



**A P E G S**

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*



# SALARY SURVEY

## May 2019

**insightrix®**

Report Compiled by  
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# Results Summary

## Sample Statistics

- A total 1,923 members of APEGS completed the survey.
- Of those, 1,822 are employed full-time. For the remainder of the statistics, only full-time employees are included in the analysis.

## Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$105,287.
- The median salary (not including bonus) is \$97,500.
- Fifty percent of salaries fall between \$78,000 and \$126,000.
- Ninety percent of salaries fall between \$58,182 and \$179,000.

## Additional Income

- Approximately seven in ten members who participated in the survey reported receiving bonuses (69.3%). This is consistent with findings from 2018.
- The median bonus is \$5,200, including those who receive none, which is consistent with previous results.

## Overall Statistics

- Nearly all respondents (93.3%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Eight in ten (85.2%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 87.8% mentioned that their employer pays for APEGS annual dues.
- 18.7% have permission to consult.
- Overall, 18.7% of responding members are women with close to one half (43.9%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (95.0%).



## **Differences by Industry, Sector and Discipline**

- The median salary in the public sector is \$99,800 and the median salary in the private sector is \$96,525.
- Highest paying discipline: Geological/Mining/Petroleum (Md: \$106,000).
- Highest paying industry: Resource Industry Except Oil & Gas (Md: \$115,000).
- Highest paying job function: Corporate Management (Md: \$147,000).

## **Comparison to 2018 Salaries**

- The median salary has increased by 1.1% from 2018.
- The mean salary has increased by 0.5% from 2018.

## **Regression Analysis**

- Many of the results are similar to previous surveys in terms of the factors influencing salary.
- Supervision scope, experience, leadership authority and/or supervision exercised, duties, 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 March 2019, the Association of Professional Engineers and Geoscientists of Saskatchewan contracted Inshtrix Research to conduct a salary survey of their members. The survey inquired about their base salary for the 2019 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 Saskatchewan resident members, a total of 5,923 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 2019 based on their 2018 annual salary. Surveys were completed from March 27 to May 8, 2019. A total of 1,923 members completed the survey representing a 32.5% 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 Inshtrix 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 5<sup>th</sup> and 95<sup>th</sup> 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:**

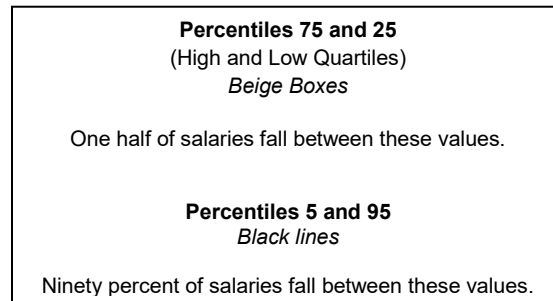
This may suggest that most of the group is very established and seeing steady salary increases, while highest-paying positions are seeing even larger increases. This may also indicate very few entry-level candidates compared to the number of established individuals.



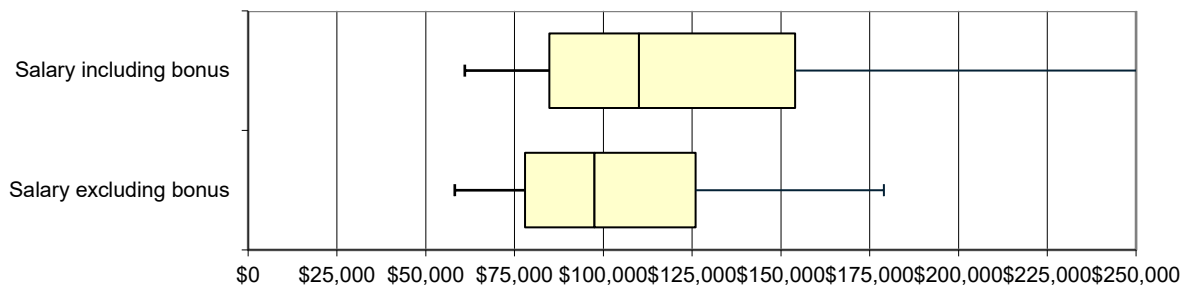
# Study Results

## 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	1,822	95.8%	\$105,287	\$58,182	\$78,000	\$97,500	\$126,000	\$179,000
	Salary incl. bonus			\$127,247	\$61,000	\$84,840	\$110,000	\$154,000	\$251,200
Part time position, self employed, casual etc. and not full time	Base Salary	79	4.2%	\$75,644	\$15,000	\$42,000	\$70,000	\$95,000	\$160,000
	Salary incl. bonus			\$87,719	\$15,750	\$52,072	\$75,000	\$110,815	\$191,000
Total	Base Salary	1,901	100.0%	\$104,055	\$55,510	\$76,000	\$96,400	\$125,000	\$179,000





	Salary incl. bonus			\$125,604	\$60,000	\$83,000	\$108,800	\$152,500	\$250,000
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\* Respondents who reported being unemployed, retired or work zero hours a week excluded from base (n= 21)

## Employer Paid Benefits

		Yes	No/NA*	Total
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	1,795	128	1923
	Percent	93.3%	6.7%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1,639	284	1923
	Percent	85.2%	14.8%	100.0%
Does your employer pay for your APEGS annual dues?	Count	1,688	235	1923
	Percent	87.8%	12.2%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting? *(N/A grouped with No)	Count	316	1,607	1923
	Percent	16.4%	83.6%	100.0%



## Year of B.Sc.

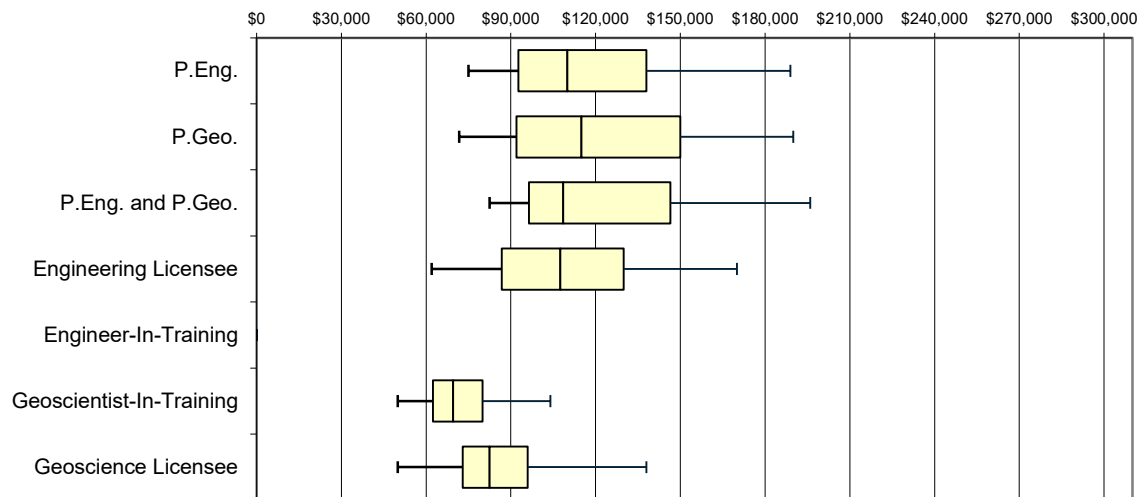
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>1976 &amp; Prior</b>	22	1.2%	\$142,977	\$40,000	\$105,000	\$138,638	\$176,000	\$223,400
<b>1977*</b>								
<b>1978*</b>								
<b>1979*</b>								
<b>1980</b>	10	0.5%	\$116,756	\$10	\$82,636	\$127,255	\$170,000	\$195,000
<b>1981*</b>								
<b>1982</b>	13	0.7%	\$148,035	\$90,000	\$105,000	\$150,000	\$173,000	\$260,107
<b>1983</b>	15	0.8%	\$155,230	\$24,000	\$135,307	\$162,867	\$182,400	\$285,000
<b>1984</b>	11	0.6%	\$151,992	\$60,000	\$110,000	\$140,000	\$210,000	\$245,000
<b>1985</b>	13	0.7%	\$158,379	\$90,000	\$110,000	\$127,000	\$198,500	\$255,000
<b>1986</b>	16	0.9%	\$147,568	\$79,000	\$107,250	\$152,500	\$174,645	\$239,000
<b>1987</b>	24	1.3%	\$146,365	\$86,000	\$115,500	\$147,955	\$170,000	\$212,000
<b>1988</b>	24	1.3%	\$155,933	\$93,000	\$131,250	\$152,945	\$184,096	\$240,000
<b>1989</b>	21	1.2%	\$135,177	\$93,000	\$105,000	\$138,000	\$155,000	\$180,000
<b>1990</b>	20	1.1%	\$124,382	\$37,700	\$92,000	\$123,300	\$166,000	\$189,602
<b>1991</b>	20	1.1%	\$141,102	\$44,850	\$114,250	\$137,000	\$163,750	\$219,250
<b>1992</b>	10	0.5%	\$131,042	\$53,500	\$120,000	\$134,000	\$152,000	\$188,921
<b>1993</b>	15	0.8%	\$134,232	\$51,000	\$119,508	\$135,000	\$161,235	\$208,000
<b>1994</b>	22	1.2%	\$142,582	\$75,000	\$100,000	\$141,567	\$173,000	\$203,000
<b>1995</b>	27	1.5%	\$136,307	\$45,806	\$104,000	\$133,600	\$180,000	\$210,000
<b>1996</b>	24	1.3%	\$154,324	\$102,500	\$121,250	\$153,835	\$182,250	\$210,000
<b>1997</b>	27	1.5%	\$129,047	\$85,060	\$102,820	\$129,100	\$147,000	\$200,000
<b>1998</b>	22	1.2%	\$117,556	\$52,000	\$100,000	\$113,709	\$145,000	\$180,000
<b>1999</b>	43	2.4%	\$126,898	\$70,000	\$105,000	\$120,000	\$146,400	\$192,000
<b>2000</b>	36	2.0%	\$120,269	\$58,200	\$93,750	\$116,250	\$143,750	\$190,605
<b>2001</b>	49	2.7%	\$124,824	\$62,000	\$102,000	\$125,000	\$145,000	\$180,000
<b>2002</b>	47	2.6%	\$120,582	\$74,000	\$104,212	\$120,000	\$148,000	\$165,000
<b>2003</b>	49	2.7%	\$121,946	\$82,500	\$107,120	\$119,000	\$136,140	\$177,070
<b>2004</b>	58	3.2%	\$117,687	\$75,000	\$87,000	\$120,750	\$135,150	\$175,000
<b>2005</b>	67	3.7%	\$110,066	\$54,400	\$93,845	\$110,000	\$130,000	\$155,709
<b>2006</b>	50	2.7%	\$100,790	\$26,623	\$89,000	\$103,500	\$120,000	\$149,400
<b>2007</b>	85	4.7%	\$111,022	\$80,000	\$94,259	\$105,000	\$126,822	\$154,000
<b>2008</b>	86	4.7%	\$104,617	\$75,000	\$91,500	\$100,000	\$120,000	\$147,000
<b>2009</b>	86	4.7%	\$98,886	\$70,000	\$87,000	\$97,750	\$105,000	\$155,000
<b>2010</b>	89	4.9%	\$98,344	\$50,000	\$85,000	\$98,000	\$108,000	\$148,000
<b>2011</b>	83	4.6%	\$95,043	\$55,000	\$81,900	\$92,000	\$105,000	\$138,000
<b>2012</b>	116	6.4%	\$85,674	\$65,000	\$75,125	\$85,000	\$95,000	\$117,000



<b>2013</b>	92	5.1%	\$82,654	\$56,000	\$73,125	\$81,259	\$93,675	\$115,000
<b>2014</b>	97	5.3%	\$79,942	\$55,000	\$70,000	\$79,000	\$89,551	\$108,000
<b>2015</b>	91	5.0%	\$74,056	\$58,240	\$65,000	\$70,000	\$82,500	\$96,000
<b>2016</b>	74	4.1%	\$68,453	\$51,000	\$60,900	\$65,779	\$77,000	\$87,443
<b>2017</b>	71	3.9%	\$69,958	\$48,000	\$60,000	\$65,280	\$75,000	\$103,500
<b>2018</b>	74	4.1%	\$64,992	\$50,500	\$60,000	\$63,000	\$68,000	\$89,600

\*Not available due to reporting rules (insufficient data)

## Professional Designation

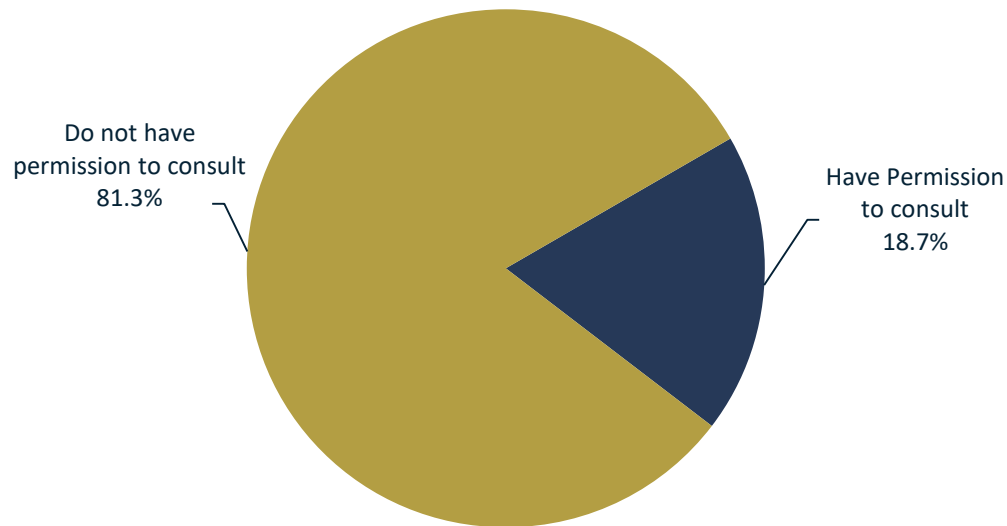


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	1,172	64.3%	\$118,403	\$75,000	\$92,699	\$110,000	\$138,000	\$188,921
P.Geo.	85	4.7%	\$121,628	\$71,760	\$92,000	\$115,000	\$150,000	\$190,000
P.Eng. and P.Geo	16	0.9%	\$122,715	\$82,500	\$96,375	\$108,550	\$146,500	\$196,000
Engineering License	14	0.8%	\$113,360	\$62,000	\$86,794	\$107,500	\$130,000	\$170,000
Engineer-in- Training	501	27.5%	\$72,365	\$50,000	\$62,400	\$69,600	\$80,000	\$104,000
Geoscientist- in-Training	34	1.9%	\$85,906	\$50,000	\$73,000	\$82,500	\$96,000	\$138,000
Geo Licensee*								

\*Not available due to reporting rules (insufficient data)



