$138,533	\$160,000	\$191,400
...	96	6.7%	\$156,284	\$95,000	\$126,500	\$150,000	\$177,696	\$233,852
<b>Direct technical and administrative activities of a significant group</b>	94	6.6%	\$176,496	\$120,000	\$140,460	\$175,000	\$201,000	\$250,000
...	19	1.3%	\$212,303	\$115,000	\$172,227	\$208,000	\$250,000	\$320,000
<b>CEO</b>	12	0.8%	\$179,583	\$45,000	\$115,500	\$183,500	\$231,500	\$310,000

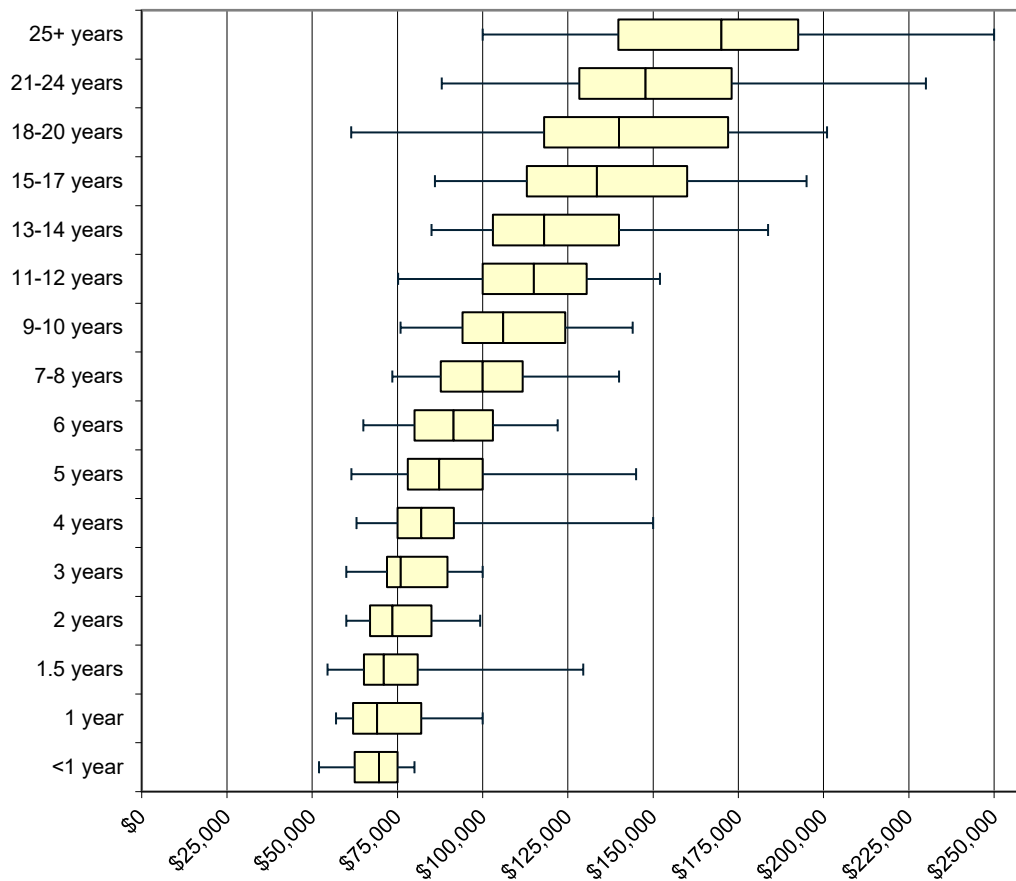
## Education (B) (Full-time Employees)





	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Bachelor's Degree or academically qualified for registration</b>	1034	72.7%	\$110,864	\$64,000	\$80,000	\$101,735	\$132,300	\$187,800
...	121	8.5%	\$121,363	\$67,704	\$92,756	\$115,000	\$140,000	\$191,400
<b>Master's Degree</b>	211	14.8%	\$119,338	\$60,000	\$84,000	\$108,000	\$147,000	\$198,000
...	15	1.1%	\$125,000	\$12,200	\$82,000	\$105,300	\$143,000	\$300,000
<b>Doctorate Degree</b>	47	3.3%	\$140,911	\$50,000	\$100,000	\$135,000	\$180,000	\$233,852

