



**A P E G S**

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

# 2021

## Salary Survey



**insightrix®**

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# Results Summary

## Sample Statistics

- A total 1,295 members of APEGS completed the survey from March 16 to April 25, 2021. Of those, 1,246 are employed full-time.

## Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$108,008 (up 0.7% from \$107,298 in 2020).
- The median salary (not including bonus) is \$98,022 (down 1.3% from \$99,265 in 2020)
- Fifty percent of salaries fall between \$77,000 and \$130,000.
- Ninety percent of salaries fall between \$60,000 and \$187,000.

## Additional Income

- Two thirds (67%) of members who participated in the survey report receiving bonuses. This is consistent with previous findings (66.2% in 2020).
- The median bonus is \$5,000, including those who receive none, which is identical to previous results (\$5,000 in 2020).

## Overall Statistics

- Nearly all respondents (93.6%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Eight in ten (84.2%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 89.7% mentioned that their employer pays for APEGS annual dues.
- 17.6% have permission to consult.
- Overall, 19.3% of responding members are women with close to one half (42%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (96.2%).



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

- The median salary for full-times employees in the public sector is \$100,000 and the median salary in the private sector is \$97,730.
- Highest paying discipline: Geological/Mining/Petroleum (Median: \$115,000).
- Highest paying industry: Resource Industry Except Oil & Gas (Median: \$119,450).
- Highest paying job function: Corporate Management (Median: \$150,000).

## **Regression Analysis**

- Supervision scope, experience and professional designation (P. Eng. and/or P. Geo) are the best predictors of salary.



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## **INTRODUCTION, METHODOLOGY AND RESEARCH NOTES**

### **Goals and Objectives**

In February 2021, 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 2020 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 6,389 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 16 and April 25, 2021. A total of 1,295 members completed the survey representing a 21.6% response rate.

### **Accuracy of the Data**

Those who provided annual salaries greater than \$300,000 and/or bonuses equal to or higher than their annual salary were asked to verify their response before proceeding further within the survey. Only responses from respondents who are currently employed are reported.

### **Analysis of Results**

Data have been presented with means, medians, upper, and lower quartiles, as well as 5<sup>th</sup> and 95<sup>th</sup> 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 lasso regression model was used to produce a formula that allows members to predict their salary by entering 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.

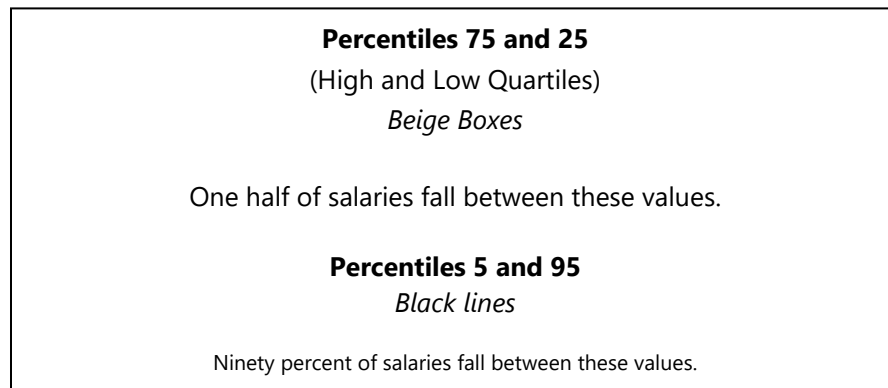


# Study Results

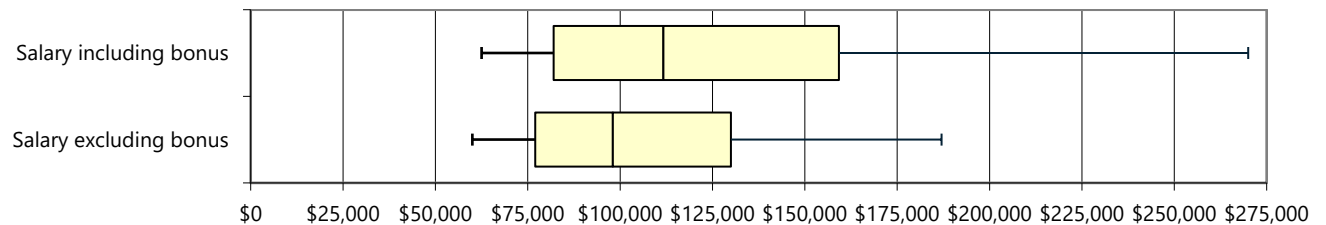
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## CHARTS AND TABLES:

### General legend for salary charts:



## Total Salary (Full-Time)





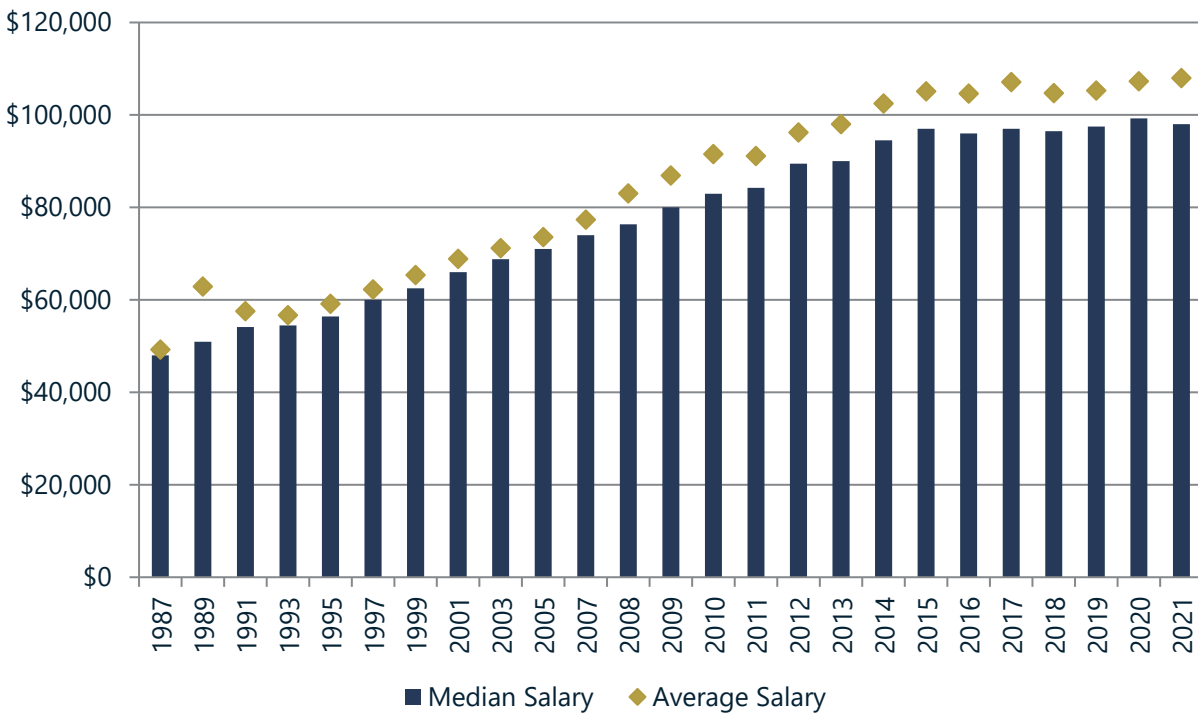


## Total Salary (Full-Time and Part-Time)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Full time position	Base Salary	1,245	96.3%	\$108,008	\$60,000	\$77,000	\$98,022	\$130,000	\$187,000
	Salary incl. bonus			\$131,743	\$62,500	\$82,000	\$111,692	\$159,200	\$270,000
Part time position, self employed, casual etc. and not full time	Base Salary	48	3.7%	\$71,692	\$12,000	\$34,625	\$59,500	\$92,500	\$200,000
	Salary incl. bonus			\$79,921	\$15,000	\$42,300	\$65,147	\$106,250	\$200,000
Total	Base Salary	1,293	100.0%	\$106,660	\$55,120	\$75,000	\$97,400	\$130,000	\$187,000
	Salary incl. bonus			\$129,819	\$60,000	\$80,517	\$110,000	\$157,900	\$267,500

## Change in Salary

In 2021, the average and median salary increased by 0.7% and decreased by 1.3% respectively.





	<b>Median Salary</b>	<b>Average Salary</b>
<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
<b>2020</b>	\$99,265	\$107,298
<b>2021</b>	\$98,022	\$108,008



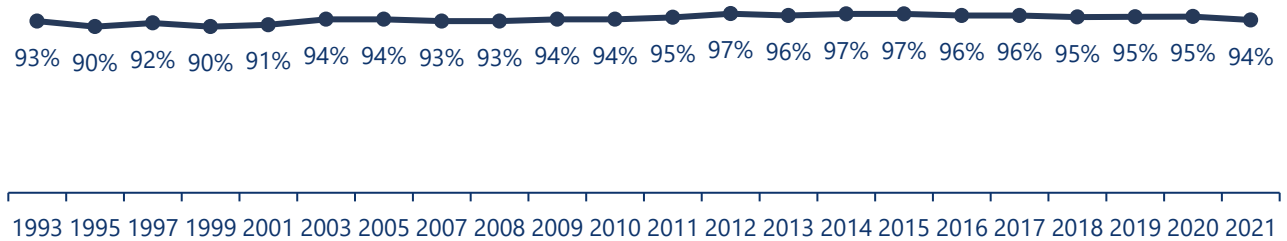
## Employer Paid Benefits

		Yes	No/NA <sup>†</sup>	Total
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	1,212	83	1,295
	Percent	93.6%	6.4%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1,090	205	1,295
	Percent	84.2%	15.8%	100.0%
Does your employer pay for your APEGS annual dues?	Count	1,161	134	1,295
	Percent	89.7%	10.3%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting?	Count	165	1130	1295
	Percent	12.7%	87.3%	100.0%

<sup>†</sup> N/A grouped with No.

## Additional Benefits

Similar to previous years, nearly all (94%) 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								
1977+								
1978+								
1979+								
1980+								
1981+								
1982+								
1983+								
1984+								
1985	13	1.1%	\$126,435	\$16,000	\$84,000	\$110,000	\$149,915	\$350,000
1986+								
1987+								
1988	11	0.9%	\$151,265	\$110,000	\$135,000	\$146,500	\$174,270	\$199,000
1989+								
1990	10	0.8%	\$136,741	\$74,000	\$94,485	\$151,000	\$175,000	\$192,590
1991	10	0.8%	\$155,439	\$113,000	\$135,000	\$140,235	\$193,000	\$210,000
1992+								
1993+								
1994	18	1.5%	\$146,957	\$15,800	\$100,000	\$142,000	\$180,000	\$303,000
1995	12	1.0%	\$123,029	\$45,000	\$96,757	\$106,500	\$151,750	\$225,000
1996	13	1.1%	\$170,554	\$98,022	\$155,000	\$176,769	\$195,000	\$220,000
1997	18	1.5%	\$132,586	\$76,000	\$105,000	\$122,411	\$155,000	\$208,000
1998	11	0.9%	\$135,826	\$20,000	\$103,000	\$132,000	\$180,000	\$270,000
1999	23	1.9%	\$158,010	\$85,000	\$122,000	\$142,800	\$208,000	\$250,000
2000	20	1.6%	\$133,091	\$63,740	\$100,500	\$123,500	\$170,746	\$214,165
2001	26	2.1%	\$134,567	\$70,000	\$109,000	\$133,500	\$164,718	\$211,650
2002	38	3.1%	\$132,649	\$22,000	\$110,000	\$131,366	\$155,000	\$219,000
2003	35	2.8%	\$129,565	\$55,000	\$100,000	\$130,000	\$155,000	\$200,000
2004	35	2.8%	\$126,804	\$57,600	\$92,000	\$130,000	\$157,000	\$206,000
2005	48	3.9%	\$118,004	\$60,000	\$97,000	\$114,827	\$146,500	\$160,000
2006	28	2.3%	\$113,799	\$33,000	\$100,625	\$116,000	\$134,468	\$157,123
2007	61	5.0%	\$115,859	\$68,500	\$97,578	\$116,000	\$135,000	\$164,800
2008	51	4.1%	\$113,502	\$51,648	\$94,000	\$115,000	\$134,280	\$160,000
2009	46	3.7%	\$108,751	\$72,000	\$95,000	\$109,313	\$125,000	\$150,000
2010	51	4.1%	\$107,277	\$62,000	\$79,000	\$103,189	\$130,000	\$175,000
2011	60	4.9%	\$101,855	\$65,100	\$88,558	\$100,000	\$114,625	\$145,000
2012	59	4.8%	\$92,470	\$51,801	\$77,000	\$92,000	\$103,000	\$140,000
2013	67	5.4%	\$93,215	\$54,365	\$82,000	\$94,490	\$107,000	\$130,000
2014	57	4.6%	\$86,514	\$58,000	\$75,000	\$85,000	\$96,500	\$124,000

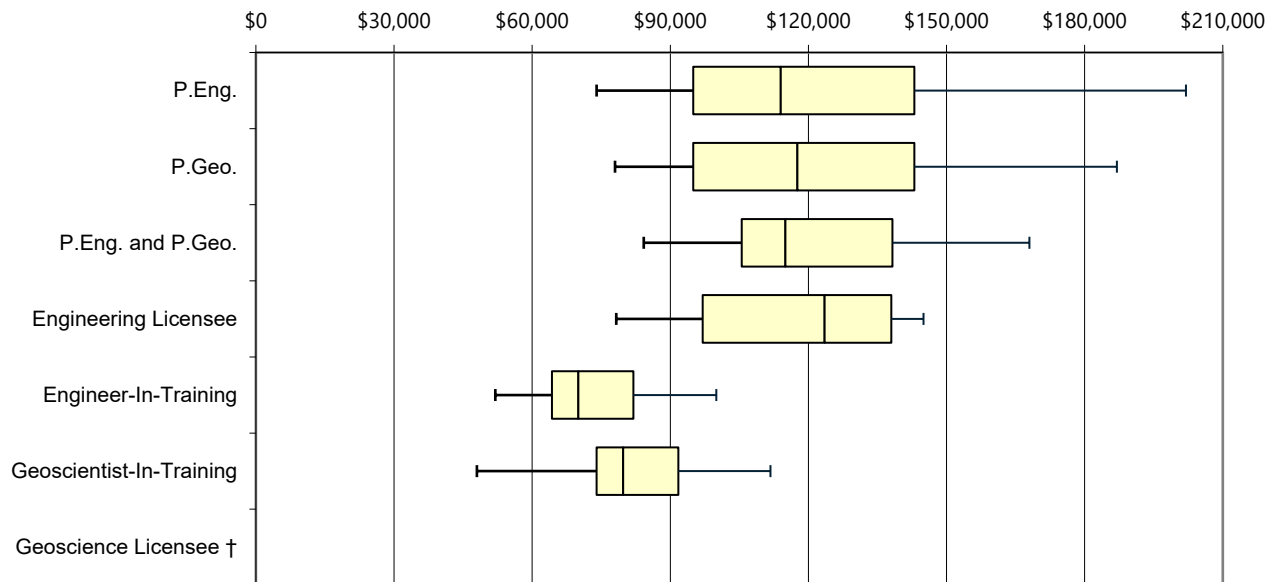


2015	87	7.1%	\$81,146	\$60,000	\$70,000	\$80,000	\$90,000	\$109,000
2016	52	4.2%	\$77,457	\$58,000	\$68,221	\$75,000	\$87,625	\$100,000
2017	52	4.2%	\$72,824	\$48,000	\$64,250	\$71,722	\$84,550	\$100,000
2018	55	4.5%	\$72,381	\$55,000	\$63,509	\$70,000	\$78,300	\$96,000
2019	55	4.5%	\$69,808	\$55,000	\$63,000	\$68,000	\$74,500	\$92,000
2020	41	3.3%	\$67,250	\$57,000	\$60,320	\$66,365	\$74,000	\$80,600

