



A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*



SALARY SURVEY

May 2018

insightrix®

Report Compiled by
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Results Summary

Sample Statistics

- A total 2,270 members of APEGS completed the survey.
- Of those, 2,163 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 \$104,743.
- The median salary (not including bonus) is \$96,485.
- Fifty percent of salaries fall between \$77,052 and \$125,000.
- Ninety percent of salaries fall between \$58,500 and \$180,000.

Additional Income

- Two thirds of responding members reported receiving bonuses (66.6%). This is consistent with findings from 2017.
- The median bonus is \$5,000, including those who receive none, which is consistent with previous results.

Overall Statistics

- Nearly all respondents (93.0%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Eight in ten (83.9%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 87.9% mentioned that their employer pays for APEGS annual dues.
- 17.1% have permission to consult.
- Overall, 19.5% of responding members are women with close to one half (46.6%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (95.3%).



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: Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology) (Md: \$105,500).
- Highest paying industry: Resource Industry Except Oil & Gas (Md: \$111,180).
- Highest paying job function: Corporate Management (Md: \$149,000).

Comparison to 2017 Salaries

- The median salary has decreased by 0.5% from 2017.
- The mean salary has decreased by 2.2% from 2017.

Regression Analysis

- Many of the results are similar to previous surveys in terms of the factors influencing salary.
- Duties, supervision scope, experience, recommendations, 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 2018, 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 2017 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 6,103 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 2018 based on their 2017 annual salary. Surveys were completed from March 15 to April 24, 2018. A total of 2,270 members completed the survey representing a 37.2% 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 within the survey. In addition, those who indicated a bonus equal to or higher than their salary were also asked to verify directly in the survey 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. Respondents who reported being unemployed, retired or work zero hours a week are excluded from salary calculations.



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:

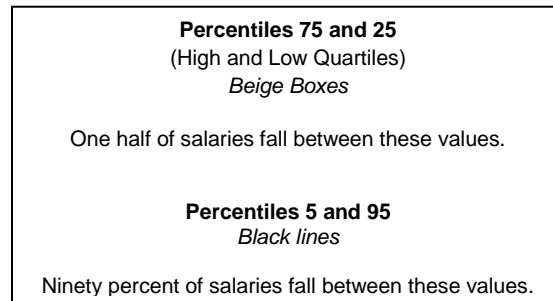
This may suggest that most of the group is very established and seeing steady salary increases, while highest-paying positions are seeing even larger increases. This may also indicate very few entry-level candidates compared to the number of established individuals.



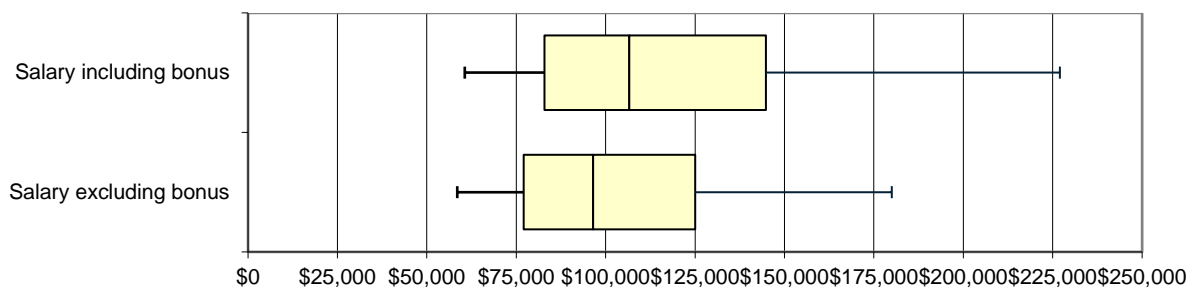
Study Results

CHARTS AND TABLES:

General legend for salary charts:



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	2162	96.0%	\$104,743	\$58,500	\$77,052	\$96,485	\$125,000	\$180,000
	Salary incl. bonus			\$122,037	\$60,600	\$82,900	\$106,555	\$144,841	\$227,000
Part time position, self employed, casual etc. and not full time	Base Salary	91	4.0%	\$74,923	\$84	\$40,000	\$70,000	\$95,000	\$180,000
	Salary incl. bonus			\$84,066	\$11,500	\$41,300	\$75,000	\$110,500	\$180,000
Total	Base Salary	2253	100.0%	\$103,539	\$56,000	\$76,000	\$96,000	\$125,000	\$180,000



	Salary incl. bonus			\$120,504	\$59,500	\$81,000	\$106,000	\$143,800	\$225,000
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* Respondents who reported being unemployed, retired or work zero hours a week excluded from base (n= 17)

Employer Paid Benefits

		Yes	No/NA*	Total
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	2112	158	2270
	Percent	93.0%	7%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1905	365	2270
	Percent	83.9%	16.1%	100.0%
Does your employer pay for your APEGS annual dues?	Count	1995	275	2270
	Percent	87.9%	12.1%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting? *(N/A grouped with No)	Count	368	1884	2270
	Percent	17.0%	83.0%	100.0%



Year of B.Sc.

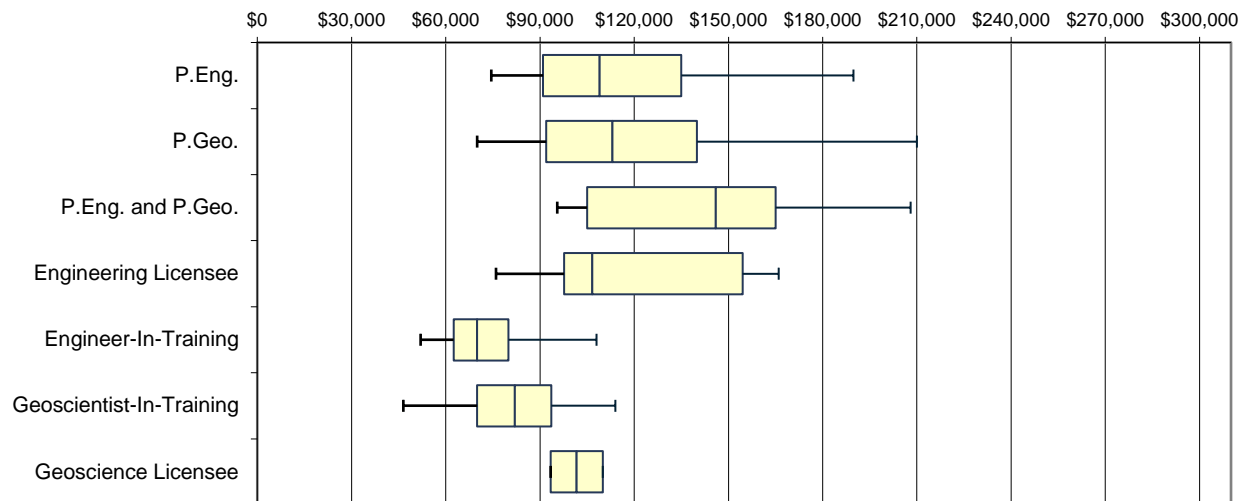
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
1976 & Prior	30	1.3%	\$143,749	\$65,000	\$105,575	\$136,500	\$185,000	\$250,000
1977*								
1978	10	0.4%	\$147,150	\$61,000	\$90,000	\$137,750	\$172,000	\$290,000
1979*								
1980*								
1981*								
1982	22	1.0%	\$138,012	\$85,000	\$105,000	\$141,250	\$162,261	\$185,000
1983	16	0.7%	\$156,124	\$60,000	\$111,250	\$156,000	\$200,478	\$250,000
1984	16	0.7%	\$149,672	\$84,000	\$106,500	\$148,000	\$176,500	\$235,000
1985	18	0.8%	\$150,907	\$35,000	\$102,100	\$130,000	\$200,000	\$275,000
1986	20	0.9%	\$140,458	\$81,100	\$103,686	\$135,000	\$177,500	\$201,750
1987	30	1.3%	\$150,174	\$96,000	\$115,000	\$149,688	\$174,700	\$203,000
1988	21	0.9%	\$139,281	\$73,000	\$125,000	\$145,000	\$168,000	\$186,000
1989	24	1.1%	\$135,604	\$73,000	\$100,118	\$148,500	\$163,750	\$196,000
1990	21	0.9%	\$137,764	\$93,000	\$110,000	\$133,548	\$159,000	\$190,000
1991	19	0.8%	\$148,588	\$55,000	\$120,000	\$134,000	\$175,500	\$270,000
1992	13	0.6%	\$140,463	\$1,000	\$110,000	\$149,000	\$184,217	\$224,000
1993	23	1.0%	\$140,234	\$85,000	\$96,000	\$143,000	\$160,000	\$200,000
1994	32	1.4%	\$135,797	\$65,000	\$95,250	\$135,500	\$171,000	\$244,000
1995	36	1.6%	\$131,151	\$10,000	\$104,000	\$129,000	\$168,750	\$200,000
1996	30	1.3%	\$136,897	\$84,900	\$105,000	\$142,000	\$161,570	\$200,000
1997	37	1.6%	\$128,676	\$75,000	\$108,000	\$125,000	\$154,000	\$196,000
1998	32	1.4%	\$120,573	\$65,000	\$100,830	\$120,027	\$134,000	\$178,000
1999	43	1.9%	\$132,357	\$92,900	\$102,000	\$123,000	\$143,100	\$220,000
2000	48	2.1%	\$116,377	\$57,000	\$95,250	\$114,700	\$135,000	\$175,000
2001	58	2.6%	\$127,595	\$75,000	\$110,000	\$121,500	\$139,850	\$192,000
2002	52	2.3%	\$122,432	\$70,000	\$104,250	\$117,594	\$142,875	\$171,000
2003	77	3.4%	\$119,757	\$68,000	\$98,000	\$118,000	\$135,000	\$190,000
2004	60	2.7%	\$119,327	\$72,319	\$93,000	\$113,500	\$132,550	\$192,068
2005	80	3.6%	\$106,450	\$58,025	\$90,250	\$107,000	\$130,250	\$150,694
2006	71	3.2%	\$106,086	\$71,500	\$91,850	\$106,226	\$121,300	\$145,000
2007	91	4.0%	\$103,988	\$70,000	\$87,000	\$101,000	\$125,000	\$145,000
2008	106	4.7%	\$98,011	\$60,000	\$86,000	\$98,250	\$112,000	\$136,000
2009	113	5.0%	\$97,335	\$50,000	\$85,000	\$96,469	\$107,853	\$141,000
2010	110	4.9%	\$91,559	\$57,200	\$81,068	\$90,299	\$99,798	\$121,800
2011	107	4.7%	\$88,982	\$65,000	\$77,665	\$85,000	\$96,000	\$133,500
2012	161	7.1%	\$82,531	\$59,000	\$72,800	\$80,000	\$90,000	\$112,000



2013	118	5.2%	\$79,448	\$55,000	\$71,760	\$78,000	\$89,566	\$104,000
2014	108	4.8%	\$74,033	\$54,200	\$65,000	\$72,000	\$83,331	\$98,000
2015	121	5.4%	\$69,254	\$53,000	\$63,360	\$67,000	\$75,000	\$92,000
2016	82	3.6%	\$62,200	\$42,000	\$57,000	\$63,000	\$72,000	\$80,000
2017	67	3.0%	\$62,231	\$48,000	\$57,000	\$61,000	\$67,000	\$78,000

*Not available due to reporting rules (insufficient data)

Professional Designation

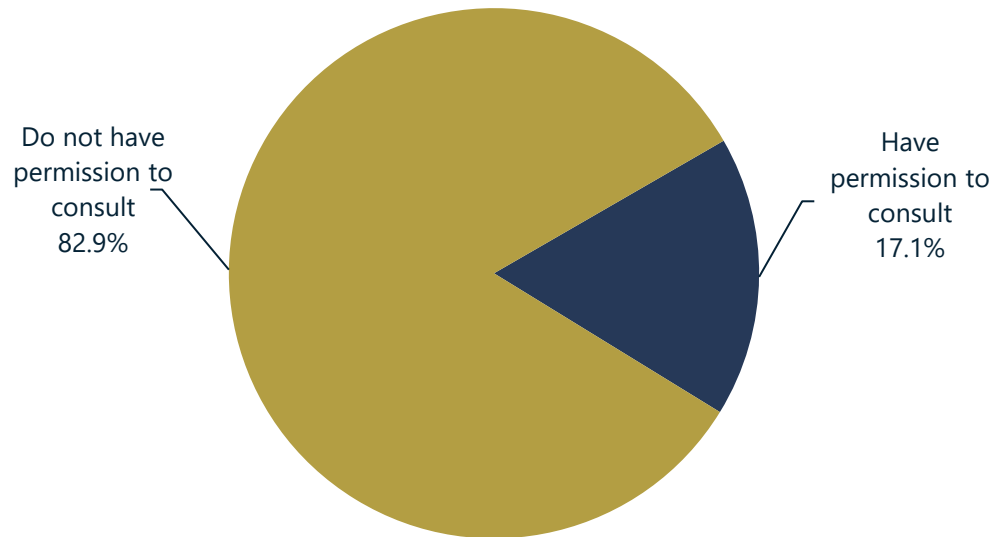


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	1,407	65.1%	\$117,229	\$74,500	\$91,000	\$109,000	\$135,000	\$189,800
P.Geo.	87	4.0%	\$120,647	\$70,000	\$92,000	\$113,080	\$140,000	\$210,000
P.Eng. and P.Geo.	15	0.7%	\$139,500	\$95,500	\$105,000	\$146,000	\$165,000	\$208,000
Engineering License	12	0.6%	\$118,258	\$76,000	\$97,664	\$106,620	\$154,500	\$166,000
Engineer-in-Training	606	28.0%	\$73,665	\$52,000	\$62,500	\$70,000	\$80,000	\$108,000
Geoscientist-in-Training	33	1.5%	\$80,652	\$46,500	\$70,000	\$82,000	\$93,600	\$114,000
Geo Licensee*								

*Not available due to reporting rules (insufficient data)



Permission to Consult

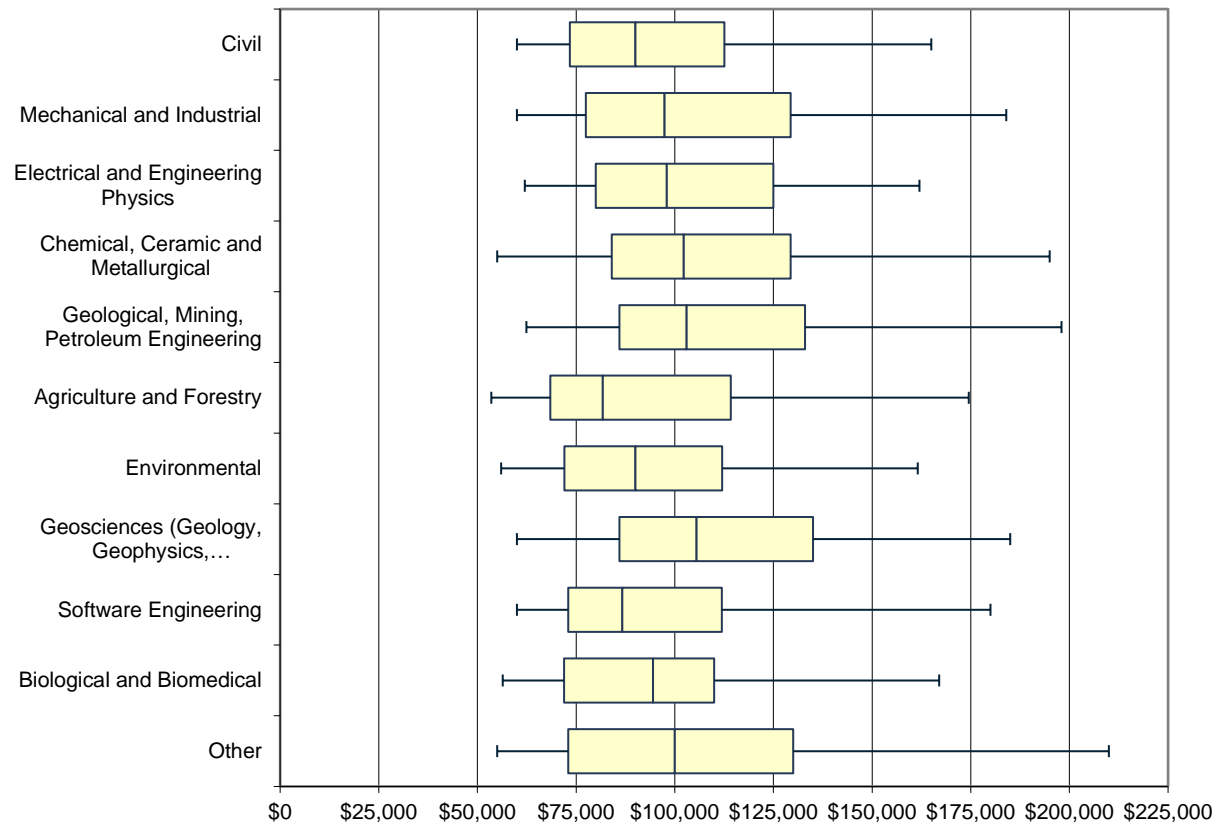


Permission to Consult by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	36	10.2%	\$79,709	\$42,473	\$64,250	\$76,000	\$90,729	\$145,800
	6 to 10 years	76	21.5%	\$98,989	\$75,000	\$86,838	\$95,500	\$108,000	\$142,000
	11 to 20 years	143	40.4%	\$119,316	\$86,000	\$101,323	\$115,000	\$133,300	\$175,000
	More than 20 years	99	28.0%	\$149,840	\$90,000	\$124,409	\$150,000	\$175,140	\$225,000
	Total	354	100.0%	\$119,461	\$70,000	\$93,000	\$113,347	\$142,000	\$188,000
Do not have permission to consult	Five years or less	701	38.8%	\$75,672	\$52,500	\$64,000	\$72,500	\$84,500	\$110,000
	6 to 10 years	485	26.8%	\$96,991	\$69,567	\$83,000	\$95,000	\$108,000	\$136,900
	11 to 20 years	385	21.3%	\$126,457	\$82,000	\$104,000	\$122,000	\$141,500	\$188,600
	More than 20 years	237	13.1%	\$149,340	\$88,000	\$115,000	\$147,000	\$173,500	\$244,000
	Total	1,808	100.0%	\$101,862	\$57,600	\$75,000	\$94,000	\$120,000	\$175,500



