

APEGS 2015 SALARY SURVEY

April 2015



insightrix[®]

Report Compiled by
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Results Summary

Sample Statistics

- A total 2,002 members of APEGS completed the survey.
- Of those, 1,929 are employed full-time. For the remainder of the statistics, only full-time employees are included in the analysis.

Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$105,111.
- The median salary (not including bonus) is \$97,000.
- Fifty percent of salaries fall between \$76,500 and \$124,000.
- Ninety percent of salaries fall between \$60,000 and \$175,000.

Additional Income

- Similar to 2014, two thirds receive bonuses (66.8%).
- The median bonus is \$5,000, including those who receive none, which is consistent with previous results.

Overall Statistics

- Nearly all (94.0%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Nearly nine in ten (87.8%) indicated their employer pays for their participation in professional development activities (paid leave travel expenses, course fees, course materials).
- 89.7% mentioned that their employer pays for APEGS annual dues.
- 17.9% have permission to consult.
- Overall, 16.7% of responding members are women. Among members who have five years of experience or less, about half (49.2%) are women.
- Nearly all respondents work full-time (96.4%).

Differences by Industry, Sector and Discipline:

- The median salary in the public sector is \$100,000 and the median salary in the private sector is \$95,000.
- Highest paying discipline: Geological/Mining/Petroleum (Md: \$109,000).
- Highest paying industry: Education (Md: \$116,928).
- Highest paying job function: Corporate Management (Md: \$144,000).

Comparison to 2012 Salaries:

- The median salary has increased 2.6% from 2014.
- The mean salary has increased 2.6% from 2014.

Regression Analysis

- Many of the results are similar to previous surveys in terms of the factors influencing salary.
- Duties, supervision scope, experience, and professional designation (P. Eng. Or P. Geo) are the best predictors of salary.

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INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In February 2015, the Association of Professional Engineers and Geoscientists of Saskatchewan contracted Insightrix Research to conduct a salary survey of their members. The survey inquired about their base salary for the 2014 year, bonuses received, hours worked, education, work duties, and other factors that may be related to salary. A comprehensive list of job factors with a possible influence on salary was provided by APEGS, complete with numerical ratings of each factor.

Salary surveys have been conducted by APEGS in previous years and so, for some questions, it was possible to compare current results to past trends.

Survey Completion Results

The Association of Professional Engineers and Geoscientists of Saskatchewan contacted all of their members, a total of 5,148 professional engineers, professional geoscientists, engineers-in-training, geoscientists-in-training, and limited members. These respondents were asked to complete the salary survey in February and March 2015 based on their 2014 annual salary. Surveys were completed from March 3rd to April 6th 2015. A total of 2,002 members completed the survey representing a 38.9% response rate.

Accuracy of the Data

Measures were taken to provide a high level of clarity in the survey wording to ensure accuracy of results; extra effort was undertaken to ensure the quality of the results. Salaries which were above \$250,000 were specifically identified and Insightrix verified these salaries directly with the individual. In addition, those who indicated a bonus equal to or higher than their salary were also contacted in order to confirm their response was correct.

Analysis of Results

Statistical measures were applied to each survey question and charts were created which illustrate the median, upper, and lower quartile, as well as 5th and 95th percentiles. Where possible, tables were created to show more 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 could be reported, nor could all categories be broken into smaller ranges. Categories with fewer than ten members are not shown.

A step-wise linear regression model was used to determine which factors had the highest influence on salary and a formula that could predict their salary was developed so that members could enter their own ratings.

Statistical Notes

Although the mean, or arithmetical average, is a more commonly familiar statistic, the median, or middle value is often much more descriptive since it is not affected by very high or very 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 handled as the more important statistic throughout this report, and the relative size of the median and mean can be very descriptive of the feel of the data distribution. 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.

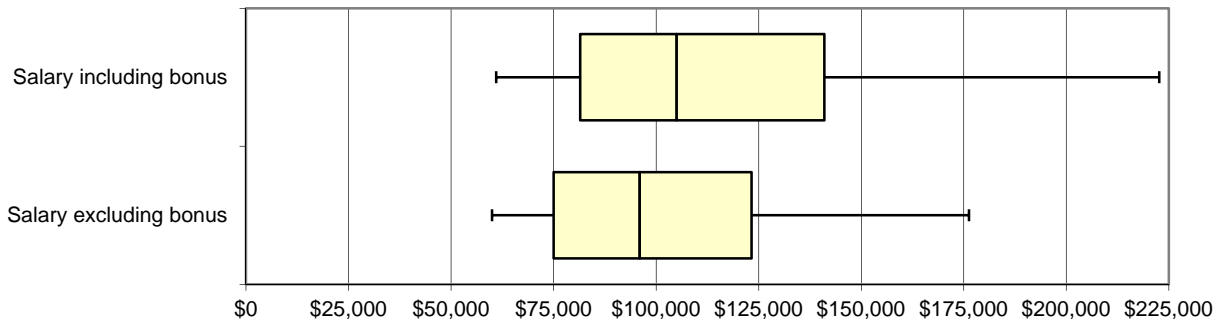
Study Results

CHARTS AND TABLES:

General legend for salary charts:

<p>Percentiles 75 and 25 (High and Low Quartiles) <i>Beige Boxes</i></p> <p>One half of salaries fall between these values.</p> <p>Percentiles 5 and 95 <i>Black lines</i></p> <p>Ninety percent of salaries fall between these values.</p>

Total Salary (Both Full-time and Part-time)



		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Full time position	Base Salary	1929	96.4%	\$105,111	\$60,000	\$76,500	\$97,000	\$124,000	\$175,000
	Salary incl. bonus			\$121,447	\$63,500	\$82,500	\$106,000	\$142,124	\$220,000
Part time position	Base Salary	73	3.6%	\$77,858	\$6,000	\$45,000	\$65,000	\$100,000	\$207,400
	Salary incl. bonus			\$84,745	\$6,000	\$45,000	\$70,000	\$105,000	\$215,000
Total	Base Salary	2002	100.0%	\$104,117	\$60,000	\$75,000	\$96,000	\$123,254	\$175,000
	Salary incl. bonus			\$120,109	\$61,000	\$81,500	\$105,000	\$141,000	\$218,750

Employer Paid Benefits

		Yes	No/NA*	Total
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	1882	120	2002
	Percent	94.0%	6.0%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1757	245	2002
	Percent	87.8%	12.2%	100.0%
Does your employer pays for your APEGS annual dues?	Count	1796	206	2002
	Percent	89.7%	10.3%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting? *(N/A grouped with No)	Count	264	1738	2002
	Percent	13.2%	86.8%	100.0%

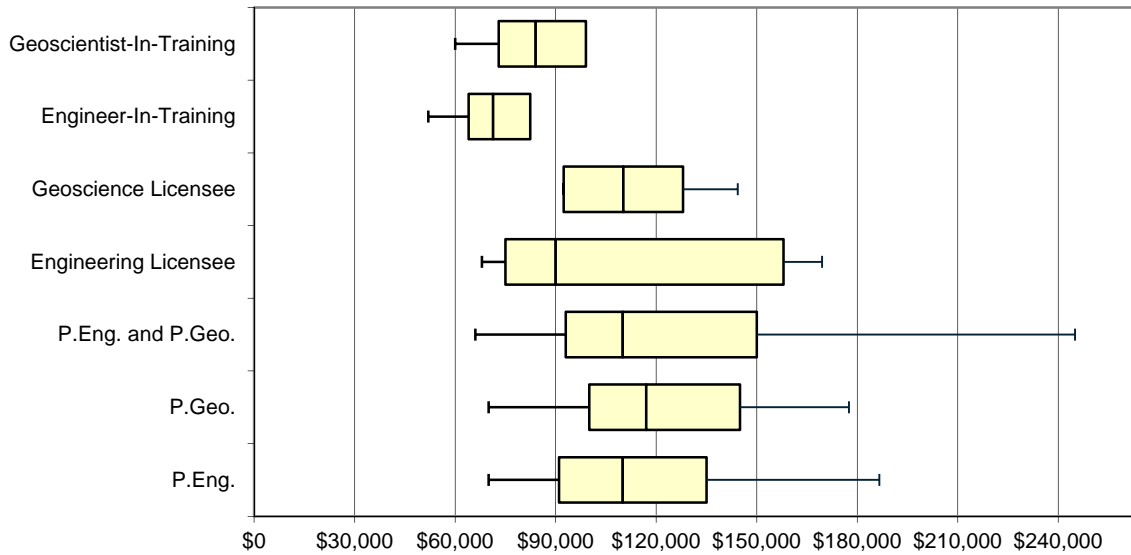
Year of B.Sc.

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
1976 & Prior	67	3.5%	\$127,128	\$10,000	\$97,092	\$121,200	\$164,153	\$225,000
1977	7	0.4%	\$170,024	\$104,000	\$132,000	\$160,000	\$195,000	\$265,000
1978	11	0.6%	\$142,636	\$70,000	\$75,000	\$140,000	\$169,000	\$260,000
1979	18	0.9%	\$153,039	\$90,000	\$130,000	\$152,000	\$166,000	\$275,000
1980	13	0.7%	\$125,946	\$0	\$128,000	\$135,000	\$150,000	\$169,000
1981	7	0.4%	\$159,429	\$125,000	\$147,000	\$155,000	\$175,000	\$191,000
1982	27	1.4%	\$136,138	\$65,000	\$106,300	\$134,000	\$162,000	\$220,000
1983	18	0.9%	\$148,360	\$66,000	\$120,000	\$149,408	\$165,500	\$225,000
1984	25	1.3%	\$129,312	\$82,000	\$105,000	\$120,000	\$133,000	\$215,000
1985	23	1.2%	\$142,940	\$82,500	\$115,000	\$128,710	\$164,000	\$252,000
1986	34	1.8%	\$135,059	\$72,000	\$105,000	\$127,500	\$162,000	\$220,000
1987	32	1.6%	\$133,073	\$70,000	\$99,300	\$132,600	\$160,500	\$200,000
1988	22	1.1%	\$130,521	\$105,000	\$115,000	\$126,800	\$145,000	\$176,000
1989	26	1.3%	\$132,867	\$75,000	\$100,000	\$130,000	\$144,000	\$230,000
1990	22	1.1%	\$142,519	\$81,660	\$104,040	\$140,750	\$180,000	\$215,000
1991	22	1.1%	\$136,378	\$90,000	\$108,000	\$142,349	\$165,000	\$182,000
1992	20	1.0%	\$127,199	\$45,000	\$106,500	\$132,500	\$145,250	\$200,000
1993	25	1.3%	\$128,072	\$64,000	\$105,000	\$130,000	\$150,000	\$200,000
1994	31	1.6%	\$131,911	\$60,000	\$110,000	\$137,100	\$163,162	\$178,000
1995	38	2.0%	\$129,183	\$85,000	\$98,000	\$124,422	\$150,000	\$199,000
1996	39	2.0%	\$122,137	\$70,000	\$95,000	\$120,000	\$149,856	\$175,000
1997	41	2.1%	\$121,426	\$75,000	\$96,000	\$119,235	\$138,197	\$167,500
1998	30	1.5%	\$112,695	\$45,000	\$83,000	\$113,500	\$130,000	\$185,000
1999	48	2.5%	\$118,341	\$61,734	\$94,840	\$107,500	\$141,500	\$180,000
2000	52	2.7%	\$109,142	\$64,000	\$92,737	\$105,000	\$121,590	\$165,000
2001	62	3.2%	\$111,248	\$67,000	\$95,000	\$106,750	\$125,000	\$155,000
2002	64	3.3%	\$110,009	\$55,000	\$91,500	\$108,750	\$128,000	\$152,600
2003	73	3.8%	\$108,497	\$61,800	\$92,760	\$108,500	\$124,000	\$165,000
2004	77	4.0%	\$110,343	\$68,000	\$86,053	\$100,000	\$114,000	\$155,000
2005	77	4.0%	\$105,237	\$71,250	\$90,000	\$104,000	\$119,225	\$140,000
2006	73	3.8%	\$103,595	\$65,000	\$87,470	\$103,200	\$116,000	\$145,000
2007	101	5.2%	\$97,629	\$60,000	\$84,000	\$98,500	\$110,000	\$125,000
2008	95	4.9%	\$88,324	\$60,000	\$80,000	\$88,000	\$98,600	\$121,000
2009	100	5.1%	\$85,456	\$64,000	\$74,150	\$86,000	\$94,140	\$108,125
2010	113	5.8%	\$81,317	\$61,200	\$73,100	\$82,000	\$88,000	\$104,625
2011	106	5.5%	\$75,637	\$60,000	\$68,000	\$72,800	\$81,000	\$98,000

2012	133	6.8%	\$76,838	\$54,516	\$64,000	\$68,500	\$78,000	\$95,284
2013	111	5.7%	\$70,160	\$56,000	\$62,500	\$67,500	\$77,000	\$90,000
2014	58	3.0%	\$64,008	\$42,000	\$58,000	\$62,750	\$72,000	\$80,000
2015*								

*Not available due to reporting rules (insufficient data)

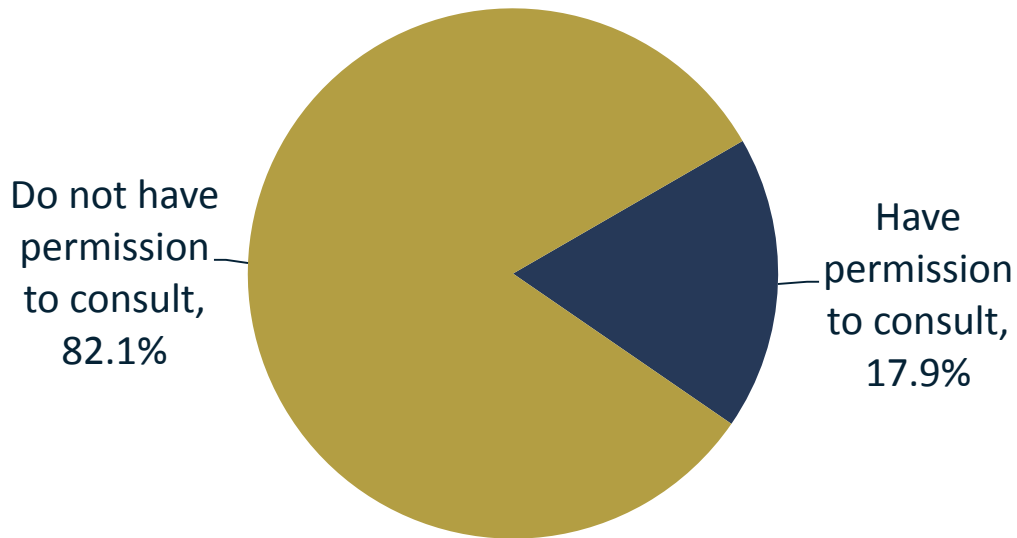
Professional Designation



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	1242	62.0%	\$116,972	\$70,000	\$91,000	\$110,000	\$135,000	\$188,625
P.Geo.	87	4.3%	\$121,054	\$70,000	\$100,000	\$117,000	\$145,000	\$176,000
P.Eng. and P.Geo	18	0.9%	\$120,799	\$66,000	\$93,000	\$110,000	\$150,000	\$185,000
Engineering Licensee*								
Engineer-in-Training	602	30.1%	\$75,507	\$52,000	\$64,000	\$71,312	\$82,400	\$105,000
Geoscientist-in-Training	42	2.1%	\$90,913	\$60,000	\$73,000	\$84,000	\$99,000	\$160,000
Geo Licensee*								

*Not available due to reporting rules (insufficient data)