† Data suppressed due to sample size < 10



## Salary by Professional Designation (Full-Time Employees)

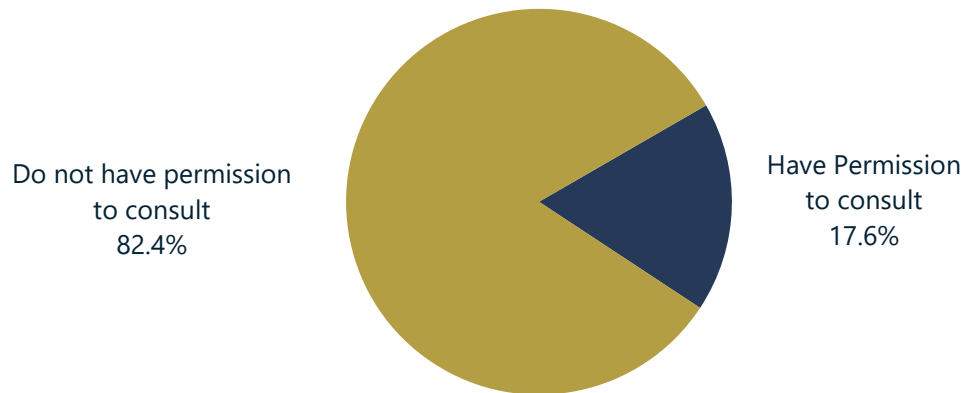


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	792	63.6%	\$123,348	\$74,000	\$95,000	\$114,000	\$143,000	792
P.Geo.	45	3.6%	\$122,198	\$78,000	\$95,000	\$117,620	\$143,000	45
P.Eng. and P.Geo	8	0.6%	\$119,655	\$84,240	\$105,500	\$115,000	\$138,250	8
Engineering License	10	0.8%	\$117,331	\$78,267	\$97,043	\$123,500	\$138,000	10
Engineer-in- Training	364	29.2%	\$74,064	\$52,000	\$64,292	\$70,050	\$81,975	364
Geoscientist-in- Training	26	2.1%	\$84,227	\$48,000	\$74,000	\$84,000	\$96,000	26
Geo Licensee†								

† Data suppressed due to sample size < 10



## Permission to Consult

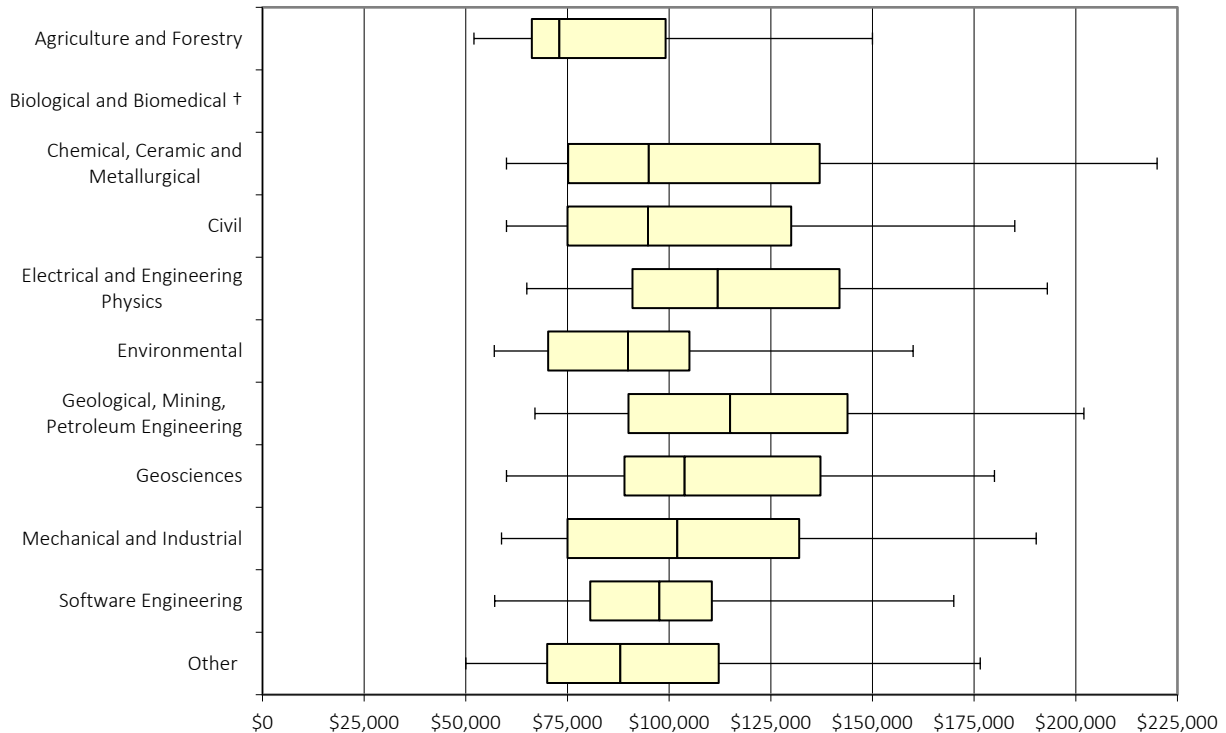


## Salary by Permission to Consult – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	23	11.2%	\$72,313	\$50,000	\$59,700	\$66,341	\$84,000	\$96,000
	6 to 10 years	41	19.9%	\$99,995	\$75,000	\$87,600	\$95,000	\$106,000	\$150,000
	11 to 20 years	88	42.7%	\$125,603	\$85,000	\$106,400	\$121,000	\$141,860	\$170,000
	More than 20 years	54	26.2%	\$155,480	\$92,500	\$135,000	\$150,000	\$180,000	\$225,000
	Total	206	100.0%	\$122,388	\$60,000	\$95,000	\$116,653	\$148,000	\$187,710
Do not have permission to consult	Five years or less	363	34.9%	\$77,396	\$55,000	\$66,000	\$72,900	\$83,636	\$108,000
	6 to 10 years	290	27.9%	\$96,567	\$62,000	\$80,000	\$94,750	\$109,000	\$132,000
	11 to 20 years	258	24.8%	\$128,695	\$89,000	\$103,189	\$123,768	\$148,000	\$186,000
	More than 20 years	128	12.3%	\$155,906	\$90,000	\$119,489	\$146,750	\$185,750	\$240,000
	Total	1,039	100.0%	\$105,157	\$60,000	\$75,000	\$95,000	\$125,000	\$186,000



## Salary by Discipline of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	32	2.6%	\$85,709	\$52,000	\$66,250	\$73,000	\$99,125	\$150,000
Biological and Biomedical†								
Chemical, Ceramic and Metallurgical	56	4.5%	\$112,299	\$60,000	\$75,150	\$95,000	\$137,000	\$220,000
Civil	248	19.9%	\$105,830	\$60,000	\$75,000	\$94,800	\$130,000	\$185,000
Electrical and Engineering Physics	166	13.3%	\$119,928	\$65,000	\$91,000	\$111,970	\$141,900	\$193,000
Environmental	97	7.8%	\$93,646	\$57,000	\$70,255	\$89,884	\$105,000	\$160,000
Geological, Mining, Petroleum Engineering	108	8.7%	\$122,810	\$67,000	\$90,000	\$115,000	\$143,882	\$202,000
Mechanical and Industrial	331	26.6%	\$108,936	\$58,781	\$75,000	\$102,000	\$132,000	\$190,260
Software Engineering	35	2.8%	\$98,930	\$57,100	\$80,600	\$97,578	\$110,500	\$170,000
Other	115	9.2%	\$96,240	\$50,000	\$70,000	\$88,000	\$112,200	\$176,500

† Data suppressed due to sample size < 10





## Discipline of Employment (Full-Time Employees)

	% working in same discipline as at graduation	% working in other discipline
Agriculture and Forestry	37.5%	62.5%
Biological and Biomedical	60.0%	40.0%
Chemical, Ceramic and Metallurgical	92.9%	7.1%
Civil	79.9%	20.1%
Electrical and Engineering Physics	94.6%	5.4%
Environmental	64.9%	35.1%
Geological, Mining, Petroleum Engineering	52.8%	47.2%
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	92.3%	7.7%
Mechanical and Industrial	87.6%	12.4%
Software Engineering	51.4%	48.6%
Other	15.7%	84.3%



## Salary by Discipline – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Agriculture and Forestry</b>	5 or fewer years	14	43.8%	\$72,587.00	\$62,000.00	\$67,000.00	\$68,350.00	\$75,000.00	\$98,000.00
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years†								
	Total	32	100.0%	\$85,709.00	\$52,000.00	\$66,250.00	\$73,000.00	\$99,125.00	\$150,000.00
<b>Chemical, Ceramic and Metallurgical</b>	5 or fewer years	24	42.9%	\$76,062.00	\$60,000.00	\$67,750.00	\$76,950.00	\$84,659.00	\$96,000.00
	6 - 10 years	15	26.8%	\$115,742.00	\$60,000.00	\$88,700.00	\$109,000.00	\$125,400.00	\$270,000.00
	11 - 20 years	12	21.4%	\$148,932.00	\$105,000.00	\$117,984.00	\$145,464.00	\$178,750.00	\$211,650.00
	More than 20 years†								
	Total	56	100.0%	\$112,299.00	\$60,000.00	\$75,150.00	\$95,000.00	\$137,000.00	\$220,000.00
<b>Civil</b>	5 or fewer years	75	30.2%	\$78,235.00	\$58,000.00	\$66,365.00	\$73,500.00	\$81,000.00	\$131,500.00
	6 - 10 years	71	28.6%	\$88,979.00	\$54,500.00	\$78,000.00	\$89,000.00	\$100,000.00	\$127,700.00
	11 - 20 years	65	26.2%	\$127,527.00	\$93,500.00	\$105,000.00	\$124,800.00	\$140,000.00	\$185,000.00
	More than 20 years	37	14.9%	\$155,982.00	\$74,000.00	\$135,000.00	\$163,654.00	\$182,000.00	\$240,000.00
	Total	248	100.0%	\$105,830.00	\$60,000.00	\$75,000.00	\$94,800.00	\$130,000.00	\$185,000.00
<b>Electrical and Engineering Physics</b>	5 or fewer years	36	21.7%	\$77,260.00	\$54,000.00	\$66,736.00	\$70,000.00	\$85,880.00	\$106,000.00
	6 - 10 years	43	25.9%	\$106,356.00	\$83,831.00	\$91,500.00	\$99,500.00	\$121,000.00	\$141,900.00
	11 - 20 years	42	25.3%	\$135,143.00	\$92,000.00	\$114,000.00	\$131,435.00	\$147,000.00	\$210,000.00
	More than 20 years	45	27.1%	\$152,831.00	\$94,772.00	\$115,000.00	\$140,469.00	\$175,952.00	\$300,000.00
	Total	166	100.0%	\$119,928.00	\$65,000.00	\$91,000.00	\$111,970.00	\$141,900.00	\$193,000.00



<b>Environmental</b>	5 or fewer years	38	39.2%	\$73,884.00	\$45,800.00	\$61,000.00	\$68,205.00	\$80,000.00	\$122,000.00
	6 - 10 years	24	24.7%	\$87,068.00	\$65,000.00	\$77,439.00	\$87,174.00	\$95,000.00	\$109,000.00
	11 - 20 years	28	28.9%	\$113,195.00	\$88,000.00	\$95,491.00	\$105,000.00	\$129,250.00	\$160,000.00
	More than 20 years <sup>†</sup>								
	Total	97	100.0%	\$93,646.00	\$57,000.00	\$70,255.00	\$89,884.00	\$105,000.00	\$160,000.00
<b>Geological, Mining, Petroleum Engineering</b>	5 or fewer years	35	32.4%	\$85,006.00	\$31,500.00	\$73,000.00	\$83,200.00	\$97,100.00	\$124,000.00
	6 - 10 years*	31	28.7%	\$110,956.00	\$84,000.00	\$96,500.00	\$110,453.00	\$120,000.00	\$145,000.00
	11 - 20 years*	29	26.9%	\$144,562.00	\$104,000.00	\$120,052.00	\$142,380.00	\$163,000.00	\$200,000.00
	More than 20 years*	13	12.0%	\$204,333.00	\$122,373.00	\$157,000.00	\$197,000.00	\$218,000.00	\$350,000.00
	Total	108	100.0%	\$122,810.00	\$67,000.00	\$90,000.00	\$115,000.00	\$143,882.00	\$202,000.00
<b>Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)</b>	5 or fewer years	15	28.8%	\$88,347.00	\$48,000.00	\$77,000.00	\$85,000.00	\$96,000.00	\$145,000.00
	6 - 10 years	10	19.2%	\$96,350.00	\$75,000.00	\$85,000.00	\$94,250.00	\$105,000.00	\$125,000.00
	11 - 20 years	17	32.7%	\$124,368.00	\$89,000.00	\$100,000.00	\$117,500.00	\$146,000.00	\$190,000.00
	More than 20 years	10	19.2%	\$146,839.00	\$45,000.00	\$119,385.00	\$149,000.00	\$176,000.00	\$240,000.00
	Total	52	100.0%	\$112,911.00	\$60,000.00	\$89,000.00	\$103,800.00	\$137,225.00	\$180,000.00
<b>Mechanical and Industrial</b>	5 or fewer years	90	27.2%	\$73,963.00	\$55,000.00	\$63,240.00	\$70,000.00	\$78,000.00	\$97,000.00
	6 - 10 years	97	29.3%	\$98,877.00	\$64,770.00	\$82,000.00	\$97,000.00	\$113,200.00	\$140,000.00
	11 - 20 years	99	29.9%	\$129,535.00	\$85,000.00	\$106,400.00	\$125,000.00	\$150,000.00	\$185,000.00
	More than 20 years	45	13.6%	\$155,248.00	\$95,100.00	\$125,000.00	\$150,000.00	\$188,000.00	\$209,000.00
	Total	331	100.0%	\$108,936.00	\$58,781.00	\$75,000.00	\$102,000.00	\$132,000.00	\$190,260.00

