

# 2013 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted a total of 4,710 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Licensees living in Saskatchewan. A total of 1,757 members completed the survey, representing a 37.3 per cent response rate. Of those, 1,716 were employed full-time and used in the analysis. Surveys were completed from mid-February to late March 2013 and salaries reported were as at December 31, 2012. Insightrix Research Inc. compiled and tabulated all results. The detailed report from Insightrix can be found on the APEGS website at [www.apegs.sk.ca](http://www.apegs.sk.ca)

## The main goals of the survey are:

- to provide information to all members regarding monetary compensation for different levels of responsibility and advanced degrees;
- to provide information to employers to assist them in establishing appropriate pay levels for recent graduates and ensuring competitive compensation packages for experienced professionals; and
- to give students, career counsellors and other interested persons information on employment, including salaries, in the engineering and geoscience professions in Saskatchewan.

## Annual Salary by Final Year of Graduation (B.Sc.)

	COUNT	MEAN	5	25	MEDIAN	75	95	%
Prior to 1976	47	\$145,668	\$113,249	\$126,256	\$140,186	\$163,186	\$188,004	2.8%
1977	12	\$127,535	\$67,000	\$107,500	\$128,500	\$157,500	\$200,000	.7%
1978	17	\$148,246	\$83,781	\$107,000	\$130,000	\$184,000	\$255,000	1.0%
1979	17	\$148,829	\$90,000	\$118,000	\$145,000	\$165,000	\$245,000	1.0%
1980	20	\$121,122	\$40,105	\$119,000	\$125,302	\$136,000	\$156,563	1.2%
1981	10	\$144,621	\$90,000	\$128,412	\$150,000	\$165,000	\$180,000	0.6%
1982	20	\$130,654	\$97,000	\$104,182	\$119,400	\$149,000	\$197,500	1.2%
1983	16	\$161,173	\$102,000	\$135,000	\$150,000	\$180,000	\$280,000	1.0%
1984	20	\$137,450	\$83,000	\$105,000	\$128,000	\$160,000	\$211,500	1.2%
1985	21	\$139,298	\$93,400	\$100,000	\$120,000	\$150,500	\$205,000	1.3%
1986	26	\$135,440	\$95,000	\$104,000	\$127,000	\$156,000	\$205,000	1.5%
1987	31	\$128,363	\$84,000	\$114,000	\$126,500	\$143,000	\$185,000	1.8%
1988	19	\$126,724	\$100,000	\$114,000	\$121,000	\$134,648	\$170,000	1.1%
1989	23	\$117,300	\$80,000	\$86,000	\$120,000	\$130,000	\$160,000	1.4%
1990	22	\$119,160	\$72,000	\$85,200	\$118,159	\$150,000	\$181,600	1.3%
1991	16	\$125,404	\$85,000	\$100,300	\$125,580	\$145,500	\$195,000	1.0%
1992	14	\$106,531	\$65,000	\$96,000	\$122,192	\$128,000	\$160,000	0.8%
1993	17	\$121,960	\$71,000	\$103,000	\$125,000	\$135,000	\$185,000	1.0%
1994	29	\$129,830	\$82,722	\$103,000	\$128,000	\$154,000	\$180,000	1.7%
1995	30	\$117,972	\$81,000	\$91,000	\$112,500	\$150,000	\$170,000	1.8%
1996	41	\$118,081	\$75,000	\$97,000	\$120,000	\$135,500	\$168,000	2.4%
1997	45	\$114,082	\$70,000	\$90,000	\$110,000	\$128,410	\$180,000	2.7%
1998	34	\$112,492	\$64,100	\$89,000	\$110,000	\$126,000	\$200,000	2.0%
1999	42	\$104,515	\$70,000	\$82,500	\$100,000	\$115,000	\$148,000	2.5%
2000	51	\$105,706	\$72,000	\$89,500	\$104,220	\$120,000	\$134,400	3.0%
2001	67	\$104,681	\$78,000	\$92,000	\$101,000	\$114,396	\$146,000	4.0%
2002	55	\$103,250	\$74,000	\$92,000	\$100,000	\$114,000	\$135,000	3.3%
2003	59	\$98,041	\$60,000	\$87,000	\$95,000	\$110,000	\$143,000	3.5%
2004	65	\$94,306	\$65,500	\$78,500	\$90,000	\$101,000	\$138,000	3.9%
2005	72	\$92,314	\$57,000	\$81,750	\$90,683	\$103,000	\$120,000	4.3%
2006	72	\$89,720	\$62,000	\$76,500	\$87,183	\$96,757	\$132,200	4.3%
2007	94	\$82,707	\$58,000	\$72,000	\$81,000	\$92,000	\$114,000	5.6%
2008	113	\$79,085	\$60,000	\$71,000	\$78,000	\$85,000	\$103,000	6.7%
2009	115	\$75,503	\$60,000	\$67,000	\$72,000	\$81,000	\$95,233	6.8%
2010	112	\$69,203	\$54,080	\$61,825	\$67,950	\$75,138	\$85,000	6.7%
2011	123	\$65,751	\$53,000	\$60,000	\$63,000	\$72,000	\$86,500	7.3%
2012	93	\$61,881	\$48,000	\$57,200	\$60,000	\$65,000	\$80,640	5.5%
<b>1680</b>								<b>100%</b>

