



A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

2020

Salary Survey



insightrix®

Report Compiled by
Insightrix Research Inc.
1-3223 Millar Ave.
Saskatoon, Saskatchewan
T: 1-866-888-5640
F: 1-306-384-5655



Results Summary

Sample Statistics

- A total 1,788 members of APEGS completed the survey from March 19 to April 27, 2020. Of those, 1,682 are employed full-time.
- While COVID-19 began impacting the Saskatchewan economy in mid-March, respondent salaries do not appear to have been affected. Depending on how COVID-19 unfolds throughout the coming months, impact on member salaries will become more evident in the 2021 iteration of this study.

Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$107,298 (up 1.9% from \$105,287 in 2019).
- The median salary (not including bonus) is \$99,265 (up 1.8% from \$97,500 in 2019)
- Fifty percent of salaries fall between \$76,000 and \$129,575.
- Ninety percent of salaries fall between \$58,525 and \$186,000.

Additional Income

- Two thirds (66.2%) of members who participated in the survey report receiving bonuses. This is consistent with previous findings (69.3% in 2019).
- The median bonus is \$5,000, including those who receive none, which is consistent with previous results (\$5,200 in 2019).

Overall Statistics

- Nearly all respondents (92.6%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Eight in ten (83.3%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 88.2% mentioned that their employer pays for APEGS annual dues.
- 19.5% have permission to consult.



- Overall, 18.6% of responding members are women with close to one half (44.1%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (94.1%).

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 \$98,046.
- Highest paying discipline: Geological/Mining/Petroleum (Median: \$115,500).
- Highest paying industry: Resource Industry Except Oil & Gas (Median: \$117,450).
- Highest paying job function: Corporate Management (Median: \$150,000).

Regression Analysis

- 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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A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

**2020 Salary
Survey**



INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In February 2020, the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contracted Insightrix Research to conduct a salary survey of their members. The survey inquired about base salary for the 2019 year, bonuses received, hours worked, education, work duties, and other factors that may be related to salary. Salary surveys have been conducted by APEGS in previous years and so, for some questions, it is possible to compare current results to the past.

Survey Completion Results

APEGS provided Insightrix with a contact list of 6,323 members, including professional engineers, professional geoscientists, engineers-in-training, geoscientists-in-training, and limited members. Insightrix invited members to participate in the study via email, which included a unique link for each member to provide his or her responses. Surveys were completed between March 19 and April 27, 2020. A total of 1,788 members completed the survey representing a 28.3% response rate.

Accuracy of the Data

Those who provided annual salaries greater than \$250,000 and/or bonuses equal to or higher than their annual salary were asked to verify their response before proceeding further within the survey.

Analysis of Results

Data have been presented with means, medians, upper, and lower quartiles, as well as 5th and 95th percentiles. Where possible, tables include 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 can be reported, nor can all categories be broken into smaller ranges. Categories with fewer than ten members are not shown. Unless otherwise specified, annual salaries reported within the report reflect annual salary including commissions. Respondents who report 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 familiar statistic, the median, or middle value is often more descriptive and is not affected by extreme high or 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



suggested as the more reliable statistic throughout this report. 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:

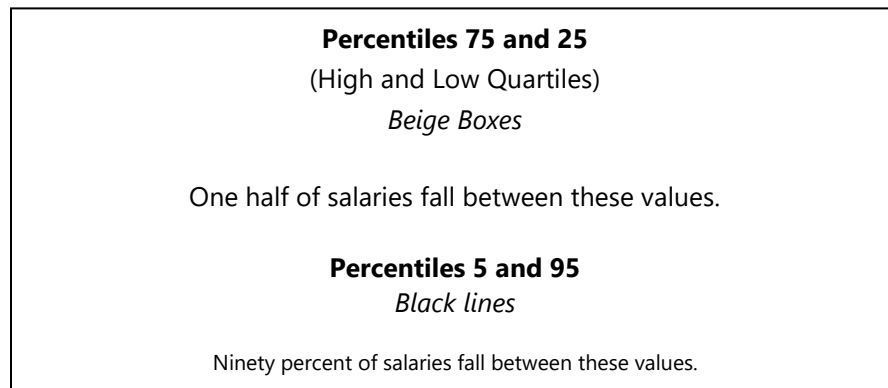
This may suggest that most of the group is very established and seeing steady salary increases, while highest-paying positions are seeing even larger increases. This may also indicate very few entry-level candidates compared to the number of established individuals.



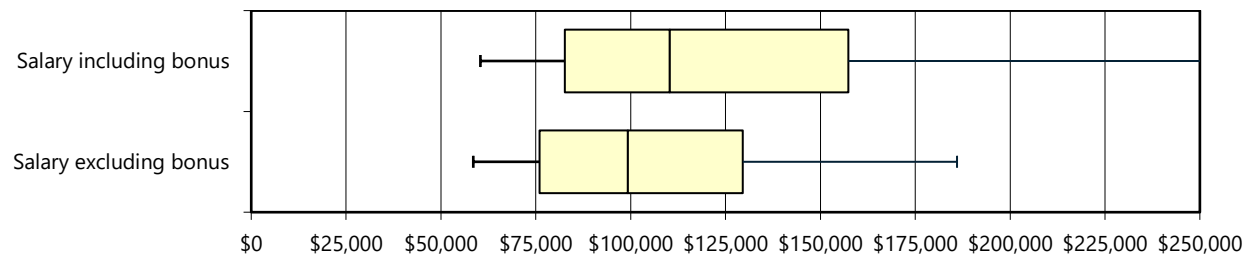
Study Results

CHARTS AND TABLES:

General legend for salary charts:



Total Salary (Full-Time)





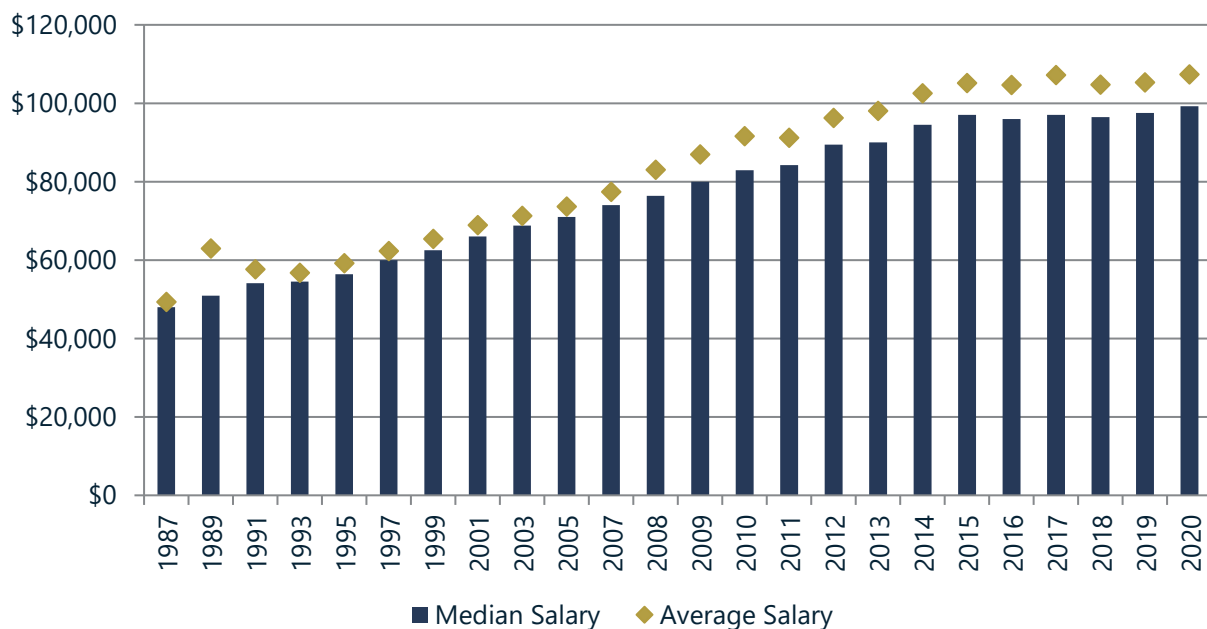
Total Salary (Full-Time and Part-Time)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Full time position	Base Salary	1,680	94.8%	\$107,298	\$58,525	\$76,000	\$99,265	\$129,575	\$186,000
	Salary incl. bonus			\$129,529	\$60,401	\$82,650	\$110,350	\$157,395	\$259,670
Part time position, self employed, casual etc. and not full time	Base Salary	93	5.2%	\$77,136	\$10,000	\$40,000	\$68,000	\$96,000	\$170,000
	Salary incl. bonus			\$83,456	\$12,000	\$41,000	\$72,000	\$114,000	\$180,000
Total	Base Salary	1,773	100.0%	\$105,716	\$55,000	\$74,856	\$98,000	\$128,000	\$186,000
	Salary incl. bonus			\$127,112	\$57,990	\$80,500	\$110,000	\$155,000	\$256,000

* Respondents who reported being unemployed, retired or work zero hours a week excluded from base (n= 15)

Change in Salary

In 2020, the average and median full-time salary increased by 1.9% and 1.8% 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
2019	\$97,500	\$105,287
2020	\$99,265	\$107,298

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

Employer Paid Benefits

Yes	No/NA†	Total
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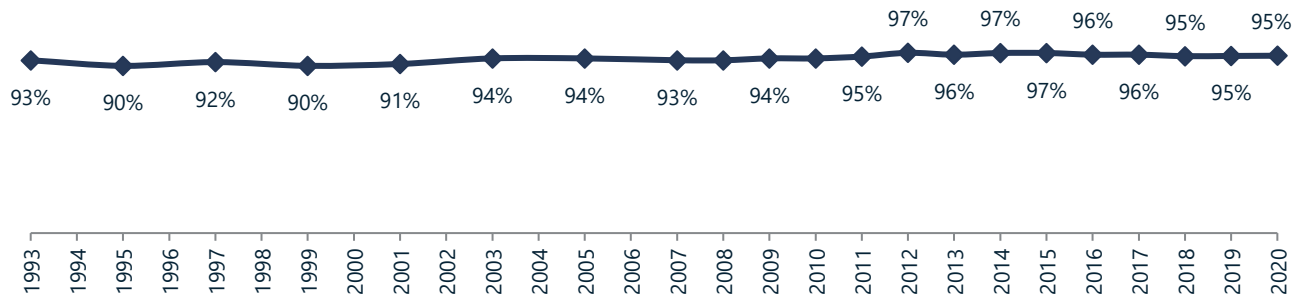
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	1,641	132	1,773
	Percent	92.6%	7.4%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1,477	296	1,773
	Percent	82.3%	16.7%	100.0%
Does your employer pay for your APEGS annual dues?	Count	1,563	210	1,773
	Percent	88.2%	11.8%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting?	Count	281	1,492	1,773
	Percent	15.8%	84.2%	100.0%

* Respondents who reported being unemployed, retired or work zero hours a week excluded from base (n= 15)

† N/A grouped with No

Additional Benefits

Similar to previous years, nearly all (95%) respondents indicated that their employer offers additional benefits.





Salary by Year of B.Sc.

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



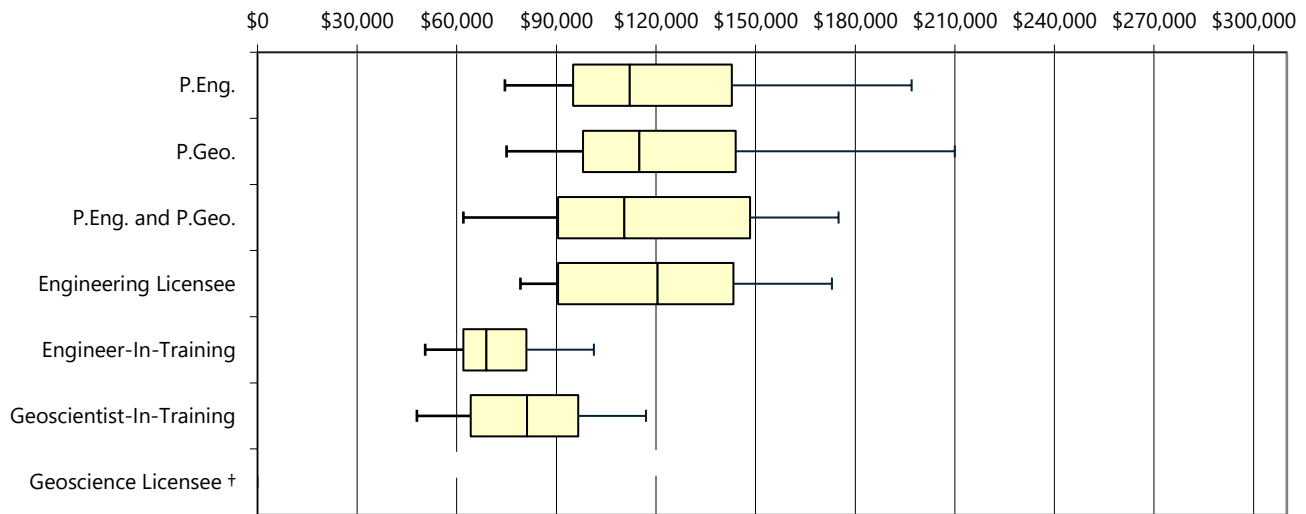
2014	80	4.8%	\$82,618	\$55,050	\$70,250	\$83,000	\$95,000	\$107,955
2015	90	5.4%	\$83,392	\$60,000	\$68,000	\$75,250	\$89,000	\$106,600
2016	70	4.2%	\$72,622	\$59,928	\$66,000	\$70,000	\$80,000	\$95,000
2017	63	3.8%	\$68,377	\$48,000	\$61,500	\$67,000	\$75,000	\$92,000
2018	73	4.4%	\$65,772	\$46,126	\$61,000	\$64,000	\$71,000	\$88,000
2019	71	4.2%	\$66,843	\$54,000	\$60,000	\$65,000	\$71,000	\$88,500

* Respondents who reported being unemployed, retired or work zero hours a week excluded from base (n= 15)

† Data suppressed due to sample size > 10



Salary by Professional Designation



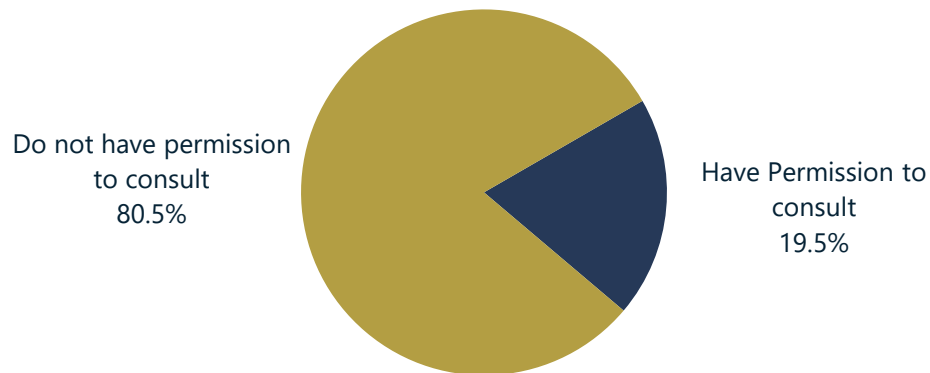
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	1,064	63.3%	\$121,852	\$74,500	\$95,000	\$112,143	\$142,875	\$197,000
P.Geo.	77	4.6%	\$125,424	\$75,000	\$98,000	\$115,000	\$144,000	\$210,000
P.Eng. and P.Geo	16	1.0%	\$115,255	\$62,000	\$90,500	\$110,500	\$148,323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

