



A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

2024

Salary Survey



insightrix®

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Results Summary

Sample Statistics

- A total 1,402 members of APEGS completed the survey from March 7 to May 6, 2024. Of those, 1,377 are employed full-time as engineers or geoscientists.

Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$120,690 (up 5.7% from \$114,143 in 2023).
- The median salary (not including bonus) is \$112,000 (up 6.7% from \$105,000 in 2023).
- Fifty percent of salaries fall between \$88,000 and \$144,000.
- Ninety percent of salaries fall between \$68,680 and \$204,000.

Additional Income

- Over two thirds (69.3%) of members who participated in the survey report receiving bonuses. This is consistent with previous findings (70.9% in 2023).
- The median bonus is \$6,500, including those who receive none, representing an increase from previous results (\$6,000 in 2023).

Overall Statistics

- Nearly all respondents (96.3%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Eight in ten (88.1%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 92.2% mentioned that their employer pays for APEGS annual dues.
- 21% have permission to consult.
- Overall, 19.9% of responding members are women with fewer than one quarter (24.3%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (98.2%).



Differences by Industry, Sector and Discipline

- The median salary for full-times employees in the public sector is \$113,175 and the median salary in the private sector is \$111,000.
- Highest paying discipline: Geological/Mining/Petroleum (Median: \$128,000).
- Highest paying industry: Resource Industry Except Oil & Gas (Median: \$140,000).
- Highest paying job function: Corporate Management (Median: \$168,720).

Regression Analysis

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



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INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In January 2024, 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 2023 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 7,068 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 March 7 and May 6, 2024. A total of 1,402 members completed the survey representing a 20% 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 5th and 95th 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:

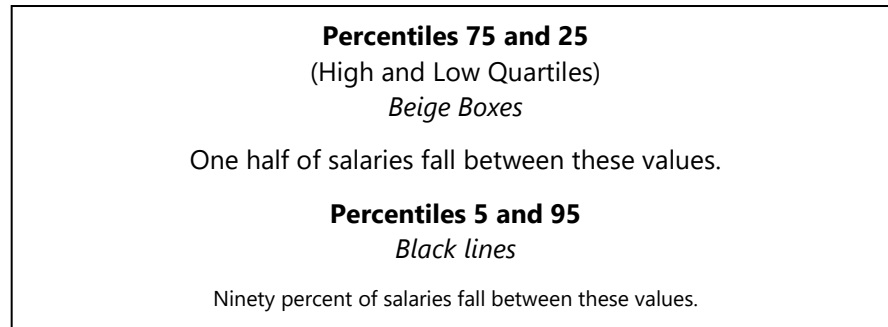
This may suggest that most of the group is very established and seeing steady salary increases, while highest-paying positions are seeing even larger increases. This may also indicate very few entry-level candidates compared to the number of established individuals.



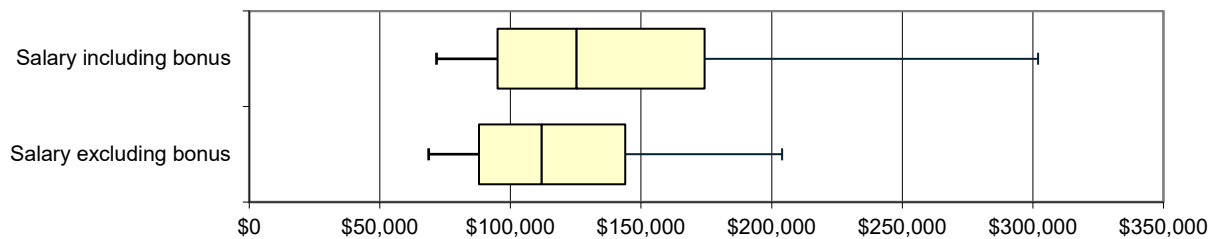
Study Results

CHARTS AND TABLES:

General legend for salary charts:



Total Salary (Full-Time)



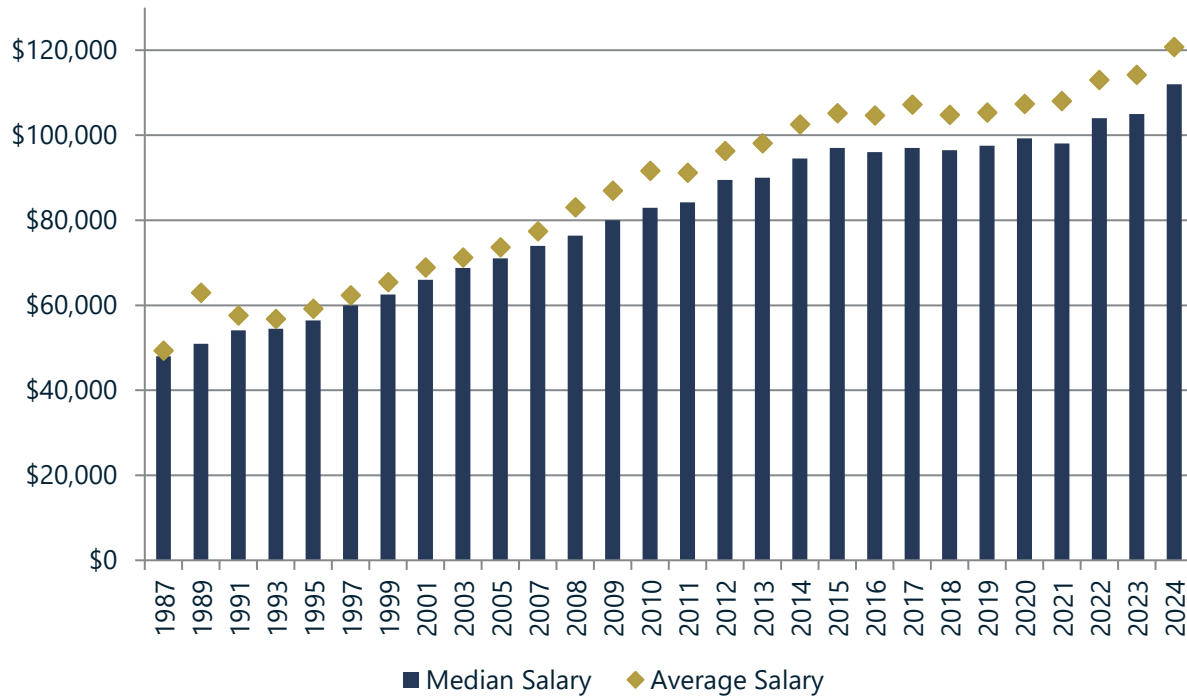
Total Salary (Full-Time and Part-Time)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Full time position	Base Salary	1,375	98.2%	\$120,690	\$68,680	\$88,000	\$112,000	\$144,000	\$204,000
	Salary incl. bonus			\$147,519	\$71,684	\$95,000	\$125,295	\$174,300	\$302,000
Part time position, self employed, casual etc. and not full time	Base Salary	25	1.8%	\$92,972	\$35,120	\$57,500	\$80,000	\$122,155	\$175,000
	Salary incl. bonus			\$108,492	\$35,120	\$59,500	\$80,000	\$140,000	\$275,000
Total	Base Salary	1,400	100.0%	\$120,195	\$68,000	\$87,543	\$112,000	\$143,000	\$204,000
	Salary incl. bonus			\$146,823	\$70,810	\$94,125	\$125,000	\$173,750	\$300,138



Change in Salary

In 2024, the average and median salary increased by 5.7% and 6.7% 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
2012	\$89,472	\$96,219
2013	\$90,000	\$98,030
2014	\$94,500	\$102,475
2015	\$97,000	\$105,111



2016	\$96,000	\$104,628
2017	\$97,000	\$107,130
2018	\$96,485	\$104,743
2019	\$97,500	\$105,287
2020	\$99,265	\$107,298
2021	\$98,022	\$108,008
2022	\$104,000	\$112,940
2023	\$105,000	\$114,143
2024	\$112,000	\$120,690

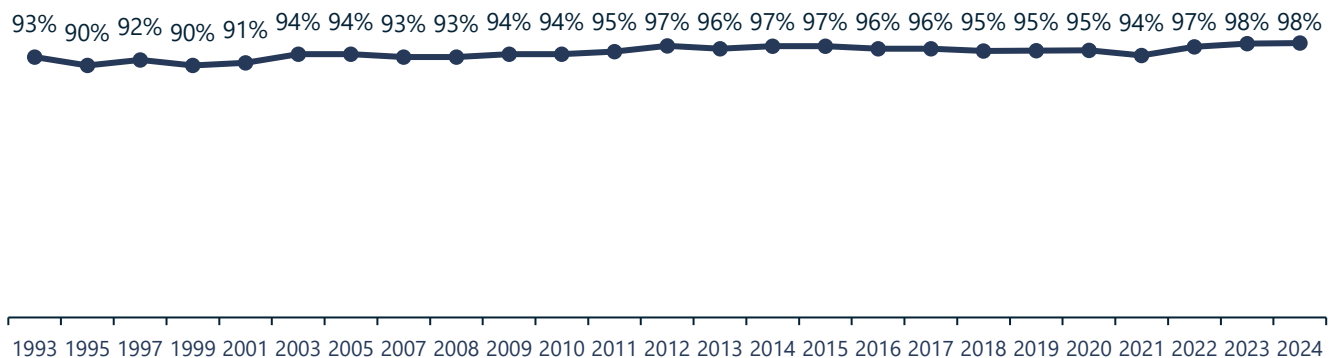
Employer Paid Benefits

		Yes	No/NA [†]	Total
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	1,350	52	1,402
	Percent	96.3%	3.7%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1,235	167	1,402
	Percent	88.1%	11.9%	100.0%
Does your employer pay for your APEGS annual dues?	Count	1,292	110	1,402
	Percent	92.2%	7.8%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting?	Count	241	1161	1402
	Percent	17.2%	82.8%	100.0%

[†] N/A grouped with No.

Additional Benefits

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





Salary by Year of B.Sc.

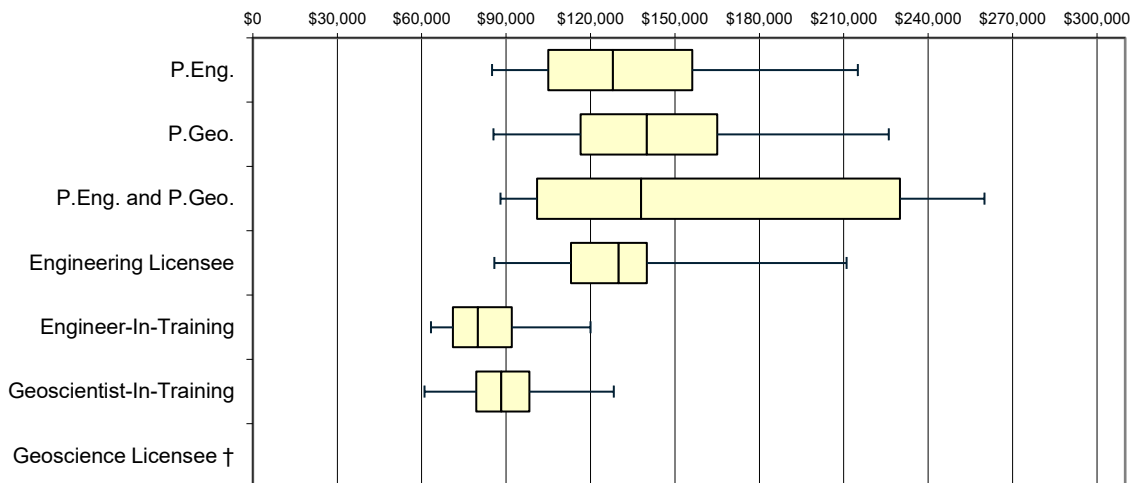
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
1976 & Prior†								
1977†								
1978†								
1979†								
1980†								
1981†								
1982†								
1983†								
1984†								
1985†								
1986†								
1987	10	0.8%	\$171,971	\$80,000	\$163,420	\$180,000	\$209,500	\$216,195
1988	11	0.8%	\$166,787	\$93,600	\$125,000	\$156,000	\$193,310	\$250,000
1989†								
1990†								
1991†								
1992†								
1993	10	0.8%	\$168,655	\$116,000	\$139,296	\$162,500	\$179,011	\$248,000
1994	15	1.1%	\$160,521	\$76,000	\$127,148	\$148,664	\$175,000	\$330,000
1995	16	1.2%	\$178,077	\$123,000	\$132,500	\$160,500	\$225,074	\$275,000
1996	17	1.3%	\$166,470	\$72,000	\$140,000	\$172,000	\$189,470	\$276,000
1997	12	0.9%	\$167,553	\$92,400	\$128,000	\$153,000	\$177,799	\$387,000
1998	14	1.1%	\$153,699	\$84,000	\$124,000	\$150,500	\$180,000	\$239,000
1999	28	2.1%	\$150,631	\$85,000	\$121,250	\$137,750	\$162,313	\$230,000
2000	19	1.4%	\$139,396	\$35,120	\$98,800	\$126,058	\$180,000	\$285,000
2001	30	2.3%	\$153,047	\$87,600	\$122,000	\$144,000	\$175,500	\$264,000
2002	35	2.7%	\$149,888	\$80,000	\$118,800	\$140,550	\$170,000	\$250,000
2003	26	2.0%	\$148,367	\$106,080	\$120,000	\$137,000	\$172,000	\$220,000
2004	32	2.4%	\$132,407	\$55,000	\$97,200	\$131,500	\$162,375	\$220,000
2005	42	3.2%	\$146,534	\$83,000	\$119,000	\$146,000	\$173,000	\$212,223
2006	37	2.8%	\$139,746	\$86,400	\$115,000	\$137,000	\$165,000	\$196,000
2007	49	3.7%	\$135,167	\$79,018	\$114,660	\$132,500	\$160,000	\$200,075
2008	52	3.9%	\$137,628	\$84,000	\$114,550	\$135,075	\$157,500	\$202,000
2009	55	4.2%	\$132,615	\$81,000	\$106,000	\$133,500	\$150,000	\$204,000
2010	49	3.7%	\$131,112	\$68,000	\$108,000	\$126,000	\$155,000	\$200,000
2011	50	3.8%	\$119,175	\$57,500	\$95,000	\$115,750	\$140,000	\$192,600
2012	64	4.9%	\$118,997	\$85,629	\$102,775	\$118,250	\$135,000	\$158,000
2013	59	4.5%	\$118,133	\$85,000	\$105,000	\$115,749	\$132,000	\$155,000
2014	48	3.6%	\$115,369	\$79,014	\$97,347	\$111,000	\$133,500	\$158,000