## Permission to Consult

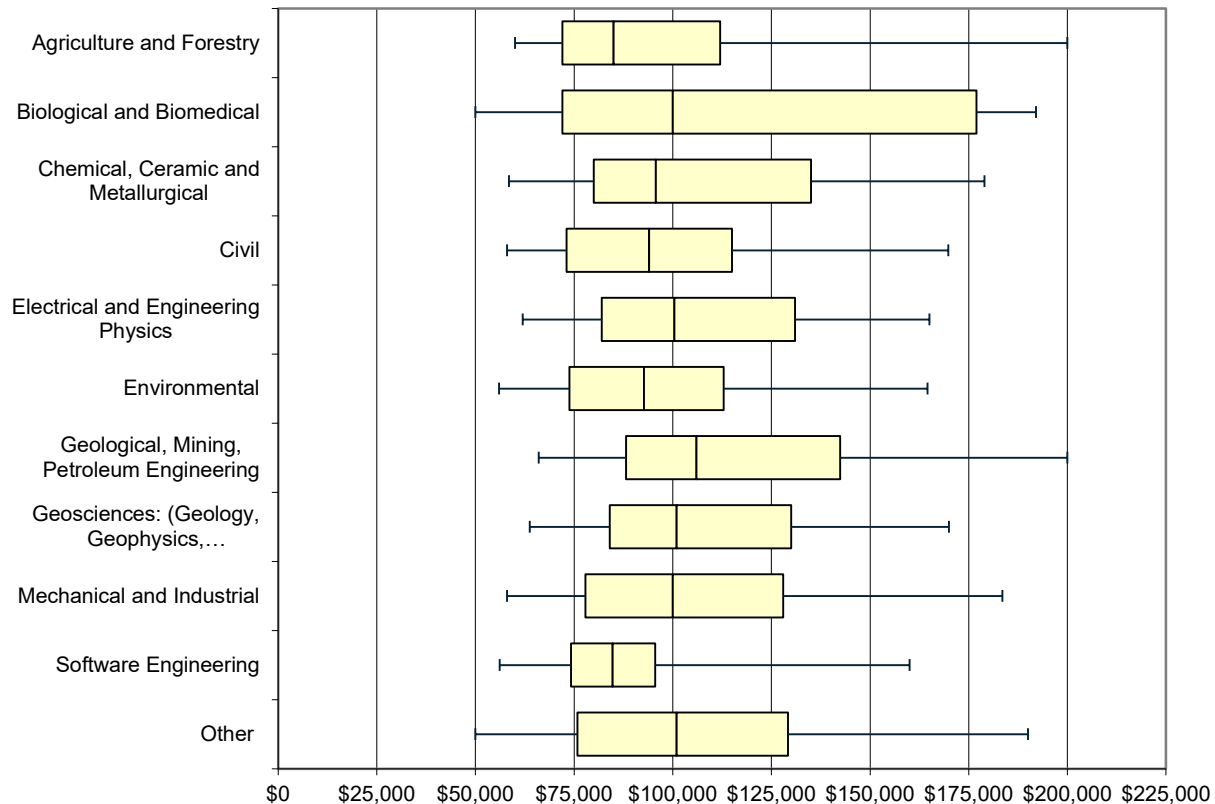


## Permission to Consult by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	33	10.2%	\$80,306	\$60,000	\$67,000	\$75,400	\$90,000	\$130,000
	6 to 10 years	71	21.9%	\$96,795	\$70,000	\$84,000	\$94,500	\$108,000	\$135,000
	11 to 20 years	129	39.8%	\$121,052	\$85,280	\$102,000	\$116,052	\$135,000	\$178,000
	More than 20 years	90	27.9%	\$147,154	\$84,285	\$125,000	\$147,500	\$173,000	\$210,000
	Total	323	100.0%	\$123,802	\$67,000	\$92,550	\$113,680	\$141,220	\$190,000
Do not have permission to consult	Five years or less	547	36.5%	\$75,458	\$50,500	\$64,000	\$72,000	\$84,500	\$110,000
	6 to 10 years	401	26.8%	\$97,093	\$69,000	\$83,895	\$94,485	\$105,000	\$148,000
	11 to 20 years	363	24.2%	\$124,442	\$81,229	\$103,000	\$122,000	\$142,512	\$180,000
	More than 20 years	188	12.5%	\$149,302	\$90,000	\$118,461	\$150,000	\$170,000	\$223,400
	Total	1,499	100.0%	\$102,369	\$56,500	\$75,000	\$94,485	\$120,900	\$175,000



## Discipline



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	47	2.6%	\$100,033	\$60,000	\$72,000	\$85,000	\$112,000	\$200,000
Biological and Biomedical*								
Chemical, Ceramic and Metallurgical	83	4.6%	\$105,590	\$58,500	\$80,000	\$95,680	\$135,000	\$179,000
Civil	389	21.4%	\$99,212	\$58,000	\$73,065	\$94,000	\$115,000	\$169,800
Electrical and Engineering Physics	262	14.4%	\$107,617	\$62,000	\$82,000	\$100,423	\$131,000	\$165,000
Environmental	132	7.2%	\$97,119	\$56,000	\$73,836	\$92,700	\$112,863	\$164,580
Geological, Mining, Petroleum Engineering	188	10.3%	\$117,427	\$66,000	\$88,125	\$106,000	\$142,375	\$200,000
Geosciences: (Geology, Geophysics,	95	5.2%	\$108,462	\$63,750	\$84,000	\$101,000	\$130,000	\$170,000



Geochemistry, Hydrogeology)								
Mechanical and Industrial	409	22.4%	\$106,849	\$58,000	\$77,900	\$100,000	\$128,000	\$183,547
Software Engineering	38	2.1%	\$91,237	\$56,100	\$74,200	\$84,750	\$95,540	\$160,000
Other	172	9.4%	\$107,153	\$50,000	\$75,850	\$101,000	\$129,225	\$190,000

\*Not available due to reporting rules (insufficient data)

## Discipline by Employment

	% working in same discipline as at graduation	% working in other discipline
Agriculture and Forestry	38.0%	62.0%
Biological and Biomedical	12.5%	87.5%
Chemical, Ceramic and Metallurgical	95.5%	4.5%
Civil	81.0%	19.0%
Electrical and Engineering Physics	94.4%	5.6%
Environmental	65.5%	34.5%
Geological, Mining, Petroleum Engineering	56.1%	43.9%
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	86.4%	13.6%
Mechanical and Industrial	87.2%	12.8%
Software Engineering	28.2%	71.8%
Other	19.3%	80.7%



## Discipline by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Agriculture and Forestry</b>	5 or fewer years	15	31.9%	\$70,896	\$53,785	\$64,000	\$67,000	\$77,150	\$94,000
	6 - 10 years	14	29.8%	\$82,964	\$65,000	\$73,350	\$81,750	\$90,000	\$102,000
	11 - 20 years	11	23.4%	\$136,000	\$85,000	\$108,000	\$140,000	\$160,000	\$200,000
	More than 20 years*								
	Total	47	100.0%	\$100,033	\$60,000	\$72,000	\$85,000	\$112,000	\$200,000
<b>Chemical, Ceramic and Metallurgical</b>	5 or fewer years	33	39.8%	\$79,847	\$55,000	\$67,000	\$75,018	\$85,000	\$111,820
	6 - 10 years	22	26.5%	\$102,275	\$60,000	\$89,125	\$96,000	\$100,500	\$159,200
	11 - 20 years	20	24.1%	\$134,728	\$70,750	\$113,350	\$136,125	\$161,499	\$191,400
	More than 20 years*								
	Total	83	100.0%	\$105,590	\$58,500	\$80,000	\$95,680	\$135,000	\$179,000
<b>Civil</b>	5 or fewer years	122	31.3%	\$70,933	\$53,000	\$61,000	\$68,820	\$75,000	\$96,500
	6 - 10 years	104	26.7%	\$93,611	\$70,000	\$80,056	\$91,000	\$100,775	\$135,000
	11 - 20 years	106	27.2%	\$115,730	\$80,000	\$100,000	\$112,660	\$130,000	\$160,000
	More than 20 years	57	14.7%	\$139,237	\$70,000	\$104,000	\$138,000	\$170,000	\$206,873
	Total	389	100.0%	\$103,392	\$58,000	\$73,065	\$94,250	\$115,000	\$170,000
<b>Electrical and Engineering Physics</b>	5 or fewer years	70	26.7%	\$74,923	\$52,000	\$65,000	\$72,000	\$85,000	\$103,500
	6 - 10 years	75	28.6%	\$96,239	\$67,000	\$84,312	\$93,000	\$105,000	\$145,000
	11 - 20 years	65	24.8%	\$123,053	\$82,500	\$105,500	\$124,000	\$140,000	\$165,000



	More than 20 years	52	19.8%	\$148,742	\$92,000	\$127,069	\$150,000	\$160,750	\$239,000
	Total	262	100.0%	\$107,617	\$62,000	\$82,000	\$100,423	\$131,000	\$165,000

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Environmental</b>	5 or fewer years	51	38.6%	\$74,687	\$50,500	\$60,000	\$72,000	\$84,000	\$103,000
	6 - 10 years	36	27.3%	\$88,895	\$67,000	\$79,250	\$85,847	\$96,000	\$118,000
	11 - 20 years	30	22.7%	\$122,991	\$96,000	\$103,000	\$115,250	\$143,000	\$173,000
	More than 20 years	15	11.4%	\$141,379	\$102,000	\$118,112	\$140,000	\$164,580	\$185,000
	Total	132	100.0%	\$97,119	\$56,000	\$73,836	\$92,700	\$112,863	\$164,580
<b>Geological, Mining, Petroleum Engineering</b>	5 or fewer years	64	34.0%	\$87,627	\$65,000	\$76,250	\$84,650	\$98,650	\$117,200
	6 - 10 years*	52	27.7%	\$105,829	\$70,000	\$95,000	\$104,000	\$116,825	\$145,000
	11 - 20 years*	40	21.3%	\$139,695	\$85,234	\$118,137	\$142,506	\$159,625	\$209,500
	More than 20 years*	32	17.0%	\$168,038	\$102,820	\$136,250	\$167,500	\$200,000	\$245,000
	Total	188	100.0%	\$117,427	\$66,000	\$88,125	\$106,000	\$142,375	\$200,000
<b>Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)</b>	5 or fewer years	23	24.2%	\$88,426	\$63,750	\$77,000	\$84,000	\$95,000	\$118,000
	6 - 10 years	26	27.4%	\$91,372	\$50,000	\$80,500	\$89,500	\$101,350	\$128,000
	11 - 20 years	26	27.4%	\$115,073	\$76,764	\$100,000	\$115,411	\$133,000	\$150,000
	More than 20 years	20	21.1%	\$145,126	\$82,455	\$117,750	\$150,000	\$170,000	\$217,900
	Total	95	100.0%	\$108,462	\$63,750	\$84,000	\$101,000	\$130,000	\$170,000
<b>Mechanical and Industrial</b>	5 or fewer years	131	32.0%	\$73,402	\$51,000	\$63,000	\$67,000	\$83,000	\$102,000





	6 - 10 years	101	24.7%	\$102,618	\$75,000	\$85,060	\$97,700	\$108,770	\$148,000
	11 - 20 years	127	31.1%	\$126,460	\$85,280	\$104,000	\$124,800	\$144,000	\$187,000
	More than 20 years	50	12.2%	\$153,215	\$93,812	\$127,000	\$150,000	\$179,030	\$212,000
	Total	409	100.0%	\$106,849	\$58,000	\$77,900	\$100,000	\$128,000	\$183,547

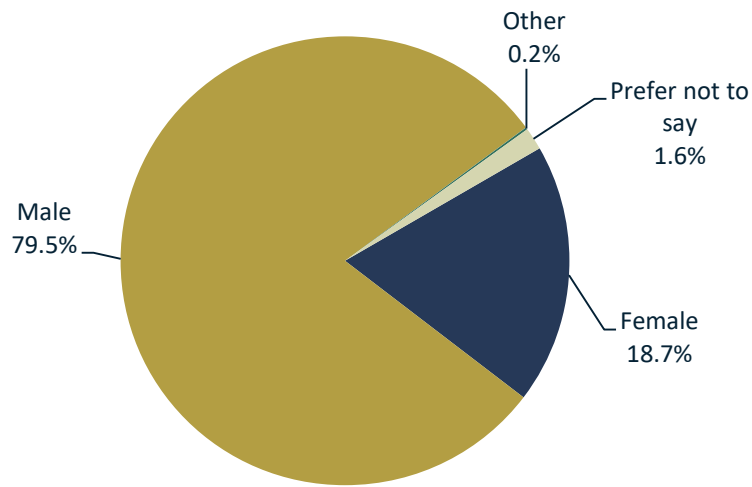
\*Not reported due to insufficient data

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Software, Computer Engineering</b>	5 or fewer years	17	44.7%	\$73,595	\$56,000	\$63,300	\$75,000	\$83,416	\$91,000
	6 - 10 years								
	11 - 20 years*								
	More than 20 years*								
	Total	38	100.0%	\$91,237	\$56,100	\$74,200	\$84,750	\$95,540	\$160,000
<b>Other</b>	5 or fewer years	53	30.8%	\$74,091	\$40,000	\$60,000	\$67,900	\$80,666	\$130,000
	6 - 10 years	32	18.6%	\$96,568	\$64,000	\$83,400	\$94,000	\$102,000	\$150,000
	11 - 20 years	57	33.1%	\$120,481	\$78,500	\$100,000	\$115,000	\$131,200	\$180,000
	More than 20 years	30	17.4%	\$151,528	\$85,000	\$115,000	\$150,000	\$187,500	\$260,107
	Total	172	100.0%	\$107,153	\$50,000	\$75,850	\$101,000	\$129,225	\$190,000

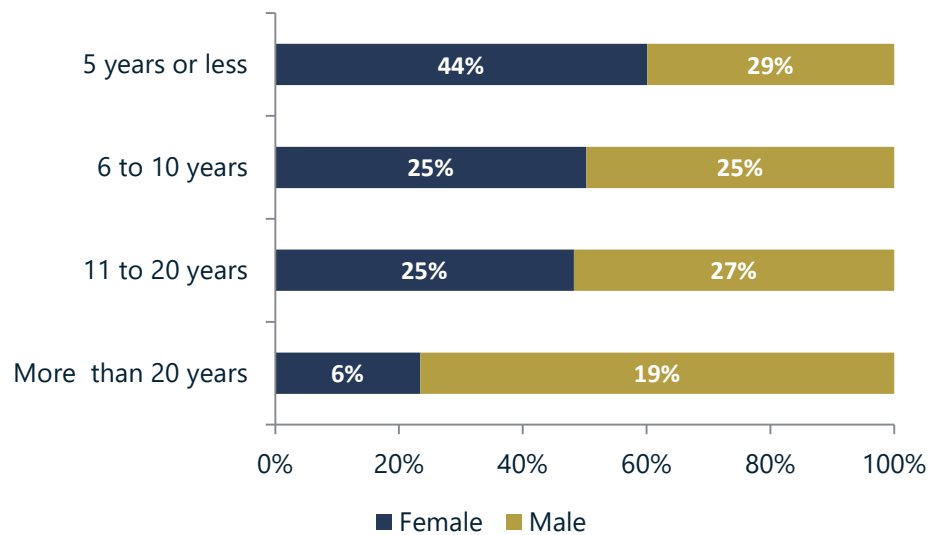
\*Not reported due to insufficient data. Biological/Biomedical not reported due to insufficient data.