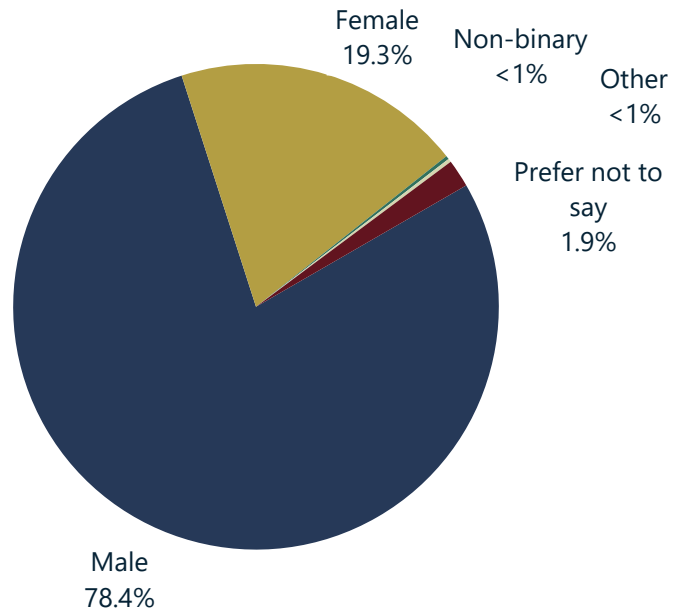


<b>Software, Computer Engineering</b>	5 or fewer years	13	37.1%	\$75,064.00	\$55,000.00	\$65,000.00	\$70,131.00	\$84,000.00	\$107,000.00
	6 - 10 years†								
	11 - 20 years	14	40.0%	\$116,185.00	\$89,000.00	\$97,578.00	\$102,500.00	\$132,000.00	\$172,500.00
	More than 20 years†								
	Total	35	100.0%	\$98,930.00	\$57,100.00	\$80,600.00	\$97,578.00	\$110,500.00	\$170,000.00
<b>Other</b>	5 or fewer years	43	37.4%	\$76,449.00	\$51,801.00	\$66,000.00	\$72,000.00	\$82,000.00	\$100,000.00
	6 - 10 years	25	21.7%	\$85,834.00	\$52,000.00	\$75,000.00	\$87,000.00	\$100,000.00	\$109,000.00
	11 - 20 years	35	30.4%	\$113,672.00	\$30,000.00	\$94,485.00	\$105,060.00	\$130,000.00	\$180,000.00
	More than 20 years	12	10.4%	\$137,995.00	\$92,500.00	\$112,336.00	\$133,459.00	\$154,250.00	\$210,000.00
	Total	115	100.0%	\$96,240.00	\$50,000.00	\$70,000.00	\$88,000.00	\$112,200.00	\$176,500.00

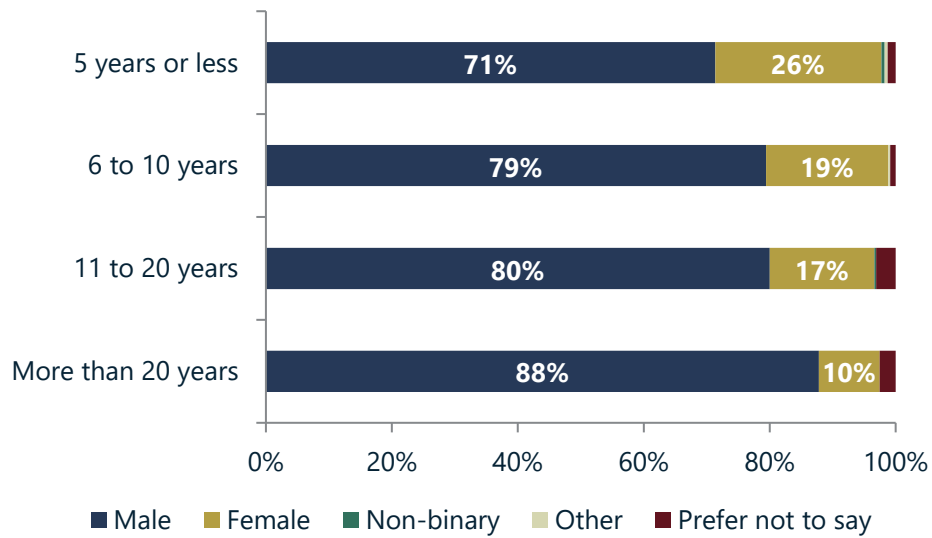
† Data suppressed due to sample size < 10, Biological/Biomedical not reported due to small sample size



## Gender



## Experience by Gender





## Permission to Consult by Gender

### Have Permission to Consult



## Salary by Discipline of Employment – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Agriculture and Forestry</b>	Male	28	88%	\$84,866.46	\$52,000.00	\$65,575.00	\$71,500.00	\$99,125.00	\$150,000.00
	Female†								
<b>Chemical, Ceramic and Metallurgical</b>	Male	39	72%	\$111,570.13	\$60,000.00	\$71,000.00	\$105,000.00	\$144,927.00	\$214,375.00
	Female	15	28%	\$108,101.93	\$73,500.00	\$78,300.00	\$83,636.00	\$108,500.00	\$270,000.00
<b>Civil</b>	Male	201	82%	\$108,559.73	\$60,000.00	\$77,000.00	\$100,000.00	\$132,000.00	\$185,000.00
	Female	44	18%	\$91,476.95	\$60,000.00	\$74,755.75	\$81,755.50	\$102,417.50	\$135,000.00
<b>Electrical and Engineering Physics</b>	Male	142	87%	\$123,299.22	\$66,555.00	\$94,772.00	\$115,864.50	\$144,000.00	\$210,000.00
	Female	21	13%	\$97,000.81	\$62,115.00	\$85,000.00	\$94,000.00	\$105,000.00	\$123,000.00
<b>Environmental</b>	Male	61	64%	\$96,711.05	\$55,000.00	\$72,500.00	\$90,540.00	\$110,000.00	\$165,000.00
	Female	34	36%	\$88,608.85	\$63,000.00	\$70,000.00	\$86,716.00	\$96,000.00	\$148,000.00
<b>Geological, Mining, Petroleum Engineering</b>	Male	81	78%	\$125,774.17	\$66,000.00	\$90,000.00	\$112,370.00	\$148,000.00	\$218,000.00
	Female	23	22%	\$111,871.17	\$74,000.00	\$86,000.00	\$115,000.00	\$136,600.00	\$163,000.00
<b>Geosciences</b>	Male	31	61%	\$114,147.23	\$60,000.00	\$92,000.00	\$108,000.00	\$143,000.00	\$176,000.00
	Female	20	39%	\$110,764.25	\$46,500.00	\$79,000.00	\$95,500.00	\$131,175.00	\$237,500.00
<b>Mechanical and Industrial</b>	Male	285	88%	\$110,743.20	\$58,781.00	\$79,000.00	\$105,000.00	\$135,000.00	\$195,000.00
	Female	38	12%	\$96,349.92	\$59,928.00	\$72,873.00	\$87,500.00	\$115,000.00	\$170,995.00
<b>Software, Computer Engineering</b>	Male	29	85%	\$101,411.66	\$63,000.00	\$84,000.00	\$97,578.00	\$113,174.00	\$170,000.00
	Female†								
<b>Other</b>	Male	83	75%	\$101,547.69	\$50,000.00	\$75,000.00	\$95,164.00	\$116,339.00	\$176,500.00
	Female	28	25%	\$82,220.43	\$51,801.00	\$66,210.00	\$74,750.00	\$88,735.50	\$145,000.00



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

## Salary by Duties – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	Male	18	64.3%	\$60,540	\$30,000	\$55,120	\$61,160	\$67,118	\$82,700
	Female	10	35.7%	\$64,913	\$22,000	\$62,000	\$68,420	\$74,851	\$79,443
...	Male	19	51.4%	\$69,082	\$45,000	\$60,000	\$68,000	\$80,600	\$97,100
	Female	18	48.6%	\$73,621	\$60,000	\$66,000	\$74,000	\$77,500	\$101,000
More advanced stages of training and development	Male	60	75.9%	\$67,271	\$48,100	\$60,000	\$66,183	\$71,681	\$91,800
	Female	19	24.1%	\$73,613	\$51,801	\$64,900	\$74,500	\$79,300	\$104,000
...	Male	82	73.2%	\$73,317	\$55,000	\$65,100	\$71,500	\$82,600	\$95,000
	Female	30	26.8%	\$75,374	\$49,950	\$67,500	\$73,750	\$83,000	\$100,070
Fully qualified professional level	Male	115	79.9%	\$91,393	\$58,240	\$72,000	\$85,000	\$105,000	\$137,000
	Female	29	20.1%	\$91,465	\$63,200	\$75,000	\$93,000	\$100,000	\$132,000
...	Male	102	77.3%	\$100,204	\$65,000	\$82,000	\$98,261	\$113,200	\$150,000
	Female	30	22.7%	\$89,689	\$59,928	\$78,000	\$88,942	\$96,000	\$122,000
First level of direct and sustained supervision	Male	49	80.3%	\$98,771	\$67,000	\$79,000	\$94,640	\$111,111	\$140,000
	Female	12	19.7%	\$89,371	\$58,000	\$77,500	\$85,500	\$101,750	\$131,731
...	Male	64	81.0%	\$101,509	\$75,000	\$88,250	\$96,935	\$110,675	\$140,000
	Female	15	19.0%	\$94,071	\$74,500	\$80,000	\$90,000	\$103,200	\$132,000
Involved in short and long range planning	Male	109	84.5%	\$107,502	\$62,000	\$92,000	\$103,000	\$128,000	\$153,000
	Female	20	15.5%	\$103,627	\$41,900	\$87,300	\$97,597	\$120,725	\$149,850
...	Male	109	86.5%	\$125,959	\$85,000	\$101,409	\$120,000	\$143,000	\$185,000
	Female	17	13.5%	\$113,792	\$81,312	\$95,000	\$109,000	\$125,000	\$170,995
Regularly direct several professionals	Male	99	88.4%	\$135,572	\$90,000	\$108,000	\$132,000	\$155,000	\$199,690
	Female	13	11.6%	\$120,769	\$71,000	\$102,000	\$120,000	\$145,000	\$168,000
...	Male	60	88.2%	\$144,467	\$94,013	\$121,000	\$148,000	\$171,170	\$200,950
	Female†								
Direct technical and administrative activities of a significant group	Male	71	92.2%	\$164,766	\$112,200	\$135,000	\$155,000	\$192,630	\$240,000
	Female†								
...	Male	13	72.2%	\$204,197	\$141,000	\$163,654	\$187,000	\$225,000	\$332,209
	Female†								
CEO	Male	13	86.7%	\$196,562	\$96,000	\$124,800	\$180,000	\$250,000	\$350,000
	Female†								

† Data suppressed due to sample size <10



## Salary by Education – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelors	Male	671	79.7%	\$106,513	\$58,240	\$75,000	\$100,000	\$129,700	\$180,000
	Female	171	20.3%	\$93,923	\$62,000	\$74,000	\$85,000	\$105,000	\$147,000
...	Male	127	86.4%	\$115,397	\$60,000	\$88,116	\$108,000	\$138,000	\$208,000
	Female	20	13.6%	\$86,968	\$58,100	\$70,000	\$86,050	\$97,150	\$160,615
Masters	Male	139	81.3%	\$117,527	\$62,000	\$83,000	\$105,000	\$140,000	\$205,000
	Female	32	18.7%	\$107,615	\$54,000	\$83,000	\$100,035	\$124,300	\$190,000
...	Male	15	93.8%	\$146,720	\$30,000	\$75,500	\$122,000	\$210,000	\$300,000
	Female†								
Doctorate	Male	31	75.6%	\$138,718	\$67,188	\$96,000	\$144,927	\$180,000	\$199,690
	Female	10	24.4%	\$104,439	\$40,000	\$90,000	\$105,500	\$122,000	\$187,710

† Data suppressed due to sample size <10

## Salary by Gender – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	5 years or less	274	27.9%	\$77,352	\$54,000	\$65,000	\$70,116	\$85,000	\$122,000
	6 to 10 years	265	27.0%	\$97,267	\$64,770	\$81,000	\$96,000	\$109,100	\$132,000
	11 to 20 years	282	28.7%	\$129,418	\$89,000	\$105,560	\$125,000	\$147,430	\$185,000
	More than 20 years	162	16.5%	\$157,388	\$92,580	\$125,000	\$150,000	\$182,000	\$240,000
Female	5 years or less	103	44.0%	\$75,165	\$54,000	\$66,341	\$74,688	\$80,511	\$101,000
	6 to 10 years	62	26.5%	\$96,235	\$70,400	\$80,000	\$90,300	\$100,070	\$136,600
	11 to 20 years	53	22.6%	\$123,710	\$87,200	\$102,000	\$116,000	\$137,250	\$190,000
	More than 20 years	16	6.8%	\$130,818	\$45,000	\$101,000	\$120,000	\$171,000	\$240,000





## Salary by Decision Making – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Decisions are of a routine nature</b>	Male†								
	Female†								
...	Male†	10	76.9%	\$67,781.90	\$51,000.00	\$65,000.00	\$67,000.00	\$70,131.00	\$94,000.00
	Female†								
<b>Decisions fall within established guidelines</b>	Male	46	66.7%	\$70,387.15	\$45,000.00	\$60,000.00	\$68,000.00	\$75,000.00	\$105,000.00
	Female	23	33.3%	\$76,410.83	\$55,000.00	\$64,000.00	\$74,500.00	\$83,636.00	\$100,070.00
...	Male	43	74.1%	\$77,142.35	\$57,000.00	\$62,796.00	\$70,000.00	\$85,000.00	\$115,729.00
	Female	15	25.9%	\$77,457.73	\$60,000.00	\$66,000.00	\$75,523.00	\$86,232.00	\$101,000.00
<b>Independent Analysis</b>	Male	41	75.9%	\$77,408.80	\$62,400.00	\$67,000.00	\$73,000.00	\$86,000.00	\$109,000.00
	Female	13	24.1%	\$81,493.62	\$52,170.00	\$66,000.00	\$75,000.00	\$89,000.00	\$132,000.00
...	Male	49	67.1%	\$81,331.29	\$48,000.00	\$68,000.00	\$77,500.00	\$93,000.00	\$120,000.00
	Female	24	32.9%	\$81,716.58	\$48,000.00	\$67,625.00	\$81,500.00	\$88,678.75	\$137,250.00
<b>Routinely make technical recommendations</b>	Male	72	75.0%	\$83,810.99	\$56,000.00	\$69,025.00	\$81,500.00	\$98,380.50	\$125,000.00
	Female	24	25.0%	\$82,284.00	\$63,200.00	\$70,000.00	\$82,500.00	\$91,096.00	\$103,000.00
...	Male	86	80.4%	\$99,744.26	\$62,000.00	\$75,500.00	\$94,000.00	\$110,000.00	\$154,000.00
	Female	21	19.6%	\$97,828.57	\$70,400.00	\$85,000.00	\$95,000.00	\$104,000.00	\$138,000.00
<b>Routinely make responsible decisions</b>	Male	101	87.1%	\$102,997.72	\$62,000.00	\$85,000.00	\$97,043.00	\$116,480.00	\$162,700.00
	Female	15	12.9%	\$101,421.60	\$72,873.00	\$88,000.00	\$96,000.00	\$118,000.00	\$148,000.00
...	Male	78	80.4%	\$100,367.51	\$66,800.00	\$84,000.00	\$100,000.00	\$114,000.00	\$147,427.00
	Female	19	19.6%	\$93,555.58	\$49,950.00	\$77,000.00	\$85,000.00	\$122,000.00	\$134,900.00
<b>Routinely make responsible technical/administrative decisions</b>	Male	148	78.3%	\$120,412.26	\$75,000.00	\$94,991.00	\$115,000.00	\$142,950.00	\$185,000.00
	Female	41	21.7%	\$96,017.71	\$66,341.00	\$75,000.00	\$90,000.00	\$108,500.00	\$146,000.00
...	Male	120	88.9%	\$125,802.05	\$76,444.75	\$100,017.50	\$125,000.00	\$144,981.75	\$184,850.00
	Female	15	11.1%	\$127,552.33	\$78,300.00	\$102,000.00	\$120,000.00	\$155,000.00	\$187,000.00
<b>Deal with major problems</b>	Male	102	91.1%	\$143,700.80	\$90,000.00	\$118,000.00	\$138,640.00	\$170,000.00	\$208,000.00
	Female	10	8.9%	\$150,891.50	\$92,605.00	\$115,000.00	\$121,500.00	\$187,710.00	\$270,000.00
...	Male	46	90.2%	\$172,916.26	\$98,000.00	\$132,000.00	\$164,900.00	\$192,630.00	\$300,000.00
	Female†								
<b>Isolate and analyze major over-all problems</b>	Male	34	87.2%	\$170,701.15	\$85,000.00	\$120,000.00	\$156,508.50	\$200,000.00	\$314,351.00
	Female†								