## Experience (C) (Full-time Employees)

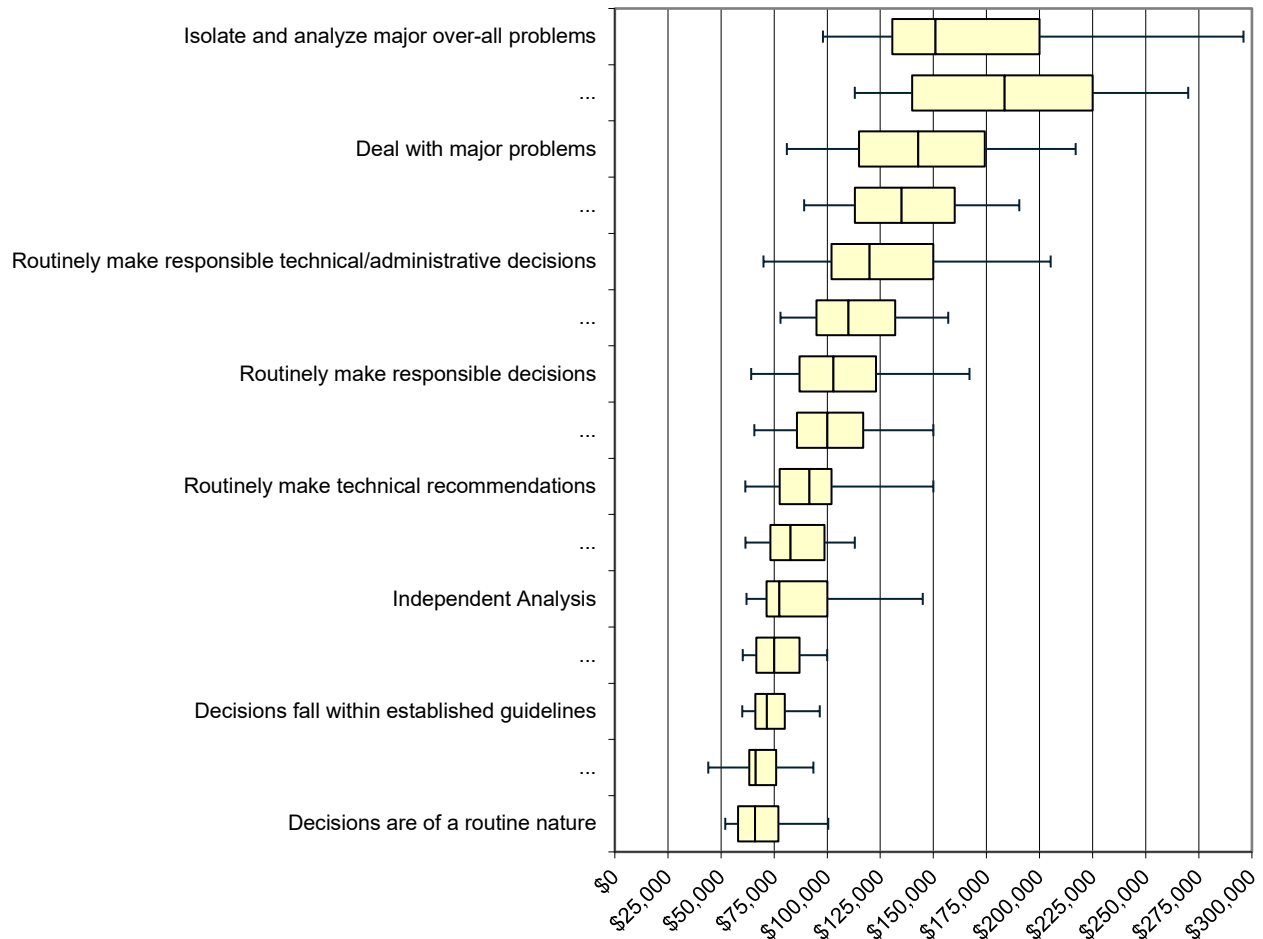




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>&lt;1 year</b>	50	3.5%	\$68,940	\$52,000	\$62,500	\$69,550	\$75,000	\$80,000
<b>1 year</b>	35	2.5%	\$75,103	\$56,993	\$62,000	\$69,000	\$82,000	\$100,000
<b>1.5 years</b>	64	4.5%	\$77,594	\$54,500	\$65,172	\$71,000	\$80,965	\$129,500
<b>2 years</b>	59	4.1%	\$76,747	\$60,000	\$67,000	\$73,500	\$85,000	\$99,270
<b>3 years</b>	69	4.9%	\$81,063	\$60,000	\$71,968	\$76,000	\$89,663	\$100,000
<b>4 years</b>	77	5.4%	\$87,319	\$63,000	\$75,000	\$82,000	\$91,600	\$150,000
<b>5 years</b>	78	5.5%	\$90,428	\$61,500	\$78,000	\$87,200	\$100,000	\$145,000
<b>6 years</b>	53	3.7%	\$91,449	\$65,000	\$80,000	\$91,500	\$103,000	\$122,000
<b>7-8 years</b>	134	9.4%	\$102,023	\$73,500	\$87,700	\$100,000	\$111,700	\$140,000
<b>9-10 years</b>	144	10.1%	\$107,652	\$75,920	\$94,061	\$106,000	\$124,195	\$144,000
<b>11-12 years</b>	117	8.2%	\$115,458	\$75,197	\$100,000	\$115,000	\$130,500	\$152,000
<b>13-14 years</b>	85	6.0%	\$124,269	\$85,000	\$103,000	\$118,000	\$140,000	\$183,707
<b>15-17 years</b>	161	11.3%	\$136,503	\$86,000	\$113,000	\$133,500	\$160,000	\$195,000
<b>18-20 years</b>	73	5.1%	\$142,762	\$61,440	\$118,000	\$140,000	\$172,000	\$201,000
<b>21-24 years</b>	86	6.0%	\$153,789	\$88,000	\$128,376	\$147,750	\$173,000	\$230,000
<b>25+ years</b>	143	10.1%	\$170,212	\$100,000	\$139,840	\$170,000	\$192,500	\$250,000