Discipline



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	442	20.4%	\$98,078	\$60,000	\$73,416	\$90,000	\$112,543	\$165,000
Mechanical and Industrial	506	23.4%	\$106,345	\$60,000	\$77,500	\$97,400	\$129,334	\$184,000
Electrical and Engineering Physics	336	15.5%	\$103,848	\$62,000	\$80,000	\$98,000	\$125,000	\$162,000
Chemical, Ceramic and Metallurgical	110	5.1%	\$110,237	\$55,000	\$84,000	\$102,250	\$129,340	\$195,000
Geological, Mining, Petroleum Engineering	232	10.7%	\$116,319	\$62,400	\$86,000	\$103,028	\$133,000	\$198,000
Agriculture and Forestry	40	1.9%	\$93,285	\$53,509	\$68,475	\$81,766	\$114,220	\$174,500
Environmental	141	6.5%	\$95,321	\$56,000	\$72,000	\$90,000	\$112,000	\$161,570
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	110	5.1%	\$112,808	\$60,000	\$86,000	\$105,500	\$135,000	\$185,000



Software, Computer Engineering	50	2.3%	\$96,552	\$60,000	\$73,000	\$86,689	\$111,885	\$180,000
Biological, Biomedical*								
Other	190	8.8%	\$107,270	\$55,000	\$73,000	\$100,000	\$130,000	\$210,000

*Not available due to reporting rules (insufficient data)

Discipline by Employment

	% working in same discipline as at graduation	% working in other discipline
Civil	76.4%	23.6%
Mechanical and Industrial	86.7%	13.3%
Electrical and Engineering Physics	93.9%	6.1%
Chemical, Ceramic and Metallurgical	91.2%	8.8%
Geological, Mining, Petroleum Engineering	53.9%	46.1%
Agriculture and Forestry	51.2%	48.8%
Environmental	66.9%	33.1%
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	87.4%	12.6%
Software, Computer Engineering	35.3%	64.7%
Biological, Biomedical	40.0%	60.0%
Other	21.1%	78.9%



Discipline by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	5 or fewer years	160	36.2%	\$73,399	\$54,530	\$64,000	\$70,038	\$78,000	\$102,566
	6 - 10 years	112	25.3%	\$91,222	\$70,000	\$80,000	\$89,000	\$99,675	\$125,000
	11 - 20 years	108	24.4%	\$118,707	\$83,000	\$101,000	\$112,000	\$132,991	\$170,000
	More than 20 years	62	14.0%	\$138,215	\$90,000	\$110,000	\$133,900	\$160,000	\$198,469
	Total	442	100.0%	\$98,078	\$60,000	\$73,416	\$90,000	\$112,543	\$165,000
Mechanical and Industrial	5 or fewer years	179	35.4%	\$77,431	\$52,500	\$63,500	\$74,500	\$85,200	\$121,800
	6 - 10 years	143	28.3%	\$101,617	\$74,400	\$89,000	\$97,000	\$112,000	\$148,000
	11 - 20 years	114	22.5%	\$129,350	\$89,400	\$106,000	\$125,454	\$142,532	\$184,217
	More than 20 years	70	13.8%	\$152,474	\$86,000	\$120,000	\$148,500	\$185,000	\$245,000
	Total	506	100.0%	\$106,345	\$60,000	\$77,500	\$97,400	\$129,334	\$184,000
Electrical and Engineering Physics	5 or fewer years	104	31.0%	\$77,337	\$55,000	\$65,000	\$74,650	\$85,000	\$113,000
	6 - 10 years	85	25.3%	\$94,263	\$66,696	\$82,836	\$93,000	\$107,000	\$136,000
	11 - 20 years	88	26.2%	\$118,919	\$80,000	\$101,992	\$120,500	\$131,415	\$165,000
	More than 20 years	59	17.6%	\$141,909	\$100,000	\$122,000	\$145,000	\$158,062	\$190,000
	Total	336	100.0%	\$103,848	\$62,000	\$80,000	\$98,000	\$125,000	\$162,000
Chemical, Ceramic and Metallurgical	5 or fewer years	33	30.0%	\$79,702	\$42,000	\$65,000	\$78,500	\$86,000	\$105,000
	6 - 10 years	45	40.9%	\$102,025	\$70,000	\$89,000	\$101,000	\$112,000	\$145,000
	11 - 20 years	20	18.2%	\$138,063	\$95,000	\$107,500	\$141,860	\$159,750	\$191,300
	More than 20 years	12	10.9%	\$178,625	\$110,000	\$135,625	\$185,000	\$214,000	\$250,000



	Total	110	100.0%	\$110,237	\$55,000	\$84,000	\$102,250	\$129,340	\$195,000
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		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Geological, Mining, Petroleum Engineering	5 or fewer years	86	37.1%	\$82,517	\$57,800	\$72,800	\$83,700	\$93,540	\$107,600
	6 - 10 years	59	25.4%	\$107,831	\$79,000	\$93,800	\$104,000	\$124,000	\$136,000
	11 - 20 years	48	20.7%	\$144,999	\$101,000	\$115,000	\$133,500	\$172,500	\$198,000
	More than 20 years	39	16.8%	\$168,398	\$95,000	\$130,000	\$165,000	\$197,000	\$266,426
	Total	232	100.0%	\$116,319	\$62,400	\$86,000	\$103,028	\$133,000	\$198,000
Agriculture and Forestry	5 or fewer years	16	40.0%	\$69,818	\$53,500	\$63,750	\$69,050	\$76,975	\$90,000
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								
	Total	40	100.0%	\$93,285	\$53,509	\$68,475	\$81,766	\$114,220	\$174,500
Environmental	5 or fewer years	47	33.3%	\$69,499	\$54,200	\$58,500	\$64,000	\$76,700	\$98,000
	6 - 10 years	35	24.8%	\$91,932	\$70,000	\$82,568	\$90,000	\$99,000	\$126,000
	11 - 20 years	45	31.9%	\$111,072	\$70,000	\$93,000	\$110,000	\$132,000	\$161,570
	More than 20 years	14	9.9%	\$139,857	\$48,000	\$110,000	\$145,000	\$173,000	\$208,000
	Total	141	100.0%	\$95,321	\$56,000	\$72,000	\$90,000	\$112,000	\$161,570
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	5 or fewer years	29	26.4%	\$81,968	\$46,500	\$70,000	\$80,000	\$93,000	\$139,000
	6 - 10 years	28	25.5%	\$92,717	\$55,000	\$79,000	\$96,000	\$105,000	\$129,000
	11 - 20 years	30	27.3%	\$127,918	\$94,500	\$110,000	\$117,350	\$135,000	\$210,000



	More than 20 years	23	20.9%	\$156,442	\$103,000	\$127,900	\$159,000	\$178,000	\$228,000
	Total	110	100.0%	\$112,808	\$60,000	\$86,000	\$105,500	\$135,000	\$185,000

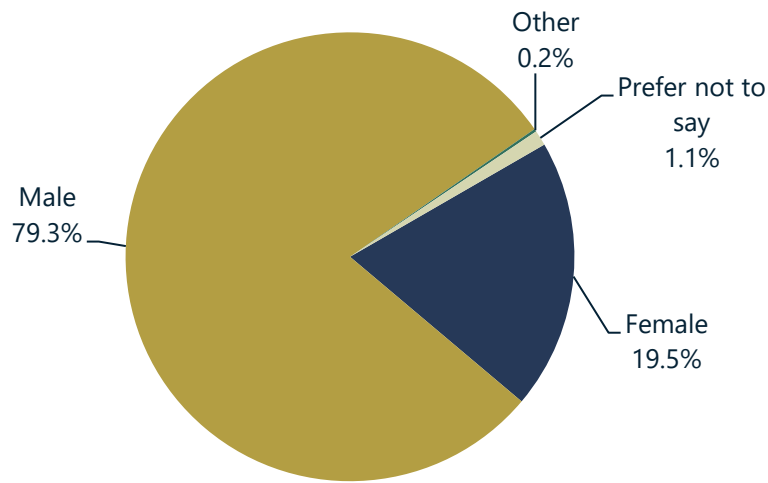
*Not reported due to insufficient data

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Software, Computer Engineering	5 or fewer years	17	34.0%	\$69,654	\$47,346	\$66,000	\$70,000	\$73,000	\$91,000
	6 - 10 years	12	24.0%	\$95,009	\$76,000	\$81,987	\$91,500	\$106,253	\$125,000
	11 - 20 years*	12	24.0%	\$108,083	\$74,000	\$75,349	\$101,984	\$131,250	\$180,000
	More than 20 years*								
	Total	50	100.0%	\$96,552	\$60,000	\$73,000	\$86,689	\$111,885	\$180,000
Other	5 or fewer years	63	33.2%	\$69,434	\$39,600	\$58,000	\$67,000	\$80,000	\$113,500
	6 - 10 years	33	17.4%	\$93,587	\$57,000	\$80,000	\$90,000	\$104,621	\$145,000
	11 - 20 years	54	28.4%	\$123,380	\$84,900	\$102,000	\$113,000	\$130,000	\$240,000
	More than 20 years	40	21.1%	\$156,403	\$84,000	\$126,125	\$152,000	\$178,675	\$303,250
	Total	190	100.0%	\$107,270	\$55,000	\$73,000	\$100,000	\$130,000	\$210,000

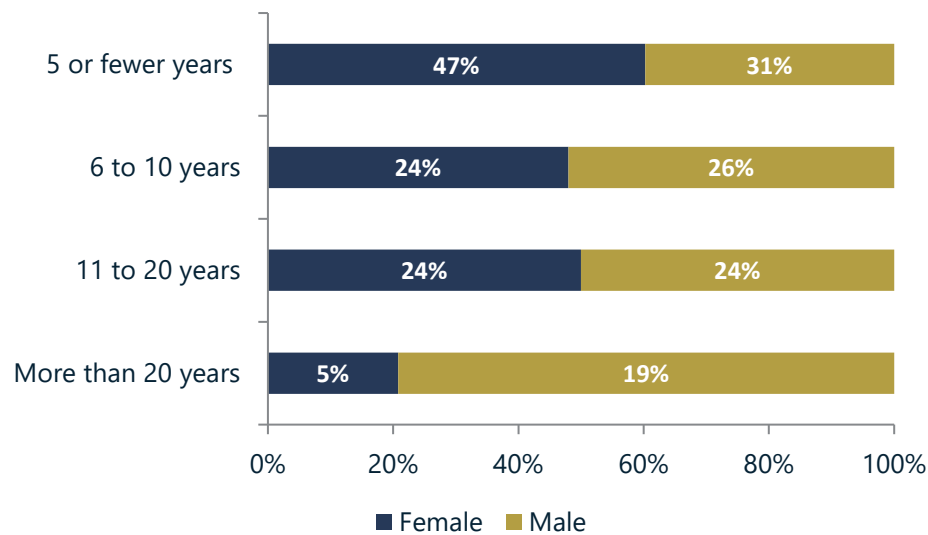
*Not reported due to insufficient data. Biological/Biomedical not reported due to insufficient data.



Gender (Overall)



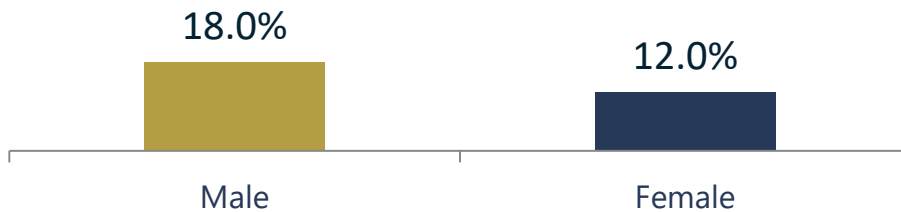
Experience by Gender





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	110	24.3%	\$86,314	\$58,000	\$67,000	\$78,804	\$98,500	\$135,000
	Male	342	75.5%	\$100,886	\$60,000	\$75,600	\$94,400	\$120,000	\$170,000
Mechanical and Industrial	Female	64	12.3%	\$94,764	\$52,500	\$72,000	\$90,750	\$113,750	\$140,000
	Male	448	85.8%	\$106,945	\$60,000	\$77,500	\$98,000	\$130,000	\$186,868
Electrical and Engineering Physics	Female	38	11.1%	\$91,694	\$36,199	\$73,000	\$82,811	\$113,000	\$170,000
	Male	300	87.5%	\$105,053	\$62,000	\$80,675	\$99,899	\$126,748	\$161,900
Chemical, Ceramic and Metallurgical	Female	26	23.0%	\$104,720	\$54,516	\$85,000	\$95,940	\$121,800	\$178,000
	Male	87	77.0%	\$111,682	\$56,000	\$83,000	\$105,000	\$130,000	\$195,000
Geological, Mining, Petroleum Engineering	Female	54	22.0%	\$97,756	\$60,000	\$76,000	\$94,050	\$104,000	\$180,000
	Male	185	75.5%	\$121,505	\$65,000	\$90,000	\$109,900	\$138,000	\$204,500
Agriculture and Forestry	Female*								
	Male	33	80.5%	\$96,784	\$53,500	\$69,100	\$90,000	\$119,000	\$175,000
Environmental	Female	60	39.0%	\$83,682	\$21,500	\$63,625	\$79,000	\$100,500	\$154,250
	Male	93	60.4%	\$97,351	\$52,000	\$75,500	\$93,000	\$115,000	\$165,000
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	Female	31	24.6%	\$93,487	\$40,000	\$75,718	\$97,450	\$110,000	\$135,000
	Male	94	74.6%	\$109,861	\$46,500	\$78,000	\$102,500	\$140,000	\$185,000



Software, Computer Engineering	Female*	10	19.6%	\$86,651	\$60,000	\$67,000	\$87,500	\$102,915	\$120,298
	Male*	39	76.5%	\$97,515	\$55,000	\$72,400	\$84,000	\$114,000	\$180,000
Other	Female	37	18.5%	\$86,881	\$30,000	\$64,480	\$83,064	\$106,000	\$155,000
	Male	163	81.5%	\$109,442	\$45,700	\$74,400	\$102,000	\$130,000	\$220,000