† Data suppressed due to sample size < 10



## Salary by Supervision Received – Gender (Full-Time Employees)

		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	13	81.3%	\$61,515.00	\$45,800.00	\$60,000.00	\$64,000.00	\$66,555.00	\$70,400.00
	Female								
...	Male	15	60.0%	\$69,359.27	\$45,000.00	\$61,000.00	\$68,000.00	\$82,700.00	\$85,000.00
	Female	10	40.0%	\$70,555.40	\$60,000.00	\$66,000.00	\$69,413.50	\$76,000.00	\$79,443.00
Work under general supervision	Male	66	74.2%	\$72,185.67	\$50,000.00	\$62,796.00	\$70,000.00	\$84,441.00	\$101,000.00
	Female	23	25.8%	\$72,120.78	\$62,115.00	\$65,000.00	\$73,000.00	\$75,523.00	\$83,000.00
...	Male	59	83.1%	\$81,344.58	\$57,600.00	\$65,000.00	\$74,300.00	\$88,000.00	\$138,000.00
	Female	12	16.9%	\$79,438.92	\$71,770.00	\$72,833.00	\$74,851.00	\$86,206.75	\$96,000.00
Work in terms of specific objectives	Male	52	64.2%	\$85,552.04	\$50,000.00	\$68,190.00	\$77,250.00	\$108,140.00	\$122,000.00
	Female	29	35.8%	\$83,311.62	\$51,801.00	\$75,000.00	\$86,232.00	\$96,000.00	\$108,000.00
...	Male	58	84.1%	\$89,041.52	\$55,000.00	\$73,000.00	\$84,754.50	\$100,717.00	\$145,000.00
	Female	11	15.9%	\$77,113.27	\$45,000.00	\$67,500.00	\$79,300.00	\$89,000.00	\$105,000.00
Work towards objectives to be accomplished	Male	148	80.0%	\$94,314.47	\$58,781.00	\$75,053.25	\$91,550.00	\$108,941.75	\$144,000.00
	Female	37	20.0%	\$91,498.51	\$63,200.00	\$81,312.00	\$94,000.00	\$98,000.00	\$122,000.00
...	Male	145	82.4%	\$109,782.08	\$64,770.00	\$92,000.00	\$105,000.00	\$127,000.00	\$161,654.00
	Female	31	17.6%	\$100,788.74	\$70,000.00	\$81,000.00	\$90,600.00	\$122,000.00	\$150,000.00
Work independently on broad, general assignments	Male	258	83.0%	\$122,296.40	\$73,730.00	\$97,000.00	\$118,950.00	\$142,800.00	\$185,000.00
	Female	53	17.0%	\$103,683.04	\$59,928.00	\$78,000.00	\$103,000.00	\$122,300.00	\$163,000.00
...	Male	85	87.6%	\$151,844.75	\$94,490.00	\$125,000.00	\$150,000.00	\$180,795.00	\$212,165.00
	Female	12	12.4%	\$133,811.42	\$78,387.00	\$105,500.00	\$126,500.00	\$153,250.00	\$211,650.00
Operate as an executive	Male	40	87.0%	\$170,019.50	\$100,125.00	\$121,250.00	\$150,600.00	\$199,750.00	\$331,316.10
	Female†								
...	Male	13	100.0%	\$162,861.92	\$5,000.00	\$157,500.00	\$170,000.00	\$185,000.00	\$303,000.00
	Female†								
Determine policies, plans and programs	Male	24	82.8%	\$175,817.46	\$96,000.00	\$125,600.00	\$154,504.50	\$241,875.00	\$300,000.00
	Female†								

† Data suppressed due to sample size > 10



## Salary by Leadership Authority – Gender (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	Male	134	71.7%	\$88,193	\$50,000	\$66,365	\$80,040	\$105,850	\$152,000
	Female	53	28.3%	\$84,500	\$60,000	\$68,000	\$76,000	\$95,000	\$136,600
...	Male	70	76.1%	\$83,713	\$54,365	\$66,000	\$81,500	\$96,000	\$130,500
	Female	22	23.9%	\$80,692	\$63,000	\$71,770	\$80,000	\$89,884	\$98,000
Assign and check work of one or two non-professionals	Male	47	78.3%	\$82,455	\$55,000	\$65,000	\$76,100	\$96,343	\$127,000
	Female	13	21.7%	\$85,257	\$66,000	\$70,000	\$76,000	\$98,000	\$125,400
...	Male	50	76.9%	\$94,387	\$51,648	\$75,000	\$90,000	\$109,000	\$150,000
	Female	15	23.1%	\$84,006	\$49,950	\$70,000	\$78,000	\$95,000	\$140,000
Give Work Direction to one or more technologists	Male	61	77.2%	\$86,695	\$60,000	\$70,000	\$81,000	\$97,515	\$130,000
	Female	18	22.8%	\$83,632	\$52,170	\$74,000	\$79,500	\$95,000	\$122,000
...	Male	49	77.8%	\$86,827	\$62,796	\$72,414	\$80,000	\$95,000	\$138,000
	Female	14	22.2%	\$82,741	\$48,000	\$74,724	\$83,664	\$96,000	\$118,000
Responsible for the work of one or more non-professional assistants	Male	43	84.3%	\$89,066	\$63,000	\$70,131	\$85,000	\$100,717	\$138,050
	Female†								
...	Male	47	83.9%	\$103,505	\$62,000	\$90,000	\$97,700	\$119,800	\$147,430
	Female†								
Responsible for supervising one or more junior professionals	Male	62	80.5%	\$102,028	\$68,175	\$85,000	\$100,000	\$115,000	\$146,000
	Female	15	19.5%	\$88,137	\$71,000	\$76,000	\$85,000	\$92,000	\$131,731
...	Male	60	82.2%	\$117,347	\$74,475	\$95,000	\$112,557	\$132,210	\$179,798
	Female	13	17.8%	\$103,551	\$74,500	\$80,000	\$105,000	\$115,000	\$163,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Male	107	83.6%	\$121,659	\$73,000	\$95,100	\$118,900	\$146,000	\$180,000
	Female	21	16.4%	\$104,061	\$67,800	\$87,200	\$94,000	\$125,000	\$150,000
...	Male	75	89.3%	\$132,736	\$85,000	\$100,070	\$123,000	\$160,000	\$205,000
	Female†								
Supervise and direct the work of two or more major functions in the organization	Male	54	83.1%	\$144,961	\$82,500	\$117,500	\$139,000	\$171,560	\$220,000
	Female	11	16.9%	\$121,064	\$40,000	\$110,000	\$122,000	\$130,000	\$187,000
...	Male	40	97.6%	\$140,088	\$16,179	\$120,250	\$144,000	\$164,063	\$207,450
	Female†								
Co-ordinate activities of personnel in a significant group	Male	53	89.8%	\$160,421	\$102,000	\$130,000	\$155,000	\$190,260	\$221,105
	Female†								
...	Male	17	81.0%	\$208,987	\$51,000	\$165,000	\$188,000	\$250,000	\$332,209
	Female†								



CEO	Male	14	87.5%	\$187,640	\$96,000	\$124,800	\$166,827	\$247,500	\$350,000
	Female†								

† Data suppressed due to sample size > 10

## Salary by Gender – Supervision Scope (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	0	371	37.7%	\$92,096	\$55,000	\$68,400	\$85,000	\$107,000	\$146,500
	1	98	10.0%	\$95,823	\$59,700	\$75,500	\$92,290	\$114,000	\$142,380
	2-3	156	15.9%	\$101,325	\$58,781	\$75,053	\$95,840	\$118,000	\$176,000
	4-7	114	11.6%	\$119,826	\$70,000	\$96,500	\$110,000	\$144,000	\$185,000
	8-13	91	9.3%	\$128,171	\$74,500	\$103,000	\$128,000	\$150,000	\$182,000
	14-20	44	4.5%	\$136,845	\$82,500	\$108,112	\$135,780	\$152,891	\$220,000
	21-30	30	3.1%	\$148,465	\$85,000	\$124,800	\$148,000	\$172,500	\$236,000
	31-40	18	1.8%	\$137,507	\$31,500	\$113,039	\$132,500	\$162,000	\$250,000
	41-50†								
	51-75	11	1.1%	\$166,579	\$104,000	\$135,000	\$174,270	\$185,000	\$240,000
	76-100	12	1.2%	\$181,872	\$150,600	\$161,180	\$180,750	\$203,925	\$221,105
	101-200	16	1.6%	\$165,924	\$50,000	\$136,500	\$166,400	\$200,750	\$250,000
	201-400	10	1.0%	\$247,935	\$155,000	\$188,000	\$240,500	\$303,000	\$350,000
	401-750†								
	751-1200†								
	1201-2000†								
	2000+								
Female	0	121	51.7%	\$87,546	\$60,000	\$71,770	\$82,000	\$98,000	\$134,900
	1	29	12.4%	\$81,894	\$58,000	\$74,724	\$80,000	\$89,000	\$109,000
	2-3	31	13.2%	\$88,836	\$54,000	\$74,500	\$85,000	\$105,000	\$120,000
	4-7	20	8.5%	\$101,426	\$41,644	\$81,734	\$92,000	\$119,000	\$185,625
	8-13	15	6.4%	\$132,000	\$51,801	\$103,200	\$123,000	\$145,000	\$240,000
	14-20†								
	21-30†								
	31-40†								
	41-50†								
	51-75†								
	76-100†								
	101-200†								

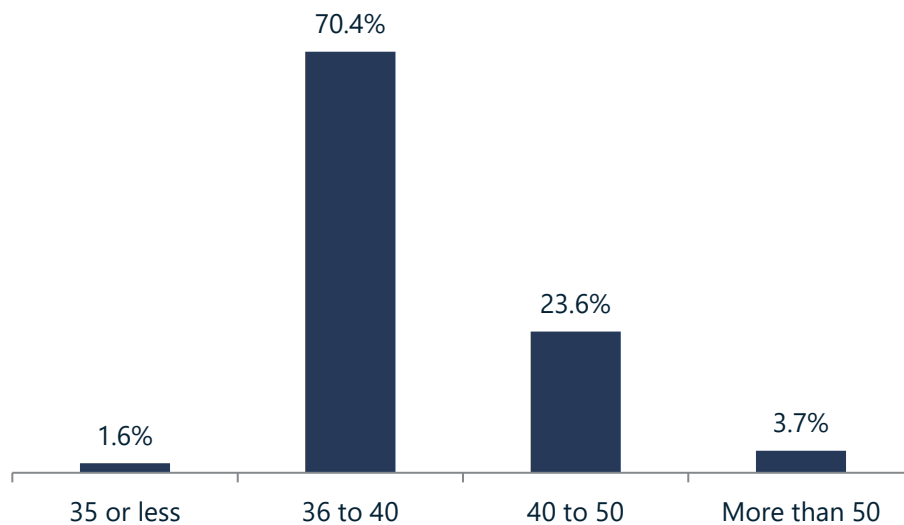


	201-400†	
	401-750†	
	751-1200†	
	1201-2000†	
	2000++	

† Data suppressed due to sample size <10



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

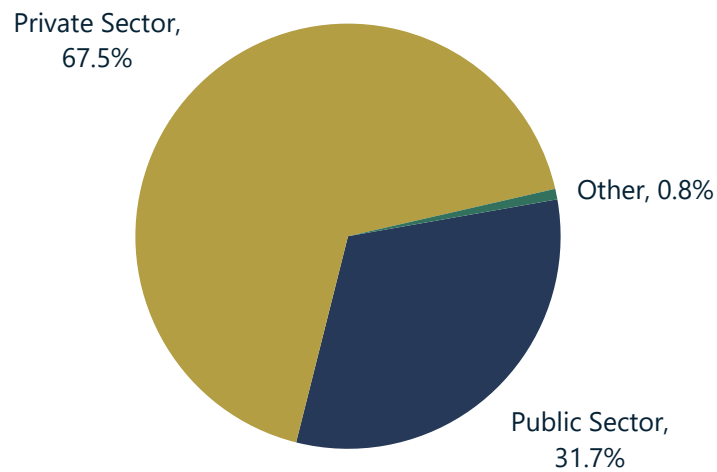


## Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 42 and among part-time staff, it is 26 hours.