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10



Permission to Consult



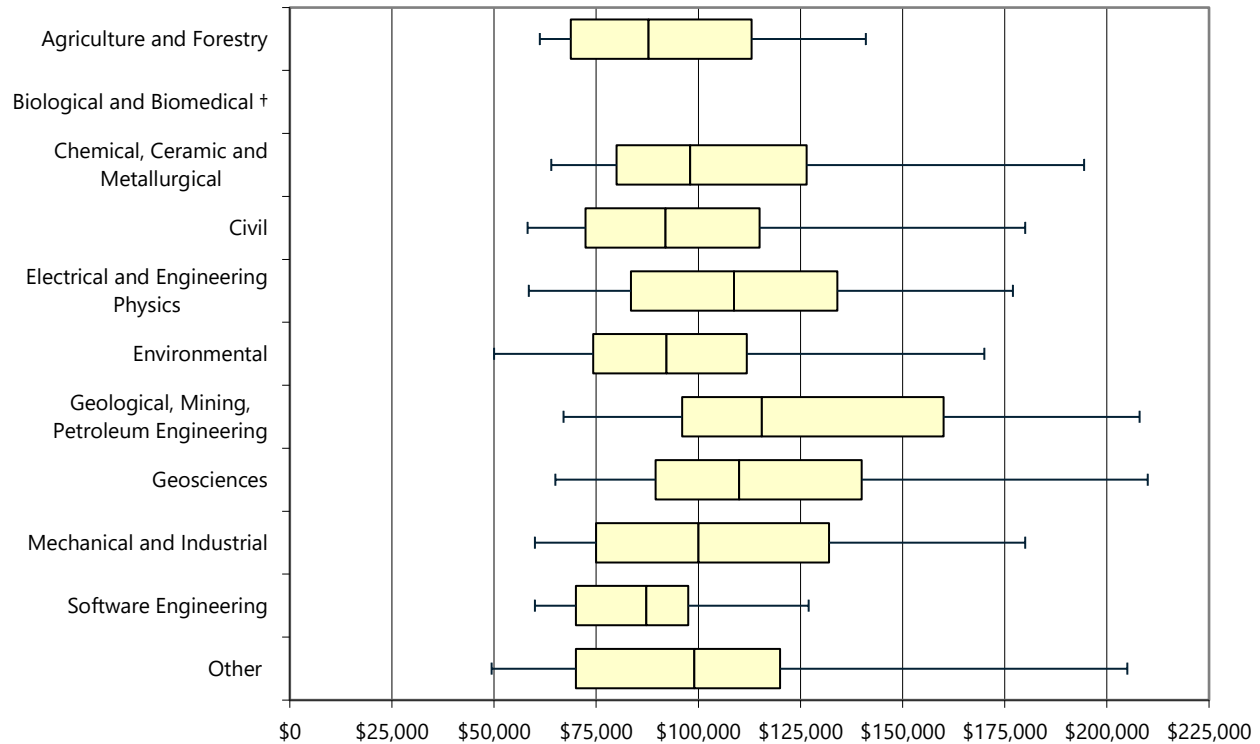
Salary by Permission to Consult – Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	35	11.4%	\$80,526	\$41,900	\$64,548	\$74,000	\$86,637	\$199,920
	6 to 10 years	68	22.1%	\$98,465	\$76,000	\$86,000	\$91,851	\$105,996	\$142,000
	11 to 20 years	114	37.1%	\$123,500	\$75,000	\$105,000	\$118,500	\$140,000	\$180,000
	More than 20 years	90	29.3%	\$150,179	\$90,000	\$120,000	\$145,662	\$179,000	\$225,000
	Total	307	100.0%	\$120,876	\$65,000	\$92,000	\$114,765	\$143,000	\$199,920
Do not have permission to consult	Five years or less	515	37.5%	\$75,912	\$52,000	\$63,500	\$70,000	\$85,000	\$110,000
	6 to 10 years	325	23.7%	\$98,466	\$70,000	\$85,017	\$96,000	\$108,000	\$138,400
	11 to 20 years	360	26.2%	\$126,539	\$83,645	\$102,000	\$120,410	\$148,000	\$193,950
	More than 20 years	173	12.6%	\$153,194	\$90,000	\$123,000	\$150,000	\$180,000	\$230,000
	Total	1373	100.0%	\$104,262	\$58,000	\$74,000	\$96,000	\$123,400	\$181,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 2-64)



Salary by Discipline of Employment



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	44	2.6%	\$92,970	\$61,200	\$68,775	\$87,800	\$113,000	\$141,000
Biological and Biomedical†								
Chemical, Ceramic and Metallurgical	88	5.2%	\$107,848	\$64,000	\$80,000	\$98,000	\$126,500	\$194,417
Civil	351	20.9%	\$100,498	\$58,200	\$72,400	\$92,000	\$115,000	\$180,000
Electrical and Engineering Physics	235	14.0%	\$111,063	\$58,500	\$83,500	\$108,699	\$134,000	\$177,000
Environmental	116	6.9%	\$100,792	\$50,000	\$74,250	\$92,223	\$111,890	\$170,000
Geological, Mining, Petroleum Engineering	166	9.9%	\$126,969	\$67,000	\$96,000	\$115,500	\$160,000	\$208,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	79	4.7%	\$117,513	\$65,000	\$89,500	\$110,000	\$140,000	\$210,000
Mechanical and Industrial	397	23.6%	\$107,188	\$60,000	\$75,000	\$100,000	\$132,000	\$180,000



Software Engineering	42	2.5%	\$87,796	\$60,000	\$70,000	\$87,239	\$97,500	\$127,000
Other	155	9.2%	\$105,134	\$49,400	\$70,000	\$99,000	\$120,000	\$205,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10

Discipline of Employment

	% working in same discipline as at graduation	% working in other discipline
Agriculture and Forestry	31.8%	68.2%
Biological and Biomedical	42.9%	57.1%
Chemical, Ceramic and Metallurgical	92.0%	8.0%
Civil	80.3%	19.7%
Electrical and Engineering Physics	95.3%	4.7%
Environmental	60.3%	39.7%
Geological, Mining, Petroleum Engineering	48.2%	51.8%
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	86.1%	13.9%
Mechanical and Industrial	84.9%	15.1%
Software Engineering	35.7%	64.3%
Other	18.7%	81.3%

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)



Salary by Discipline – Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	5 or fewer years	14	31.8%	\$69,493	\$40,000	\$65,000	\$68,600	\$72,000	\$88,500
	6 - 10 years	13	29.5%	\$81,022	\$54,144	\$73,738	\$83,500	\$92,000	\$97,500
	11 - 20 years	13	29.5%	\$119,769	\$85,000	\$103,000	\$120,000	\$129,500	\$180,000
	More than 20 years†								
	Total	44	100.0%	\$92,970	\$61,200	\$68,775	\$87,800	\$113,000	\$141,000
Chemical, Ceramic and Metallurgical	5 or fewer years	38	43.2%	\$81,145	\$57,000	\$68,400	\$78,500	\$89,114	\$116,000
	6 - 10 years	24	27.3%	\$106,672	\$75,000	\$93,250	\$102,875	\$117,175	\$165,000
	11 - 20 years	19	21.6%	\$140,422	\$89,000	\$105,575	\$132,000	\$178,000	\$198,750
	More than 20 years†								
	Total	88	100.0%	\$107,848	\$64,000	\$80,000	\$98,000	\$126,500	\$194,417
Civil	5 or fewer years	124	35.3%	\$71,332	\$55,000	\$64,000	\$70,000	\$76,000	\$95,000
	6 - 10 years	81	23.1%	\$94,379	\$72,000	\$80,000	\$90,000	\$98,000	\$130,000
	11 - 20 years	97	27.6%	\$119,095	\$89,000	\$102,000	\$110,000	\$137,000	\$180,000
	More than 20 years	49	14.0%	\$147,603	\$75,000	\$116,700	\$149,000	\$180,000	\$225,000
	Total	351	100.0%	\$100,498	\$58,200	\$72,400	\$92,000	\$115,000	\$180,000
Electrical and Engineering Physics	5 or fewer years	60	25.5%	\$73,691	\$52,579	\$64,601	\$68,820	\$82,825	\$110,800
	6 - 10 years	49	20.9%	\$101,723	\$70,000	\$91,702	\$100,000	\$115,000	\$135,000
	11 - 20 years	78	33.2%	\$120,865	\$65,000	\$102,000	\$124,000	\$140,000	\$180,000
	More than 20 years	48	20.4%	\$151,385	\$102,000	\$125,000	\$142,000	\$170,244	\$220,000
	Total	235	100.0%	\$111,063	\$58,500	\$83,500	\$108,699	\$134,000	\$177,000



Environmental	5 or fewer years	40	34.5%	\$80,671	\$45,056	\$55,250	\$65,774	\$85,575	\$111,877
	6 - 10 years	31	26.7%	\$89,110	\$60,000	\$80,000	\$89,378	\$94,486	\$118,500
	11 - 20 years	31	26.7%	\$120,636	\$88,100	\$100,000	\$110,823	\$135,000	\$176,500
	More than 20 years	14	12.1%	\$140,206	\$90,000	\$111,000	\$145,000	\$168,500	\$185,000
	Total	116	100.0%	\$100,792	\$50,000	\$74,250	\$92,223	\$111,890	\$170,000
Geological, Mining, Petroleum Engineering	5 or fewer years	41	24.7%	\$87,805	\$62,000	\$71,000	\$88,800	\$99,000	\$131,000
	6 - 10 years*	49	29.5%	\$109,440	\$84,000	\$96,600	\$107,100	\$120,000	\$141,000
	11 - 20 years*	46	27.7%	\$148,532	\$87,585	\$120,000	\$143,500	\$172,000	\$210,000
	More than 20 years*	30	18.1%	\$176,061	\$64,945	\$164,300	\$182,500	\$204,000	\$240,000
	Total	166	100.0%	\$126,969	\$67,000	\$96,000	\$115,500	\$160,000	\$208,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	5 or fewer years	23	29.1%	\$89,919	\$48,464	\$70,000	\$85,000	\$102,000	\$124,332
	6 - 10 years	14	17.7%	\$100,435	\$73,000	\$88,000	\$97,500	\$110,000	\$144,000
	11 - 20 years	25	31.6%	\$127,130	\$84,500	\$108,000	\$117,000	\$150,000	\$190,000
	More than 20 years	17	21.5%	\$154,765	\$85,000	\$115,000	\$144,000	\$178,000	\$250,000
	Total	79	100.0%	\$117,513	\$65,000	\$89,500	\$110,000	\$140,000	\$210,000
Mechanical and Industrial	5 or fewer years	133	33.5%	\$75,749	\$55,000	\$63,000	\$70,000	\$81,120	\$112,000
	6 - 10 years	91	22.9%	\$100,696	\$70,400	\$86,320	\$96,000	\$108,000	\$152,000
	11 - 20 years	114	28.7%	\$127,940	\$84,643	\$106,000	\$127,722	\$148,000	\$180,000
	More than 20 years	59	14.9%	\$147,975	\$86,000	\$122,000	\$150,000	\$176,800	\$215,000
	Total	397	100.0%	\$107,188	\$60,000	\$75,000	\$100,000	\$132,000	\$180,000



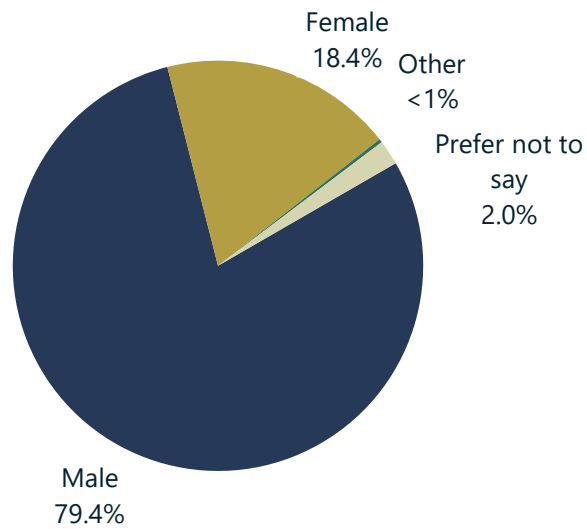
Software, Computer Engineering	5 or fewer years	18	42.9%	\$70,948	\$55,000	\$62,000	\$67,463	\$80,000	\$103,000
	6 - 10 years	13	31.0%	\$94,463	\$80,000	\$87,478	\$92,000	\$96,413	\$138,000
	11 - 20 years†								
	More than 20 years†								
	Total	42	100.0%	\$87,796	\$60,000	\$70,000	\$87,239	\$97,500	\$127,000
Other	5 or fewer years	55	35.5%	\$72,811	\$41,900	\$60,000	\$67,500	\$85,000	\$115,000
	6 - 10 years	28	18.1%	\$90,432	\$27,000	\$79,000	\$95,000	\$106,000	\$120,000
	11 - 20 years	43	27.7%	\$122,096	\$62,000	\$100,000	\$114,400	\$144,500	\$178,000
	More than 20 years	29	18.7%	\$155,480	\$92,000	\$120,000	\$144,000	\$177,000	\$305,000
	Total	155	100.0%	\$105,134	\$49,400	\$70,000	\$99,000	\$120,000	\$205,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

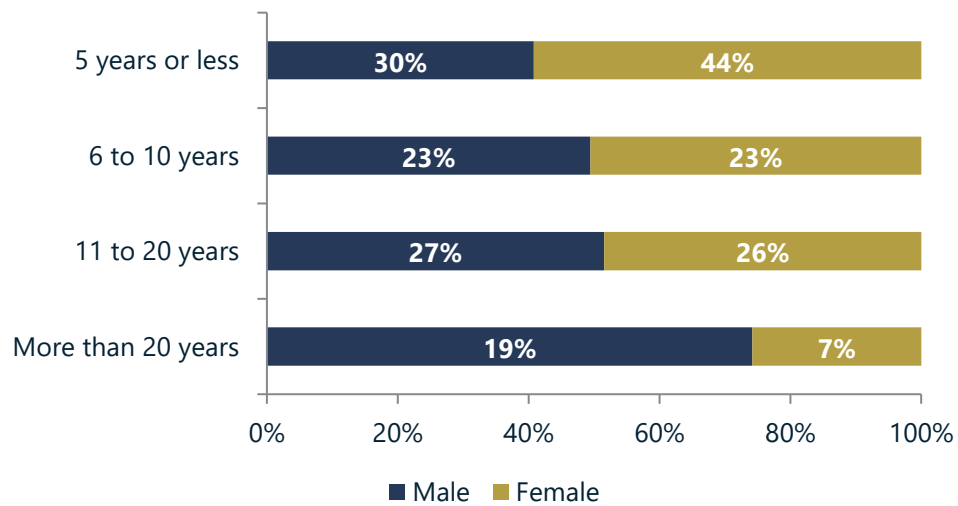
† Data suppressed due to sample size > 10, Biological/Biomedical not reported due to small sample size