## Annual Salary by Designation

DESIGNATION	COUNT	MEAN	5	25	MEDIAN	75	95	%
P.Eng.	971	\$113,674	\$73,000	\$90,000	\$105,000	\$128,412	\$180,000	56.6%
P.Geo.	76	\$120,662	\$81,500	\$95,000	\$110,300	\$147,500	\$180,000	4.4%
P.Eng. and P.Geo	14	\$148,852	\$83,982	\$128,000	\$152,500	\$165,000	\$260,000	.8%
Engineering Licencee	5	NA	NA	NA	NA	NA	NA	.3%
Engineer-in-Training	616	\$70,480	\$52,000	\$60,000	\$67,781	\$78,910	\$95,233	35.9%
Geoscience Licencee	1	NA	NA	NA	NA	NA	NA	0.1
Geoscientist-in-Training	33	\$78,937	\$60,000	\$68,000	\$78,000	\$85,000	\$110,000	1.9
	<b>1716</b>							<b>100%</b>

\*NA=Not available due to reporting rules

## Annual Salary by Discipline

DISCIPLINE	COUNT	MEAN	5	25	MEDIAN	75	95	%
Agriculture & Forestry	39	\$88,094	\$60,000	\$67,000	\$84,000	\$106,000	\$137,000	2.3%
Chemical, Ceramic & Metallurgical	81	\$105,423	\$60,144	\$79,000	\$90,000	\$125,000	\$180,000	4.7%
Civil	352	\$92,139	\$57,400	\$68,320	\$81,822	\$107,125	\$165,000	20.5%
Electrical & Engineering Physics	283	\$99,768	\$58,000	\$73,000	\$95,233	\$115,000	\$158,000	16.5%
Environmental	110	\$91,827	\$55,000	\$70,000	\$90,988	\$103,500	\$145,000	6.4%
Geological, Mining, Petroleum Engineering	150	\$102,922	\$60,000	\$75,000	\$94,700	\$125,000	\$178,000	8.7%
Geosciences, Geology	98	\$108,019	\$62,000	\$81,500	\$100,250	\$130,000	\$171,000	5.7%
Mechanical & Industrial	419	\$95,820	\$55,000	\$71,556	\$88,608	\$115,000	\$160,000	24.4%
Software Engineering	30	\$92,879	\$55,000	\$64,350	\$82,500	\$106,000	\$169,000	1.7%
Other	154	\$107,251	\$55,000	\$77,000	\$98,000	\$129,000	\$200,000	9.0%
	<b>1716</b>							<b>100%</b>