## Decisions (D) (Full-time Employees)



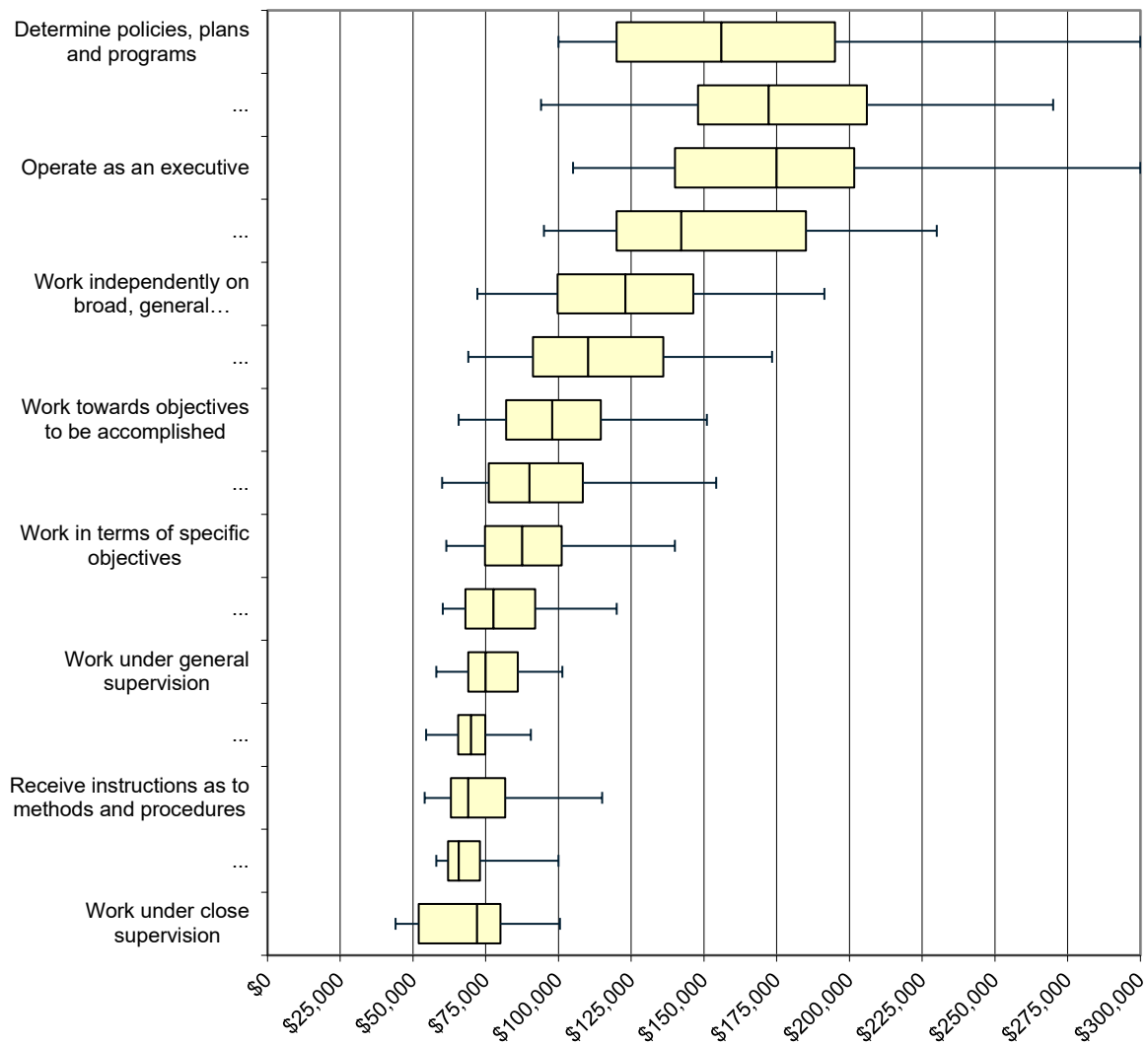
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Decisions are of a routine nature</b>	15	1.1%	\$68,980	\$52,000	\$58,000	\$66,000	\$77,000	\$100,500
...	12	0.8%	\$68,185	\$44,000	\$63,250	\$66,260	\$75,900	\$93,500
<b>Decisions fall within established guidelines</b>	72	5.1%	\$73,792	\$60,000	\$66,140	\$71,600	\$80,000	\$96,500
...	83	5.8%	\$76,879	\$60,236	\$66,560	\$75,000	\$86,940	\$100,000
<b>Independent Analysis</b>	71	5.0%	\$86,338	\$62,000	\$71,424	\$77,500	\$100,000	\$145,000
...	88	6.2%	\$85,988	\$61,500	\$73,250	\$82,750	\$98,700	\$113,000
<b>Routinely make technical recommendations</b>	114	8.0%	\$92,710	\$61,440	\$77,589	\$91,560	\$102,018	\$150,000
...	117	8.2%	\$103,471	\$65,686	\$85,714	\$100,000	\$117,000	\$150,000
<b>Routinely make responsible decisions</b>	147	10.3%	\$105,275	\$64,200	\$87,000	\$103,000	\$123,000	\$167,000
...	117	8.2%	\$113,467	\$78,000	\$95,000	\$110,000	\$132,000	\$157,000
<b>Routinely make responsible technical/ administrative decisions</b>	187	13.2%	\$126,415	\$70,000	\$102,000	\$120,000	\$150,000	\$205,234



...	162	11.4%	\$137,789	\$89,149	\$113,000	\$135,000	\$160,000	\$190,455
<b>Deal with major problems</b>	144	10.1%	\$146,134	\$81,000	\$115,000	\$142,840	\$174,250	\$217,000
...	45	3.2%	\$182,781	\$113,000	\$140,000	\$183,500	\$225,000	\$270,000
<b>Isolate and analyze major over-all problems</b>	54	3.8%	\$168,446	\$98,000	\$130,653	\$151,000	\$200,000	\$296,034