Gender

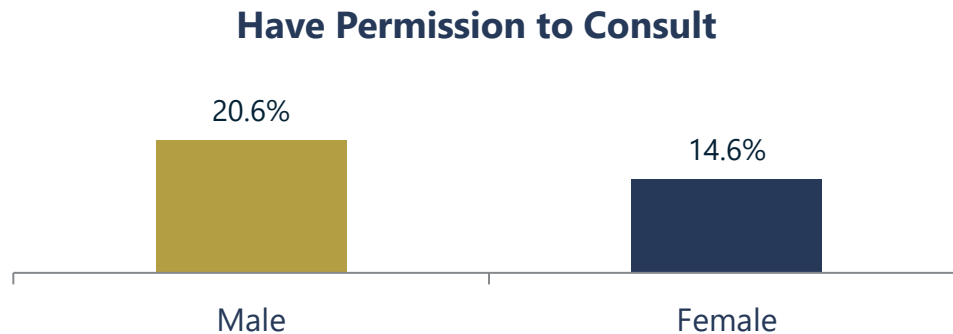


Experience by Gender





Permission to Consult by Gender



Salary by Discipline of Employment – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	Male	39	88.6%	\$91,699	\$61,200	\$68,700	\$85,000	\$110,000	\$148,000
	Female†								
Chemical, Ceramic and Metallurgical	Male	65	75.6%	\$110,437	\$64,000	\$84,000	\$100,000	\$128,000	\$190,000
	Female	21	24.4%	\$95,081	\$64,640	\$74,000	\$86,500	\$96,400	\$168,000
Civil	Male	271	79.5%	\$103,812	\$60,000	\$74,000	\$95,788	\$125,000	\$185,000
	Female	70	20.5%	\$87,862	\$57,525	\$71,568	\$80,496	\$101,000	\$152,140
Electrical and Engineering Physics	Male	198	87.2%	\$112,304	\$57,000	\$85,000	\$110,000	\$135,000	\$177,000
	Female	29	12.8%	\$98,647	\$65,000	\$76,665	\$93,000	\$112,750	\$150,000
Environmental	Male	69	62.7%	\$105,053	\$47,500	\$76,000	\$97,778	\$117,500	\$170,000
	Female	41	37.3%	\$91,202	\$56,000	\$67,195	\$88,000	\$98,000	\$160,000
Geological, Mining, Petroleum Engineering	Male	129	79.1%	\$129,340	\$65,000	\$96,000	\$120,000	\$164,409	\$215,000
	Female	34	20.9%	\$117,129	\$67,000	\$93,000	\$110,100	\$144,000	\$185,200
Geosciences	Male	55	71.4%	\$119,359	\$73,000	\$90,000	\$110,000	\$144,000	\$190,000
	Female	22	28.6%	\$108,579	\$48,464	\$80,300	\$109,168	\$124,332	\$190,000
Mechanical and Industrial	Male	345	88.2%	\$108,415	\$60,000	\$75,000	\$100,000	\$134,600	\$180,000
	Female	46	11.8%	\$95,316	\$62,000	\$71,400	\$93,500	\$109,000	\$159,195
Software, Computer Engineering	Male	37	88.1%	\$89,506	\$60,000	\$70,000	\$88,000	\$98,000	\$138,000
	Female†								
Other	Male	119	77.8%	\$111,272	\$49,400	\$78,000	\$100,000	\$130,000	\$220,000
	Female	34	22.2%	\$84,687	\$42,000	\$60,000	\$70,268	\$110,400	\$161,156

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size > 10, Biological/Biomedical not reported due to small sample size



Salary by Duties – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	Male	33	66.0%	\$58,684	\$20,000	\$53,000	\$62,000	\$67,000	\$74,672
	Female	17	34.0%	\$61,368	\$30,000	\$58,000	\$63,000	\$71,736	\$74,000
...	Male	44	64.7%	\$73,247	\$43,000	\$60,000	\$61,350	\$66,750	\$95,000
	Female	24	35.3%	\$67,048	\$48,464	\$60,000	\$65,000	\$71,892	\$94,600
More advanced stages of training and development	Male	93	73.8%	\$68,970	\$50,000	\$62,000	\$66,432	\$74,000	\$98,480
	Female	33	26.2%	\$71,128	\$55,000	\$63,000	\$70,000	\$75,110	\$95,000
...	Male	99	77.3%	\$72,512	\$50,500	\$65,000	\$70,000	\$82,000	\$97,300
	Female	29	22.7%	\$73,564	\$50,000	\$63,000	\$74,000	\$83,000	\$96,000
Fully qualified professional level	Male	131	78.9%	\$90,267	\$64,000	\$78,000	\$90,000	\$100,600	\$123,400
	Female	35	21.1%	\$90,052	\$62,000	\$77,000	\$90,000	\$101,000	\$115,000
...	Male	142	82.1%	\$99,343	\$65,000	\$85,000	\$96,500	\$112,000	\$140,000
	Female	31	17.9%	\$96,673	\$64,640	\$80,604	\$93,000	\$116,000	\$140,000
First level of direct and sustained supervision	Male	68	76.4%	\$100,137	\$67,500	\$82,500	\$95,000	\$108,500	\$158,000
	Female	21	23.6%	\$100,296	\$74,856	\$86,400	\$97,000	\$105,000	\$136,000
...	Male	68	78.2%	\$106,602	\$69,000	\$90,000	\$101,000	\$119,505	\$151,000
	Female	19	21.8%	\$107,176	\$65,000	\$87,000	\$108,500	\$125,000	\$161,156
Involved in short and long range planning	Male	141	82.0%	\$106,147	\$67,278	\$87,750	\$104,000	\$120,000	\$164,409
	Female	31	18.0%	\$93,591	\$50,000	\$76,665	\$95,000	\$109,400	\$139,000
...	Male	139	83.2%	\$115,076	\$80,000	\$97,500	\$110,000	\$130,927	\$161,650
	Female	28	16.8%	\$116,286	\$75,000	\$103,250	\$113,703	\$130,833	\$160,000
Regularly direct several professionals	Male	127	88.2%	\$132,188	\$85,700	\$105,000	\$130,000	\$151,097	\$195,000
	Female	17	11.8%	\$131,067	\$85,000	\$90,000	\$120,000	\$164,430	\$198,750
...	Male	97	89.0%	\$150,023	\$93,000	\$127,000	\$150,000	\$174,700	\$211,000
	Female	12	11.0%	\$146,336	\$105,664	\$113,084	\$143,000	\$179,750	\$210,000
Direct technical and administrative activities of a significant group	Male	109	93.2%	\$165,369	\$110,000	\$138,000	\$160,000	\$190,000	\$220,000
	Female†								
...	Male	22	88.0%	\$182,191	\$90,000	\$148,000	\$167,645	\$225,000	\$305,000
	Female†								
CEO	Male	19	95.0%	\$162,984	\$72,000	\$120,000	\$166,000	\$200,000	\$250,000
	Female†								

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10



Salary by Education – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelors	Male	910	79.9%	\$106,721	\$60,000	\$75,000	\$99,105	\$128,000	\$180,000
	Female	229	20.1%	\$93,395	\$57,525	\$71,000	\$89,000	\$108,300	\$160,000
...	Male	167	89.3%	\$109,948	\$58,200	\$84,000	\$102,500	\$135,840	\$180,000
	Female	20	10.7%	\$98,729	\$55,432	\$76,250	\$86,350	\$120,000	\$190,957
Masters	Male	188	82.8%	\$113,640	\$57,000	\$85,775	\$104,500	\$134,000	\$194,000
	Female	39	17.2%	\$96,202	\$42,000	\$70,000	\$85,000	\$115,000	\$194,968
...	Male	22	75.9%	\$135,146	\$48,000	\$84,000	\$106,750	\$210,000	\$243,202
	Female†								
Doctorate	Male	45	76.3%	\$141,339	\$67,278	\$97,000	\$150,000	\$177,675	\$220,000
	Female	14	23.7%	\$106,935	\$48,000	\$81,000	\$100,900	\$120,000	\$220,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10

Salary by Gender – Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	5 years or less	402	56.1%	\$76,892	\$52,500	\$64,000	\$70,000	\$85,000	\$110,842
	6 to 10 years	315	43.9%	\$99,885	\$70,000	\$86,000	\$96,600	\$110,000	\$144,000
	11 to 20 years	383	62.3%	\$127,000	\$85,000	\$102,504	\$123,400	\$147,000	\$185,000
	More than 20 years	232	37.7%	\$151,551	\$90,000	\$120,000	\$150,000	\$177,919	\$225,000
Female	5 years or less	140	66.4%	\$74,030	\$50,000	\$63,000	\$71,652	\$83,075	\$108,060
	6 to 10 years	71	33.6%	\$93,533	\$70,000	\$85,000	\$91,000	\$102,370	\$120,000
	11 to 20 years	79	80.6%	\$122,751	\$65,300	\$102,000	\$115,000	\$140,000	\$198,750
	More than 20 years	19	19.4%	\$141,570	\$64,945	\$118,000	\$140,000	\$165,000	\$194,968

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

Salary by Decision Making – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
	Male	13	59.1%	\$64,592	\$20,000	\$49,440	\$60,320	\$70,920	\$120,000



Decisions are of a routine nature	Female†								
...	Male†								
	Female†								
Decisions fall within established guidelines	Male	56	80.0%	\$75,485	\$45,000	\$60,000	\$65,500	\$74,000	\$101,000
	Female	14	20.0%	\$79,543	\$51,500	\$61,500	\$66,800	\$83,000	\$183,000
...	Male	71	78.9%	\$67,557	\$46,126	\$61,000	\$65,000	\$75,000	\$96,000
	Female	19	21.1%	\$76,551	\$55,000	\$67,000	\$74,000	\$85,000	\$123,000
Independent Analysis	Male	57	67.1%	\$76,022	\$55,000	\$63,500	\$72,000	\$83,000	\$111,780
	Female	28	32.9%	\$70,417	\$55,000	\$60,305	\$69,320	\$74,858	\$101,000
...	Male	67	73.6%	\$82,218	\$58,200	\$66,500	\$75,000	\$96,000	\$119,408
	Female	24	26.4%	\$80,150	\$60,000	\$65,025	\$79,000	\$95,750	\$105,000
Routinely make technical recommendations	Male	93	72.7%	\$87,198	\$59,500	\$70,000	\$85,000	\$100,000	\$132,000
	Female	35	27.3%	\$88,701	\$62,000	\$73,720	\$89,500	\$99,000	\$133,290
...	Male	112	83.0%	\$96,038	\$64,640	\$82,054	\$95,000	\$105,000	\$147,000
	Female	23	17.0%	\$87,914	\$63,000	\$73,000	\$88,000	\$95,900	\$120,000
Routinely make responsible decisions	Male	129	77.7%	\$97,134	\$65,000	\$80,000	\$94,000	\$108,500	\$151,000
	Female	37	22.3%	\$94,807	\$50,000	\$83,000	\$90,000	\$103,000	\$160,000
...	Male	87	82.1%	\$104,624	\$62,000	\$86,320	\$100,500	\$122,000	\$150,000
	Female	19	17.9%	\$103,773	\$72,500	\$85,000	\$105,844	\$118,500	\$159,195
Routinely make responsible technical/administrative decisions	Male	206	84.4%	\$120,188	\$72,000	\$99,000	\$114,000	\$138,870	\$185,000
	Female	38	15.6%	\$112,911	\$66,000	\$92,000	\$110,499	\$133,000	\$165,000
...	Male	182	89.2%	\$129,532	\$85,000	\$104,000	\$127,972	\$153,000	\$181,000
	Female	22	10.8%	\$127,808	\$75,000	\$109,000	\$125,500	\$145,000	\$170,000
Deal with major problems	Male	158	89.8%	\$142,808	\$75,000	\$107,000	\$140,000	\$175,000	\$220,000
	Female	18	10.2%	\$129,728	\$20,000	\$92,000	\$122,250	\$165,000	\$210,000
...	Male	36	85.7%	\$160,940	\$96,000	\$133,710	\$150,000	\$196,500	\$243,202
	Female†								
Isolate and analyze major over-all problems	Male	56	87.5%	\$155,203	\$86,000	\$120,000	\$148,340	\$177,750	\$296,882
	Female†								

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10



Salary by Supervision Received – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision	Male†								
	Female†								
...	Male†								
	Female†								
Receive instructions as to methods and procedures	Male	14	58.3%	\$65,349	\$55,000	\$60,000	\$65,000	\$67,000	\$80,392
	Female	10	41.7%	\$65,333	\$48,464	\$59,000	\$62,000	\$71,736	\$94,600
...	Male	24	68.6%	\$58,738	\$32,567	\$55,500	\$60,000	\$67,600	\$71,000
	Female	11	31.4%	\$67,393	\$56,160	\$62,000	\$65,000	\$71,568	\$80,000
Work under general supervision	Male	90	76.3%	\$72,151	\$49,400	\$62,000	\$68,000	\$80,000	\$100,000
	Female	28	23.7%	\$71,153	\$51,500	\$59,946	\$69,320	\$78,169	\$100,000
...	Male	66	83.5%	\$76,696	\$54,080	\$66,000	\$75,500	\$90,000	\$102,000
	Female	13	16.5%	\$89,545	\$64,480	\$74,100	\$80,300	\$98,000	\$140,000
Work in terms of specific objectives	Male	92	79.3%	\$89,924	\$52,500	\$67,611	\$85,000	\$100,000	\$133,000
	Female	24	20.7%	\$84,248	\$60,000	\$66,325	\$86,444	\$95,000	\$120,000
...	Male	67	77.0%	\$90,041	\$60,000	\$72,000	\$90,000	\$102,000	\$132,000
	Female	20	23.0%	\$82,121	\$42,650	\$63,883	\$78,000	\$101,060	\$120,000
Work towards objectives to be accomplished	Male	185	76.8%	\$99,251	\$62,000	\$78,000	\$97,778	\$115,000	\$152,023
	Female	56	23.2%	\$91,739	\$55,000	\$77,998	\$90,000	\$102,375	\$139,000
...	Male	202	84.5%	\$107,165	\$64,548	\$88,000	\$103,000	\$126,000	\$169,000
	Female	37	15.5%	\$96,997	\$63,000	\$82,000	\$94,000	\$109,000	\$159,195
Work independently on broad, general assignments	Male	345	83.7%	\$117,971	\$75,000	\$93,300	\$110,823	\$140,000	\$180,000
	Female	67	16.3%	\$107,738	\$64,257	\$87,000	\$105,664	\$124,000	\$165,000
...	Male	119	86.9%	\$150,155	\$85,000	\$114,033	\$147,024	\$180,000	\$215,000
	Female	18	13.1%	\$129,960	\$65,300	\$87,000	\$118,500	\$170,000	\$220,000
Operate as an executive	Male	59	86.8%	\$169,343	\$98,000	\$137,200	\$160,000	\$185,000	\$296,882
	Female†								
...	Male	22	81.5%	\$155,307	\$95,000	\$130,000	\$150,400	\$176,500	\$240,000
	Female†								
Determine policies, plans and programs	Male	35	87.5%	\$151,630	\$72,000	\$114,303	\$150,000	\$178,000	\$250,000
	Female†								