## Gender (Overall)



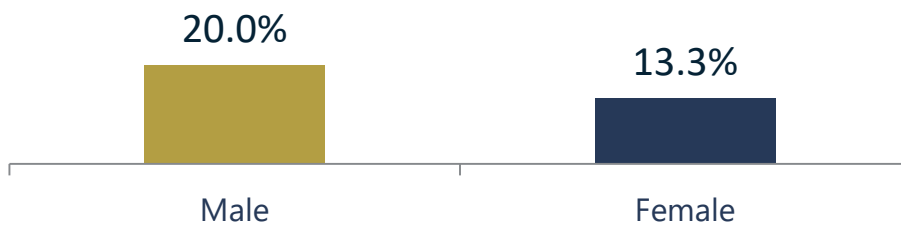
## Experience by Gender





## 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
<b>Agriculture and Forestry</b>	Female*								
	Male	44	93.6%	\$99,489	\$60,000	\$69,225	\$85,000	\$111,000	\$200,000
<b>Chemical, Ceramic and Metallurgical</b>	Female	24	28.9%	\$99,808	\$58,500	\$72,500	\$92,500	\$115,000	\$159,186
	Male	58	69.9%	\$108,151	\$56,000	\$84,000	\$95,840	\$136,500	\$182,042
<b>Civil</b>	Female	80	20.5%	\$88,485	\$56,000	\$69,850	\$86,000	\$104,750	\$124,941
	Male	306	78.7%	\$102,181	\$58,000	\$75,000	\$96,334	\$123,000	\$175,000
<b>Electrical and Engineering Physics</b>	Female	30	11.5%	\$97,903	\$67,000	\$77,444	\$86,222	\$110,000	\$173,000
	Male	225	85.9%	\$109,592	\$62,000	\$83,500	\$103,352	\$135,000	\$165,000
<b>Environmental</b>	Female	53	40.2%	\$88,559	\$58,000	\$72,000	\$84,000	\$96,000	\$150,000
	Male	78	59.1%	\$103,408	\$52,000	\$75,000	\$99,500	\$131,000	\$173,000
<b>Geological, Mining, Petroleum Engineering</b>	Female*	46	24.5%	\$107,310	\$67,000	\$83,000	\$97,496	\$130,000	\$170,000
	Male	139	73.9%	\$121,106	\$65,700	\$90,400	\$107,000	\$145,000	\$203,000
<b>Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)</b>	Female	21	22.1%	\$91,160	\$50,000	\$73,000	\$84,000	\$112,150	\$140,000
	Male	72	75.8%	\$113,646	\$72,000	\$89,250	\$104,500	\$136,750	\$171,000
<b>Mechanical and Industrial</b>	Female	41	10.0%	\$97,085	\$56,000	\$70,000	\$95,500	\$105,000	\$159,832
	Male	358	87.5%	\$107,972	\$60,000	\$79,000	\$100,000	\$130,000	\$187,000



<b>Software, Computer Engineering</b>	Female*								
	Male	33	86.8%	\$89,527	\$56,100	\$73,000	\$84,000	\$93,845	\$160,000
<b>Other</b>	Female	34	19.8%	\$82,472	\$40,000	\$58,200	\$74,750	\$98,000	\$152,938
	Male	135	78.5%	\$113,187	\$59,000	\$82,960	\$105,000	\$130,000	\$215,000

\*Not reported due to insufficient data. Biological/Biomedical 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	23	46.0%	\$61,134	\$40,000	\$56,000	\$61,000	\$67,600	\$78,500
	Male	25	50.0%	\$59,888	\$29,000	\$58,000	\$62,192	\$65,000	\$78,000
...	Female	16	26.7%	\$67,585	\$41,000	\$57,250	\$66,500	\$73,766	\$111,820
	Male	41	68.3%	\$63,951	\$48,000	\$60,000	\$63,000	\$68,640	\$80,000
More advanced stages of training and development	Female	27	18.6%	\$65,706	\$19,200	\$55,000	\$68,250	\$79,000	\$89,000
	Male	118	81.4%	\$69,089	\$50,000	\$60,000	\$65,000	\$75,000	\$100,100
...	Female	41	25.5%	\$74,031	\$58,500	\$67,327	\$72,000	\$80,000	\$95,000
	Male	118	73.3%	\$75,697	\$55,000	\$65,000	\$72,000	\$85,000	\$105,000
Fully qualified professional level	Female	47	23.4%	\$79,012	\$30,000	\$75,000	\$80,500	\$89,000	\$105,000
	Male	147	73.1%	\$91,179	\$49,712	\$75,000	\$89,640	\$100,000	\$160,000
...	Female	30	15.2%	\$82,126	\$19,977	\$70,000	\$90,000	\$98,000	\$116,950
	Male	165	83.3%	\$97,745	\$66,560	\$83,000	\$93,845	\$109,200	\$142,000
First level of direct and sustained supervision	Female	20	18.2%	\$91,237	\$50,592	\$76,303	\$89,500	\$102,250	\$151,025
	Male	88	80.0%	\$93,537	\$55,000	\$80,056	\$94,500	\$105,000	\$133,000
...	Female	20	18.9%	\$95,167	\$70,100	\$80,128	\$99,800	\$105,000	\$119,750
	Male	85	80.2%	\$106,149	\$75,000	\$86,794	\$101,841	\$116,480	\$153,745
Involved in short and long range planning	Female	39	20.1%	\$99,105	\$58,200	\$83,000	\$98,000	\$115,000	\$155,000
	Male	151	77.8%	\$105,168	\$70,000	\$85,729	\$100,000	\$124,000	\$154,000
...	Female	25	15.2%	\$104,024	\$60,000	\$88,457	\$100,000	\$115,000	\$161,500
	Male	137	83.0%	\$113,280	\$74,500	\$96,000	\$106,000	\$130,000	\$170,000
Regularly direct several professionals	Female	30	14.9%	\$117,226	\$80,000	\$94,916	\$111,000	\$135,000	\$180,000
	Male	170	84.6%	\$125,620	\$83,416	\$105,000	\$124,000	\$150,000	\$171,000
...	Female	16	13.0%	\$133,674	\$52,000	\$114,765	\$130,500	\$153,677	\$179,000
	Male	105	85.4%	\$141,610	\$90,000	\$119,508	\$142,000	\$160,800	\$192,000
Direct technical and administrative activities of a significant group	Female	17	11.7%	\$133,338	\$43,000	\$112,150	\$139,000	\$155,000	\$210,000
	Male	124	86.1%	\$162,632	\$99,800	\$136,590	\$161,135	\$190,000	\$223,400
...	Female*								
	Male	25	89.3%	\$170,687	\$20,000	\$140,000	\$175,000	\$231,000	\$285,000



CEO	Female*								
	Male	12	80.0%	\$148,207	\$91,050	\$104,250	\$139,500	\$167,059	\$243,202

\*Not reported due to insufficient data

## Education – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelors	Female	254	19.3%	\$88,929	\$54,000	\$68,351	\$84,000	\$103,000	\$152,500
	Male	1,039	78.9%	\$104,962	\$60,000	\$77,000	\$98,000	\$125,000	\$175,000
...	Female	27	14.1%	\$93,367	\$37,000	\$74,000	\$95,000	\$110,000	\$161,500
	Male	161	84.3%	\$110,171	\$56,000	\$83,598	\$105,000	\$135,307	\$180,000
Masters	Female	52	18.2%	\$99,856	\$40,000	\$75,250	\$97,000	\$120,224	\$180,000
	Male	231	80.8%	\$106,423	\$48,000	\$77,300	\$97,500	\$130,000	\$190,000
...	Female*								
	Male	19	70.4%	\$134,991	\$53,830	\$96,000	\$118,000	\$165,000	\$295,000
Doctorate	Female	16	20.0%	\$114,797	\$50,000	\$84,673	\$113,497	\$151,250	\$190,000
	Male	61	76.3%	\$129,242	\$45,000	\$87,000	\$131,800	\$169,000	\$217,000

\*Not reported due to insufficient data

## Experience – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Female	5 years or less	157	44.0%	\$73,890	\$43,000	\$64,600	\$72,530	\$84,000	\$105,000
	6 to 10 years	91	25.5%	\$87,513	\$50,292	\$78,504	\$87,243	\$98,000	\$120,000
	11 to 20 years	89	24.9%	\$115,905	\$45,806	\$98,000	\$112,000	\$139,000	\$180,000
	More than 20 years	20	5.6%	\$139,067	\$104,000	\$110,000	\$130,000	\$154,485	\$271,750
Male	5 years or less	438	29.0%	\$75,923	\$52,000	\$63,600	\$72,000	\$85,000	\$115,000
	6 to 10 years	381	25.2%	\$98,656	\$70,000	\$85,000	\$95,000	\$106,380	\$150,000
	11 to 20 years	409	27.1%	\$122,527	\$78,500	\$102,000	\$120,000	\$138,742	\$180,000
	More than 20 years	283	18.7%	\$144,415	\$63,000	\$114,000	\$147,000	\$170,000	\$222,000



## Decision – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Decisions are of a routine nature</b>	Female*								
	Male*	13	61.9%	\$63,665	\$21,000	\$45,000	\$60,000	\$84,000	\$100,000
...	Female	11	55.0%	\$67,149	\$50,500	\$60,000	\$68,250	\$73,065	\$78,725
	Male*								
<b>Decisions fall within established guidelines</b>	Female	20	25.6%	\$64,589	\$45,250	\$56,000	\$65,000	\$72,883	\$90,450
	Male	56	71.8%	\$68,617	\$48,000	\$60,000	\$63,800	\$72,750	\$106,000
...	Female	24	23.1%	\$70,273	\$56,285	\$65,622	\$69,500	\$79,000	\$93,000
	Male	77	74.0%	\$73,177	\$55,000	\$62,192	\$67,000	\$80,301	\$109,400
<b>Independent Analysis</b>	Female	24	23.3%	\$69,586	\$40,500	\$55,796	\$70,578	\$83,125	\$105,000
	Male	77	74.8%	\$76,167	\$26,623	\$65,000	\$73,515	\$89,000	\$104,400
...	Female	27	23.5%	\$67,801	\$28,416	\$59,400	\$72,000	\$77,444	\$86,000
	Male	85	73.9%	\$77,935	\$47,000	\$65,557	\$75,000	\$85,650	\$112,000
<b>Routinely make technical recommendations</b>	Female	26	20.6%	\$84,398	\$54,400	\$72,000	\$80,950	\$92,000	\$119,000
	Male	97	77.0%	\$88,390	\$56,000	\$75,000	\$85,000	\$101,000	\$135,000
...	Female	38	21.7%	\$84,277	\$30,000	\$75,900	\$89,450	\$97,336	\$110,000
	Male	131	74.9%	\$96,820	\$60,000	\$80,000	\$92,700	\$110,000	\$145,000
<b>Routinely make responsible decisions</b>	Female	37	18.9%	\$88,144	\$66,700	\$76,800	\$86,000	\$96,000	\$123,000
	Male	157	80.1%	\$94,985	\$62,000	\$78,795	\$91,500	\$105,000	\$150,000
...	Female	36	25.0%	\$98,619	\$65,300	\$84,105	\$97,494	\$115,000	\$152,500
	Male	107	74.3%	\$105,508	\$72,500	\$88,600	\$103,352	\$116,480	\$154,000
<b>Routinely make responsible technical/administrative decisions</b>	Female	32	13.2%	\$107,885	\$74,200	\$88,250	\$105,500	\$120,250	\$162,000
	Male	207	85.5%	\$115,699	\$65,520	\$94,000	\$111,149	\$132,000	\$179,000
...	Female	35	14.6%	\$119,906	\$50,000	\$98,000	\$115,000	\$139,000	\$180,000
	Male	203	84.9%	\$127,441	\$80,000	\$100,000	\$125,000	\$150,000	\$187,000
<b>Deal with major problems</b>	Female	26	12.4%	\$120,056	\$60,000	\$96,400	\$114,843	\$144,000	\$180,000
	Male	182	87.1%	\$136,196	\$75,000	\$108,000	\$135,075	\$160,000	\$208,000
...	Female*								
	Male	53	91.4%	\$153,512	\$81,948	\$131,000	\$150,000	\$180,000	\$254,000
<b>Isolate and analyze major over-all problems</b>	Female	11	15.5%	\$148,409	\$30,000	\$105,000	\$161,500	\$190,000	\$275,000
	Male	57	80.3%	\$144,768	\$38,000	\$102,000	\$144,000	\$176,921	\$260,107

\*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	34.5%	\$63,277	\$45,000	\$56,000	\$63,333	\$75,000	\$79,000
	Male	19	65.5%	\$64,125	\$29,000	\$53,830	\$62,000	\$70,000	\$125,000
...	Female*								
	Male	18	69.2%	\$64,685	\$48,000	\$61,000	\$64,600	\$70,000	\$80,000
Work under general supervision	Female	32	22.7%	\$70,203	\$40,500	\$62,620	\$70,000	\$80,000	\$97,336
	Male	108	76.6%	\$72,443	\$41,000	\$62,000	\$71,000	\$82,350	\$106,600
...	Female	24	23.8%	\$76,259	\$54,000	\$66,250	\$75,000	\$86,024	\$110,000
	Male	74	73.3%	\$77,259	\$54,800	\$63,000	\$74,200	\$88,344	\$122,000
Work in terms of specific objectives	Female	24	19.2%	\$72,958	\$28,416	\$59,800	\$77,608	\$86,520	\$98,000
	Male	99	79.2%	\$80,707	\$56,000	\$66,200	\$77,900	\$92,000	\$120,000
...	Female	26	21.8%	\$78,069	\$50,009	\$69,000	\$76,548	\$86,000	\$116,950
	Male	88	73.9%	\$93,119	\$60,000	\$78,125	\$89,500	\$103,750	\$145,000
Work towards objectives to be accomplished	Female	51	17.8%	\$86,699	\$58,200	\$72,000	\$83,000	\$95,000	\$136,000
	Male	232	80.8%	\$98,613	\$60,000	\$75,000	\$94,000	\$114,454	\$150,000
...	Female	55	19.5%	\$94,027	\$43,000	\$80,000	\$95,000	\$110,000	\$136,000
	Male	220	78.0%	\$107,615	\$65,028	\$88,628	\$103,689	\$120,000	\$158,950
Work independently on broad, general assignments	Female	82	17.1%	\$103,156	\$50,000	\$85,000	\$100,000	\$117,000	\$155,000
	Male	390	81.4%	\$115,717	\$68,640	\$92,000	\$110,000	\$136,000	\$180,000
...	Female	17	11.0%	\$134,137	\$52,000	\$113,000	\$138,400	\$160,000	\$180,000
	Male	135	87.7%	\$139,783	\$75,000	\$113,000	\$137,000	\$166,650	\$210,000
Operate as an executive	Female*								
	Male	67	88.2%	\$162,830	\$83,416	\$133,000	\$160,000	\$190,000	\$260,107
...	Female*								
	Male	15	75.0%	\$171,310	\$103,950	\$145,000	\$165,000	\$185,000	\$254,000
Determine policies, plans and programs	Female*								
	Male	40	85.1%	\$134,850	\$23,300	\$100,500	\$130,000	\$152,716	\$241,850

\*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	25.4%	\$73,717	\$30,000	\$60,490	\$74,000	\$89,098	\$110,000
	Male	203	71.7%	\$86,431	\$37,440	\$64,604	\$83,135	\$102,000	\$150,000
...	Female	35	25.7%	\$74,970	\$50,292	\$64,000	\$70,000	\$89,000	\$110,000
	Male	99	72.8%	\$76,640	\$53,785	\$62,000	\$75,000	\$90,400	\$110,000
Assign and check work of one or two non-professionals	Female	23	18.7%	\$79,160	\$50,000	\$68,000	\$84,482	\$90,000	\$105,000
	Male	98	79.7%	\$82,179	\$53,000	\$65,000	\$79,000	\$96,500	\$125,000
...	Female	15	18.3%	\$61,753	\$15,000	\$50,009	\$65,300	\$77,000	\$82,500
	Male	66	80.5%	\$81,182	\$60,000	\$67,600	\$75,500	\$92,000	\$110,000
Give Work Direction to one or more technologists	Female	27	25.7%	\$75,931	\$43,000	\$65,000	\$79,872	\$92,000	\$100,000
	Male	77	73.3%	\$83,661	\$24,000	\$65,000	\$83,500	\$101,000	\$130,000
...	Female	20	22.2%	\$86,237	\$46,216	\$65,718	\$85,932	\$97,459	\$147,400
	Male	69	76.7%	\$88,734	\$63,000	\$75,559	\$85,000	\$95,000	\$128,000
Responsible for the work of one or more non- professional assistants	Female	12	17.9%	\$83,300	\$63,000	\$76,050	\$81,000	\$92,250	\$110,000
	Male	52	77.6%	\$96,891	\$67,940	\$77,500	\$92,000	\$110,250	\$145,000
...	Female	21	22.6%	\$92,710	\$75,000	\$83,000	\$90,000	\$99,600	\$121,900
	Male	69	74.2%	\$95,061	\$60,000	\$79,000	\$95,000	\$110,000	\$136,000
Responsible for supervising one or more junior professionals	Female	21	17.4%	\$83,973	\$67,000	\$72,000	\$85,000	\$97,000	\$115,000
	Male	98	81.0%	\$103,863	\$65,000	\$85,000	\$98,500	\$115,050	\$160,000
...	Female	17	15.3%	\$106,102	\$70,000	\$89,650	\$96,400	\$115,000	\$159,186
	Male	92	82.9%	\$111,226	\$75,000	\$93,237	\$104,900	\$129,500	\$173,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Female	39	16.7%	\$113,098	\$72,500	\$95,000	\$109,553	\$130,000	\$170,000
	Male	191	82.0%	\$118,682	\$74,500	\$97,923	\$116,800	\$135,000	\$171,000
...	Female	16	10.4%	\$126,949	\$52,000	\$95,072	\$126,910	\$159,875	\$210,000
	Male	137	89.0%	\$128,898	\$75,000	\$103,000	\$126,000	\$150,000	\$192,000
Supervise and direct the work of two or more major functions in the organization	Female*	14	13.9%	\$122,392	\$92,640	\$106,000	\$114,000	\$139,000	\$173,000
	Male	86	85.1%	\$127,219	\$75,000	\$103,352	\$129,000	\$150,000	\$170,000
...	Female*								
	Male	48	92.3%	\$141,000	\$90,000	\$111,247	\$136,936	\$177,500	\$201,000