2015	56	4.3%	\$105,918	\$70,000	\$90,000	\$100,000	\$115,375	\$150,000
2016	44	3.3%	\$101,790	\$71,000	\$83,650	\$96,200	\$118,333	\$150,000
2017	63	4.8%	\$93,907	\$69,975	\$81,150	\$90,420	\$104,000	\$130,000
2018	64	4.9%	\$89,062	\$65,000	\$82,425	\$88,050	\$96,750	\$123,000
2019	60	4.6%	\$89,795	\$65,215	\$79,850	\$89,450	\$97,800	\$119,900
2020	47	3.6%	\$83,989	\$69,600	\$73,000	\$83,100	\$92,000	\$105,700
2021	57	4.3%	\$77,316	\$60,114	\$69,600	\$74,077	\$80,000	\$99,000
2022	45	3.4%	\$77,665	\$66,000	\$69,396	\$76,872	\$84,500	\$95,000
2023	40	3.0%	\$76,300	\$62,480	\$67,085	\$75,000	\$80,113	\$100,690
2024†								

† Data suppressed due to sample size < 10

Salary by Professional Designation (Full-Time Employees)

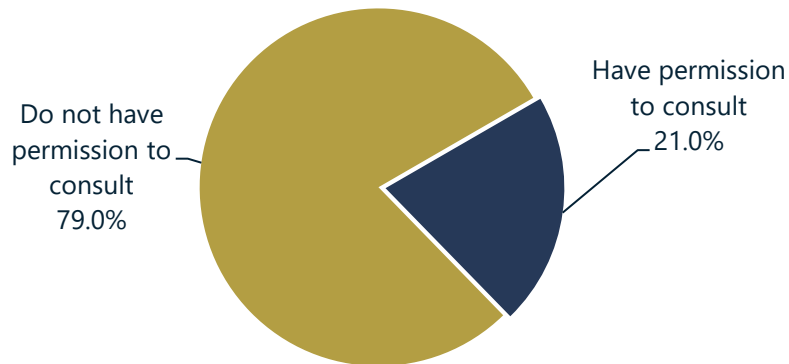


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	876	63.7%	\$135,004	\$85,000	\$105,000	\$128,000	\$156,134	\$215,000
P.Geo.	68	4.9%	\$144,508	\$85,500	\$116,500	\$140,000	\$165,000	\$226,000
P.Eng. and P.Geo†								
Engineering License	14	1.0%	\$130,836	\$85,820	\$113,000	\$130,000	\$140,000	\$211,000
Engineer-in-Training	372	27.1%	\$83,693	\$63,300	\$71,126	\$80,000	\$92,000	\$120,000
Geoscientist-in-Training	33	2.4%	\$91,410	\$61,000	\$79,400	\$90,000	\$100,000	\$130,000
Geo Licensee†								

† Data suppressed due to sample size < 10



Permission to Consult

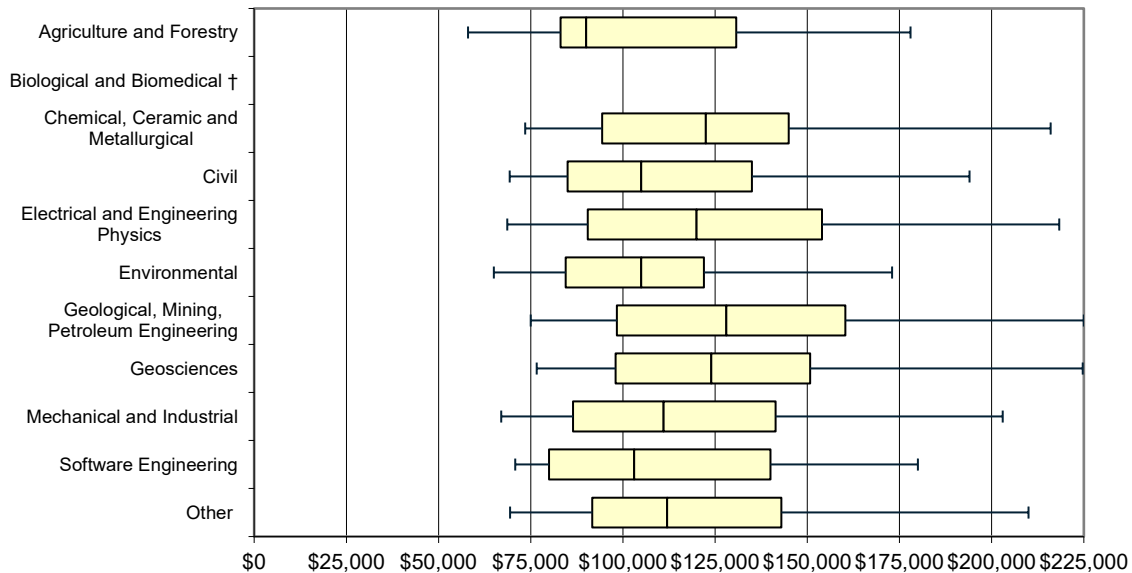


Salary by Permission to Consult – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	30	10.8%	\$83,711	\$61,000	\$69,600	\$81,300	\$94,000	\$125,000
	6 to 10 years	51	18.3%	\$105,698	\$80,500	\$89,700	\$99,500	\$112,058	\$150,000
	11 to 20 years	122	43.7%	\$132,252	\$86,000	\$110,000	\$129,500	\$153,980	\$194,000
	More than 20 years	76	27.2%	\$168,189	\$100,000	\$131,310	\$157,109	\$199,625	\$266,000
	Total	279	100.0%	\$131,968	\$73,500	\$100,000	\$125,000	\$155,000	\$225,000
Do not have permission to consult	Five years or less	358	32.7%	\$84,217	\$64,950	\$72,000	\$82,280	\$92,880	\$118,000
	6 to 10 years	209	19.1%	\$106,413	\$75,500	\$90,000	\$103,350	\$120,000	\$150,000
	11 to 20 years	369	33.7%	\$136,427	\$81,000	\$112,000	\$133,000	\$156,750	\$202,730
	More than 20 years	160	14.6%	\$164,991	\$102,103	\$130,626	\$156,000	\$189,625	\$250,000
	Total	1,096	100.0%	\$117,820	\$68,000	\$85,672	\$109,683	\$140,000	\$200,000



Salary by Discipline of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	33	2.4%	\$104,956	\$58,000	\$83,086	\$90,000	\$130,746	\$172,000
Biological and Biomedical†								
Chemical, Ceramic and Metallurgical	64	4.7%	\$125,397	\$73,500	\$94,375	\$122,500	\$145,000	\$229,000
Civil	301	21.9%	\$114,016	\$69,300	\$85,000	\$105,000	\$135,000	\$188,831
Electrical and Engineering Physics	213	15.5%	\$126,507	\$68,640	\$90,500	\$120,000	\$154,000	\$190,120
Environmental	72	5.2%	\$106,899	\$65,000	\$84,522	\$105,000	\$121,976	\$172,070
Geological, Mining, Petroleum Engineering	131	9.5%	\$135,552	\$75,000	\$98,389	\$128,000	\$160,368	\$212,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	80	5.8%	\$130,995	\$76,625	\$98,000	\$124,000	\$150,750	\$190,000
Mechanical and Industrial	322	23.4%	\$118,414	\$67,000	\$86,500	\$111,000	\$141,400	\$205,000
Software Engineering	33	2.4%	\$111,099	\$70,800	\$80,000	\$103,082	\$140,000	\$150,000
Other	125	9.1%	\$122,099	\$69,401	\$91,719	\$112,000	\$143,000	\$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
Agriculture and Forestry	27.3%	72.7%
Biological and Biomedical	0.0%	100.0%
Chemical, Ceramic and Metallurgical	89.1%	10.9%
Civil	78.1%	21.9%
Electrical and Engineering Physics	94.4%	5.6%
Environmental	59.7%	40.3%
Geological, Mining, Petroleum Engineering	56.1%	43.9%
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	90.0%	10.0%
Mechanical and Industrial	89.4%	10.6%
Software Engineering	54.5%	45.5%
Other	27.2%	72.8%

Salary by Discipline – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	5 or fewer years†								
	6 - 10 years	11	33.3%	\$98,849	\$77,000	\$86,500	\$88,000	\$103,500	\$160,000
	11 - 20 years†								
	More than 20 years†								
	Total	33	100.0%	\$104,956	\$58,000	\$83,086	\$90,000	\$130,746	\$178,000
Chemical, Ceramic and Metallurgical	5 or fewer years	21	32.8%	\$90,364	\$43,000	\$78,000	\$90,000	\$101,136	\$125,000
	6 - 10 years	18	28.1%	\$119,349	\$85,000	\$99,500	\$111,739	\$130,000	\$238,000
	11 - 20 years	20	31.3%	\$148,068	\$103,475	\$130,000	\$140,154	\$160,200	\$215,375
	More than 20 years†								
	Total	64	100.0%	\$125,397	\$73,500	\$94,375	\$122,500	\$145,000	\$216,000
Civil	5 or fewer years	80	26.6%	\$79,597	\$63,383	\$70,400	\$76,094	\$85,000	\$110,000



	6 - 10 years	64	21.3%	\$99,559	\$80,000	\$86,250	\$95,000	\$105,000	\$146,000
	11 - 20 years	106	35.2%	\$125,163	\$81,000	\$104,520	\$121,500	\$143,000	\$181,276
	More than 20 years	51	16.9%	\$162,982	\$105,000	\$125,000	\$148,664	\$193,112	\$250,000
	Total	301	100.0%	\$114,016	\$69,300	\$85,000	\$105,000	\$135,000	\$194,000
Electrical and Engineering Physics	5 or fewer years	60	28.2%	\$84,103	\$64,150	\$72,004	\$78,416	\$93,791	\$122,227
	6 - 10 years	31	14.6%	\$105,975	\$75,000	\$91,400	\$105,598	\$120,052	\$145,000
	11 - 20 years	80	37.6%	\$139,130	\$77,150	\$116,400	\$139,000	\$162,875	\$201,850
	More than 20 years	42	19.7%	\$178,193	\$106,000	\$137,000	\$163,875	\$201,000	\$266,000
	Total	213	100.0%	\$126,507	\$68,640	\$90,500	\$120,000	\$154,000	\$218,330
Environmental	5 or fewer years	19	26.4%	\$79,153	\$61,000	\$66,300	\$82,582	\$89,900	\$110,000
	6 - 10 years	18	25.0%	\$100,479	\$70,000	\$84,500	\$100,000	\$113,700	\$136,620
	11 - 20 years	24	33.3%	\$117,174	\$94,000	\$105,000	\$115,335	\$127,250	\$155,000
	More than 20 years	11	15.3%	\$142,909	\$73,000	\$123,000	\$140,000	\$175,000	\$182,000
	Total	72	100.0%	\$106,899	\$65,000	\$84,522	\$105,000	\$121,976	\$173,000
Geological, Mining, Petroleum Engineering	5 or fewer years	42	32.1%	\$93,366	\$69,396	\$79,400	\$92,010	\$100,500	\$124,000
	6 - 10 years	26	19.8%	\$120,598	\$96,000	\$102,000	\$120,000	\$136,917	\$156,179
	11 - 20 years	48	36.6%	\$160,709	\$114,000	\$134,750	\$158,065	\$182,750	\$229,500
	More than 20 years	15	11.5%	\$199,090	\$116,000	\$141,000	\$190,000	\$225,000	\$387,000
	Total	131	100.0%	\$135,552	\$75,000	\$98,389	\$128,000	\$160,368	\$225,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	5 or fewer years	21	26.3%	\$90,872	\$73,000	\$85,000	\$92,000	\$98,250	\$105,000
	6 - 10 years	13	16.3%	\$112,599	\$85,000	\$89,000	\$115,000	\$130,000	\$145,000

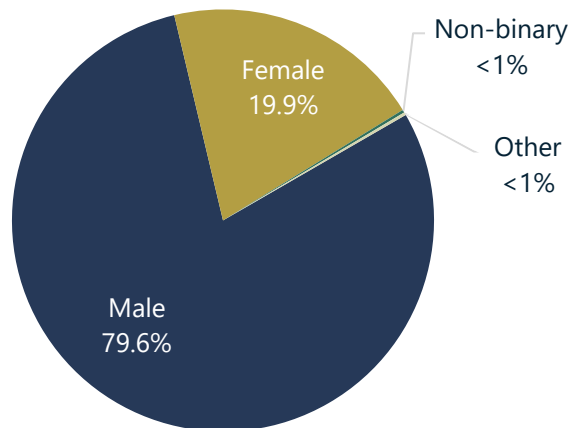


	11 - 20 years	32	40.0%	\$151,305	\$109,000	\$121,250	\$144,500	\$176,250	\$226,000
	More than 20 years	14	17.5%	\$161,840	\$87,600	\$145,000	\$155,420	\$168,585	\$266,000
	Total	80	100.0%	\$130,995	\$76,625	\$98,000	\$124,000	\$150,750	\$224,700
Mechanical and Industrial	5 or fewer years	91	28.3%	\$82,081	\$65,000	\$70,000	\$78,000	\$90,000	\$115,000
	6 - 10 years	53	16.5%	\$105,231	\$68,000	\$90,000	\$98,888	\$115,716	\$160,000
	11 - 20 years	121	37.6%	\$131,032	\$88,714	\$110,000	\$130,000	\$153,980	\$195,000
	More than 20 years	57	17.7%	\$161,893	\$98,800	\$130,520	\$153,724	\$186,000	\$250,000
	Total	322	100.0%	\$118,414	\$67,000	\$86,500	\$111,000	\$141,400	\$203,000
Software, Computer Engineering	5 or fewer years	13	39.4%	\$83,852	\$69,000	\$72,000	\$78,000	\$90,000	\$140,000
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years†								
	Total	33	100.0%	\$111,099	\$70,800	\$80,000	\$103,082	\$140,000	\$180,000
Other	5 or fewer years	32	25.6%	\$85,983	\$64,000	\$80,156	\$85,000	\$95,875	\$106,000
	6 - 10 years	17	13.6%	\$99,409	\$75,000	\$90,500	\$95,000	\$103,500	\$158,000
	11 - 20 years	44	35.2%	\$131,378	\$76,320	\$106,000	\$129,500	\$152,250	\$202,730
	More than 20 years	32	25.6%	\$157,509	\$101,000	\$126,824	\$147,133	\$186,250	\$230,000
	Total	125	100.0%	\$122,099	\$69,401	\$91,719	\$112,000	\$143,000	\$210,000

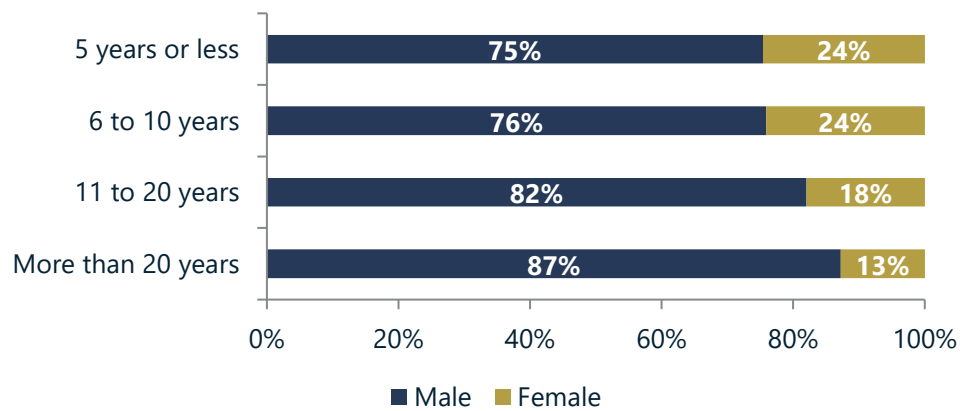
† Data suppressed due to sample size < 10, Biological/Biomedical not reported due to small sample size