## Sector of Employment

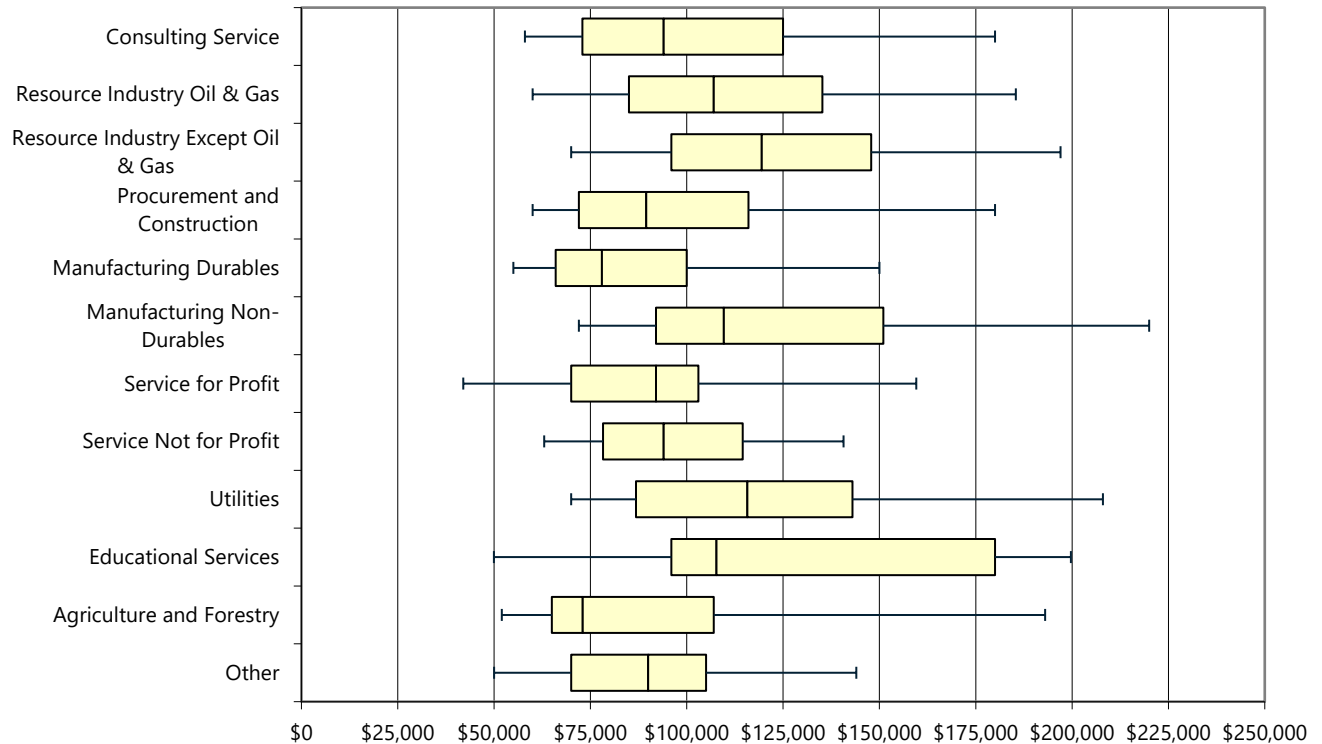


## Salary by Sector of Employment – Experience (Full-time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	111	28.1%	\$79,926	\$60,000	\$68,410	\$74,688	\$85,000	\$125,000
	6 to 10 years	94	23.8%	\$93,878	\$65,000	\$81,000	\$92,303	\$101,000	\$131,000
	11 to 20 years	109	27.6%	\$121,684	\$90,202	\$102,000	\$116,339	\$135,000	\$170,000
	More than 20 years	81	20.5%	\$149,520	\$94,772	\$114,000	\$140,000	\$180,000	\$212,165
	Total	395	100.0%	\$109,040	\$66,000	\$80,511	\$100,000	\$128,000	\$185,000
Private Sector	Five years or less	272	32.4%	\$76,100	\$52,000	\$63,060	\$70,131	\$83,150	\$104,700
	6 to 10 years	234	27.9%	\$98,418	\$65,000	\$82,000	\$95,000	\$110,000	\$140,000
	11 to 20 years	233	27.7%	\$130,939	\$87,585	\$105,060	\$129,000	\$150,000	\$190,000
	More than 20 years	101	12.0%	\$160,800	\$88,500	\$135,000	\$154,000	\$187,000	\$240,000
	Total	840	100.0%	\$107,712	\$58,000	\$75,000	\$97,730	\$131,150	\$190,391



## Salary by Industry of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	253	20.3%	\$102,259	\$58,000	\$72,900	\$94,000	\$125,000	\$180,000
Resource Industry Oil & Gas	70	5.6%	\$113,900	\$60,000	\$85,000	\$107,000	\$135,200	\$185,400
Resource Industry Except Oil & Gas	192	15.4%	\$124,411	\$70,000	\$96,000	\$119,450	\$147,857	\$197,000
Procurement and Construction	112	9.0%	\$99,818	\$60,000	\$72,000	\$89,500	\$116,004	\$180,000
Manufacturing Durables	150	12.0%	\$90,543	\$55,000	\$66,000	\$78,000	\$100,000	\$150,000
Manufacturing Non-Durables	58	4.7%	\$126,059	\$72,000	\$92,000	\$109,635	\$151,000	\$220,000
Service For Profit	27	2.2%	\$90,817	\$42,000	\$70,000	\$92,000	\$103,000	\$159,564
Service Not For Profit	114	9.2%	\$97,518	\$63,000	\$78,267	\$94,001	\$114,500	\$140,688
Utilities	167	13.4%	\$122,992	\$70,000	\$86,840	\$115,729	\$143,000	\$208,000
Educational Services	38	3.1%	\$127,808	\$49,950	\$96,000	\$107,724	\$180,000	\$199,690
Agriculture and Forestry	23	1.8%	\$89,601	\$52,000	\$65,000	\$73,000	\$107,000	\$193,000
Other	41	3.3%	\$88,787	\$50,000	\$70,000	\$90,000	\$105,000	\$144,000





## Salary by Industry of Employment – Years of Experience (Full-time Employees)

		N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting	5 years or less	79	31.2%	\$71,972	\$51,000	\$60,320	\$68,882	\$77,000	\$102,600
	6 to 10 years	60	23.7%	\$89,860	\$68,525	\$77,873	\$88,850	\$96,000	\$126,815
	11 to 20 years	78	30.8%	\$119,918	\$75,000	\$102,500	\$116,324	\$140,000	\$170,000
	More than 20 years	36	14.2%	\$151,123	\$74,000	\$125,750	\$148,958	\$180,000	\$225,000
	Total	253	100.0%	\$102,259	\$58,000	\$72,900	\$94,000	\$125,000	\$180,000
Resource Industry Oil & Gas	5 years or less	21	30.0%	\$83,199	\$31,500	\$73,500	\$83,000	\$95,000	\$124,000
	6 to 10 years	21	30.0%	\$102,428	\$74,500	\$86,232	\$100,000	\$109,100	\$125,400
	11 to 20 years	18	25.7%	\$150,593	\$95,000	\$116,000	\$136,225	\$163,000	\$280,000
	More than 20 years†	10	14.3%	\$136,415	\$45,000	\$120,000	\$143,250	\$155,894	\$180,000
	Total	70	100.0%	\$113,900	\$60,000	\$85,000	\$107,000	\$135,200	\$185,400
Resource Industry without Oil & Gas	5 years or less	44	22.9%	\$88,512	\$60,000	\$70,848	\$82,900	\$96,000	\$135,300
	6 to 10 years	62	32.3%	\$113,487	\$85,000	\$103,000	\$112,785	\$121,000	\$145,000
	11 to 20 years	64	33.3%	\$138,880	\$100,000	\$120,539	\$137,640	\$155,759	\$185,000
	More than 20 years	22	11.5%	\$184,908	\$132,900	\$150,000	\$180,750	\$202,000	\$240,000
	Total	192	100.0%	\$124,411	\$70,000	\$96,000	\$119,450	\$147,857	\$197,000
Procurement and Construction	5 years or less	43	38.4%	\$77,601	\$51,801	\$64,500	\$70,000	\$81,000	\$100,000
	6 to 10 years	31	27.7%	\$91,492	\$70,000	\$75,500	\$88,636	\$104,000	\$130,000
	11 to 20 years	29	25.9%	\$132,411	\$98,000	\$107,000	\$130,000	\$153,000	\$185,000
	More than 20 years†								
	Total	112	100.0%	\$99,818	\$60,000	\$72,000	\$89,500	\$116,004	\$180,000
Manufacturing Durables	5 years or less	65	43.3%	\$68,605	\$54,000	\$62,000	\$67,000	\$73,000	\$94,000
	6 to 10 years	44	29.3%	\$83,434	\$54,365	\$68,000	\$83,537	\$97,125	\$120,000
	11 to 20 years	24	16.0%	\$125,381	\$90,000	\$95,250	\$105,833	\$124,250	\$250,000
	More than 20 years	17	11.3%	\$143,642	\$85,000	\$112,744	\$135,000	\$150,000	\$300,000
	Total	150	100.0%	\$90,543	\$55,000	\$66,000	\$78,000	\$100,000	\$150,000
Manufacturing Non-Durables	5 years or less	16	27.6%	\$88,523	\$52,000	\$80,675	\$88,107	\$96,750	\$122,000



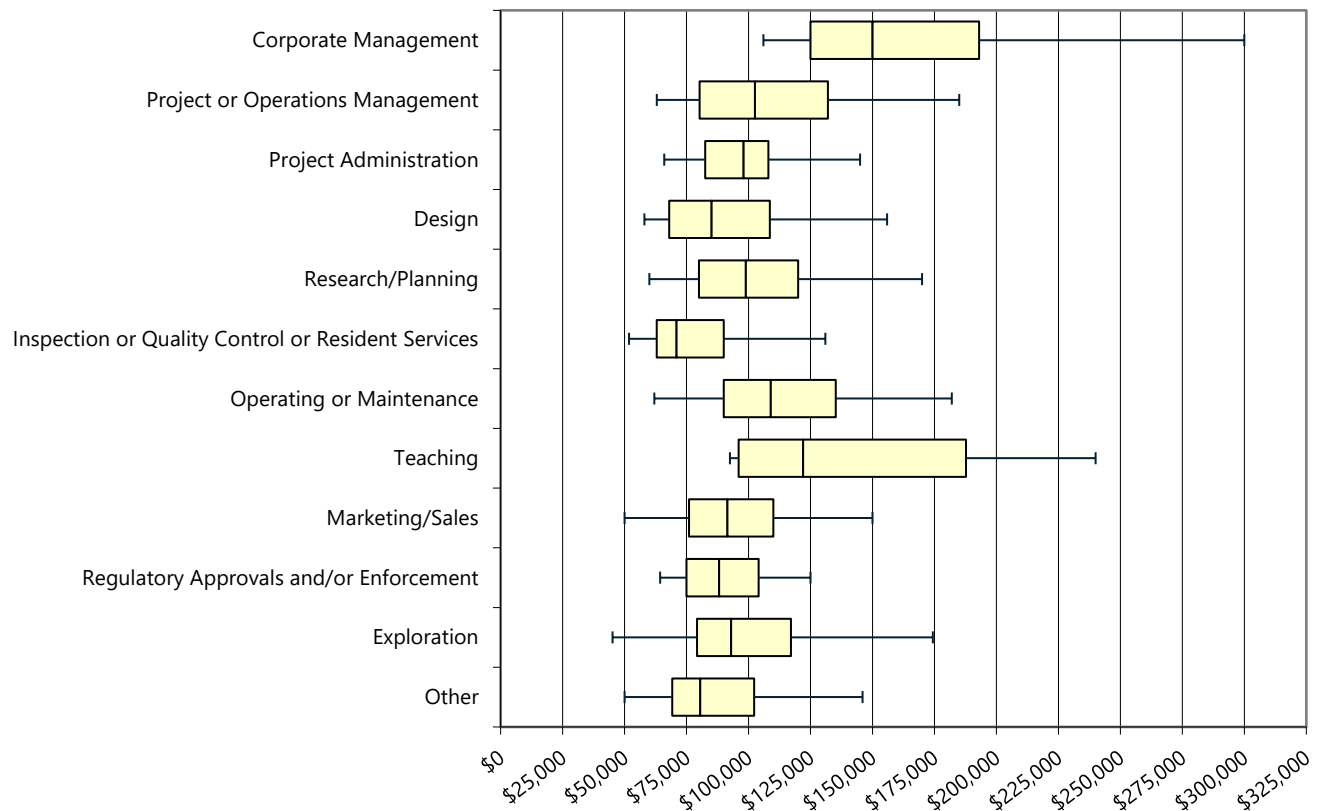
	6 to 10 years	17	29.3%	\$114,918	\$72,000	\$97,000	\$106,000	\$119,000	\$270,000
	11 to 20 years	21	36.2%	\$149,195	\$92,500	\$130,000	\$147,000	\$172,500	\$211,650
	More than 20 years†								
	Total	58	100.0%	\$126,059	\$72,000	\$92,000	\$109,635	\$151,000	\$220,000
Service For Profit	5 years or less†								
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	27	100.0%	\$90,817	\$42,000	\$70,000	\$92,000	\$103,000	\$159,564
Service Not For Profit	5 years or less	38	33.3%	\$81,306	\$60,000	\$68,256	\$74,634	\$89,193	\$131,500
	6 to 10 years	31	27.2%	\$89,871	\$51,648	\$81,000	\$92,000	\$100,070	\$114,500
	11 to 20 years	29	25.4%	\$111,606	\$80,000	\$98,000	\$110,000	\$125,000	\$138,000
	More than 20 years	16	14.0%	\$125,302	\$84,000	\$99,750	\$129,711	\$142,962	\$168,000
	Total	114	100.0%	\$97,518	\$63,000	\$78,267	\$94,001	\$114,500	\$140,688
Utilities	5 years or less	39	23.4%	\$78,587	\$66,555	\$70,000	\$75,000	\$83,000	\$95,164
	6 to 10 years	33	19.8%	\$104,203	\$79,000	\$86,000	\$96,477	\$119,364	\$145,000
	11 to 20 years	56	33.5%	\$131,373	\$90,000	\$110,000	\$128,000	\$144,708	\$171,560
	More than 20 years	39	23.4%	\$171,259	\$105,000	\$140,000	\$160,000	\$187,000	\$332,209
	Total	167	100.0%	\$122,992	\$70,000	\$86,840	\$115,729	\$143,000	\$208,000
Educational Services	5 years or less†								
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years	17	44.7%	\$159,233	\$92,500	\$108,448	\$180,000	\$188,000	\$240,000
	Total	38	100.0%	\$127,808	\$49,950	\$96,000	\$107,724	\$180,000	\$199,690
Agriculture /Forestry	5 years or less	12	52.2%	\$71,651	\$55,000	\$65,000	\$69,000	\$76,375	\$107,000
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	23	100.0%	\$89,601	\$52,000	\$65,000	\$73,000	\$107,000	\$193,000
Other	5 years or less	16	39.0%	\$69,285	\$22,000	\$60,529	\$70,361	\$79,875	\$96,000



	6 to 10 years†								
	11 to 20 years	11	26.8%	\$103,214	\$30,000	\$91,958	\$106,400	\$120,000	\$144,927
	More than 20 years†								
	Total	41	100.0%	\$88,787	\$50,000	\$70,000	\$90,000	\$105,000	\$144,000

† Data suppressed due to sample size < 10

## Salary by Main Job Function (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	109	8.8%	\$166,384	\$106,000	\$125,000	\$150,000	\$193,000	\$300,000
Project or Operations Management	432	34.7%	\$110,192	\$63,000	\$80,250	\$102,600	\$132,000	\$185,000
Project Administration	37	3.0%	\$98,396	\$66,000	\$82,500	\$98,000	\$108,000	\$145,000
Design	282	22.7%	\$92,745	\$58,000	\$68,000	\$85,135	\$108,626	\$155,894
Research/Planning	53	4.3%	\$103,182	\$60,000	\$80,000	\$98,900	\$120,000	\$170,000
Inspection or Quality Control or Resident Services	38	3.1%	\$79,287	\$51,801	\$63,000	\$71,000	\$90,000	\$131,000



Operating or Maintenance	125	10.0%	\$113,531	\$62,000	\$90,000	\$109,000	\$135,200	\$182,000
Teaching	17	1.4%	\$143,309	\$92,500	\$96,000	\$122,000	\$187,710	\$240,000
Marketing/Sales	25	2.0%	\$93,453	\$50,000	\$76,000	\$91,500	\$110,000	\$150,000
Regulatory Approvals and/or Enforcement	43	3.5%	\$90,189	\$64,350	\$75,000	\$88,116	\$104,048	\$125,000
Exploration	20	1.6%	\$97,928	\$45,150	\$79,250	\$93,000	\$117,113	\$174,350
Other	64	5.1%	\$88,359	\$50,000	\$69,250	\$80,500	\$102,250	\$146,000