Co-ordinate activities of personnel in a significant group	Female	14	13.0%	\$137,954	\$104,000	\$120,000	\$138,500	\$159,832	\$180,000
	Male	90	84.1%	\$163,117	\$101,000	\$131,000	\$160,000	\$192,965	\$240,000
...	Female*								
	Male	22	84.6%	\$180,389	\$20,000	\$150,000	\$175,000	\$239,000	\$285,000
CEO	Female*								
	Male	14	82.4%	\$144,463	\$86,000	\$100,000	\$139,500	\$165,000	\$243,202

\*Not reported due to insufficient data

## Supervision Scope – Gender

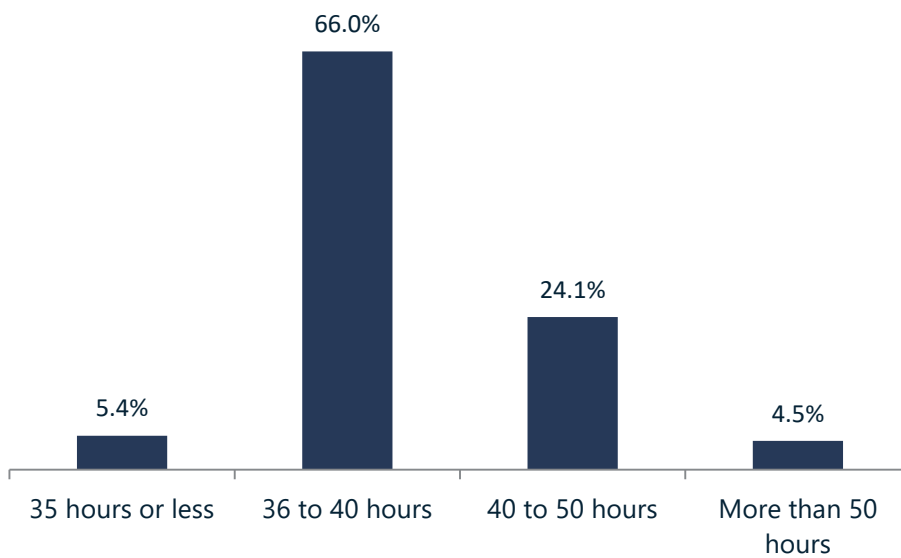
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Female	0	164	45.9%	\$78,201	\$40,500	\$64,510	\$78,108	\$92,000	\$116,950
	1	44	12.3%	\$76,536	\$45,806	\$67,338	\$77,984	\$86,932	\$100,000
	2-3	62	17.4%	\$90,393	\$58,200	\$72,000	\$87,571	\$102,000	\$153,384
	4-7	40	11.2%	\$109,775	\$78,575	\$90,723	\$110,000	\$121,500	\$158,852
	8-13	12	3.4%	\$120,626	\$95,000	\$99,750	\$116,649	\$137,550	\$162,000
	14-20	14	3.9%	\$114,839	\$75,900	\$97,500	\$111,350	\$136,000	\$150,000
	21-30*								
	31-40*								
	41-50*								
	51-75*								
	76-100*								
	101-200*								
	201-400*								
	401-750*								
	751-1200*								
	1201-2000*								
	2000+*								
Male	0	536	35.4%	\$89,685	\$51,000	\$66,750	\$85,000	\$104,300	\$150,000
	1	145	9.6%	\$90,715	\$59,000	\$75,400	\$87,000	\$102,000	\$140,000
	2-3	251	16.6%	\$99,635	\$60,000	\$78,000	\$95,000	\$118,000	\$155,000
	4-7	221	14.6%	\$113,678	\$67,000	\$91,500	\$108,000	\$135,000	\$170,000
	8-13	133	8.8%	\$129,350	\$66,855	\$105,000	\$127,000	\$152,000	\$192,000
	14-20	72	4.8%	\$130,886	\$73,350	\$107,325	\$133,000	\$150,101	\$190,000
	21-30	43	2.8%	\$142,598	\$77,000	\$102,000	\$136,600	\$180,000	\$220,000
	31-40	24	1.6%	\$141,049	\$86,500	\$113,500	\$138,500	\$172,000	\$208,000



41-50	16	1.1%	\$149,303	\$97,923	\$127,000	\$152,000	\$179,230	\$200,000
51-75	12	0.8%	\$168,381	\$89,000	\$145,500	\$169,088	\$209,250	\$223,400
76-100	17	1.1%	\$153,679	\$96,000	\$138,000	\$148,000	\$177,070	\$196,000
101-200	18	1.2%	\$163,580	\$18,160	\$145,900	\$167,500	\$185,000	\$255,000
201-400	14	0.9%	\$181,491	\$91,000	\$144,000	\$161,000	\$206,500	\$285,000
401-750*								
751-1200*								
1201-2000*								
2000+*								

\*Not reported due to insufficient data

## Hours Worked per Week (Full-time Employees)

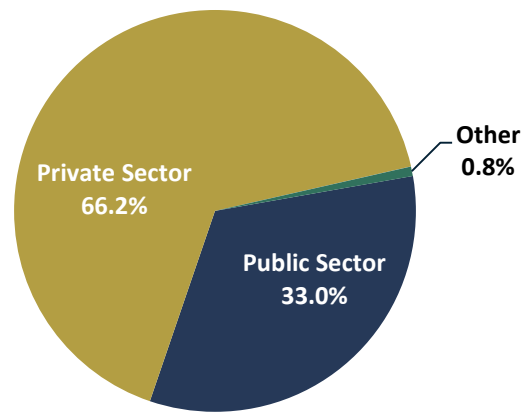


## Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 42 and among part-time staff, it is 27 hours.



## Sector of Employment (Overall)

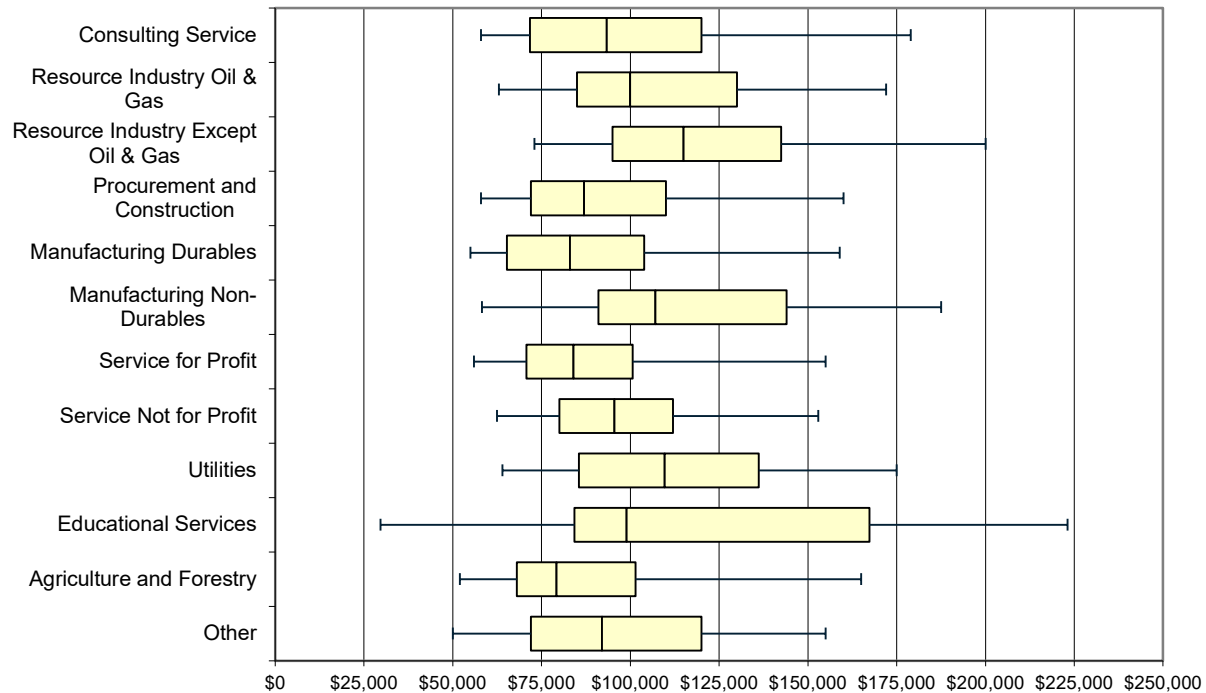


## Sector of Employment by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	164	27.2%	\$76,662	\$50,000	\$64,837	\$74,689	\$84,000	\$112,150
	6 to 10 years	143	23.7%	\$93,302	\$72,000	\$84,000	\$92,000	\$101,000	\$125,000
	11 to 20 years	178	29.5%	\$120,747	\$83,500	\$103,000	\$115,000	\$135,000	\$175,000
	More than 20 years	118	19.6%	\$142,851	\$87,000	\$110,000	\$137,255	\$164,580	\$242,000
	Total	603	100.0%	\$106,574	\$62,500	\$81,229	\$99,800	\$125,000	\$175,000
Private Sector	Five years or less	413	34.3%	\$75,413	\$52,000	\$63,000	\$72,000	\$85,000	\$108,000
	6 to 10 years	328	27.2%	\$98,719	\$69,000	\$83,275	\$95,070	\$108,000	\$150,000
	11 to 20 years	308	25.6%	\$125,691	\$82,500	\$104,000	\$124,000	\$145,000	\$180,000
	More than 20 years	156	12.9%	\$152,522	\$85,000	\$127,956	\$151,500	\$180,000	\$215,000
	Total	1,205	100.0%	\$105,938	\$57,000	\$75,000	\$96,563	\$126,900	\$180,000



## Industry of Employment



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	434	23.8%	\$100,384	\$58,000	\$71,760	\$93,406	\$120,000	\$179,000
Resource Industry Oil & Gas	94	5.2%	\$108,739	\$63,000	\$85,000	\$99,900	\$130,000	\$172,000
Resource Industry Except Oil & Gas	289	15.9%	\$121,249	\$73,000	\$95,000	\$115,000	\$142,500	\$200,000
Procurement and Construction	146	8.0%	\$96,018	\$58,000	\$72,000	\$87,000	\$110,000	\$160,000
Manufacturing Durables	187	10.3%	\$88,920	\$55,000	\$65,211	\$83,000	\$103,950	\$159,000
Manufacturing Non-Durables	61	3.3%	\$120,719	\$58,200	\$91,000	\$107,100	\$144,000	\$187,500
Service For Profit	37	2.0%	\$89,692	\$56,000	\$70,720	\$84,000	\$100,645	\$155,000
Service Not For Profit	157	8.6%	\$99,420	\$62,500	\$80,000	\$95,500	\$112,000	\$152,955
Utilities	270	14.8%	\$112,932	\$64,000	\$85,500	\$109,710	\$136,140	\$175,000
Educational Services	60	3.3%	\$121,460	\$29,650	\$84,299	\$98,962	\$167,318	\$223,080
Agriculture and Forestry	24	1.3%	\$91,244	\$52,000	\$68,088	\$79,250	\$101,500	\$165,000
Other	63	3.5%	\$96,778	\$50,000	\$72,000	\$92,000	\$120,000	\$155,000



## Industry of Employment by Years of Experience

		N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting	5 years or less	131	30.2%	\$69,469	\$52,000	\$60,216	\$66,667	\$74,400	\$95,680
	6 to 10 years	117	27.0%	\$88,330	\$65,000	\$79,000	\$87,000	\$98,000	\$120,000
	11 to 20 years	118	27.2%	\$118,959	\$82,500	\$100,000	\$115,000	\$130,000	\$180,000
	More than 20 years	68	15.7%	\$148,449	\$86,000	\$127,956	\$150,000	\$175,500	\$210,000
	Total	434	100.0%	\$100,384	\$58,000	\$71,760	\$93,406	\$120,000	\$179,000
Resource Industry Oil & Gas	5 years or less	34	36.2%	\$84,112	\$50,000	\$80,000	\$84,500	\$94,000	\$117,200
	6 to 10 years	22	23.4%	\$96,943	\$53,830	\$83,361	\$92,500	\$102,000	\$155,000
	11 to 20 years	26	27.7%	\$129,718	\$89,686	\$106,000	\$126,254	\$152,500	\$172,000
	More than 20 years*	12	12.8%	\$154,684	\$105,000	\$130,000	\$147,145	\$182,383	\$215,000
	Total	94	100.0%	\$108,739	\$63,000	\$85,000	\$99,900	\$130,000	\$172,000
Resource Industry without Oil & Gas	5 years or less	73	25.3%	\$88,748	\$70,720	\$78,500	\$86,400	\$96,400	\$115,000
	6 to 10 years	91	31.5%	\$109,765	\$75,559	\$96,000	\$106,000	\$117,300	\$160,000
	11 to 20 years	86	29.8%	\$138,317	\$95,000	\$121,900	\$135,000	\$150,000	\$200,000
	More than 20 years	39	13.5%	\$171,244	\$106,000	\$151,000	\$170,000	\$195,000	\$245,000
	Total	289	100.0%	\$121,249	\$73,000	\$95,000	\$115,000	\$142,500	\$200,000
Procurement and Construction	5 years or less	59	40.4%	\$72,493	\$58,000	\$64,000	\$70,000	\$78,000	\$105,000
	6 to 10 years	38	26.0%	\$101,024	\$72,500	\$80,000	\$97,668	\$110,000	\$160,000
	11 to 20 years	38	26.0%	\$113,252	\$52,000	\$100,000	\$110,000	\$129,376	\$166,650
	More than 20 years	11	7.5%	\$145,374	\$20,000	\$97,867	\$150,000	\$190,000	\$275,000
	Total	146	100.0%	\$96,018	\$58,000	\$72,000	\$87,000	\$110,000	\$160,000
Manufacturing Durables	5 years or less	88	47.1%	\$71,096	\$53,785	\$60,000	\$66,100	\$76,831	\$103,950
	6 to 10 years	35	18.7%	\$87,435	\$71,708	\$78,795	\$85,000	\$95,000	\$115,000
	11 to 20 years	43	23.0%	\$110,293	\$62,000	\$90,000	\$105,000	\$139,000	\$165,000
	More than 20 years	21	11.2%	\$122,322	\$75,000	\$93,970	\$120,000	\$154,000	\$165,000
	Total	187	100.0%	\$88,920	\$55,000	\$65,211	\$83,000	\$103,950	\$159,000
Manufacturing Non-Durables	5 years or less	16	26.2%	\$88,407	\$43,000	\$72,500	\$87,276	\$96,075	\$153,384
	6 to 10 years	21	34.4%	\$114,790	\$60,000	\$89,482	\$104,000	\$136,000	\$148,000



