2020 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted 6,323 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Licensees living in Saskatchewan. A total of 1,788 members completed the survey representing a 28.3-per-cent response rate. Surveys were completed in March and April 2020 and salaries reported were as at December 31, 2019. Insightrix Research Inc. compiled and tabulated all results. The detailed report, which includes analysis by gender, can be found on the APEGS web site at http://www.apegs.ca/Portal/Pages/salary-survey

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.)

1976 & Prior 19	PERCENTILE 95	PERCENTILE 75	MEDIAN	PERCENTILE 25	PERCENTILE 05	MEAN	COLUMN N %	COUNT	
1978† 1978† 1981† 1982	\$220,000	\$192,500	\$127,508	\$92,000	\$88,000	\$139,460	1.1%	19	1976 & Prior
1979 1980 1981 1982 10									1977†
1980† 1981† 1981 1982 10									1978†
1981 1982									1979†
1982									1980†
1983† 1984 13 0.8% \$146,538 \$60,000 \$110,000 \$140,000 \$174,000 1985 10 0.6% \$160,412 \$94,000 \$112,750 \$139,464 \$202,438 1986 17 1.0% \$141,709 \$37,500 \$105,000 \$147,800 \$175,000 1987 30 1.8% \$144,332 \$45,000 \$100,000 \$154,500 \$176,000 1988 24 1.4% \$150,348 \$100,000 \$152,550 \$176,756 1989 17 1.0% \$136,914 \$10,000 \$140,000 \$160,000 1990 15 0.9% \$119,530 \$30,000 \$88,620 \$114,000 \$159,000 1991 15 0.9% \$169,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$175,000 \$210,000 1993 18 1.1% \$133,135 \$10 \$120,000 \$140,56									1981†
1984 13 0.8% \$146,538 \$60,000 \$110,000 \$140,000 \$174,000 1985 10 0.6% \$160,412 \$94,000 \$112,750 \$139,464 \$202,438 1986 17 1.0% \$141,709 \$37,500 \$105,000 \$147,800 \$176,000 1987 30 1.8% \$144,332 \$45,000 \$100,000 \$154,500 \$176,000 1988 24 1.4% \$150,348 \$100,000 \$120,000 \$140,000 \$160,000 1990 15 0.9% \$119,530 \$30,000 \$88,620 \$114,000 \$150,000 \$199,000 1991 15 0.9% \$169,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$121,968 \$180,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,500 \$160,000 1994 30 1.8% \$140,644 \$6	\$183,000	\$176,800	\$139,000	\$104,000	\$85,200	\$138,329	0.6%	10	1982
1985 10 0.6% \$160,412 \$94,000 \$112,750 \$139,464 \$202,438 1986 17 1.0% \$141,709 \$37,500 \$105,000 \$147,800 \$175,000 1987 30 1.8% \$144,332 \$45,000 \$100,000 \$154,500 \$176,000 1988 24 1.4% \$150,348 \$100,000 \$130,225 \$152,550 \$176,766 1989 17 1.0% \$136,914 \$10,000 \$120,000 \$140,000 \$160,000 1990 15 0.9% \$19,530 \$30,000 \$88,620 \$114,000 \$159,000 1991 15 0.9% \$169,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$121,968 \$180,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,500 \$177,000 1994 30 1.8% \$140,644 \$60,000 \$9									1983†
1986 17 1.0% \$141,709 \$37,500 \$105,000 \$147,800 \$175,000 1987 30 1.8% \$144,332 \$45,000 \$100,000 \$154,500 \$176,000 1988 24 1.4% \$150,348 \$100,000 \$130,225 \$152,550 \$176,756 1889 17 1.0% \$136,914 \$100,000 \$140,000 \$160,000 1990 15 0.9% \$119,530 \$30,000 \$88,620 \$114,000 \$159,000 1991 15 0.9% \$169,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$140,500 \$180,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,500 \$160,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$123,995 \$70,000 \$103,000 \$12	\$240,000	\$174,000	\$140,000	\$110,000	\$60,000	\$146,538	0.8%	13	1984
1987 30 1.8% \$144,332 \$45,000 \$100,000 \$154,500 \$176,000 1988 24 1.4% \$150,348 \$100,000 \$130,225 \$152,550 \$176,756 1989 17 1.0% \$136,914 \$10,000 \$120,000 \$140,000 \$160,000 1990 15 0.9% \$119,530 \$30,000 \$88,620 \$114,000 \$159,000 1991 15 0.9% \$159,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$140,500 \$160,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,567 \$173,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118	\$250,000	\$202,438	\$139,464	\$112,750	\$94,000	\$160,412	0.6%	10	1985
1988 24 1.4% \$150,348 \$100,000 \$130,225 \$152,550 \$176,756 1889 17 1.0% \$136,914 \$10,000 \$120,000 \$140,000 \$160,000 1990 15 0.9% \$119,530 \$30,000 \$88,620 \$114,000 \$159,000 1991 15 0.9% \$169,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$66,640 \$90,000 \$121,968 \$180,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,567 \$173,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$72,000 \$110,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$166,440 1998 23 1.4% \$122,179 \$65,000 \$101	\$225,000	\$175,000	\$147,800	\$105,000	\$37,500	\$141,709	1.0%	17	1986