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size > 10



Salary by Leadership Authority – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	Male	164	70.7%	\$85,033	\$53,000	\$64,000	\$78,000	\$100,000	\$134,000
	Female	68	29.3%	\$77,732	\$55,000	\$62,250	\$71,368	\$94,900	\$120,000
...	Male	116	82.3%	\$85,566	\$54,080	\$65,000	\$76,000	\$95,750	\$131,000
	Female	25	17.7%	\$80,971	\$48,464	\$63,000	\$80,000	\$95,000	\$115,000
Assign and check work of one or two non-professionals	Male	74	79.6%	\$79,275	\$45,000	\$64,000	\$71,600	\$96,000	\$121,000
	Female	19	20.4%	\$80,304	\$51,500	\$65,000	\$80,000	\$93,000	\$110,400
...	Male	53	84.1%	\$79,742	\$52,000	\$66,000	\$78,000	\$92,000	\$115,000
	Female	10	15.9%	\$79,277	\$55,000	\$73,000	\$81,850	\$88,000	\$92,500
Give Work Direction to one or more technologists	Male	69	71.1%	\$83,867	\$48,000	\$70,000	\$84,000	\$99,000	\$131,000
	Female	28	28.9%	\$82,391	\$60,000	\$66,250	\$81,500	\$93,750	\$120,000
...	Male	72	81.8%	\$90,773	\$62,000	\$74,875	\$89,000	\$104,625	\$130,044
	Female	16	18.2%	\$78,641	\$48,000	\$67,302	\$75,055	\$85,026	\$124,500
Responsible for the work of one or more non-professional assistants	Male	48	77.4%	\$90,394	\$62,000	\$74,625	\$83,322	\$102,125	\$140,000
	Female	14	22.6%	\$82,652	\$48,000	\$68,800	\$78,333	\$103,000	\$124,000
...	Male	65	85.5%	\$98,120	\$66,765	\$88,000	\$99,000	\$110,000	\$130,927
	Female	11	14.5%	\$102,843	\$81,373	\$89,000	\$107,000	\$112,405	\$120,000
Responsible for supervising one or more junior professionals	Male	81	78.6%	\$105,049	\$65,000	\$89,000	\$103,999	\$120,000	\$151,097
	Female	22	21.4%	\$97,788	\$59,928	\$72,500	\$90,000	\$105,844	\$165,000
...	Male	90	83.3%	\$115,391	\$74,000	\$93,000	\$106,000	\$135,000	\$183,000
	Female	18	16.7%	\$101,130	\$66,000	\$90,000	\$101,513	\$105,000	\$143,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Male	158	85.9%	\$118,378	\$75,000	\$98,000	\$113,680	\$135,000	\$176,000
	Female	26	14.1%	\$119,775	\$65,300	\$92,000	\$121,570	\$139,000	\$193,000
...	Male	103	82.4%	\$139,769	\$77,638	\$110,000	\$142,060	\$161,577	\$208,000
	Female	22	17.6%	\$121,243	\$75,000	\$105,000	\$117,500	\$133,290	\$170,000
Supervise and direct the work of two or more major functions in the organization	Male	62	86.1%	\$139,965	\$88,500	\$114,000	\$135,750	\$165,000	\$190,000
	Female	10	13.9%	\$115,800	\$87,000	\$89,000	\$103,000	\$144,000	\$183,000
...	Male	46	85.2%	\$148,038	\$90,000	\$125,000	\$146,500	\$171,650	\$215,250
	Female†								
Co-ordinate activities of personnel in a significant group	Male	90	92.8%	\$163,213	\$104,000	\$136,000	\$160,000	\$190,000	\$220,000
	Female†								
...	Male	21	87.5%	\$178,304	\$90,000	\$130,000	\$168,000	\$230,000	\$305,000
	Female†								



CEO	Male	20		\$162,835	\$72,700	\$122,500	\$163,000	\$194,500	\$249,875
	Female†								

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10

Salary by Gender – Supervision Scope

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	0	474	78.2%	\$90,294	\$55,000	\$67,000	\$85,596	\$105,000	\$148,000
	1	132	21.8%	\$89,613	\$55,000	\$70,000	\$90,000	\$105,000	\$138,870
	2-3	218	54.2%	\$101,266	\$62,500	\$79,000	\$94,810	\$114,000	\$160,000
	4-7	184	45.8%	\$116,232	\$69,500	\$92,000	\$110,412	\$140,100	\$180,000
	8-13	111	65.3%	\$130,105	\$71,000	\$108,500	\$129,600	\$152,000	\$186,000
	14-20	59	34.7%	\$142,564	\$73,000	\$114,303	\$140,000	\$170,000	\$220,000
	21-30	39	57.4%	\$148,675	\$92,000	\$113,000	\$146,445	\$176,000	\$240,000
	31-40	29	42.6%	\$151,140	\$92,000	\$116,245	\$154,000	\$179,000	\$225,000
	41-50	17	47.2%	\$156,036	\$100,000	\$125,000	\$143,000	\$185,000	\$230,000
	51-75	19	52.8%	\$172,446	\$68,500	\$142,060	\$177,000	\$195,838	\$310,000
	76-100	13	37.1%	\$176,749	\$120,000	\$170,000	\$176,000	\$195,000	\$220,000
	101-200	22	62.9%	\$165,086	\$104,435	\$148,000	\$170,000	\$184,100	\$215,250
	201-400	10	90.9%	\$211,785	\$130,000	\$148,000	\$187,000	\$282,070	\$365,000
	401-750								
	751-1200								
	1201-2000								
	2000+								
Female	0	142	99.3%	\$83,173	\$55,000	\$65,000	\$80,000	\$96,400	\$124,000
	1	45	46.9%	\$83,516	\$51,500	\$68,800	\$81,373	\$100,800	\$124,000
	2-3	51	53.1%	\$94,331	\$62,000	\$72,592	\$89,000	\$107,000	\$160,000
	4-7	34	75.6%	\$117,378	\$70,000	\$92,000	\$109,911	\$140,000	\$194,968
	8-13	11	24.4%	\$110,090	\$48,000	\$89,000	\$110,000	\$145,000	\$160,000
	14-20								
	21-30								
	31-40								
	41-50								
	51-75								
	76-100								



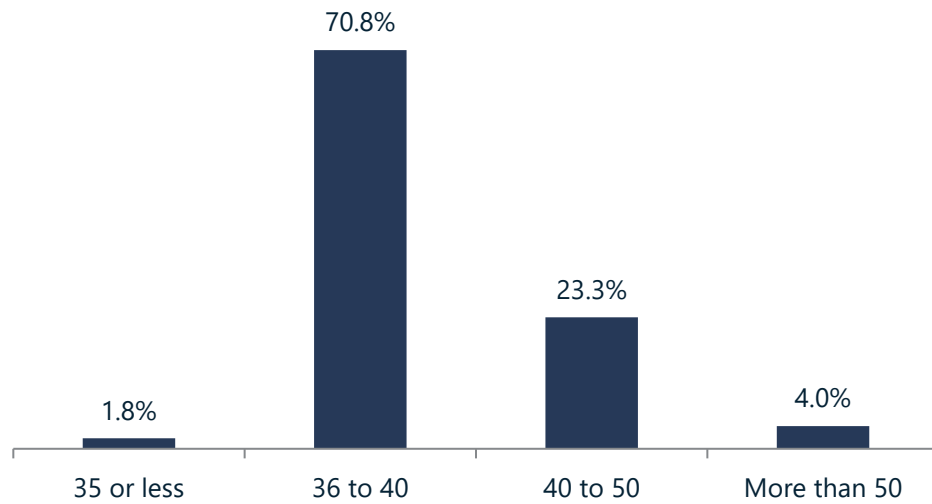
	101-200	
	201-400	
	401-750	
	751-1200	
	1201-2000	
	2000+	

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10



Hours Worked per Week (Full-time Employees)

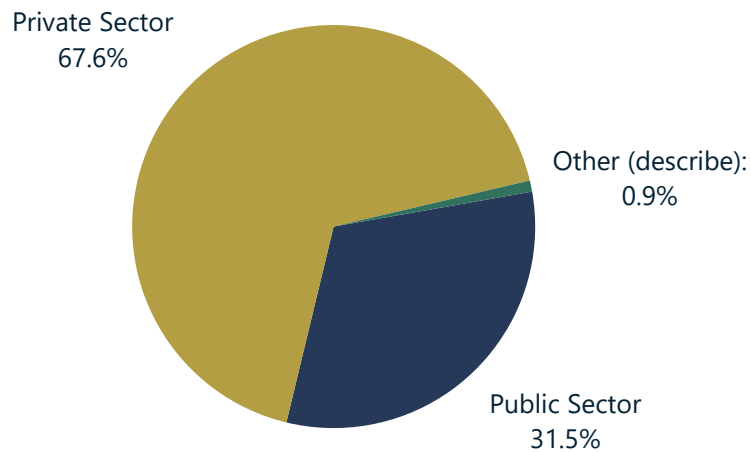


Average Hours Worked per Week

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



Sector of Employment



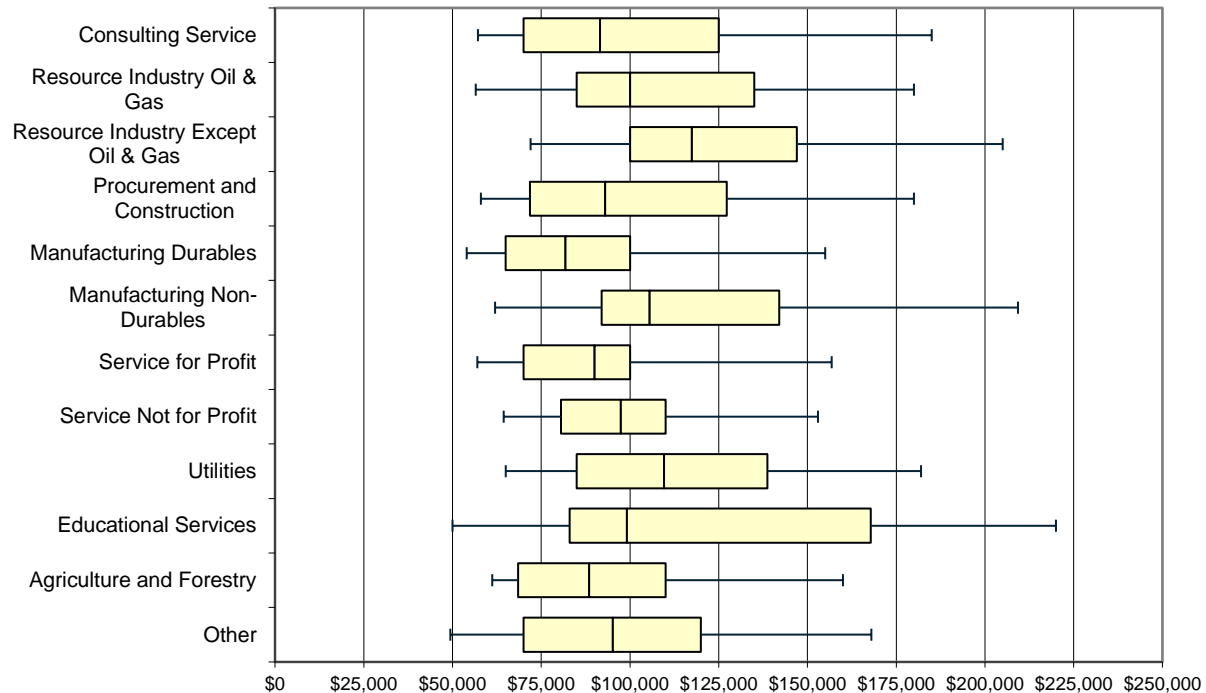
Salary by Sector of Employment – Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	154	29.1%	\$76,088	\$49,440	\$66,000	\$72,533	\$83,000	\$110,842
	6 to 10 years	116	21.9%	\$95,287	\$71,849	\$85,004	\$94,639	\$102,843	\$125,000
	11 to 20 years	155	29.2%	\$121,375	\$84,643	\$102,500	\$113,335	\$140,000	\$183,000
	More than 20 years	105	19.8%	\$147,001	\$92,000	\$112,000	\$138,000	\$170,325	\$230,000
	Total	530	100.0%	\$107,583	\$63,630	\$80,616	\$100,000	\$125,000	\$180,000
Private Sector	Five years or less	391	34.4%	\$75,808	\$52,000	\$62,000	\$70,000	\$85,000	\$110,000
	6 to 10 years	275	24.2%	\$99,590	\$70,000	\$86,000	\$96,413	\$110,000	\$145,000
	11 to 20 years	314	27.7%	\$128,051	\$82,700	\$102,000	\$125,250	\$150,000	\$192,000
	More than 20 years	155	13.7%	\$155,465	\$86,000	\$127,091	\$155,000	\$185,000	\$225,000
	Total	1,135	100.0%	\$106,902	\$57,990	\$74,000	\$98,046	\$130,000	\$190,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)



Salary by Industry of Employment



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	370	22.0%	\$102,312	\$57,173	\$70,000	\$91,601	\$125,000	\$185,000
Resource Industry Oil & Gas	77	4.6%	\$109,581	\$56,550	\$85,017	\$100,000	\$135,000	\$180,000
Resource Industry Except Oil & Gas	276	16.4%	\$126,445	\$72,000	\$100,000	\$117,450	\$146,975	\$205,000
Procurement and Construction	136	8.1%	\$102,294	\$58,000	\$71,850	\$93,000	\$127,250	\$180,000
Manufacturing Durables	190	11.3%	\$89,041	\$54,000	\$65,000	\$81,810	\$100,000	\$155,000
Manufacturing Non-Durables	53	3.2%	\$119,866	\$62,000	\$92,000	\$105,575	\$142,060	\$209,300
Service For Profit	41	2.4%	\$92,069	\$57,000	\$70,000	\$90,000	\$100,000	\$156,820
Service Not For Profit	131	7.8%	\$101,126	\$64,420	\$80,604	\$97,390	\$110,000	\$152,962
Utilities	244	14.5%	\$113,967	\$65,000	\$85,000	\$109,576	\$138,750	\$182,000
Educational Services	64	3.8%	\$119,260	\$50,000	\$83,036	\$99,179	\$167,822	\$220,000
Agriculture and Forestry	29	1.7%	\$94,073	\$61,200	\$68,500	\$88,500	\$110,000	\$160,000
Other	69	4.1%	\$97,041	\$49,400	\$70,000	\$95,194	\$120,000	\$168,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

Salary by Industry of Employment – Years of Experience

N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
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Consulting	5 years or less	119	32.2%	\$71,654	\$50,000	\$60,000	\$65,000	\$72,000	\$95,000
	6 to 10 years	91	24.6%	\$90,308	\$70,000	\$80,000	\$89,000	\$96,411	\$116,000
	11 to 20 years	97	26.2%	\$119,221	\$82,700	\$100,500	\$114,303	\$140,000	\$175,000
	More than 20 years	63	17.0%	\$151,526	\$88,000	\$125,000	\$150,000	\$180,000	\$225,000
	Total	370	100.0%	\$102,312	\$57,173	\$70,000	\$91,601	\$125,000	\$185,000
Resource Industry Oil & Gas	5 years or less	27	35.1%	\$80,251	\$48,000	\$67,600	\$86,000	\$95,000	\$99,000
	6 to 10 years	19	24.7%	\$104,048	\$56,550	\$90,500	\$101,750	\$105,000	\$180,000
	11 to 20 years	24	31.2%	\$137,683	\$99,000	\$110,500	\$139,000	\$160,000	\$178,000
	More than 20 years†								
	Total	77	100.0%	\$109,581	\$56,550	\$85,017	\$100,000	\$135,000	\$180,000
Resource Industry without Oil & Gas	5 years or less	67	24.3%	\$94,251	\$62,000	\$74,000	\$94,200	\$103,000	\$135,500
	6 to 10 years	80	29.0%	\$111,927	\$88,000	\$99,850	\$109,550	\$120,000	\$150,700
	11 to 20 years	85	30.8%	\$142,370	\$98,000	\$119,000	\$136,000	\$158,000	\$201,000
	More than 20 years	44	15.9%	\$171,098	\$110,000	\$141,000	\$170,625	\$198,750	\$240,000
	Total	276	100.0%	\$126,445	\$72,000	\$100,000	\$117,450	\$146,975	\$205,000
Procurement and Construction	5 years or less	51	37.5%	\$71,240	\$52,000	\$62,500	\$70,000	\$79,000	\$95,000
	6 to 10 years	36	26.5%	\$102,118	\$68,800	\$82,094	\$95,500	\$111,658	\$160,000
	11 to 20 years	33	24.3%	\$137,607	\$90,000	\$113,000	\$135,000	\$159,195	\$185,000
	More than 20 years	16	11.8%	\$128,840	\$10,000	\$95,453	\$122,350	\$174,000	\$190,000
	Total	136	100.0%	\$102,294	\$58,000	\$71,850	\$93,000	\$127,250	\$180,000
Manufacturing Durables	5 years or less	86	45.3%	\$68,290	\$52,500	\$60,000	\$65,000	\$75,000	\$93,300
	6 to 10 years	36	18.9%	\$83,798	\$54,144	\$72,625	\$85,000	\$95,750	\$117,000
	11 to 20 years	48	25.3%	\$110,677	\$65,300	\$88,500	\$101,000	\$129,875	\$170,000
	More than 20 years	20	10.5%	\$135,783	\$72,660	\$111,250	\$126,500	\$158,750	\$198,550
	Total	190	100.0%	\$89,041	\$54,000	\$65,000	\$81,810	\$100,000	\$155,000
Manufacturing Non-Durables	5 years or less	17	32.1%	\$94,876	\$40,000	\$72,000	\$84,000	\$110,000	\$209,300
	6 to 10 years	12	22.6%	\$107,732	\$90,480	\$92,375	\$100,400	\$120,750	\$155,000
	11 to 20 years	15	28.3%	\$129,482	\$62,000	\$102,000	\$131,000	\$174,000	\$198,750
	More than 20 years†								
	Total	53	100.0%	\$119,866	\$62,000	\$92,000	\$105,575	\$142,060	\$209,300