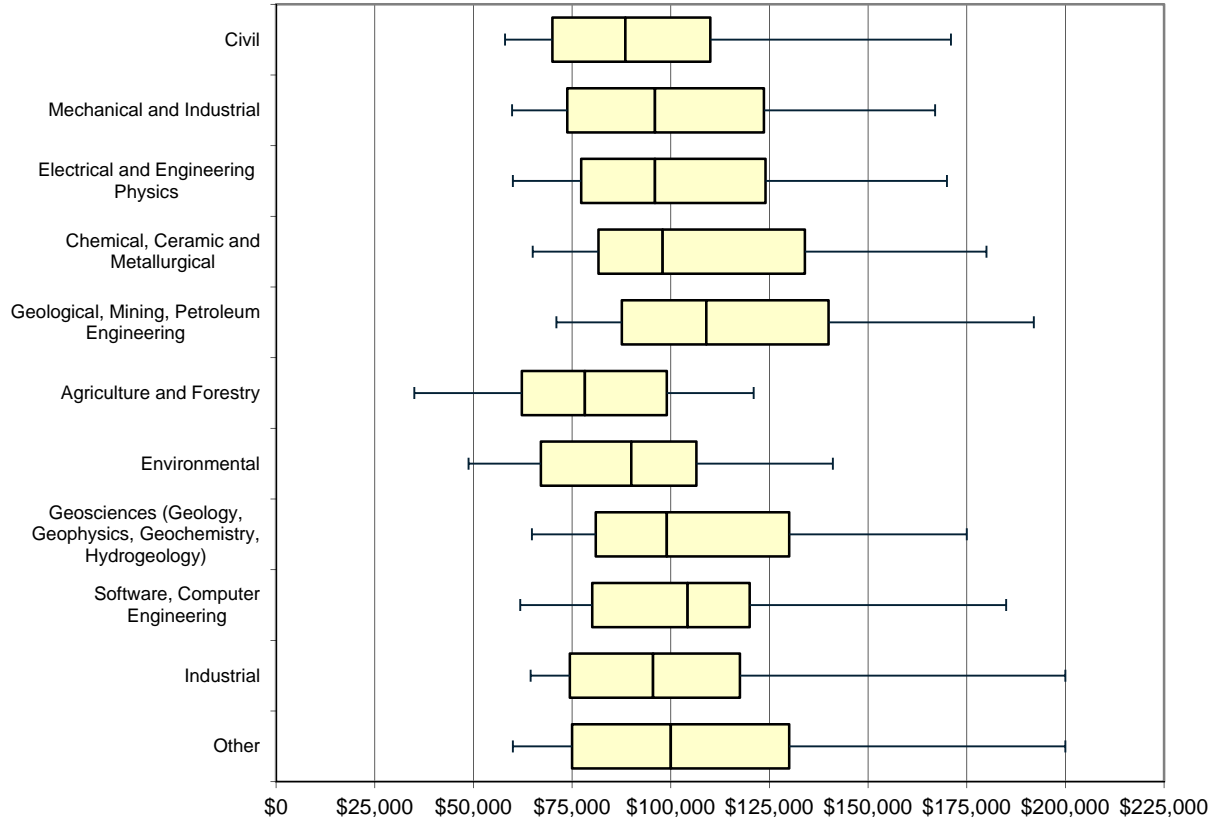
Permission to Consult



Permission to Consult by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	27	7.5%	\$79,794	\$44,000	\$65,900	\$75,000	\$90,000	\$140,000
	6 to 10 years	82	22.8%	\$102,405	\$73,757	\$88,000	\$98,046	\$116,000	\$140,000
	11 to 20 years	117	32.6%	\$116,309	\$60,000	\$97,000	\$112,000	\$136,000	\$170,000
	More than 20 years	133	37.0%	\$137,361	\$46,000	\$110,000	\$138,000	\$165,000	\$220,500
	Total	359	100.0%	\$118,186	\$54,000	\$90,700	\$113,800	\$142,400	\$210,000
Do not have permission to consult	Five years or less	689	41.9%	\$76,820	\$54,000	\$64,800	\$73,000	\$85,000	\$105,000
	6 to 10 years	402	24.5%	\$100,427	\$65,000	\$87,000	\$98,827	\$112,000	\$140,000
	11 to 20 years	315	19.2%	\$125,434	\$80,000	\$100,027	\$120,000	\$143,000	\$180,000
	More than 20 years	237	14.4%	\$140,093	\$77,700	\$110,000	\$135,000	\$164,000	\$214,000
	Total	1643	100.0%	\$101,043	\$60,000	\$73,354	\$92,800	\$119,225	\$169,500

Discipline



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	391	19.5%	\$97,500	\$58,000	\$70,000	\$88,500	\$110,000	\$171,000
Mechanical and Industrial	397	19.8%	\$102,690	\$59,800	\$73,757	\$96,000	\$123,600	\$167,000
Electrical and Engineering Physics	277	13.8%	\$104,533	\$60,000	\$77,281	\$96,000	\$124,000	\$170,000
Chemical, Ceramic and Metallurgical	90	4.5%	\$110,898	\$65,004	\$81,675	\$97,950	\$134,000	\$180,000
Geological, Mining, Petroleum Engineering	261	13.0%	\$119,219	\$71,000	\$87,600	\$109,000	\$140,000	\$192,000
Agriculture and Forestry	40	2.0%	\$80,233	\$35,000	\$62,250	\$78,250	\$99,000	\$121,000
Environmental	124	6.2%	\$90,009	\$48,750	\$67,076	\$90,000	\$106,500	\$141,072
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	123	6.1%	\$107,087	\$64,800	\$81,000	\$99,000	\$130,000	\$175,000
Software, Computer Engineering	55	2.7%	\$105,319	\$61,872	\$80,080	\$104,256	\$120,000	\$185,000

Biological, Biomedical*									
Industrial	64	3.2%	\$102,752	\$64,500	\$74,415	\$95,500	\$117,500	\$200,000	
Other	175	8.7%	\$108,271	\$57,500	\$75,000	\$100,000	\$130,000	\$200,000	

*Not available due to reporting rules (insufficient data)

Discipline by Employment

	% working in Same Discipline as at Graduation	% working in other discipline
Civil	82.1%	17.9%
Mechanical and Industrial	81.1%	18.9%
Electrical and Engineering Physics	91.3%	8.7%
Chemical, Ceramic and Metallurgical	91.1%	8.9%
Geological, Mining, Petroleum Engineering	42.5%	57.5%
Agriculture and Forestry	47.5%	52.5%
Environmental	59.7%	40.3%
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	83.7%	16.3%
Software, Computer Engineering	34.5%	65.5%
Biological, Biomedical	40.0%	60.0%
Industrial	31.3%	68.8%
Other	20.0%	80.0%

Discipline by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	5 or fewer years	146	37.3%	\$69,460	\$54,000	\$62,500	\$67,600	\$75,000	\$96,000
	6 - 10 years	98	25.1%	\$94,459	\$73,000	\$82,000	\$90,306	\$100,000	\$128,000
	11 - 20 years	80	20.5%	\$123,650	\$72,500	\$99,900	\$110,000	\$131,264	\$175,000
	More than 20 years	67	17.1%	\$136,304	\$66,000	\$103,776	\$132,510	\$166,000	\$220,000
	Total	391	100.0%	\$98,253	\$60,000	\$70,000	\$89,000	\$110,000	\$171,000
Mechanical and Industrial	5 or fewer years	155	39.0%	\$76,085	\$55,000	\$64,383	\$72,000	\$85,000	\$104,000
	6 - 10 years	85	21.4%	\$99,070	\$64,000	\$87,878	\$99,600	\$112,000	\$130,000
	11 - 20 years	77	19.4%	\$125,040	\$84,000	\$104,000	\$120,000	\$145,000	\$168,000
	More than 20 years	80	20.2%	\$136,573	\$73,850	\$107,020	\$135,000	\$162,500	\$215,000
	Total	397	100.0%	\$102,690	\$59,800	\$73,757	\$96,000	\$123,600	\$167,000
Electrical and Engineering Physics	5 or fewer years	84	30.3%	\$74,468	\$52,000	\$64,480	\$72,831	\$84,000	\$98,000
	6 - 10 years	84	30.3%	\$103,037	\$60,000	\$84,500	\$102,500	\$119,602	\$140,000
	11 - 20 years	60	21.7%	\$122,664	\$83,072	\$98,000	\$120,000	\$139,000	\$189,500
	More than 20 years	49	17.7%	\$136,435	\$76,000	\$110,000	\$128,000	\$150,000	\$286,440
	Total	277	100.0%	\$104,533	\$60,000	\$77,281	\$96,000	\$124,000	\$170,000
Chemical, Ceramic and Metallurgical	5 or fewer years	32	35.6%	\$79,098	\$65,004	\$71,700	\$78,750	\$89,500	\$95,300
	6 - 10 years	22	24.4%	\$101,978	\$76,606	\$91,788	\$101,950	\$112,000	\$119,000
	11 - 20 years	16	17.8%	\$127,780	\$60,000	\$94,500	\$136,000	\$157,881	\$175,000

	More than 20 years	20	22.2%	\$158,086	\$110,000	\$126,855	\$147,500	\$178,500	\$250,000
	Total	90	100.0%	\$110,898	\$65,004	\$81,675	\$97,950	\$134,000	\$180,000

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Geological, Mining, Petroleum Engineering	5 or fewer years	99	37.9%	\$95,593	\$66,700	\$75,000	\$83,851	\$94,000	\$140,000
	6 - 10 years	68	26.1%	\$115,809	\$86,520	\$99,500	\$110,350	\$129,000	\$163,000
	11 - 20 years	54	20.7%	\$143,298	\$98,000	\$120,000	\$139,000	\$160,000	\$218,000
	More than 20 years	40	15.3%	\$154,565	\$102,500	\$128,781	\$153,908	\$168,500	\$225,000
	Total	261	100.0%	\$119,678	\$71,500	\$87,700	\$109,000	\$140,000	\$192,038
Agriculture and Forestry	5 or fewer years	18	45.0%	\$64,744	\$25,000	\$56,129	\$65,378	\$75,000	\$86,000
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								
	Total	40	100.0%	\$80,233	\$35,000	\$62,250	\$78,250	\$99,000	\$121,000
Environmental	5 or fewer years	40	32.3%	\$73,911	\$49,625	\$61,050	\$67,076	\$82,000	\$120,536
	6 - 10 years	31	25.0%	\$90,246	\$45,050	\$78,313	\$90,000	\$105,000	\$125,000
	11 - 20 years	35	28.2%	\$95,344	\$30,000	\$85,433	\$98,000	\$110,000	\$155,000
	More than 20 years	18	14.5%	\$114,999	\$50,000	\$105,000	\$112,500	\$132,000	\$156,000
	Total	124	100.0%	\$90,009	\$48,750	\$67,076	\$90,000	\$106,500	\$141,072
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	5 or fewer years	39	31.7%	\$82,630	\$60,000	\$70,000	\$80,000	\$86,000	\$133,000
	6 - 10 years	28	22.8%	\$105,291	\$80,625	\$92,500	\$100,800	\$110,500	\$150,000
	11 - 20 years	28	22.8%	\$122,705	\$80,000	\$100,500	\$124,900	\$143,000	\$175,000

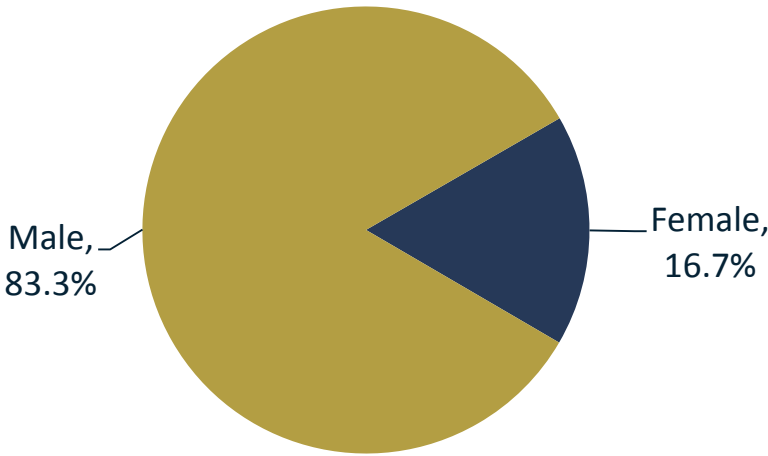
	More than 20 years	28	22.8%	\$132,048	\$66,000	\$92,400	\$144,900	\$169,000	\$190,000
	Total	123	100.0%	\$107,965	\$65,000	\$81,000	\$99,500	\$130,000	\$175,000

*Not reported due to insufficient data

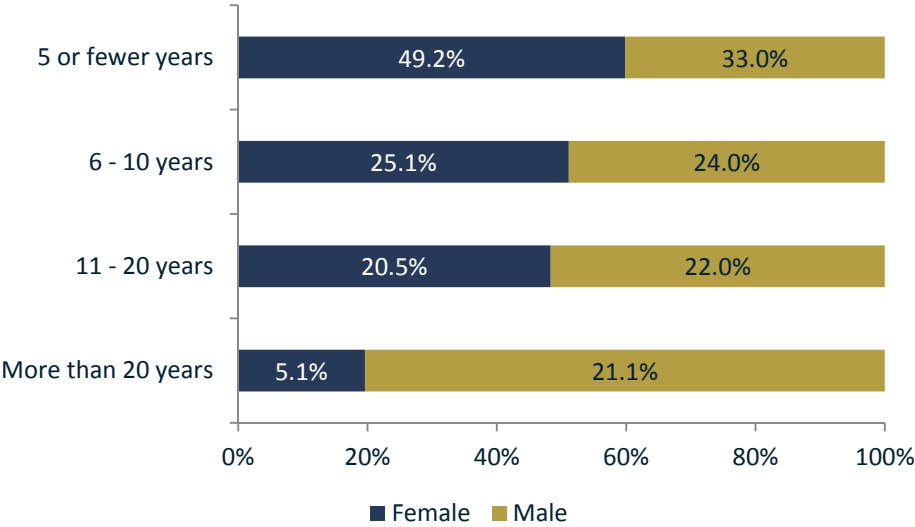
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Software, Computer Engineering	5 or fewer years	15	27.3%	\$83,338	\$50,000	\$65,000	\$73,100	\$89,902	\$187,000
	6 - 10 years	12	21.8%	\$89,532	\$66,000	\$80,040	\$85,834	\$100,500	\$125,000
	11 - 20 years	16	29.1%	\$116,701	\$73,000	\$103,578	\$113,855	\$124,000	\$185,000
	More than 20 years	12	21.8%	\$133,405	\$105,000	\$117,182	\$127,500	\$147,500	\$185,000
	Total	55	100.0%	\$105,319	\$61,872	\$80,080	\$104,256	\$120,000	\$185,000
Industrial	5 or fewer years	27	42.2%	\$78,255	\$64,500	\$67,448	\$75,000	\$84,525	\$100,000
	6 - 10 years	11	17.2%	\$104,996	\$68,000	\$95,000	\$105,000	\$115,000	\$150,000
	11 - 20 years	16	25.0%	\$116,764	\$50,000	\$92,209	\$111,500	\$132,600	\$220,000
	More than 20 years	10	15.6%	\$144,007	\$50,000	\$114,270	\$141,250	\$200,000	\$208,000
	Total	64	100.0%	\$102,752	\$64,500	\$74,415	\$95,500	\$117,500	\$200,000
Other	5 or fewer years	61	34.9%	\$69,849	\$27,300	\$62,990	\$69,500	\$80,000	\$102,100
	6 - 10 years	35	20.0%	\$102,784	\$78,000	\$90,000	\$98,750	\$117,000	\$143,000
	11 - 20 years	39	22.3%	\$123,820	\$83,985	\$100,000	\$118,170	\$150,000	\$182,000
	More than 20 years	40	22.9%	\$156,508	\$105,485	\$120,000	\$143,200	\$189,263	\$267,500
	Total	175	100.0%	\$108,271	\$57,500	\$75,000	\$100,000	\$130,000	\$200,000

*Not reported due to insufficient data. Biologica/Biomedical not reported due to insufficient data.