Gender



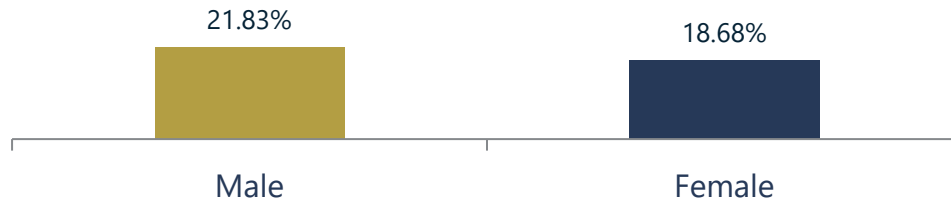
Experience by Gender





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
Agriculture and Forestry	Male	27	87%	\$98,816	\$58,000	\$82,160	\$88,000	\$111,000	\$163,000
	Female†								
Chemical, Ceramic and Metallurgical	Male	43	72%	\$127,167	\$73,500	\$90,000	\$125,000	\$145,000	\$216,000
	Female	17	28%	\$120,189	\$43,000	\$99,500	\$113,000	\$130,000	\$238,000
Civil	Male	224	76%	\$118,955	\$70,015	\$85,000	\$107,500	\$146,282	\$200,000
	Female	71	24%	\$99,784	\$66,500	\$81,150	\$99,000	\$118,000	\$137,688
Electrical and Engineering Physics	Male	186	91%	\$128,042	\$68,640	\$92,000	\$121,555	\$156,408	\$218,330
	Female	18	9%	\$113,205	\$60,000	\$78,000	\$99,499	\$140,800	\$264,000
Environmental	Male	38	53%	\$117,276	\$70,000	\$90,000	\$112,903	\$140,000	\$180,000
	Female	34	47%	\$95,301	\$63,000	\$73,000	\$96,750	\$113,700	\$134,000
Geological, Mining, Petroleum Engineering	Male	105	82%	\$139,232	\$75,000	\$100,000	\$133,000	\$160,368	\$229,500
	Female	23	18%	\$119,344	\$80,000	\$92,000	\$109,800	\$136,000	\$185,300
Geosciences	Male	48	64%	\$138,962	\$85,000	\$111,000	\$139,100	\$154,960	\$226,000
	Female	27	36%	\$113,098	\$73,000	\$90,000	\$100,000	\$136,000	\$181,732
Mechanical and Industrial	Male	279	88%	\$118,589	\$67,200	\$86,749	\$112,000	\$141,833	\$195,000
	Female	38	12%	\$114,917	\$66,000	\$76,872	\$109,175	\$135,000	\$218,400
Software, Computer Engineering	Male	27	87%	\$111,681	\$70,800	\$80,000	\$103,082	\$140,000	\$180,000
	Female†								
Other	Male	96	77%	\$124,407	\$74,077	\$94,625	\$112,750	\$149,199	\$213,000



	Female	28	23%	\$114,975	\$65,000	\$84,961	\$99,700	\$137,866	\$192,000
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† 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
Early stages of training and development	Male	12	60.0%	\$78,290	\$65,000	\$72,720	\$75,000	\$80,000	\$110,000
	Female†								
...	Male	29	69.0%	\$73,923	\$64,000	\$68,680	\$72,718	\$75,500	\$90,000
	Female	13	31.0%	\$78,054	\$66,500	\$70,000	\$76,500	\$84,588	\$98,000
More advanced stages of training and development	Male	65	70.7%	\$75,889	\$63,000	\$68,000	\$74,000	\$83,200	\$96,000
	Female	27	29.3%	\$77,685	\$63,000	\$67,000	\$75,600	\$84,000	\$100,500
...	Male	100	82.6%	\$84,830	\$63,050	\$72,025	\$82,200	\$93,900	\$113,850
	Female	21	17.4%	\$85,139	\$71,448	\$77,676	\$85,000	\$97,000	\$101,136
Fully qualified professional level	Male	78	74.3%	\$102,688	\$71,800	\$84,500	\$95,000	\$115,440	\$140,000
	Female	27	25.7%	\$93,077	\$68,310	\$81,120	\$92,000	\$105,000	\$125,000
...	Male	129	84.9%	\$111,362	\$80,000	\$90,000	\$106,000	\$130,000	\$160,368
	Female	23	15.1%	\$106,946	\$69,975	\$86,000	\$100,680	\$124,000	\$156,000
First level of direct and sustained supervision	Male	72	86.7%	\$112,727	\$77,004	\$96,897	\$107,500	\$130,560	\$151,000
	Female	11	13.3%	\$93,129	\$50,600	\$85,000	\$90,500	\$105,000	\$133,000
...	Male	55	79.7%	\$115,749	\$78,000	\$95,000	\$109,968	\$132,000	\$170,000
	Female	14	20.3%	\$109,928	\$87,997	\$100,000	\$107,500	\$123,000	\$132,500
Involved in short and long range planning	Male	129	84.3%	\$123,008	\$80,000	\$96,000	\$118,000	\$146,000	\$175,000
	Female	24	15.7%	\$104,716	\$65,000	\$92,881	\$99,250	\$124,135	\$149,000
...	Male	103	80.5%	\$133,309	\$90,500	\$114,500	\$134,000	\$150,000	\$180,000
	Female	25	19.5%	\$119,361	\$85,600	\$105,000	\$117,000	\$131,000	\$165,000
Regularly direct several professionals	Male	107	76.4%	\$143,848	\$89,100	\$120,000	\$138,000	\$165,000	\$200,000
	Female	33	23.6%	\$133,629	\$100,000	\$115,000	\$127,408	\$143,000	\$192,000
...	Male	77	77.0%	\$166,764	\$110,000	\$138,000	\$165,000	\$198,500	\$230,000
	Female	23	23.0%	\$146,074	\$106,000	\$122,000	\$138,000	\$164,000	\$218,400
Direct technical and administrative activities of a significant group	Male	88	88.9%	\$171,933	\$110,000	\$145,769	\$165,500	\$203,375	\$233,432
	Female	11	11.1%	\$161,432	\$92,000	\$120,000	\$156,750	\$196,000	\$285,000
...	Male	21	87.5%	\$220,394	\$150,000	\$175,000	\$200,000	\$242,000	\$330,000
	Female†								
CEO	Male†								
	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
Bachelors	Male	730	78.8%	\$119,325	\$69,300	\$87,737	\$111,000	\$141,833	\$199,000
	Female	196	21.2%	\$109,065	\$67,000	\$85,000	\$101,078	\$127,000	\$168,000
...	Male	125	89.9%	\$133,067	\$75,295	\$100,000	\$130,000	\$159,000	\$212,500
	Female	14	10.1%	\$107,020	\$61,000	\$86,700	\$106,000	\$134,000	\$183,000
Masters	Male	167	77.7%	\$126,536	\$68,000	\$86,000	\$115,000	\$154,840	\$218,330
	Female	48	22.3%	\$108,965	\$65,000	\$81,863	\$99,750	\$125,000	\$196,000
...	Male	10	100.0%	\$149,510	\$70,000	\$105,000	\$130,500	\$154,000	\$320,000
	Female†								
Doctorate	Male	42	87.5%	\$148,233	\$75,000	\$101,000	\$138,310	\$190,000	\$226,000
	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
Male	5 years or less	283	26.4%	\$83,767	\$65,000	\$72,236	\$82,000	\$92,413	\$115,000
	6 to 10 years	191	17.8%	\$105,888	\$75,500	\$90,000	\$100,598	\$120,000	\$150,000
	11 to 20 years	399	37.2%	\$137,169	\$81,000	\$113,349	\$134,000	\$158,000	\$203,500
	More than 20 years	201	18.7%	\$168,815	\$106,000	\$135,000	\$161,000	\$192,154	\$250,000
Female	5 years or less	91	34.5%	\$83,632	\$61,000	\$69,975	\$81,900	\$94,000	\$118,000
	6 to 10 years	60	22.7%	\$105,566	\$79,001	\$85,950	\$101,500	\$115,662	\$153,550
	11 to 20 years	84	31.8%	\$126,885	\$90,000	\$103,392	\$120,770	\$142,250	\$192,000
	More than 20 years	29	11.0%	\$143,868	\$73,000	\$116,000	\$130,000	\$156,000	\$264,000



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

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	Male†								
	Female†								
...	Male†								
	Female†								
Decisions fall within established guidelines	Male	47	72.3%	\$81,353	\$63,000	\$68,000	\$75,000	\$88,000	\$110,000
	Female	18	27.7%	\$82,129	\$60,000	\$63,300	\$73,800	\$87,500	\$200,000
...	Male	57	75.0%	\$84,249	\$64,000	\$73,000	\$83,000	\$90,000	\$110,000
	Female	19	25.0%	\$82,459	\$67,000	\$73,125	\$81,120	\$90,000	\$100,680
Independent Analysis	Male	38	65.5%	\$85,233	\$65,000	\$72,800	\$82,229	\$92,813	\$125,000
	Female	20	34.5%	\$89,762	\$55,500	\$75,950	\$81,541	\$96,675	\$148,700
...	Male	53	85.5%	\$88,876	\$65,000	\$73,276	\$85,000	\$94,300	\$140,000
	Female†								
Routinely make technical recommendations	Male	91	81.3%	\$103,820	\$69,960	\$83,600	\$96,000	\$111,000	\$175,000
	Female	21	18.8%	\$89,653	\$67,000	\$72,600	\$85,629	\$98,000	\$128,334
...	Male	87	82.9%	\$104,801	\$72,000	\$90,000	\$100,700	\$119,400	\$140,307
	Female	18	17.1%	\$107,714	\$50,600	\$92,000	\$105,250	\$115,000	\$185,300
Routinely make responsible decisions	Male	114	77.0%	\$110,191	\$72,000	\$86,000	\$101,500	\$131,000	\$171,000
	Female	34	23.0%	\$107,826	\$65,000	\$94,500	\$103,088	\$118,000	\$160,000
...	Male	76	79.2%	\$122,610	\$72,000	\$100,150	\$118,500	\$140,675	\$177,500
	Female	20	20.8%	\$104,832	\$70,100	\$87,200	\$108,000	\$120,429	\$147,800
Routinely make responsible technical/administrative decisions	Male	133	79.2%	\$133,251	\$83,200	\$109,166	\$125,451	\$148,500	\$210,000
	Female	35	20.8%	\$117,142	\$73,000	\$92,000	\$115,000	\$135,000	\$168,000
...	Male	152	82.2%	\$145,004	\$96,000	\$120,000	\$140,775	\$164,000	\$215,000
	Female	33	17.8%	\$129,598	\$93,000	\$110,000	\$128,000	\$140,000	\$200,000
Deal with major problems	Male	131	89.1%	\$157,608	\$95,500	\$129,212	\$153,980	\$181,000	\$225,000
	Female	16	10.9%	\$146,713	\$99,000	\$117,000	\$141,000	\$162,250	\$220,000
...	Male	37	88.1%	\$178,736	\$105,000	\$145,000	\$162,000	\$198,500	\$330,000
	Female†								
Isolate and analyze major over-all problems	Male	44	86.3%	\$171,412	\$83,000	\$138,500	\$169,000	\$206,000	\$310,729
	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
Work under close supervision	Male†								
	Female†								
...	Male†								
	Female†								
Receive instructions as to methods and procedures	Male	13	61.9%	\$76,269	\$65,000	\$68,640	\$73,000	\$75,425	\$103,200
	Female†								
...	Male	16	80.0%	\$80,387	\$60,000	\$71,375	\$79,000	\$87,888	\$105,000
	Female†								
Work under general supervision	Male	69	78.4%	\$83,093	\$63,000	\$71,019	\$76,000	\$91,719	\$122,720
	Female	19	21.6%	\$77,804	\$61,000	\$72,000	\$75,600	\$84,948	\$100,000
...	Male	51	78.5%	\$89,559	\$65,000	\$76,297	\$86,000	\$98,888	\$125,000
	Female	14	21.5%	\$83,417	\$63,000	\$71,448	\$79,007	\$97,000	\$116,500
Work in terms of specific objectives	Male	65	82.3%	\$95,965	\$68,000	\$79,600	\$89,700	\$109,565	\$140,000
	Female	14	17.7%	\$95,792	\$65,000	\$79,000	\$98,000	\$106,000	\$124,000
...	Male	54	76.1%	\$99,797	\$71,000	\$83,100	\$97,480	\$114,660	\$138,500
	Female	17	23.9%	\$82,492	\$43,000	\$68,310	\$86,000	\$92,000	\$150,000
Work towards objectives to be accomplished	Male	172	81.5%	\$108,318	\$68,680	\$84,840	\$100,000	\$129,625	\$170,000
	Female	39	18.5%	\$103,238	\$70,000	\$85,500	\$97,000	\$121,540	\$151,000
...	Male	162	82.2%	\$123,297	\$78,200	\$99,581	\$116,500	\$140,000	\$180,000
	Female	35	17.8%	\$113,317	\$73,000	\$93,000	\$109,800	\$130,000	\$183,000
Work independently on broad, general assignments	Male	283	79.3%	\$135,941	\$75,000	\$110,000	\$134,000	\$158,000	\$211,000
	Female	74	20.7%	\$118,032	\$81,120	\$99,500	\$113,350	\$130,000	\$168,000
...	Male	91	80.5%	\$153,800	\$94,000	\$122,000	\$152,000	\$182,000	\$230,000
	Female	22	19.5%	\$137,366	\$99,998	\$119,000	\$131,232	\$145,000	\$200,000
Operate as an executive	Male	51	86.4%	\$182,144	\$117,900	\$143,800	\$172,000	\$206,300	\$310,729
	Female†								
...	Male	17	94.4%	\$194,118	\$105,000	\$161,000	\$175,000	\$200,000	\$387,000
	Female†								
Determine policies, plans and programs	Male	26	86.7%	\$170,635	\$90,000	\$145,000	\$173,500	\$204,000	\$239,000
	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
No supervisory role	Male	143	74.5%	\$103,877	\$64,000	\$74,000	\$91,719	\$125,000	\$180,000
	Female	49	25.5%	\$90,364	\$66,000	\$72,014	\$85,000	\$99,000	\$150,104
...	Male	85	82.5%	\$96,066	\$70,000	\$76,000	\$90,000	\$109,000	\$140,000
	Female	18	17.5%	\$79,918	\$60,000	\$67,000	\$80,450	\$85,500	\$115,000
Assign and check work of one or two non-professionals	Male	49	76.6%	\$92,187	\$66,000	\$74,000	\$87,900	\$105,000	\$134,000
	Female	15	23.4%	\$86,206	\$63,300	\$73,000	\$90,000	\$100,000	\$100,680
...	Male	38	80.9%	\$94,299	\$65,000	\$76,297	\$86,285	\$108,000	\$144,078
	Female†								
Give Work Direction to one or more technologists	Male	59	85.5%	\$96,970	\$65,000	\$75,000	\$92,000	\$110,256	\$158,000
	Female	10	14.5%	\$93,339	\$65,000	\$78,000	\$88,631	\$116,500	\$134,004
...	Male	51	86.4%	\$96,206	\$68,000	\$76,000	\$91,500	\$114,000	\$145,000
	Female†								
Responsible for the work of one or more non-professional assistants	Male	30	78.9%	\$107,760	\$78,000	\$83,200	\$97,076	\$125,295	\$163,000
	Female†								
...	Male	53	76.8%	\$107,469	\$75,500	\$91,448	\$102,000	\$120,000	\$148,500
	Female	16	23.2%	\$102,783	\$68,310	\$86,279	\$103,000	\$122,977	\$140,800
Responsible for supervising one or more junior professionals	Male	85	78.7%	\$117,621	\$78,000	\$95,000	\$112,058	\$136,000	\$171,000
	Female	23	21.3%	\$105,914	\$76,872	\$93,000	\$103,000	\$112,000	\$154,000
...	Male	92	80.7%	\$125,874	\$86,000	\$100,723	\$120,000	\$142,500	\$186,000
	Female	22	19.3%	\$111,647	\$81,120	\$92,000	\$106,000	\$127,408	\$156,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Male	110	75.9%	\$139,634	\$85,000	\$115,000	\$135,000	\$162,500	\$212,500
	Female	35	24.1%	\$121,384	\$65,000	\$106,288	\$121,904	\$131,000	\$185,300
...	Male	80	76.9%	\$148,351	\$93,670	\$122,500	\$138,948	\$179,955	\$219,828
	Female	24	23.1%	\$141,987	\$88,000	\$116,537	\$136,500	\$148,000	\$218,400
Supervise and direct the work of two or more major functions in the organization	Male	56	84.8%	\$142,988	\$75,000	\$111,975	\$149,940	\$169,360	\$216,000
	Female	10	15.2%	\$151,659	\$92,000	\$117,838	\$150,875	\$167,000	\$238,000
...	Male	48	88.9%	\$163,600	\$100,000	\$140,332	\$155,250	\$184,771	\$248,000
	Female†								
Co-ordinate activities of personnel in a significant group	Male	63	88.7%	\$171,956	\$104,520	\$138,000	\$163,000	\$198,500	\$239,000
	Female†								
...	Male	21	91.3%	\$211,449	\$160,000	\$172,227	\$200,000	\$230,000	\$330,000
	Female†								