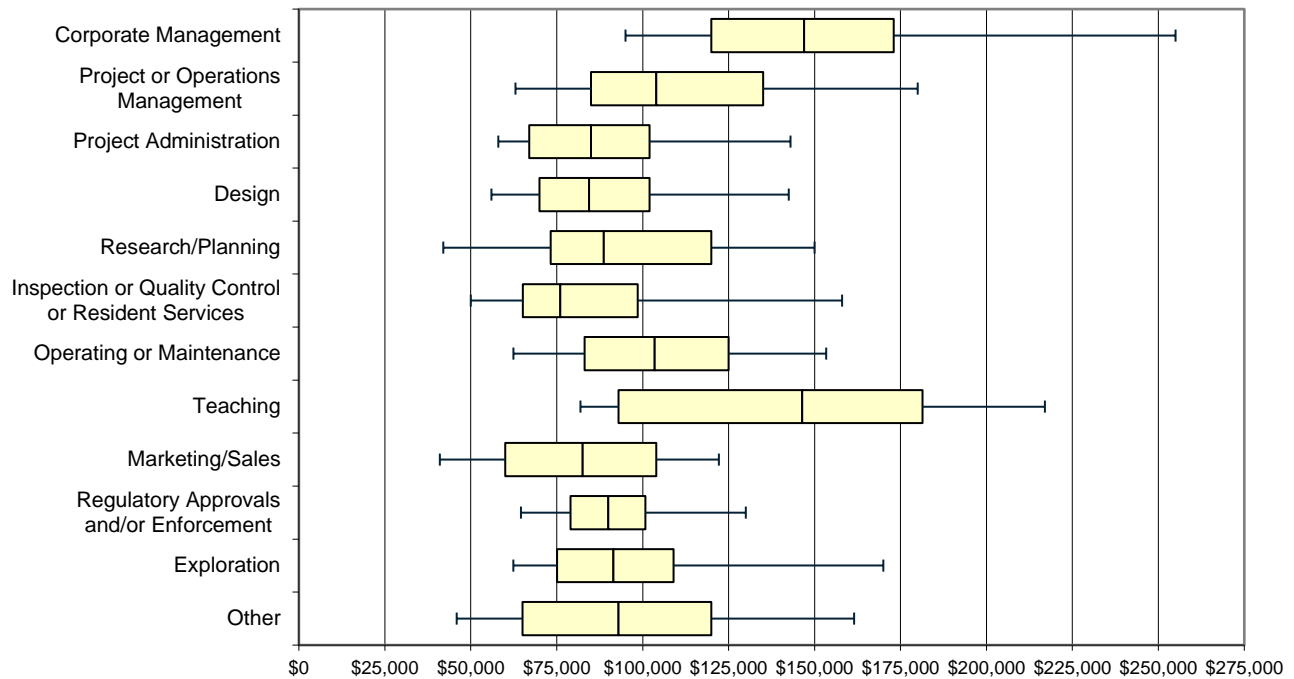
Service For Profit	5 years or less	16	39.0%	\$70,300	\$30,000	\$61,250	\$70,000	\$79,402	\$100,000
	6 to 10 years	11	26.8%	\$93,915	\$70,000	\$82,000	\$92,000	\$98,480	\$150,000
	11 to 20 years	11	26.8%	\$122,347	\$87,585	\$95,000	\$103,999	\$148,500	\$194,417
	More than 20 years†								
	Total	41	100.0%	\$92,069	\$57,000	\$70,000	\$90,000	\$100,000	\$156,820
Service Not For Profit	5 years or less	40	30.5%	\$76,581	\$49,718	\$68,868	\$74,981	\$85,500	\$103,750
	6 to 10 years	28	21.4%	\$93,867	\$80,000	\$85,175	\$94,243	\$99,000	\$107,000
	11 to 20 years	38	29.0%	\$109,293	\$65,000	\$99,698	\$107,000	\$120,000	\$156,000
	More than 20 years	25	19.1%	\$136,111	\$92,661	\$105,000	\$127,000	\$140,133	\$250,000
	Total	131	100.0%	\$101,126	\$64,420	\$80,604	\$97,390	\$110,000	\$152,962
Utilities	5 years or less	62	25.4%	\$77,081	\$61,000	\$66,000	\$71,100	\$84,000	\$112,000
	6 to 10 years	56	23.0%	\$98,993	\$72,000	\$87,729	\$95,500	\$108,524	\$138,000
	11 to 20 years	84	34.4%	\$130,204	\$90,000	\$110,000	\$127,972	\$149,250	\$200,000
	More than 20 years	42	17.2%	\$155,912	\$110,000	\$133,000	\$147,500	\$170,325	\$204,112
	Total	244	100.0%	\$113,967	\$65,000	\$85,000	\$109,576	\$138,750	\$182,000
Educational Services	5 years or less	18	28.1%	\$70,975	\$34,000	\$50,000	\$68,639	\$87,000	\$103,500
	6 to 10 years	11	17.2%	\$96,063	\$20,000	\$82,500	\$96,000	\$105,984	\$167,289
	11 to 20 years	13	20.3%	\$120,603	\$84,643	\$93,363	\$99,500	\$135,000	\$220,000
	More than 20 years	22	34.4%	\$169,570	\$92,000	\$140,000	\$177,338	\$191,000	\$230,000
	Total	64	100.0%	\$119,260	\$50,000	\$83,036	\$99,179	\$167,822	\$220,000
Agriculture /Forestry	5 years or less	17	58.6%	\$76,510	\$60,000	\$66,765	\$68,700	\$83,000	\$110,000
	6 to 10 years*								
	11 to 20 years†								
	More than 20 years†								
	Total	29	100.0%	\$94,073	\$61,200	\$68,500	\$88,500	\$110,000	\$160,000
Other	5 years or less	30	43.5%	\$74,669	\$41,900	\$61,000	\$70,000	\$80,000	\$112,186
	6 to 10 years†								
	11 to 20 years	21	30.4%	\$106,571	\$60,000	\$95,194	\$106,000	\$120,000	\$140,548
	More than 20 years†								
	Total	69	100.0%	\$97,041	\$49,400	\$70,000	\$95,194	\$120,000	\$168,000



* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size > 10

Salary by Main Job Function



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	148	8.8%	\$158,954	\$88,000	\$127,958	\$150,000	\$180,000	\$247,500
Project or Operations Management	608	36.2%	\$112,844	\$66,000	\$86,425	\$105,000	\$135,000	\$185,200
Project Administration	33	2.0%	\$87,558	\$54,000	\$66,000	\$80,000	\$110,400	\$134,000
Design	386	23.0%	\$89,803	\$56,000	\$66,839	\$85,000	\$104,000	\$144,500
Research/Planning	99	5.9%	\$102,604	\$48,000	\$70,000	\$97,000	\$123,600	\$190,000
Inspection or Quality Control or Resident Services	41	2.4%	\$92,610	\$52,000	\$62,000	\$73,250	\$100,000	\$142,060
Operating or Maintenance	153	9.1%	\$108,821	\$64,400	\$85,000	\$103,000	\$128,679	\$178,000
Teaching	30	1.8%	\$124,560	\$80,616	\$93,363	\$101,000	\$168,000	\$191,000
Marketing/Sales	30	1.8%	\$83,990	\$40,000	\$65,100	\$85,620	\$98,480	\$134,600
Regulatory Approvals and/or Enforcement	55	3.3%	\$89,698	\$56,550	\$77,000	\$88,800	\$100,000	\$120,000



Exploration	37	2.2%	\$105,770	\$48,000	\$81,373	\$102,000	\$115,748	\$240,000
Other	60	3.6%	\$81,094	\$10,850	\$60,625	\$71,750	\$106,250	\$149,405

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

Salary by Main Job Function – Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	5 years or less†								
	6 - 10 years	18	12.2%	\$122,144	\$75,000	\$103,000	\$116,000	\$138,000	\$178,448
	11 - 20 years	67	45.3%	\$159,945	\$110,823	\$130,000	\$150,800	\$176,500	\$220,000
	More than 20 years	56	37.8%	\$175,938	\$88,000	\$140,475	\$170,000	\$203,084	\$305,000
	Total	148	100.0%	\$158,954	\$88,000	\$127,958	\$150,000	\$180,000	\$247,500
Project or Operations Management	5 years or less	159	26.2%	\$79,644	\$60,000	\$68,600	\$75,000	\$89,000	\$112,000
	6 - 10 years	151	24.8%	\$102,067	\$75,000	\$89,000	\$97,000	\$110,000	\$145,000
	11 - 20 years	193	31.7%	\$126,477	\$89,000	\$105,000	\$122,000	\$144,000	\$183,000
	More than 20 years	105	17.3%	\$153,558	\$94,000	\$125,000	\$159,000	\$180,000	\$208,000
	Total	608	100.0%	\$112,844	\$66,000	\$86,425	\$105,000	\$135,000	\$185,200
Project Administration	5 years or less	13	39.4%	\$67,006	\$49,440	\$56,000	\$66,000	\$73,720	\$92,000
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	33	100.0%	\$87,558	\$54,000	\$66,000	\$80,000	\$110,400	\$134,000
Design	5 years or less	167	43.3%	\$69,595	\$54,000	\$60,500	\$65,000	\$75,000	\$100,000
	6 - 10 years	97	25.1%	\$89,237	\$66,839	\$80,000	\$90,000	\$98,000	\$115,000
	11 - 20 years	91	23.6%	\$110,635	\$74,000	\$92,255	\$106,000	\$127,000	\$154,467
	More than 20 years	31	8.0%	\$139,291	\$99,000	\$120,000	\$134,000	\$148,680	\$225,000
	Total	386	100.0%	\$89,803	\$56,000	\$66,839	\$85,000	\$104,000	\$144,500
Research/ Planning	5 years or less	43	43.4%	\$75,399	\$48,000	\$60,000	\$68,000	\$86,000	\$123,600
	6 - 10 years	19	19.2%	\$95,105	\$20,000	\$84,000	\$96,000	\$115,000	\$121,000
	11 - 20 years	19	19.2%	\$124,304	\$84,643	\$100,000	\$111,000	\$158,000	\$185,000



	More than 20 years	18	18.2%	\$152,604	\$105,000	\$130,927	\$145,500	\$176,000	\$230,000
	Total	99	100.0%	\$102,604	\$48,000	\$70,000	\$97,000	\$123,600	\$190,000
Inspection or Quality Control or Resident Services	5 years or less	26	63.4%	\$89,634	\$48,464	\$57,173	\$67,342	\$80,000	\$142,060
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	41	100.0%	\$92,610	\$52,000	\$62,000	\$73,250	\$100,000	\$142,060
Operating or Maintenance	5 years or less	49	32.0%	\$85,117	\$63,000	\$70,000	\$76,000	\$95,000	\$112,000
	6 - 10 years	49	32.0%	\$105,937	\$73,000	\$93,000	\$103,000	\$115,000	\$151,000
	11 - 20 years	41	26.8%	\$130,945	\$89,000	\$120,000	\$128,679	\$141,600	\$178,000
	More than 20 years	14	9.2%	\$137,091	\$150	\$110,000	\$146,550	\$163,300	\$214,000
	Total	153	100.0%	\$108,821	\$64,400	\$85,000	\$103,000	\$128,679	\$178,000
Teaching	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 years	13	43.3%	\$151,350	\$92,000	\$101,000	\$175,000	\$180,000	\$195,871
	Total	30	100.0%	\$124,560	\$80,616	\$93,363	\$101,000	\$168,000	\$191,000
Marketing/ Sales	5 years or less	14	46.7%	\$66,929	\$30,000	\$58,000	\$66,050	\$71,000	\$105,000
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	30	100.0%	\$83,990	\$40,000	\$65,100	\$85,620	\$98,480	\$134,600
Regulatory Approvals and/or Enforcement	5 years or less	24	43.6%	\$77,844	\$50,000	\$66,750	\$76,000	\$88,587	\$100,000
	6 - 10 years	16	29.1%	\$90,458	\$56,550	\$83,500	\$90,000	\$98,250	\$120,000
	11 - 20 years	10	18.2%	\$104,620	\$80,000	\$95,000	\$104,000	\$118,000	\$120,000
	More than 20 yearst								



	Total	55	100.0%	\$89,698	\$56,550	\$77,000	\$88,800	\$100,000	\$120,000
Exploration	5 years or less	10	27.0%	\$79,080	\$48,000	\$64,000	\$81,150	\$92,500	\$103,000
	6 - 10 years†								
	11 - 20 years	13	35.1%	\$115,451	\$80,000	\$94,000	\$108,000	\$144,000	\$172,000
	More than 20 years†								
	Total	37	100.0%	37	\$62,376	\$75,140	\$91,500	\$109,000	\$170,000
Other	5 years or less	33	55.0%	33	\$45,000	\$60,000	\$65,939	\$90,000	\$111,000
	6 - 10 years†								
	11 - 20 years	11	18.3%	11	\$5,672	\$84,232	\$124,550	\$155,000	\$180,000
	More than 20 years†								
	Total	60	100.0%	60	\$45,900	\$65,000	\$92,971	\$120,000	\$161,500