† Data suppressed due to sample size < 10

## Supervision Received (E) (Full-time Employees)





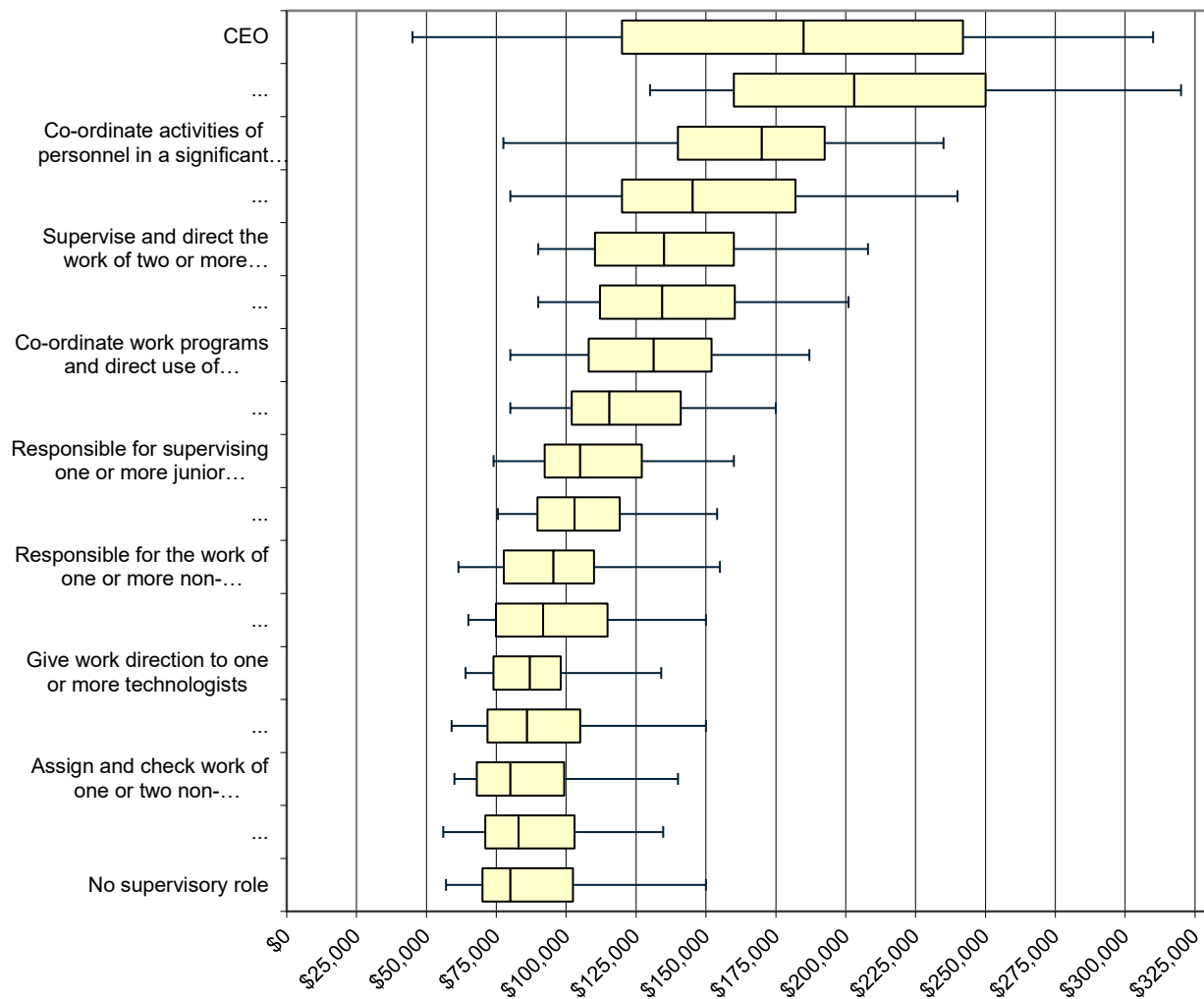


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Work under close supervision†</b>								
... †								
<b>Receive instructions as to methods and procedures</b>	25	1.8%	\$75,662	\$54,000	\$63,000	\$69,000	\$81,700	\$115,000
...	25	1.8%	\$70,191	\$54,500	\$65,520	\$70,000	\$74,880	\$90,500
<b>Work under general supervision</b>	99	7.0%	\$77,042	\$58,000	\$69,000	\$75,000	\$86,000	\$101,328
...	85	6.0%	\$82,443	\$60,236	\$68,000	\$77,700	\$92,000	\$120,000
<b>Work in terms of specific objectives</b>	92	6.5%	\$91,853	\$61,440	\$74,700	\$87,500	\$101,131	\$140,000
...	73	5.1%	\$95,097	\$60,000	\$76,000	\$90,000	\$108,309	\$154,200
<b>Work towards objectives to be accomplished</b>	213	15.0%	\$100,989	\$65,686	\$82,000	\$97,800	\$114,500	\$151,000
...	218	15.3%	\$114,978	\$69,000	\$91,200	\$110,250	\$136,000	\$173,397
<b>Work independently on broad, general assignments</b>	360	25.3%	\$125,170	\$72,120	\$99,660	\$123,000	\$146,375	\$191,380
...	129	9.1%	\$153,432	\$95,000	\$120,000	\$142,200	\$185,000	\$230,000
<b>Operate as an executive</b>	53	3.7%	\$178,331	\$105,000	\$140,000	\$175,000	\$201,677	\$300,000
...	19	1.3%	\$175,854	\$94,000	\$148,000	\$172,227	\$206,000	\$270,000
<b>Determine policies, plans and programs</b>	26	1.8%	\$166,410	\$100,000	\$120,000	\$156,000	\$195,000	\$300,000