1989 17 1.0% \$136,914 \$10,000 \$120,000 \$140,000 \$160,000 1990 15 0.9% \$119,530 \$30,000 \$88,620 \$114,000 \$159,000 1991 15 0.9% \$169,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$140,500 \$160,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,567 \$173,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$70,000 \$103,000 \$157,187 \$194,829 1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$16,440 1998 23 1.4% \$122,022 \$52,000 \$101,0	\$250,000	\$176,000	\$154,500	\$100,000	\$45,000	\$144,332	1.8%	30	1987
1990 15 0.9% \$119,530 \$30,000 \$88,620 \$114,000 \$159,000 1991 15 0.9% \$169,015 \$113,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$121,968 \$180,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,567 \$173,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$70,000 \$103,000 \$112,700 \$170,000 1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.7% \$128,022 \$52,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$101,000 \$12,2	\$190,000	\$176,756	\$152,550	\$130,225	\$100,000	\$150,348	1.4%	24	1988
1991 15 0.9% \$169,015 \$113,000 \$130,000 \$175,000 \$210,000 1992 11 0.7% \$130,846 \$68,640 \$90,000 \$121,968 \$180,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,500 \$160,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$70,000 \$103,000 \$112,700 \$170,000 1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.4% \$132,179 \$65,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,204 \$154,373 2000 39 2.3% \$128,022 \$62,000 \$10,	\$250,000	\$160,000	\$140,000	\$120,000	\$10,000	\$136,914	1.0%	17	1989
1992 11 0.7% \$130,846 \$68,640 \$90,000 \$121,968 \$180,000 1993 18 1.1% \$133,135 \$100 \$120,000 \$140,500 \$160,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$70,000 \$103,000 \$172,700 \$170,000 1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.4% \$132,179 \$66,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,204 \$154,373 2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,	\$172,000	\$159,000	\$114,000	\$88,620	\$30,000	\$119,530	0.9%	15	1990
1993 18 1.1% \$133,135 \$100 \$120,000 \$140,500 \$160,000 1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$70,000 \$103,000 \$112,700 \$170,000 1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.4% \$132,179 \$65,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,004 \$154,373 2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$153,000 2002 39 2.3% \$125,514 \$30,000 \$98,	\$240,000	\$210,000	\$175,000	\$130,000	\$113,000	\$169,015	0.9%	15	1991
1994 30 1.8% \$140,644 \$60,000 \$99,210 \$140,567 \$173,000 1995 22 1.3% \$129,195 \$70,000 \$103,000 \$112,700 \$170,000 1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.4% \$132,179 \$65,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,204 \$154,373 2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$1	\$215,000	\$180,000	\$121,968	\$90,000	\$68,640	\$130,846	0.7%	11	1992
1995 22 1.3% \$129,195 \$70,000 \$103,000 \$112,700 \$170,000 1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.4% \$132,179 \$65,000 \$101,080 \$135,000 \$154,373 2000 39 2.3% \$128,082 \$52,000 \$101,000 \$122,204 \$154,373 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$155,000 \$154,245 2002 39 2.3% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$	\$208,000	\$160,000	\$140,500	\$120,000	\$100	\$133,135	1.1%	18	1993
1996 28 1.7% \$153,997 \$72,000 \$111,000 \$157,187 \$194,829 1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.4% \$132,179 \$65,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,204 \$154,373 2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$126,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$	\$247,500	\$173,000	\$140,567	\$99,210	\$60,000	\$140,644	1.8%	30	1994
1997 16 1.0% \$151,557 \$94,486 \$118,250 \$142,000 \$196,440 1998 23 1.4% \$132,179 \$65,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,204 \$154,373 2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$11	\$205,000	\$170,000	\$112,700	\$103,000	\$70,000	\$129,195	1.3%	22	1995
1998 23 1.4% \$132,179 \$65,000 \$101,080 \$135,000 \$152,140 1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,204 \$154,373 2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$126,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$99,000 \$102,000 \$119,140 2009 75 4.5% \$	\$216,000	\$194,829	\$157,187	\$111,000	\$72,000	\$153,997	1.7%	28	1996