*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	19	29.7%	\$62,590	\$20,000	\$57,300	\$64,000	\$74,000	\$95,040
	Male	45	70.3%	\$56,622	\$13,000	\$54,000	\$60,000	\$64,604	\$83,000
...	Female	30	37.5%	\$62,083	\$45,000	\$56,215	\$63,199	\$68,000	\$82,400
	Male	50	62.5%	\$65,798	\$53,500	\$60,000	\$65,250	\$71,000	\$80,500
More advanced stages of training and development	Female	45	25.6%	\$67,094	\$55,800	\$62,000	\$65,000	\$75,000	\$83,000
	Male	127	72.2%	\$68,776	\$42,500	\$60,000	\$70,000	\$80,000	\$97,760
...	Female	53	29.1%	\$75,745	\$50,000	\$66,000	\$76,000	\$86,000	\$98,000
	Male	126	69.2%	\$75,695	\$57,385	\$65,994	\$74,450	\$84,500	\$103,587
Fully qualified professional level	Female	54	21.4%	\$82,821	\$62,000	\$72,000	\$77,272	\$94,000	\$125,000
	Male	194	77.0%	\$88,770	\$50,000	\$75,000	\$85,000	\$103,055	\$138,000
...	Female	44	17.6%	\$88,565	\$62,400	\$78,550	\$86,245	\$102,875	\$116,000
	Male	199	79.6%	\$97,361	\$72,800	\$83,000	\$93,000	\$107,000	\$142,000
First level of direct and sustained supervision	Female	23	18.0%	\$92,576	\$54,200	\$82,250	\$96,000	\$108,000	\$118,000
	Male	103	80.5%	\$94,132	\$58,500	\$80,000	\$91,000	\$108,000	\$145,000
...	Female	22	15.7%	\$95,300	\$65,000	\$80,000	\$95,705	\$101,000	\$131,000
	Male	117	83.6%	\$101,099	\$60,000	\$86,000	\$97,000	\$114,788	\$150,000
Involved in short and long range planning	Female	43	17.6%	\$94,969	\$60,000	\$81,000	\$92,000	\$104,000	\$132,000
	Male	200	81.6%	\$106,414	\$67,525	\$87,050	\$102,500	\$125,000	\$157,750
...	Female	31	16.1%	\$101,184	\$36,199	\$95,990	\$104,000	\$110,000	\$145,000
	Male	161	83.4%	\$119,920	\$82,000	\$99,798	\$115,188	\$136,000	\$178,000
Regularly direct several professionals	Female	33	16.0%	\$126,778	\$87,399	\$110,000	\$121,300	\$138,350	\$188,600
	Male	170	82.5%	\$131,927	\$83,500	\$110,000	\$126,940	\$152,000	\$189,800
...	Female	16	11.0%	\$131,648	\$102,000	\$109,269	\$130,000	\$152,822	\$171,000
	Male	128	88.3%	\$141,039	\$93,000	\$115,000	\$137,750	\$162,750	\$197,000
Direct technical and administrative activities of a significant group	Female	22	14.8%	\$140,128	\$54,500	\$110,000	\$149,000	\$178,000	\$230,000
	Male	126	84.6%	\$160,778	\$95,000	\$133,000	\$160,000	\$190,000	\$240,000
...	Female*								
	Male	18	85.7%	\$193,244	\$100,000	\$140,000	\$175,000	\$261,773	\$300,000



CEO	Female*								
	Male	22	100.0%	\$157,756	\$60,000	\$100,000	\$150,000	\$220,000	\$250,000

*Not reported due to insufficient data

Education - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelors	Female	326	21.5%	\$88,846	\$54,516	\$67,000	\$82,750	\$102,915	\$145,000
	Male	1,171	77.2%	\$103,238	\$58,500	\$76,000	\$96,000	\$125,000	\$175,000
...	Female	32	13.0%	\$88,544	\$52,000	\$72,750	\$86,392	\$106,552	\$115,000
	Male	212	86.2%	\$111,559	\$55,000	\$85,250	\$105,000	\$132,250	\$190,000
Masters	Female	56	16.4%	\$102,280	\$57,000	\$78,602	\$99,140	\$120,224	\$171,000
	Male	282	82.5%	\$109,474	\$55,000	\$80,000	\$103,318	\$130,000	\$190,000
...	Female*								
	Male	43	86.0%	\$123,729	\$25,000	\$86,000	\$109,000	\$165,000	\$225,000
Doctorate	Female	19	19.2%	\$105,391	\$36,000	\$65,000	\$99,565	\$145,000	\$190,000
	Male	78	78.8%	\$125,307	\$60,000	\$90,000	\$120,000	\$160,000	\$203,970

*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	206	47.0%	\$73,611	\$50,000	\$63,000	\$72,000	\$82,400	\$106,000
	6 to 10 years	107	24.4%	\$90,696	\$60,000	\$79,000	\$89,000	\$100,000	\$125,000
	11 to 20 years	105	24.0%	\$117,297	\$70,300	\$99,000	\$110,000	\$136,000	\$180,000
	More than 20 years	20	4.6%	\$127,263	\$3,600	\$110,000	\$130,000	\$145,000	\$246,400
Male	5 years or less	554	31.0%	\$74,689	\$48,000	\$63,550	\$72,192	\$84,300	\$110,000
	6 to 10 years	461	25.8%	\$98,663	\$70,880	\$85,000	\$95,500	\$110,000	\$145,000
	11 to 20 years	436	24.4%	\$123,835	\$77,200	\$103,080	\$120,000	\$140,000	\$185,000
	More than 20 years	335	18.8%	\$148,223	\$84,000	\$115,000	\$148,000	\$175,500	\$235,000



Decision - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	Female*								
	Male*	17	65.4%	\$58,014	\$30	\$50,000	\$60,000	\$66,000	\$124,000
...	Female*								
	Male	12	70.6%	\$63,307	\$48,000	\$57,000	\$63,240	\$66,650	\$84,000
Decisions fall within established guidelines	Female	27	26.5%	\$64,224	\$40,000	\$57,200	\$64,000	\$72,500	\$82,400
	Male	73	71.6%	\$68,702	\$18,000	\$60,000	\$66,560	\$80,000	\$103,000
...	Female	47	34.3%	\$70,520	\$52,100	\$62,000	\$68,616	\$79,500	\$94,000
	Male	87	63.5%	\$73,893	\$52,000	\$63,508	\$71,500	\$82,823	\$106,900
Independent Analysis	Female	41	33.1%	\$66,981	\$20,000	\$60,000	\$72,000	\$78,000	\$95,000
	Male	82	66.1%	\$73,567	\$39,600	\$62,000	\$71,000	\$83,500	\$120,000
...	Female	36	25.9%	\$77,393	\$54,516	\$63,638	\$72,500	\$90,469	\$120,000
	Male	100	71.9%	\$83,275	\$58,575	\$72,000	\$81,000	\$94,875	\$112,190
Routinely make technical recommendations	Female	36	19.6%	\$86,961	\$56,400	\$75,339	\$84,500	\$97,225	\$131,900
	Male	141	76.6%	\$89,224	\$56,650	\$75,600	\$88,800	\$100,800	\$135,000
...	Female	36	18.8%	\$88,597	\$64,000	\$76,125	\$88,950	\$98,525	\$115,000
	Male	152	79.2%	\$97,777	\$62,500	\$77,289	\$90,500	\$111,664	\$150,000
Routinely make responsible decisions	Female	40	16.5%	\$91,622	\$50,365	\$76,386	\$90,925	\$105,000	\$142,765
	Male	199	82.2%	\$98,247	\$58,000	\$78,000	\$95,000	\$115,000	\$150,000
...	Female	25	17.6%	\$97,860	\$63,000	\$86,340	\$96,469	\$110,000	\$136,000
	Male	116	81.7%	\$105,481	\$68,000	\$87,005	\$100,500	\$123,450	\$175,500
Routinely make responsible technical/administrative decisions	Female	52	16.1%	\$106,421	\$76,000	\$87,100	\$98,083	\$119,500	\$188,600
	Male	270	83.9%	\$111,287	\$67,000	\$90,000	\$105,750	\$127,311	\$175,000
...	Female	40	16.0%	\$111,154	\$68,480	\$90,250	\$108,000	\$130,000	\$169,250
	Male	209	83.6%	\$129,035	\$76,550	\$103,248	\$125,000	\$148,000	\$195,000
Deal with major problems	Female	22	9.9%	\$122,078	\$65,000	\$102,208	\$112,000	\$145,000	\$180,000
	Male	199	89.2%	\$134,997	\$72,400	\$110,540	\$136,000	\$160,000	\$203,000
...	Female*	13	17.1%	\$129,117	\$54,500	\$104,000	\$135,000	\$156,000	\$185,000
	Male	62	81.6%	\$159,961	\$93,000	\$120,000	\$145,000	\$196,000	\$268,131
Isolate and analyze major over-all problems	Female*								
	Male	67	87.0%	\$148,217	\$51,000	\$104,000	\$140,000	\$178,000	\$266,426

*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*								
...	Female*								
	Male*								
Receive instructions as to methods and procedures	Female*	10	41.7%	\$61,532	\$30,000	\$50,000	\$64,110	\$67,000	\$100,000
	Male	13	54.2%	\$65,423	\$48,000	\$60,000	\$67,000	\$71,000	\$80,500
...	Female								
	Male	17	63.0%	\$66,399	\$42,500	\$57,500	\$65,500	\$76,000	\$86,000
Work under general supervision	Female	51	27.6%	\$69,759	\$52,500	\$62,000	\$68,616	\$77,665	\$98,000
	Male	132	71.4%	\$71,291	\$14,000	\$60,050	\$70,000	\$80,000	\$116,400
...	Female	29	21.6%	\$72,425	\$55,000	\$63,000	\$70,000	\$80,832	\$97,450
	Male	100	74.6%	\$77,192	\$55,050	\$65,000	\$76,334	\$87,750	\$107,945
Work in terms of specific objectives	Female	37	23.6%	\$78,233	\$54,200	\$67,000	\$76,000	\$89,500	\$115,000
	Male	118	75.2%	\$82,121	\$50,000	\$70,000	\$82,556	\$93,725	\$119,820
...	Female	33	25.4%	\$82,042	\$50,000	\$65,812	\$84,478	\$97,000	\$129,000
	Male	94	72.3%	\$88,726	\$59,000	\$68,000	\$85,000	\$103,000	\$145,000
Work towards objectives to be accomplished	Female	59	17.1%	\$88,953	\$36,000	\$76,000	\$89,000	\$103,000	\$138,350
	Male	283	81.8%	\$98,634	\$60,000	\$78,825	\$95,000	\$117,000	\$150,000
...	Female	62	18.4%	\$96,441	\$64,000	\$80,500	\$95,530	\$110,745	\$140,000
	Male	272	80.7%	\$105,469	\$67,000	\$85,516	\$100,900	\$124,889	\$160,000
Work independently on broad, general assignments	Female	92	16.8%	\$97,819	\$60,000	\$78,175	\$95,045	\$110,000	\$146,000
	Male	452	82.3%	\$114,949	\$66,000	\$90,000	\$110,000	\$133,411	\$184,680
...	Female	27	14.6%	\$117,662	\$75,408	\$102,208	\$120,000	\$136,000	\$170,000
	Male	157	84.9%	\$142,526	\$87,000	\$114,000	\$139,850	\$168,000	\$203,500
Operate as an executive	Female*								
	Male	65	87.8%	\$158,890	\$100,000	\$130,000	\$155,000	\$178,000	\$250,000
...	Female*								
	Male	21	72.4%	\$168,931	\$97,302	\$135,000	\$150,000	\$175,459	\$300,000
Determine policies, plans and programs	Female*	10	16.9%	\$157,178	\$86,784	\$120,000	\$162,500	\$190,000	\$230,000
	Male	49	83.1%	\$152,822	\$60,000	\$105,000	\$150,000	\$186,000	\$270,000

*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	72	23.4%	\$78,124	\$50,000	\$63,638	\$73,500	\$88,675	\$125,000
	Male	232	75.3%	\$87,507	\$30,000	\$65,000	\$83,500	\$105,000	\$150,000
...	Female	47	25.1%	\$73,807	\$45,000	\$60,000	\$73,712	\$89,500	\$100,000
	Male	135	72.2%	\$85,882	\$56,000	\$67,000	\$80,000	\$92,700	\$133,500
Assign and check work of one or two non-professionals	Female	22	20.6%	\$68,287	\$80	\$65,000	\$70,000	\$80,832	\$95,700
	Male	82	76.6%	\$79,784	\$35,000	\$62,000	\$75,000	\$99,000	\$130,000
...	Female	27	24.1%	\$71,944	\$52,000	\$64,064	\$67,500	\$84,478	\$99,115
	Male	81	72.3%	\$79,816	\$56,000	\$68,000	\$75,000	\$92,000	\$112,200
Give Work Direction to one or more technologists	Female	43	27.7%	\$79,762	\$52,500	\$63,000	\$76,968	\$95,000	\$116,000
	Male	109	70.3%	\$84,478	\$56,000	\$70,000	\$78,500	\$95,000	\$145,000
...	Female	44	33.1%	\$84,171	\$61,000	\$75,000	\$83,032	\$96,102	\$108,500
	Male	89	66.9%	\$89,069	\$61,000	\$75,000	\$87,000	\$103,100	\$128,000
Responsible for the work of one or more non- professional assistants	Female	11	13.1%	\$86,444	\$67,000	\$74,400	\$82,356	\$102,208	\$112,000
	Male	73	86.9%	\$86,849	\$59,244	\$71,000	\$85,000	\$100,000	\$125,000
...	Female	19	15.2%	\$90,532	\$72,000	\$77,000	\$91,000	\$97,700	\$129,000
	Male	105	84.0%	\$98,936	\$66,430	\$78,825	\$96,000	\$112,472	\$142,000
Responsible for supervising one or more junior professionals	Female	27	16.8%	\$94,187	\$62,000	\$77,544	\$97,000	\$110,000	\$136,000
	Male	133	82.6%	\$102,243	\$70,000	\$84,000	\$95,000	\$114,000	\$156,000
...	Female	16	9.9%	\$107,702	\$80,000	\$95,750	\$102,000	\$121,100	\$146,219
	Male	144	89.4%	\$111,870	\$70,000	\$90,300	\$108,000	\$134,850	\$159,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Female	29	14.4%	\$94,419	\$40,000	\$80,000	\$96,000	\$104,000	\$136,837
	Male	171	85.1%	\$114,350	\$67,000	\$93,320	\$110,000	\$132,000	\$175,000
...	Female	29	17.1%	\$123,462	\$72,000	\$102,000	\$130,000	\$143,700	\$180,000
	Male	138	81.2%	\$132,660	\$80,000	\$106,000	\$130,000	\$155,000	\$199,182
Supervise and direct the work of two or more major functions in the organization	Female*	26	20.2%	\$122,611	\$85,000	\$104,000	\$111,500	\$145,000	\$188,600
	Male	101	78.3%	\$136,204	\$85,000	\$110,000	\$132,982	\$160,000	\$196,000
...	Female*								
	Male	58	87.9%	\$146,594	\$93,600	\$120,000	\$142,500	\$170,000	\$210,000



Co-ordinate activities of personnel in a significant group	Female*	15	14.7%	\$130,206	\$54,500	\$86,784	\$145,000	\$156,600	\$230,000
	Male	87	85.3%	\$158,189	\$99,000	\$131,000	\$150,000	\$186,868	\$228,000
...	Female*								
	Male	24	85.7%	\$185,183	\$100,000	\$136,250	\$172,500	\$265,263	\$290,000
CEO	Female*								
	Male	24	100.0%	\$154,443	\$60,000	\$97,000	\$150,000	\$212,500	\$250,000