Gender (Overall)

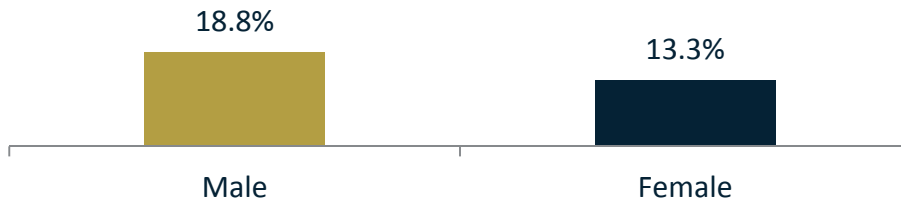


Experience by Gender



Permission to Consult - Gender

Have Permission to Consult



Discipline by Employment - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	Female	86	22.1%	\$90,732	\$55,000	\$65,000	\$76,250	\$96,000	\$151,000
	Male	303	77.9%	\$100,429	\$60,000	\$72,000	\$92,000	\$117,500	\$174,000
Mechanical and Industrial	Female	35	9.0%	\$92,029	\$60,000	\$65,879	\$85,000	\$112,000	\$130,000
	Male	356	91.0%	\$103,484	\$58,500	\$75,000	\$97,000	\$125,156	\$167,000
Electrical and Engineering Physics	Female	26	9.6%	\$84,827	\$60,000	\$68,624	\$80,000	\$94,780	\$125,312
	Male	245	90.4%	\$106,902	\$60,000	\$79,492	\$100,000	\$125,000	\$175,000
Chemical, Ceramic and Metallurgical	Female	18	20.2%	\$93,090	\$65,000	\$73,896	\$90,500	\$96,900	\$140,000
	Male	71	79.8%	\$115,693	\$65,004	\$85,000	\$108,300	\$143,000	\$196,000
Geological, Mining, Petroleum Engineering	Female	42	16.2%	\$101,815	\$70,000	\$77,000	\$96,450	\$120,000	\$154,150
	Male	217	83.8%	\$119,930	\$72,000	\$90,450	\$111,250	\$145,000	\$198,000
Agriculture and Forestry	Female*								
	Male	36	90.0%	\$83,873	\$46,000	\$65,088	\$87,000	\$101,500	\$122,000
Environmental	Female	49	39.5%	\$81,617	\$30,000	\$63,000	\$73,354	\$100,027	\$149,000
	Male	75	60.5%	\$95,491	\$55,000	\$78,313	\$92,000	\$110,000	\$141,072
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	Female	25	20.5%	\$97,328	\$61,293	\$86,000	\$95,000	\$108,000	\$133,000
	Male	97	79.5%	\$111,047	\$65,000	\$81,500	\$101,495	\$142,950	\$176,000
Software, Computer Engineering	Female*								
	Male	47	90.4%	\$106,577	\$65,000	\$80,080	\$104,256	\$120,000	\$185,000
Industrial	Female	10	15.9%	\$77,674	\$62,400	\$66,000	\$71,000	\$90,000	\$106,000

	Male	53	84.1%	\$107,347	\$64,500	\$76,000	\$99,000	\$120,300	\$200,000
Other	Female	30	17.2%	\$88,626	\$55,000	\$70,000	\$85,400	\$104,600	\$150,000
	Male	144	82.8%	\$112,380	\$61,000	\$83,000	\$105,000	\$133,300	\$201,555

*Not reported due to insufficient data

Duties - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	Female	16	32.0%	\$65,551	\$42,000	\$60,000	\$66,450	\$74,000	\$80,100
	Male	34	68.0%	\$56,425	\$15,000	\$55,000	\$60,000	\$65,000	\$74,000
...	Female	29	36.7%	\$65,604	\$55,000	\$60,943	\$64,000	\$72,000	\$85,000
	Male	50	63.3%	\$63,522	\$40,000	\$60,000	\$64,442	\$71,500	\$83,508
More advanced stages of training and development	Female	43	24.4%	\$71,898	\$53,000	\$61,000	\$69,888	\$76,000	\$86,000
	Male	133	75.6%	\$70,620	\$52,000	\$64,000	\$70,000	\$79,000	\$95,000
...	Female	43	24.2%	\$73,693	\$55,000	\$65,000	\$70,000	\$82,600	\$97,000
	Male	135	75.8%	\$79,187	\$60,000	\$68,000	\$76,500	\$86,000	\$105,000
Fully qualified professional level	Female	41	19.0%	\$101,784	\$61,000	\$72,500	\$88,000	\$96,000	\$112,200
	Male	175	81.0%	\$91,257	\$61,800	\$76,000	\$87,000	\$99,900	\$132,000
...	Female	16	9.7%	\$89,271	\$50,000	\$79,575	\$92,340	\$101,000	\$108,000
	Male	149	90.3%	\$93,601	\$60,000	\$79,000	\$90,640	\$104,800	\$130,452
First level of direct and sustained supervision	Female	12	13.6%	\$82,711	\$53,250	\$67,700	\$90,153	\$95,950	\$105,000
	Male	76	86.4%	\$98,522	\$65,236	\$86,500	\$95,000	\$110,000	\$140,000
...	Female	24	18.5%	\$98,402	\$60,000	\$83,000	\$100,000	\$113,900	\$121,800
	Male	106	81.5%	\$103,152	\$71,000	\$89,600	\$100,000	\$117,000	\$150,300
Involved in short and long range planning	Female	34	20.1%	\$94,484	\$64,000	\$79,040	\$93,130	\$107,099	\$130,000
	Male	135	79.9%	\$104,697	\$64,932	\$87,000	\$102,289	\$120,000	\$163,162
...	Female	19	11.4%	\$103,733	\$45,000	\$91,000	\$100,000	\$120,593	\$157,000
	Male	148	88.6%	\$109,927	\$72,800	\$95,500	\$109,000	\$123,340	\$150,000
Regularly direct several professionals	Female	30	12.7%	\$119,526	\$80,000	\$100,027	\$119,500	\$133,000	\$154,600
	Male	206	87.3%	\$128,320	\$86,100	\$106,300	\$125,000	\$145,000	\$173,000
...	Female	11	8.0%	\$107,370	\$62,200	\$92,000	\$104,000	\$125,312	\$162,000
	Male	127	92.0%	\$139,662	\$89,500	\$115,000	\$140,000	\$162,000	\$186,000
Direct technical and administrative activities of a significant group	Female	11	7.5%	\$128,976	\$36,000	\$100,812	\$109,920	\$162,000	\$225,000
	Male	135	92.5%	\$157,509	\$97,000	\$130,527	\$156,258	\$180,000	\$220,000
...	Female*								
	Male	23	92.0%	\$173,452	\$90,000	\$123,000	\$160,956	\$220,000	\$280,000
CEO	Female*								
	Male	16	100.0%	\$175,835	\$66,000	\$135,000	\$150,000	\$250,000	\$275,000

*Not reported due to insufficient data

Education - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelors	Female	235	17.6%	\$88,014	\$54,000	\$67,000	\$80,100	\$100,000	\$131,280
	Male	1099	82.4%	\$103,009	\$60,000	\$75,000	\$95,000	\$122,000	\$174,000
...	Female	28	13.1%	\$90,153	\$64,000	\$71,500	\$91,500	\$102,500	\$140,000
	Male	185	86.9%	\$108,679	\$58,834	\$84,000	\$105,000	\$125,000	\$167,000
Masters	Female	50	16.2%	\$93,118	\$53,250	\$70,000	\$92,000	\$106,000	\$157,000
	Male	259	83.8%	\$113,828	\$60,000	\$88,000	\$110,000	\$134,000	\$190,000
...	Female*								
	Male	29	82.9%	\$126,507	\$44,000	\$85,000	\$105,000	\$165,000	\$260,000
Doctorate	Female	12	13.6%	\$105,917	\$36,000	\$76,000	\$111,500	\$133,000	\$165,000
	Male	76	86.4%	\$126,449	\$55,000	\$100,500	\$124,000	\$151,500	\$210,000

*Not reported due to insufficient data

Experience - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Female	5 years or less	163	49.2%	\$72,068	\$53,000	\$62,500	\$70,000	\$80,000	\$96,000
	6 to 10 years	83	25.1%	\$94,149	\$61,000	\$85,000	\$93,500	\$105,000	\$120,593
	11 to 20 years	68	20.5%	\$118,779	\$58,000	\$95,000	\$106,500	\$130,000	\$162,500
	More than 20 years	17	5.1%	\$126,284	\$77,000	\$108,000	\$122,000	\$140,000	\$225,000
Male	5 years or less	544	33.0%	\$77,057	\$55,000	\$65,000	\$74,880	\$86,000	\$106,090
	6 to 10 years	395	24.0%	\$102,637	\$71,000	\$88,000	\$99,950	\$115,000	\$145,000
	11 to 20 years	362	22.0%	\$124,135	\$80,000	\$100,932	\$120,000	\$143,600	\$180,000
	More than 20 years	347	21.1%	\$140,443	\$72,000	\$110,000	\$136,224	\$165,000	\$220,000

Decision - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	Female*								
	Male	11	91.7%	\$54,707	\$22,000	\$55,967	\$59,000	\$63,500	\$65,000
...	Female*								
	Male	20	71.4%	\$66,851	\$17,500	\$57,500	\$66,300	\$71,340	\$137,500
Decisions fall within established guidelines	Female	30	35.3%	\$71,589	\$56,000	\$64,000	\$70,000	\$80,000	\$90,000
	Male	55	64.7%	\$75,167	\$55,000	\$63,000	\$71,687	\$85,000	\$105,000
...	Female	36	28.6%	\$86,356	\$54,000	\$60,972	\$64,618	\$73,948	\$111,775
	Male	90	71.4%	\$69,571	\$44,000	\$63,223	\$70,460	\$78,000	\$95,500
Independent Analysis	Female	28	28.0%	\$73,550	\$60,000	\$64,750	\$72,000	\$80,000	\$103,000
	Male	72	72.0%	\$74,026	\$45,000	\$64,800	\$71,350	\$84,500	\$109,100
...	Female	22	19.8%	\$74,077	\$52,625	\$58,500	\$77,000	\$85,000	\$104,000
	Male	89	80.2%	\$79,333	\$60,000	\$68,016	\$78,000	\$89,798	\$105,000
Routinely make technical recommendations	Female	30	19.7%	\$78,534	\$60,000	\$67,000	\$75,750	\$90,000	\$108,500
	Male	122	80.3%	\$88,728	\$60,000	\$72,000	\$85,250	\$101,000	\$134,000
...	Female	22	15.5%	\$80,942	\$30,000	\$62,000	\$71,500	\$104,600	\$133,800
	Male	120	84.5%	\$95,091	\$65,000	\$81,305	\$91,712	\$106,053	\$141,000
Routinely make responsible decisions	Female	31	14.6%	\$96,990	\$70,000	\$87,500	\$95,000	\$110,000	\$130,000
	Male	182	85.4%	\$95,300	\$62,000	\$77,100	\$92,800	\$112,000	\$140,000
...	Female	20	14.1%	\$95,648	\$73,500	\$87,000	\$90,153	\$104,050	\$125,900
	Male	122	85.9%	\$106,720	\$67,000	\$88,766	\$103,388	\$120,000	\$165,570
Routinely make responsible technical/administrative decisions	Female	44	16.1%	\$103,018	\$64,000	\$88,500	\$97,358	\$115,900	\$150,000
	Male	230	83.9%	\$117,587	\$65,000	\$93,000	\$109,607	\$137,100	\$190,000
...	Female	28	12.1%	\$117,931	\$61,500	\$97,500	\$113,600	\$131,500	\$165,000
	Male	203	87.9%	\$125,095	\$80,000	\$105,000	\$123,200	\$145,600	\$173,000
Deal with major problems	Female	19	8.8%	\$106,010	\$115	\$98,000	\$109,600	\$120,000	\$160,000
	Male	197	91.2%	\$136,715	\$83,250	\$110,000	\$133,000	\$162,000	\$200,000
...	Female*								
	Male	51	89.5%	\$143,665	\$72,000	\$105,000	\$145,000	\$168,000	\$225,000
Isolate and analyze major over-all problems	Female*								
	Male	84	93.3%	\$143,375	\$78,000	\$100,000	\$128,000	\$162,978	\$270,000

*Not reported due to insufficient data

Supervision Received - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision	Female*								
	Male	14	82.4%	\$73,524	\$20,000	\$62,500	\$67,000	\$94,000	\$140,000
...	Female*								
	Male*								
Receive instructions as to methods and procedures	Female*								
	Male	29	78.4%	\$67,897	\$17,400	\$61,900	\$66,600	\$77,700	\$95,687
...	Female	15	44.1%	\$69,794	\$60,943	\$64,000	\$67,000	\$73,999	\$89,038
	Male	19	55.9%	\$69,893	\$48,750	\$63,500	\$65,400	\$78,500	\$88,000
Work under general supervision	Female	39	25.7%	\$72,947	\$58,500	\$62,400	\$72,500	\$82,000	\$96,000
	Male	113	74.3%	\$78,261	\$55,000	\$65,000	\$73,000	\$88,300	\$120,000
...	Female	25	22.3%	\$74,447	\$54,000	\$65,300	\$73,000	\$80,000	\$95,000
	Male	87	77.7%	\$74,386	\$57,500	\$65,236	\$75,000	\$84,000	\$98,000
Work in terms of specific objectives	Female	33	27.7%	\$73,027	\$50,000	\$64,000	\$73,000	\$80,850	\$108,500
	Male	86	72.3%	\$83,038	\$55,967	\$71,000	\$77,000	\$95,500	\$121,000
...	Female	15	14.4%	\$78,230	\$61,293	\$64,572	\$73,354	\$93,900	\$103,000
	Male	89	85.6%	\$91,608	\$60,000	\$72,521	\$88,000	\$103,200	\$146,170
Work towards objectives to be accomplished	Female	44	14.8%	\$99,314	\$53,250	\$69,620	\$85,000	\$100,000	\$130,000
	Male	253	85.2%	\$94,754	\$62,000	\$76,000	\$91,107	\$108,000	\$144,000
...	Female	47	15.8%	\$92,515	\$52,625	\$75,000	\$92,000	\$105,000	\$133,000
	Male	250	84.2%	\$102,751	\$63,000	\$82,500	\$99,950	\$120,000	\$157,000
Work independently on broad, general assignments	Female	68	14.7%	\$103,586	\$60,000	\$87,500	\$99,000	\$126,000	\$154,600
	Male	395	85.3%	\$118,293	\$70,000	\$96,168	\$116,000	\$138,000	\$172,000
...	Female	16	8.6%	\$111,670	\$45,000	\$97,500	\$104,500	\$129,000	\$165,000
	Male	169	91.4%	\$134,877	\$86,100	\$106,000	\$131,000	\$164,000	\$198,000
Operate as an executive	Female*								
	Male	79	89.8%	\$158,779	\$95,863	\$122,000	\$150,000	\$195,000	\$240,000
...	Female*								
	Male	19	86.4%	\$160,885	\$105,000	\$120,000	\$150,000	\$185,000	\$280,000
Determine policies, plans and programs	Female*								
	Male	41	93.2%	\$150,453	\$73,000	\$103,045	\$142,000	\$173,000	\$269,000