1999 28 1.7% \$128,022 \$52,000 \$105,000 \$122,204 \$154,373 2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$126,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,	\$220,000	\$196,440	\$142,000	\$118,250	\$94,486	\$151,557	1.0%	16	1997
2000 39 2.3% \$128,385 \$62,000 \$101,000 \$120,000 \$154,000 2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$126,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,0	\$185,000	\$152,140	\$135,000	\$101,080	\$65,000	\$132,179	1.4%	23	1998
2001 44 2.6% \$130,012 \$67,278 \$107,750 \$128,000 \$154,245 2002 39 2.3% \$125,514 \$30,000 \$102,000 \$126,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$99,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,	\$214,000	\$154,373	\$122,204	\$105,000	\$52,000	\$128,022	1.7%	28	1999
2002 39 2.3% \$125,514 \$30,000 \$102,000 \$126,000 \$153,000 2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600<	\$205,000	\$154,000	\$120,000	\$101,000	\$62,000	\$128,385	2.3%	39	2000
2003 34 2.0% \$127,043 \$20,000 \$98,075 \$118,750 \$152,000 2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 <td>\$185,000</td> <td>\$154,245</td> <td>\$128,000</td> <td>\$107,750</td> <td>\$67,278</td> <td>\$130,012</td> <td>2.6%</td> <td>44</td> <td>2001</td>	\$185,000	\$154,245	\$128,000	\$107,750	\$67,278	\$130,012	2.6%	44	2001
2004 38 2.3% \$128,054 \$72,000 \$103,000 \$126,250 \$158,000 2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$100,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$70,250	\$209,300	\$153,000	\$126,000	\$102,000	\$30,000	\$125,514	2.3%	39	2002
2005 62 3.7% \$119,595 \$60,000 \$98,046 \$118,500 \$144,000 2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$83,000 \$95,000 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$210,000	\$152,000	\$118,750	\$98,075	\$20,000	\$127,043	2.0%	34	2003
2006 49 2.9% \$109,652 \$33,000 \$92,000 \$110,000 \$127,944 2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$206,000	\$158,000	\$126,250	\$103,000	\$72,000	\$128,054	2.3%	38	2004
2007 75 4.5% \$112,551 \$65,000 \$92,000 \$113,360 \$131,000 2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$180,000	\$144,000	\$118,500	\$98,046	\$60,000	\$119,595	3.7%	62	2005
2008 74 4.4% \$105,018 \$60,000 \$93,000 \$102,000 \$119,140 2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$157,123	\$127,944	\$110,000	\$92,000	\$33,000	\$109,652	2.9%	49	2006
2009 75 4.5% \$101,834 \$50,000 \$90,000 \$100,000 \$117,000 2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$160,000	\$131,000	\$113,360	\$92,000	\$65,000	\$112,551	4.5%	75	2007
2010 76 4.5% \$105,477 \$55,000 \$90,070 \$103,250 \$116,825 2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$150,000	\$119,140	\$102,000	\$93,000	\$60,000	\$105,018	4.4%	74	2008
2011 74 4.4% \$98,351 \$52,000 \$83,600 \$96,000 \$112,000 2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$146,900	\$117,000	\$100,000	\$90,000	\$50,000	\$101,834	4.5%	75	2009
2012 86 5.1% \$90,392 \$64,257 \$79,040 \$90,000 \$100,000 2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$160,000	\$116,825	\$103,250	\$90,070	\$55,000	\$105,477	4.5%	76	2010
2013 84 5.0% \$88,925 \$56,000 \$79,250 \$89,444 \$98,750 2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$152,000	\$112,000	\$96,000	\$83,600	\$52,000	\$98,351	4.4%	74	2011
2014 80 4.8% \$82,618 \$55,050 \$70,250 \$83,000 \$95,000	\$120,000	\$100,000	\$90,000	\$79,040	\$64,257	\$90,392	5.1%	86	2012
	\$116,000	\$98,750	\$89,444	\$79,250	\$56,000	\$88,925	5.0%	84	2013
0045	\$107,955	\$95,000	\$83,000	\$70,250	\$55,050	\$82,618	4.8%	80	2014
2015 90 5.4% \$83,392 \$60,000 \$68,000 \$75,250 \$89,000	\$106,600	\$89,000	\$75,250	\$68,000	\$60,000	\$83,392	5.4%	90	2015
2016 70 4.2% \$72,622 \$59,928 \$66,000 \$70,000 \$80,000	\$95,000	\$80,000	\$70,000	\$66,000	\$59,928	\$72,622	4.2%	70	2016
2017 63 3.8% \$68,377 \$48,000 \$61,500 \$67,000 \$75,000	\$92,000	\$75,000	\$67,000	\$61,500	\$48,000	\$68,377	3.8%	63	2017
2018 73 4.4% \$65,772 \$46,126 \$61,000 \$64,000 \$71,000	\$88,000	\$71,000	\$64,000	\$61,000	\$46,126	\$65,772	4.4%	73	2018
2019 71 4.2% \$66,843 \$54,000 \$60,000 \$65,000 \$71,000	\$88,500	\$71,000	\$65,000	\$60,000	\$54,000	\$66,843	4.2%	71	2019