CEO	Male	11	91.7%	\$179,636	\$90,000	\$140,000	\$175,000	\$220,000	\$320,000
	Female†								

† Data suppressed due to sample size <10

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

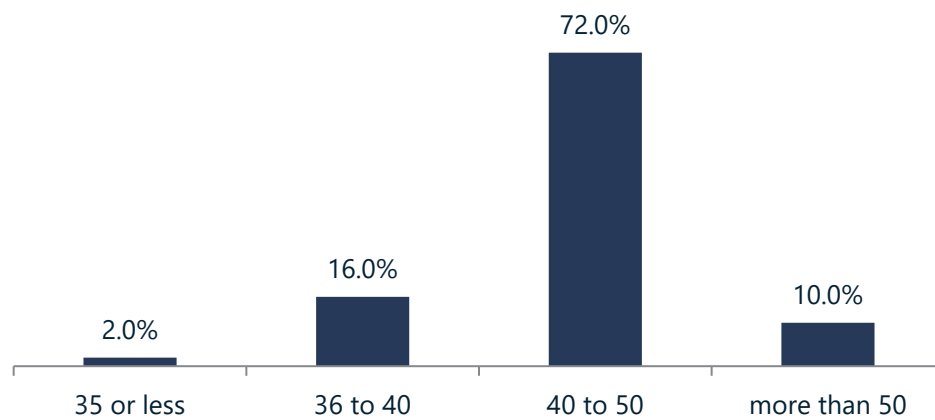
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	0	375	34.9%	\$102,874	\$66,400	\$76,188	\$93,600	\$123,000	\$164,000
	1	112	10.4%	\$112,631	\$69,000	\$90,105	\$105,000	\$125,495	\$171,000
	2-3	184	17.1%	\$112,165	\$70,015	\$87,803	\$104,650	\$132,343	\$180,000
	4-7	160	14.9%	\$133,650	\$83,200	\$112,000	\$130,000	\$153,258	\$193,645
	8-13	83	7.7%	\$145,664	\$82,500	\$120,000	\$141,400	\$170,000	\$216,550
	14-20	44	4.1%	\$157,813	\$90,000	\$122,700	\$151,933	\$180,521	\$250,000
	21-30	32	3.0%	\$160,251	\$87,600	\$120,000	\$155,615	\$199,250	\$242,000
	31-40	14	1.3%	\$136,159	\$18,100	\$97,770	\$140,500	\$166,000	\$213,000
	41-50	15	1.4%	\$172,979	\$90,000	\$141,300	\$181,000	\$200,075	\$250,000
	51-75	16	1.5%	\$168,355	\$81,000	\$151,375	\$160,800	\$198,019	\$239,000
	76-100	12	1.1%	\$181,358	\$85,600	\$144,000	\$198,750	\$219,373	\$230,000
	101-200	15	1.4%	\$194,105	\$113,520	\$161,000	\$194,000	\$220,000	\$330,000
	201-400	10	0.9%	\$221,656	\$162,750	\$172,000	\$203,040	\$275,000	\$320,000
	401-750†								
	751-1200†								
	1201-2000†								
	2000+†								
Female	0	104	39.4%	\$92,837	\$66,000	\$75,600	\$88,080	\$105,750	\$142,000
	1	26	9.8%	\$95,565	\$63,300	\$72,000	\$91,250	\$109,000	\$156,000
	2-3	52	19.7%	\$108,776	\$65,000	\$87,998	\$102,428	\$127,135	\$165,000
	4-7	34	12.9%	\$120,629	\$85,500	\$96,500	\$119,871	\$137,688	\$168,585
	8-13	19	7.2%	\$141,490	\$60,000	\$110,000	\$123,000	\$183,000	\$285,000
	14-20	13	4.9%	\$133,430	\$81,120	\$110,175	\$128,000	\$157,000	\$220,000
	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)

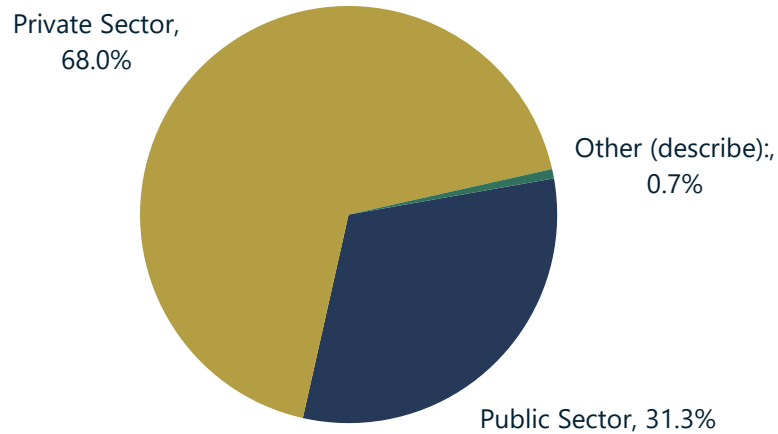


Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 41 and among part-time staff, it is 27 hours.



Sector of Employment

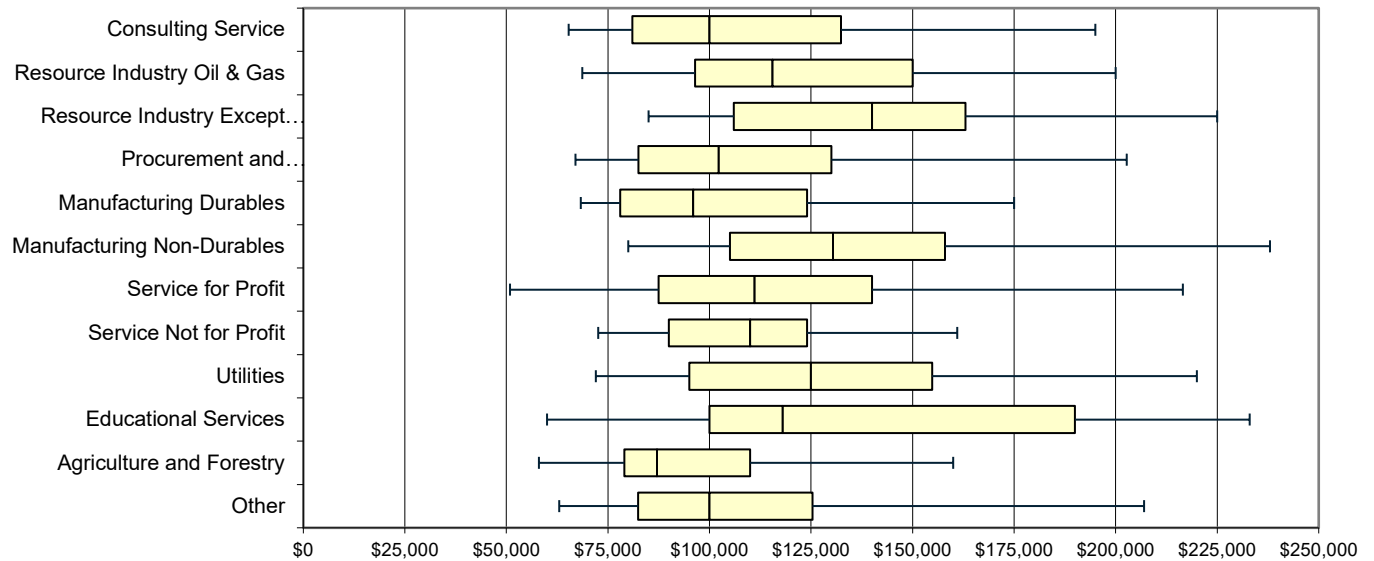


Salary by Sector of Employment – Experience (Full-time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	105	24.4%	\$83,187	\$64,000	\$73,276	\$81,900	\$92,400	\$110,000
	6 to 10 years	69	16.0%	\$99,755	\$82,400	\$90,000	\$95,000	\$110,000	\$125,460
	11 to 20 years	159	37.0%	\$128,103	\$95,048	\$109,968	\$125,000	\$144,000	\$175,908
	More than 20 years	97	22.6%	\$164,403	\$105,000	\$130,944	\$160,000	\$189,470	\$239,000
	Total	430	100.0%	\$120,775	\$72,000	\$91,448	\$113,175	\$140,307	\$193,112
Private Sector	Five years or less	282	30.2%	\$84,565	\$64,950	\$71,500	\$82,541	\$93,500	\$121,000
	6 to 10 years	190	20.3%	\$108,767	\$75,500	\$90,000	\$103,750	\$123,456	\$156,179
	11 to 20 years	327	35.0%	\$138,610	\$80,000	\$112,500	\$135,000	\$162,000	\$207,000
	More than 20 years	136	14.5%	\$167,411	\$99,000	\$131,334	\$155,750	\$198,500	\$266,000
	Total	935	100.0%	\$120,435	\$67,744	\$86,783	\$111,000	\$145,000	\$208,000



Salary by Industry of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	323	23.5%	\$111,039	\$65,325	\$81,000	\$100,000	\$132,400	\$195,000
Resource Industry Oil & Gas	54	3.9%	\$122,810	\$68,680	\$96,432	\$115,550	\$150,000	\$200,000
Resource Industry Except Oil & Gas	254	18.5%	\$141,722	\$85,000	\$106,000	\$140,000	\$163,000	\$225,000
Procurement and Construction	110	8.0%	\$111,454	\$67,000	\$82,500	\$102,250	\$130,000	\$202,730
Manufacturing Durables	143	10.4%	\$105,881	\$68,310	\$78,000	\$96,000	\$124,000	\$175,000
Manufacturing Non- Durables	51	3.7%	\$135,690	\$80,000	\$105,000	\$130,444	\$158,000	\$238,000
Service For Profit	18	1.3%	\$116,030	\$50,883	\$87,500	\$111,128	\$140,000	\$216,550
Service Not For Profit	123	8.9%	\$111,365	\$72,600	\$90,000	\$110,000	\$124,000	\$161,000
Utilities	197	14.3%	\$129,307	\$72,014	\$95,000	\$125,000	\$154,799	\$220,000
Educational Services	34	2.5%	\$137,430	\$60,000	\$99,998	\$118,003	\$190,000	\$233,000
Agriculture and Forestry	29	2.1%	\$98,821	\$58,000	\$79,000	\$87,100	\$110,000	\$160,000
Other	39	2.8%	\$111,155	\$63,000	\$82,458	\$100,000	\$125,355	\$207,000



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

		N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting	5 years or less	101	31.3%	\$78,693	\$63,000	\$69,300	\$75,000	\$85,000	\$100,000
	6 to 10 years	67	20.7%	\$98,609	\$79,000	\$85,280	\$95,000	\$105,000	\$136,620
	11 to 20 years	104	32.2%	\$122,469	\$71,000	\$102,000	\$117,628	\$146,800	\$185,000
	More than 20 years	51	15.8%	\$168,118	\$108,350	\$136,000	\$154,000	\$198,500	\$250,000
	Total	323	100.0%	\$111,039	\$65,325	\$81,000	\$100,000	\$132,400	\$195,000
Resource Industry Oil & Gas	5 years or less	14	25.9%	\$87,220	\$63,000	\$75,000	\$89,471	\$96,432	\$109,800
	6 to 10 years	16	29.6%	\$118,303	\$60,000	\$110,705	\$118,050	\$130,000	\$163,075
	11 to 20 years	15	27.8%	\$131,184	\$76,000	\$106,080	\$118,000	\$151,000	\$200,000
	More than 20 years†								
	Total	54	100.0%	\$122,810	\$68,680	\$96,432	\$115,550	\$150,000	\$200,000
Resource Industry without Oil & Gas	5 years or less	60	23.6%	\$99,217	\$73,025	\$86,962	\$94,650	\$104,750	\$146,802
	6 to 10 years	49	19.3%	\$123,031	\$89,000	\$103,000	\$122,000	\$138,000	\$156,179
	11 to 20 years	111	43.7%	\$159,800	\$121,000	\$140,000	\$153,530	\$180,000	\$226,000
	More than 20 years	34	13.4%	\$184,652	\$107,000	\$150,412	\$168,000	\$210,000	\$300,000
	Total	254	100.0%	\$141,722	\$85,000	\$106,000	\$140,000	\$163,000	\$225,000
Procurement and Construction	5 years or less	36	32.7%	\$78,462	\$64,950	\$70,650	\$76,094	\$85,750	\$95,525
	6 to 10 years	22	20.0%	\$100,733	\$75,000	\$86,000	\$93,500	\$118,000	\$121,904
	11 to 20 years	34	30.9%	\$131,909	\$76,320	\$105,000	\$130,500	\$155,000	\$202,730
	More than 20 years	18	16.4%	\$151,905	\$105,000	\$120,000	\$128,198	\$180,000	\$250,000
	Total	110	100.0%	\$111,454	\$67,000	\$82,500	\$102,250	\$130,000	\$202,730
Manufacturing Durables	5 years or less	48	33.6%	\$78,926	\$65,000	\$70,000	\$75,000	\$89,125	\$98,000
	6 to 10 years	27	18.9%	\$92,715	\$75,500	\$84,000	\$91,400	\$100,598	\$113,000
	11 to 20 years	38	26.6%	\$118,730	\$72,000	\$99,500	\$115,720	\$135,000	\$165,000
	More than 20 years	30	21.0%	\$144,583	\$85,000	\$115,000	\$136,000	\$167,440	\$230,000
	Total	143	100.0%	\$105,881	\$68,310	\$78,000	\$96,000	\$124,000	\$175,000
Manufacturing Non-Durables	5 years or less	12	23.5%	\$99,385	\$66,300	\$88,650	\$101,183	\$114,465	\$125,000
	6 to 10 years	10	19.6%	\$140,005	\$99,500	\$112,000	\$132,024	\$158,000	\$238,000