*Not reported due to insufficient data

Leadership Authority - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	Female	60	25.3%	\$80,748	\$47,000	\$64,000	\$75,000	\$90,909	\$131,500
	Male	177	74.7%	\$81,496	\$38,976	\$64,272	\$79,000	\$97,092	\$130,000
...	Female	38	24.7%	\$75,427	\$55,000	\$65,400	\$72,000	\$87,500	\$104,600
	Male	116	75.3%	\$88,158	\$55,000	\$68,000	\$82,338	\$97,000	\$142,000
Assign and check work of one or two non-professionals	Female	19	19.4%	\$72,477	\$54,000	\$64,000	\$66,500	\$80,000	\$108,500
	Male	79	80.6%	\$77,819	\$57,000	\$64,506	\$72,600	\$85,000	\$118,170
...	Female	14	17.9%	\$65,187	\$31	\$60,000	\$68,706	\$77,000	\$89,000
	Male	64	82.1%	\$76,156	\$54,000	\$64,740	\$73,000	\$86,500	\$102,100
Give Work Direction to one or more technologists	Female	35	26.5%	\$79,365	\$60,000	\$65,000	\$73,000	\$86,000	\$130,000
	Male	97	73.5%	\$84,522	\$58,160	\$71,200	\$85,000	\$95,000	\$126,000
...	Female	18	17.8%	\$78,587	\$55,000	\$64,000	\$76,500	\$95,000	\$107,000
	Male	83	82.2%	\$89,329	\$61,946	\$75,000	\$90,000	\$101,200	\$120,000
Responsible for the work of one or more non-professional assistants	Female*								
	Male	64	88.9%	\$90,578	\$60,000	\$69,250	\$81,750	\$96,642	\$144,000
...	Female	11	11.6%	\$139,360	\$30,000	\$65,000	\$85,000	\$114,000	\$728,000
	Male	84	88.4%	\$92,285	\$60,000	\$78,500	\$90,500	\$106,000	\$130,000
Responsible for supervising one or more junior professionals	Female	20	14.1%	\$94,252	\$47,120	\$78,250	\$92,750	\$99,000	\$175,000
	Male	122	85.9%	\$105,296	\$64,940	\$85,000	\$104,128	\$122,400	\$150,000
...	Female	24	14.2%	\$101,973	\$72,000	\$91,000	\$98,858	\$115,654	\$122,000
	Male	145	85.8%	\$113,240	\$71,000	\$91,000	\$110,000	\$130,000	\$160,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Female	44	20.0%	\$106,991	\$60,900	\$87,500	\$105,581	\$126,656	\$154,600
	Male	176	80.0%	\$115,043	\$68,000	\$94,000	\$112,250	\$139,000	\$165,500
...	Female	17	11.1%	\$107,963	\$70,000	\$93,500	\$100,812	\$120,593	\$154,150
	Male	136	88.9%	\$127,309	\$80,000	\$103,776	\$121,000	\$150,000	\$188,000
Supervise and direct the work of two or more major functions in the organization	Female*								
	Male	92	95.8%	\$133,050	\$89,000	\$106,250	\$122,630	\$155,500	\$200,000
...	Female*								
	Male	65	91.5%	\$135,830	\$95,000	\$117,962	\$140,000	\$160,000	\$179,500
Co-ordinate activities of personnel in a significant group	Female	11	8.9%	\$142,545	\$104,000	\$106,000	\$136,000	\$162,000	\$225,000
	Male	112	91.1%	\$153,993	\$96,000	\$125,000	\$153,000	\$180,000	\$220,000
...	Female*								
	Male	20	90.9%	\$169,237	\$59,400	\$115,000	\$160,500	\$220,000	\$283,220
CEO	Female*								
	Male	16	100.0%	\$175,169	\$66,000	\$125,000	\$150,000	\$250,000	\$275,000

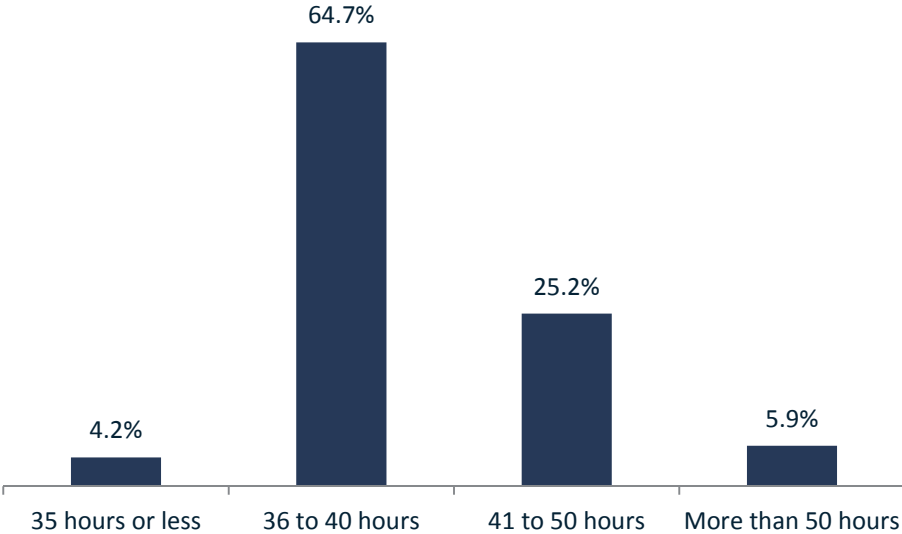
*Not reported due to insufficient data

Supervision Scope - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Female	0	140	42.3%	\$78,939	\$56,000	\$65,350	\$75,000	\$90,000	\$108,500
	1	42	12.7%	\$76,142	\$53,000	\$62,200	\$71,000	\$90,000	\$122,000
	2-3	64	19.3%	\$100,252	\$58,000	\$72,500	\$88,000	\$103,000	\$133,800
	4-7	33	10.0%	\$100,920	\$65,000	\$90,000	\$98,000	\$120,000	\$154,150
	8-13	28	8.5%	\$104,043	\$54,000	\$90,500	\$105,500	\$118,500	\$160,000
	14-20*								
	21-30*								
	31-40*								
	41-50*								
	51-75*								
	76-100*								
	101-200*								
	201-400*								
	401-750*								
	751-1200*								
1201-2000*									
2000+*									
Male	0	523	31.7%	\$86,906	\$55,000	\$69,000	\$84,000	\$100,000	\$136,224
	1	156	9.5%	\$91,835	\$55,000	\$69,750	\$83,100	\$105,037	\$160,000
	2-3	300	18.2%	\$98,165	\$62,000	\$78,000	\$94,750	\$115,000	\$150,000
	4-7	240	14.6%	\$113,978	\$67,800	\$90,000	\$106,750	\$132,550	\$170,500
	8-13	162	9.8%	\$124,740	\$76,500	\$100,000	\$122,000	\$149,856	\$176,000
	14-20	71	4.3%	\$129,944	\$70,000	\$98,600	\$132,000	\$149,966	\$200,000
	21-30	41	2.5%	\$128,948	\$79,000	\$106,000	\$125,000	\$152,000	\$179,500
	31-40	29	1.8%	\$141,278	\$98,000	\$120,532	\$140,000	\$160,000	\$188,625
	41-50	27	1.6%	\$146,382	\$115,000	\$125,000	\$145,000	\$155,000	\$195,000
	51-75	35	2.1%	\$149,830	\$82,000	\$123,200	\$149,344	\$185,000	\$220,000
	76-100	16	1.0%	\$162,356	\$106,090	\$134,810	\$147,312	\$176,000	\$300,000
	101-200	24	1.5%	\$169,392	\$106,500	\$152,500	\$165,285	\$196,038	\$250,000
	201-400	14	0.8%	\$182,496	\$109,500	\$150,000	\$177,500	\$210,000	\$286,440
	401-750*								
	751-1200*								
1201-2000*									
2000+*									

*Not reported due to insufficient data

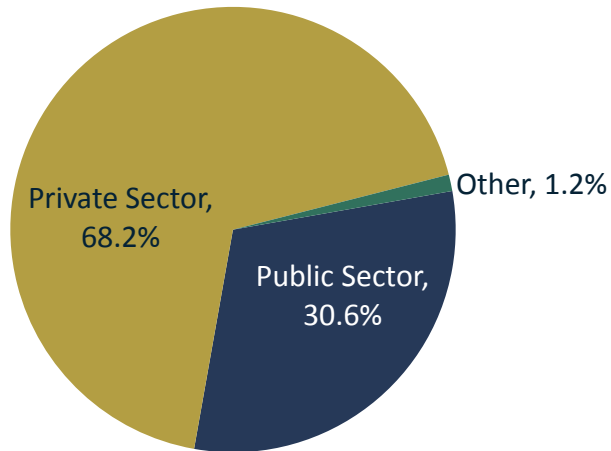
Hours Worked per Week (Full-time Employees)



Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 43 and among part-time staff, it is 26 hours.

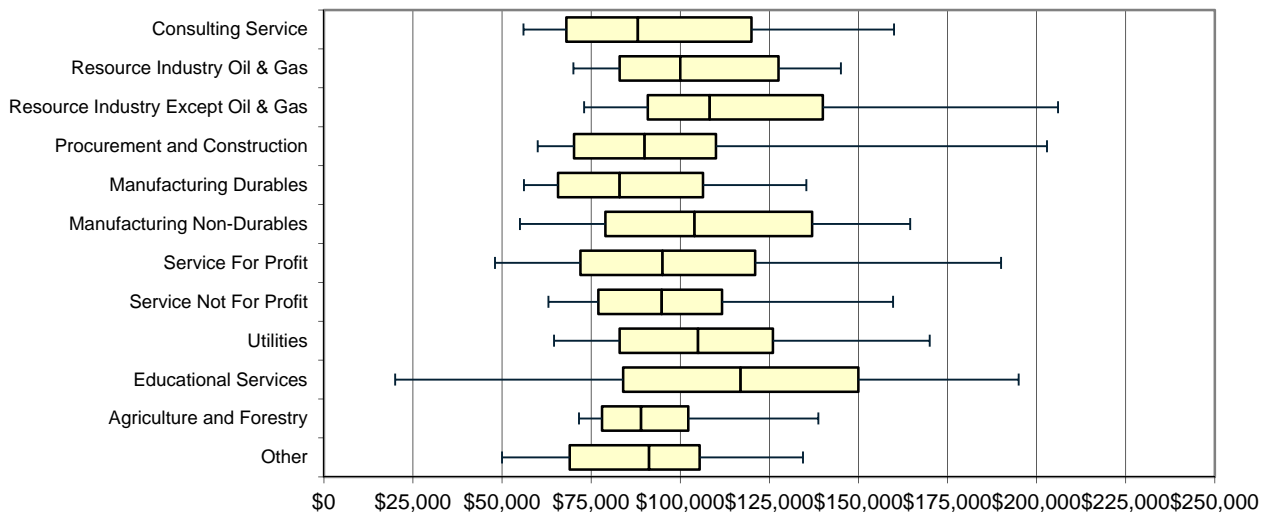
Sector of Employment (Overall)



Sector of Employment by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	177	28.9%	\$75,985	\$42,000	\$65,000	\$72,662	\$83,000	\$119,600
	6 to 10 years	135	22.1%	\$99,455	\$74,000	\$88,766	\$96,000	\$108,500	\$129,000
	11 to 20 years	158	25.8%	\$116,526	\$73,770	\$98,000	\$115,000	\$133,000	\$167,500
	More than 20 years	142	23.2%	\$130,872	\$75,000	\$105,442	\$125,029	\$148,500	\$195,000
	Total	612	100.0%	\$104,364	\$60,036	\$80,000	\$100,000	\$122,630	\$166,000
Private Sector	Five years or less	533	39.0%	\$77,528	\$55,000	\$64,506	\$73,000	\$85,000	\$104,000
	6 to 10 years	343	25.1%	\$101,765	\$66,000	\$86,053	\$100,000	\$115,000	\$145,000
	11 to 20 years	272	19.9%	\$126,605	\$73,000	\$100,000	\$120,000	\$146,000	\$180,000
	More than 20 years	218	16.0%	\$145,280	\$70,000	\$116,155	\$144,799	\$169,000	\$225,000
	Total	1366	100.0%	\$104,199	\$58,500	\$75,000	\$95,000	\$124,000	\$180,000

Industry of Employment



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	588	29.4%	\$98,145	\$56,000	\$68,016	\$88,100	\$120,000	\$175,000
Resource Industry Oil & Gas	93	4.6%	\$111,832	\$70,000	\$83,000	\$100,000	\$127,561	\$200,000
Resource Industry Except Oil & Gas	367	18.3%	\$118,001	\$73,000	\$90,900	\$108,250	\$140,000	\$175,000
Procurement and Construction	167	8.3%	\$102,598	\$60,000	\$70,200	\$90,000	\$110,000	\$210,000
Manufacturing Durables	152	7.6%	\$90,144	\$56,129	\$65,700	\$83,000	\$106,400	\$150,000
Manufacturing Non-Durables	53	2.6%	\$113,845	\$55,000	\$79,000	\$104,000	\$137,000	\$204,000
Service For Profit	26	1.3%	\$100,604	\$48,000	\$72,000	\$95,000	\$121,000	\$175,000
Service Not For Profit	143	7.1%	\$98,979	\$63,000	\$77,000	\$94,800	\$111,700	\$150,000
Utilities	265	13.2%	\$107,754	\$64,572	\$83,000	\$105,000	\$126,000	\$167,500
Educational Services	69	3.4%	\$115,816	\$20,000	\$83,985	\$116,928	\$149,966	\$195,000
Agriculture and Forestry	12	0.6%	\$92,035	\$71,582	\$78,040	\$89,000	\$102,250	\$125,000
Other	67	3.3%	\$93,242	\$50,000	\$69,000	\$91,250	\$105,427	\$149,000

Industry of Employment by Years of Experience

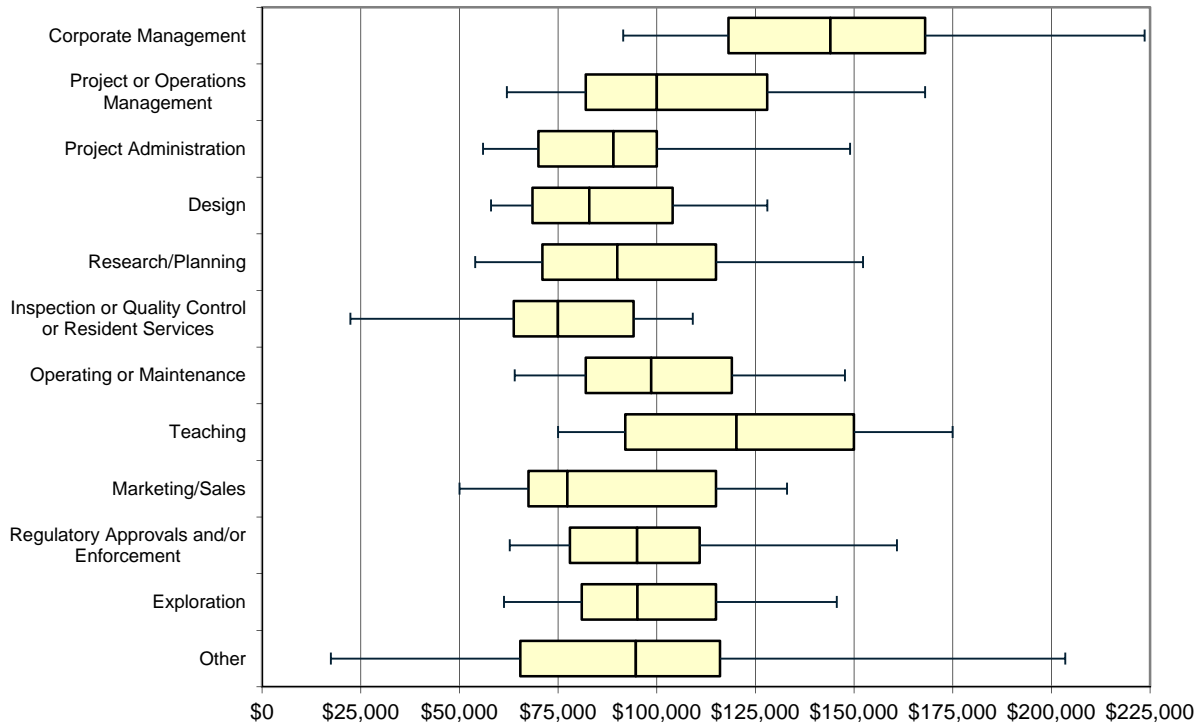
		N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting	Five years or less	224	38.1%	\$70,877	\$54,516	\$62,500	\$67,550	\$75,000	\$90,000
	6 to 10 years	124	21.1%	\$94,640	\$62,000	\$80,000	\$92,000	\$106,000	\$132,000
	11 to 20 years	123	20.9%	\$114,564	\$64,800	\$96,000	\$107,250	\$130,000	\$167,000
	More than 20 years	117	19.9%	\$136,915	\$50,000	\$108,000	\$133,000	\$165,000	\$225,000
	Total	588	100.0%	\$98,145	\$56,000	\$68,016	\$88,100	\$120,000	\$175,000
Resource Industry Oil & Gas	5 years or less	41	44.1%	\$86,281	\$62,000	\$76,000	\$81,600	\$90,000	\$127,000
	6 to 10 years	24	25.8%	\$116,333	\$88,272	\$98,600	\$108,500	\$125,200	\$150,000
	11 to 20 years	15	16.1%	\$137,620	\$90,000	\$106,000	\$126,000	\$150,000	\$300,000
	More than 20 years*	13	14.0%	\$154,347	\$66,000	\$115,000	\$160,000	\$200,000	\$252,000
	Total	93	100.0%	\$111,832	\$70,000	\$83,000	\$100,000	\$127,561	\$200,000
Resource Industry without Oil & Gas	Five years or less	122	33.2%	\$93,997	\$70,000	\$78,600	\$86,000	\$94,780	\$122,000
	6 to 10 years	114	31.1%	\$111,610	\$85,000	\$99,000	\$107,750	\$120,000	\$155,000
	11 to 20 years	82	22.3%	\$138,667	\$105,000	\$120,532	\$135,500	\$158,000	\$180,000
	More than 20 years	49	13.4%	\$158,882	\$105,000	\$146,335	\$158,500	\$172,000	\$210,000
	Total	367	100.0%	\$118,001	\$73,000	\$90,900	\$108,250	\$140,000	\$175,000
Procurement and Construction	Five years or less	76	45.5%	\$74,802	\$41,160	\$63,500	\$69,850	\$84,100	\$105,000
	6 to 10 years	37	22.2%	\$100,581	\$78,000	\$85,000	\$98,600	\$109,920	\$130,000
	11 to 20 years	30	18.0%	\$137,800	\$72,500	\$94,160	\$108,400	\$130,000	\$250,000
	More than 20 years	24	14.4%	\$151,770	\$75,000	\$105,000	\$142,300	\$200,000	\$263,000
	Total	167	100.0%	\$102,598	\$60,000	\$70,200	\$90,000	\$110,000	\$210,000
Manufacturing Durables	Five years or less	59	38.8%	\$67,135	\$55,000	\$60,000	\$65,000	\$72,000	\$95,000
	6 to 10 years	35	23.0%	\$89,365	\$65,000	\$78,000	\$84,767	\$102,000	\$130,000
	11 to 20 years	34	22.4%	\$104,636	\$72,800	\$86,100	\$102,700	\$122,000	\$156,000
	More than 20 years	24	15.8%	\$127,316	\$96,000	\$107,650	\$122,672	\$144,000	\$167,000
	Total	152	100.0%	\$90,144	\$56,129	\$65,700	\$83,000	\$106,400	\$150,000