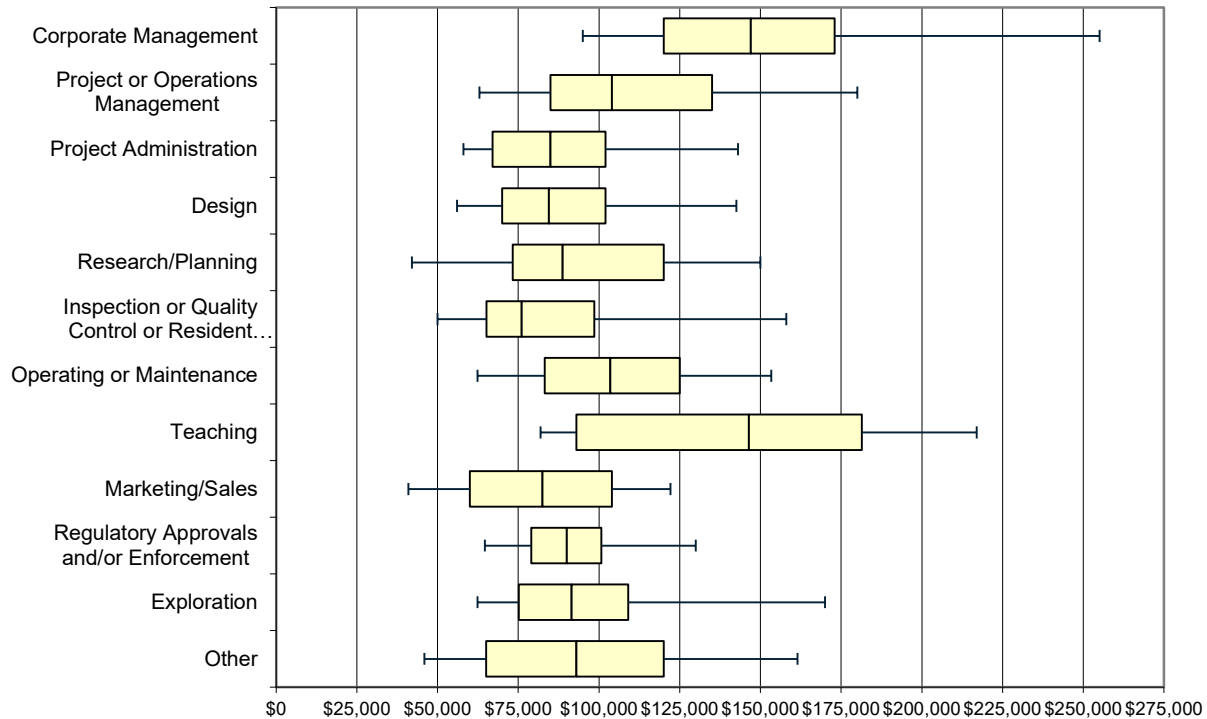
	11 to 20 years	14	23.0%	\$146,407	\$100,000	\$115,000	\$145,000	\$179,000	\$192,000
	More than 20 years	10	16.4%	\$148,903	\$100,000	\$127,000	\$145,000	\$179,030	\$210,000
	Total	61	100.0%	\$120,719	\$58,200	\$91,000	\$107,100	\$144,000	\$187,500
Service For Profit	5 years or less	16	43.2%	\$68,342	\$21,000	\$60,000	\$70,500	\$83,487	\$86,600
	6 to 10 years	11	29.7%	\$93,626	\$70,000	\$75,000	\$92,700	\$102,000	\$150,000
	11 to 20 years*								
	More than 20 years*								
	Total	37	100.0%	\$89,692	\$56,000	\$70,720	\$84,000	\$100,645	\$155,000
Service Not For Profit	5 years or less	44	28.0%	\$76,459	\$56,000	\$65,124	\$73,000	\$81,500	\$105,000
	6 to 10 years	41	26.1%	\$91,646	\$76,000	\$84,288	\$91,323	\$98,000	\$112,000
	11 to 20 years	47	29.9%	\$110,127	\$90,000	\$98,000	\$110,000	\$115,152	\$137,000
	More than 20 years	25	15.9%	\$132,451	\$92,000	\$103,720	\$132,000	\$150,000	\$170,000
	Total	157	100.0%	\$99,420	\$62,500	\$80,000	\$95,500	\$112,000	\$152,955
Utilities	5 years or less	65	24.1%	\$78,254	\$55,000	\$64,836	\$74,845	\$85,296	\$116,000
	6 to 10 years	64	23.7%	\$97,035	\$78,000	\$87,000	\$95,270	\$103,845	\$130,000
	11 to 20 years	85	31.5%	\$127,473	\$92,568	\$112,000	\$126,000	\$142,000	\$172,685
	More than 20 years	56	20.7%	\$149,278	\$93,000	\$125,000	\$146,500	\$161,004	\$260,107
	Total	270	100.0%	\$112,932	\$64,000	\$85,500	\$109,710	\$136,140	\$175,000
Educational Services	5 years or less	17	28.3%	\$73,158	\$19,200	\$47,000	\$74,532	\$90,000	\$155,000
	6 to 10 years*	11	18.3%	\$108,880	\$83,895	\$93,000	\$97,080	\$125,000	\$160,000
	11 to 20 years	11	18.3%	\$136,390	\$42,000	\$92,000	\$155,000	\$188,921	\$217,000
	More than 20 years	21	35.0%	\$159,332	\$82,636	\$96,000	\$170,000	\$183,547	\$254,000
	Total	60	100.0%	\$121,460	\$29,650	\$84,299	\$98,962	\$167,318	\$223,080
Agriculture /Forestry	5 years or less	12	50.0%	\$68,750	\$40,000	\$62,000	\$68,176	\$77,788	\$94,000
	6 to 10 years*								
	11 to 20 years*								
	More than 20 years*								
	Total	24	100.0%	\$91,244	\$52,000	\$68,088	\$79,250	\$101,500	\$165,000
Other	5 years or less	25	39.7%	\$77,045	\$41,000	\$61,000	\$72,000	\$84,000	\$120,000
	6 to 10 years	15	23.8%	\$88,698	\$50,000	\$67,000	\$89,467	\$100,000	\$150,000



	11 to 20 years	15	23.8%	\$117,419	\$80,686	\$93,832	\$126,822	\$135,000	\$155,000
	More than 20 years*								
	Total	63	100.0%	\$96,778	\$50,000	\$72,000	\$92,000	\$120,000	\$155,000

\*Not reported due to insufficient data

## Main Job Function



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	138	7.6%	\$153,215	\$95,000	\$120,000	\$147,000	\$173,000	\$255,000
Project or Operations Management	681	37.4%	\$111,330	\$63,000	\$85,000	\$104,000	\$135,000	\$180,000
Project Administration	45	2.5%	\$88,424	\$58,000	\$67,000	\$85,000	\$102,000	\$143,000
Design	389	21.3%	\$89,324	\$56,000	\$70,000	\$84,420	\$102,000	\$142,500
Research/Planning	124	6.8%	\$94,207	\$42,000	\$73,250	\$88,729	\$120,000	\$150,000
Inspection or Quality Control or Resident Services	52	2.9%	\$83,389	\$50,000	\$65,104	\$76,000	\$98,584	\$158,000
Operating or Maintenance	151	8.3%	\$106,501	\$62,400	\$83,135	\$103,500	\$125,000	\$153,384
Teaching	27	1.5%	\$140,373	\$81,900	\$93,000	\$146,400	\$181,383	\$217,000



Marketing/Sales	23	1.3%	\$84,200	\$41,000	\$60,000	\$82,500	\$104,000	\$122,166
Regulatory Approvals and/or Enforcement	66	3.6%	\$91,713	\$64,600	\$79,000	\$90,000	\$100,750	\$130,000
Exploration	44	2.4%	\$98,104	\$62,376	\$75,140	\$91,500	\$109,000	\$170,000
Other	82	4.5%	\$96,972	\$45,900	\$65,000	\$92,971	\$120,000	\$161,500

## Main Job Function by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Corporate Management</b>	5 years or less*								
	6 - 10 years	17	12.3%	\$116,269	\$81,900	\$100,000	\$105,400	\$122,000	\$220,000
	11 - 20 years	59	42.8%	\$144,808	\$98,000	\$115,152	\$139,000	\$164,129	\$215,000
	More than 20 years	55	39.9%	\$175,551	\$96,000	\$147,000	\$165,000	\$200,000	\$285,000
	Total	138	100.0%	\$153,215	\$95,000	\$120,000	\$147,000	\$173,000	\$255,000
<b>Project or Operations Management</b>	5 years or less	186	27.3%	\$78,977	\$55,000	\$65,000	\$75,000	\$90,000	\$117,200
	6 - 10 years	182	26.7%	\$103,399	\$74,500	\$87,000	\$98,000	\$109,200	\$154,000
	11 - 20 years	206	30.2%	\$126,625	\$87,000	\$105,800	\$122,618	\$144,000	\$178,000
	More than 20 years	107	15.7%	\$151,617	\$93,000	\$130,000	\$150,000	\$180,000	\$210,000
	Total	681	100.0%	\$111,330	\$63,000	\$85,000	\$104,000	\$135,000	\$180,000
<b>Project Administration</b>	5 years or less	20	44.4%	\$68,636	\$49,250	\$60,080	\$66,000	\$78,875	\$88,800
	6 - 10 years	10	22.2%	\$85,977	\$67,000	\$76,000	\$90,132	\$93,000	\$100,000
	11 - 20 years*								
	More than 20 years*								
	Total	45	100.0%	\$88,424	\$58,000	\$67,000	\$85,000	\$102,000	\$143,000
<b>Design</b>	5 years or less	143	36.8%	\$68,951	\$55,000	\$62,000	\$67,000	\$75,400	\$92,000
	6 - 10 years	114	29.3%	\$87,079	\$65,000	\$76,800	\$85,114	\$95,139	\$115,000
	11 - 20 years	92	23.7%	\$108,838	\$75,000	\$93,125	\$106,000	\$122,750	\$142,500
	More than 20 years	40	10.3%	\$123,671	\$49,100	\$99,250	\$117,500	\$160,750	\$199,500
	Total	389	100.0%	\$89,324	\$56,000	\$70,000	\$84,420	\$102,000	\$142,500
<b>Research/ Planning</b>	5 years or less	51	41.1%	\$71,239	\$23,000	\$60,000	\$73,000	\$83,566	\$105,000
	6 - 10 years	27	21.8%	\$90,826	\$60,000	\$82,500	\$89,630	\$99,000	\$120,000





	11 - 20 years	27	21.8%	\$109,940	\$42,000	\$93,832	\$117,500	\$131,800	\$150,000
	More than 20 years	19	15.3%	\$138,305	\$102,000	\$114,788	\$130,000	\$150,000	\$245,000
	Total	124	100.0%	\$94,207	\$42,000	\$73,250	\$88,729	\$120,000	\$150,000

\*Not reported due to insufficient data

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Inspection or Quality Control or Resident Services</b>	5 years or less	33	63.5%	\$70,494	\$45,000	\$63,750	\$69,600	\$78,500	\$100,000
	6 - 10 years	11	21.2%	\$83,391	\$50,000	\$70,000	\$87,000	\$99,000	\$108,770
	11 - 20 years*								
	More than 20 years*								
	Total	52	100.0%	\$83,389	\$50,000	\$65,104	\$76,000	\$98,584	\$158,000
<b>Operating or Maintenance</b>	5 years or less	57	37.7%	\$84,758	\$57,500	\$72,000	\$83,500	\$94,000	\$123,800
	6 - 10 years	43	28.5%	\$103,672	\$73,350	\$90,000	\$101,000	\$116,300	\$136,000
	11 - 20 years	37	24.5%	\$131,055	\$93,106	\$121,000	\$125,000	\$145,000	\$187,000
	More than 20 years	14	9.3%	\$138,823	\$75,000	\$130,000	\$150,500	\$152,000	\$178,000
	Total	151	100.0%	\$106,501	\$62,400	\$83,135	\$103,500	\$125,000	\$153,384
<b>Teaching</b>	5 years or less*								
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years	12	44.4%	\$150,823	\$81,900	\$93,000	\$169,500	\$181,877	\$254,000
	Total	27	100.0%	\$140,373	\$81,900	\$93,000	\$146,400	\$181,383	\$217,000
<b>Marketing/ Sales</b>	5 years or less	12	52.2%	\$63,495	\$40,000	\$53,875	\$61,000	\$76,500	\$86,600
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								



	Total	23	100.0%	\$84,200	\$41,000	\$60,000	\$82,500	\$104,000	\$122,166
<b>Regulatory Approvals and/or Enforcement</b>	5 years or less	24	36.4%	\$81,240	\$64,500	\$65,872	\$78,150	\$90,750	\$103,000
	6 - 10 years	24	36.4%	\$87,851	\$69,000	\$81,215	\$87,500	\$97,125	\$100,750
	11 - 20 years	12	18.2%	\$110,325	\$80,000	\$97,750	\$110,608	\$123,750	\$135,000
	More than 20 years*								
	Total	66	100.0%	\$91,713	\$64,600	\$79,000	\$90,000	\$100,750	\$130,000
<b>Exploration</b>	5 years or less	11	25.0%	\$79,097	\$62,376	\$73,000	\$78,000	\$86,400	\$92,000
	6 - 10 years	19	43.2%	\$94,067	\$50,000	\$75,559	\$95,000	\$105,000	\$151,000
	11 - 20 years	10	22.7%	\$97,624	\$45,806	\$76,764	\$102,000	\$114,500	\$140,000
	More than 20 years*								
	Total	44	100.0%	\$98,104	\$62,376	\$75,140	\$91,500	\$109,000	\$170,000
<b>Other</b>	5 years or less	34	41.5%	\$73,420	\$45,000	\$60,000	\$65,939	\$90,000	\$111,000
	6 - 10 years	18	22.0%	\$97,707	\$64,000	\$87,243	\$97,858	\$114,500	\$133,000
	11 - 20 years	20	24.4%	\$115,656	\$5,672	\$84,232	\$124,550	\$155,000	\$180,000
	More than 20 years	10	12.2%	\$138,359	\$100,000	\$118,112	\$146,270	\$154,000	\$180,000
	Total	82	100.0%	\$96,972	\$45,900	\$65,000	\$92,971	\$120,000	\$161,500

\*Not reported due to insufficient data

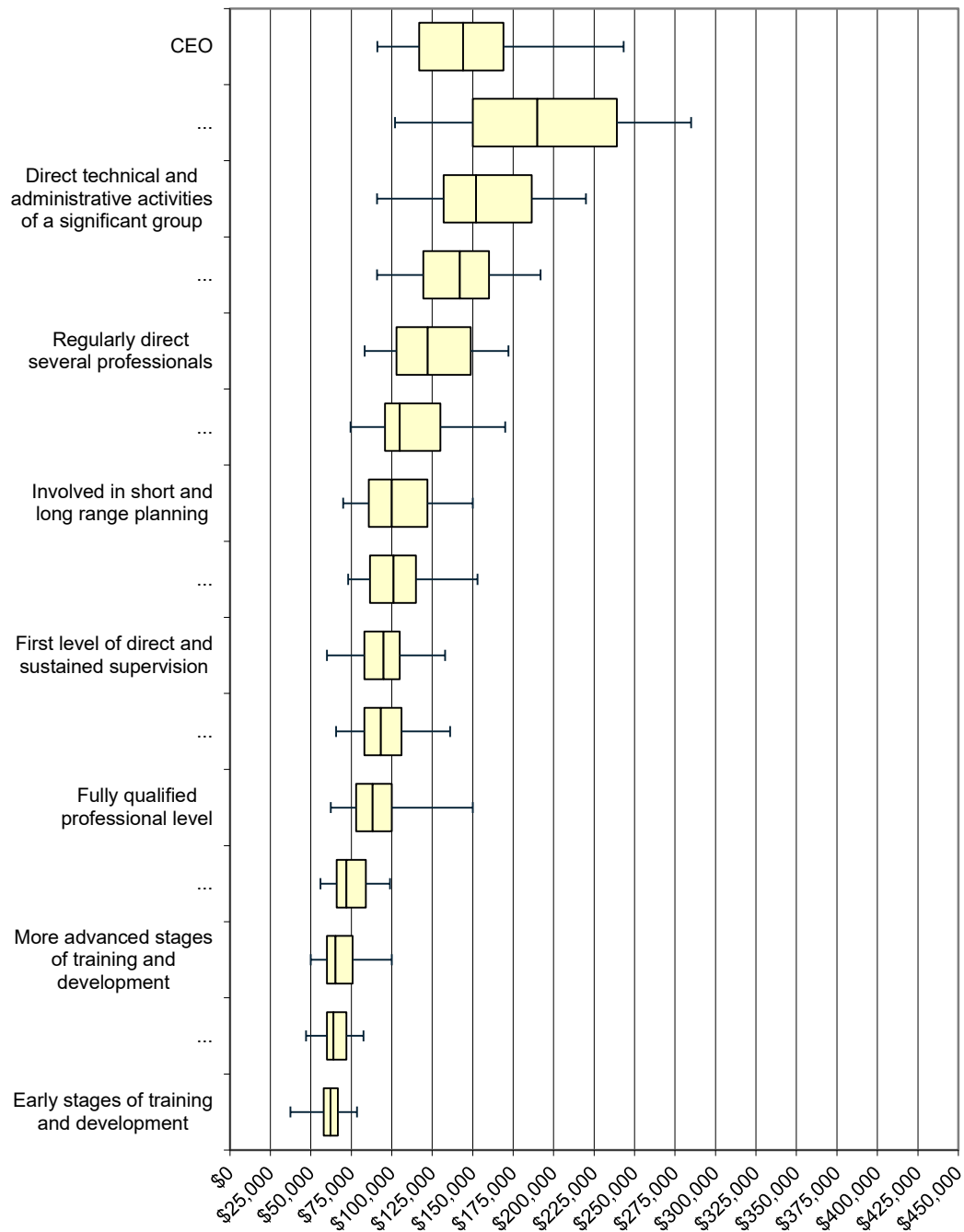
## JOB CLASSIFICATION QUESTIONS

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)