## Salary by Main Job Function – Experience (Full-time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Corporate Management</b>	5 years or less†								
	6 - 10 years	15	13.8%	\$132,205	\$85,000	\$107,000	\$120,000	\$136,600	\$270,000
	11 - 20 years	44	40.4%	\$161,997	\$115,000	\$127,675	\$147,500	\$179,125	\$250,000
	More than 20 years	42	38.5%	\$188,145	\$119,385	\$143,720	\$181,000	\$208,000	\$332,209
	Total	109	100.0%	\$166,384	\$106,000	\$125,000	\$150,000	\$193,000	\$300,000
<b>Project or Operations Management</b>	5 years or less	118	27.3%	\$80,755	\$60,000	\$68,000	\$74,716	\$87,500	\$124,000
	6 - 10 years	123	28.5%	\$96,214	\$66,000	\$80,000	\$95,000	\$109,000	\$130,000
	11 - 20 years	139	32.2%	\$129,204	\$90,202	\$106,288	\$130,000	\$150,000	\$185,000
	More than 20 years	52	12.0%	\$159,228	\$94,772	\$134,385	\$164,550	\$185,611	\$220,000
	Total	432	100.0%	\$110,192	\$63,000	\$80,250	\$102,600	\$132,000	\$185,000
<b>Project Administration</b>	5 years or less	11	29.7%	\$81,470	\$51,000	\$69,000	\$81,000	\$100,000	\$108,000
	6 - 10 years†	17	45.9%	\$102,541	\$75,000	\$88,000	\$100,070	\$105,000	\$170,000
	11 - 20 years†								
	More than 20 years†								
	Total	37	100.0%	\$98,396	\$66,000	\$82,500	\$98,000	\$108,000	\$145,000
<b>Design</b>	5 years or less	112	39.7%	\$70,015	\$57,000	\$62,186	\$68,000	\$75,000	\$95,000
	6 - 10 years	73	25.9%	\$86,828	\$54,500	\$74,724	\$85,327	\$95,000	\$118,900
	11 - 20 years	64	22.7%	\$114,665	\$80,000	\$95,000	\$110,000	\$131,903	\$170,000
	More than 20 years	33	11.7%	\$140,463	\$88,500	\$115,000	\$138,000	\$152,000	\$225,000
	Total	282	100.0%	\$92,745	\$58,000	\$68,000	\$85,135	\$108,626	\$155,894
<b>Research/ Planning</b>	5 years or less	16	30.2%	\$79,332	\$49,950	\$66,524	\$73,500	\$90,625	\$124,476



	6 - 10 years	16	30.2%	\$94,865	\$40,000	\$80,500	\$90,942	\$115,250	\$150,000
	11 - 20 years	17	32.1%	\$122,527	\$91,958	\$108,000	\$116,000	\$137,000	\$170,000
	More than 20 years†								
	Total	53	100.0%	\$103,182	\$60,000	\$80,000	\$98,900	\$120,000	\$170,000
<b>Inspection or Quality Control or Resident Services</b>	5 years or less	21	55.3%	\$66,229	\$51,801	\$60,000	\$68,410	\$72,000	\$82,000
	6 - 10 years†	10	26.3%	\$85,997	\$62,000	\$70,000	\$83,000	\$100,000	\$113,200
	11 - 20 years†								
	More than 20 years†								
	Total	38	100.0%	\$79,287	\$51,801	\$63,000	\$71,000	\$90,000	\$131,000
<b>Operating or Maintenance</b>	5 years or less	35	28.0%	\$82,433	\$54,000	\$70,000	\$80,600	\$92,000	\$104,700
	6 - 10 years	41	32.8%	\$110,524	\$87,000	\$96,500	\$109,000	\$119,000	\$145,000
	11 - 20 years	32	25.6%	\$132,439	\$99,500	\$112,482	\$131,450	\$148,500	\$185,400
	More than 20 years	17	13.6%	\$149,220	\$63,000	\$138,050	\$149,000	\$164,750	\$220,000
	Total	125	100.0%	\$113,531	\$62,000	\$90,000	\$109,000	\$135,200	\$182,000
<b>Teaching</b>	5 years or less†								
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years	10	58.8%	\$163,533	\$92,500	\$102,840	\$183,500	\$192,590	\$240,000
	Total	17	100.0%	\$143,309	\$92,500	\$96,000	\$122,000	\$187,710	\$240,000
<b>Marketing/ Sales</b>	5 years or less†								
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years†								
	Total	25	100.0%	\$93,453	\$50,000	\$76,000	\$91,500	\$110,000	\$150,000
<b>Regulatory Approvals and/or Enforcement</b>	5 years or less	18	41.9%	\$70,698	\$5,599	\$66,000	\$71,750	\$82,000	\$104,048
	6 - 10 years	10	23.3%	\$92,613	\$78,267	\$86,232	\$93,258	\$100,000	\$106,000



	11 - 20 yearst								
	More than 20 yearst								
	Total	43	100.0%	\$90,189	\$64,350	\$75,000	\$88,116	\$104,048	\$125,000
<b>Exploration</b>	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	20	100.0%	\$97,928	\$45,150	\$79,250	\$93,000	\$117,113	\$174,350
<b>Other</b>	5 years or less	31	48.4%	\$74,538	\$55,000	\$67,500	\$73,000	\$80,000	\$88,000
	6 - 10 yearst	13	20.3%	\$83,804	\$50,000	\$78,000	\$81,000	\$96,500	\$105,850
	11 - 20 years	13	20.3%	\$112,223	\$27,000	\$92,000	\$100,000	\$130,000	\$280,000
	More than 20 yearst								
	Total	64	100.0%	\$88,359	\$50,000	\$69,250	\$80,500	\$102,250	\$146,000

† Data suppressed due to sample size < 10

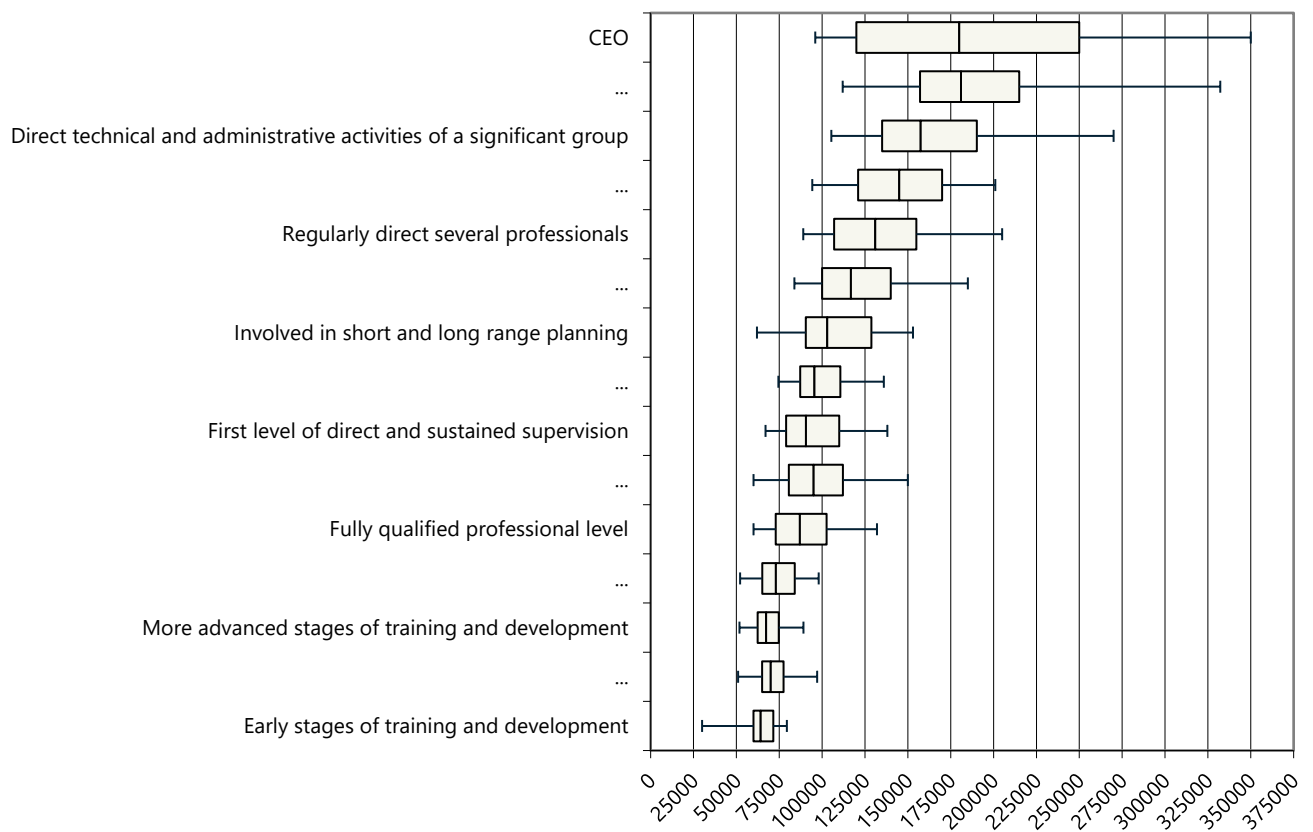


## JOB CLASSIFICATION QUESTIONS

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) (Full-time Employees)



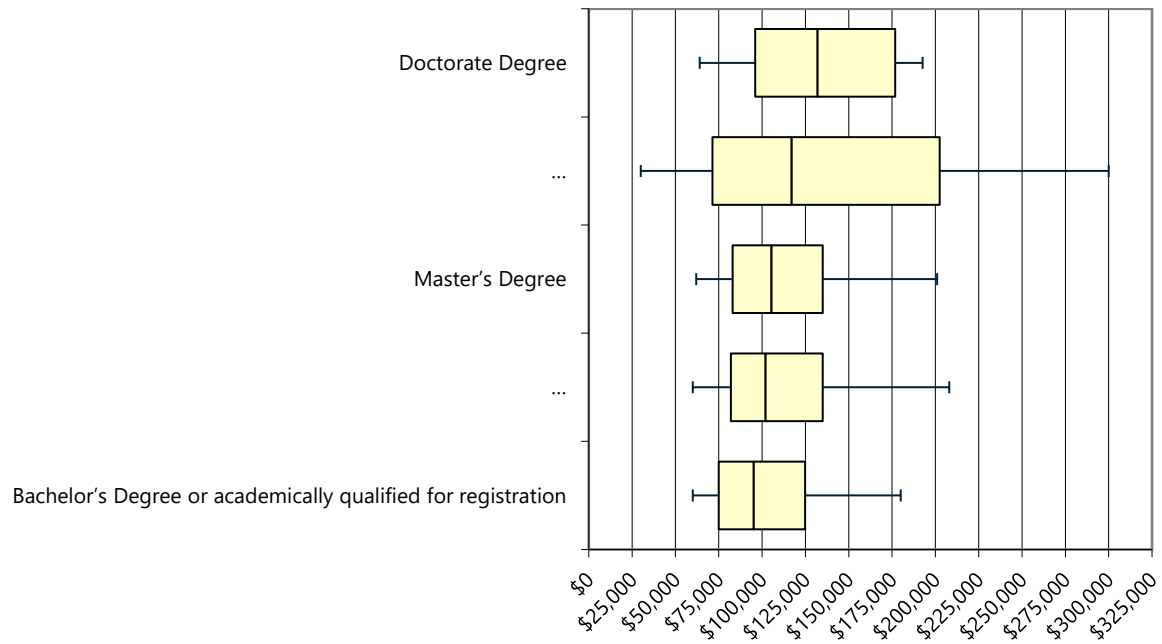


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	28	2.2%	\$62,102	\$30,000	\$60,000	\$64,200	\$71,500	\$79,443
...	37	3.0%	\$71,290	\$51,000	\$65,000	\$70,000	\$77,500	\$97,100
More advanced stages of training and development	82	6.6%	\$68,865	\$51,801	\$62,400	\$67,344	\$74,688	\$89,114
...	115	9.2%	\$74,221	\$52,170	\$65,100	\$73,000	\$84,000	\$98,000
Fully qualified professional level	147	11.8%	\$91,098	\$60,000	\$72,900	\$87,000	\$102,600	\$132,000
...	132	10.6%	\$97,814	\$60,000	\$80,633	\$95,082	\$112,177	\$150,000
First level of direct and sustained supervision	61	4.9%	\$96,922	\$67,000	\$79,000	\$90,600	\$110,000	\$138,050
...	84	6.7%	\$99,439	\$74,500	\$87,250	\$95,500	\$110,675	\$136,000
Involved in short and long range planning	132	10.6%	\$107,430	\$62,000	\$90,500	\$103,000	\$128,750	\$153,000
...	129	10.4%	\$123,961	\$83,831	\$100,000	\$116,805	\$140,000	\$185,000
Regularly direct several professionals	117	9.4%	\$135,171	\$89,000	\$107,002	\$131,000	\$155,000	\$205,000
...	69	5.5%	\$143,889	\$94,260	\$121,000	\$145,000	\$170,000	\$201,000
Direct technical and administrative activities of a significant group	79	6.3%	\$165,416	\$105,378	\$135,000	\$157,500	\$190,260	\$270,000
...	18	1.4%	\$192,420	\$112,000	\$157,123	\$181,000	\$215,000	\$332,209
CEO	15	1.2%	\$193,153	\$96,000	\$120,000	\$180,000	\$250,000	\$350,000





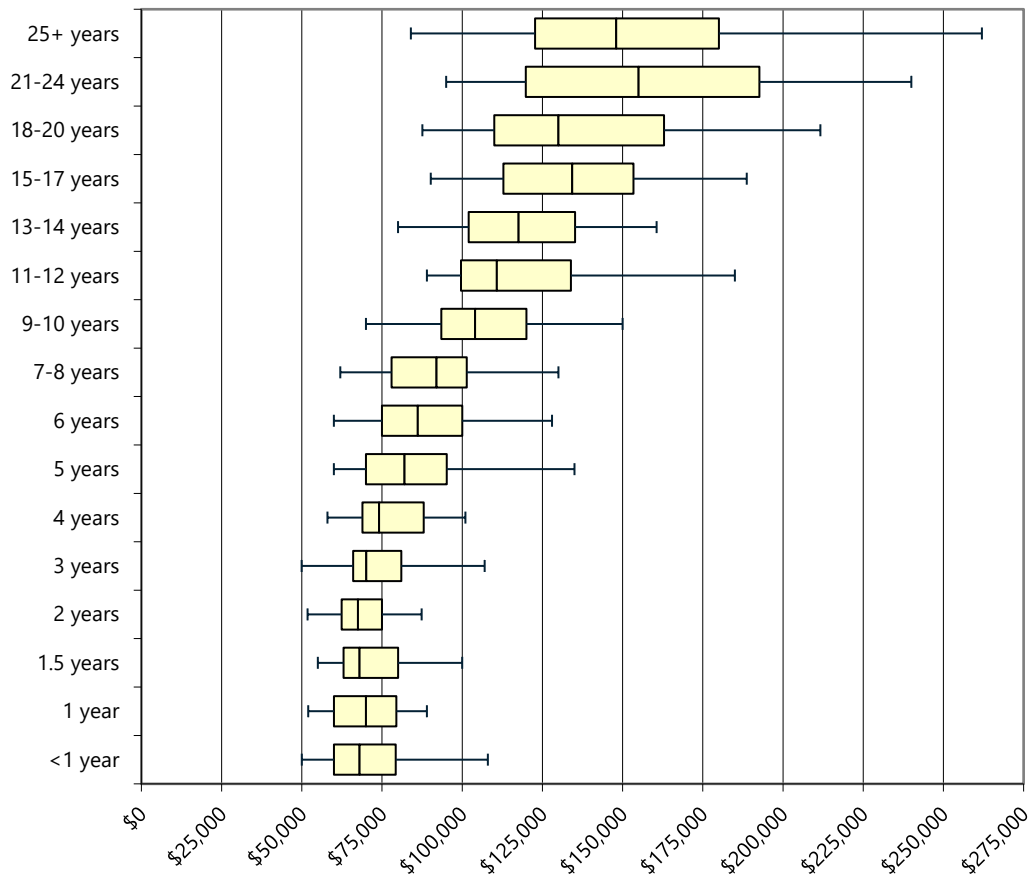
## Education (Ed) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	862	69.2%	\$104,109	\$60,000	\$75,000	\$95,179	\$124,821	\$180,000
...	150	12.0%	\$110,708	\$60,000	\$82,000	\$102,000	\$135,000	\$208,000
Master's Degree	174	14.0%	\$115,920	\$62,000	\$83,000	\$105,425	\$135,000	\$201,000
...	16	1.3%	\$141,925	\$30,000	\$71,375	\$117,100	\$202,500	\$300,000
Doctorate Degree	43	3.5%	\$132,131	\$64,000	\$96,000	\$132,000	\$176,769	\$192,630