† Data suppressed due to sample size <10



## Leadership Authority (F) (Full-time Employees)

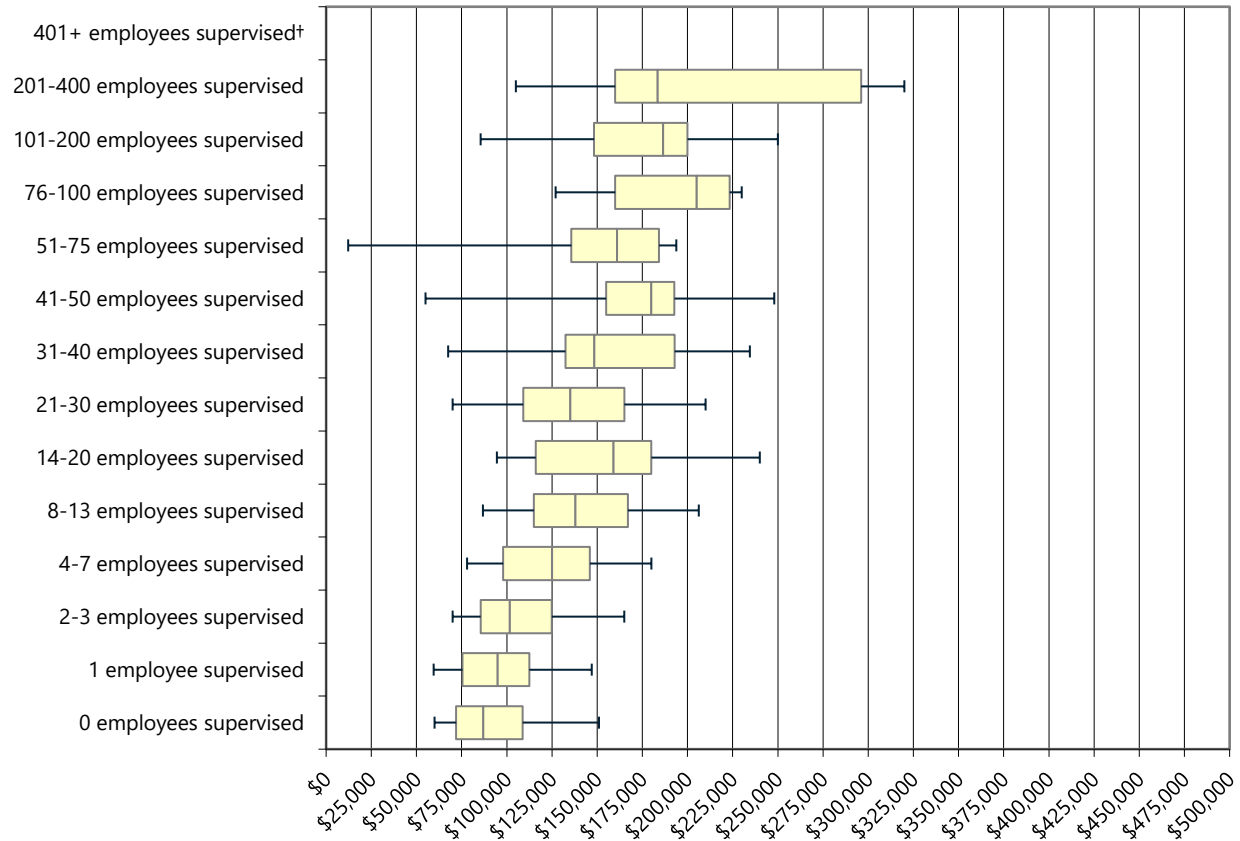




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>No supervisory role</b>	216	15.2%	\$90,079	\$56,993	\$70,000	\$80,000	\$102,406	\$150,000
...	113	7.9%	\$88,951	\$56,000	\$71,000	\$83,000	\$103,000	\$134,700
<b>Assign and check work of one or two non- professionals</b>	71	5.0%	\$85,161	\$60,000	\$68,000	\$80,000	\$99,270	\$140,000
...	39	2.7%	\$93,923	\$59,000	\$71,864	\$86,000	\$105,000	\$150,000
<b>Give Work Direction to one or more technologists</b>	89	6.3%	\$90,755	\$64,000	\$74,000	\$87,000	\$98,000	\$134,000
...	76	5.3%	\$97,506	\$65,000	\$74,910	\$91,760	\$114,834	\$150,000
<b>Responsible for the work of one or more non-professional assistants</b>	58	4.1%	\$96,717	\$61,440	\$77,700	\$95,500	\$110,000	\$155,000
...	68	4.8%	\$106,606	\$75,573	\$89,747	\$103,000	\$119,125	\$154,000
<b>Responsible for supervising one or more junior professionals</b>	138	9.7%	\$110,489	\$74,000	\$92,250	\$105,000	\$127,000	\$160,000
...	83	5.8%	\$122,692	\$80,000	\$102,000	\$115,500	\$141,000	\$175,000
<b>Co-ordinate work programs and direct use of materials, equipment and personnel</b>	141	9.9%	\$130,843	\$80,000	\$108,000	\$131,337	\$152,000	\$187,000
...	112	7.9%	\$138,559	\$90,000	\$112,118	\$134,385	\$160,375	\$201,000
<b>Supervise and direct the work of two or more major functions in the organization</b>	66	4.6%	\$139,658	\$90,000	\$110,240	\$135,000	\$160,000	\$207,986
...	46	3.2%	\$155,017	\$80,000	\$120,000	\$145,240	\$182,000	\$240,000
<b>Co-ordinate activities of personnel in a significant group</b>	77	5.4%	\$164,496	\$77,520	\$140,000	\$170,000	\$192,500	\$235,000
...	22	1.5%	\$208,716	\$130,000	\$160,000	\$203,000	\$250,000	\$320,000
<b>CEO</b>	13	0.9%	\$186,692	\$45,000	\$120,000	\$185,000	\$242,000	\$310,000



## Supervision Scope (G) (Full-time Employees)



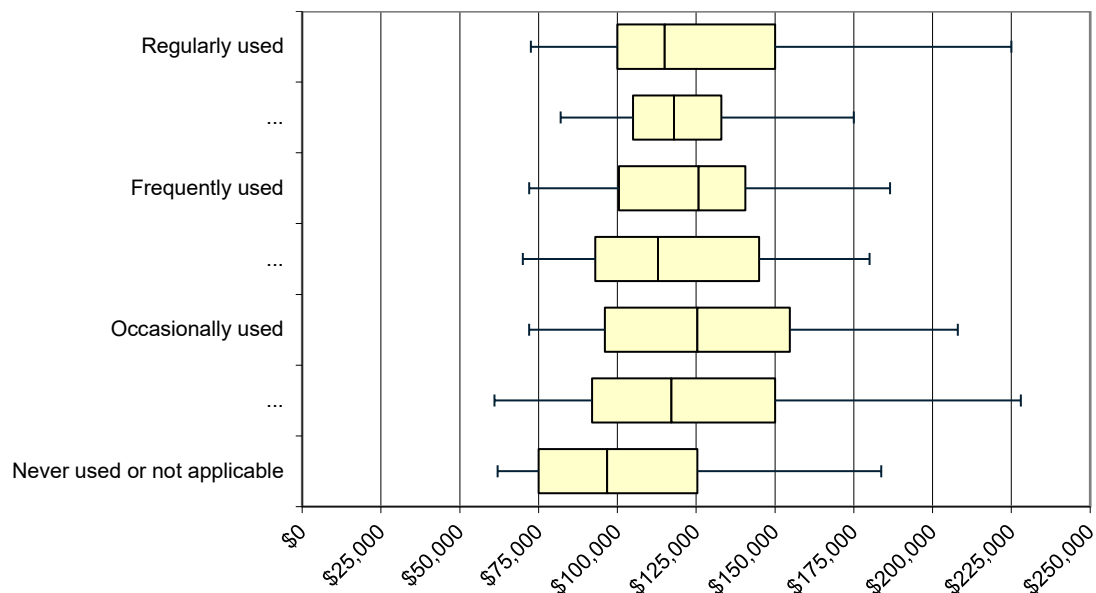
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>0 employees supervised</b>	510	35.9%	\$94,045	\$60,000	\$72,000	\$87,000	\$108,781	\$151,000
<b>1 employee supervised</b>	159	11.2%	\$97,357	\$59,500	\$75,492	\$95,000	\$112,470	\$147,000
<b>2-3 employees supervised</b>	251	17.7%	\$106,663	\$70,000	\$85,500	\$101,600	\$124,900	\$165,000
<b>4-7 employees supervised</b>	203	14.3%	\$124,785	\$78,000	\$98,000	\$125,000	\$146,000	\$180,000
<b>8-13 employees supervised</b>	105	7.4%	\$141,596	\$86,767	\$115,000	\$138,000	\$167,000	\$206,237
<b>14-20 employees supervised</b>	62	4.4%	\$155,983	\$94,500	\$116,000	\$159,000	\$180,000	\$240,000
<b>21-30 employees supervised</b>	41	2.9%	\$141,390	\$70,000	\$109,100	\$135,200	\$165,000	\$210,000
<b>31-40 employees supervised</b>	20	1.4%	\$156,859	\$67,526	\$132,458	\$148,450	\$192,875	\$234,500
<b>41-50 employees supervised</b>	11	0.8%	\$170,919	\$55,000	\$155,000	\$180,000	\$192,750	\$248,000