## Annual Salary by Function

FUNCTION	COUNT	MEAN	5	25	MEDIAN	75	95	%
Corporate Management	120	\$146,971	\$92,097	\$116,800	\$132,686	\$165,000	\$252,500	7.0%
Design	432	\$83,547	\$53,000	\$63,300	\$77,464	\$95,000	\$135,000	25.2%
Exploration	57	\$100,322	\$60,000	\$79,550	\$87,000	\$118,000	\$173,610	3.3%
Inspection/Quality Control/Resident Services	33	\$68,948	\$56,000	\$60,000	\$62,400	\$75,500	\$104,166	1.9%
Marketing/Sales	16	\$82,920	\$53,040	\$61,800	\$78,000	\$107,008	\$125,000	0.9%
Operating or Maintenance	136	\$97,785	\$60,000	\$82,750	\$93,950	\$112,400	\$143,000	7.9%
Project Administration	65	\$89,398	\$60,000	\$69,735	\$85,200	\$108,198	\$132,200	3.8%
Project or Operations Management	614	\$103,484	\$60,000	\$77,000	\$95,000	\$121,000	\$171,000	35.8%
Regulatory Approvals and/or Enforcement	55	\$92,281	\$60,000	\$71,000	\$90,000	\$104,000	\$129,000	3.2%
Research/Planning	118	\$88,069	\$52,000	\$65,000	\$87,445	\$103,000	\$140,250	6.9%
Teaching	27	\$121,087	\$74,000	\$102,000	\$121,383	\$145,000	\$160,000	1.6%
Other	43	\$87,998	\$52,000	\$64,000	\$84,000	\$99,000	\$148,000	2.5%
	<b>1716</b>							<b>100%</b>

## Annual Salary by Industry

INDUSTRY	COUNT	MEAN	5	25	MEDIAN	75	95	%
Agriculture and Forestry	8	\$82,845	\$62,976	\$67,500	\$77,391	\$97,500	\$115,000	0.5%
Consulting	502	\$93,183	\$56,500	\$65,000	\$83,000	\$110,000	\$176,000	29.3%
Educational Services	57	\$109,342	\$52,000	\$82,000	\$106,905	\$140,000	\$169,000	3.3%
Manufacturing Durables	161	\$84,643	\$51,000	\$64,500	\$77,170	\$100,000	\$140,000	9.4%
Manufacturing Non-Durables	43	\$104,774	\$64,000	\$85,000	\$96,000	\$122,500	\$150,000	2.5%
Procurement and Construction	119	\$93,756	\$57,200	\$66,000	\$78,719	\$104,680	\$197,600	6.9%
Resource Industry Oil & Gas	62	\$99,416	\$60,000	\$77,200	\$88,250	\$115,000	\$160,000	3.6%
Resource Industry without Oil & Gas	304	\$111,597	\$71,000	\$84,550	\$101,500	\$133,500	\$170,000	17.7%
Service For Profit	20	\$81,119	\$47,828	\$58,000	\$73,500	\$96,000	\$165,000	1.2%
Service Not For Profit	134	\$92,967	\$57,077	\$72,000	\$90,000	\$107,000	\$155,000	7.8%
Utilities	242	\$103,519	\$62,000	\$82,000	\$99,716	\$120,000	\$164,000	14.1%
Other	64	\$94,300	\$55,000	\$69,000	\$90,000	\$116,000	\$145,000	3.7%
	<b>1716</b>							<b>100%</b>

## Annual Salary by Degrees

DEGREES	COUNT	MEAN	5	25	MEDIAN	75	95	%
Bachelor's/academically qualified	1195	\$95,251	\$57,348	\$69,700	\$86,500	\$110,000	\$165,000	69.6%
Between Bachelor & Master's Degree	180	\$100,707	\$58,000	\$76,900	\$93,500	\$120,000	\$154,500	10.5%
Master's Degree	240	\$103,986	\$56,000	\$81,000	\$93,883	\$122,000	\$172,305	14.0%
Between Master's & Doctorate	35	\$102,808	\$18,000	\$73,345	\$92,000	\$130,000	\$180,000	2.0%
Doctorate Degree	66	\$116,850	\$66,187	\$96,000	\$120,000	\$140,250	\$160,000	3.8%
	<b>1716</b>							<b>100%</b>