*Not reported due to insufficient data

Supervision Scope - Gender

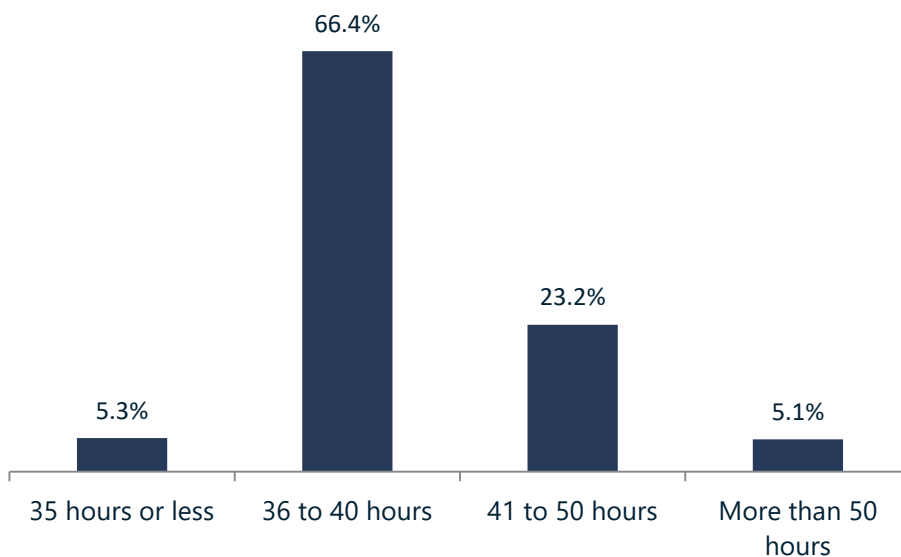
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Female	0	187	42.7%	\$79,579	\$52,500	\$64,480	\$77,000	\$90,792	\$116,000
	1	65	14.8%	\$80,890	\$50,000	\$67,000	\$76,852	\$100,000	\$128,000
	2-3	77	17.6%	\$92,131	\$58,000	\$75,000	\$94,000	\$105,000	\$145,000
	4-7	53	12.1%	\$94,205	\$52,500	\$78,000	\$96,000	\$110,000	\$136,900
	8-13	21	4.8%	\$122,293	\$85,000	\$104,000	\$120,000	\$138,350	\$178,000
	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	438	100.0%	\$91,030	\$50,000	\$70,000	\$86,000	\$107,000	\$148,000
	1	623	34.9%	\$92,493	\$56,000	\$75,000	\$87,800	\$105,500	\$150,000
	2-3	184	10.3%	\$97,912	\$56,000	\$76,900	\$93,231	\$113,520	\$160,000
	4-7	332	18.6%	\$114,852	\$62,000	\$90,000	\$110,000	\$135,000	\$180,000
	8-13	255	14.3%	\$124,914	\$65,000	\$100,000	\$125,000	\$147,365	\$200,000
	14-20	149	8.3%	\$136,167	\$72,000	\$105,000	\$134,285	\$161,476	\$210,000
	21-30	78	4.4%	\$125,873	\$69,000	\$108,000	\$120,000	\$145,000	\$190,000
	31-40	48	2.7%	\$145,313	\$86,000	\$116,000	\$135,000	\$176,639	\$199,000



41-50	23	1.3%	\$153,593	\$70,000	\$134,000	\$154,000	\$175,000	\$228,000
51-75	19	1.1%	\$164,315	\$83,000	\$138,000	\$164,439	\$186,000	\$225,000
76-100	17	1.0%	\$175,546	\$102,000	\$137,508	\$165,000	\$194,000	\$310,000
101-200	11	0.6%	\$170,102	\$85,000	\$130,000	\$170,000	\$196,000	\$275,000
201-400	19	1.1%	\$191,424	\$109,000	\$150,000	\$191,500	\$245,000	\$270,000
401-750*	22	1.2%	\$232,500	\$220,000	\$220,000	\$232,500	\$245,000	\$245,000
751-1200*								
1201-2000*								
2000+*								

*Not reported due to insufficient data

Hours Worked per Week (Full-time Employees)

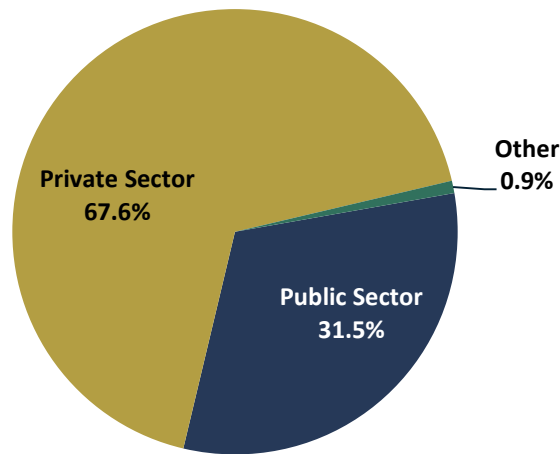


Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 42 and among part-time staff, it is 28 hours.



Sector of Employment (Overall)

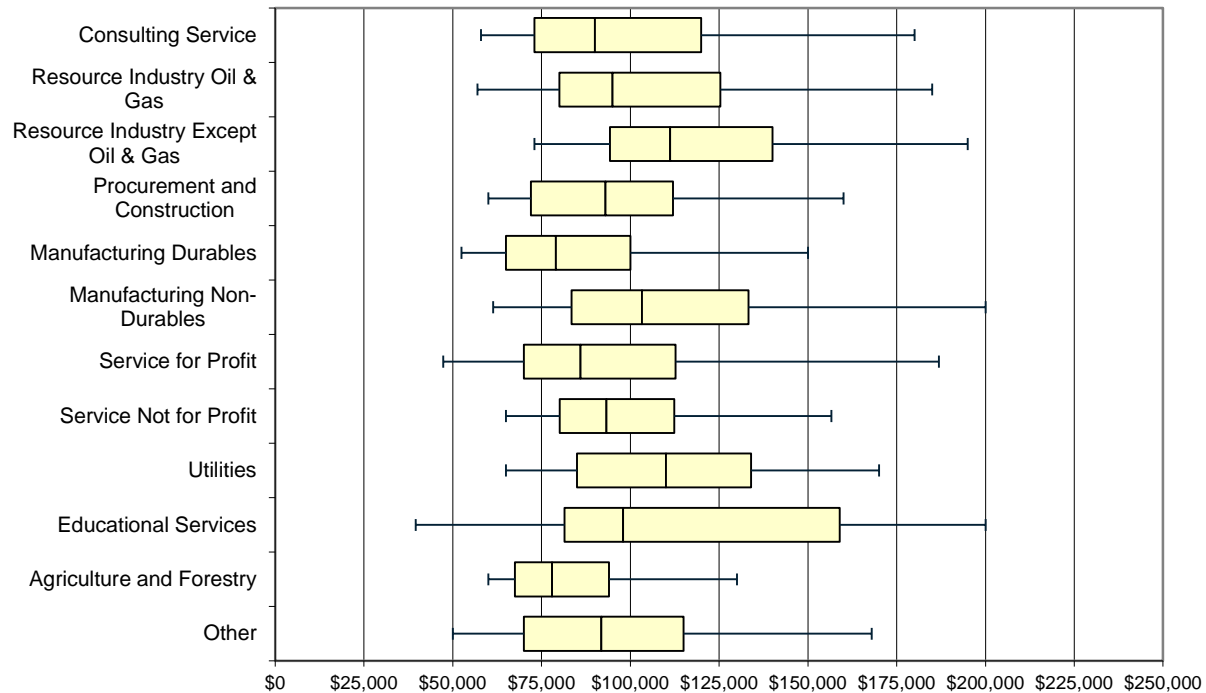


Sector of Employment by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	186	27.4%	\$78,561	\$46,500	\$66,982	\$75,721	\$86,000	\$115,000
	6 to 10 years	165	24.3%	\$96,000	\$70,000	\$84,236	\$92,000	\$107,000	\$135,000
	11 to 20 years	193	28.4%	\$119,536	\$87,000	\$102,000	\$112,000	\$131,000	\$180,000
	More than 20 years	136	20.0%	\$140,949	\$90,455	\$112,854	\$136,000	\$158,047	\$203,970
	Total	680	100.0%	\$106,900	\$62,525	\$82,585	\$101,000	\$125,000	\$170,000
Private Sector	Five years or less	542	37.1%	\$75,212	\$53,500	\$63,000	\$72,000	\$84,478	\$106,000
	6 to 10 years	394	26.9%	\$97,838	\$70,000	\$83,402	\$96,000	\$109,200	\$142,000
	11 to 20 years	334	22.8%	\$126,924	\$80,000	\$105,000	\$125,000	\$143,100	\$186,868
	More than 20 years	192	13.1%	\$156,289	\$86,000	\$123,352	\$159,500	\$185,000	\$244,000
	Total	1,462	100.0%	\$103,771	\$57,600	\$75,000	\$95,400	\$125,000	\$180,000



Industry of Employment



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	532	24.6%	\$99,738	\$58,000	\$73,000	\$90,000	\$119,916	\$180,000
Resource Industry Oil & Gas	124	5.7%	\$105,746	\$57,000	\$80,000	\$95,000	\$125,381	\$185,000
Resource Industry Except Oil & Gas	348	16.1%	\$120,564	\$73,000	\$94,275	\$111,180	\$140,000	\$195,000
Procurement and Construction	182	8.4%	\$98,936	\$60,000	\$72,000	\$93,000	\$112,000	\$160,000
Manufacturing Durables	218	10.1%	\$87,777	\$52,500	\$65,000	\$79,000	\$100,000	\$150,000
Manufacturing Non-Durables	76	3.5%	\$112,438	\$61,400	\$83,451	\$103,300	\$133,250	\$200,000
Service For Profit	36	1.7%	\$98,900	\$47,346	\$70,000	\$86,000	\$112,750	\$186,868
Service Not For Profit	168	7.8%	\$101,506	\$65,000	\$80,133	\$93,244	\$112,356	\$156,600
Utilities	307	14.2%	\$112,543	\$65,000	\$85,000	\$110,000	\$134,000	\$170,000
Educational Services	69	3.2%	\$112,756	\$39,600	\$81,451	\$98,000	\$159,000	\$200,000
Agriculture and Forestry	19	0.9%	\$83,443	\$60,000	\$67,500	\$78,000	\$94,000	\$130,000
Other	83	3.8%	\$97,697	\$50,000	\$70,000	\$91,852	\$115,000	\$168,000



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	178	33.5%	\$70,826	\$54,000	\$62,000	\$68,851	\$76,000	\$95,722
	6 to 10 years	146	27.4%	\$89,065	\$70,000	\$78,500	\$86,827	\$98,700	\$124,800
	11 to 20 years	126	23.7%	\$118,753	\$75,300	\$100,800	\$115,000	\$130,000	\$175,000
	More than 20 years	82	15.4%	\$152,286	\$96,000	\$125,000	\$150,000	\$180,000	\$210,000
	Total	532	100.0%	\$99,738	\$58,000	\$73,000	\$90,000	\$119,916	\$180,000
Resource Industry Oil & Gas	5 years or less	51	41.1%	\$77,230	\$48,000	\$65,000	\$80,000	\$86,000	\$110,000
	6 to 10 years	35	28.2%	\$102,518	\$79,000	\$87,057	\$97,000	\$113,000	\$150,000
	11 to 20 years	26	21.0%	\$134,124	\$95,000	\$114,000	\$128,100	\$156,000	\$188,600
	More than 20 years*	12	9.7%	\$174,865	\$106,000	\$131,063	\$156,188	\$232,000	\$275,000
	Total	124	100.0%	\$105,746	\$57,000	\$80,000	\$95,000	\$125,381	\$185,000
Resource Industry without Oil & Gas	Five years or less	97	27.9%	\$90,108	\$57,800	\$81,500	\$89,000	\$97,700	\$130,000
	6 to 10 years	106	30.5%	\$108,294	\$78,000	\$96,469	\$107,650	\$117,649	\$146,300
	11 to 20 years	90	25.9%	\$139,939	\$89,640	\$120,000	\$135,000	\$156,000	\$198,000
	More than 20 years	55	15.8%	\$166,221	\$95,000	\$138,000	\$168,987	\$193,000	\$245,000
	Total	348	100.0%	\$120,564	\$73,000	\$94,275	\$111,180	\$140,000	\$195,000
Procurement and Construction	Five years or less	82	45.1%	\$77,245	\$57,500	\$63,000	\$71,750	\$86,000	\$115,000
	6 to 10 years	41	22.5%	\$97,197	\$70,000	\$83,000	\$95,000	\$104,000	\$150,000
	11 to 20 years	39	21.4%	\$121,319	\$87,000	\$104,000	\$112,543	\$135,000	\$163,500
	More than 20 years	20	11.0%	\$147,785	\$23,500	\$102,250	\$129,750	\$197,250	\$297,500
	Total	182	100.0%	\$98,936	\$60,000	\$72,000	\$93,000	\$112,000	\$160,000
Manufacturing Durables	Five years or less	106	48.6%	\$67,580	\$50,000	\$60,000	\$65,500	\$75,000	\$89,400
	6 to 10 years	46	21.1%	\$89,888	\$60,000	\$77,500	\$89,450	\$99,000	\$135,000
	11 to 20 years	44	20.2%	\$114,407	\$77,157	\$93,408	\$108,120	\$135,000	\$158,000
	More than 20 years	22	10.1%	\$127,413	\$73,000	\$109,000	\$121,500	\$150,000	\$180,000
	Total	218	100.0%	\$87,777	\$52,500	\$65,000	\$79,000	\$100,000	\$150,000
Manufacturing Non-Durables	5 years or less	23	30.3%	\$81,682	\$60,000	\$71,961	\$80,000	\$90,830	\$105,500
	6 to 10 years	27	35.5%	\$104,108	\$68,000	\$89,600	\$102,000	\$120,000	\$145,000
	11 to 20 years	17	22.4%	\$139,744	\$95,000	\$119,000	\$125,000	\$160,000	\$203,500



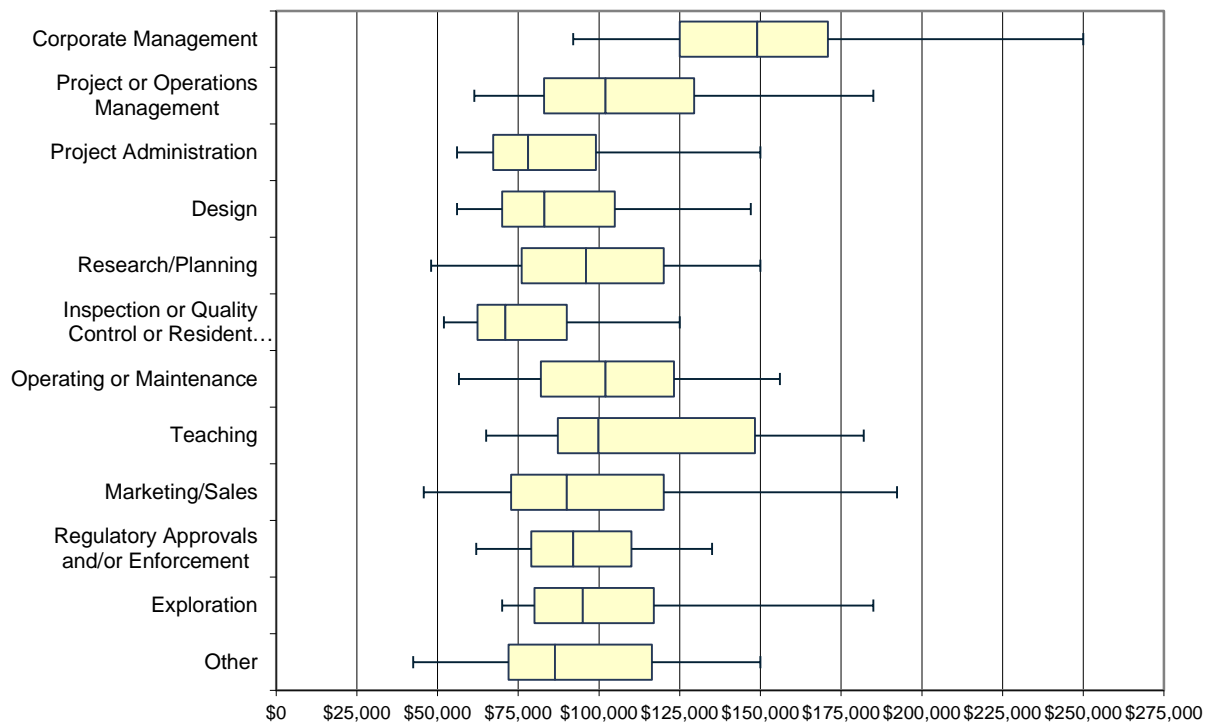
	More than 20 years*								
	Total	76	100.0%	\$112,438	\$61,400	\$83,451	\$103,300	\$133,250	\$200,000
Service For Profit	5 years or less	14	38.9%	\$64,603	\$6,100	\$60,000	\$66,000	\$72,400	\$92,700
	6 to 10 years*	11	30.6%	\$98,602	\$70,000	\$85,000	\$100,000	\$106,000	\$130,000
	11 to 20 years*								
	More than 20 years*								
	Total	36	100.0%	\$98,900	\$47,346	\$70,000	\$86,000	\$112,750	\$186,868
Service Not For Profit	5 years or less	50	29.8%	\$77,409	\$57,000	\$69,500	\$75,000	\$82,823	\$112,000
	6 to 10 years	36	21.4%	\$90,214	\$67,000	\$85,250	\$89,500	\$98,500	\$109,000
	11 to 20 years	48	28.6%	\$113,765	\$89,096	\$100,250	\$105,500	\$117,000	\$156,600
	More than 20 years	34	20.2%	\$131,592	\$84,000	\$103,204	\$127,500	\$151,100	\$220,000
	Total	168	100.0%	\$101,506	\$65,000	\$80,133	\$93,244	\$112,356	\$156,600
Utilities	5 years or less	77	25.1%	\$79,892	\$56,000	\$66,000	\$75,408	\$86,400	\$132,000
	6 to 10 years	81	26.4%	\$102,628	\$79,000	\$86,000	\$96,000	\$117,000	\$141,000
	11 to 20 years	89	29.0%	\$126,723	\$97,955	\$109,191	\$125,000	\$138,000	\$170,000
	More than 20 years	60	19.5%	\$146,798	\$106,200	\$125,000	\$144,500	\$158,533	\$209,459
	Total	307	100.0%	\$112,543	\$65,000	\$85,000	\$110,000	\$134,000	\$170,000
Educational Services	5 years or less	15	21.7%	\$65,296	\$18,000	\$40,000	\$68,400	\$83,000	\$120,000
	6 to 10 years*	13	18.8%	\$94,100	\$55,800	\$84,000	\$92,000	\$106,000	\$126,000
	11 to 20 years	22	31.9%	\$128,707	\$70,000	\$92,000	\$114,000	\$167,000	\$200,000
	More than 20 years	19	27.5%	\$144,520	\$82,636	\$91,000	\$160,000	\$180,000	\$219,000
	Total	69	100.0%	\$112,756	\$39,600	\$81,451	\$98,000	\$159,000	\$200,000
Agriculture /Forestry	5 years or less	11	57.9%	\$74,368	\$60,000	\$67,000	\$69,000	\$78,000	\$103,248
	6 to 10 years*								
	11 to 20 years*								
	More than 20 years*								
	Total	19	100.0%	\$83,443	\$60,000	\$67,500	\$78,000	\$94,000	\$130,000
Other	5 years or less	33	39.8%	\$76,641	\$42,473	\$63,038	\$70,000	\$84,500	\$120,000
	6 to 10 years	15	18.1%	\$89,774	\$60,000	\$66,696	\$90,000	\$103,000	\$136,000
	11 to 20 years	20	24.1%	\$111,318	\$76,849	\$92,889	\$108,266	\$126,449	\$189,388