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size >10

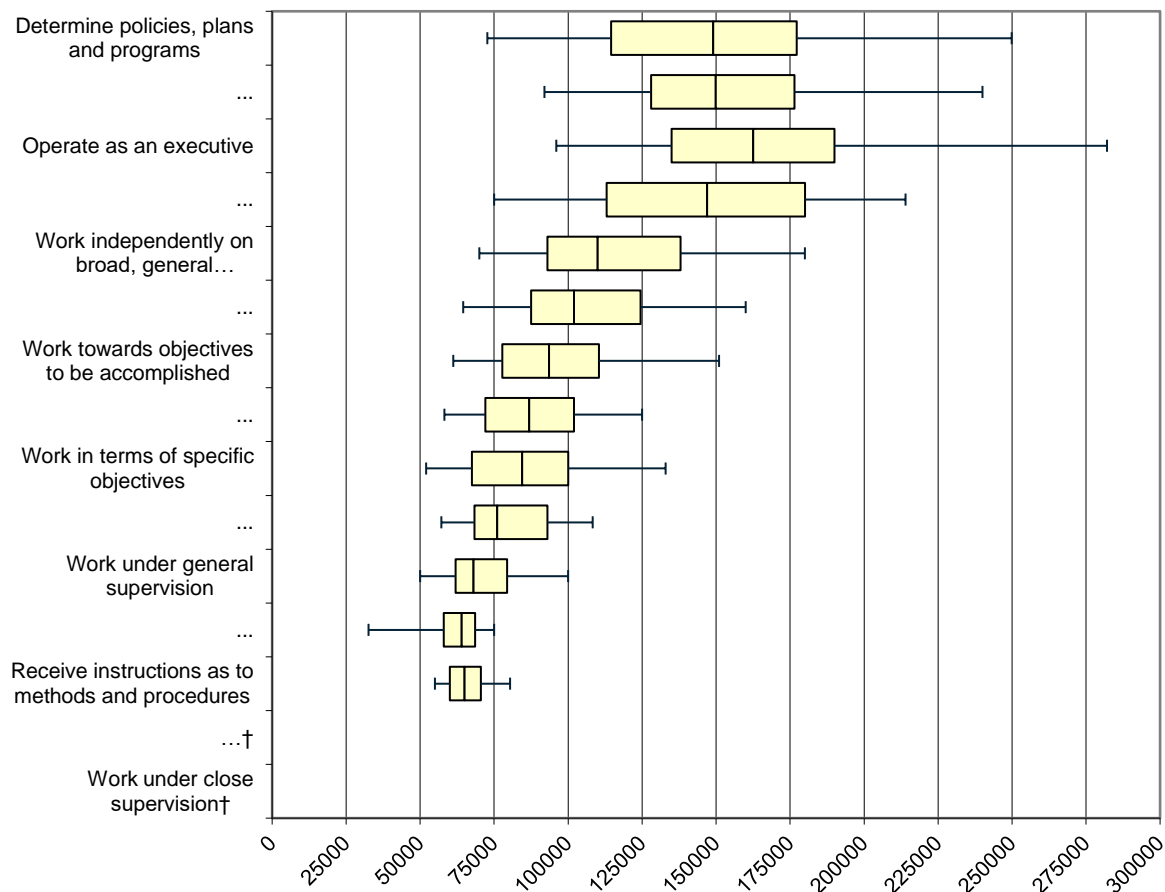


JOB CLASSIFICATION QUESTIONS

Categories included in the job classification questions are as follows:

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

Duties (D)



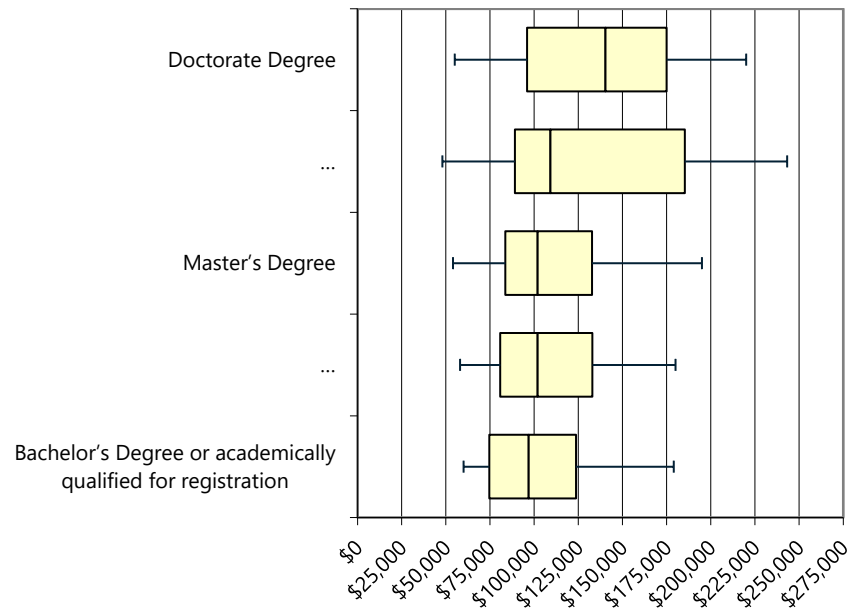


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	50	3.0%	\$59,597	\$30,000	\$54,000	\$62,500	\$67,600	\$74,000
...	69	4.1%	\$70,783	\$43,000	\$60,000	\$62,000	\$70,000	\$95,000
More advanced stages of training and development	130	7.7%	\$69,449	\$52,000	\$62,000	\$67,190	\$75,000	\$96,400
...	129	7.7%	\$72,806	\$50,500	\$65,000	\$70,500	\$82,000	\$96,750
Fully qualified professional level	169	10.1%	\$90,486	\$64,000	\$78,000	\$90,000	\$100,600	\$123,400
...	177	10.5%	\$98,668	\$64,640	\$83,500	\$96,000	\$111,718	\$140,000
First level of direct and sustained supervision	90	5.4%	\$100,403	\$69,000	\$84,000	\$95,000	\$107,000	\$158,000
...	90	5.4%	\$106,464	\$66,765	\$90,000	\$102,500	\$120,000	\$151,000
Involved in short and long range planning	177	10.5%	\$104,317	\$61,000	\$87,000	\$103,000	\$117,000	\$164,409
...	170	10.1%	\$115,615	\$80,000	\$98,000	\$112,000	\$130,927	\$161,650
Regularly direct several professionals	150	8.9%	\$131,543	\$85,000	\$103,000	\$130,000	\$152,140	\$195,000
...	112	6.7%	\$150,270	\$98,000	\$124,250	\$150,000	\$175,750	\$211,000
Direct technical and administrative activities of a significant group	121	7.2%	\$164,260	\$110,000	\$136,785	\$160,000	\$190,000	\$220,000
...	26	1.5%	\$182,507	\$90,000	\$148,000	\$175,000	\$225,000	\$305,000
CEO	20	1.2%	\$165,085	\$72,700	\$122,500	\$170,500	\$203,750	\$249,875

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)



Education (Ed)

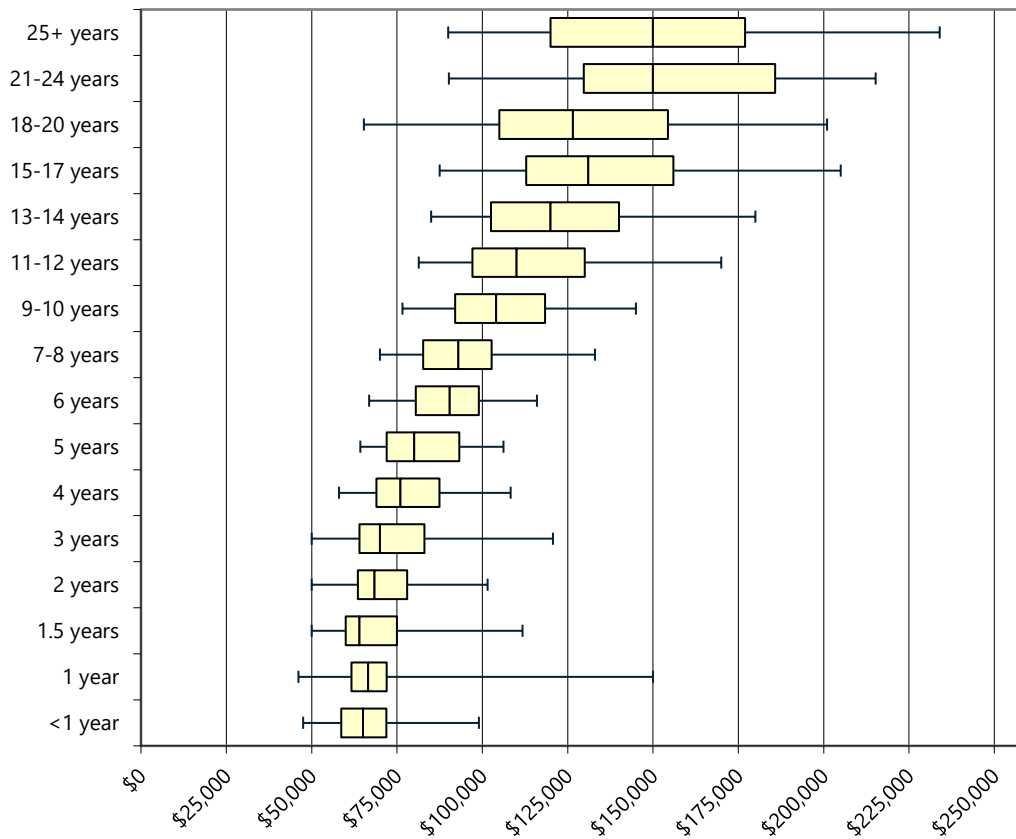


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	1167	69.5%	\$104,303	\$60,000	\$74,500	\$96,900	\$123,600	\$179,000
...	189	11.3%	\$108,211	\$58,000	\$80,808	\$102,000	\$133,000	\$180,000
Master's Degree	232	13.8%	\$111,182	\$54,000	\$83,625	\$101,875	\$132,750	\$194,968
...	30	1.8%	\$131,013	\$48,000	\$89,000	\$109,250	\$185,200	\$243,202
Doctorate Degree	62	3.7%	\$134,893	\$55,000	\$96,000	\$140,274	\$175,000	\$220,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)



Experience (E)



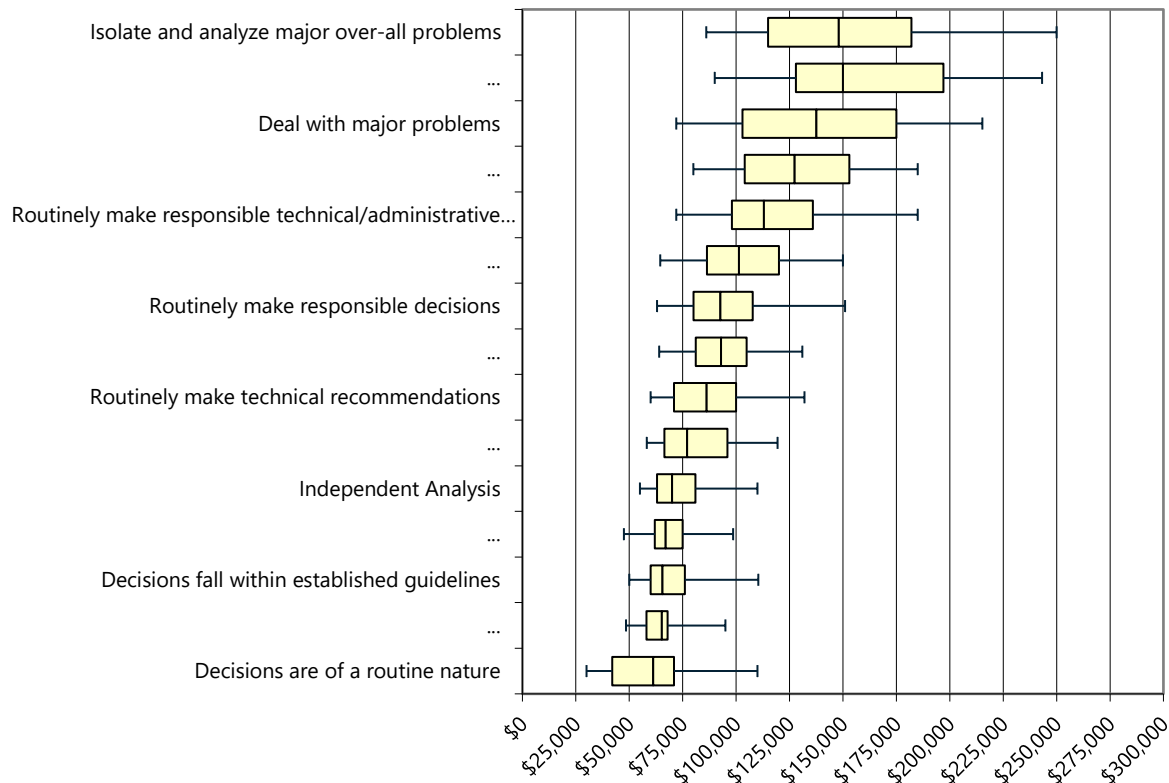
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	84	5.0%	\$67,417	\$47,500	\$58,650	\$65,000	\$71,892	\$99,000
1 year	36	2.1%	\$81,855	\$46,126	\$61,650	\$66,500	\$72,000	\$150,000
1.5 years	64	3.8%	\$68,311	\$50,000	\$60,000	\$64,000	\$75,000	\$111,780
2 years	83	4.9%	\$72,320	\$50,000	\$63,500	\$68,400	\$78,000	\$101,550
3 years	95	5.7%	\$76,526	\$50,000	\$64,000	\$70,000	\$83,000	\$120,700
4 years	83	4.9%	\$81,940	\$58,000	\$69,000	\$76,000	\$87,444	\$108,300
5 years	105	6.3%	\$84,358	\$64,257	\$72,000	\$80,000	\$93,300	\$106,200
6 years	77	4.6%	\$91,746	\$66,839	\$80,500	\$90,480	\$99,000	\$116,000
7-8 years	172	10.2%	\$94,621	\$70,000	\$82,625	\$93,000	\$102,750	\$133,000
9-10 years	144	8.6%	\$106,651	\$76,600	\$92,000	\$104,000	\$118,375	\$145,000
11-12 years	144	8.6%	\$115,589	\$81,373	\$97,125	\$110,000	\$130,033	\$170,000
13-14 years	115	6.8%	\$122,380	\$85,000	\$102,500	\$120,000	\$140,000	\$180,000
15-17 years	119	7.1%	\$136,890	\$87,500	\$112,835	\$131,000	\$156,000	\$205,000
18-20 years	96	5.7%	\$131,505	\$65,300	\$105,000	\$126,500	\$154,350	\$201,000



21-24 years	80	4.8%	\$153,964	\$90,200	\$129,700	\$150,000	\$185,800	\$215,238
25+ years	183	10.9%	\$151,375	\$90,000	\$120,000	\$150,000	\$177,000	\$234,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

Decisions (De)