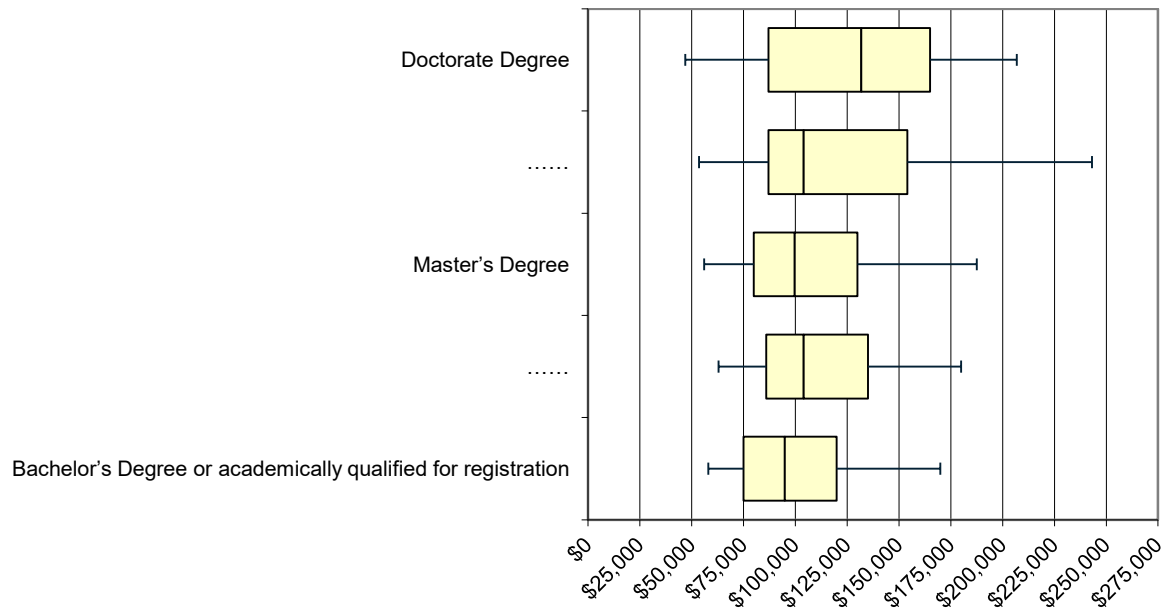




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	46	2.5%	\$60,894	\$37,440	\$58,000	\$62,188	\$66,666	\$78,500
...	59	3.2%	\$65,046	\$47,000	\$60,000	\$64,000	\$72,000	\$82,500
More advanced stages of training and development	136	7.5%	\$68,932	\$50,000	\$60,000	\$65,244	\$75,750	\$100,100
...	154	8.4%	\$75,315	\$56,000	\$66,000	\$72,000	\$84,000	\$99,000
Fully qualified professional level	185	10.1%	\$92,145	\$62,400	\$78,000	\$88,102	\$100,000	\$150,000
...	190	10.4%	\$96,411	\$65,700	\$83,000	\$93,250	\$106,000	\$136,000
First level of direct and sustained supervision	107	5.9%	\$94,598	\$60,000	\$83,000	\$95,000	\$105,000	\$133,000
...	102	5.6%	\$104,546	\$73,000	\$86,600	\$101,021	\$115,000	\$153,000
Involved in short and long range planning	189	10.4%	\$104,344	\$70,000	\$85,729	\$100,000	\$122,000	\$150,000
...	157	8.6%	\$112,236	\$74,500	\$95,800	\$105,000	\$130,000	\$170,000
Regularly direct several professionals	196	10.8%	\$124,763	\$83,200	\$102,850	\$122,241	\$148,750	\$172,000
...	119	6.5%	\$141,189	\$91,000	\$119,508	\$142,000	\$160,000	\$192,000
Direct technical and administrative activities of a significant group	143	7.8%	\$157,945	\$91,000	\$132,000	\$152,000	\$186,510	\$220,000
...	25	1.4%	\$190,401	\$102,000	\$150,000	\$190,000	\$239,000	\$285,000
CEO	14	0.8%	\$151,963	\$91,050	\$117,000	\$144,000	\$169,000	\$243,202



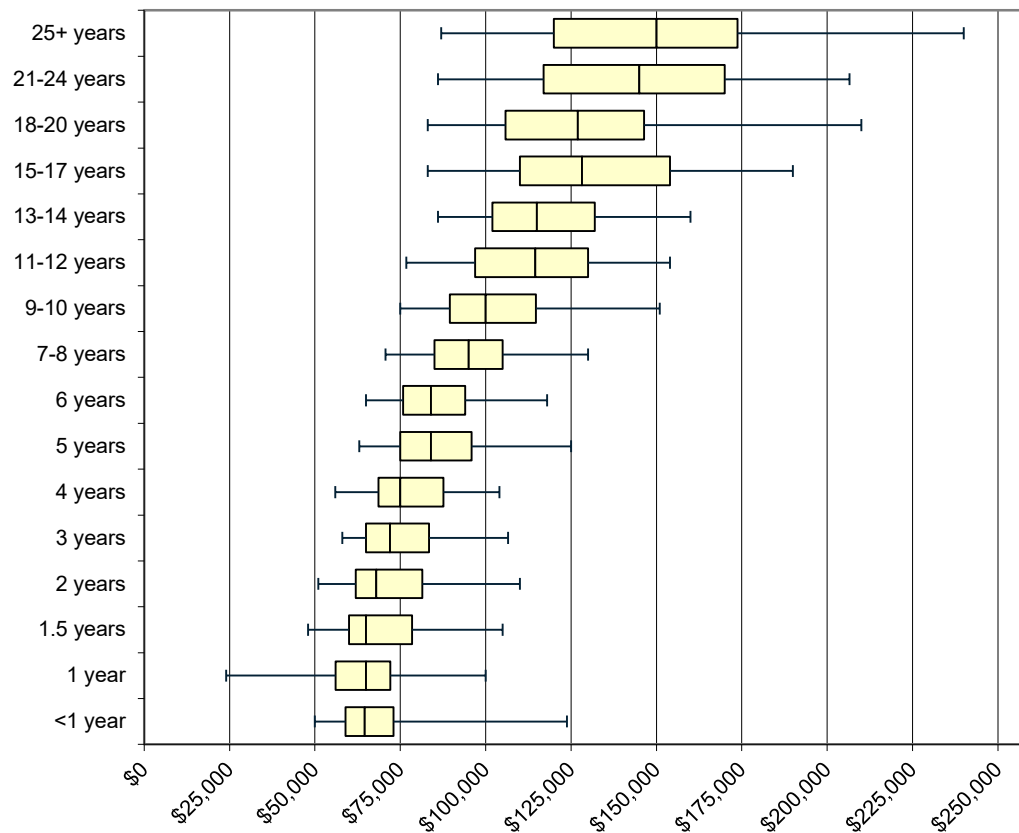
## Education (Ed)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	1279	70.2%	\$102,152	\$58,000	\$75,000	\$95,000	\$120,000	\$170,000
...	177	9.7%	\$111,041	\$63,000	\$86,000	\$104,000	\$135,000	\$180,000
Master's Degree	266	14.6%	\$108,737	\$56,000	\$80,000	\$99,774	\$130,000	\$187,500
...	25	1.4%	\$121,239	\$53,500	\$87,000	\$104,000	\$154,000	\$243,202
Doctorate Degree	75	4.1%	\$127,624	\$47,000	\$87,000	\$131,800	\$165,000	\$206,873



## Experience (E)

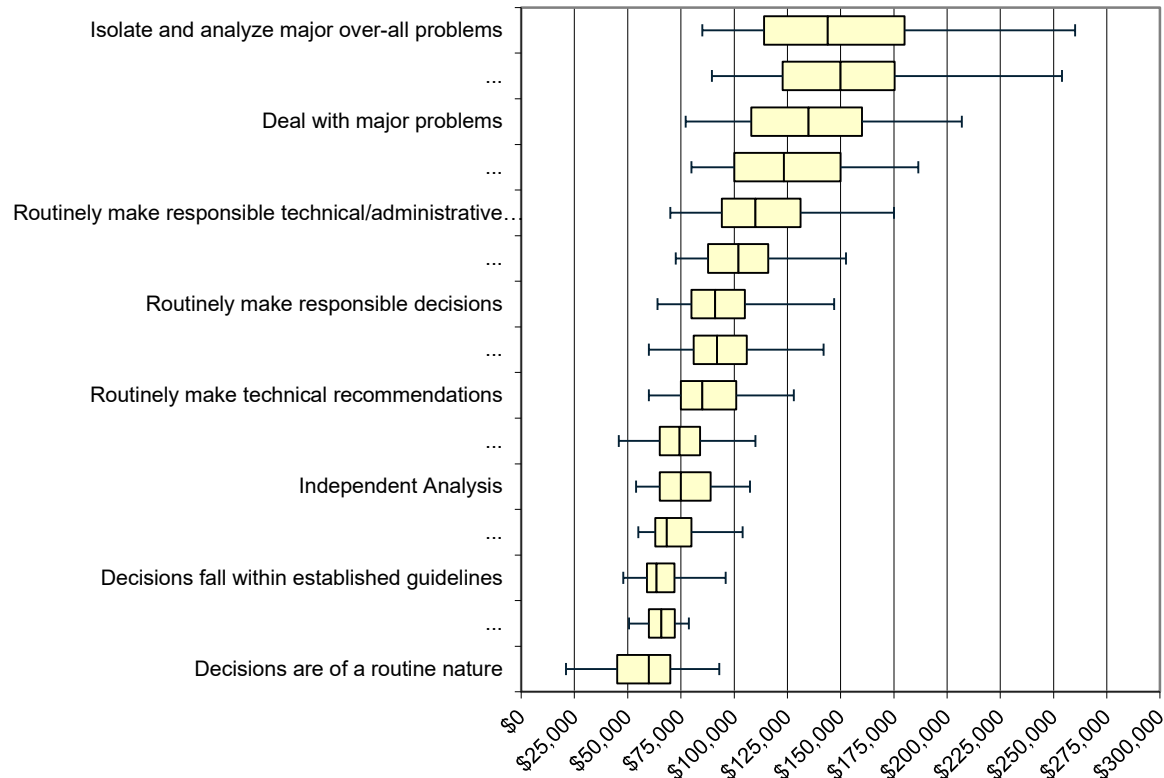


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	79	4.3%	\$70,260	\$50,000	\$59,000	\$64,604	\$73,000	\$123,800
1 year	37	2.0%	\$64,882	\$24,000	\$56,100	\$65,000	\$72,100	\$100,000
1.5 years	67	3.7%	\$68,649	\$48,000	\$60,000	\$65,000	\$78,500	\$105,000
2 years	79	4.3%	\$72,665	\$51,000	\$62,000	\$68,000	\$81,476	\$110,000
3 years	106	5.8%	\$76,113	\$58,000	\$65,000	\$72,000	\$83,416	\$106,600
4 years	104	5.7%	\$78,725	\$56,000	\$68,625	\$75,000	\$87,617	\$104,000
5 years	108	5.9%	\$86,845	\$63,000	\$75,000	\$84,000	\$95,845	\$125,000
6 years	113	6.2%	\$87,444	\$65,000	\$75,800	\$84,000	\$94,000	\$118,000
7-8 years	192	10.5%	\$96,439	\$70,720	\$85,000	\$95,070	\$105,000	\$130,000
9-10 years	167	9.2%	\$104,248	\$75,000	\$89,482	\$100,000	\$114,686	\$151,000
11-12 years	153	8.4%	\$114,019	\$76,764	\$96,900	\$114,500	\$130,000	\$154,000
13-14 years	111	6.1%	\$118,096	\$86,000	\$102,000	\$115,000	\$132,000	\$160,000
15-17 years	130	7.1%	\$133,386	\$83,000	\$110,000	\$128,250	\$154,000	\$190,000
18-20 years	98	5.4%	\$131,574	\$83,000	\$105,800	\$126,995	\$146,400	\$210,000



21-24 years	86	4.7%	\$144,005	\$86,000	\$117,000	\$145,000	\$170,000	\$206,500
25+ years	192	10.5%	\$150,667	\$87,000	\$120,000	\$150,000	\$173,750	\$240,000

## Decisions (De)

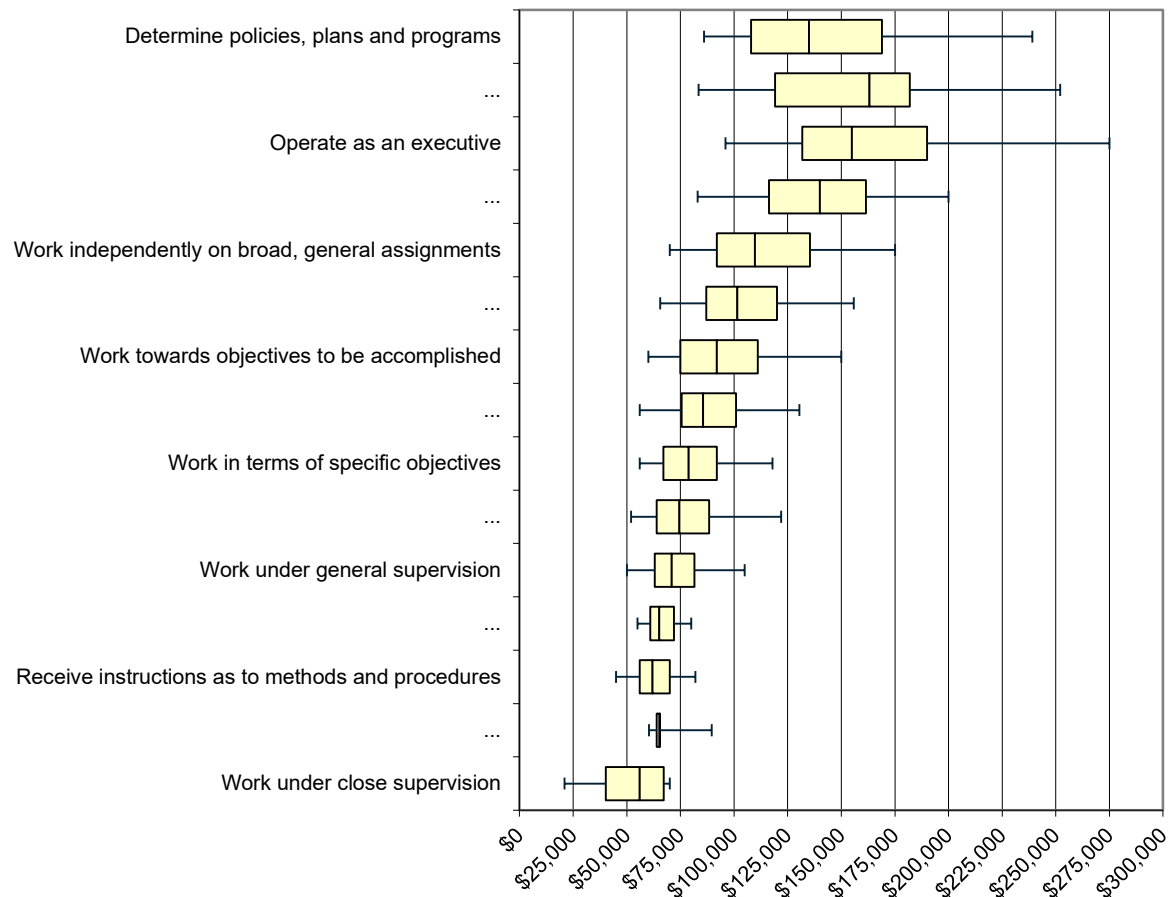


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	19	1.0%	\$60,513	\$21,000	\$45,000	\$60,000	\$70,000	\$93,000
...	20	1.1%	\$65,745	\$50,575	\$60,000	\$65,800	\$72,125	\$78,689
Decisions fall within established guidelines	75	4.1%	\$67,513	\$48,000	\$59,000	\$63,600	\$72,000	\$96,000
...	99	5.4%	\$72,606	\$55,000	\$63,000	\$68,351	\$80,000	\$104,000
Independent Analysis	94	5.2%	\$78,542	\$54,000	\$65,000	\$74,923	\$89,000	\$107,395
...	111	6.1%	\$76,761	\$45,806	\$65,000	\$74,400	\$84,000	\$110,000
Routinely make technical recommendations	122	6.7%	\$89,050	\$60,000	\$75,000	\$85,000	\$101,000	\$128,000
...	164	9.0%	\$95,557	\$60,000	\$81,000	\$92,000	\$106,000	\$142,000
Routinely make responsible decisions	186	10.2%	\$94,319	\$64,000	\$80,000	\$91,000	\$105,000	\$147,000
...	141	7.7%	\$104,446	\$72,500	\$87,698	\$102,000	\$116,000	\$152,500
Routinely make responsible technical/ administrative decisions	235	12.9%	\$115,726	\$70,000	\$94,259	\$110,000	\$131,200	\$175,000
...	232	12.7%	\$126,093	\$80,000	\$100,000	\$123,410	\$150,000	\$186,510