^{*}Not available due to reporting rules (insufficient data)

Annual Salary by Designation

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
P.Eng.	1,064	63.3%	\$121,852	\$74,500	\$95,000	\$112,143	\$142,875	\$197,000
P.Geo.	77	4.6%	\$125,424	\$75,000	\$98,000	\$115,000	\$144,000	\$210,000
P.Eng./P.Geo	16	1.0%	\$115,255	\$62,000	\$90,500	\$110,500	\$148,323	\$175,000
Engineering License	12	0.7%	\$121,203	\$79,188	\$90,564	\$120,500	\$143,375	\$173,000
Engineer-in-Training	482	28.7%	\$72,932	\$50,500	\$62,000	\$68,963	\$81,000	\$101,300
Geoscientist-in-Training	28	1.7%	\$83,330	\$48,000	\$64,250	\$81,150	\$96,563	\$117,000
Geo Licensee†								

^{*}Not available due to reporting rules (insufficient data)

Annual Salary by Discipline

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Ag/Forestry	44	2.6%	\$92,970	\$61,200	\$68,775	\$87,800	\$113,000	\$141,000
Biological/Biomedical†								
Chem/Ceramic/Metal.	88	5.2%	\$107,848	\$64,000	\$80,000	\$98,000	\$126,500	\$194,417
Civil	351	20.9%	\$100,498	\$58,200	\$72,400	\$92,000	\$115,000	\$180,000
Elec/Eng/Physics	235	14.0%	\$111,063	\$58,500	\$83,500	\$108,699	\$134,000	\$177,000
Environmental	116	6.9%	\$100,792	\$50,000	\$74,250	\$92,223	\$111,890	\$170,000
Geo/Mining/Petro Eng.	166	9.9%	\$126,969	\$67,000	\$96,000	\$115,500	\$160,000	\$208,000
Geosciences	79	4.7%	\$117,513	\$65,000	\$89,500	\$110,000	\$140,000	\$210,000
Mechanical/Industrial	397	23.6%	\$107,188	\$60,000	\$75,000	\$100,000	\$132,000	\$180,000
SoftwareEngineering	42	2.5%	\$87,796	\$60,000	\$70,000	\$87,239	\$97,500	\$127,000
Other	155	9.2%	\$105,134	\$49,400	\$70,000	\$99,000	\$120,000	\$205,000

^{*}Not available due to reporting rules (insufficient data)