	More than 20 years	15	18.1%	\$133,780	\$72,000	\$108,000	\$137,500	\$163,000	\$200,000
	Total	83	100.0%	\$97,697	\$50,000	\$70,000	\$91,852	\$115,000	\$168,000

*Not reported due to insufficient data

Main Job Function



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	164	7.6%	\$152,049	\$92,000	\$125,000	\$149,000	\$170,910	\$250,000
Project or Operations Management	814	37.7%	\$109,371	\$61,400	\$83,000	\$102,000	\$129,500	\$185,000
Project Administration	65	3.0%	\$87,283	\$56,000	\$67,200	\$78,000	\$99,000	\$150,000
Design	488	22.6%	\$90,810	\$56,000	\$70,000	\$83,107	\$104,925	\$147,000
Research/Planning	123	5.7%	\$98,648	\$48,000	\$76,000	\$96,000	\$120,000	\$150,000
Inspection or Quality Control or Resident Services	59	2.7%	\$78,801	\$52,000	\$62,400	\$71,000	\$90,000	\$125,000
Operating or Maintenance	197	9.1%	\$104,127	\$56,650	\$82,000	\$102,000	\$123,252	\$156,000
Teaching	36	1.7%	\$114,505	\$65,000	\$87,250	\$99,783	\$148,275	\$182,000
Marketing/Sales	27	1.2%	\$100,394	\$45,700	\$72,800	\$90,000	\$120,000	\$192,250



Regulatory Approvals and/or Enforcement	63	2.9%	\$94,415	\$62,000	\$79,000	\$92,000	\$110,000	\$135,000
Exploration	47	2.2%	\$107,266	\$70,000	\$80,000	\$95,000	\$117,000	\$185,000
Other	79	3.7%	\$93,468	\$42,473	\$72,000	\$86,378	\$116,400	\$150,000

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	23	14.0%	\$123,170	\$92,000	\$100,000	\$125,000	\$141,000	\$160,000
	11 - 20 years	64	39.0%	\$151,697	\$104,000	\$120,000	\$141,500	\$170,000	\$250,000
	More than 20 years	69	42.1%	\$165,863	\$96,000	\$137,508	\$160,000	\$185,000	\$266,426
	Total	164	100.0%	\$152,049	\$92,000	\$125,000	\$149,000	\$170,910	\$250,000
Project or Operations Management	5 or fewer years	249	30.6%	\$78,435	\$56,400	\$65,000	\$75,000	\$89,400	\$112,000
	6 - 10 years	217	26.7%	\$100,865	\$74,029	\$87,200	\$97,000	\$110,000	\$145,000
	11 - 20 years	212	26.0%	\$126,690	\$92,000	\$105,579	\$121,000	\$141,375	\$180,000
	More than 20 years	136	16.7%	\$152,589	\$90,000	\$118,649	\$150,523	\$185,000	\$228,000
	Total	814	100.0%	\$109,371	\$61,400	\$83,000	\$102,000	\$129,500	\$185,000
Project Administration	5 or fewer years	33	50.8%	\$73,921	\$50,000	\$63,000	\$70,000	\$78,000	\$106,000
	6 - 10 years*	17	26.2%	\$91,239	\$48,000	\$75,000	\$89,000	\$97,083	\$160,000
	11 - 20 years	11	16.9%	\$108,036	\$70,300	\$88,227	\$100,000	\$132,065	\$173,000
	More than 20 years*								
	Total	65	100.0%	\$87,283	\$56,000	\$67,200	\$78,000	\$99,000	\$150,000
Design	5 or fewer years	210	43.0%	\$70,753	\$53,500	\$62,599	\$69,750	\$78,000	\$94,000
	6 - 10 years	128	26.2%	\$88,346	\$67,500	\$80,000	\$85,781	\$96,105	\$119,662
	11 - 20 years	107	21.9%	\$114,321	\$77,200	\$95,000	\$111,000	\$126,880	\$157,000
	More than 20 years	43	8.8%	\$137,592	\$84,000	\$105,000	\$125,000	\$165,000	\$220,000
	Total	488	100.0%	\$90,810	\$56,000	\$70,000	\$83,107	\$104,925	\$147,000
Research/ Planning	5 or fewer years	38	30.9%	\$71,414	\$39,600	\$62,000	\$71,000	\$82,000	\$107,000
	6 - 10 years	33	26.8%	\$94,264	\$70,000	\$86,000	\$92,618	\$100,000	\$125,000
	11 - 20 years	35	28.5%	\$113,631	\$70,000	\$97,955	\$115,000	\$129,340	\$155,000
	More than 20 years	17	13.8%	\$137,185	\$106,000	\$130,000	\$135,000	\$150,000	\$160,000



	Total	123	100.0%	\$98,648	\$48,000	\$76,000	\$96,000	\$120,000	\$150,000
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*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	38	64.4%	\$70,470	\$51,740	\$58,500	\$66,187	\$80,000	\$110,000
	6 - 10 years*	11	18.6%	\$83,724	\$57,000	\$70,000	\$75,446	\$101,000	\$108,500
	11 - 20 years*								
	More than 20 years*								
	Total	59	100.0%	\$78,801	\$52,000	\$62,400	\$71,000	\$90,000	\$125,000
Operating or Maintenance	5 or fewer years	73	37.1%	\$81,658	\$50,000	\$67,000	\$80,000	\$95,200	\$113,700
	6 - 10 years	64	32.5%	\$103,382	\$68,000	\$87,750	\$105,061	\$118,008	\$138,000
	11 - 20 years	44	22.3%	\$127,638	\$85,000	\$106,750	\$129,667	\$142,222	\$173,000
	More than 20 years	16	8.1%	\$144,961	\$82,636	\$120,813	\$145,688	\$159,250	\$250,000
	Total	197	100.0%	\$104,127	\$56,650	\$82,000	\$102,000	\$123,252	\$156,000
Teaching	5 or fewer years*								
	6 - 10 years*								
	11 - 20 years*	12	33.3%	\$119,067	\$13	\$94,183	\$125,000	\$155,025	\$184,217
	More than 20 years	11	30.6%	\$137,868	\$84,000	\$91,000	\$150,000	\$178,000	\$182,000
	Total	36	100.0%	\$114,505	\$65,000	\$87,250	\$99,783	\$148,275	\$182,000
Marketing/ Sales	5 or fewer years	11	40.7%	\$63,261	\$29	\$60,000	\$65,000	\$80,340	\$90,000
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								
	Total	27	100.0%	\$105,422	\$60,000	\$77,500	\$87,750	\$107,500	\$190,000
Regulatory Approvals	5 or fewer years	24	38.1%	\$78,642	\$57,000	\$66,248	\$79,000	\$87,495	\$110,000



and/or Enforcement	6 - 10 years	17	27.0%	\$91,128	\$78,000	\$85,000	\$92,000	\$97,000	\$112,000
	11 - 20 years*								
	More than 20 years*	13	20.6%	\$117,448	\$55,000	\$106,000	\$115,000	\$135,000	\$160,000
	Total	63	100.0%	\$94,415	\$62,000	\$79,000	\$92,000	\$110,000	\$135,000
Exploration	5 or fewer years	14	29.8%	\$82,983	\$50,000	\$72,000	\$77,681	\$93,000	\$150,000
	6 - 10 years	15	31.9%	\$93,823	\$55,000	\$85,000	\$94,000	\$101,350	\$150,000
	11 - 20 years*								
	More than 20 years*	10	21.3%	\$159,690	\$95,000	\$103,000	\$170,500	\$185,000	\$250,000
	Total	47	100.0%	\$107,266	\$70,000	\$80,000	\$95,000	\$117,000	\$185,000
Other	5 or fewer years	32	40.5%	\$76,977	\$30,000	\$64,250	\$75,500	\$88,100	\$120,000
	6 - 10 years	25	31.6%	\$90,586	\$50,000	\$79,000	\$89,500	\$104,000	\$133,570
	11 - 20 years	13	16.5%	\$111,157	\$75,496	\$95,000	\$100,000	\$125,329	\$185,000
	More than 20 years*								
	Total	79	100.0%	\$93,468	\$42,473	\$72,000	\$86,378	\$116,400	\$150,000

*Not reported due to insufficient data

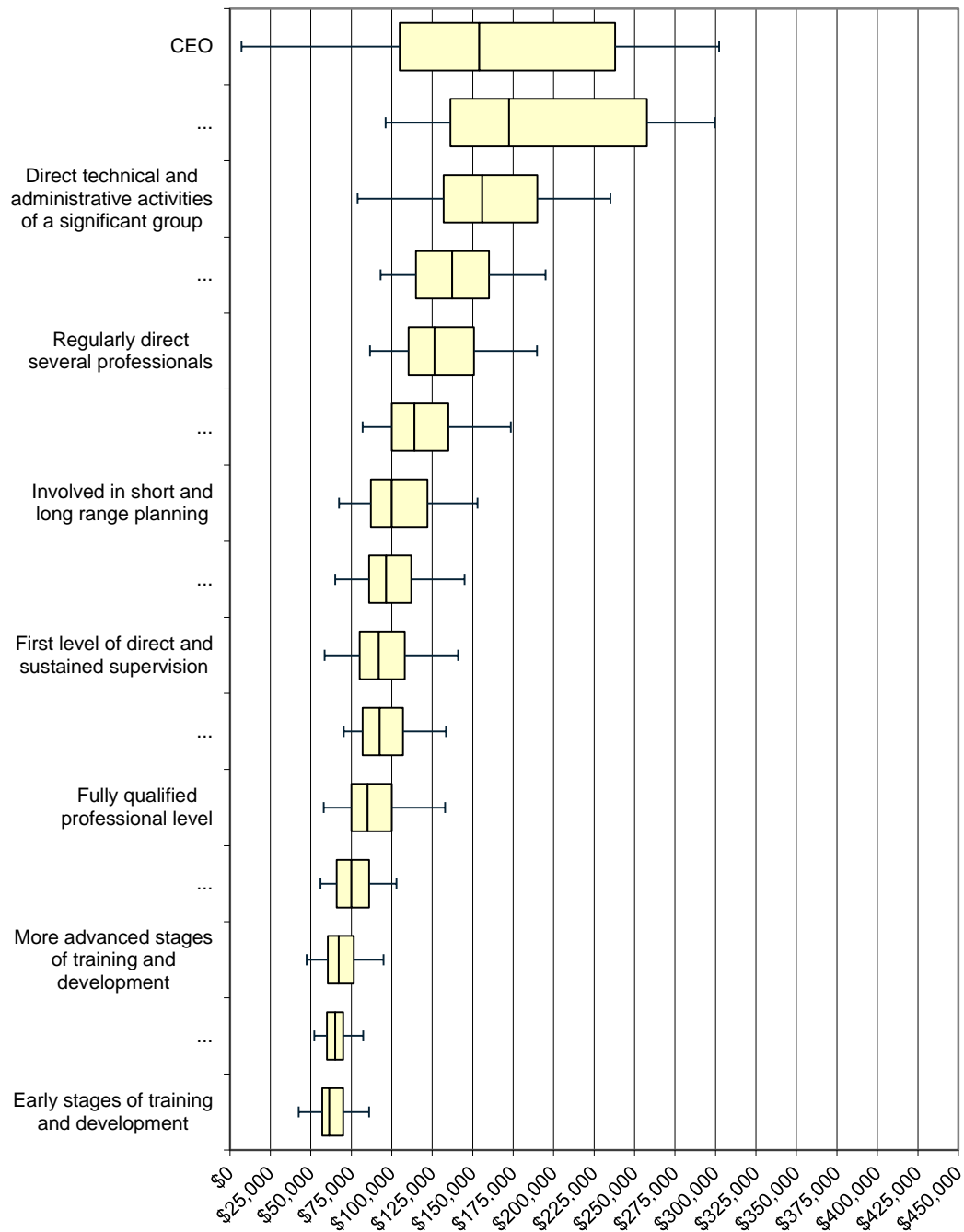
JOB CLASSIFICATION QUESTIONS

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)