Deal with major problems	203	11.1%	\$136,011	\$77,300	\$108,000	\$135,000	\$160,000	\$206,873
...	56	3.1%	\$152,779	\$89,551	\$122,750	\$150,000	\$175,303	\$254,000
Isolate and analyze major over-all problems	65	3.6%	\$150,666	\$85,000	\$114,000	\$144,000	\$180,000	\$260,107

## Supervision Received (Sr)



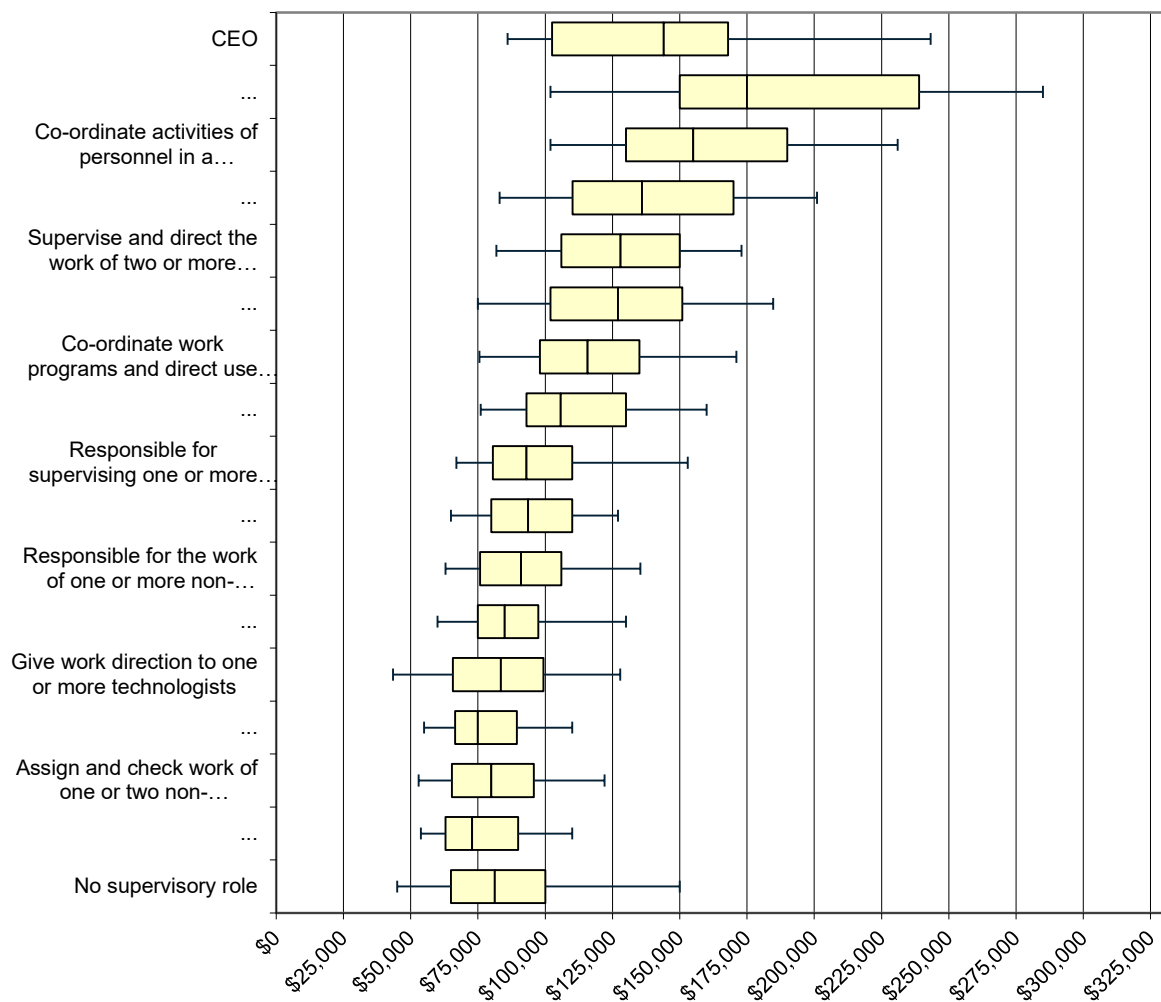
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision*								
...*								
Receive instructions as to methods and procedures	29	1.6%	\$63,833	\$45,000	\$56,000	\$62,000	\$70,000	\$82,000
...	26	1.4%	\$66,831	\$55,000	\$61,000	\$65,104	\$72,000	\$80,000
Work under general supervision	130	7.1%	\$73,069	\$50,000	\$63,000	\$71,000	\$81,476	\$105,000
...	99	5.4%	\$77,370	\$52,000	\$64,000	\$74,500	\$88,344	\$122,000
Work in terms of specific objectives	117	6.4%	\$80,760	\$56,000	\$67,000	\$78,795	\$92,000	\$118,000
...	113	6.2%	\$90,086	\$56,000	\$75,559	\$85,500	\$101,000	\$130,500





Work towards objectives to be accomplished	282	15.5%	\$97,009	\$60,000	\$75,000	\$92,000	\$111,000	\$150,000
...	275	15.1%	\$105,439	\$65,557	\$87,000	\$101,500	\$120,000	\$155,890
Work independently on broad, general assignments	456	25.0%	\$115,550	\$70,000	\$92,000	\$109,777	\$135,329	\$175,000
...	145	8.0%	\$140,613	\$83,000	\$116,322	\$140,000	\$161,500	\$200,000
Operate as an executive	74	4.1%	\$162,824	\$96,000	\$131,880	\$155,000	\$190,000	\$275,000
...	20	1.1%	\$157,015	\$83,475	\$119,113	\$163,118	\$181,891	\$252,050
Determine policies, plans and programs	43	2.4%	\$141,264	\$86,000	\$108,000	\$135,000	\$169,000	\$239,000

## Leadership Authority (L)

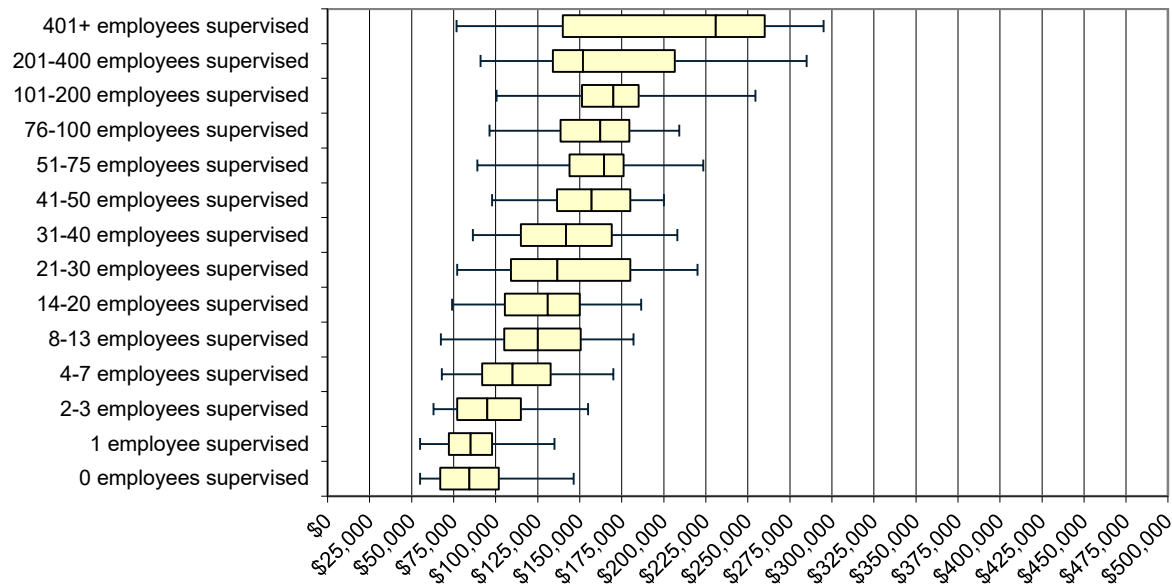




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	258	14.2%	\$85,757	\$45,000	\$65,000	\$81,259	\$100,000	\$150,000
...	133	7.3%	\$76,842	\$53,830	\$63,000	\$72,800	\$90,000	\$110,000
Assign and check work of one or two non- professionals	116	6.4%	\$82,453	\$53,000	\$65,300	\$80,000	\$95,750	\$122,000
...	79	4.3%	\$79,063	\$55,000	\$66,560	\$75,000	\$89,482	\$110,000
Give Work Direction to one or more technologists	100	5.5%	\$83,334	\$43,400	\$65,668	\$83,500	\$99,308	\$127,850
...	88	4.8%	\$88,434	\$60,000	\$75,005	\$85,000	\$97,459	\$130,000
Responsible for the work of one or more non- professional assistants	63	3.5%	\$93,039	\$63,000	\$75,800	\$91,000	\$106,000	\$135,336
...	90	4.9%	\$95,323	\$65,000	\$80,000	\$93,621	\$110,000	\$127,000
Responsible for supervising one or more junior professionals	115	6.3%	\$98,874	\$67,000	\$80,500	\$93,000	\$110,000	\$153,000
...	107	5.9%	\$112,029	\$76,000	\$93,000	\$105,800	\$130,000	\$160,000
Co-ordinate work programs and direct use of materials, equipment and personnel	226	12.4%	\$118,439	\$75,500	\$98,000	\$115,700	\$135,000	\$171,000
...	150	8.2%	\$128,885	\$75,000	\$102,000	\$126,995	\$151,000	\$184,700
Supervise and direct the work of two or more major functions in the organization	99	5.4%	\$127,816	\$81,900	\$106,000	\$128,000	\$150,000	\$173,000
...	51	2.8%	\$139,072	\$83,000	\$110,162	\$136,000	\$170,000	\$201,000
Co-ordinate activities of personnel in a significant group	106	5.8%	\$159,546	\$102,000	\$130,000	\$155,000	\$190,000	\$231,000
...	25	1.4%	\$185,357	\$102,000	\$150,000	\$175,000	\$239,000	\$285,000
CEO	16	0.9%	\$148,218	\$86,000	\$102,500	\$144,000	\$168,000	\$243,202



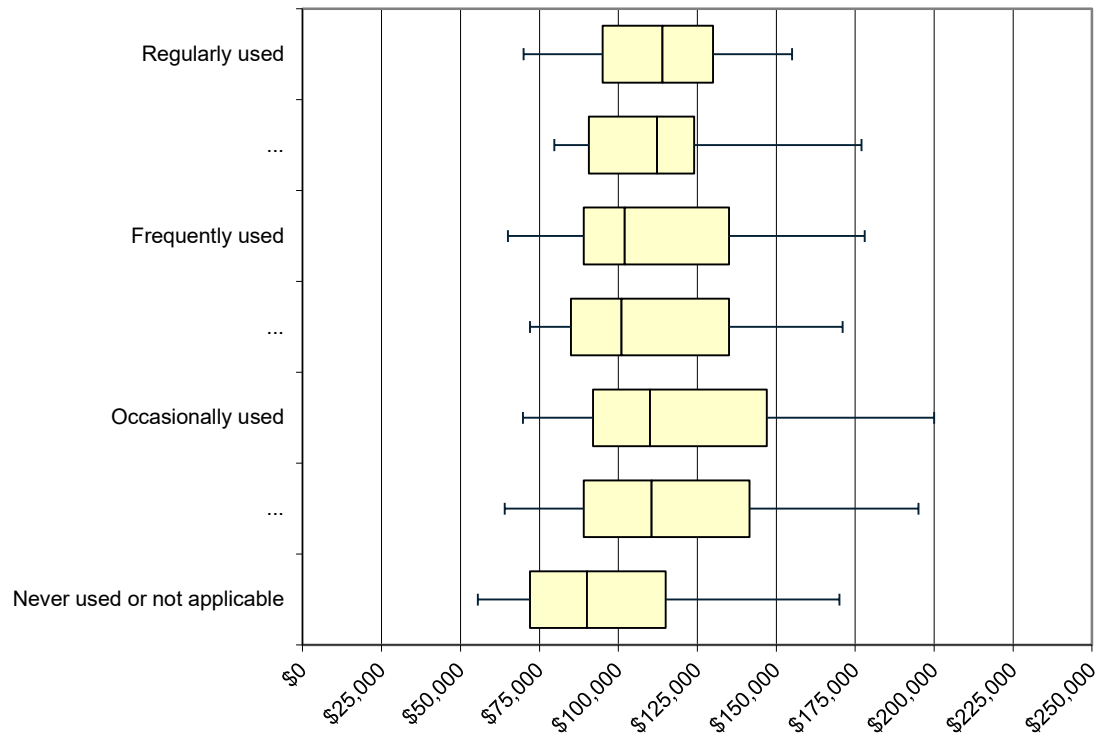
## Supervision Scope (S)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	667	36.6%	\$88,332	\$55,000	\$67,000	\$84,288	\$101,841	\$146,400
1 employee supervised	188	10.3%	\$87,869	\$55,000	\$72,125	\$85,000	\$97,875	\$135,000
2-3 employees supervised	305	16.7%	\$98,588	\$63,000	\$77,000	\$95,000	\$115,000	\$155,000
4-7 employees supervised	256	14.1%	\$113,488	\$67,940	\$92,000	\$110,000	\$132,720	\$170,000
8-13 employees supervised	145	8.0%	\$127,930	\$67,320	\$105,000	\$125,000	\$150,540	\$182,042
14-20 employees supervised	87	4.8%	\$129,505	\$74,000	\$105,400	\$131,000	\$150,000	\$186,510
21-30 employees supervised	47	2.6%	\$141,674	\$77,000	\$109,000	\$136,600	\$180,000	\$220,000
31-40 employees supervised	26	1.4%	\$141,680	\$86,500	\$115,000	\$141,750	\$169,000	\$208,000
41-50 employees supervised	17	0.9%	\$155,315	\$97,923	\$136,500	\$157,000	\$180,000	\$200,000
51-75 employees supervised	18	1.0%	\$163,133	\$89,000	\$144,000	\$164,565	\$176,000	\$223,400
76-100 employees supervised	20	1.1%	\$158,119	\$96,340	\$138,500	\$162,206	\$179,525	\$209,300
101-200 employees supervised	20	1.1%	\$171,814	\$100,553	\$151,250	\$170,000	\$185,000	\$254,500
201-400 employees supervised	15	0.8%	\$176,827	\$91,000	\$134,000	\$152,000	\$206,500	\$285,000
401+ employees supervised	11	0.6%	\$207,988	\$76,764	\$140,000	\$231,000	\$260,107	\$295,000