Annual Salary by Function

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Corporate Management	148	8.8%	\$158,954	\$88,000	\$127,958	\$150,000	\$180,000	\$247,500
Project Management	608	36.2%	\$112,844	\$66,000	\$86,425	\$105,000	\$135,000	\$185,200
Project Administration	33	2.0%	\$87,558	\$54,000	\$66,000	\$80,000	\$110,400	\$134,000
Design	386	23.0%	\$89,803	\$56,000	\$66,839	\$85,000	\$104,000	\$144,500
Research/Planning	99	5.9%	\$102,604	\$48,000	\$70,000	\$97,000	\$123,600	\$190,000
Inspection/Quality Control	41	2.4%	\$92,610	\$52,000	\$62,000	\$73,250	\$100,000	\$142,060
Operating/Maintenance	153	9.1%	\$108,821	\$64,400	\$85,000	\$103,000	\$128,679	\$178,000
Teaching	30	1.8%	\$124,560	\$80,616	\$93,363	\$101,000	\$168,000	\$191,000
Marketing/Sales	30	1.8%	\$83,990	\$40,000	\$65,100	\$85,620	\$98,480	\$134,600
Approvals/Enforcement	55	3.3%	\$89,698	\$56,550	\$77,000	\$88,800	\$100,000	\$120,000
Exploration	37	2.2%	\$105,770	\$48,000	\$81,373	\$102,000	\$115,748	\$240,000
Other	60	3.6%	\$81,094	\$10,850	\$60,625	\$71,750	\$106,250	\$149,405

Annual Salary by Industry

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Consulting Service	370	22.0%	\$102,312	\$57,173	\$70,000	\$91,601	\$125,000	\$185,000
Resource Industry Oil & Gas	77	4.6%	\$109,581	\$56,550	\$85,017	\$100,000	\$135,000	\$180,000
Except Oil & Gas	276	16.4%	\$126,445	\$72,000	\$100,000	\$117,450	\$146,975	\$205,000
Procurement/Construction	136	8.1%	\$102,294	\$58,000	\$71,850	\$93,000	\$127,250	\$180,000
Manufacturing Durables	190	11.3%	\$89,041	\$54,000	\$65,000	\$81,810	\$100,000	\$155,000
Manufacturing Non-Durables	53	3.2%	\$119,866	\$62,000	\$92,000	\$105,575	\$142,060	\$209,300
Service For Profit	41	2.4%	\$92,069	\$57,000	\$70,000	\$90,000	\$100,000	\$156,820
Service Not For Profit	131	7.8%	\$101,126	\$64,420	\$80,604	\$97,390	\$110,000	\$152,962
Utilities	244	14.5%	\$113,967	\$65,000	\$85,000	\$109,576	\$138,750	\$182,000
Educational Services	64	3.8%	\$119,260	\$50,000	\$83,036	\$99,179	\$167,822	\$220,000
Agriculture and Forestry	29	1.7%	\$94,073	\$61,200	\$68,500	\$88,500	\$110,000	\$160,000
Other	69	4.1%	\$97,041	\$49,400	\$70,000	\$95,194	\$120,000	\$168,000
Annual Salary by Degree								
	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Bachelor's Degree	1167	69.5%	\$104,303	\$60,000	\$74,500	\$96,900	\$123,600	\$179,000
	189	11.3%	\$108,211	\$58,000	\$80,808	\$102,000	\$133,000	\$180,000
Master's Degree	232	13.8%	\$111,182	\$54,000	\$83,625	\$101,875	\$132,750	\$194,968
	30	1.8%	\$131,013	\$48,000	\$89,000	\$109,250	\$185,200	\$243,202
Doctorate Degree	62	3.7%	\$134,893	\$55,000	\$96,000	\$140,274	\$175,000	\$220,000
Annual Salary by Experie	ence							
,,	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
<1 year	84	5.0%	\$67,417	\$47,500	\$58,650	\$65,000	\$71,892	\$99,000
1 year	36	2.1%	\$81,855	\$46,126	\$61,650	\$66,500	\$72,000	\$150,000
1.5 years	64	3.8%	\$68,311	\$50,000	\$60,000	\$64,000	\$75,000	\$111,780
2 years	83	4.9%	\$72,320	\$50,000	\$63,500	\$68,400	\$78,000	\$101,550
3 years	95	5.7%	\$76,526	\$50,000	\$64,000	\$70,000	\$83,000	\$120,700
4 years	83	4.9%	\$81,940	\$58,000	\$69,000	\$76,000	\$87,444	\$108,300
5 years	105	6.3%	\$84,358	\$64,257	\$72,000	\$80,000	\$93,300	\$106,200
6 years	77	4.6%	\$91,746	\$66,839	\$80,500	\$90,480	\$99,000	\$116,000
7-8 years	172	10.2%	\$94,621	\$70,000	\$82,625	\$93,000	\$102,750	\$133,000
9-10 years	144	8.6%	\$106,651	\$76,600	\$92,000	\$104,000	\$118,375	\$145,000
•	144	8.6%			\$92,000			\$170,000
11-12 years	115	6.8%	\$115,589	\$81,373 \$85,000	\$102,500	\$110,000 \$120,000	\$130,033 \$140,000	\$170,000
13-14 years			\$122,380					
15-17 years	119	7.1%	\$136,890	\$87,500	\$112,835	\$131,000 \$136,500	\$156,000 \$154,350	\$205,000
18-20 years	96	5.7%	\$131,505	\$65,300	\$105,000 \$129,700	\$126,500 \$150,000	\$154,350	\$201,000
21-24 years 25+ years	80 183	4.8% 10.9%	\$153,964 \$151,375	\$90,200 \$90,000	\$129,700	\$150,000 \$150,000	\$185,800 \$177,000	\$215,238 \$234,000
Annual Salary by Sector								
Airiuai Galai y Dy Sector	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Public Sector	530	100.0%	\$107,583	\$63,630	\$80,616	\$100,000	\$125,000	\$180,000
Private Sector	1,135	100.0%	\$107,303	\$57,990	\$74,000	\$98,046	\$123,000	\$190,000
THVALE OCCION	1,100	Mean	\$100,902 5	φ57,990 25	Median	φ96,046 75	95	\$190,000 %
Total Salary (full time po	eitione)							
iotal odialy (luli tille po	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Base Salary	1,680	94.8%	\$105,716	\$55,000	\$74,856	\$98,000	\$128,000	\$186,000