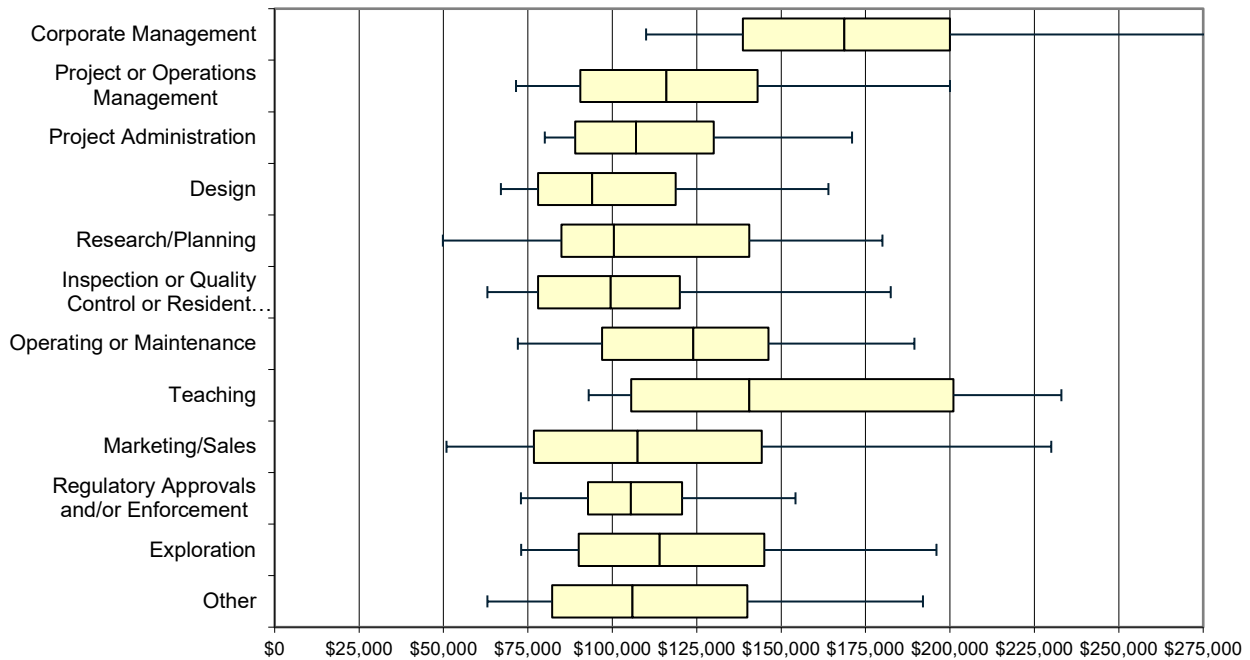
	11 to 20 years	25	49.0%	\$142,021	\$103,000	\$130,000	\$135,000	\$164,000	\$200,075
	More than 20 years†								
	Total	51	100.0%	\$135,690	\$80,000	\$105,000	\$130,444	\$158,000	\$238,000
Service For Profit	5 years or less†								
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	18	100.0%	\$116,030	\$50,883	\$87,500	\$111,128	\$140,000	\$216,550
Service Not For Profit	5 years or less	31	25.2%	\$85,311	\$64,000	\$75,500	\$82,762	\$93,249	\$118,000
	6 to 10 years	19	15.4%	\$101,656	\$81,420	\$87,000	\$102,000	\$112,000	\$155,000
	11 to 20 years	49	39.8%	\$118,729	\$94,500	\$109,000	\$117,838	\$125,000	\$149,880
	More than 20 years	24	19.5%	\$137,670	\$100,000	\$111,000	\$141,222	\$158,566	\$181,080
	Total	123	100.0%	\$111,365	\$72,600	\$90,000	\$110,000	\$124,000	\$161,000
Utilities	5 years or less	50	25.4%	\$85,680	\$67,340	\$73,500	\$83,580	\$97,795	\$110,000
	6 to 10 years	29	14.7%	\$99,091	\$83,200	\$90,000	\$95,000	\$104,000	\$125,460
	11 to 20 years	78	39.6%	\$141,353	\$99,900	\$123,000	\$139,300	\$158,000	\$192,000
	More than 20 years	40	20.3%	\$182,256	\$131,675	\$142,875	\$173,614	\$192,202	\$329,036
	Total	197	100.0%	\$129,307	\$72,014	\$95,000	\$125,000	\$154,799	\$220,000
Educational Services	5 years or less†								
	6 to 10 years†								
	11 to 20 years	11	32.4%	\$111,128	\$71,474	\$96,376	\$112,000	\$126,058	\$155,000
	More than 20 years	15	44.1%	\$185,442	\$105,000	\$168,585	\$192,154	\$213,967	\$250,000
	Total	34	100.0%	\$137,430	\$60,000	\$99,998	\$118,003	\$190,000	\$233,000
Agriculture /Forestry	5 years or less	13	44.8%	\$77,923	\$51,000	\$70,000	\$82,160	\$87,000	\$90,000
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	29	100.0%	\$98,821	\$58,000	\$79,000	\$87,100	\$110,000	\$160,000
Other	5 years or less	12	30.8%	\$77,381	\$60,000	\$66,723	\$81,229	\$84,897	\$91,719
	6 to 10 years†								
	11 to 20 years	13	33.3%	\$134,651	\$99,673	\$104,040	\$120,000	\$157,000	\$207,000



	More than 20 years†								
	Total	39	100.0%	\$111,155	\$63,000	\$82,458	\$100,000	\$125,355	\$207,000

† 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
Corporate Management	128	9.3%	\$176,275	\$110,000	\$138,635	\$168,720	\$200,000	\$285,000
Project or Operations Management	430	31.3%	\$121,931	\$71,474	\$90,500	\$116,000	\$143,000	\$200,000
Project Administration	31	2.3%	\$113,333	\$80,000	\$89,000	\$107,000	\$130,000	\$171,000
Design	376	27.3%	\$102,398	\$67,000	\$78,000	\$94,060	\$118,725	\$164,000
Research/Planning	58	4.2%	\$109,425	\$49,812	\$84,948	\$100,500	\$140,550	\$180,000
Inspection or Quality Control or Resident Services	19	1.4%	\$104,772	\$63,000	\$78,000	\$99,500	\$120,000	\$182,455
Operating or Maintenance	141	10.3%	\$124,935	\$72,014	\$97,000	\$124,000	\$146,200	\$189,470
Teaching	22	1.6%	\$155,219	\$93,000	\$105,598	\$140,529	\$201,000	\$233,000
Marketing/Sales	12	0.9%	\$113,128	\$50,883	\$76,750	\$107,500	\$144,300	\$230,000



Regulatory Approvals and/or Enforcement	40	2.9%	\$108,058	\$72,932	\$92,750	\$105,500	\$120,655	\$154,250
Exploration	57	4.1%	\$121,873	\$73,000	\$90,000	\$114,000	\$145,000	\$196,000
Other	61	4.4%	\$113,872	\$63,000	\$82,160	\$106,000	\$140,000	\$192,000

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

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	5 years or less†								
	6 - 10 years†								
	11 - 20 years	57	44.5%	\$162,422	\$117,900	\$135,000	\$161,000	\$185,000	\$217,500
	More than 20 years	60	46.9%	\$199,960	\$122,100	\$161,438	\$181,406	\$225,000	\$329,500
	Total	128	100.0%	\$176,275	\$110,000	\$138,635	\$168,720	\$200,000	\$285,000
Project or Operations Management	5 years or less	105	24.4%	\$85,820	\$66,300	\$73,716	\$83,100	\$93,600	\$113,520
	6 - 10 years	88	20.5%	\$108,511	\$81,420	\$90,000	\$103,500	\$120,000	\$150,000
	11 - 20 years	168	39.1%	\$137,482	\$94,000	\$116,000	\$134,000	\$156,563	\$202,730
	More than 20 years	69	16.0%	\$156,133	\$107,000	\$124,800	\$148,257	\$178,000	\$233,432
	Total	430	100.0%	\$121,931	\$71,474	\$90,500	\$116,000	\$143,000	\$200,000
Project Administration	5 years or less†								
	6 - 10 years†								
	11 - 20 years	13	41.9%	\$115,582	\$80,000	\$103,082	\$107,000	\$118,000	\$204,000
	More than 20 years†								
	Total	31	100.0%	\$113,333	\$80,000	\$89,000	\$107,000	\$130,000	\$171,000
Design	5 years or less	146	38.8%	\$80,936	\$65,000	\$70,000	\$76,686	\$87,100	\$112,000
	6 - 10 years	88	23.4%	\$96,613	\$75,000	\$85,460	\$94,306	\$103,075	\$127,000
	11 - 20 years	105	27.9%	\$119,445	\$72,000	\$99,673	\$114,660	\$135,000	\$165,047
	More than 20 years	37	9.8%	\$152,468	\$100,000	\$131,055	\$138,000	\$165,000	\$250,000
	Total	376	100.0%	\$102,398	\$67,000	\$78,000	\$94,060	\$118,725	\$164,000
Research/ Planning	5 years or less	22	37.9%	\$76,443	\$43,000	\$63,000	\$82,000	\$90,000	\$100,000
	6 - 10 years†								
	11 - 20 years	25	43.1%	\$130,002	\$87,540	\$106,000	\$133,500	\$151,000	\$166,620



	More than 20 yearst								
	Total	58	100.0%	\$109,425	\$49,812	\$84,948	\$100,500	\$140,550	\$180,000
Inspection or Quality Control or Resident Services	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	19	100.0%	\$104,772	\$63,000	\$78,000	\$99,500	\$120,000	\$182,455
Operating or Maintenance	5 years or less	42	29.8%	\$89,512	\$69,000	\$75,295	\$85,850	\$100,104	\$121,000
	6 - 10 years	33	23.4%	\$122,747	\$92,000	\$107,500	\$122,000	\$135,000	\$163,075
	11 - 20 years	46	32.6%	\$143,170	\$100,247	\$124,000	\$139,120	\$159,000	\$203,500
	More than 20 years	20	14.2%	\$160,996	\$112,069	\$143,750	\$154,282	\$184,021	\$223,500
	Total	141	100.0%	\$124,935	\$72,014	\$97,000	\$124,000	\$146,200	\$189,470
Teaching	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 years	12	54.5%	\$190,847	\$105,000	\$182,695	\$196,577	\$214,742	\$250,000
	Total	22	100.0%	\$155,219	\$93,000	\$105,598	\$140,529	\$201,000	\$233,000
Marketing/ Sales	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	12	100.0%	\$113,128	\$50,883	\$76,750	\$107,500	\$144,300	\$230,000
Regulatory Approvals and/or Enforcement	5 years or less	13	32.5%	\$89,189	\$69,600	\$81,145	\$88,000	\$97,795	\$118,000
	6 - 10 yearst								
	11 - 20 years	15	37.5%	\$122,034	\$99,960	\$106,000	\$116,500	\$131,000	\$170,000
	More than 20 yearst								
	Total	28	100.0%	\$211,223	\$169,560	\$187,145	\$204,500	\$228,795	\$288,000



	Total	40	100.0%	\$108,058	\$72,932	\$92,750	\$105,500	\$120,655	\$154,250
Exploration	5 years or less	25	43.9%	\$90,769	\$66,300	\$79,400	\$92,000	\$98,250	\$123,000
	6 - 10 years†								
	11 - 20 years	19	33.3%	\$154,598	\$100,680	\$132,500	\$150,000	\$180,000	\$275,000
	More than 20 years†								
	Total	57	100.0%	\$121,873	\$73,000	\$90,000	\$114,000	\$145,000	\$196,000
Other	5 years or less	19	31.1%	\$83,029	\$60,000	\$68,310	\$82,160	\$95,000	\$125,000
	6 - 10 years	12	19.7%	\$115,227	\$63,000	\$83,000	\$105,861	\$132,250	\$238,000
	11 - 20 years	24	39.3%	\$131,269	\$76,320	\$105,250	\$131,849	\$157,250	\$207,000
	More than 20 years†								
	Total	61	100.0%	\$113,872	\$63,000	\$82,160	\$106,000	\$140,000	\$192,000