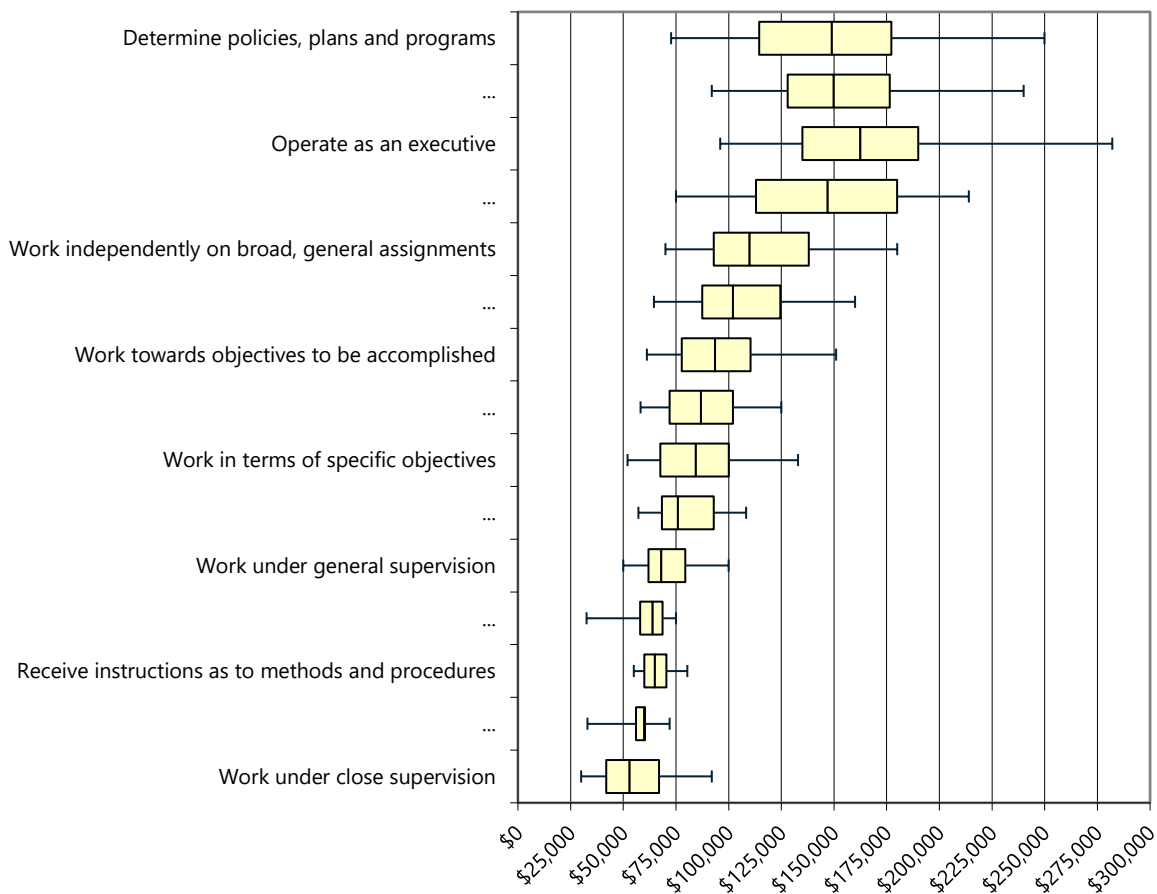
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	22	1.3%	\$61,455	\$30,000	\$42,000	\$61,160	\$70,920	\$110,000
...	19	1.1%	\$64,624	\$48,464	\$58,000	\$65,280	\$68,000	\$95,000
Decisions fall within established guidelines	74	4.4%	\$75,847	\$50,000	\$60,000	\$65,500	\$76,000	\$110,400
...	90	5.4%	\$69,456	\$47,500	\$62,000	\$67,000	\$75,000	\$98,600
Independent Analysis	88	5.2%	\$74,661	\$55,000	\$63,000	\$70,000	\$80,904	\$110,000
...	92	5.5%	\$81,872	\$58,200	\$66,410	\$77,000	\$96,000	\$119,408
Routinely make technical recommendations	130	7.7%	\$87,484	\$60,000	\$71,000	\$86,250	\$100,000	\$132,000
...	136	8.1%	\$94,704	\$64,000	\$81,183	\$92,967	\$105,000	\$131,000
Routinely make responsible decisions	168	10.0%	\$96,489	\$63,000	\$80,000	\$92,628	\$107,750	\$151,000
...	109	6.5%	\$104,573	\$64,500	\$86,320	\$101,300	\$120,000	\$150,000



Routinely make responsible technical/ administrative decisions	253	15.1%	\$119,349	\$72,000	\$98,000	\$113,000	\$136,000	\$185,000
...	207	12.3%	\$129,383	\$80,000	\$104,000	\$127,400	\$153,000	\$185,000
Deal with major problems	179	10.7%	\$141,496	\$72,000	\$103,000	\$137,508	\$175,000	\$215,250
...	46	2.7%	\$157,489	\$90,000	\$128,000	\$150,000	\$197,000	\$243,202
Isolate and analyze major over-all problems	67	4.0%	\$153,796	\$86,040	\$115,000	\$148,000	\$182,000	\$250,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

Supervision Received (Sr)





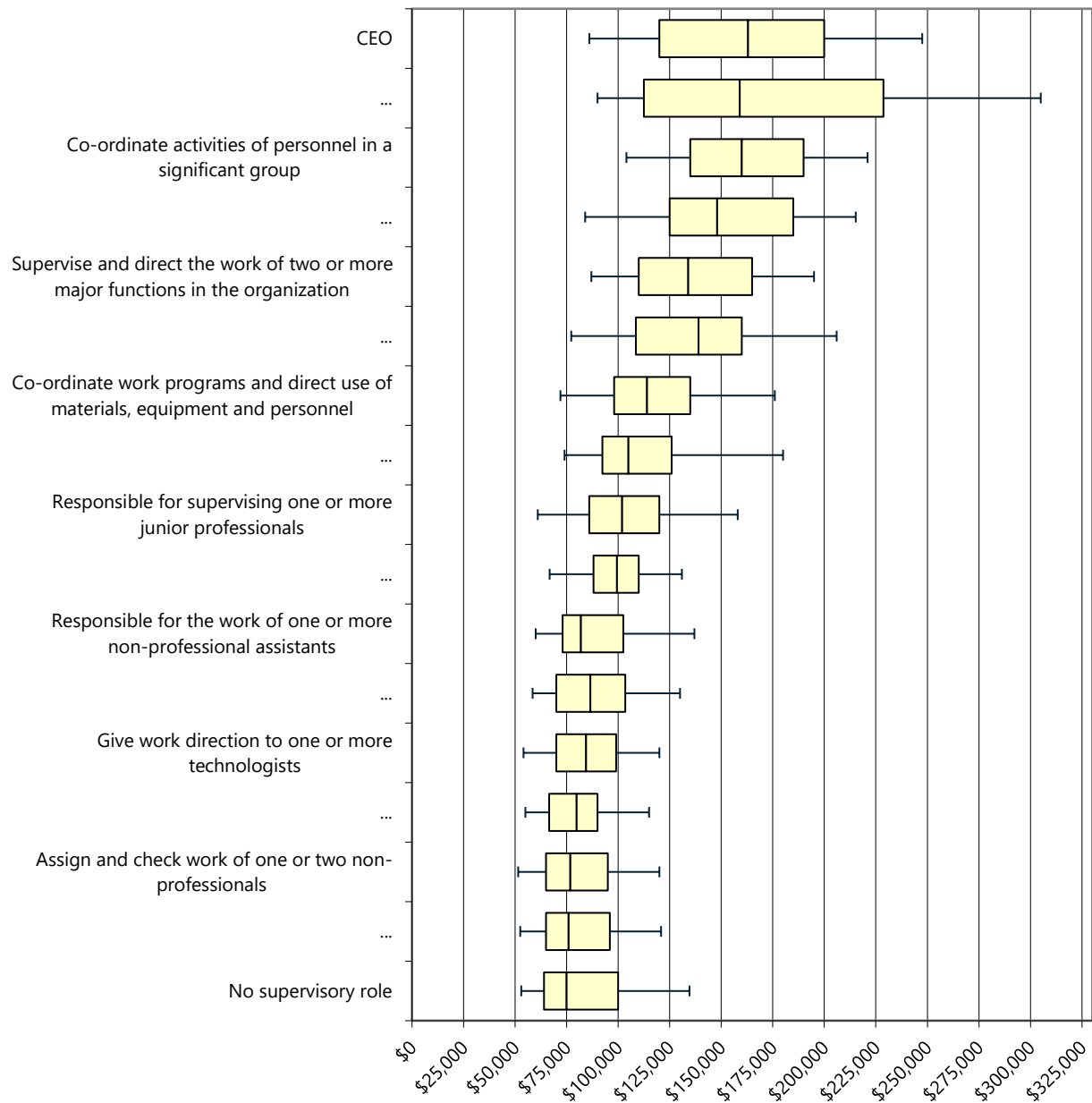
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision†								
... †								
Receive instructions as to methods and procedures	25	1.5%	\$65,548	\$55,000	\$60,000	\$65,000	\$70,488	\$80,392
...	35	2.1%	\$61,458	\$32,567	\$57,990	\$64,000	\$68,600	\$75,000
Work under general supervision	119	7.1%	\$71,848	\$50,000	\$62,000	\$68,000	\$79,435	\$100,000
...	81	4.8%	\$79,087	\$57,173	\$68,400	\$76,000	\$93,000	\$108,300
Work in terms of specific objectives	120	7.1%	\$88,335	\$52,025	\$67,525	\$84,500	\$100,000	\$132,945
...	88	5.2%	\$88,127	\$58,200	\$72,000	\$86,800	\$102,000	\$125,000
Work towards objectives to be accomplished	247	14.7%	\$97,212	\$61,200	\$77,775	\$93,500	\$110,400	\$151,000
...	246	14.6%	\$105,985	\$64,548	\$87,478	\$102,000	\$124,500	\$160,000
Work independently on broad, general assignments	421	25.1%	\$116,545	\$70,000	\$93,000	\$110,000	\$138,000	\$180,000
...	141	8.4%	\$148,032	\$75,000	\$113,000	\$147,000	\$180,000	\$214,000
Operate as an executive	70	4.2%	\$167,179	\$96,000	\$135,000	\$162,500	\$190,000	\$282,070
...	29	1.7%	\$151,112	\$92,000	\$128,000	\$149,900	\$176,500	\$240,000
Determine policies, plans and programs	40	2.4%	\$150,626	\$72,700	\$114,477	\$149,000	\$177,250	\$249,875

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size > 10



Leadership Authority (L)



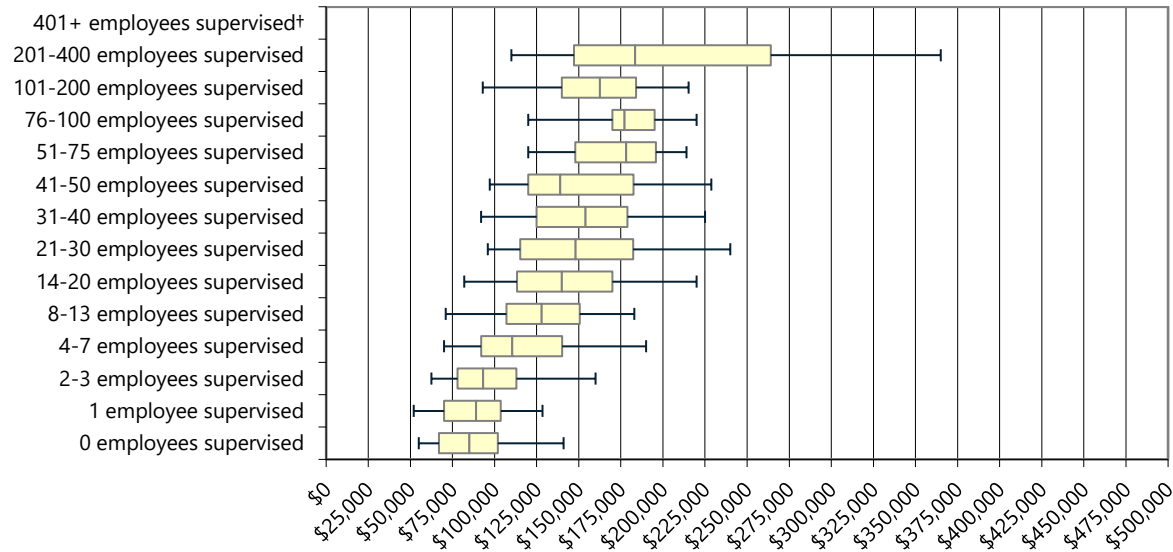


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	238	14.2%	\$83,607	\$53,000	\$64,000	\$75,000	\$100,000	\$134,600
...	145	8.6%	\$84,521	\$52,500	\$65,000	\$76,000	\$96,000	\$120,820
Assign and check work of one or two non- professionals	94	5.6%	\$79,575	\$51,500	\$65,000	\$76,750	\$95,000	\$120,000
...	65	3.9%	\$80,058	\$55,000	\$66,500	\$79,869	\$90,000	\$115,000
Give Work Direction to one or more technologists	100	6.0%	\$83,973	\$54,100	\$70,000	\$84,500	\$99,000	\$120,000
...	89	5.3%	\$88,359	\$58,500	\$70,000	\$86,500	\$103,500	\$130,000
Responsible for the work of one or more non- professional assistants	62	3.7%	\$88,646	\$60,000	\$73,000	\$81,953	\$102,500	\$137,000
...	78	4.6%	\$98,475	\$66,765	\$88,000	\$99,500	\$110,000	\$130,927
Responsible for supervising one or more junior professionals	105	6.3%	\$104,584	\$61,000	\$86,000	\$102,000	\$120,000	\$158,000
...	109	6.5%	\$112,711	\$74,000	\$92,300	\$105,000	\$126,000	\$180,000
Co-ordinate work programs and direct use of materials, equipment and personnel	190	11.3%	\$118,543	\$72,000	\$98,000	\$114,000	\$135,000	\$176,000
...	128	7.6%	\$136,254	\$77,250	\$108,625	\$139,000	\$160,000	\$206,000
Supervise and direct the work of two or more major functions in the organization	75	4.5%	\$137,051	\$87,000	\$110,000	\$134,000	\$165,000	\$195,000
...	57	3.4%	\$150,509	\$84,000	\$125,000	\$148,000	\$185,000	\$215,250
Co-ordinate activities of personnel in a significant group	99	5.9%	\$163,421	\$104,000	\$135,000	\$160,000	\$190,000	\$221,000
...	24	1.4%	\$172,558	\$90,000	\$112,500	\$159,000	\$228,750	\$305,000
CEO	22	1.3%	\$162,577	\$86,000	\$120,000	\$163,000	\$200,000	\$247,500

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)



Supervision Scope (S)