Manufacturing Non-Durables	5 years or less	20	37.7%	\$85,579	\$62,500	\$75,500	\$78,500	\$87,500	\$145,000
	6 to 10 years	16	30.2%	\$94,759	\$22,000	\$93,100	\$104,000	\$111,000	\$125,000
	11 to 20 years*								
	More than 20 years	11	20.8%	\$173,271	\$122,000	\$137,000	\$163,000	\$204,000	\$280,000
	Total	53	100.0%	\$113,845	\$55,000	\$79,000	\$104,000	\$137,000	\$204,000
Service For Profit	5 years or less*								
	6 to 10 years*								
	11 to 20 years*								
	More than 20 years*								
	Total	26	100.0%	\$100,604	\$48,000	\$72,000	\$95,000	\$121,000	\$175,000
Service Not For Profit	5 years or less	44	30.8%	\$75,834	\$60,000	\$67,360	\$73,900	\$79,500	\$102,000
	6 to 10 years	35	24.5%	\$95,112	\$73,616	\$87,000	\$94,380	\$100,000	\$129,000
	11 to 20 years	31	21.7%	\$107,793	\$73,770	\$92,000	\$106,000	\$122,259	\$152,000
	More than 20 years	33	23.1%	\$125,659	\$82,500	\$100,000	\$116,000	\$133,020	\$225,000
	Total	143	100.0%	\$98,979	\$63,000	\$77,000	\$94,800	\$111,700	\$150,000
Utilities	5 years or less	78	29.4%	\$75,819	\$42,000	\$67,152	\$72,120	\$84,000	\$107,474
	6 to 10 years	63	23.8%	\$106,188	\$80,000	\$92,760	\$104,000	\$116,000	\$140,000
	11 to 20 years	72	27.2%	\$123,282	\$83,000	\$101,895	\$121,000	\$138,199	\$185,000
	More than 20 years	52	19.6%	\$136,052	\$82,000	\$116,000	\$135,000	\$147,500	\$195,000
	Total	265	100.0%	\$107,754	\$64,572	\$83,000	\$105,000	\$126,000	\$167,500
Educational Services	5 years or less	13	18.8%	\$70,262	\$6,000	\$20,000	\$70,000	\$80,000	\$220,000
	6 to 10 years*								
	11 to 20 years	20	29.0%	\$128,591	\$74,463	\$103,000	\$134,000	\$150,000	\$169,081
	More than 20 years	27	39.1%	\$136,474	\$76,000	\$95,000	\$130,000	\$165,500	\$220,000
	Total	69	100.0%	\$115,816	\$20,000	\$83,985	\$116,928	\$149,966	\$195,000
Agriculture /Forestry	5 years or less*								
	6 to 10 years*								

	11 to 20 years*								
	More than 20 years*								
	Total	12	100.0%	\$92,035	\$71,582	\$78,040	\$89,000	\$102,250	\$125,000
Other	5 years or less	27	40.3%	\$72,959	\$44,000	\$55,967	\$72,500	\$86,700	\$98,000
	6 to 10 years	17	25.4%	\$84,143	\$34,684	\$62,000	\$84,218	\$96,000	\$132,000
	11 to 20 years	10	14.9%	\$130,700	\$91,000	\$101,000	\$116,500	\$150,000	\$220,000
	More than 20 years	13	19.4%	\$116,892	\$95,000	\$102,000	\$105,427	\$142,000	\$149,000
	Total	67	100.0%	\$93,242	\$50,000	\$69,000	\$91,250	\$105,427	\$149,000

*Not reported due to insufficient data

Main Job Function



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	141	7.0%	\$148,677	\$91,500	\$118,170	\$144,000	\$168,000	\$230,000
Project or Operations Management	788	39.4%	\$109,545	\$62,000	\$82,000	\$100,000	\$128,000	\$178,000
Project Administration	67	3.3%	\$86,739	\$55,967	\$70,000	\$89,000	\$100,000	\$125,000
Design	430	21.5%	\$90,639	\$58,000	\$68,500	\$82,900	\$104,000	\$153,000
Research/Planning	105	5.2%	\$96,118	\$54,000	\$71,000	\$90,000	\$115,000	\$162,000
Inspection or Quality Control or Resident Services	52	2.6%	\$79,277	\$22,344	\$63,750	\$74,940	\$94,125	\$135,000
Operating or Maintenance	145	7.2%	\$101,407	\$64,000	\$82,000	\$98,600	\$119,000	\$150,300
Teaching	45	2.2%	\$121,363	\$75,000	\$92,000	\$120,200	\$149,966	\$169,000
Marketing/Sales	18	0.9%	\$99,089	\$50,000	\$67,500	\$77,325	\$115,000	\$220,000
Regulatory Approvals and/or Enforcement	60	3.0%	\$98,495	\$62,750	\$78,000	\$95,000	\$110,850	\$143,000
Exploration	71	3.5%	\$102,730	\$61,293	\$81,000	\$95,088	\$115,000	\$175,000
Other	80	4.0%	\$94,120	\$17,400	\$65,400	\$94,680	\$116,000	\$163,162

Main Job Function by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	5 or fewer years*								
	6 - 10 years	24	17.0%	\$120,701	\$92,000	\$103,300	\$113,500	\$133,500	\$150,000
	11 - 20 years	37	26.2%	\$143,381	\$64,800	\$120,000	\$145,000	\$160,000	\$220,000
	More than 20 years	70	49.6%	\$165,984	\$97,000	\$133,020	\$152,500	\$200,000	\$265,000
	Total	141	100.0%	\$148,677	\$91,500	\$118,170	\$144,000	\$168,000	\$230,000
Project or Operations Management	5 or fewer years	253	32.1%	\$80,570	\$55,000	\$65,700	\$75,000	\$87,000	\$107,474
	6 - 10 years	197	25.0%	\$104,422	\$76,606	\$90,000	\$100,000	\$119,000	\$148,000
	11 - 20 years	195	24.7%	\$128,314	\$85,000	\$100,000	\$120,000	\$143,600	\$186,000
	More than 20 years	143	18.1%	\$142,428	\$90,000	\$112,000	\$140,000	\$167,000	\$208,000
	Total	788	100.0%	\$109,545	\$62,000	\$82,000	\$100,000	\$128,000	\$178,000
Project Administration	5 or fewer years	26	38.8%	\$72,083	\$54,000	\$63,000	\$70,000	\$78,000	\$95,000
	6 - 10 years	16	23.9%	\$89,315	\$67,503	\$81,300	\$89,500	\$95,000	\$115,000
	11 - 20 years	13	19.4%	\$100,385	\$72,500	\$93,000	\$100,000	\$104,000	\$128,000
	More than 20 years	12	17.9%	\$100,279	\$46,000	\$83,000	\$100,500	\$114,500	\$151,000
	Total	67	100.0%	\$86,739	\$55,967	\$70,000	\$89,000	\$100,000	\$125,000
Design	5 or fewer years	199	46.3%	\$72,520	\$56,000	\$62,990	\$71,000	\$79,792	\$95,000
	6 - 10 years	103	24.0%	\$93,557	\$64,000	\$78,000	\$89,440	\$107,500	\$126,140
	11 - 20 years	77	17.9%	\$107,145	\$60,000	\$89,798	\$103,000	\$120,000	\$167,000
	More than 20 years	51	11.9%	\$130,525	\$58,160	\$97,000	\$122,000	\$160,000	\$270,000
	Total	430	100.0%	\$90,639	\$58,000	\$68,500	\$82,900	\$104,000	\$153,000
Research/ Planning	5 or fewer years	45	42.9%	\$74,698	\$25,000	\$65,000	\$72,000	\$83,600	\$96,570
	6 - 10 years	24	22.9%	\$97,396	\$58,834	\$74,500	\$98,500	\$109,500	\$120,000
	11 - 20 years	20	19.0%	\$121,246	\$65,000	\$92,488	\$125,627	\$146,000	\$172,500
	More than 20 years	16	15.2%	\$123,036	\$105,000	\$111,255	\$118,418	\$135,112	\$150,000
	Total	105	100.0%	\$96,118	\$54,000	\$71,000	\$90,000	\$115,000	\$162,000

*Not reported due to insufficient data

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Inspection or Quality Control or Resident Services	5 or fewer years	36	69.2%	\$68,708	\$22,344	\$60,920	\$67,000	\$77,250	\$93,250
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								
	Total	52	100.0%	\$79,277	\$22,344	\$63,750	\$74,940	\$94,125	\$135,000
Operating or Maintenance	5 or fewer years	59	40.7%	\$80,920	\$63,000	\$70,000	\$82,000	\$90,000	\$104,625
	6 - 10 years	44	30.3%	\$103,174	\$45,000	\$91,904	\$103,740	\$112,250	\$150,000
	11 - 20 years	28	19.3%	\$128,157	\$94,000	\$117,654	\$127,000	\$144,500	\$165,000
	More than 20 years	14	9.7%	\$128,697	\$77,281	\$110,000	\$135,000	\$145,000	\$180,000
	Total	145	100.0%	\$101,407	\$64,000	\$82,000	\$98,600	\$119,000	\$150,300
Teaching	5 or fewer years*								
	6 - 10 years*								
	11 - 20 years	15	33.3%	\$126,199	\$64,940	\$104,000	\$130,000	\$149,966	\$155,701
	More than 20 years	21	46.7%	\$133,052	\$76,000	\$95,000	\$145,000	\$160,000	\$170,919
	Total	45	100.0%	\$121,363	\$75,000	\$92,000	\$120,200	\$149,966	\$169,000
Marketing/ Sales	5 or fewer years*								
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								
	Total	18	100.0%	\$99,089	\$50,000	\$67,500	\$77,325	\$115,000	\$220,000
Regulatory Approvals and/or Enforcement	5 or fewer years	22	36.7%	\$84,117	\$62,500	\$73,000	\$75,854	\$94,780	\$133,000
	6 - 10 years	16	26.7%	\$95,315	\$44,000	\$87,122	\$96,500	\$107,500	\$125,000
	11 - 20 years	15	25.0%	\$103,634	\$65,500	\$92,000	\$102,500	\$110,000	\$141,000
	More than 20 years*								
	Total	60	100.0%	\$98,495	\$62,750	\$78,000	\$95,000	\$110,850	\$143,000

Exploration	5 or fewer years	24	33.8%	\$84,315	\$60,000	\$70,000	\$81,000	\$86,850	\$120,000
	6 - 10 years	22	31.0%	\$100,466	\$80,625	\$90,000	\$101,895	\$108,000	\$123,500
	11 - 20 years	13	18.3%	\$130,369	\$92,000	\$105,000	\$130,000	\$145,000	\$176,000
	More than 20 years	12	16.9%	\$114,773	\$45,000	\$70,000	\$105,000	\$165,000	\$190,000
	Total	71	100.0%	\$102,730	\$61,293	\$81,000	\$95,088	\$115,000	\$175,000
Other	5 or fewer years	32	40.0%	\$67,894	\$12,000	\$53,500	\$67,850	\$87,100	\$100,000
	6 - 10 years	19	23.8%	\$99,398	\$34,684	\$91,818	\$100,000	\$105,073	\$150,000
	11 - 20 years	12	15.0%	\$107,820	\$60,000	\$87,340	\$107,000	\$118,500	\$163,162
	More than 20 years	17	21.3%	\$128,228	\$40,000	\$110,000	\$121,000	\$155,000	\$220,000
	Total	80	100.0%	\$94,120	\$17,400	\$65,400	\$94,680	\$116,000	\$163,162

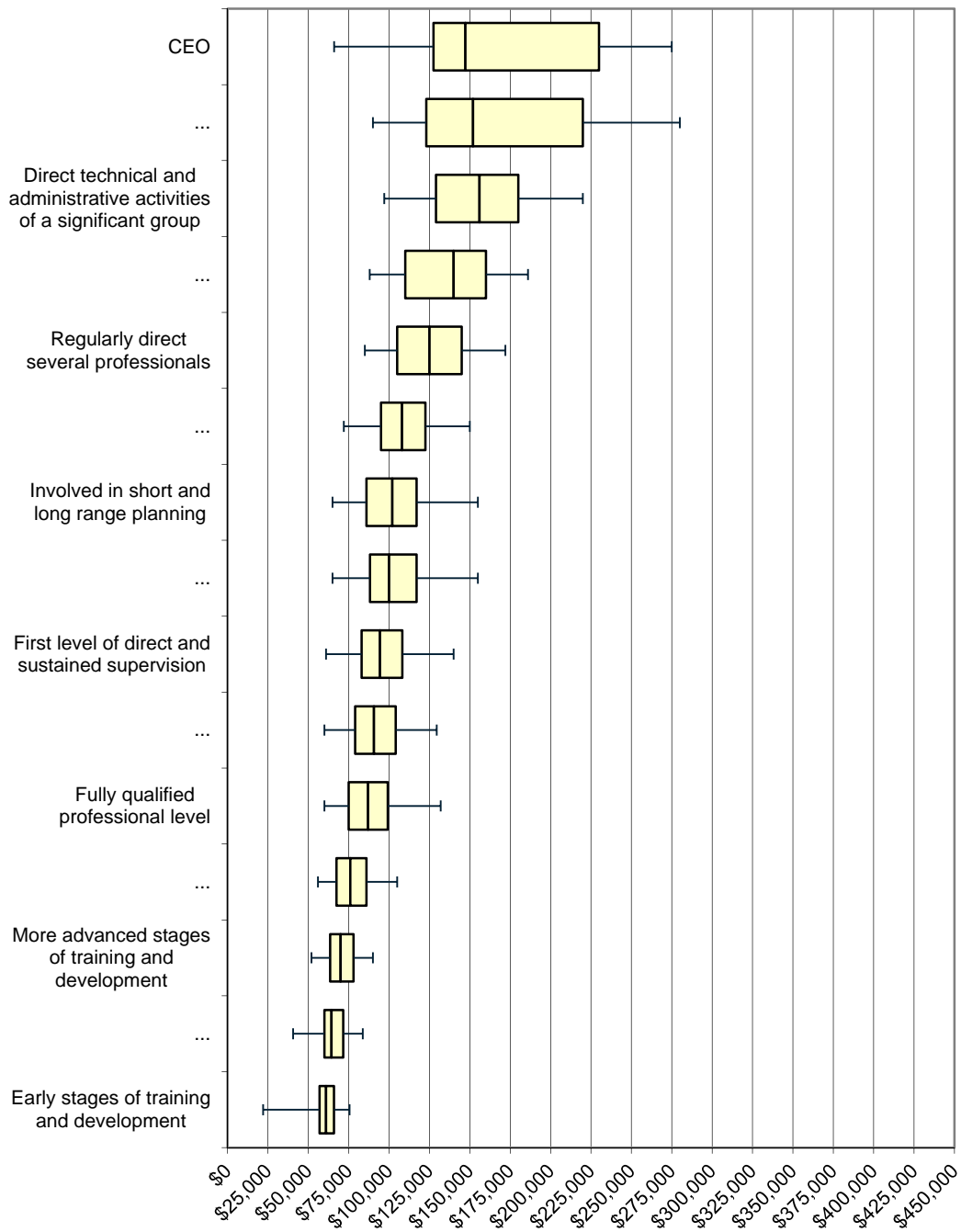
*Not reported due to insufficient data

JOB CLASSIFICATION QUESTIONS

Categories included in the job classification questions are as follows:

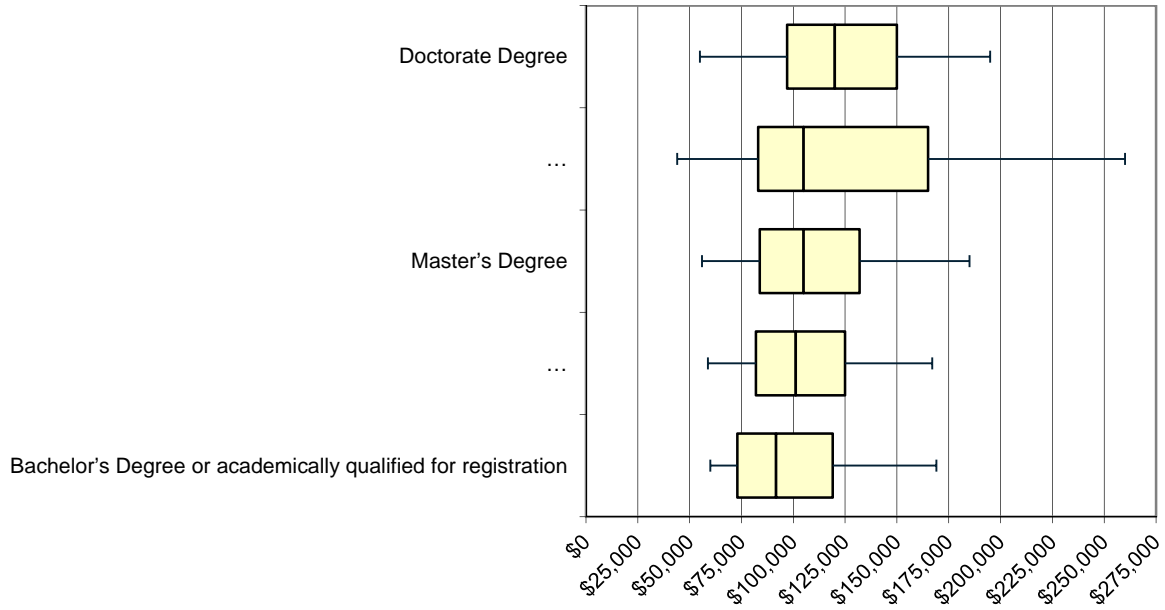
- Duties
- Education
- Experience
- Decisions
- Supervision Received
- Leadership Authority
- Supervision Scope
- Use of Professional Seal
- Job Environment
- Absence from Base
- Accident and Health Hazards

Duties (D)



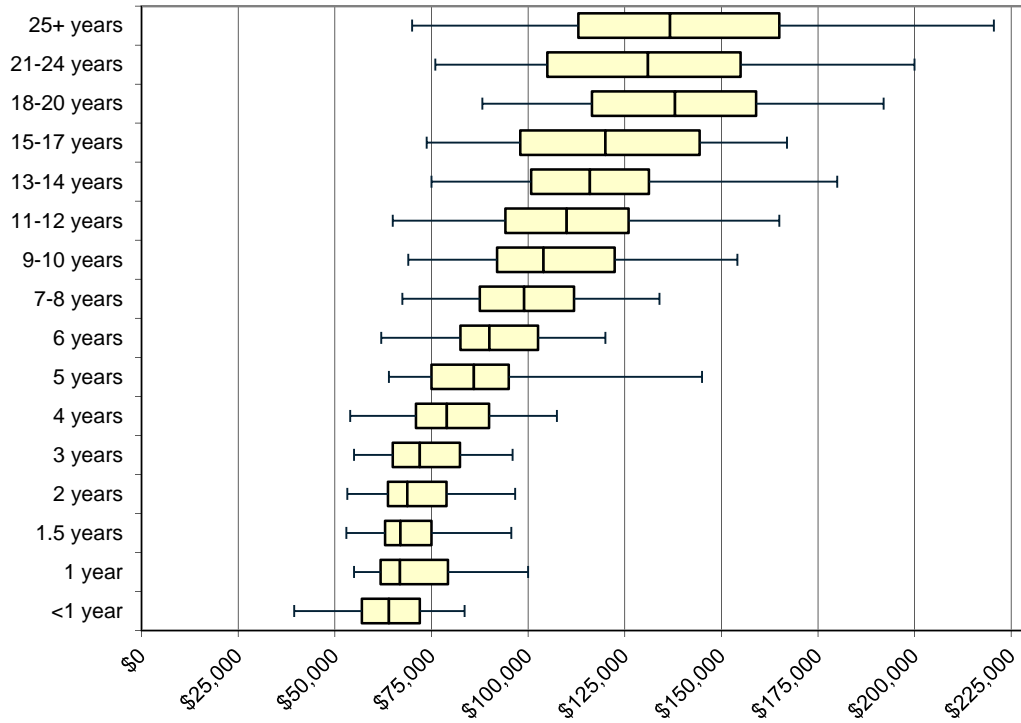
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	50	2.5%	\$59,405	\$22,000	\$57,000	\$61,000	\$65,900	\$75,500
...	80	4.0%	\$64,458	\$40,580	\$60,000	\$64,382	\$71,587	\$83,726
More advanced stages of training and development	178	8.9%	\$70,841	\$52,000	\$63,500	\$70,000	\$78,000	\$90,000
...	183	9.1%	\$82,397	\$56,000	\$67,412	\$76,000	\$86,000	\$105,000
Fully qualified professional level	219	10.9%	\$92,915	\$60,000	\$75,000	\$87,000	\$99,200	\$132,000
...	165	8.2%	\$93,181	\$60,000	\$79,000	\$90,640	\$104,124	\$129,471
First level of direct and sustained supervision	89	4.4%	\$96,189	\$61,000	\$83,000	\$94,380	\$108,200	\$140,000
...	131	6.5%	\$102,792	\$64,940	\$88,200	\$100,000	\$117,000	\$155,000
Involved in short and long range planning	173	8.6%	\$102,910	\$64,932	\$86,000	\$102,000	\$117,000	\$155,000
...	169	8.4%	\$109,214	\$72,000	\$95,000	\$108,000	\$122,500	\$150,000
Regularly direct several professionals	236	11.8%	\$127,197	\$85,000	\$105,000	\$125,000	\$145,000	\$172,000
...	141	7.0%	\$137,357	\$88,000	\$110,000	\$140,000	\$160,000	\$186,000
Direct technical and administrative activities of a significant group	146	7.3%	\$155,344	\$97,000	\$129,000	\$156,000	\$180,000	\$220,000
...	25	1.2%	\$169,536	\$90,000	\$123,000	\$152,000	\$220,000	\$280,000
CEO	17	0.8%	\$171,721	\$66,000	\$127,500	\$147,264	\$230,000	\$275,000

Education (Ed)



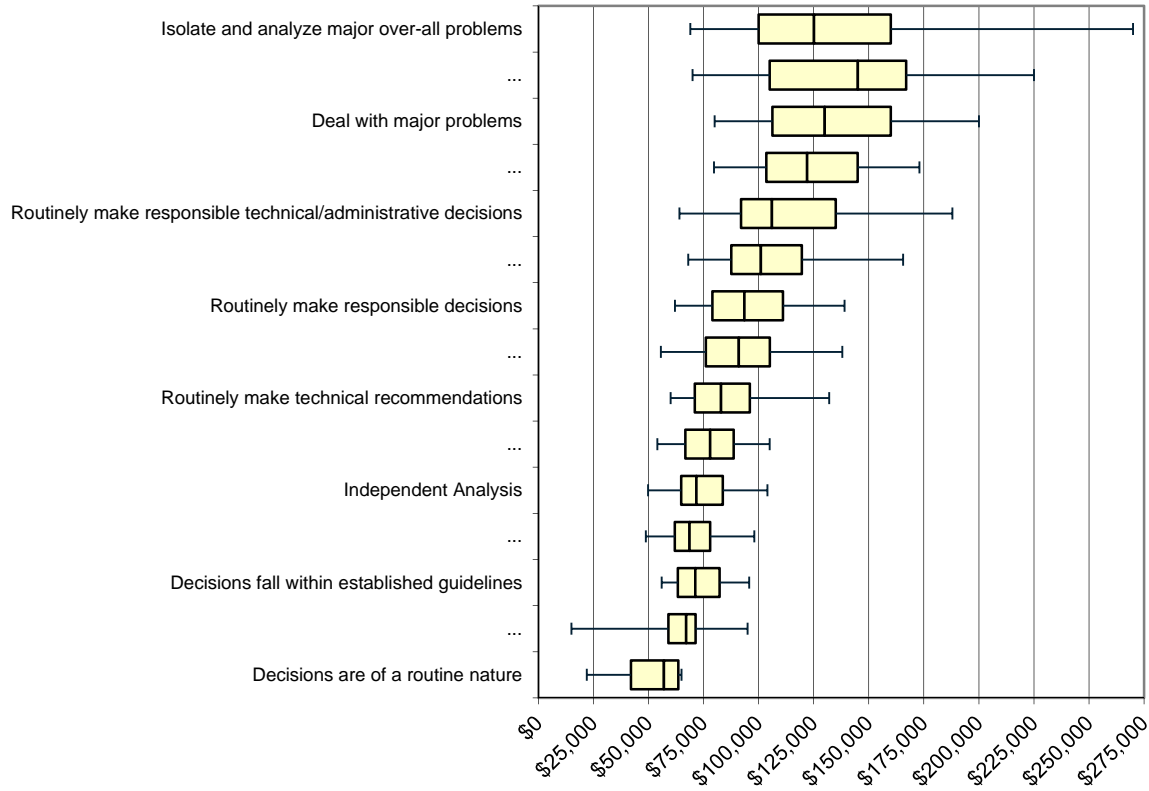
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	1347	67.3%	\$100,912	\$60,000	\$73,000	\$91,700	\$119,000	\$169,000
...	217	10.8%	\$106,659	\$58,834	\$82,000	\$101,200	\$125,000	\$167,000
Master's Degree	312	15.6%	\$110,185	\$56,000	\$83,851	\$105,000	\$132,000	\$185,000
...	35	1.7%	\$123,420	\$44,000	\$83,044	\$105,000	\$165,000	\$260,000
Doctorate Degree	91	4.5%	\$122,924	\$55,000	\$97,000	\$120,000	\$150,000	\$195,000

Experience (E)



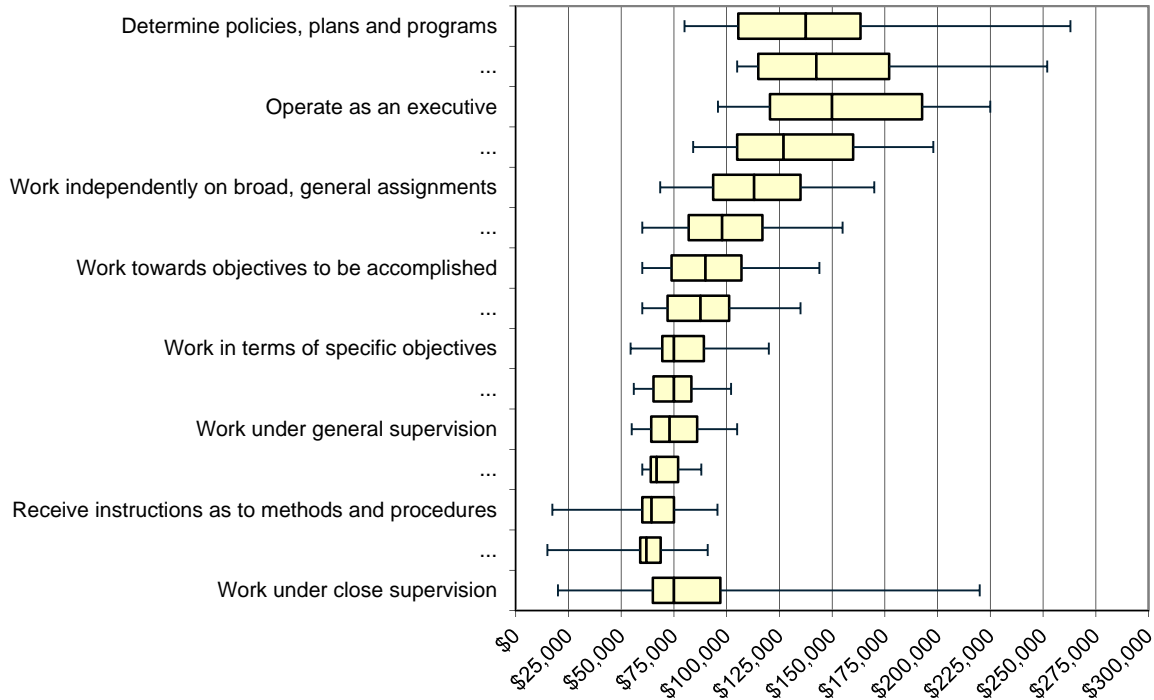
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	64	3.2%	\$63,926	\$39,500	\$57,000	\$64,000	\$72,000	\$83,600
1 year	35	1.7%	\$72,144	\$55,000	\$61,872	\$66,866	\$79,290	\$100,000
1.5 years	77	3.8%	\$70,183	\$53,000	\$63,000	\$67,000	\$75,000	\$95,687
2 years	120	6.0%	\$72,367	\$53,258	\$63,750	\$68,750	\$78,896	\$96,650
3 years	165	8.2%	\$73,331	\$55,000	\$65,000	\$72,000	\$82,400	\$96,000
4 years	130	6.5%	\$80,692	\$54,000	\$71,000	\$79,000	\$89,902	\$107,474
5 years	125	6.2%	\$94,825	\$64,000	\$75,000	\$86,000	\$95,000	\$145,000
6 years	114	5.7%	\$91,848	\$62,000	\$82,500	\$90,000	\$102,600	\$120,000
7-8 years	196	9.8%	\$100,467	\$67,503	\$87,500	\$99,000	\$111,892	\$134,000
9-10 years	174	8.7%	\$107,461	\$69,000	\$92,000	\$104,000	\$122,400	\$154,150
11-12 years	113	5.6%	\$116,931	\$65,000	\$94,160	\$110,000	\$126,000	\$165,000
13-14 years	111	5.5%	\$120,120	\$75,000	\$100,812	\$116,000	\$131,280	\$180,000
15-17 years	111	5.5%	\$120,565	\$73,770	\$98,000	\$120,000	\$144,380	\$167,000
18-20 years	97	4.8%	\$137,401	\$88,200	\$116,525	\$138,000	\$159,000	\$192,000
21-24 years	84	4.2%	\$132,815	\$76,000	\$105,000	\$131,000	\$155,000	\$200,000
25+ years	286	14.3%	\$141,953	\$70,000	\$113,000	\$136,750	\$165,000	\$220,500

Decisions (De)