† Data suppressed due to sample size < 10

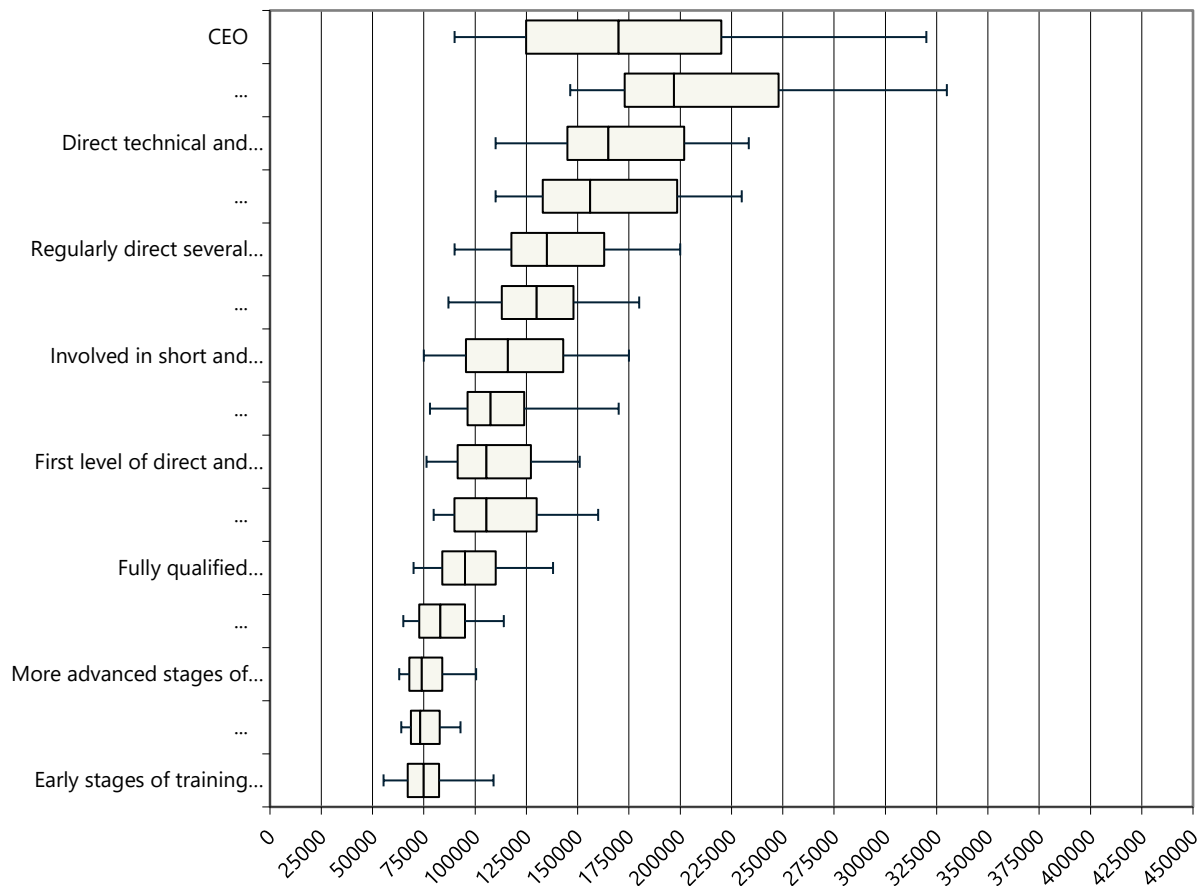


JOB CLASSIFICATION QUESTIONS

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

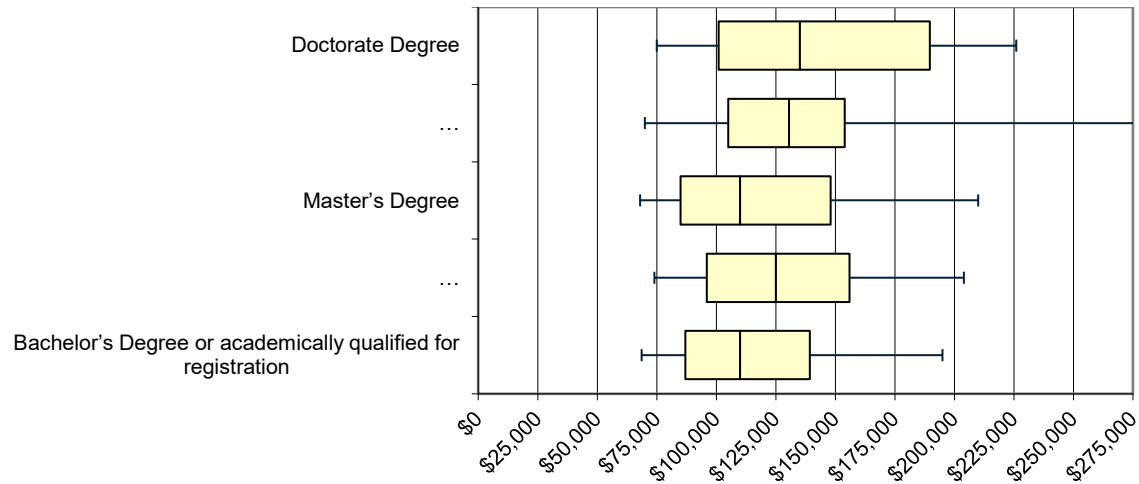
Duties (A) (Full-time Employees)





	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	20	1.5%	\$76,508	\$55,370	\$67,225	\$75,000	\$82,412	\$109,000
...	44	3.2%	\$75,622	\$64,000	\$68,760	\$73,250	\$82,780	\$92,880
More advanced stages of training and development	95	6.9%	\$76,427	\$63,000	\$68,000	\$74,000	\$84,000	\$100,500
...	125	9.1%	\$85,954	\$65,000	\$72,800	\$83,000	\$95,000	\$114,000
Fully qualified professional level	107	7.8%	\$100,057	\$70,000	\$84,000	\$95,000	\$110,000	\$138,000
...	158	11.5%	\$111,042	\$79,800	\$90,000	\$105,500	\$130,000	\$160,000
First level of direct and sustained supervision	87	6.3%	\$110,492	\$76,320	\$91,448	\$105,598	\$127,148	\$151,000
...	72	5.2%	\$113,749	\$78,000	\$96,250	\$107,500	\$124,000	\$170,000
Involved in short and long range planning	155	11.3%	\$120,072	\$75,000	\$95,525	\$116,000	\$143,000	\$175,000
...	130	9.5%	\$130,614	\$87,000	\$113,000	\$130,000	\$148,000	\$180,000
Regularly direct several professionals	144	10.5%	\$141,642	\$90,000	\$117,675	\$135,000	\$163,000	\$200,000
...	103	7.5%	\$163,624	\$110,000	\$133,000	\$156,000	\$198,500	\$230,000
Direct technical and administrative activities of a significant group	101	7.3%	\$170,424	\$110,000	\$145,000	\$165,000	\$202,000	\$233,432
...	24	1.7%	\$217,042	\$146,376	\$172,920	\$197,000	\$248,000	\$330,000
CEO	10	0.7%	\$177,080	\$90,000	\$124,800	\$170,000	\$220,000	\$320,000

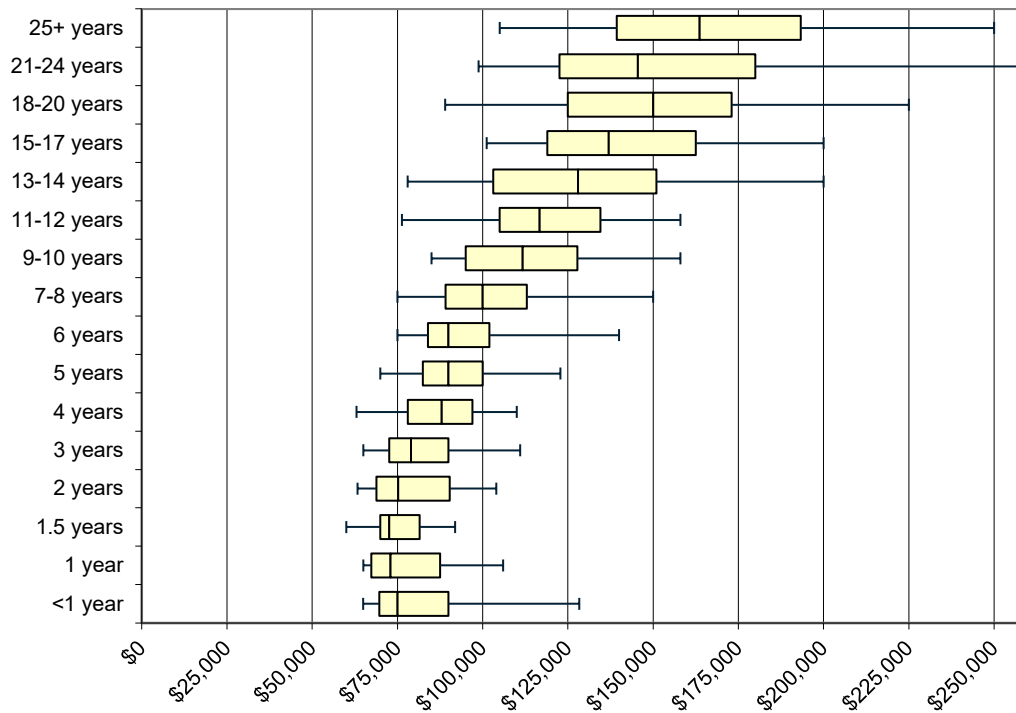
Education (B) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	951	69.2%	\$117,384	\$68,640	\$87,000	\$110,000	\$139,296	\$195,000
...	143	10.4%	\$129,943	\$74,000	\$96,000	\$125,000	\$156,000	\$204,000
Master's Degree	221	16.1%	\$122,252	\$68,000	\$85,000	\$110,000	\$148,000	\$210,000
...	10	0.7%	\$149,510	\$70,000	\$105,000	\$130,500	\$154,000	\$320,000
Doctorate Degree	50	3.6%	\$144,447	\$75,000	\$101,000	\$135,060	\$189,677	\$226,000



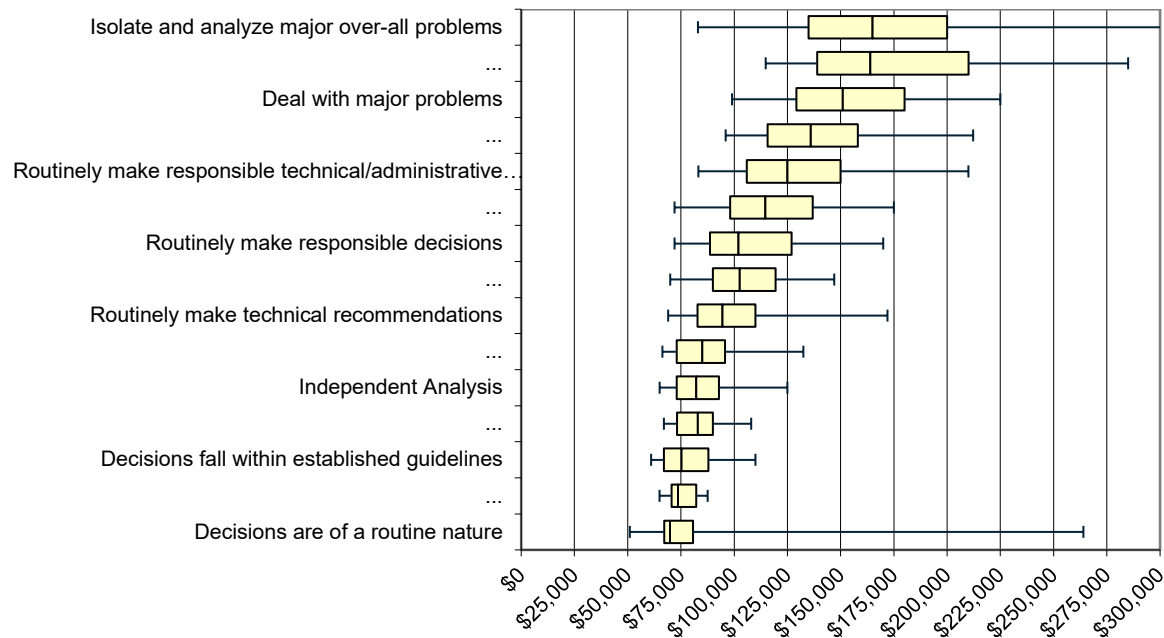
Experience (C) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	45	3.3%	\$84,548	\$64,950	\$69,680	\$75,000	\$90,000	\$128,334
1 year	25	1.8%	\$77,707	\$65,000	\$67,340	\$73,000	\$87,500	\$106,000
1.5 years	40	2.9%	\$75,098	\$60,006	\$70,000	\$72,609	\$81,491	\$91,919
2 years	72	5.2%	\$80,637	\$63,300	\$68,850	\$75,213	\$90,375	\$104,000
3 years	62	4.5%	\$82,981	\$65,000	\$72,600	\$79,000	\$90,000	\$111,000
4 years	74	5.4%	\$87,776	\$63,000	\$78,000	\$88,000	\$97,000	\$110,000
5 years	70	5.1%	\$92,338	\$69,975	\$82,458	\$90,000	\$100,000	\$122,800
6 years	55	4.0%	\$95,859	\$75,000	\$84,000	\$90,000	\$102,000	\$140,000
7-8 years	97	7.1%	\$102,889	\$75,000	\$89,100	\$100,000	\$113,000	\$150,000
9-10 years	108	7.9%	\$114,615	\$85,000	\$95,000	\$111,695	\$127,750	\$158,000
11-12 years	118	8.6%	\$119,115	\$76,320	\$105,000	\$116,750	\$134,500	\$158,000
13-14 years	123	8.9%	\$130,086	\$78,000	\$103,082	\$128,000	\$151,000	\$200,000
15-17 years	141	10.3%	\$141,875	\$101,175	\$119,000	\$137,000	\$162,500	\$200,000
18-20 years	109	7.9%	\$150,605	\$89,000	\$125,000	\$150,000	\$173,000	\$225,000
21-24 years	92	6.7%	\$159,799	\$98,800	\$122,500	\$145,500	\$180,000	\$266,000
25+ years	144	10.5%	\$169,996	\$105,000	\$139,333	\$163,610	\$193,261	\$250,000



Decisions (D) (Full-time Employees)