25

Median

75

95

%

5

Mean

Salary Changes - Full Time Positions

	MEDIAN SALARY	% INCREASE	MEAN SALARY	% INCREASE
1987	\$48,000		\$49,269	
1989	\$50,928	6.10%	\$62,887	27.64%
1991	\$54,110	6.25%	\$57,578	-8.44%
1993	\$54,480	0.68%	\$56,703	-1.52%
1995	\$56,400	3.52%	\$59,142	4.30%
1997	\$60,000	6.38%	\$62,266	5.28%
1999	\$62,500	4.17%	\$65,401	5.03%
2001	\$66,000	5.60%	\$68,877	5.31%
2003	\$68,800	4.24%	\$71,210	3.39%
2005	\$71,008	3.21%	\$73,607	3.37%
2007	\$74,000	4.21%	\$77,374	5.12%
2008	\$76,352	3.18%	\$83,025	7.30%
2009	\$80,000	4.78%	\$86,908	4.68%
2010	\$82,950	3.69%	\$91,548	5.34%
2011	\$84,224	1.54%	\$91,154	-0.43%
2012	\$89,472	6.23%	\$96,219	5.56%
2013	\$90,000	0.59%	\$98,030	1.88%
2014	\$94,500	5.00%	\$102,475	4.53%
2015	\$97,000	2.65%	\$105,111	2.57%
2016	\$96,000	-1.03%	\$104,628	-0.46%
2017	\$97,000	1.04%	\$107,130	2.39%
2018	\$96,485	-0.53%	\$104,743	-2.23%
2019	\$97,500	1.05%	\$107,287	2.43%
2020	\$99,265	1.81%	\$107,298	0.00%

Regression 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 APEGS can easily use to estimate their salary. The formula explains about 57 percent (57.2%) 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. Refer to the "Classification Rating Guide", which can be found on http://www.apegs.ca/Portal/Pages/salary-survey, to determine the values for each factor.

FACTOR	COEFFICIENT (B)	RELATIVE IMPORTANCE (BETA)
(Constant)	46481	
Duties (A)	127	0.196
Experience (C)	342	0.325
Leadership Authority and/or Supervision Exercised (F)	151	0.113
Supervision Scope (G)	784	0.200
Receipt of professional designation	10739	0.123

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

Formula for expected salary (SE) without bonus:

$$SE = 46,481 + 127*A + 342*C + 151*F + 784*G$$

Add 10,739 if you have acquired professional status within your field (P.Eng. or P.Geo.)