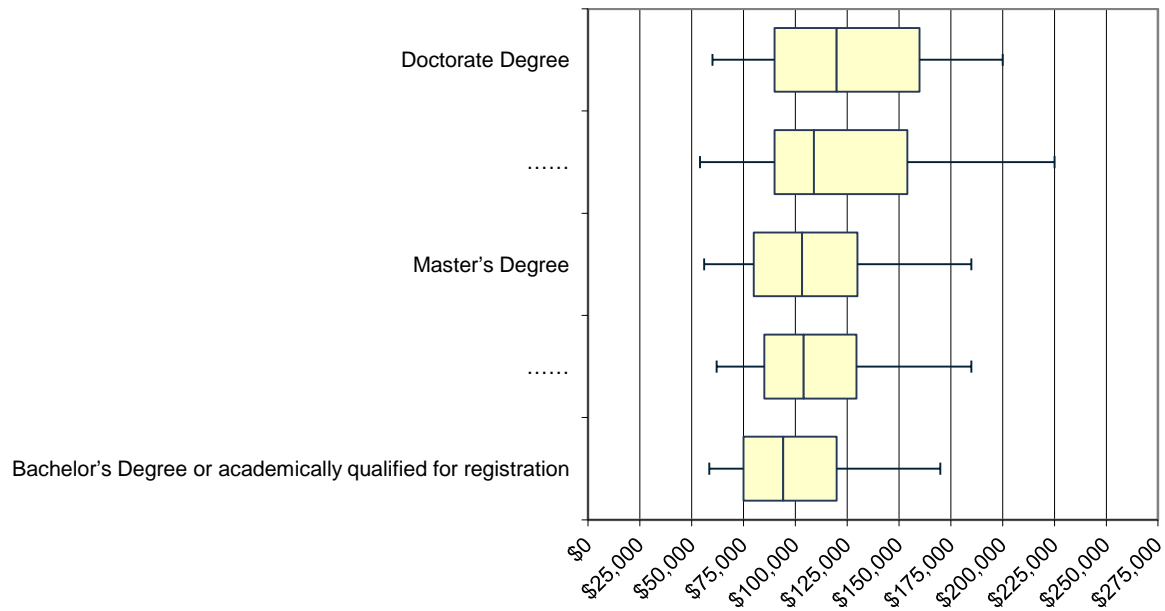




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	54	2.5%	\$62,974	\$42,473	\$57,000	\$61,500	\$70,000	\$86,000
...	75	3.5%	\$65,113	\$52,100	\$60,000	\$65,000	\$70,000	\$82,360
More advanced stages of training and development	167	7.7%	\$69,156	\$47,346	\$60,500	\$67,200	\$76,500	\$95,000
...	175	8.1%	\$76,467	\$56,000	\$66,000	\$75,000	\$86,000	\$103,000
Fully qualified professional level	240	11.1%	\$89,215	\$57,910	\$75,000	\$85,000	\$100,000	\$133,000
...	243	11.2%	\$96,365	\$70,300	\$82,000	\$92,618	\$107,000	\$133,548
First level of direct and sustained supervision	124	5.7%	\$94,354	\$58,500	\$80,250	\$92,000	\$108,000	\$141,000
...	137	6.3%	\$99,982	\$65,000	\$86,000	\$96,469	\$112,000	\$145,000
Involved in short and long range planning	235	10.9%	\$105,143	\$67,500	\$87,000	\$100,000	\$122,000	\$153,000
...	185	8.6%	\$118,527	\$82,000	\$100,000	\$114,000	\$135,000	\$173,500
Regularly direct several professionals	196	9.1%	\$132,378	\$86,500	\$110,315	\$126,440	\$150,750	\$189,800
...	145	6.7%	\$140,207	\$93,168	\$115,000	\$137,256	\$160,000	\$195,000
Direct technical and administrative activities of a significant group	146	6.8%	\$158,434	\$78,907	\$132,000	\$155,800	\$190,000	\$235,000
...	20	0.9%	\$185,519	\$96,200	\$136,250	\$172,500	\$257,580	\$299,500
CEO	20	0.9%	\$163,032	\$7,200	\$105,000	\$154,031	\$238,000	\$302,250



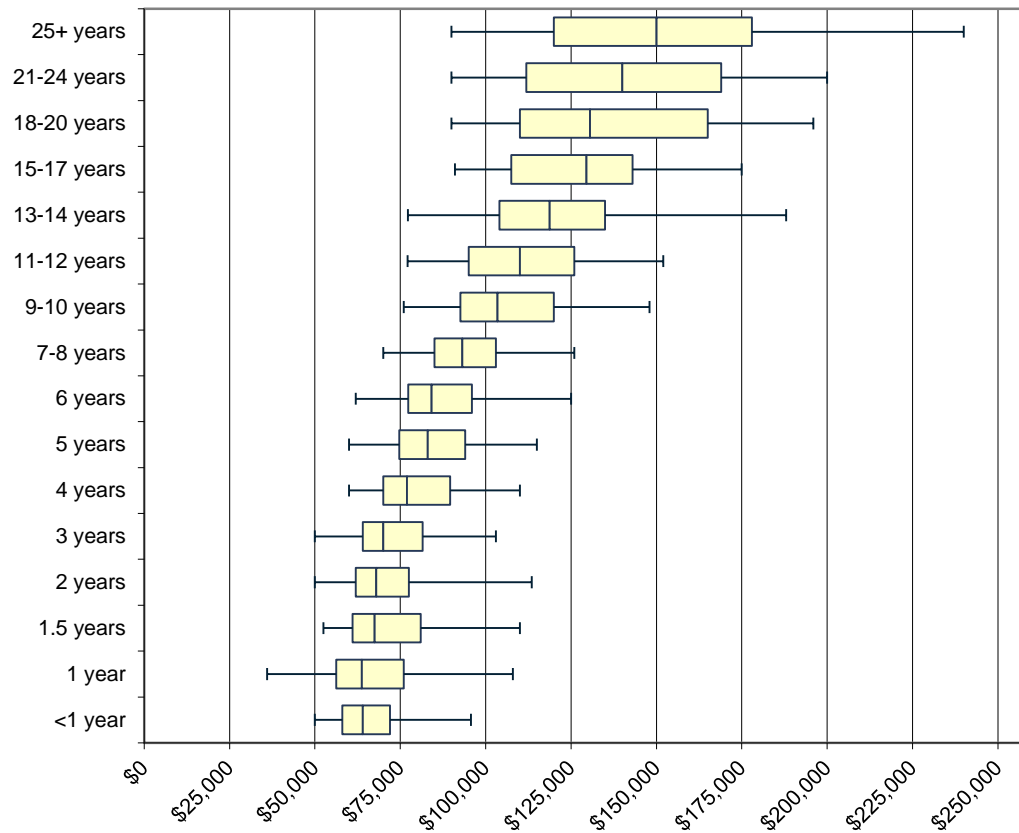
Education (Ed)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	1455	67.3%	\$100,819	\$58,500	\$75,000	\$94,100	\$120,000	\$170,000
...	237	11.0%	\$110,740	\$62,000	\$85,000	\$104,000	\$129,500	\$185,000
Master's Degree	331	15.3%	\$108,965	\$56,000	\$80,000	\$103,204	\$130,000	\$185,000
...	45	2.1%	\$125,692	\$54,000	\$90,000	\$109,000	\$154,000	\$225,000
Doctorate Degree	94	4.3%	\$125,468	\$60,000	\$90,000	\$120,000	\$160,000	\$200,000



Experience (E)

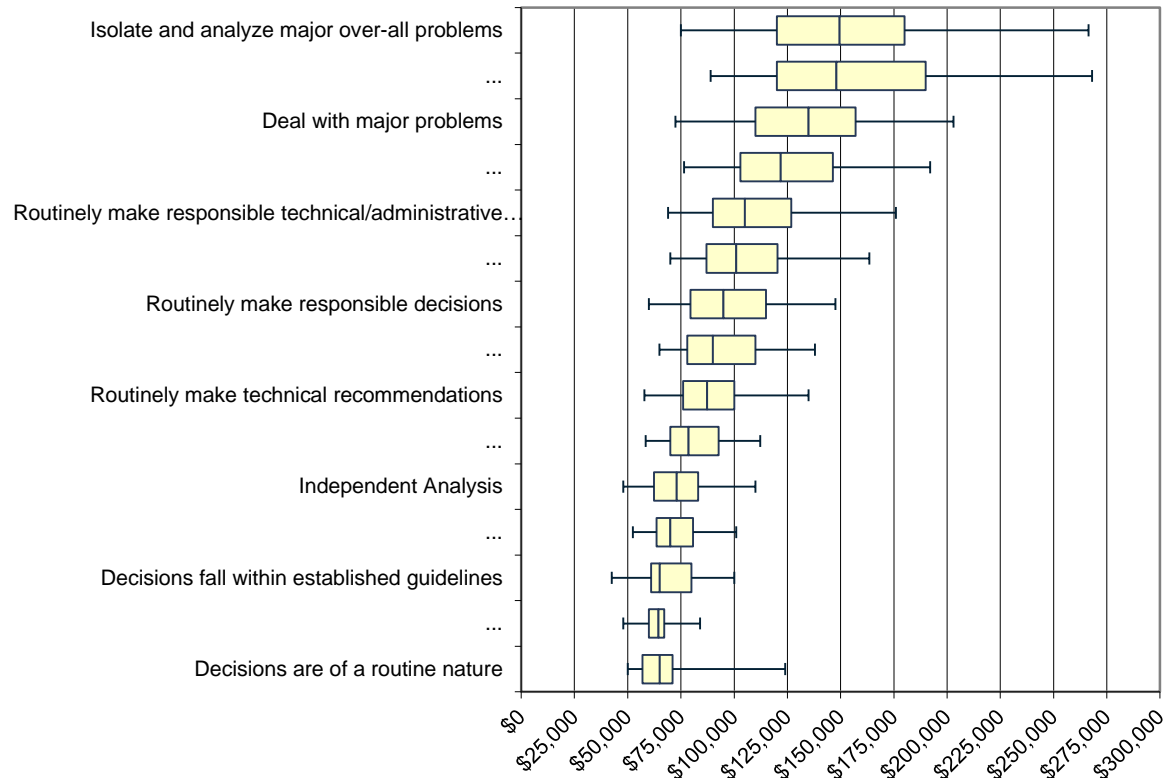


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	94	4.3%	\$66,818	\$50,000	\$58,000	\$64,000	\$72,000	\$95,722
1 year	38	1.8%	\$65,301	\$36,000	\$56,215	\$63,750	\$76,000	\$108,000
1.5 years	69	3.2%	\$72,497	\$52,500	\$61,000	\$67,500	\$81,000	\$110,000
2 years	101	4.7%	\$73,409	\$50,000	\$62,000	\$68,000	\$77,500	\$113,500
3 years	135	6.2%	\$72,146	\$50,000	\$64,000	\$70,000	\$81,500	\$103,000
4 years	141	6.5%	\$81,158	\$60,000	\$70,000	\$77,000	\$89,566	\$110,000
5 years	159	7.4%	\$85,244	\$60,000	\$74,708	\$83,000	\$94,000	\$115,000
6 years	148	6.8%	\$87,886	\$62,000	\$77,316	\$84,212	\$95,950	\$125,000
7-8 years	216	10.0%	\$94,930	\$70,000	\$85,000	\$93,147	\$103,041	\$126,000
9-10 years	197	9.1%	\$106,861	\$76,000	\$92,618	\$103,500	\$120,000	\$148,000
11-12 years	143	6.6%	\$111,949	\$77,157	\$95,000	\$110,076	\$126,000	\$152,000
13-14 years	134	6.2%	\$122,787	\$77,200	\$104,000	\$118,750	\$135,000	\$188,000
15-17 years	150	6.9%	\$129,382	\$91,021	\$107,532	\$129,500	\$143,000	\$175,000
18-20 years	101	4.7%	\$137,411	\$90,000	\$110,000	\$130,563	\$165,000	\$196,000



21-24 years	107	4.9%	\$143,790	\$90,000	\$111,885	\$140,000	\$169,000	\$200,000
25+ years	229	10.6%	\$152,149	\$90,000	\$120,000	\$150,000	\$178,000	\$240,000

Decisions (De)

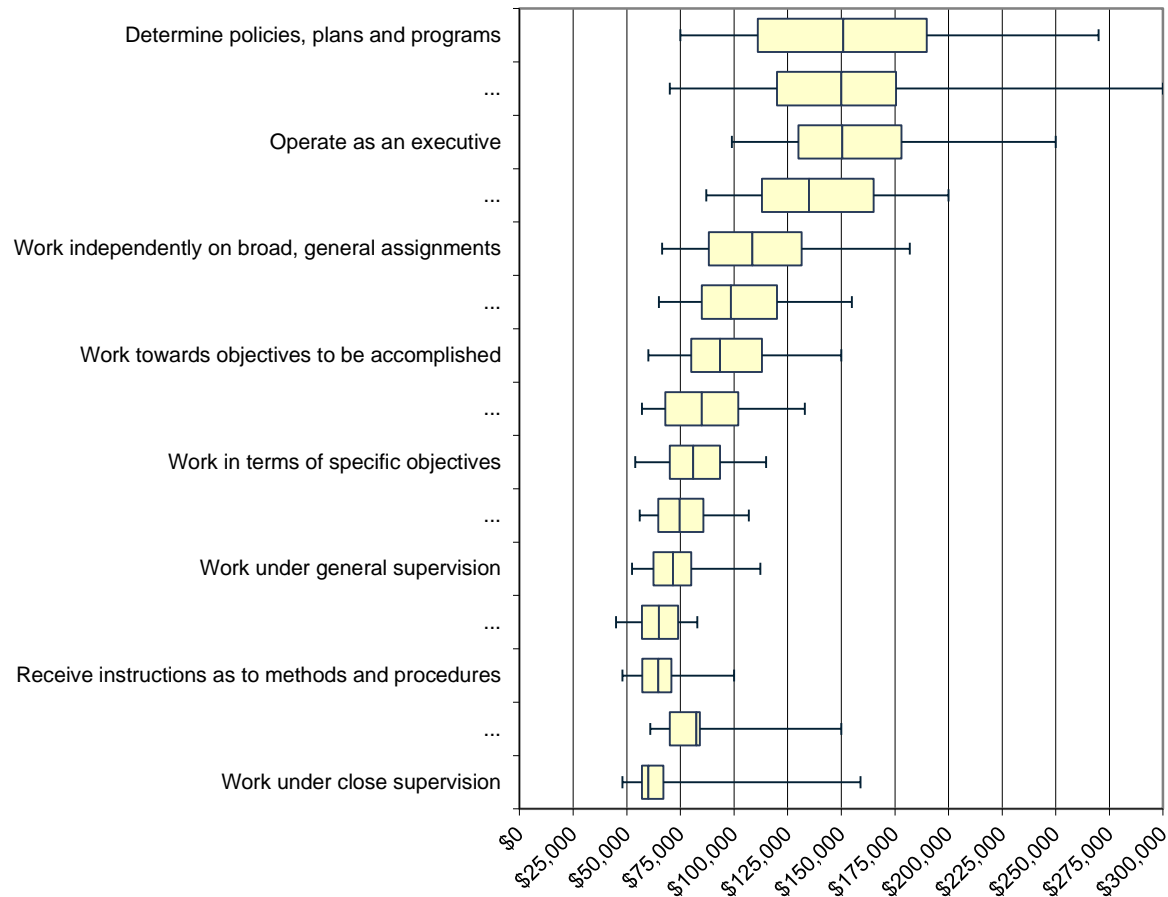


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	23	1.1%	\$68,947	\$50,000	\$57,000	\$65,000	\$71,000	\$124,000
...	17	0.8%	\$63,716	\$48,000	\$60,000	\$64,480	\$67,200	\$84,000
Decisions fall within established guidelines	94	4.3%	\$68,893	\$42,473	\$61,000	\$65,000	\$80,000	\$100,000
...	132	6.1%	\$73,240	\$52,500	\$63,519	\$70,000	\$80,624	\$101,000
Independent Analysis	113	5.2%	\$73,798	\$48,000	\$62,400	\$73,000	\$83,150	\$110,000
...	136	6.3%	\$82,381	\$58,500	\$70,000	\$78,563	\$92,750	\$112,200
Routinely make technical recommendations	178	8.2%	\$89,870	\$57,800	\$76,000	\$87,269	\$100,000	\$135,000
...	185	8.6%	\$96,388	\$64,980	\$78,000	\$90,000	\$110,000	\$138,000
Routinely make responsible decisions	230	10.6%	\$98,451	\$60,000	\$79,500	\$95,000	\$115,000	\$147,500
...	135	6.2%	\$105,558	\$70,000	\$87,019	\$101,000	\$120,298	\$163,500
Routinely make responsible technical/ administrative decisions	311	14.4%	\$110,974	\$69,000	\$90,000	\$105,000	\$126,822	\$176,000
...	244	11.3%	\$126,978	\$76,550	\$103,000	\$121,800	\$146,280	\$192,000



Deal with major problems	218	10.1%	\$134,170	\$72,400	\$110,000	\$135,000	\$157,000	\$203,000
...	75	3.5%	\$156,163	\$89,000	\$120,000	\$148,000	\$190,000	\$268,131
Isolate and analyze major over-all problems	71	3.3%	\$153,802	\$75,000	\$120,000	\$149,500	\$180,000	\$266,426

Supervision Received (Sr)