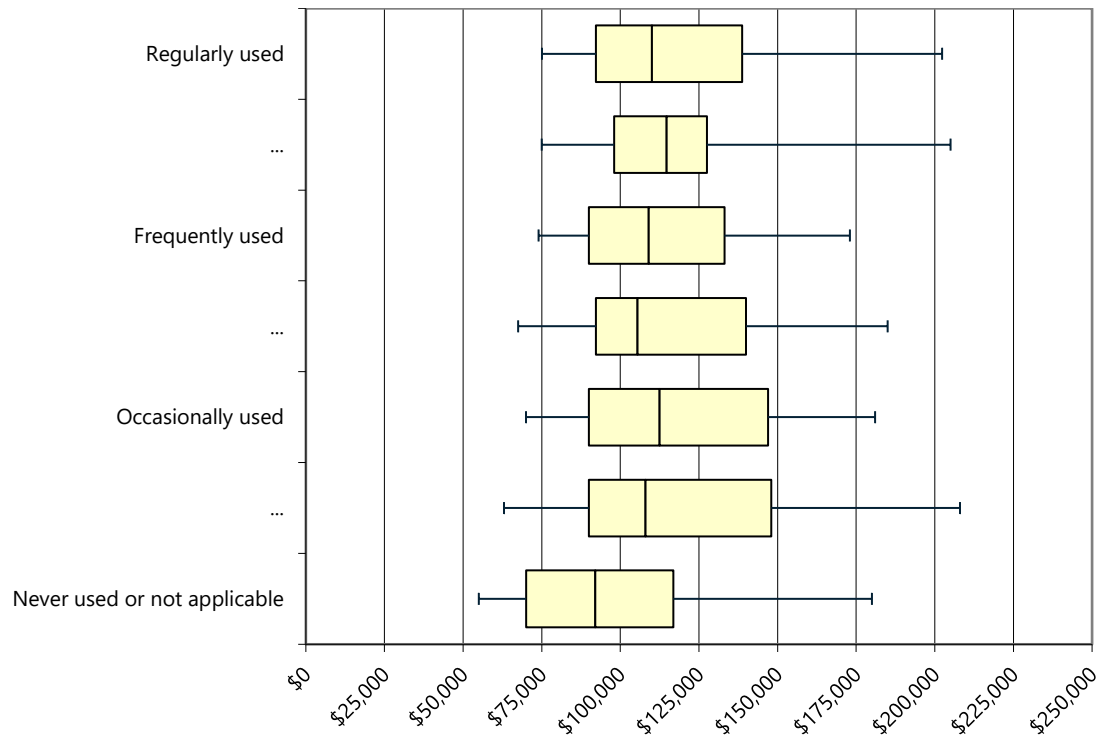
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	628	37.4%	\$88,923	\$55,000	\$67,000	\$85,000	\$102,000	\$141,000
1 employee supervised	183	10.9%	\$87,946	\$52,000	\$70,000	\$89,000	\$103,750	\$128,477
2-3 employees supervised	275	16.4%	\$99,917	\$62,500	\$78,000	\$93,300	\$113,000	\$160,000
4-7 employees supervised	224	13.3%	\$116,913	\$70,000	\$92,000	\$110,412	\$140,100	\$190,000
8-13 employees supervised	123	7.3%	\$128,355	\$71,000	\$107,000	\$128,000	\$150,540	\$183,000
14-20 employees supervised	67	4.0%	\$143,367	\$82,000	\$113,333	\$140,000	\$170,000	\$220,000
21-30 employees supervised	48	2.9%	\$151,271	\$96,000	\$115,250	\$148,223	\$182,250	\$240,000
31-40 employees supervised	33	2.0%	\$153,091	\$92,000	\$125,000	\$154,000	\$179,000	\$225,000
41-50 employees supervised	20	1.2%	\$148,980	\$97,150	\$120,000	\$139,004	\$182,500	\$228,750
51-75 employees supervised	21	1.3%	\$174,880	\$120,000	\$148,000	\$178,200	\$195,838	\$214,000
76-100 employees supervised	14	0.8%	\$177,910	\$120,000	\$170,000	\$177,224	\$195,000	\$220,000
101-200 employees supervised	26	1.5%	\$158,207	\$93,000	\$140,000	\$162,500	\$184,100	\$215,250
201-400 employees supervised	12	0.7%	\$201,488	\$110,000	\$147,175	\$183,500	\$264,053	\$365,000
401+ employees supervised†								



* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size > 10

Use of Professional Seal

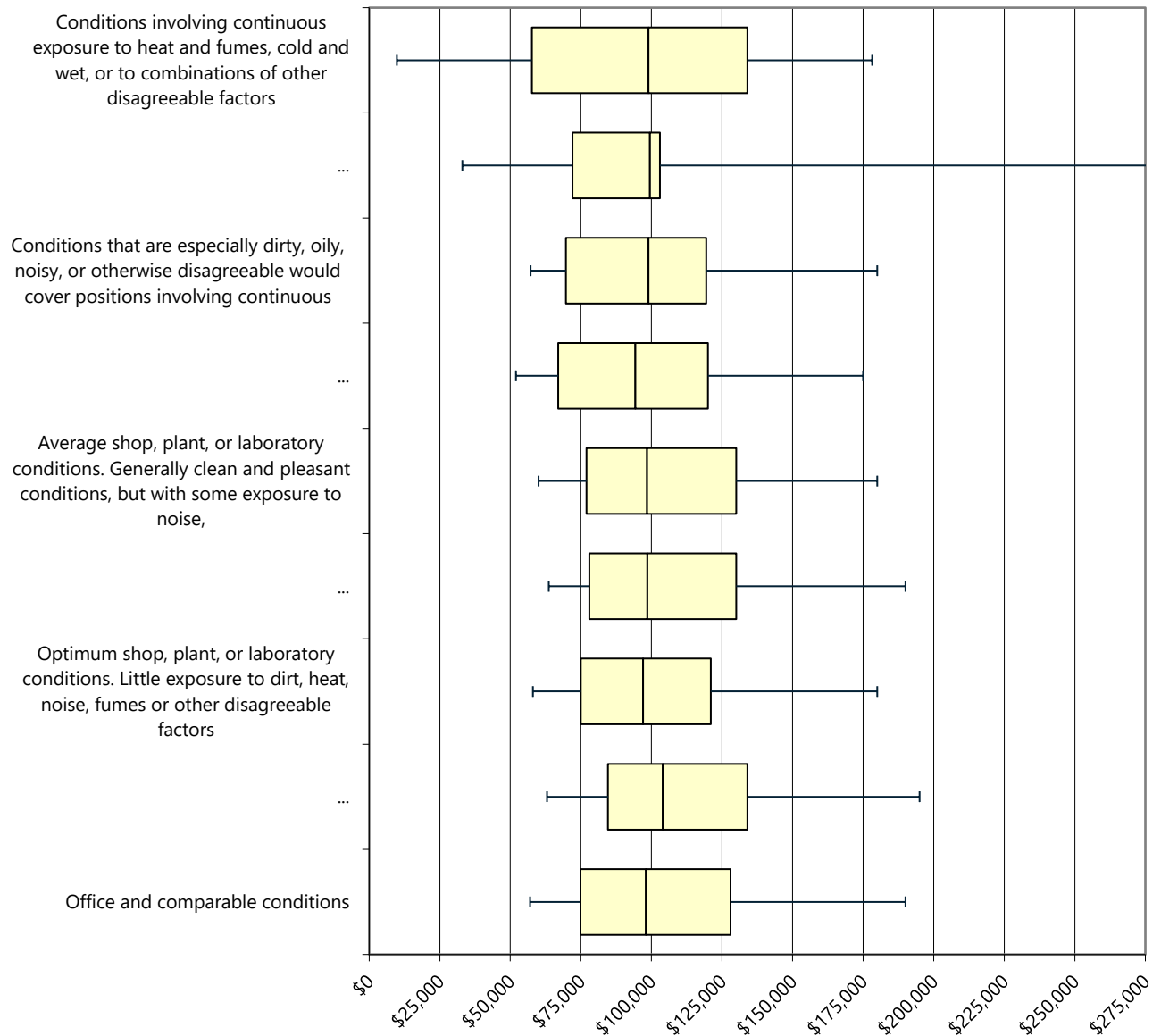


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	1012	60.2%	\$99,759	\$55,000	\$70,000	\$92,000	\$116,811	\$180,000
...	241	14.3%	\$120,519	\$63,000	\$90,000	\$108,000	\$148,000	\$208,000
Occasionally used	205	12.2%	\$119,173	\$70,000	\$90,000	\$112,490	\$147,000	\$181,000
...	68	4.0%	\$113,500	\$67,500	\$92,236	\$105,500	\$140,000	\$185,000
Frequently used	59	3.5%	\$115,616	\$74,000	\$90,000	\$109,000	\$133,120	\$173,000
...	15	0.9%	\$117,109	\$75,000	\$98,000	\$114,765	\$127,500	\$205,000
Regularly used	80	4.8%	\$119,171	\$75,080	\$92,250	\$110,000	\$138,750	\$202,312

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)



Job Environment (J)



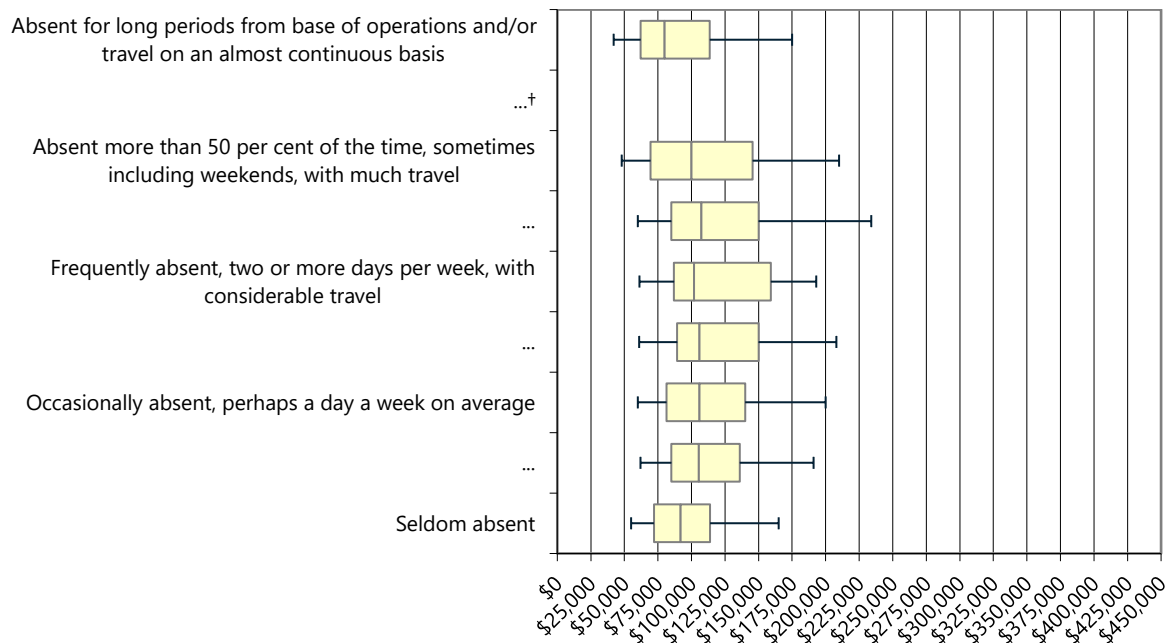
Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
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Office and comparable conditions	578	34.4%	\$106,844	\$57,000	\$74,851	\$98,000	\$128,000	\$190,000
...	396	23.6%	\$112,716	\$63,000	\$84,625	\$104,000	\$134,000	\$195,000
Optimum shop, plant, or laboratory conditions	166	9.9%	\$104,773	\$58,000	\$75,000	\$97,000	\$121,000	\$180,000
...	107	6.4%	\$108,679	\$63,630	\$78,000	\$98,600	\$130,000	\$190,000
Average shop, plant, or laboratory conditions	250	14.9%	\$105,985	\$60,000	\$77,000	\$98,460	\$130,044	\$180,000
...	96	5.7%	\$97,335	\$52,000	\$67,000	\$94,343	\$120,000	\$175,000
Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	58	3.5%	\$101,411	\$57,173	\$69,680	\$99,000	\$119,436	\$180,000
...	14	0.8%	\$117,685	\$33,000	\$72,000	\$99,500	\$103,000	\$500,000
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	15	0.9%	\$98,627	\$9,800	\$57,600	\$99,000	\$134,000	\$178,200

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

Absence from Base (A)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	688	41.0%	\$97,227	\$55,000	\$72,000	\$92,000	\$113,866	\$165,000
...	445	26.5%	\$113,236	\$62,000	\$85,000	\$105,575	\$136,000	\$191,000



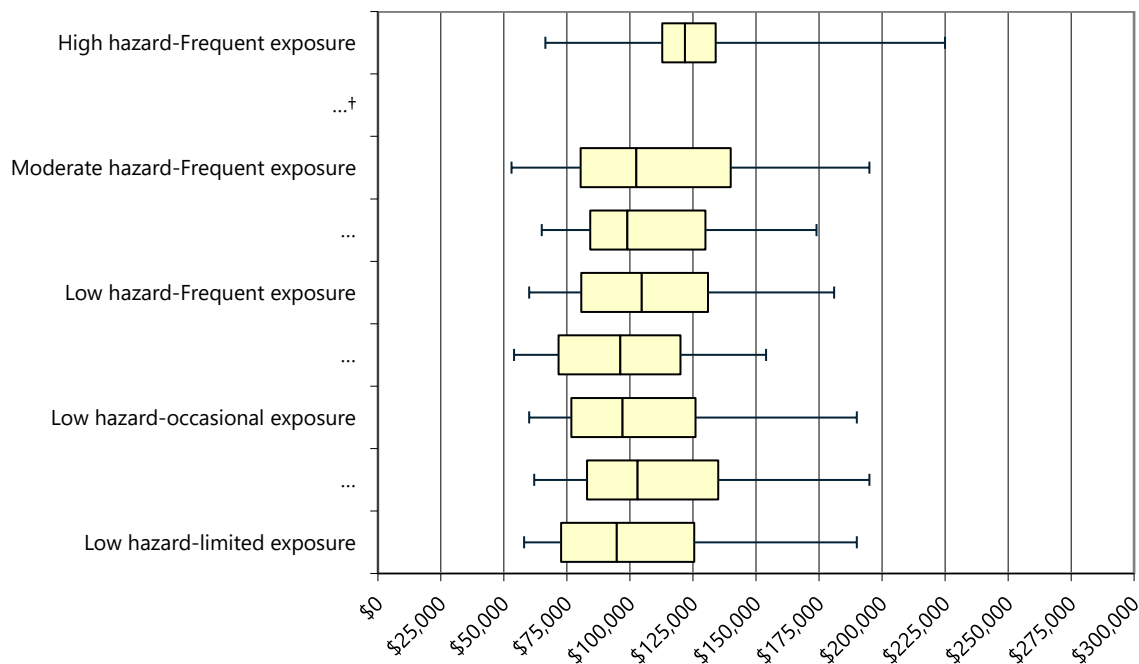
Occasionally absent, perhaps a day a week on average	271	16.1%	\$114,976	\$60,000	\$81,373	\$106,000	\$140,000	\$200,000
...	91	5.4%	\$117,105	\$61,000	\$89,378	\$106,000	\$150,000	\$208,000
Frequently absent, two or more days per week, with considerable travel	62	3.7%	\$117,425	\$61,220	\$87,000	\$102,000	\$159,195	\$193,000
...	38	2.3%	\$124,315	\$60,000	\$85,000	\$107,500	\$150,000	\$234,000
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	47	2.8%	\$117,220	\$48,000	\$69,500	\$100,000	\$145,600	\$210,000
...†								
Absent for long periods from base of operations and/or travel on an almost continuous basis	32	1.9%	\$96,083	\$42,000	\$62,125	\$80,000	\$113,688	\$175,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size > 10



Accident and Health Hazards (H)



Points (Risk Level)**	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 (Low)	570	33.9%	\$104,941	\$57,990	\$72,700	\$94,800	\$125,500	\$190,000
2	289	17.2%	\$113,115	\$62,000	\$83,000	\$103,000	\$135,000	\$195,000
5	361	21.5%	\$105,757	\$60,000	\$76,725	\$97,000	\$126,000	\$190,000
8	92	5.5%	\$100,547	\$54,000	\$71,625	\$96,200	\$120,000	\$154,000
10	215	12.8%	\$109,016	\$60,000	\$80,659	\$104,671	\$131,000	\$181,000
12	48	2.9%	\$106,971	\$65,000	\$84,250	\$99,000	\$130,000	\$174,000
15	91	5.4%	\$110,112	\$53,000	\$80,392	\$102,500	\$140,000	\$195,000
18†								
20 (High)	10	0.6%	\$129,368	\$66,432	\$112,750	\$121,750	\$134,000	\$225,000

* Respondents who reported working part time or being unemployed, retired or work zero hours a week excluded from base (n= 108)

† Data suppressed due to sample size > 10

****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

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 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*:

$$S_E = Se = 127 * D + 342 * E + 784 * S + 151 * L + 46,481$$

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