## Annual Salary by Experience

YEARS OF EXPERIENCE	COUNT	MEAN	5	25	MEDIAN	75	95	%
<1 year	94	\$63,209	\$43,656	\$56,500	\$60,000	\$70,000	\$85,219	5.5%
1 year	50	\$66,894	\$53,762	\$58,240	\$62,500	\$72,000	\$90,000	2.9%
1.5 years	108	\$68,087	\$52,000	\$60,000	\$65,000	\$74,400	\$89,400	6.3%
2 years	105	\$69,882	\$55,000	\$60,000	\$65,700	\$75,000	\$97,860	6.1%
3 years	127	\$74,852	\$60,000	\$65,000	\$70,128	\$80,000	\$103,000	7.4%
4 years	105	\$78,020	\$59,000	\$70,000	\$76,000	\$83,500	\$100,000	6.1%
5 years	133	\$86,422	\$65,690	\$75,000	\$85,000	\$94,000	\$115,000	7.8%
6 years	90	\$91,205	\$65,046	\$78,200	\$88,588	\$104,000	\$120,000	5.2%
7-8 years	151	\$94,962	\$66,000	\$82,000	\$92,088	\$103,000	\$130,000	8.8%
9-10 years	115	\$102,982	\$75,000	\$90,000	\$98,000	\$114,000	\$143,000	6.7%
11-12 years	119	\$106,895	\$71,556	\$90,000	\$104,000	\$117,000	\$155,000	6.9%
13-14 years	65	\$115,203	\$79,514	\$96,000	\$110,000	\$129,000	\$171,000	3.8%
15-17 years	104	\$121,965	\$84,240	\$99,800	\$120,892	\$138,250	\$180,000	6.1%
18-20 years	55	\$124,523	\$74,400	\$100,224	\$120,000	\$151,000	\$180,000	3.2%
21-24 years	80	\$126,096	\$81,000	\$106,500	\$124,417	\$145,000	\$179,500	4.7%
25+ years	215	\$143,390	\$85,000	\$113,500	\$135,000	\$165,000	\$234,000	12.5%
	<b>1716</b>							<b>100%</b>

## Annual Salary by Sector

SECTOR	COUNT	MEAN	5	25	MEDIAN	75	95	%
Public Sector	527	\$100,579	\$60,000	\$78,216	\$96,000	\$118,000	\$160,000	31.0%
Private Sector	1175	\$96,712	\$57,000	\$70,000	\$87,000	\$115,000	\$170,000	69.0%
	<b>1702</b>							<b>100%</b>

## Total Salary

SALARY	COUNT	MEAN	5	25	MEDIAN	75	95	%
Base Salary	1716	\$98,030	\$57,200	\$72,000	\$90,000	\$115,000	\$167,000	100%
Salary including bonus	1716	\$113,010	\$60,000	\$78,163	\$99,028	\$132,150	\$212,000	100%

## Salary Changes - Full-Time Positions

YEAR	MEDIAN SALARY	% INCREASE	AVERAGE SALARY	% INCREASE
1988	\$48,000		\$49,269	
1989	\$50,928	6.10%	\$62,887	27.60%
1991	\$54,110	6.20%	\$57,578	-8.40%
1993	\$54,480	0.70%	\$56,703	-1.50%
1995	\$56,400	3.50%	\$59,142	4.30%
1997	\$60,000	6.40%	\$62,266	5.30%
1999	\$62,500	4.20%	\$65,401	5.00%
2001	\$66,000	5.60%	\$68,877	5.30%
2003	\$68,800	4.20%	\$71,210	3.40%
2005	\$71,008	3.20%	\$73,607	3.40%
2007	\$74,000	4.20%	\$77,374	5.10%
2008	\$76,352	3.20%	\$83,025	7.30%
2009	\$80,000	4.80%	\$86,908	4.70%
2010	\$82,950	3.70%	\$91,548	5.30%
2011	\$84,224	1.54%	\$91,154	-0.40%
2012	\$89,472	6.23%	\$96,219	5.56%
2013	\$90,000	0.59%	\$98,030	1.88%

## Regression Analysis (Modified September 2013)

Stepwise linear regression was used to find the best model for estimating salaries. The formula produced explains over 60% of the variance in salary (61.4%). Any model explaining at least 50% of the variance in the dependent variable can be considered an effective model. Refer to the "Classification Rating Guide" which can be found on [www.apegs.sk.ca](http://www.apegs.sk.ca), to determine the values for each factor.

FACTOR	B (COEFFICIENT)	BETA (RELATIVE IMPORTANCE)
Absence From Base of Operations (J)	416	0.047
Duties (A)	171	0.274
Experience (C)	315	0.322
Leadership Authority (F)	148	0.113
Supervision Scope (E)	428	0.122
Receipt of professional designation	9,906	0.128
<b>(Constant)</b>	<b>49248</b>	

### Formula for expected salary (SE) without bonus:

$$SE = 49248 + 416 \times (J) + 171 \times (A) + 315 \times (C) + 148 \times (F) + 428 \times (E)$$

Add 9,906 if you have acquired professional status within your field (P.Eng. or P.Geo.)