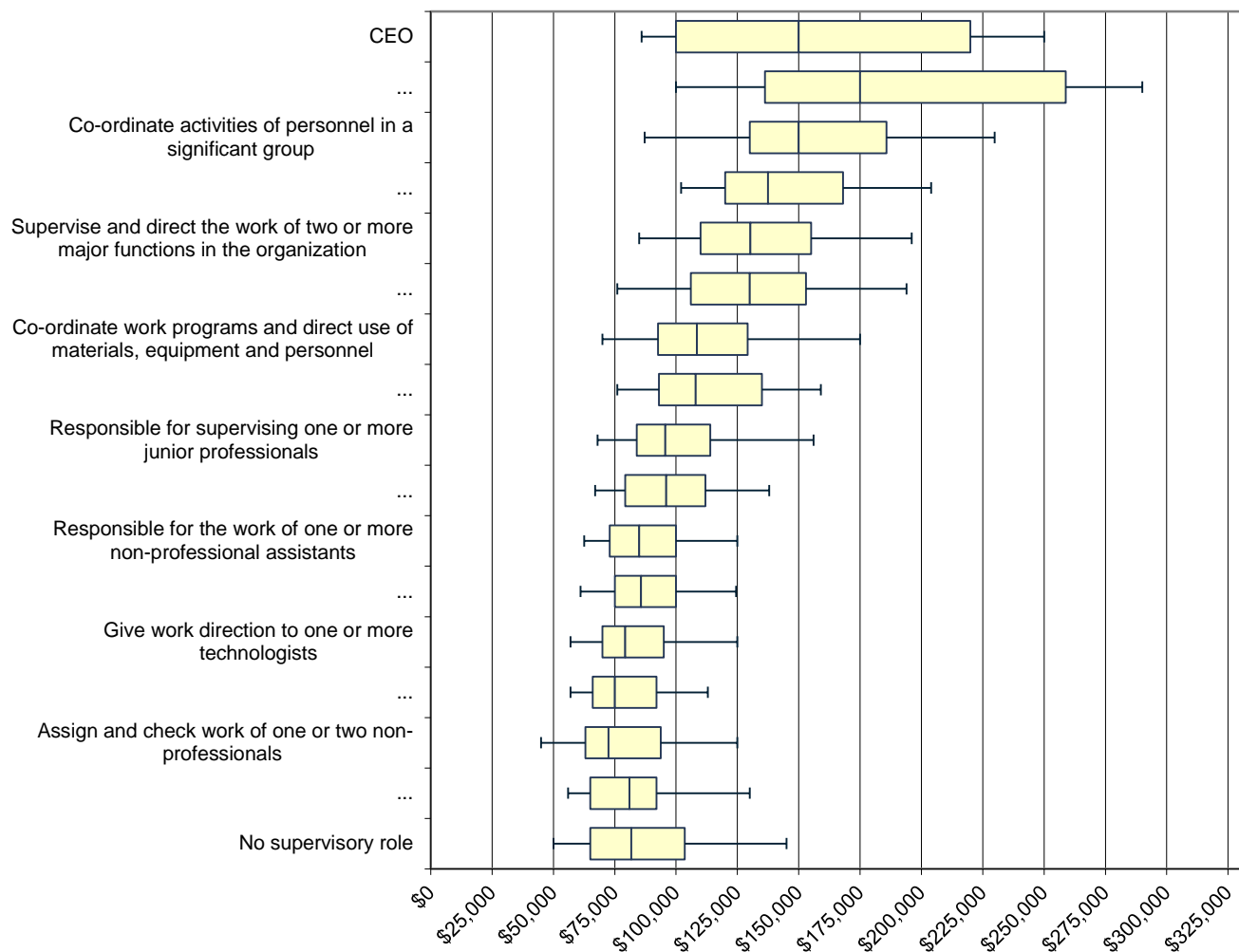


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision*								
...								
Receive instructions as to methods and procedures	24	1.1%	\$68,243	\$48,000	\$57,150	\$64,740	\$70,750	\$100,000
...	27	1.2%	\$65,547	\$45,000	\$57,000	\$65,000	\$74,000	\$82,823
Work under general supervision	173	8.0%	\$73,836	\$52,500	\$62,400	\$71,500	\$80,000	\$112,200
...	124	5.7%	\$76,640	\$56,000	\$64,651	\$74,604	\$85,750	\$106,900
Work in terms of specific objectives	150	6.9%	\$82,587	\$54,000	\$70,000	\$81,002	\$93,540	\$115,000
...	127	5.9%	\$87,991	\$57,000	\$68,000	\$85,000	\$102,000	\$133,000



Work towards objectives to be accomplished	335	15.5%	\$97,767	\$60,000	\$80,000	\$93,490	\$113,000	\$150,000
...	326	15.1%	\$103,697	\$65,000	\$85,000	\$98,500	\$120,054	\$155,000
Work independently on broad, general assignments	522	24.1%	\$113,388	\$66,500	\$88,192	\$108,500	\$131,500	\$182,000
...	181	8.4%	\$140,752	\$87,000	\$113,000	\$135,000	\$165,000	\$200,000
Operate as an executive	74	3.4%	\$156,019	\$99,000	\$130,000	\$150,500	\$178,000	\$250,000
...	29	1.3%	\$161,921	\$70,000	\$120,000	\$150,000	\$175,459	\$300,000
Determine policies, plans and programs	54	2.5%	\$156,872	\$75,000	\$111,000	\$150,897	\$189,800	\$270,000

Leadership Authority (L)

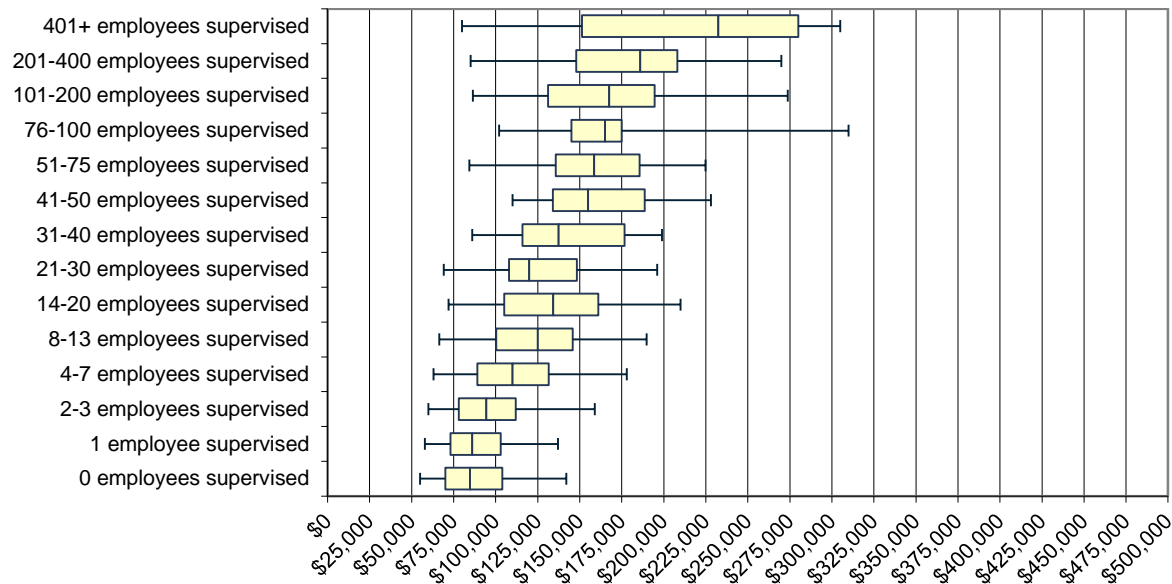




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	292	13.5%	\$87,132	\$50,000	\$65,000	\$81,700	\$103,491	\$145,000
...	179	8.3%	\$84,200	\$56,000	\$65,004	\$81,000	\$92,000	\$130,000
Assign and check work of one or two non- professionals	99	4.6%	\$77,976	\$45,000	\$63,000	\$72,500	\$93,725	\$125,000
...	104	4.8%	\$80,187	\$57,000	\$66,000	\$75,000	\$92,000	\$113,000
Give Work Direction to one or more technologists	150	6.9%	\$84,464	\$57,000	\$70,000	\$79,250	\$95,000	\$125,000
...	132	6.1%	\$87,560	\$61,000	\$75,000	\$85,670	\$100,000	\$124,500
Responsible for the work of one or more non- professional assistants	81	3.7%	\$87,708	\$62,500	\$73,000	\$85,000	\$100,000	\$125,000
...	119	5.5%	\$97,748	\$67,000	\$79,244	\$96,000	\$112,000	\$138,000
Responsible for supervising one or more junior professionals	155	7.2%	\$102,109	\$68,000	\$84,000	\$95,600	\$114,000	\$156,000
...	154	7.1%	\$113,255	\$76,000	\$93,000	\$108,000	\$135,000	\$159,000
Co-ordinate work programs and direct use of materials, equipment and personnel	193	8.9%	\$113,199	\$70,000	\$92,600	\$108,500	\$129,200	\$175,000
...	163	7.5%	\$131,050	\$76,000	\$106,000	\$130,000	\$153,000	\$194,000
Supervise and direct the work of two or more major functions in the organization	126	5.8%	\$133,314	\$85,000	\$110,000	\$130,282	\$155,000	\$196,000
...	65	3.0%	\$144,869	\$102,000	\$120,000	\$137,500	\$168,000	\$203,970
Co-ordinate activities of personnel in a significant group	100	4.6%	\$155,510	\$87,181	\$130,000	\$150,000	\$185,750	\$229,900
...	28	1.3%	\$184,978	\$100,000	\$136,250	\$175,000	\$258,830	\$290,000
CEO	22	1.0%	\$158,938	\$86,000	\$100,000	\$150,000	\$220,000	\$250,000



Supervision Scope (S)

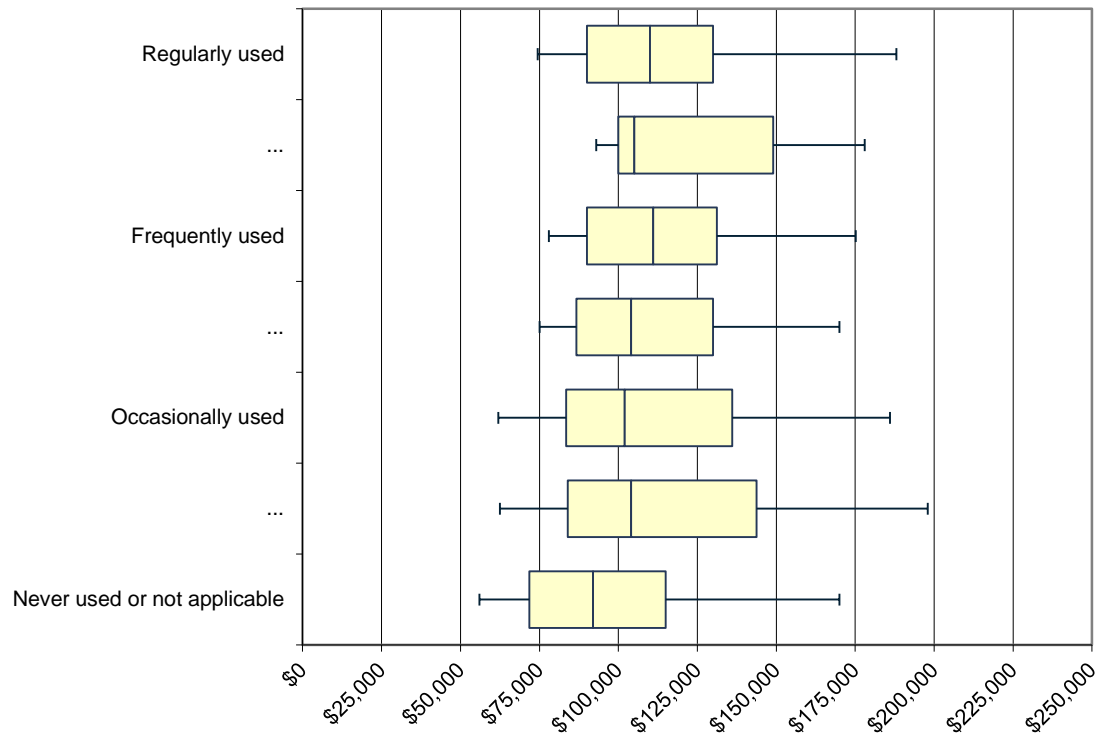


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	787	36.4%	\$89,506	\$55,000	\$70,000	\$84,800	\$104,000	\$142,000
1 employee supervised	242	11.2%	\$90,350	\$57,865	\$73,000	\$86,000	\$103,000	\$137,000
2-3 employees supervised	394	18.2%	\$98,485	\$60,000	\$78,000	\$94,500	\$112,000	\$159,000
4-7 employees supervised	297	13.7%	\$112,840	\$63,000	\$89,000	\$110,000	\$131,500	\$178,000
8-13 employees supervised	168	7.8%	\$124,589	\$66,500	\$100,375	\$125,000	\$145,750	\$189,800
14-20 employees supervised	84	3.9%	\$134,952	\$72,000	\$105,000	\$134,285	\$161,107	\$210,000
21-30 employees supervised	56	2.6%	\$127,480	\$69,000	\$108,000	\$120,000	\$148,375	\$196,000
31-40 employees supervised	25	1.2%	\$147,328	\$86,000	\$116,000	\$137,500	\$176,639	\$199,000
41-50 employees supervised	23	1.1%	\$157,255	\$110,000	\$134,000	\$155,000	\$188,600	\$228,000
51-75 employees supervised	20	0.9%	\$160,368	\$84,300	\$135,750	\$158,500	\$185,670	\$224,865
76-100 employees supervised	13	0.6%	\$172,847	\$102,000	\$145,000	\$165,000	\$175,000	\$310,000
101-200 employees supervised	20	0.9%	\$169,348	\$86,350	\$131,250	\$167,500	\$194,500	\$273,750
201-400 employees supervised	25	1.2%	\$182,813	\$85,000	\$148,000	\$186,000	\$208,000	\$270,000
401+ employees supervised*								

*Not reported due to insufficient data



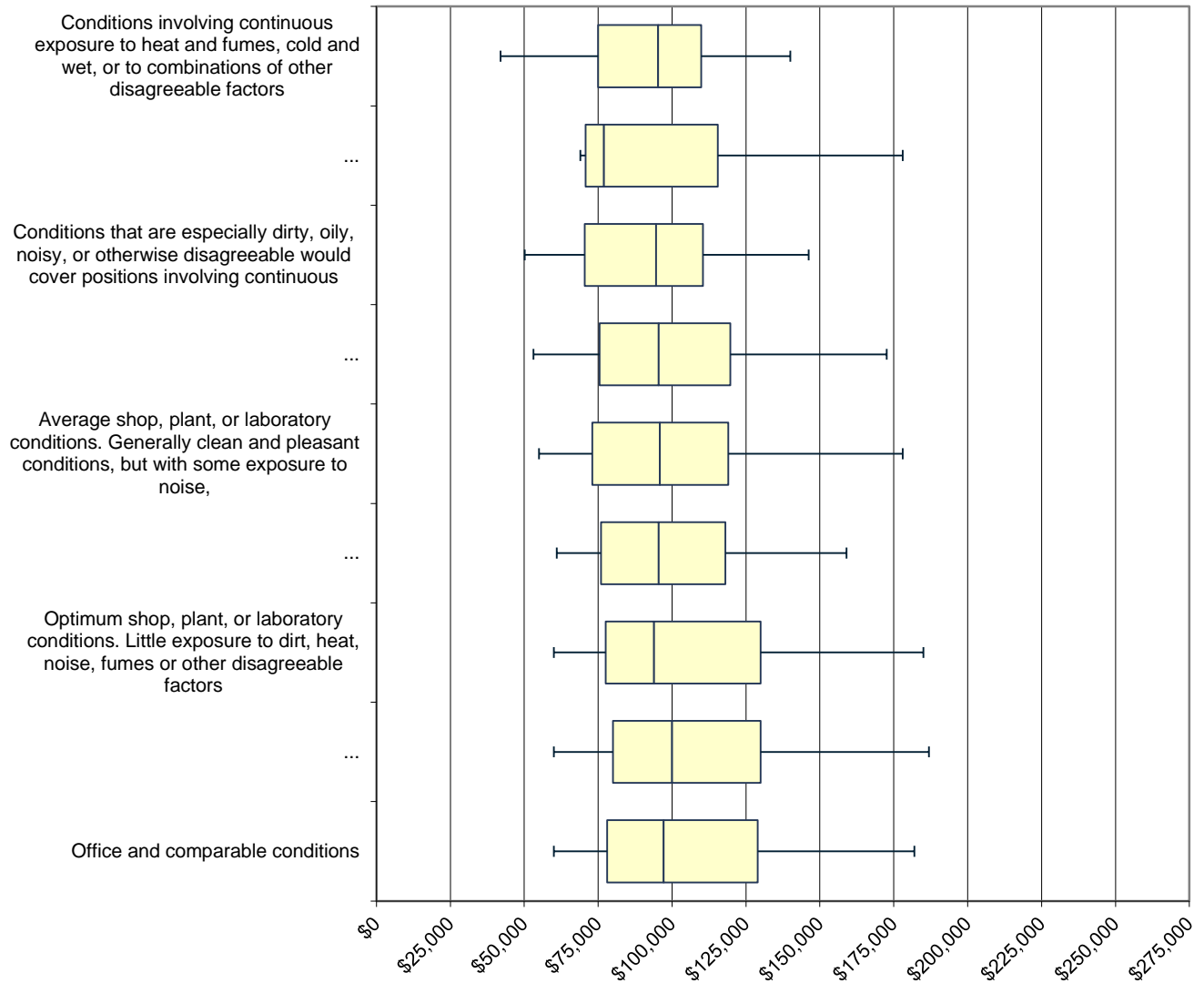
Use of Professional Seal



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	1310	60.6%	\$98,560	\$56,000	\$71,760	\$91,950	\$115,000	\$170,000
...	293	13.6%	\$115,925	\$62,520	\$84,000	\$104,000	\$143,700	\$198,000
Occasionally used	267	12.3%	\$112,511	\$62,000	\$83,500	\$102,000	\$136,000	\$186,000
...	89	4.1%	\$110,834	\$75,000	\$86,653	\$104,000	\$130,000	\$170,000
Frequently used	83	3.8%	\$115,084	\$78,000	\$90,000	\$111,000	\$131,160	\$175,140
...	21	1.0%	\$125,969	\$93,000	\$100,000	\$105,000	\$149,000	\$178,000
Regularly used	99	4.6%	\$113,873	\$74,400	\$90,000	\$110,000	\$130,000	\$188,000