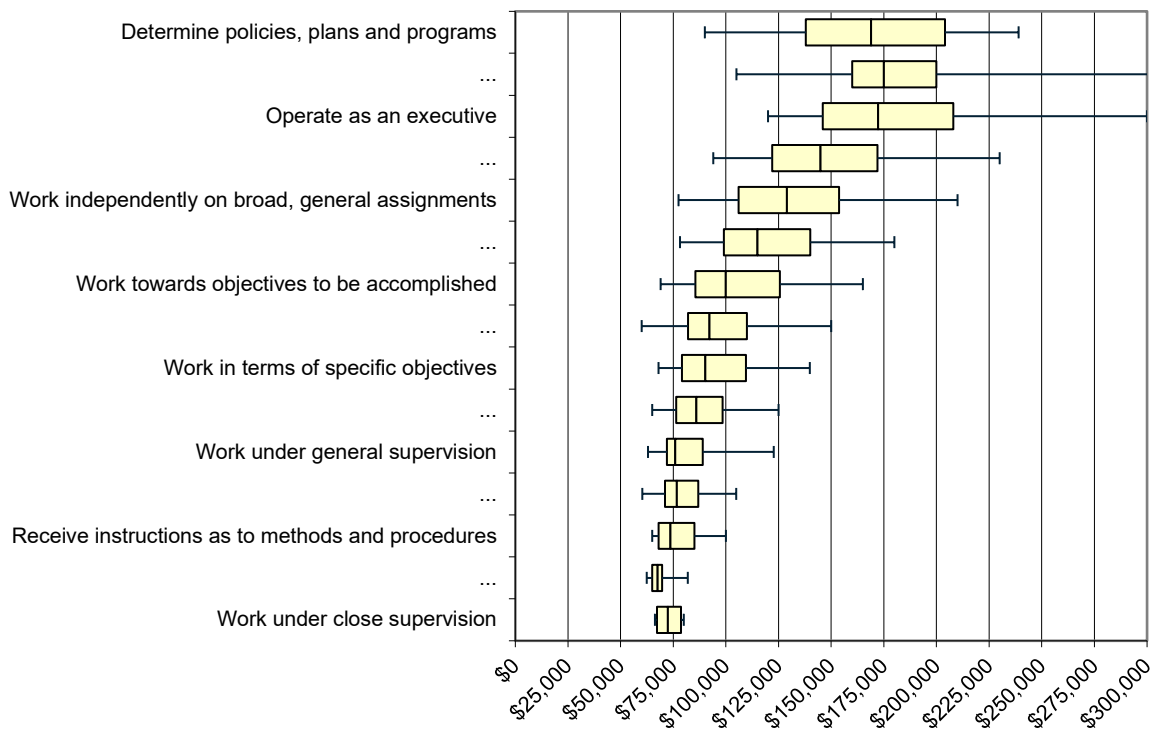


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	12	0.9%	\$86,755	\$51,000	\$67,152	\$69,840	\$80,643	\$264,000
...	12	0.9%	\$75,491	\$64,950	\$70,650	\$73,616	\$82,250	\$87,550
Decisions fall within established guidelines	68	4.9%	\$81,588	\$61,000	\$67,085	\$75,213	\$87,875	\$110,000
...	81	5.9%	\$84,013	\$67,000	\$73,125	\$83,000	\$90,000	\$108,000
Independent Analysis	58	4.2%	\$86,795	\$65,000	\$73,000	\$82,229	\$92,813	\$125,000
...	64	4.7%	\$89,373	\$66,300	\$73,069	\$85,000	\$95,750	\$132,500
Routinely make technical recommendations	115	8.4%	\$100,985	\$69,000	\$82,762	\$94,500	\$110,000	\$172,000
...	107	7.8%	\$105,622	\$69,975	\$90,000	\$102,700	\$119,400	\$147,000
Routinely make responsible decisions	151	11.0%	\$109,966	\$72,000	\$88,659	\$102,000	\$127,000	\$170,000
...	97	7.1%	\$118,844	\$72,000	\$98,104	\$114,660	\$136,917	\$175,000
Routinely make responsible technical/ administrative decisions	175	12.7%	\$131,703	\$83,200	\$106,000	\$125,000	\$150,000	\$210,000
...	192	14.0%	\$141,684	\$96,000	\$115,625	\$136,000	\$158,000	\$212,223
Deal with major problems	149	10.8%	\$156,382	\$99,000	\$129,212	\$151,000	\$180,000	\$225,000
...	43	3.1%	\$180,489	\$114,800	\$139,000	\$164,000	\$210,000	\$285,000
Isolate and analyze major over-all problems	51	3.7%	\$167,342	\$83,000	\$135,000	\$165,000	\$200,000	\$310,729

† Data suppressed due to sample size < 10



Supervision Received (E) (Full-time Employees)



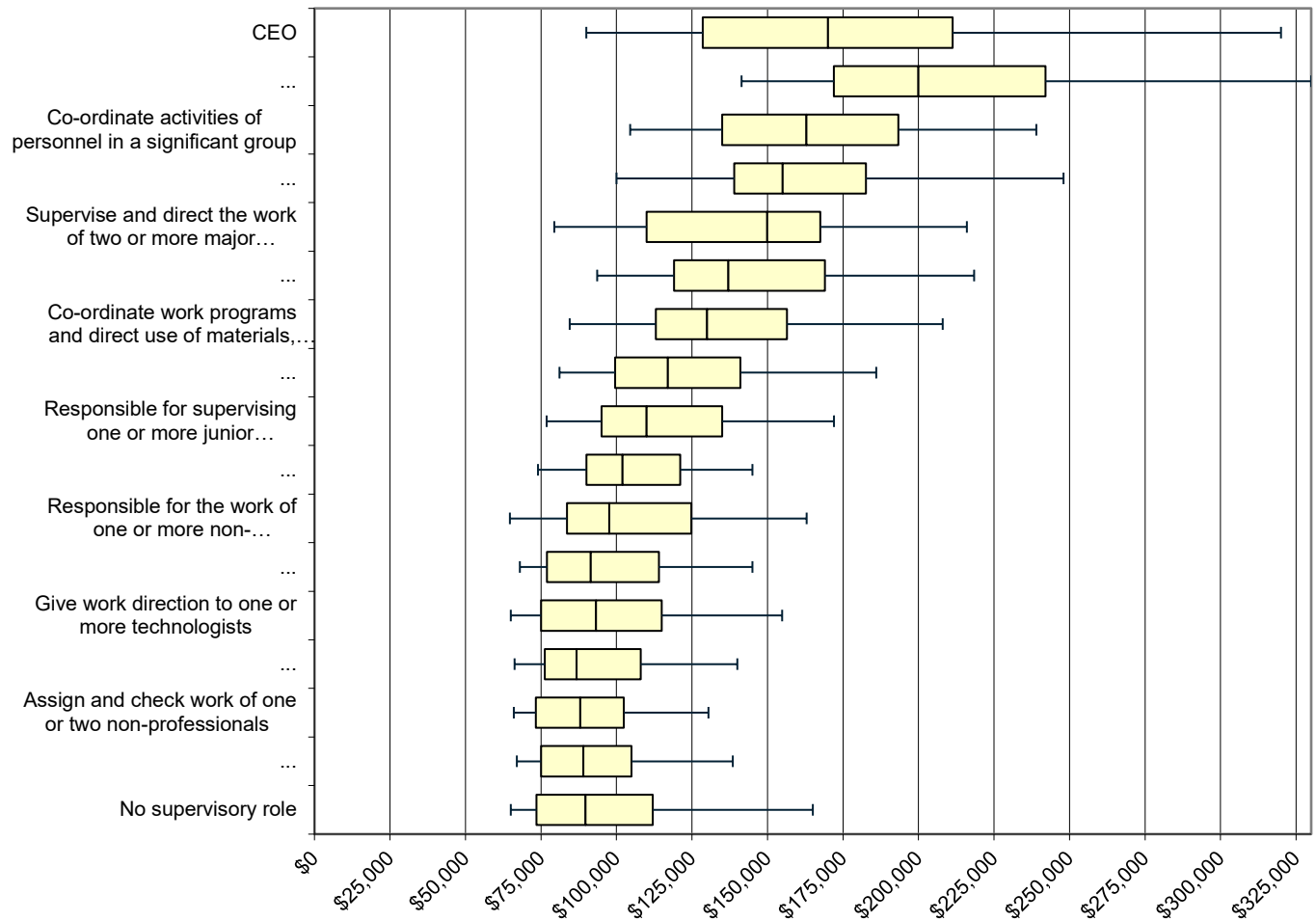
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision†								
... †								
Receive instructions as to methods and procedures	22	1.6%	\$76,734	\$65,000	\$68,000	\$73,616	\$85,000	\$100,000
...	20	1.5%	\$79,010	\$60,300	\$71,000	\$76,648	\$86,913	\$104,895
Work under general supervision	93	6.8%	\$81,925	\$63,000	\$72,000	\$76,000	\$89,000	\$122,720
...	69	5.0%	\$89,445	\$65,000	\$76,440	\$86,000	\$98,500	\$125,000
Work in terms of specific objectives	80	5.8%	\$95,860	\$68,000	\$79,150	\$90,210	\$109,474	\$139,850
...	74	5.4%	\$98,117	\$60,000	\$82,000	\$92,207	\$110,000	\$150,000
Work towards objectives to be accomplished	217	15.8%	\$107,599	\$69,000	\$85,500	\$100,000	\$125,660	\$165,047
...	201	14.6%	\$121,330	\$78,200	\$99,000	\$115,000	\$140,000	\$180,000
Work independently on broad, general assignments	366	26.6%	\$132,550	\$77,500	\$106,000	\$129,000	\$153,724	\$210,000
...	115	8.4%	\$150,607	\$94,000	\$122,000	\$145,000	\$172,000	\$230,000
Operate as an executive	61	4.4%	\$184,050	\$120,000	\$146,000	\$172,227	\$208,000	\$300,000



...	18	1.3%	\$192,056	\$105,000	\$160,000	\$175,000	\$200,000	\$387,000
Determine policies, plans and programs	30	2.2%	\$168,977	\$90,000	\$138,000	\$169,000	\$204,000	\$239,000

† Data suppressed due to sample size <10

Leadership Authority (F) (Full-time Employees)

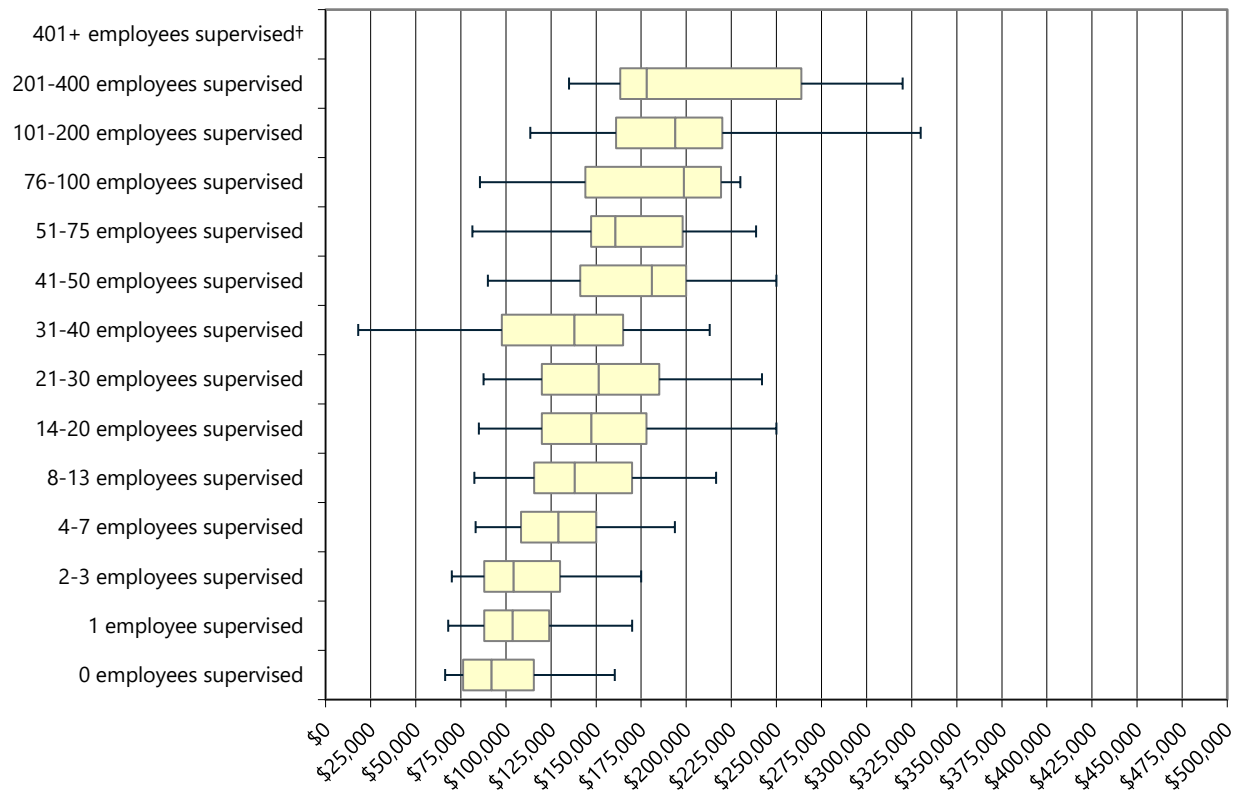




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	198	14.4%	\$100,142	\$65,000	\$73,500	\$89,750	\$112,000	\$165,000
...	106	7.7%	\$93,228	\$67,000	\$75,000	\$88,971	\$105,000	\$138,500
Assign and check work of one or two non- professionals	64	4.7%	\$90,785	\$66,000	\$73,250	\$87,950	\$102,420	\$130,444
...	50	3.6%	\$94,034	\$66,250	\$76,297	\$86,766	\$108,000	\$140,000
Give Work Direction to one or more technologists	74	5.4%	\$97,817	\$65,000	\$75,000	\$93,250	\$115,000	\$154,840
...	59	4.3%	\$96,114	\$68,000	\$77,000	\$91,500	\$114,000	\$145,000
Responsible for the work of one or more non-professional assistants	40	2.9%	\$105,908	\$64,700	\$83,597	\$97,576	\$124,750	\$162,950
...	69	5.0%	\$106,382	\$74,000	\$90,000	\$102,000	\$121,116	\$145,000
Responsible for supervising one or more junior professionals	111	8.1%	\$117,394	\$76,872	\$95,000	\$110,000	\$135,000	\$172,000
...	117	8.5%	\$123,484	\$81,120	\$99,581	\$117,000	\$141,000	\$186,000
Co-ordinate work programs and direct use of materials, equipment and personnel	149	10.8%	\$135,456	\$84,500	\$113,000	\$130,000	\$156,408	\$208,000
...	107	7.8%	\$145,914	\$93,600	\$119,000	\$137,000	\$169,000	\$218,400
Supervise and direct the work of two or more major functions in the organization	67	4.9%	\$143,491	\$79,400	\$110,000	\$149,880	\$167,440	\$216,000
...	55	4.0%	\$161,718	\$100,000	\$139,000	\$155,000	\$182,585	\$248,000
Co-ordinate activities of personnel in a significant group	74	5.4%	\$169,168	\$104,520	\$135,000	\$162,875	\$193,310	\$239,000
...	23	1.7%	\$210,410	\$141,400	\$172,000	\$200,000	\$242,000	\$330,000
CEO	12	0.9%	\$175,067	\$90,000	\$128,600	\$170,000	\$211,250	\$320,000



Supervision Scope (G) (Full-time Employees)