## Experience (E) (Full-time Employees)

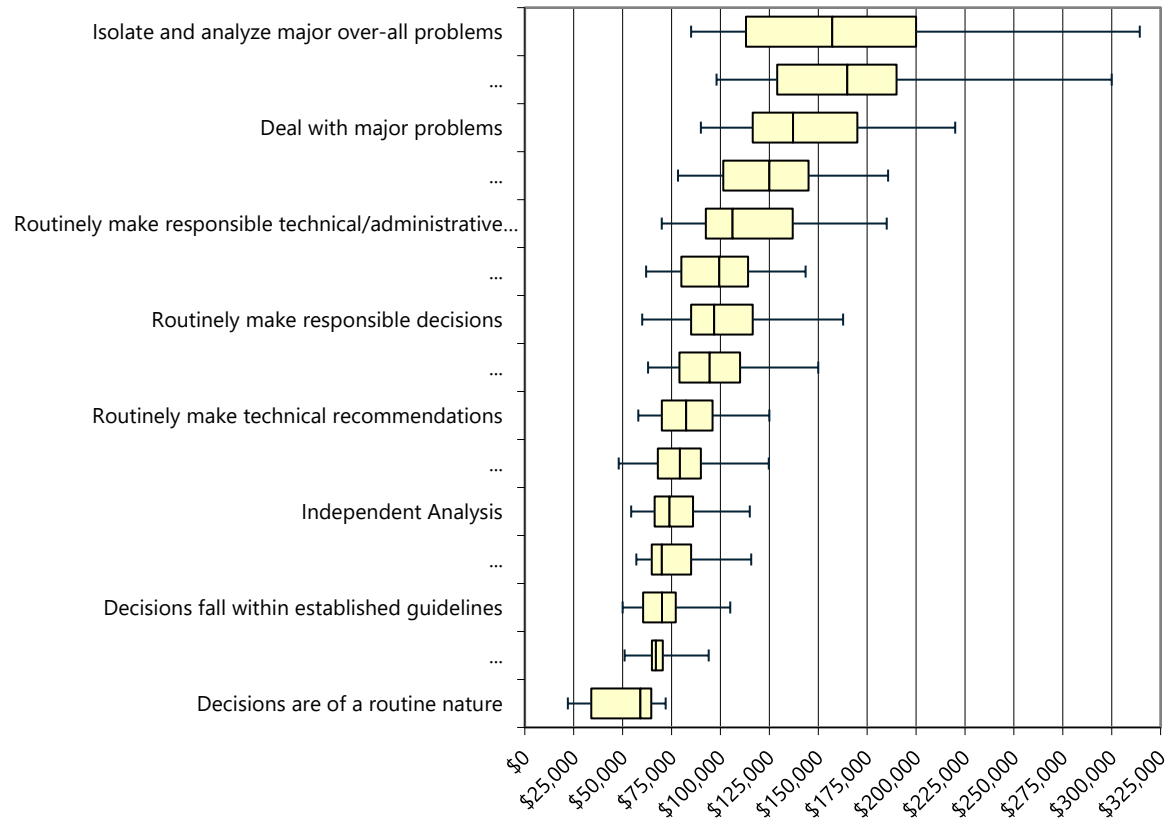


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	45	3.6%	\$72,885	\$50,000	\$60,000	\$68,000	\$79,284	\$108,000
1 year	11	0.9%	\$69,613	\$52,000	\$60,000	\$70,000	\$79,500	\$89,000
1.5 years	46	3.7%	\$75,965	\$55,000	\$63,000	\$68,000	\$80,000	\$100,000
2 years	61	4.9%	\$70,314	\$51,801	\$62,400	\$67,500	\$75,000	\$87,360
3 years	75	6.0%	\$75,220	\$49,950	\$66,000	\$70,100	\$81,000	\$107,000
4 years	74	5.9%	\$77,487	\$58,000	\$68,882	\$74,100	\$88,000	\$101,000
5 years	74	5.9%	\$88,556	\$60,000	\$70,000	\$82,000	\$95,164	\$135,000
6 years	77	6.2%	\$91,919	\$60,000	\$75,000	\$86,156	\$100,000	\$128,000
7-8 years	135	10.8%	\$91,559	\$62,000	\$78,000	\$92,000	\$101,397	\$130,000
9-10 years	119	9.6%	\$106,437	\$70,000	\$93,500	\$104,000	\$120,000	\$150,000
11-12 years	92	7.4%	\$119,487	\$89,000	\$99,625	\$110,788	\$133,893	\$185,000
13-14 years	86	6.9%	\$118,988	\$80,000	\$102,000	\$117,560	\$135,200	\$160,600
15-17 years	104	8.4%	\$136,386	\$90,202	\$112,846	\$134,300	\$153,391	\$188,700



18-20 years	64	5.1%	\$138,228	\$87,585	\$110,000	\$130,000	\$162,925	\$211,650
21-24 years	65	5.2%	\$158,384	\$95,000	\$119,800	\$155,000	\$192,630	\$240,000
25+ years	117	9.4%	\$154,333	\$84,000	\$122,700	\$148,000	\$180,000	\$262,000

## Decisions (De) (Full-time Employees)



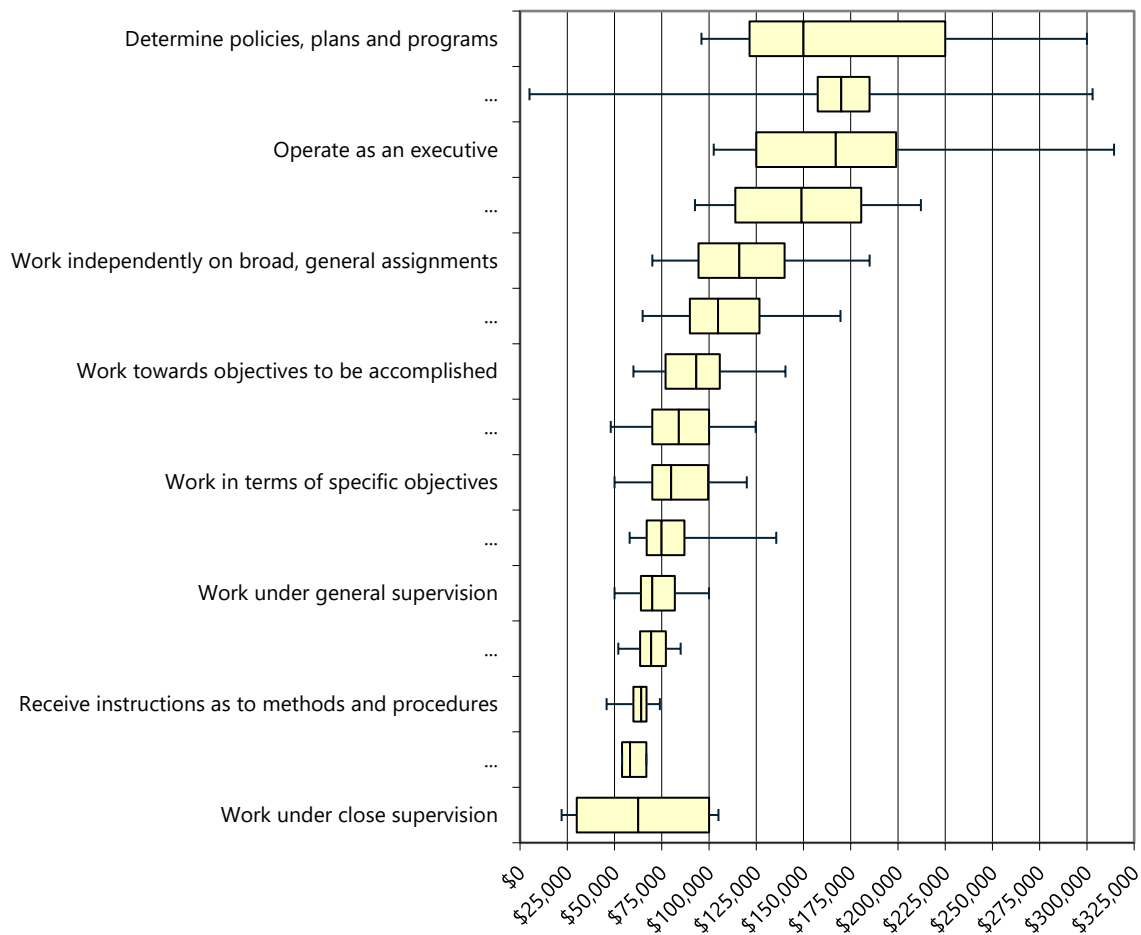
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature								
...	13	1.0%	\$68,959	\$51,000	\$65,000	\$67,000	\$70,500	\$94,000
Decisions fall within established guidelines	71	5.7%	\$72,773	\$50,000	\$60,500	\$70,100	\$77,173	\$105,000
...	59	4.7%	\$77,085	\$57,000	\$64,900	\$70,000	\$85,000	\$115,729
Independent Analysis	57	4.6%	\$78,203	\$54,365	\$66,365	\$74,000	\$86,000	\$115,000
...	73	5.9%	\$81,458	\$48,000	\$68,000	\$79,300	\$90,000	\$124,708
Routinely make technical recommendations	98	7.9%	\$83,838	\$58,000	\$70,000	\$82,500	\$96,000	\$125,000
...	110	8.8%	\$99,626	\$63,000	\$79,000	\$94,500	\$110,000	\$150,000
Routinely make responsible decisions	118	9.5%	\$101,781	\$60,000	\$85,000	\$96,750	\$116,480	\$162,700
...	99	8.0%	\$98,876	\$62,000	\$80,000	\$99,397	\$114,100	\$143,529



Routinely make responsible technical/ administrative decisions	193	15.5%	\$115,123	\$70,000	\$92,500	\$106,200	\$136,918	\$185,000
...	138	11.1%	\$126,683	\$78,300	\$101,409	\$125,000	\$145,000	\$185,700
Deal with major problems	116	9.3%	\$145,145	\$90,000	\$116,475	\$137,140	\$170,000	\$220,000
...	53	4.3%	\$168,831	\$98,000	\$129,000	\$164,800	\$190,000	\$300,000
Isolate and analyze major over-all problems	39	3.1%	\$168,688	\$85,000	\$113,039	\$157,123	\$200,000	\$314,351

† Data suppressed due to sample size < 10

## Supervision Received (Sr) (Full-time Employees)



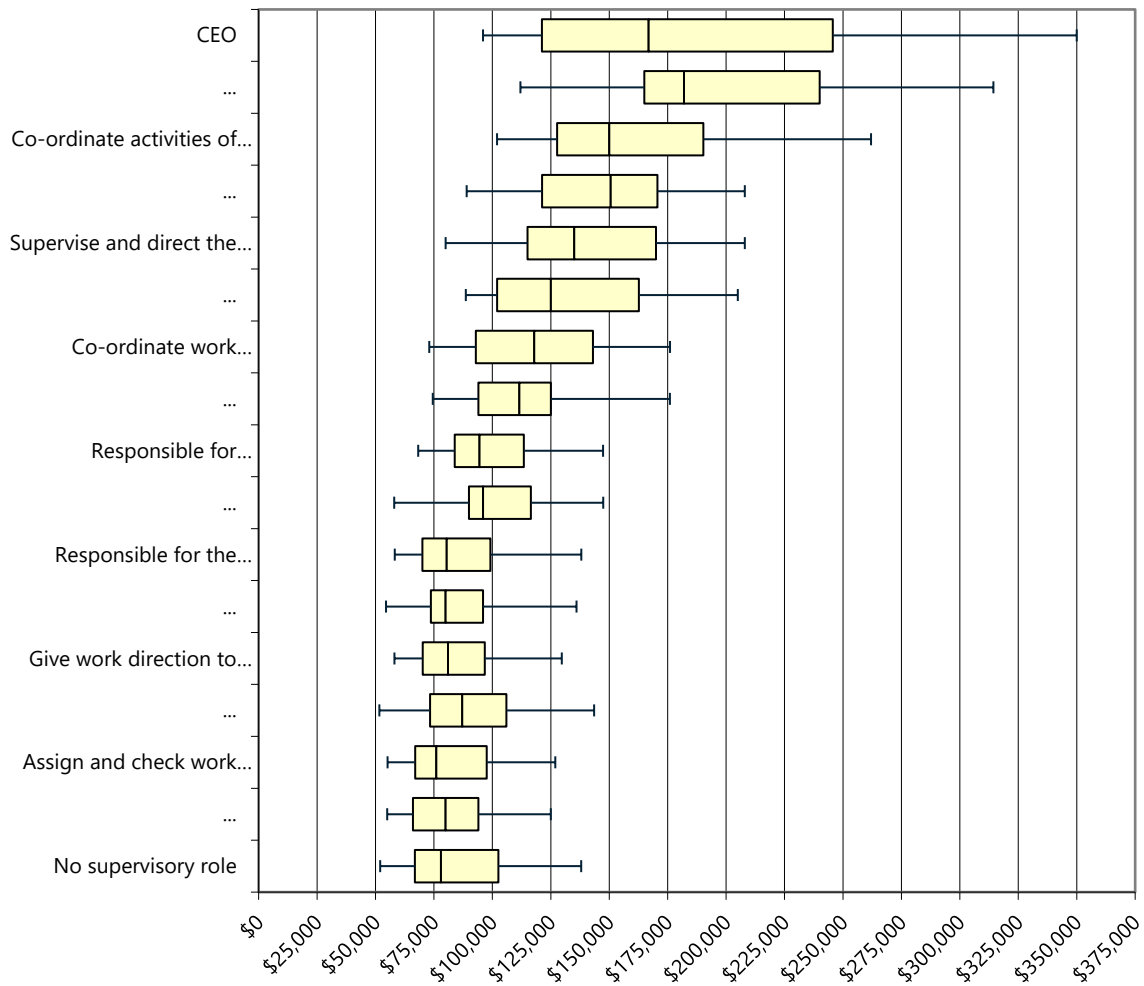


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision†								
... †								
Receive instructions as to methods and procedures	16	1.3%	\$62,378	\$45,800	\$60,000	\$64,175	\$66,889	\$74,000
...	26	2.1%	\$70,120	\$52,000	\$63,500	\$69,414	\$77,200	\$85,000
Work under general supervision	91	7.3%	\$72,319	\$50,000	\$64,000	\$70,000	\$81,900	\$100,000
...	72	5.8%	\$81,209	\$58,000	\$67,000	\$74,851	\$87,025	\$135,600
Work in terms of specific objectives	84	6.7%	\$84,564	\$50,000	\$70,000	\$80,000	\$99,500	\$120,000
...	71	5.7%	\$85,898	\$48,000	\$70,000	\$84,000	\$100,000	\$124,708
Work towards objectives to be accomplished	188	15.1%	\$93,775	\$60,000	\$77,000	\$93,258	\$105,750	\$140,469
...	180	14.5%	\$108,605	\$64,872	\$89,913	\$104,800	\$126,750	\$169,583
Work independently on broad, general assignments	319	25.6%	\$119,454	\$70,000	\$94,485	\$116,000	\$140,000	\$185,000
...	100	8.0%	\$149,777	\$92,575	\$113,900	\$149,000	\$180,596	\$212,139
Operate as an executive	47	3.8%	\$170,684	\$102,500	\$125,000	\$167,100	\$199,000	\$314,351
...	13	1.0%	\$162,862	\$5,000	\$157,500	\$170,000	\$185,000	\$303,000
Determine policies, plans and programs	29	2.3%	\$174,366	\$96,000	\$121,500	\$150,000	\$225,000	\$300,000