Job Environment (J)

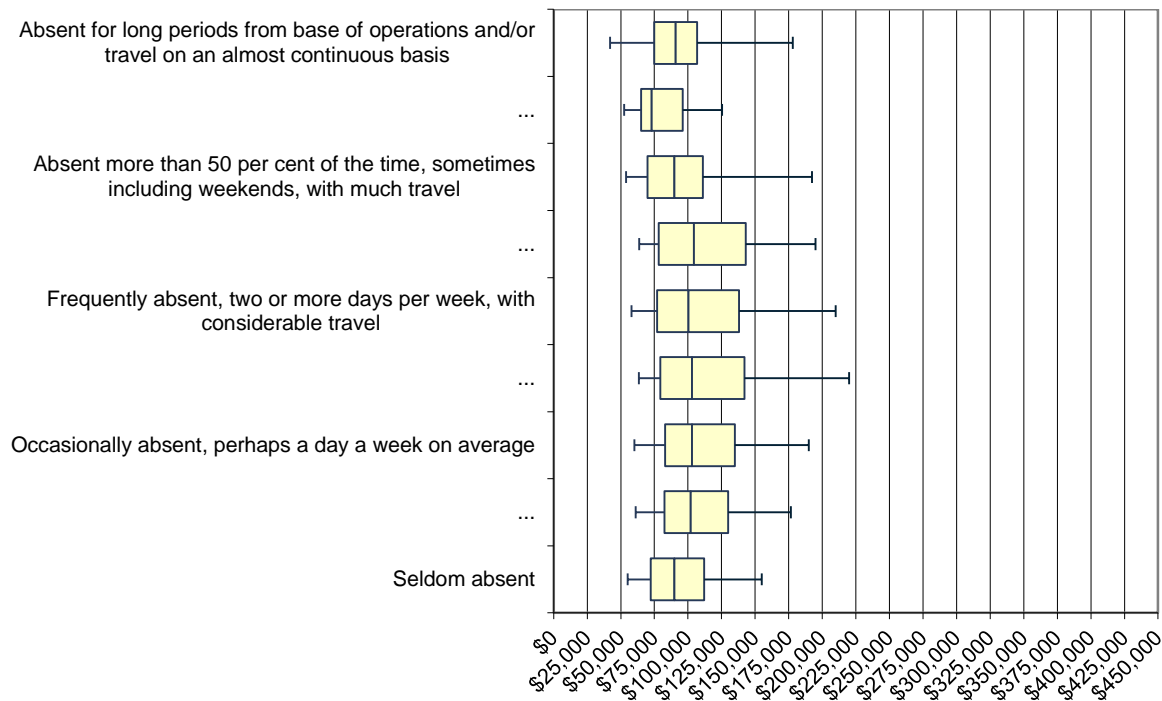


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	690	31.9%	\$106,220	\$60,000	\$78,000	\$97,150	\$129,000	\$182,000
...	554	25.6%	\$108,872	\$60,000	\$80,000	\$100,000	\$130,000	\$186,868
Optimum shop, plant, or laboratory conditions	195	9.0%	\$104,691	\$60,000	\$77,500	\$93,910	\$130,000	\$185,000
...	135	6.2%	\$99,821	\$61,000	\$76,000	\$95,500	\$118,000	\$159,000
Average shop, plant, or laboratory conditions	362	16.7%	\$101,899	\$55,000	\$73,000	\$95,900	\$119,000	\$178,000
...	140	6.5%	\$99,815	\$53,070	\$75,485	\$95,455	\$119,750	\$172,600



Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	60	2.8%	\$94,831	\$50,125	\$70,500	\$94,550	\$110,465	\$146,235
...								
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	18	0.8%	\$91,482	\$42,000	\$75,000	\$95,325	\$109,900	\$140,000

Absence from Base (A)



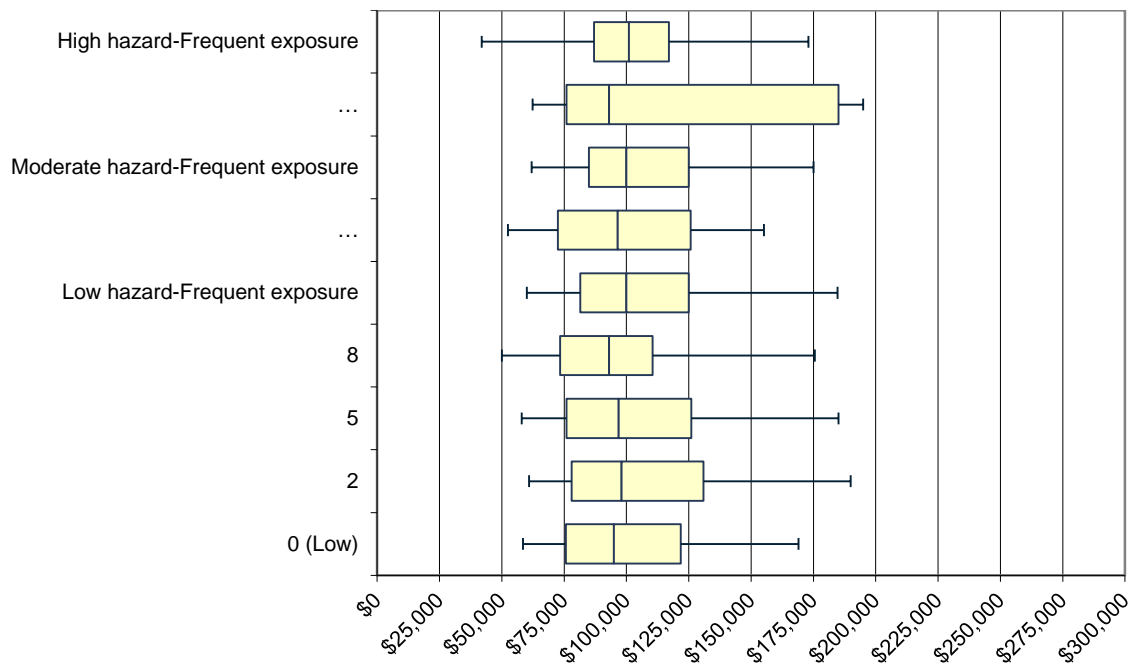
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	790	36.5%	\$95,451	\$55,000	\$72,283	\$90,000	\$112,000	\$155,000
...	605	28.0%	\$109,211	\$61,000	\$82,400	\$102,000	\$130,000	\$176,639
Occasionally absent, perhaps a day a week on average	367	17.0%	\$111,933	\$60,000	\$83,000	\$103,000	\$135,000	\$190,000
...	143	6.6%	\$117,003	\$63,508	\$79,300	\$103,000	\$142,000	\$220,000
Frequently absent, two or more days per week, with considerable travel	90	4.2%	\$112,342	\$58,000	\$77,000	\$100,400	\$138,000	\$210,000
...	52	2.4%	\$114,454	\$63,609	\$78,300	\$104,500	\$143,058	\$195,000
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	63	2.9%	\$102,274	\$54,000	\$70,000	\$90,000	\$111,000	\$192,250
...	23	1.1%	\$81,679	\$52,500	\$65,000	\$73,000	\$96,000	\$125,378



Absent for long periods from base of operations and/or travel on an almost continuous basis	29	1.3%	\$95,881	\$42,000	\$75,000	\$90,750	\$106,704	\$178,000
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Accident and Health Hazards (H)



Points (Risk Level)*	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 (Low)	698	32.3%	\$101,574	\$58,500	\$75,768	\$95,000	\$121,800	\$169,000
2	356	16.5%	\$109,121	\$61,000	\$78,000	\$98,000	\$130,875	\$190,000
5	472	21.8%	\$105,660	\$58,000	\$76,000	\$96,833	\$126,000	\$185,000
8	119	5.5%	\$98,364	\$50,000	\$73,416	\$93,000	\$110,540	\$175,500
10	341	15.8%	\$107,250	\$60,000	\$81,500	\$100,000	\$125,000	\$184,680
12	52	2.4%	\$100,654	\$52,500	\$72,507	\$96,500	\$125,795	\$155,100
15	103	4.8%	\$108,002	\$62,000	\$85,000	\$100,000	\$125,000	\$175,000
18*								
20 (High)	14	0.6%	\$98,906	\$42,000	\$87,000	\$101,050	\$117,000	\$173,000

*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



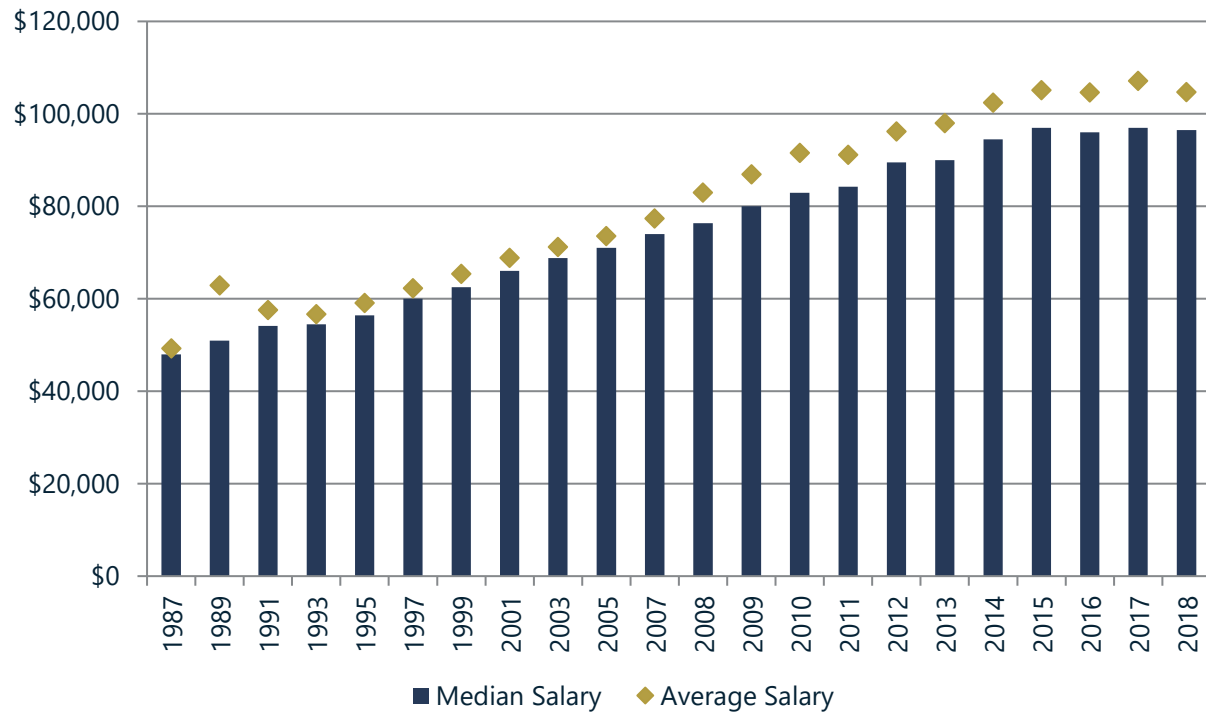
Low hazard-occasional exposure.....	5
.....	8
Moderate hazard-occasional exposure	10
.....	12
High hazard-occasional exposure.....	15
Low hazard-frequent exposure	10
.....	12
Moderate hazard-frequent exposure	15
.....	18
High hazard-frequent exposure.....	20



Comparison Charts

Change in Salary

The average and median full-time salary decreased by 2.2% and 0.5% respectively.



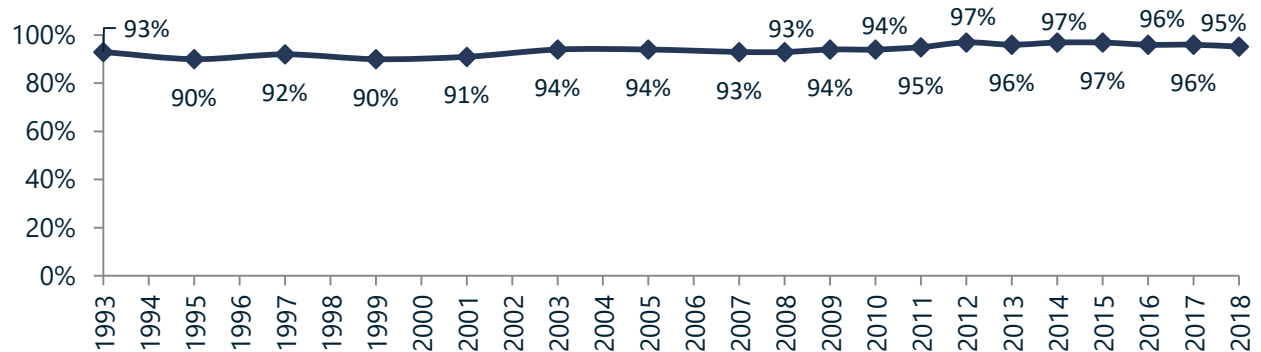
	Median Salary	Average Salary
1987	\$48,000	\$49,269
1989	\$50,928	\$62,887
1991	\$54,110	\$57,578
1993	\$54,480	\$56,703
1995	\$56,400	\$59,142
1997	\$60,000	\$62,266
1999	\$62,500	\$65,401
2001	\$66,000	\$68,877
2003	\$68,800	\$71,210
2005	\$71,008	\$73,607
2007	\$74,000	\$77,374
2008	\$76,352	\$83,025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



2011	\$84,224	\$91,154
2012	\$89,472	\$96,219
2013	\$90,000	\$98,030
2014	\$94,500	\$102,475
2015	\$97,000	\$105,111
2016	\$96,000	\$104,628
2017	\$97,000	\$107,130
2018	\$96,485	\$104,743

Additional Benefits

Nearly all (95%) 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 APEGS can easily use to estimate their salary. The formula for 2018 explains about 58 percent (58.1%) 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)	41098	
Supervision Scope (S)	840	0.203
Experience (E)	390	0.368
Duties (D)	146	0.220
Recommendations, Decisions and Commitments (R)	62	0.064
Receipt of professional designation	7923	0.090

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

Formula for expected salary (S_E) without bonus:

$$S_E = S_e = 146 \cdot D + 390 \cdot E + 840 \cdot S + 62 \cdot R + 41,098$$

Add 7,923 if you have acquired professional status within your field (P.Eng. or P.Geo.)