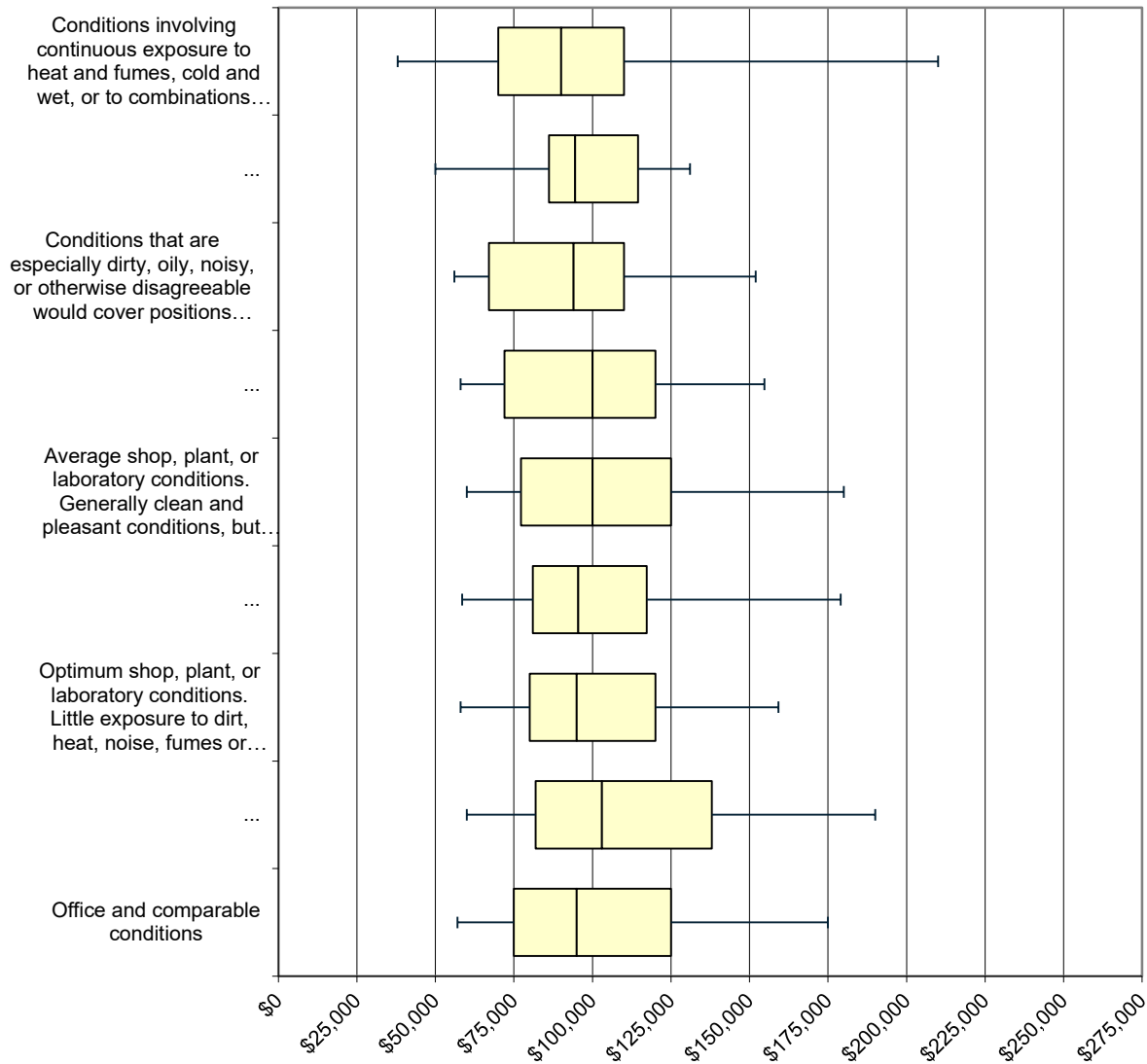
## Use of Professional Seal



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	1115	61.2%	\$98,065	\$55,510	\$72,000	\$90,000	\$115,000	\$170,000
...	252	13.8%	\$117,425	\$64,000	\$89,000	\$110,500	\$141,500	\$195,000
Occasionally used	213	11.7%	\$120,817	\$69,800	\$92,000	\$110,000	\$147,000	\$200,000
...	67	3.7%	\$111,597	\$72,000	\$85,000	\$101,000	\$135,000	\$171,000
Frequently used	70	3.8%	\$111,213	\$65,000	\$89,000	\$102,000	\$135,000	\$178,000
...	20	1.1%	\$114,092	\$79,658	\$90,626	\$112,255	\$123,950	\$176,967
Regularly used	85	4.7%	\$113,205	\$70,000	\$95,000	\$114,000	\$130,000	\$155,000



## Job Environment (J)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	601	33.0%	\$103,280	\$57,000	\$75,000	\$95,000	\$125,000	\$175,000
...	473	25.9%	\$112,280	\$60,000	\$81,900	\$103,000	\$138,000	\$190,000
Optimum shop, plant, or laboratory conditions	141	7.7%	\$100,830	\$58,000	\$80,000	\$95,000	\$120,000	\$159,186
...	106	5.8%	\$106,084	\$58,500	\$81,000	\$95,500	\$117,300	\$179,000
Average shop, plant, or laboratory conditions	288	15.8%	\$105,432	\$60,000	\$77,225	\$100,000	\$125,000	\$180,000
...	131	7.2%	\$99,770	\$58,000	\$72,000	\$100,000	\$120,000	\$154,732



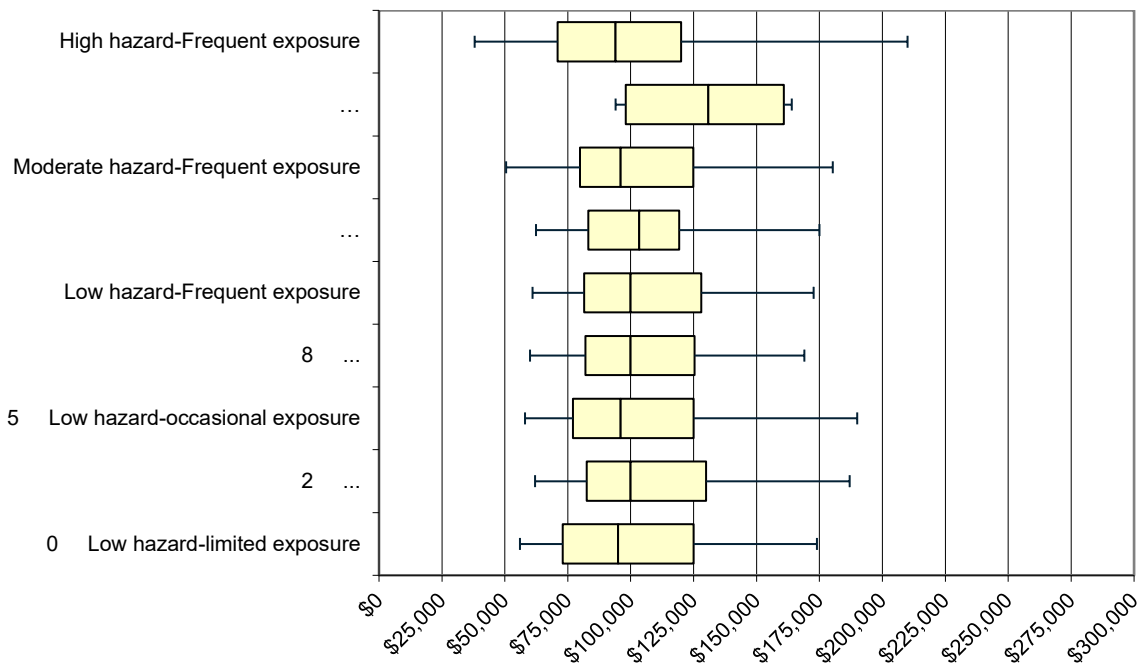
Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	55	3.0%	\$94,601	\$56,000	\$67,000	\$94,000	\$110,000	\$152,000
...	14	0.8%	\$96,539	\$50,000	\$86,200	\$94,500	\$114,500	\$131,000
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	13	0.7%	\$92,565	\$38,000	\$70,000	\$90,000	\$110,000	\$210,000

## Absence from Base (A)

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	687	37.7%	\$94,539	\$54,000	\$70,000	\$88,600	\$110,000	\$160,000
...	501	27.5%	\$111,103	\$61,000	\$85,000	\$103,000	\$135,000	\$180,000
Occasionally absent, perhaps a day a week on average	301	16.5%	\$115,534	\$66,560	\$86,200	\$105,597	\$137,000	\$188,000
...	115	6.3%	\$111,011	\$60,320	\$81,000	\$100,750	\$133,600	\$187,500
Frequently absent, two or more days per week, with considerable travel	91	5.0%	\$114,756	\$55,000	\$77,000	\$105,000	\$150,000	\$210,000
...	37	2.0%	\$114,511	\$60,000	\$80,100	\$110,000	\$140,000	\$192,600
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	53	2.9%	\$105,767	\$60,000	\$72,000	\$95,268	\$135,000	\$210,000
...	18	1.0%	\$89,382	\$60,000	\$65,557	\$88,122	\$109,000	\$138,000
Absent for long periods from base of operations and/or travel on an almost continuous basis	19	1.0%	\$94,002	\$38,000	\$65,000	\$95,000	\$118,000	\$184,700



## Accident and Health Hazards (H)



Points (Risk Level)*	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>0 (Low)</b>	610	33.5%	\$102,521	\$56,000	\$73,000	\$94,958	\$125,000	\$174,000
<b>2</b>	312	17.1%	\$109,116	\$62,000	\$82,500	\$100,000	\$130,000	\$187,000
<b>5</b>	400	21.9%	\$105,844	\$58,010	\$77,000	\$96,000	\$125,000	\$190,000
<b>8</b>	104	5.7%	\$104,947	\$60,000	\$82,000	\$100,000	\$125,381	\$169,000
<b>10</b>	243	13.3%	\$106,799	\$61,000	\$81,476	\$100,000	\$128,000	\$172,685
<b>12</b>	48	2.6%	\$106,845	\$62,376	\$83,125	\$103,426	\$119,275	\$175,000
<b>15</b>	90	4.9%	\$103,111	\$50,500	\$79,872	\$96,050	\$124,800	\$180,294
<b>18*</b>								
<b>20 (High)</b>	11	0.6%	\$101,723	\$38,000	\$71,000	\$93,958	\$120,000	\$210,000

\*Not reported due to insufficient data

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

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



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

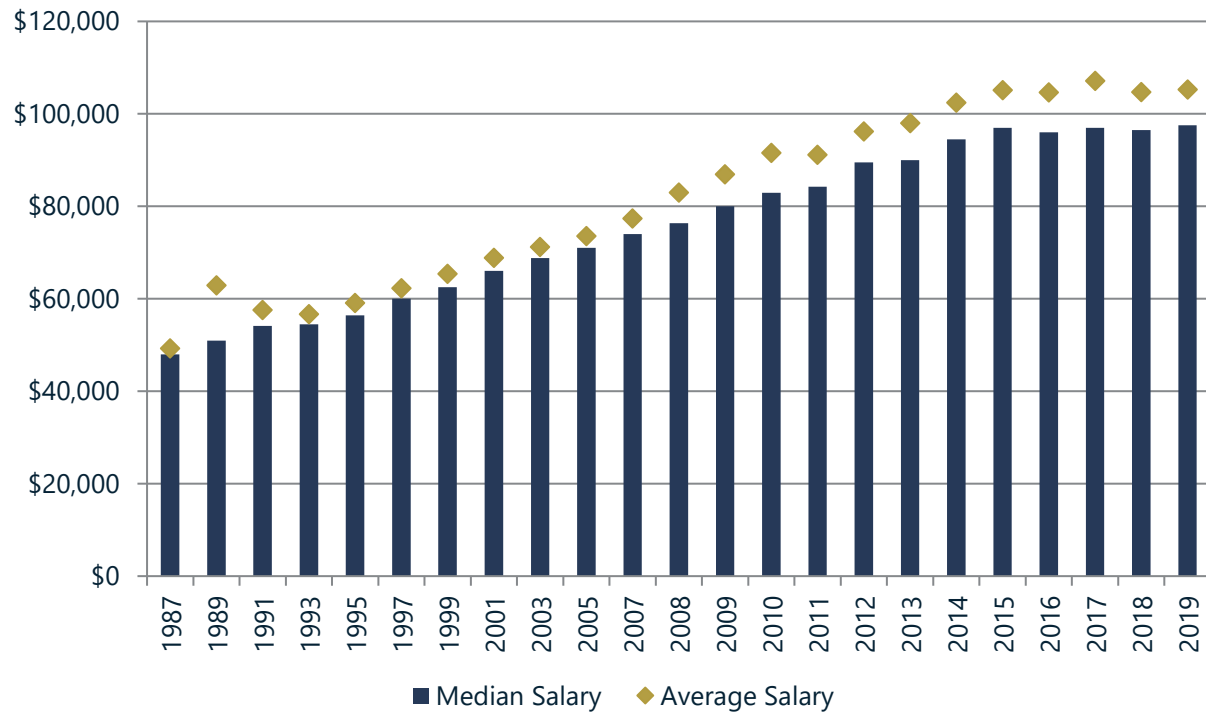




# Comparison Charts

## Change in Salary

The average and median full-time salary increased by 0.5% and 1.1% respectively.



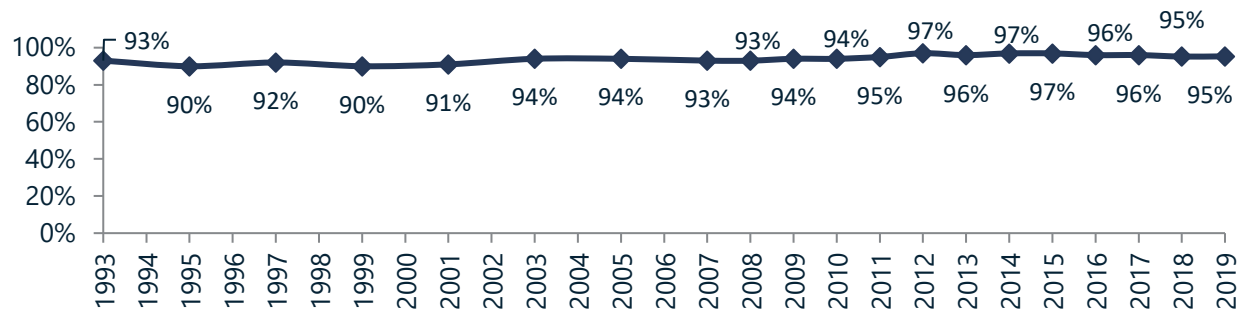
	Median Salary	Average Salary
<b>1987</b>	\$48,000	\$49,269
<b>1989</b>	\$50,928	\$62,887
<b>1991</b>	\$54,110	\$57,578
<b>1993</b>	\$54,480	\$56,703
<b>1995</b>	\$56,400	\$59,142
<b>1997</b>	\$60,000	\$62,266
<b>1999</b>	\$62,500	\$65,401
<b>2001</b>	\$66,000	\$68,877
<b>2003</b>	\$68,800	\$71,210
<b>2005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



<b>2011</b>	\$84,224	\$91,154
<b>2012</b>	\$89,472	\$96,219
<b>2013</b>	\$90,000	\$98,030
<b>2014</b>	\$94,500	\$102,475
<b>2015</b>	\$97,000	\$105,111
<b>2016</b>	\$96,000	\$104,628
<b>2017</b>	\$97,000	\$107,130
<b>2018</b>	\$96,485	\$104,743
<b>2019</b>	\$97,500	\$105,287

## 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 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.

Factor	Coefficient (B)	Relative importance (Beta)
(Constant)	46481	
Supervision Scope (S)	784	0.200
Experience (E)	342	0.325
Leadership Authority and/or Supervision Exercised (L)	151	0.113
Duties (D)	127	0.196
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 ( $S_E$ ) *without bonus*:

$$S_E = S_e = 127 \cdot D + 342 \cdot E + 784 \cdot S + 151 \cdot L + 46,481$$

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