<b>51-75 employees supervised</b>	16	1.1%	\$149,750	\$12,200	\$135,750	\$161,000	\$184,250	\$193,800
<b>76-100 employees supervised</b>	11	0.8%	\$192,255	\$127,000	\$160,000	\$205,000	\$223,299	\$230,000
<b>101-200 employees supervised</b>	17	1.2%	\$176,985	\$85,500	\$148,300	\$186,500	\$200,000	\$250,000
<b>201-400 employees supervised</b>	13	0.9%	\$204,772	\$105,000	\$160,000	\$183,500	\$296,034	\$320,000
<b>401+ employees supervised†</b>								

† Data suppressed due to sample size >10

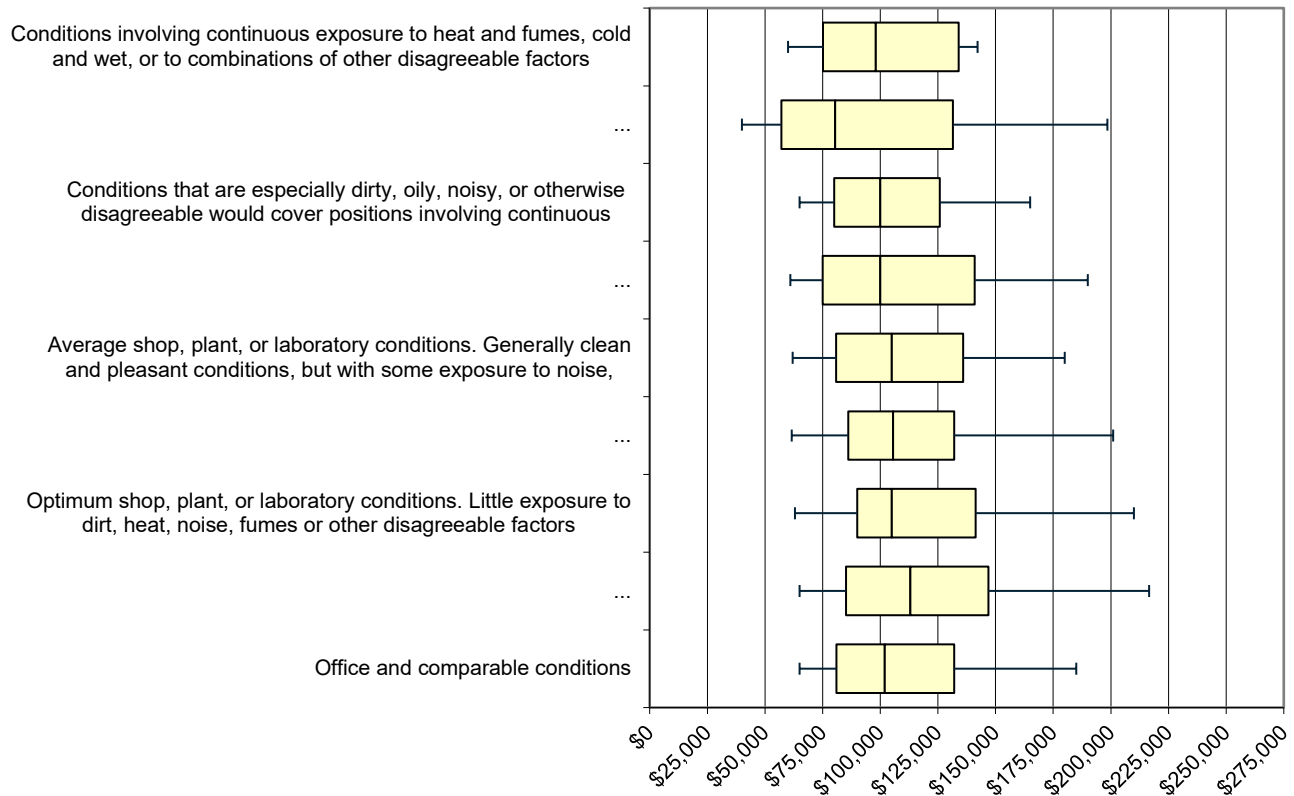
## Use of Professional Seal (H) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Never used or not applicable</b>	857	60.3%	\$105,252	\$62,000	\$75,000	\$96,700	\$125,400	\$183,707
...	202	14.2%	\$127,355	\$61,000	\$92,000	\$117,125	\$150,000	\$228,000
<b>Occasionally used</b>	172	12.1%	\$129,891	\$72,000	\$96,000	\$125,375	\$154,750	\$208,000
...	54	3.8%	\$121,471	\$70,000	\$93,000	\$112,882	\$145,000	\$180,000
<b>Frequently used</b>	59	4.1%	\$124,133	\$72,014	\$100,500	\$125,750	\$140,550	\$186,500
...	17	1.2%	\$120,475	\$82,000	\$105,000	\$118,000	\$133,000	\$175,000
<b>Regularly used</b>	67	4.7%	\$131,290	\$72,551	\$100,000	\$115,000	\$150,000	\$225,000