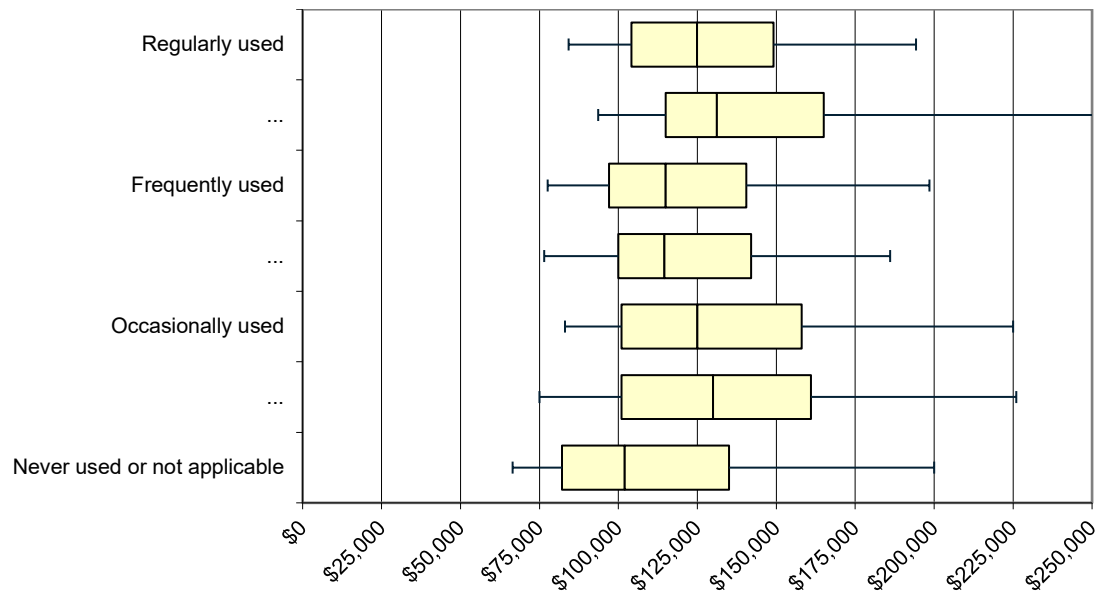
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	493	35.9%	\$100,738	\$66,300	\$76,297	\$92,000	\$115,500	\$160,368
1 employee supervised	142	10.3%	\$110,459	\$68,000	\$87,900	\$103,861	\$124,000	\$170,000
2-3 employees supervised	243	17.7%	\$111,358	\$70,000	\$88,000	\$104,300	\$130,000	\$175,000
4-7 employees supervised	198	14.4%	\$131,739	\$83,200	\$108,350	\$129,106	\$150,000	\$193,700
8-13 employees supervised	106	7.7%	\$144,202	\$82,500	\$115,716	\$138,222	\$170,000	\$216,550
14-20 employees supervised	58	4.2%	\$153,213	\$85,000	\$120,000	\$147,400	\$178,000	\$250,000
21-30 employees supervised	38	2.8%	\$157,776	\$87,600	\$120,000	\$151,490	\$185,000	\$242,000
31-40 employees supervised	17	1.2%	\$134,084	\$18,100	\$97,770	\$138,000	\$165,000	\$213,000
41-50 employees supervised	17	1.2%	\$171,260	\$90,000	\$141,300	\$181,000	\$200,000	\$250,000
51-75 employees supervised	20	1.5%	\$167,984	\$81,405	\$147,282	\$160,800	\$198,019	\$238,722



76-100 employees supervised	12	0.9%	\$181,358	\$85,600	\$144,000	\$198,750	\$219,373	\$230,000
101-200 employees supervised	17	1.2%	\$196,916	\$113,520	\$161,000	\$194,000	\$220,000	\$330,000
201-400 employees supervised	12	0.9%	\$208,130	\$135,000	\$163,313	\$178,040	\$263,750	\$320,000
401+ employees supervised†								

† Data suppressed due to sample size > 10

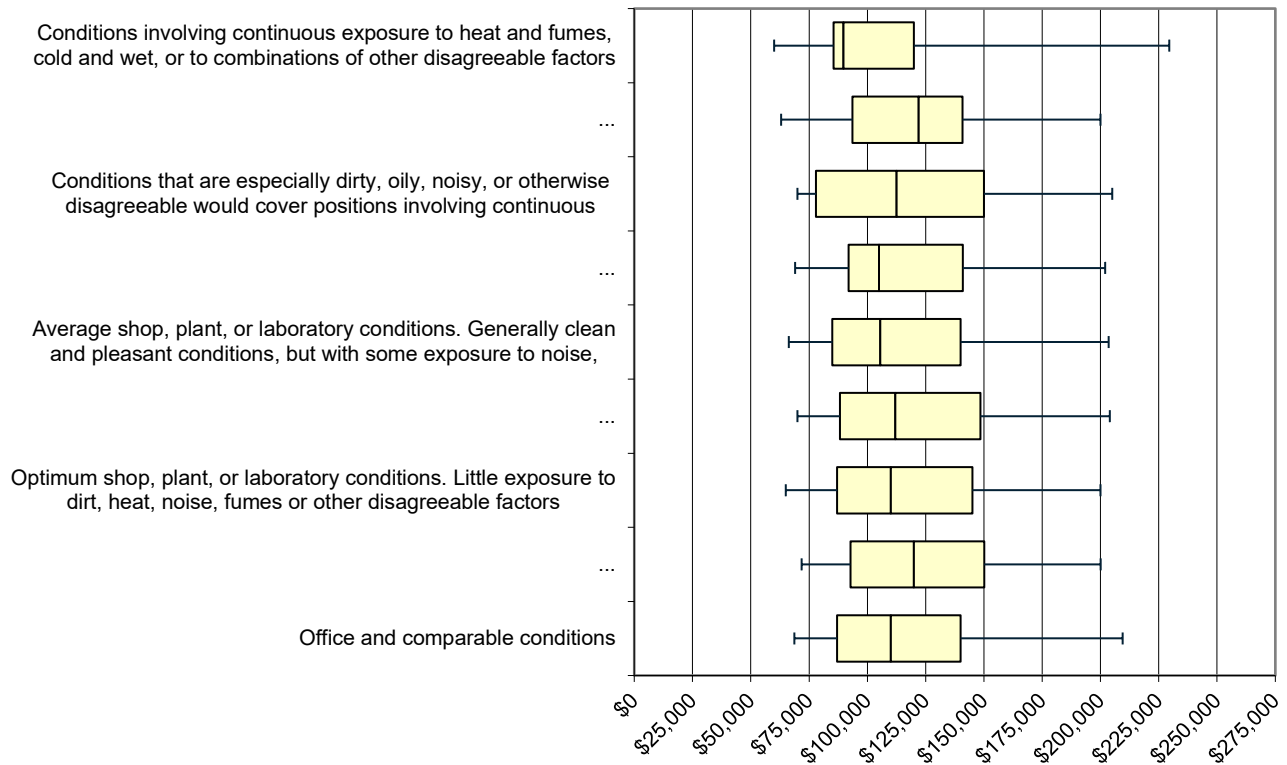
Use of Professional Seal (H) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	835	60.7%	\$113,037	\$66,500	\$82,160	\$101,950	\$135,000	\$200,000
...	167	12.1%	\$137,669	\$75,000	\$101,000	\$130,000	\$161,000	\$226,000
Occasionally used	167	12.1%	\$134,506	\$83,086	\$101,000	\$125,000	\$158,000	\$225,000
...	62	4.5%	\$124,406	\$76,500	\$100,000	\$114,530	\$142,000	\$186,052
Frequently used	70	5.1%	\$124,217	\$77,600	\$97,000	\$115,000	\$140,500	\$198,500
...	14	1.0%	\$142,703	\$93,600	\$115,000	\$131,200	\$165,000	\$266,000
Regularly used	60	4.4%	\$128,402	\$84,233	\$104,100	\$124,900	\$149,075	\$194,250



Job Environment (I)

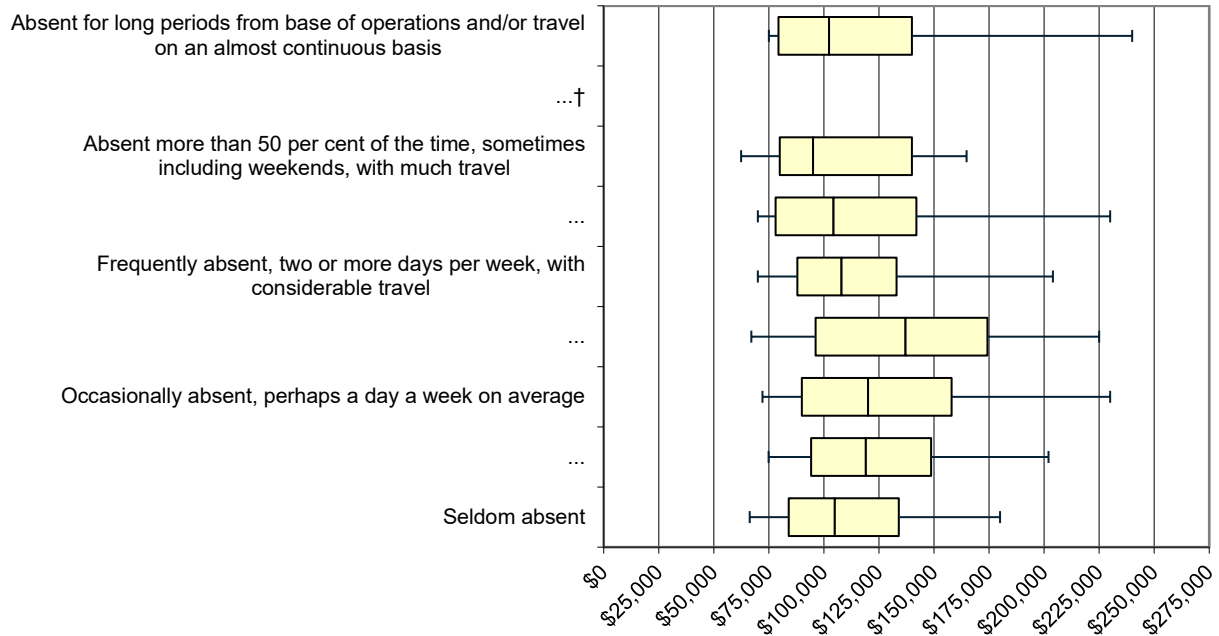


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	495	36.0%	\$119,611	\$68,680	\$87,000	\$110,000	\$140,000	\$209,500
...	334	24.3%	\$127,479	\$71,800	\$92,700	\$120,000	\$150,104	\$200,075
Optimum shop, plant, or laboratory conditions	107	7.8%	\$118,512	\$65,000	\$87,000	\$110,000	\$145,000	\$200,000
...	75	5.5%	\$122,459	\$70,000	\$88,200	\$112,000	\$148,500	\$204,000
Average shop, plant, or laboratory conditions	222	16.1%	\$115,561	\$66,300	\$85,000	\$105,500	\$140,000	\$203,500
...	93	6.8%	\$117,741	\$69,000	\$92,000	\$105,000	\$141,000	\$202,000
Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	30	2.2%	\$116,704	\$70,000	\$78,000	\$112,500	\$150,000	\$205,040
... †								
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	10	0.7%	\$112,012	\$60,000	\$85,500	\$89,800	\$120,000	\$229,500

† Data suppressed due to sample size >10



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

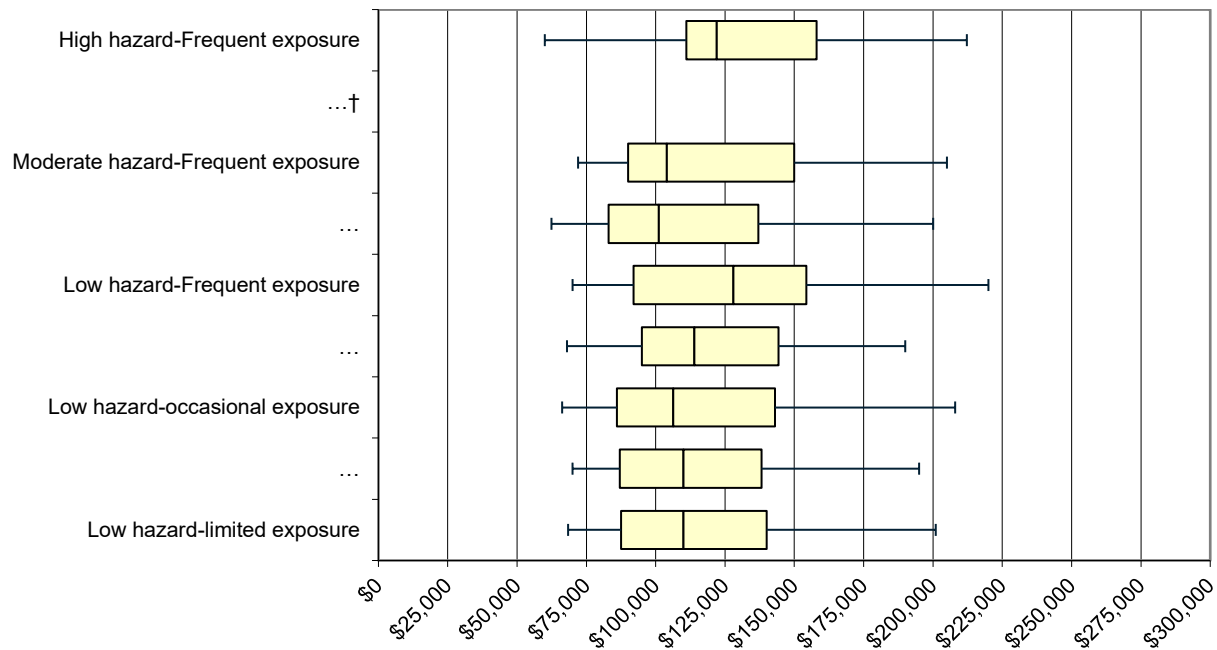


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	573	41.7%	\$112,189	\$66,300	\$84,000	\$105,000	\$134,000	\$180,000
...	379	27.6%	\$124,764	\$74,880	\$94,120	\$119,000	\$148,664	\$202,000
Occasionally absent, perhaps a day a week on average	207	15.1%	\$131,664	\$72,100	\$90,000	\$120,000	\$158,000	\$230,000
...	80	5.8%	\$137,325	\$67,037	\$96,250	\$137,090	\$174,250	\$225,000
Frequently absent, two or more days per week, with considerable travel	46	3.3%	\$120,319	\$70,000	\$88,000	\$108,000	\$133,000	\$204,000
...	31	2.3%	\$118,032	\$70,000	\$78,000	\$104,300	\$142,000	\$230,000
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	29	2.1%	\$106,363	\$62,400	\$80,000	\$95,000	\$140,000	\$164,800
...†								
Absent for long periods from base of operations and/or travel on an almost continuous basis	22	1.6%	\$125,861	\$75,000	\$79,400	\$102,291	\$140,000	\$240,000

† 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
0 (Low)	511	37.2%	\$118,845	\$68,400	\$87,550	\$110,000	\$140,000	\$201,000
2	228	16.6%	\$120,285	\$70,000	\$87,025	\$109,984	\$138,150	\$195,000
5	249	18.1%	\$118,135	\$66,250	\$86,000	\$106,288	\$143,000	\$208,000
8	68	4.9%	\$118,626	\$68,000	\$95,000	\$113,892	\$144,250	\$190,000
10	209	15.2%	\$129,170	\$70,015	\$92,000	\$128,000	\$154,345	\$220,000
12	34	2.5%	\$111,908	\$62,400	\$83,000	\$101,150	\$137,000	\$200,075
15	62	4.5%	\$122,553	\$72,000	\$90,000	\$104,000	\$150,000	\$205,040
18+								
20 (High)†								

† 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 60 percent (60.3%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

Factor	Coefficient
(Constant)	\$ 32206.06
Duties (A)	\$ 135.46
Education (B)	\$ 169.87
Experience (C)	\$ 434.83
Recommendations (D)	\$ 53.05
Supervision Received (E)	\$ 63.14
Supervision Scope (G)	\$ 933.48
Job Environment (I)*	\$ 306.50
Absence from Base of Operations (J)	\$ 340.68
Accident and Health Hazards (K)	\$ 460.92
Professional Designation(s)	\$ 8867.26

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

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

$$S_E = 32,206 + 135*A + 170*B + 435*C + 53*D + 63*E + 933*G - 307*I + 341*J + 461*K$$

Add \$8,867 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.
- The lasso algorithm determined that the predictor leadership authority does not contribute significantly to the model's predictive power and has been excluded.
- 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.