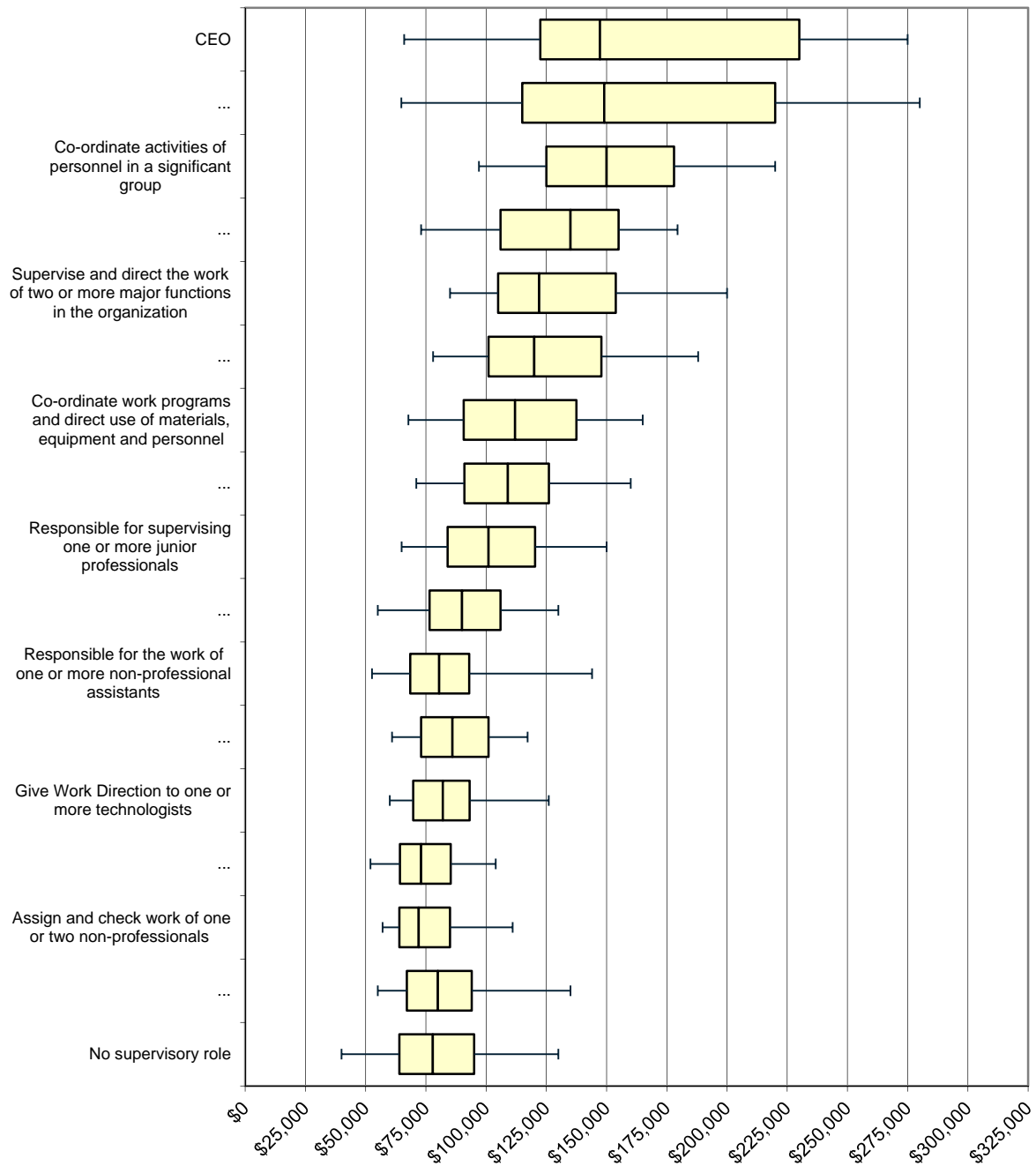
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	12	0.6%	\$53,552	\$22,000	\$42,000	\$57,000	\$63,500	\$65,000
...	28	1.4%	\$65,055	\$15,000	\$59,000	\$67,100	\$71,340	\$95,000
Decisions fall within established guidelines	85	4.2%	\$73,889	\$56,000	\$63,320	\$71,234	\$82,250	\$95,687
...	127	6.3%	\$80,734	\$48,750	\$61,900	\$68,624	\$78,000	\$98,000
Independent Analysis	100	5.0%	\$73,893	\$49,758	\$64,800	\$71,730	\$83,754	\$104,000
...	112	5.6%	\$78,289	\$54,000	\$66,687	\$78,000	\$88,670	\$105,000
Routinely make technical recommendations	158	7.9%	\$86,052	\$60,000	\$71,000	\$82,900	\$96,000	\$132,000
...	143	7.1%	\$92,540	\$55,578	\$76,000	\$91,000	\$105,073	\$138,000
Routinely make responsible decisions	215	10.7%	\$95,603	\$62,000	\$79,000	\$93,500	\$111,000	\$139,000
...	144	7.2%	\$105,381	\$68,000	\$87,546	\$101,000	\$119,618	\$165,570
Routinely make responsible technical/administrative decisions	276	13.8%	\$115,230	\$64,000	\$92,000	\$106,000	\$135,000	\$188,000
...	232	11.6%	\$124,131	\$79,700	\$103,500	\$122,000	\$144,950	\$173,000
Deal with major problems	221	11.0%	\$134,172	\$80,000	\$106,250	\$130,000	\$160,000	\$200,000
...	57	2.8%	\$142,999	\$70,000	\$105,000	\$145,000	\$167,000	\$225,000
Isolate and analyze major over-all problems	92	4.6%	\$139,503	\$69,000	\$100,000	\$125,156	\$160,000	\$270,000

Supervision Received (Sr)



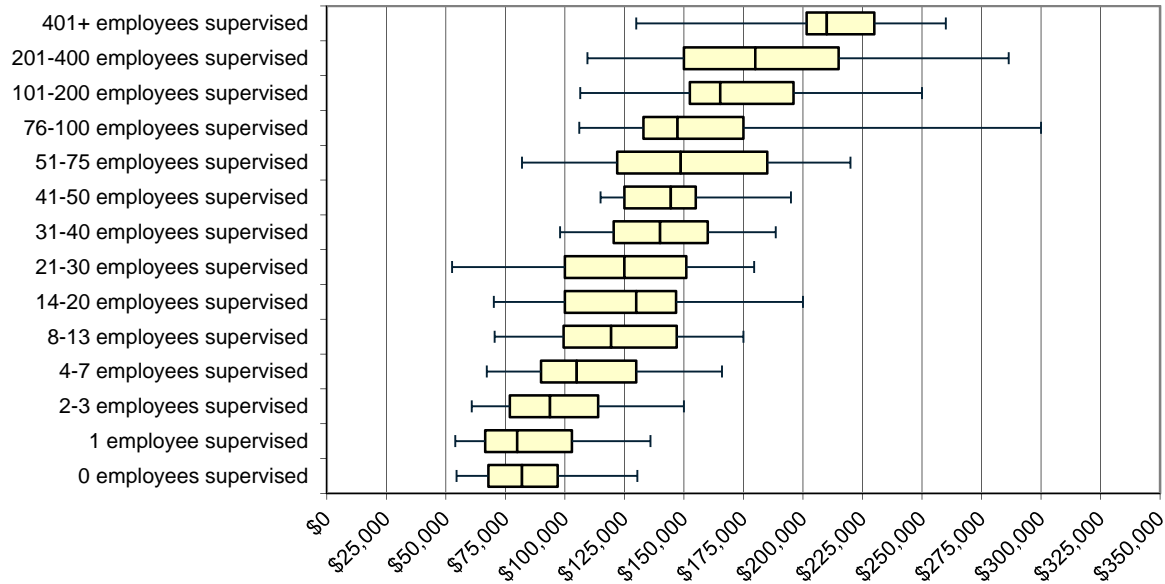
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision	16	0.8%	\$83,995	\$20,000	\$65,000	\$75,000	\$97,000	\$220,000
...	10	0.5%	\$60,685	\$15,000	\$59,000	\$62,000	\$68,741	\$91,000
Receive instructions as to methods and procedures	38	1.9%	\$65,398	\$17,400	\$60,000	\$64,400	\$75,000	\$95,687
...	34	1.7%	\$69,849	\$60,000	\$64,000	\$66,860	\$77,000	\$88,000
Work under general supervision	154	7.7%	\$77,103	\$55,000	\$64,272	\$73,000	\$86,000	\$105,000
...	113	5.6%	\$81,556	\$56,000	\$65,300	\$75,000	\$83,257	\$102,101
Work in terms of specific objectives	120	6.0%	\$80,193	\$54,500	\$69,523	\$75,000	\$89,220	\$120,000
...	105	5.2%	\$89,454	\$60,000	\$72,000	\$87,634	\$101,200	\$135,000
Work towards objectives to be accomplished	300	15.0%	\$95,237	\$60,018	\$73,915	\$90,000	\$107,000	\$144,000
...	298	14.9%	\$101,134	\$60,000	\$82,000	\$97,858	\$117,000	\$155,000
Work independently on broad, general assignments	470	23.5%	\$116,039	\$68,500	\$93,600	\$113,000	\$135,000	\$170,000
...	188	9.4%	\$133,119	\$84,143	\$105,000	\$127,000	\$160,000	\$198,000
Operate as an executive	89	4.4%	\$155,077	\$95,863	\$120,500	\$149,983	\$192,626	\$225,000
...	22	1.1%	\$153,719	\$105,000	\$115,000	\$142,500	\$177,000	\$252,000
Determine policies, plans and programs	45	2.2%	\$147,964	\$80,000	\$105,545	\$137,500	\$163,478	\$263,000

Leadership Authority (L)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	240	12.0%	\$81,039	\$40,000	\$64,000	\$77,850	\$95,000	\$130,000
...	156	7.8%	\$90,123	\$55,000	\$67,076	\$80,000	\$94,004	\$135,000
Assign and check work of one or two non-professionals	99	4.9%	\$76,927	\$57,000	\$64,000	\$72,000	\$85,000	\$111,000
...	79	3.9%	\$75,210	\$52,000	\$64,236	\$73,000	\$85,280	\$104,000
Give Work Direction to one or more technologists	136	6.8%	\$83,180	\$60,000	\$69,729	\$82,000	\$93,125	\$126,000
...	103	5.1%	\$87,350	\$60,943	\$73,000	\$86,000	\$101,000	\$117,220
Responsible for the work of one or more non-professional assistants	73	3.6%	\$88,267	\$52,625	\$68,500	\$80,500	\$93,000	\$144,000
...	95	4.7%	\$97,736	\$55,000	\$76,500	\$90,000	\$106,000	\$130,000
Responsible for supervising one or more junior professionals	146	7.3%	\$104,149	\$64,940	\$84,000	\$101,000	\$120,300	\$150,000
...	170	8.5%	\$111,615	\$71,000	\$91,000	\$109,000	\$126,072	\$160,000
Co-ordinate work programs and direct use of materials, equipment and personnel	220	11.0%	\$113,433	\$67,750	\$90,712	\$112,000	\$137,500	\$165,000
...	154	7.7%	\$125,798	\$78,000	\$101,000	\$120,000	\$147,840	\$188,000
Supervise and direct the work of two or more major functions in the organization	97	4.8%	\$131,156	\$85,000	\$105,000	\$122,000	\$153,815	\$200,000
...	71	3.5%	\$130,394	\$73,000	\$106,000	\$135,000	\$155,000	\$179,500
Co-ordinate activities of personnel in a significant group	124	6.2%	\$152,579	\$97,000	\$125,000	\$150,000	\$178,000	\$220,000
...	22	1.1%	\$165,170	\$64,800	\$115,000	\$149,000	\$220,000	\$280,000
CEO	17	0.8%	\$171,096	\$66,000	\$122,500	\$147,264	\$230,000	\$275,000

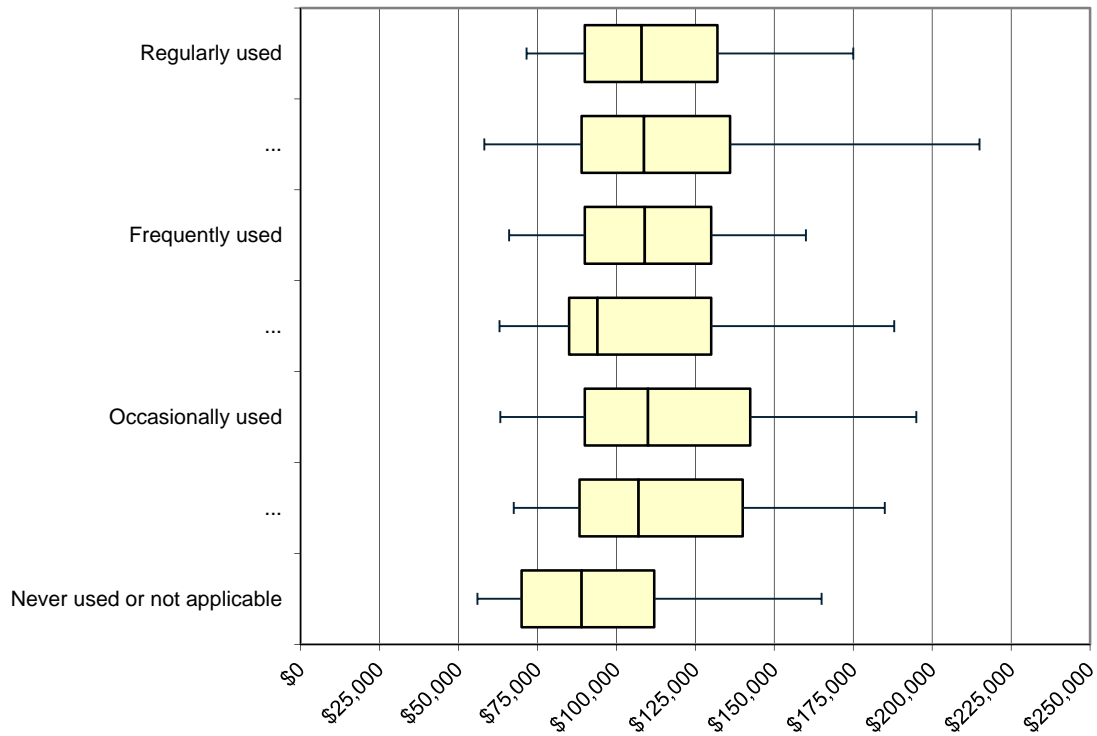
Supervision Scope (S)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	670	33.5%	\$85,249	\$54,516	\$67,935	\$82,000	\$97,000	\$130,452
1 employee supervised	204	10.2%	\$88,548	\$54,000	\$66,550	\$80,000	\$103,000	\$136,000
2-3 employees supervised	370	18.5%	\$100,874	\$60,900	\$76,900	\$93,800	\$114,000	\$150,000
4-7 employees supervised	274	13.7%	\$112,179	\$67,215	\$90,000	\$105,000	\$130,000	\$166,000
8-13 employees supervised	190	9.5%	\$121,690	\$70,500	\$99,500	\$119,465	\$147,000	\$175,000
14-20 employees supervised	85	4.2%	\$129,337	\$70,200	\$100,000	\$130,000	\$146,703	\$200,000
21-30 employees supervised	48	2.4%	\$124,073	\$52,625	\$100,000	\$125,000	\$151,000	\$179,500
31-40 employees supervised	29	1.4%	\$141,278	\$98,000	\$120,532	\$140,000	\$160,000	\$188,625
41-50 employees supervised	30	1.5%	\$145,477	\$115,000	\$125,000	\$144,500	\$155,000	\$195,000
51-75 employees supervised	36	1.8%	\$148,406	\$82,000	\$122,000	\$148,687	\$185,000	\$220,000
76-100 employees supervised	18	0.9%	\$158,872	\$106,090	\$133,020	\$147,312	\$175,000	\$300,000
101-200 employees supervised	24	1.2%	\$169,392	\$106,500	\$152,500	\$165,285	\$196,038	\$250,000
201-400 employees supervised	15	0.7%	\$185,329	\$109,500	\$150,000	\$180,000	\$215,000	\$286,440
401+*								