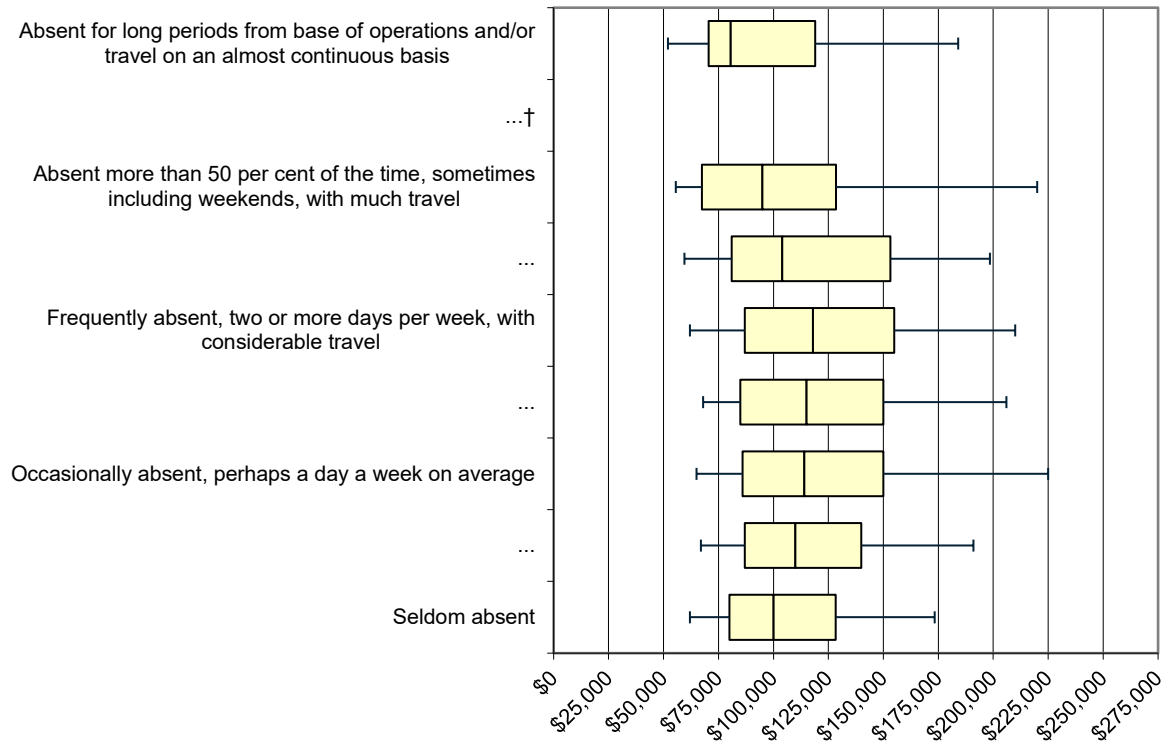
## Job Environment (I)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Office and comparable conditions</b>	533	37.5%	\$110,858	\$65,000	\$80,985	\$102,000	\$132,000	\$185,000
...	340	23.9%	\$122,303	\$65,000	\$85,125	\$113,000	\$146,875	\$216,600
<b>Optimum shop, plant, or laboratory conditions</b>	112	7.9%	\$118,500	\$63,000	\$90,000	\$105,000	\$141,335	\$210,000
...	74	5.2%	\$114,286	\$61,598	\$86,150	\$105,500	\$132,000	\$201,000
<b>Average shop, plant, or laboratory conditions</b>	218	15.3%	\$111,107	\$62,000	\$80,900	\$105,000	\$136,000	\$180,000
...	86	6.0%	\$112,341	\$61,000	\$75,000	\$100,000	\$141,000	\$190,000
<b>Conditions that are especially dirty, oily, noisy, or otherwise disagreeable</b>	42	3.0%	\$106,400	\$65,000	\$80,000	\$100,000	\$125,750	\$165,000
...	12	0.8%	\$93,645	\$40,000	\$57,125	\$80,460	\$131,500	\$198,500
<b>Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors</b>	11	0.8%	\$101,963	\$60,000	\$75,197	\$98,000	\$134,000	\$142,200



## Absence from Base (J) (Full-time Employees)

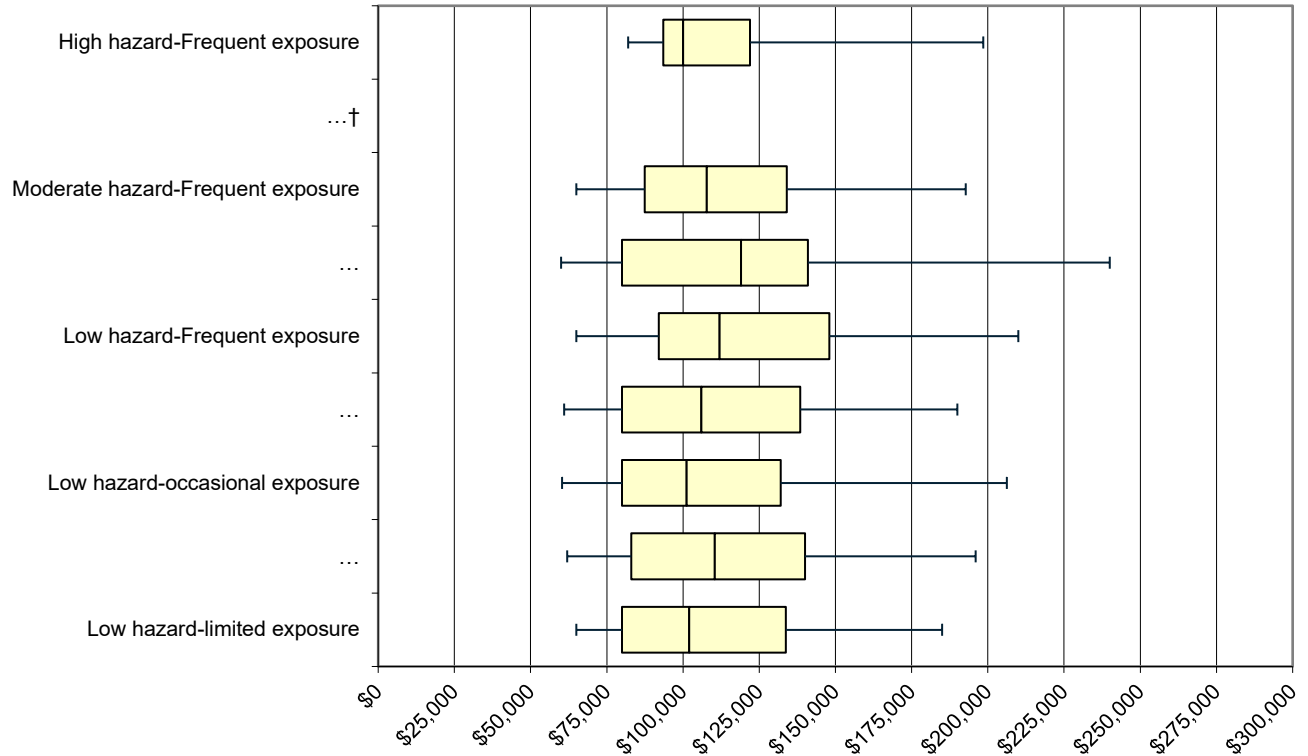


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Seldom absent</b>	616	43.3%	\$106,773	\$62,000	\$80,000	\$100,000	\$128,367	\$173,364
...	382	26.9%	\$117,955	\$67,000	\$87,000	\$110,000	\$140,000	\$191,000
<b>Occasionally absent, perhaps a day a week on average</b>	213	15.0%	\$123,747	\$65,000	\$86,000	\$114,000	\$150,000	\$225,000
...	83	5.8%	\$122,586	\$68,000	\$85,000	\$115,000	\$150,000	\$206,000
<b>Frequently absent, two or more days per week, with considerable travel</b>	57	4.0%	\$124,499	\$62,000	\$87,000	\$118,000	\$155,000	\$210,000
...	27	1.9%	\$116,029	\$59,500	\$81,000	\$104,000	\$153,184	\$198,500
<b>Absent more than 50 per cent of the time, sometimes including weekends, with much travel</b>	22	1.5%	\$108,381	\$55,575	\$67,500	\$95,000	\$128,474	\$220,000
...†								
<b>Absent for long periods from base of operations and/or travel on an almost continuous basis</b>	21	1.5%	\$97,789	\$52,000	\$70,500	\$80,489	\$119,000	\$184,060

† Data suppressed due to sample size < 10



## Accident and Health Hazards (K)



Points (Risk Level)**	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>0 (Low)</b>	525	36.9%	\$110,824	\$65,000	\$80,000	\$102,000	\$133,770	\$185,000
<b>2</b>	232	16.3%	\$116,728	\$62,000	\$83,028	\$110,430	\$140,000	\$196,000
<b>5</b>	299	21.0%	\$110,836	\$60,320	\$80,000	\$101,176	\$132,000	\$206,237
<b>8</b>	87	6.1%	\$113,195	\$61,000	\$80,000	\$106,000	\$138,403	\$190,000
<b>10</b>	186	13.1%	\$122,967	\$65,000	\$92,000	\$112,000	\$148,000	\$210,000
<b>12</b>	21	1.5%	\$126,773	\$60,000	\$80,000	\$119,000	\$141,000	\$240,000
<b>15</b>	66	4.6%	\$114,312	\$65,000	\$87,400	\$107,750	\$134,000	\$192,750
<b>18†</b>								
<b>20 (High)†</b>								

† Data suppressed due to sample size < 10





**\*\*Risk level is self-assessed based on the following point matrix:**

Low hazard-limited exposure .....	0
.....	2
Moderate hazard-limited exposure .....	5
.....	8
High hazard-limited exposure .....	10
Low hazard-occasional exposure .....	5
.....	8
Moderate hazard-occasional exposure .....	10
.....	12
High hazard-occasional exposure .....	15
Low hazard-frequent exposure .....	10
.....	12
Moderate hazard-frequent exposure .....	15
.....	18
High hazard-frequent exposure .....	20

## Regression Analysis

### General Analysis



A lasso regression model was used to establish a framework for predicting salaries for engineers and geoscientists working in different industries. This process was used to:

- Identify how closely factors are associated with salaries
- Identify Boolean components (such as receipt of professional designation) influencing salary
- Create a linear formula that effectively predicts salaries while minimizing model overfitting

The model explains about 62 percent (61.6%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

Factor	Coefficient
(Constant)	\$ 42779.14
Duties (A)	\$ 109.13
Experience (C)	\$ 378.54
Recommendations (D)	\$ 104.19
Supervision Received (E)	\$ 13.28
Leadership Authority (F)	\$ 113.27
Supervision Scope (G)	\$ 818.20
Job Environment (I)*	\$ 594.53
Absence from Base of Operations (J)	\$ 399.12
Accident and Health Hazards (K)	\$ 526.43
Professional Designation(s)	\$ 9143.10

To calculate the approximate projected salary, input the points for each variable in the following formula:

**Formula for expected salary ( $S_E$ ) *without bonus*:**

$$S_E = 42,779 + 109*A + 365*C + 379*D + 13*E + 113*F + 818*G - 595*I + 399*J + 526*K$$

Add \$9,143 if you have acquired professional status within your field (P.Eng. and/or P.Geo.)

**Additional Notes**

- Use of professional seal was excluded from the model due to this factor being not applicable for some respondents.
- 10-fold cross validation was used to select a lambda value for the lasso model.
- Higher ratings for factors with an asterisk (\*) are associated with lower wages.