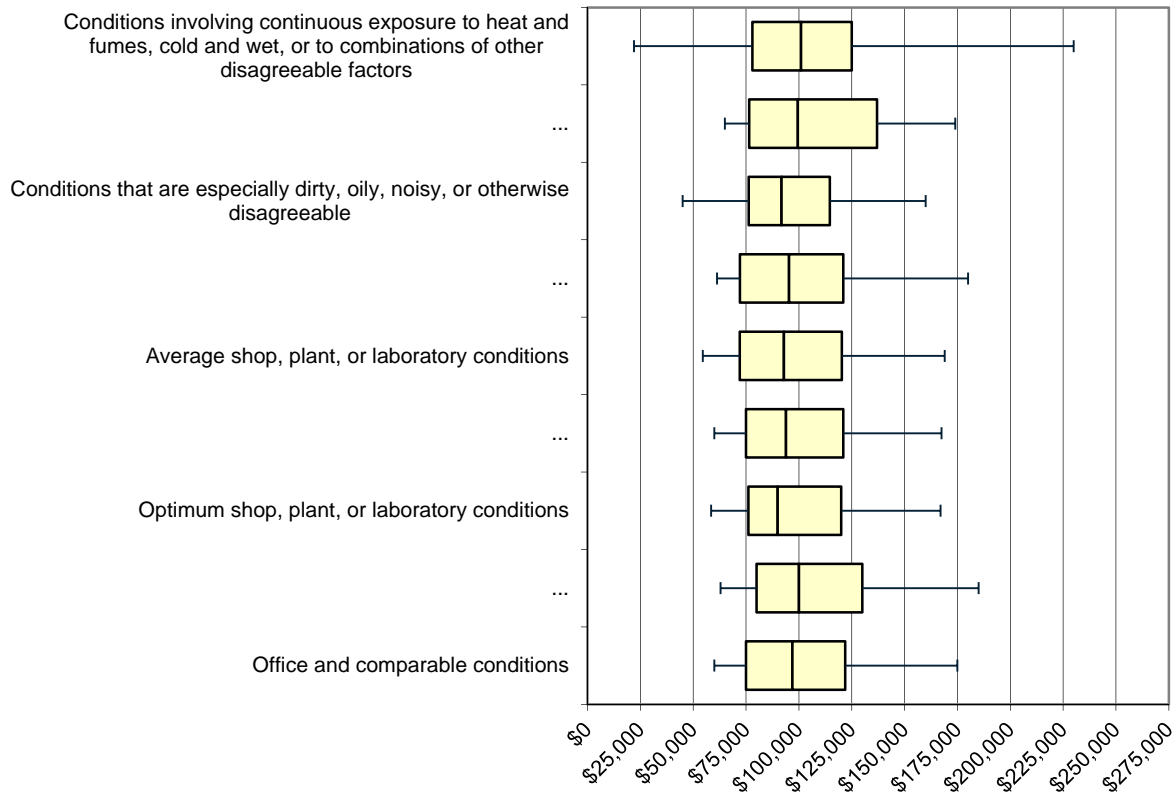
*Not reported due to insufficient data

Use of Professional Seal



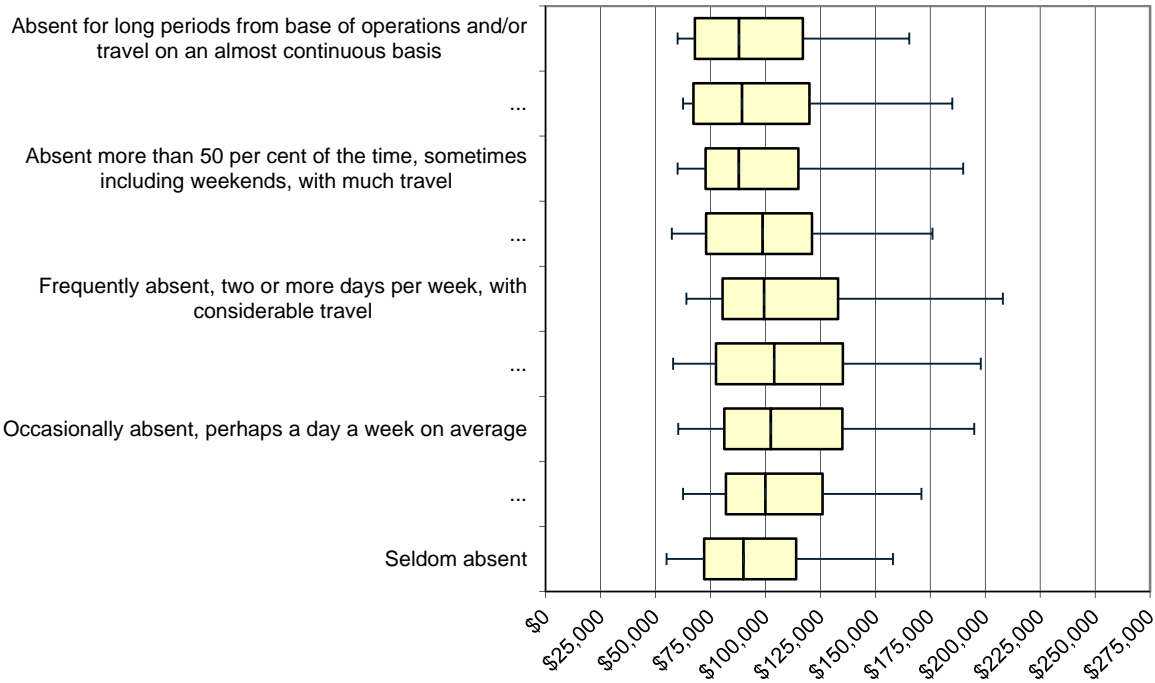
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	1189	59.4%	\$97,014	\$56,000	\$70,000	\$89,000	\$112,000	\$165,000
...	277	13.8%	\$116,463	\$67,500	\$88,298	\$107,000	\$140,000	\$185,000
Occasionally used	250	12.5%	\$117,471	\$63,223	\$90,000	\$110,000	\$142,400	\$195,000
...	89	4.4%	\$107,552	\$62,990	\$85,000	\$94,000	\$130,000	\$188,000
Frequently used	82	4.1%	\$111,094	\$66,000	\$90,000	\$109,000	\$130,000	\$160,000
...	22	1.1%	\$116,263	\$58,160	\$89,000	\$108,750	\$136,000	\$215,000
Regularly used	93	4.6%	\$115,739	\$71,545	\$90,000	\$108,000	\$132,000	\$175,000
Total	2002	100.0%	\$104,378	\$60,000	\$75,500	\$96,000	\$123,400	\$175,000

Job Environment (J)



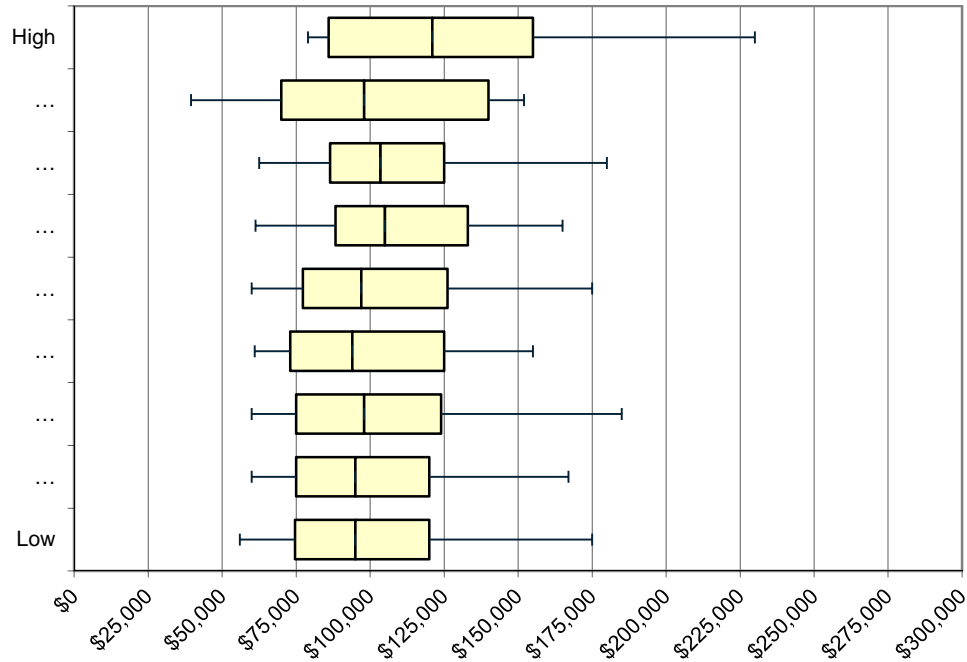
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	699	34.9%	\$103,834	\$60,000	\$75,000	\$96,950	\$121,900	\$175,000
...	467	23.3%	\$110,794	\$62,920	\$80,000	\$100,000	\$130,000	\$185,000
Optimum shop, plant, or laboratory conditions	173	8.6%	\$100,888	\$58,500	\$76,100	\$90,000	\$120,000	\$167,000
...	121	6.0%	\$102,251	\$60,000	\$75,000	\$93,900	\$121,000	\$167,500
Average shop, plant, or laboratory conditions	327	16.3%	\$101,704	\$54,516	\$72,000	\$92,900	\$120,300	\$169,000
...	112	5.6%	\$101,193	\$61,293	\$72,096	\$95,300	\$121,000	\$180,000
Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	60	3.0%	\$94,548	\$45,000	\$76,250	\$91,800	\$114,610	\$160,000
...	24	1.2%	\$109,681	\$65,000	\$76,500	\$99,500	\$137,000	\$174,000
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	19	0.9%	\$100,732	\$22,000	\$78,000	\$101,000	\$125,000	\$230,000

Absence from Base (A)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	721	36.0%	\$96,637	\$55,000	\$72,096	\$90,000	\$114,000	\$158,000
...	565	28.2%	\$107,298	\$62,500	\$82,000	\$100,000	\$126,000	\$171,000
Occasionally absent, perhaps a day a week on average	329	16.4%	\$111,619	\$60,320	\$81,313	\$102,500	\$135,000	\$195,000
...	136	6.8%	\$114,657	\$58,000	\$77,500	\$104,000	\$135,200	\$198,000
Frequently absent, two or more days per week, with considerable travel	82	4.1%	\$112,429	\$64,000	\$80,500	\$99,450	\$133,020	\$208,000
...	58	2.9%	\$103,463	\$57,400	\$73,000	\$98,733	\$121,200	\$176,000
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	54	2.7%	\$100,980	\$60,000	\$72,800	\$87,899	\$115,000	\$190,000
...	28	1.4%	\$102,984	\$62,500	\$67,224	\$89,388	\$120,000	\$185,000
Absent for long periods from base of operations and/or travel on an almost continuous basis	29	1.4%	\$96,238	\$60,000	\$67,870	\$88,000	\$117,000	\$165,460

Accident and Health Hazards (H)



Points (Risk Level)*	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 (Low)	671	33.5%	\$102,288	\$56,000	\$74,650	\$95,000	\$120,000	\$175,000
2	346	17.3%	\$101,492	\$60,000	\$75,000	\$95,000	\$120,000	\$167,000
5	415	20.7%	\$105,170	\$60,000	\$75,000	\$98,000	\$124,000	\$185,000
8	107	5.3%	\$100,875	\$61,000	\$73,000	\$94,000	\$125,000	\$155,000
10	287	14.3%	\$109,468	\$60,000	\$77,281	\$97,000	\$126,140	\$175,000
12	61	3.0%	\$110,365	\$61,293	\$88,298	\$105,000	\$133,020	\$165,000
15	99	4.9%	\$108,168	\$62,500	\$86,480	\$103,500	\$125,000	\$180,000
18*								
20 (High)	10	0.5%	\$131,274	\$79,000	\$86,000	\$121,000	\$155,000	\$230,000

*Not reported due to insufficient data

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

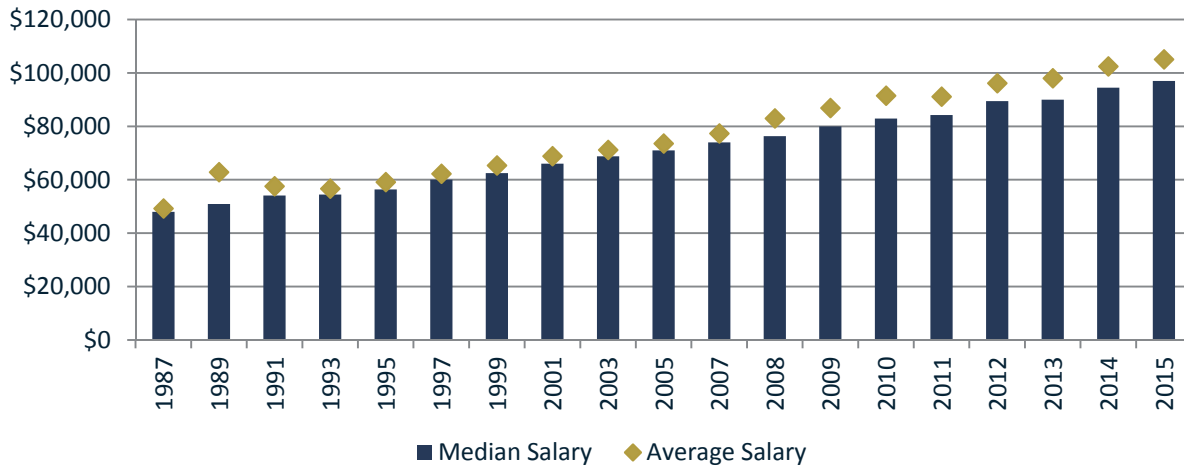
Low hazard-limited exposure	0
.....	2
Moderate hazard-limited exposure	5
.....	8

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

Comparison Charts

Change in Salary

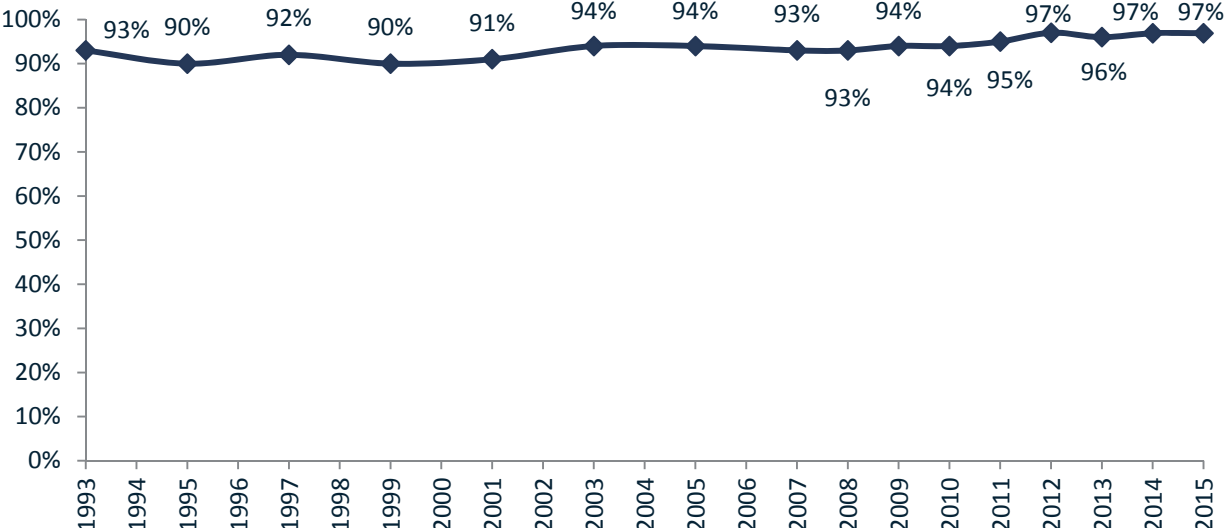
The average and median full-time salary increased by 2.6%.



	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

Additional Benefits

Nearly all (97%) respondents indicated that their employer offers additional benefits.



Regression Analysis

General Analysis

A stepwise linear regression was used to find the best model for predicting salaries for engineers and geoscientists working in different industries. This process was used to:

- Identify key factors which predict salary as well as factors which are not related to salary
- Make the results independent of the different scales used to measure each factor
- Identify Boolean components (such as receipt of professional designation) influencing salary
- Create a linear formula with as much predictive power as possible

An overall formula was also produced which members of APEGGS can easily use to estimate their salary. The formula for 2014 explains over 50 percent (51.1%) of variance in salary. Any model explaining at least 50% of the variance in the dependent variable can be considered an effective model. B-values are the raw numerical coefficients of each variable. Since the scales for each variable are different, the beta values are a better measure of relative importance of factors within the model.

Factor	Coefficient (B)	Relative importance (Beta)
(Constant)	56265	
Duties (D)	151	0.211
Experience (E)	309	0.272
Supervision Scope (S)	958	0.221
Receipt of professional designation	8012	0.084

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

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

$$S_E = 56265 + 151 * D + 309 * E + 958 * S$$

Add 8,012 if you have acquired professional status within your field (P.Eng. or P.Geo.)