† Data suppressed due to sample size &lt;10



## Leadership Authority (L) (Full-time Employees)

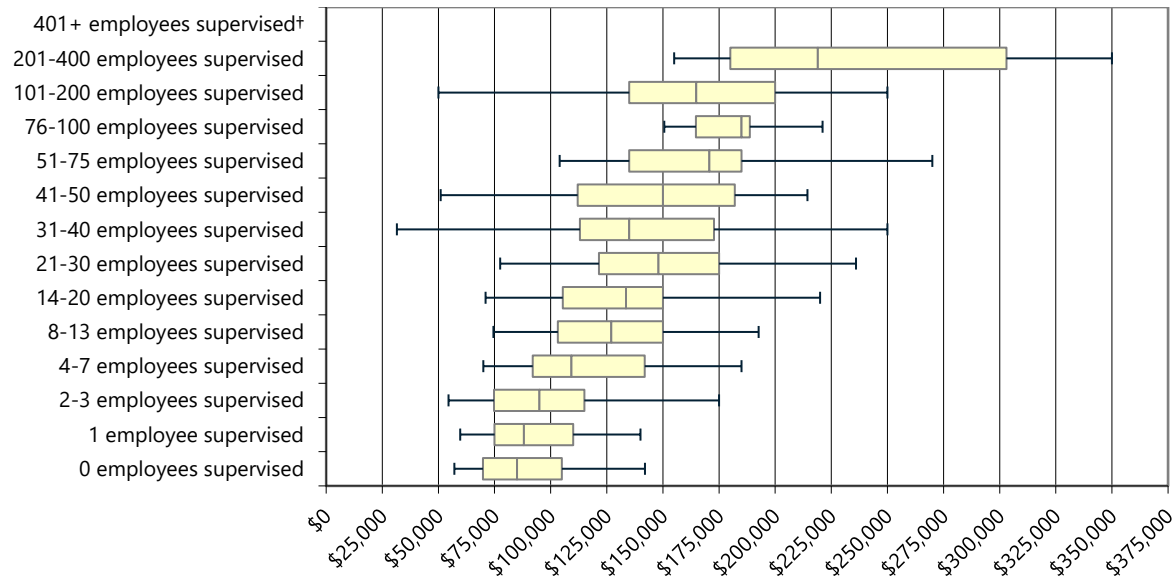




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	191	15.3%	\$86,893	\$52,000	\$66,840	\$78,000	\$102,600	\$138,000
...	95	7.6%	\$82,814	\$55,000	\$66,000	\$80,000	\$94,000	\$125,000
Assign and check work of one or two non- professionals	60	4.8%	\$83,062	\$55,162	\$67,000	\$76,050	\$97,586	\$126,920
...	66	5.3%	\$92,151	\$51,648	\$73,356	\$87,078	\$106,000	\$143,529
Give Work Direction to one or more technologists	80	6.4%	\$86,260	\$58,100	\$70,181	\$81,000	\$96,750	\$129,700
...	65	5.2%	\$86,269	\$54,500	\$73,700	\$80,000	\$96,000	\$136,000
Responsible for the work of one or more non- professional assistants	52	4.2%	\$87,175	\$58,240	\$70,033	\$80,500	\$99,125	\$138,050
...	57	4.6%	\$100,646	\$58,000	\$90,000	\$96,000	\$116,480	\$147,430
Responsible for supervising one or more junior professionals	80	6.4%	\$100,191	\$68,266	\$83,906	\$94,500	\$113,459	\$147,356
...	73	5.9%	\$114,890	\$74,500	\$94,000	\$111,576	\$125,000	\$175,952
Co-ordinate work programs and direct use of materials, equipment and personnel	133	10.7%	\$118,720	\$73,000	\$92,900	\$117,878	\$143,000	\$176,000
...	86	6.9%	\$133,975	\$88,636	\$102,000	\$125,000	\$162,656	\$205,000
Supervise and direct the work of two or more major functions in the organization	67	5.4%	\$140,676	\$80,000	\$115,000	\$135,000	\$170,000	\$208,000
...	44	3.5%	\$144,512	\$89,000	\$121,250	\$150,600	\$170,625	\$208,000
Co-ordinate activities of personnel in a significant group	59	4.7%	\$160,244	\$102,000	\$127,700	\$150,000	\$190,260	\$262,000
...	21	1.7%	\$201,989	\$112,000	\$165,000	\$182,000	\$240,000	\$314,351
CEO	16	1.3%	\$185,560	\$96,000	\$121,200	\$166,827	\$245,625	\$350,000



## Supervision Scope (S) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	503	40.4%	\$90,972	\$57,100	\$69,827	\$85,000	\$105,000	\$142,000
1 employee supervised	131	10.5%	\$93,440	\$59,700	\$75,000	\$88,100	\$110,000	\$140,000
2-3 employees supervised	192	15.4%	\$98,631	\$54,500	\$74,736	\$95,000	\$115,000	\$175,000
4-7 employees supervised	137	11.0%	\$117,500	\$70,000	\$92,000	\$109,270	\$141,900	\$185,000
8-13 employees supervised	107	8.6%	\$129,425	\$74,500	\$103,200	\$127,000	\$150,000	\$192,630
14-20 employees supervised	50	4.0%	\$133,571	\$71,000	\$105,378	\$133,540	\$150,000	\$220,000
21-30 employees supervised	34	2.7%	\$147,524	\$77,500	\$121,500	\$148,000	\$175,000	\$236,000
31-40 employees supervised	19	1.5%	\$141,849	\$31,500	\$113,039	\$135,000	\$172,750	\$250,000
41-50 employees supervised								
51-75 employees supervised	14	1.1%	\$170,026	\$104,000	\$135,000	\$170,685	\$185,000	\$270,000
76-100 employees supervised	13	1.0%	\$182,266	\$150,600	\$164,718	\$185,000	\$188,700	\$221,105
101-200 employees supervised	19	1.5%	\$163,447	\$50,000	\$135,000	\$164,800	\$200,000	\$250,000
201-400 employees supervised	11	0.9%	\$241,759	\$155,000	\$180,000	\$219,000	\$303,000	\$350,000

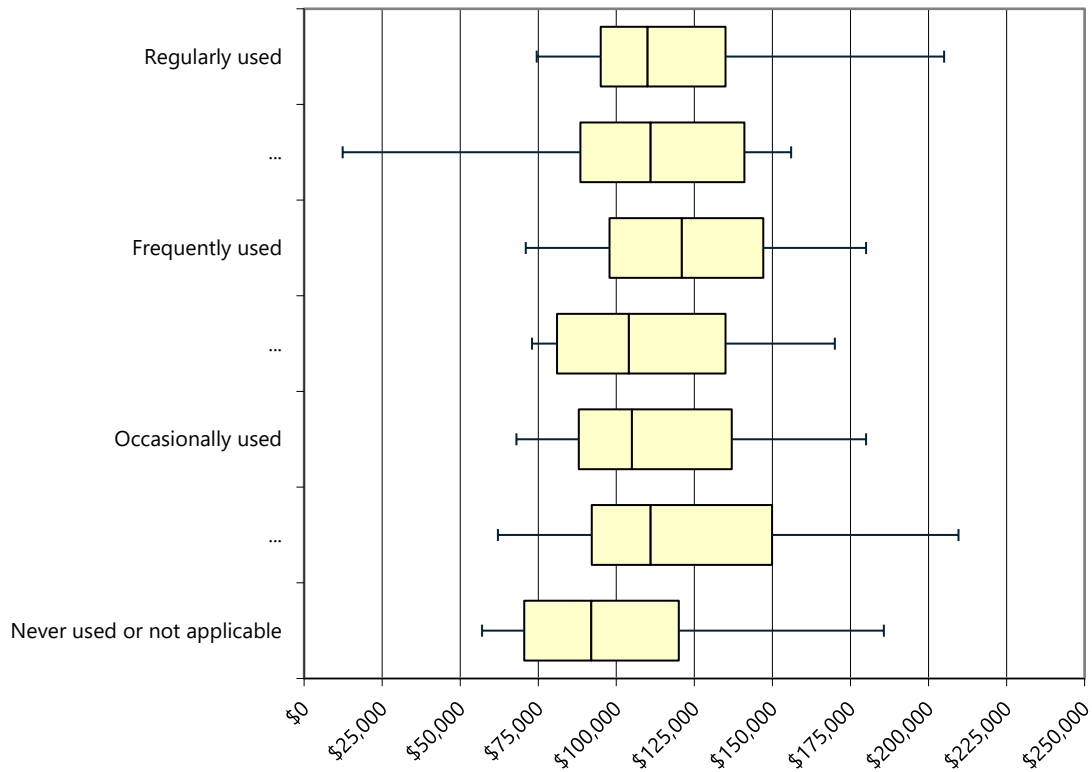




401+ employees  
supervised†

† Data suppressed due to sample size > 10

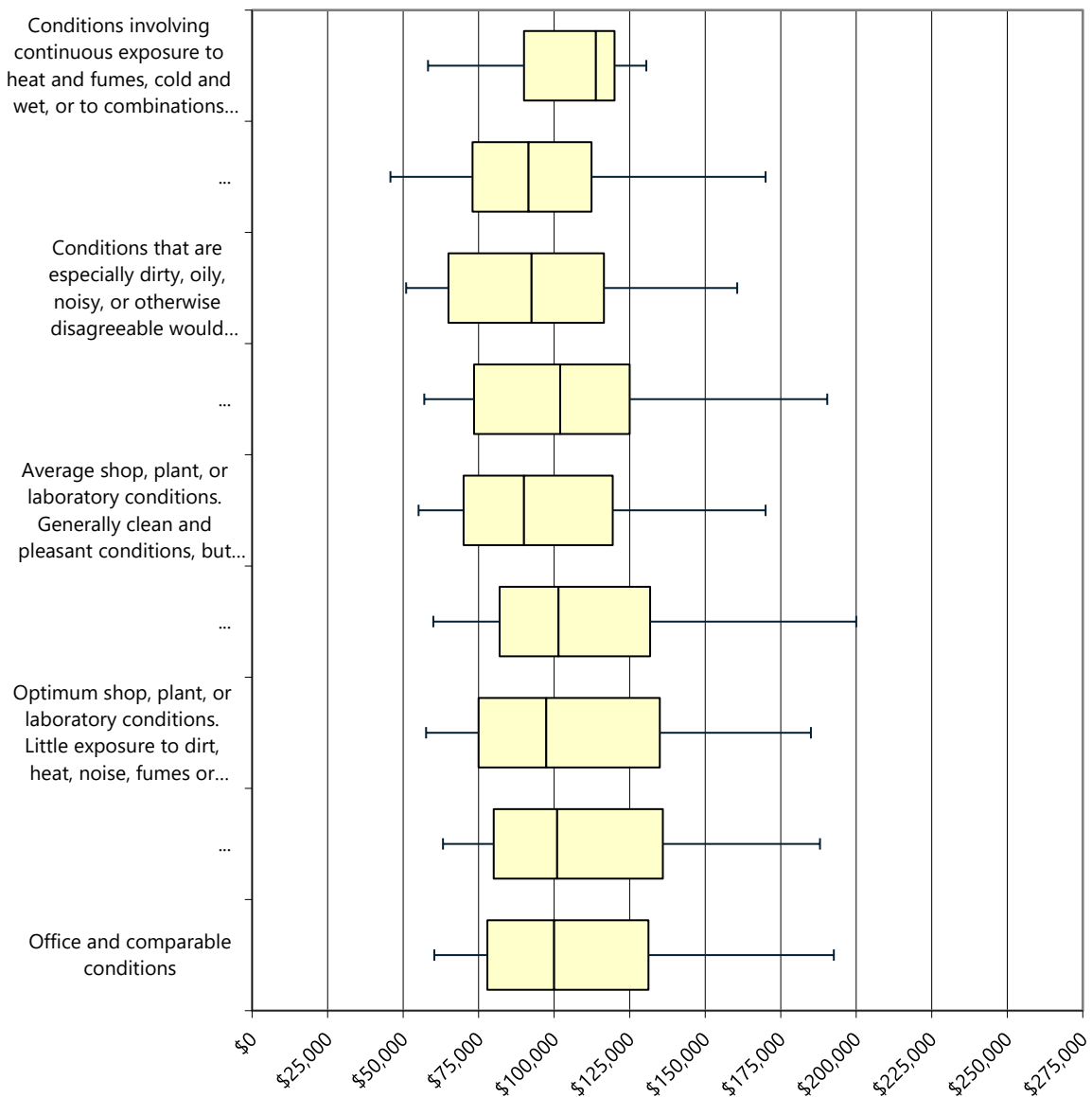
## Use of Professional Seal (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	777	62.4%	\$102,109	\$57,000	\$70,500	\$92,000	\$120,000	\$185,700
...	160	12.9%	\$122,145	\$62,075	\$92,114	\$111,006	\$149,871	\$209,600
Occasionally used	143	11.5%	\$114,292	\$68,000	\$88,000	\$105,000	\$137,000	\$180,000
...	50	4.0%	\$109,939	\$73,000	\$81,000	\$104,000	\$135,000	\$170,000
Frequently used	48	3.9%	\$123,738	\$71,000	\$97,820	\$121,000	\$147,073	\$180,000
...	12	1.0%	\$109,000	\$12,346	\$88,484	\$111,000	\$141,000	\$156,000
Regularly used	55	4.4%	\$118,184	\$74,500	\$95,000	\$110,000	\$135,000	\$205,000



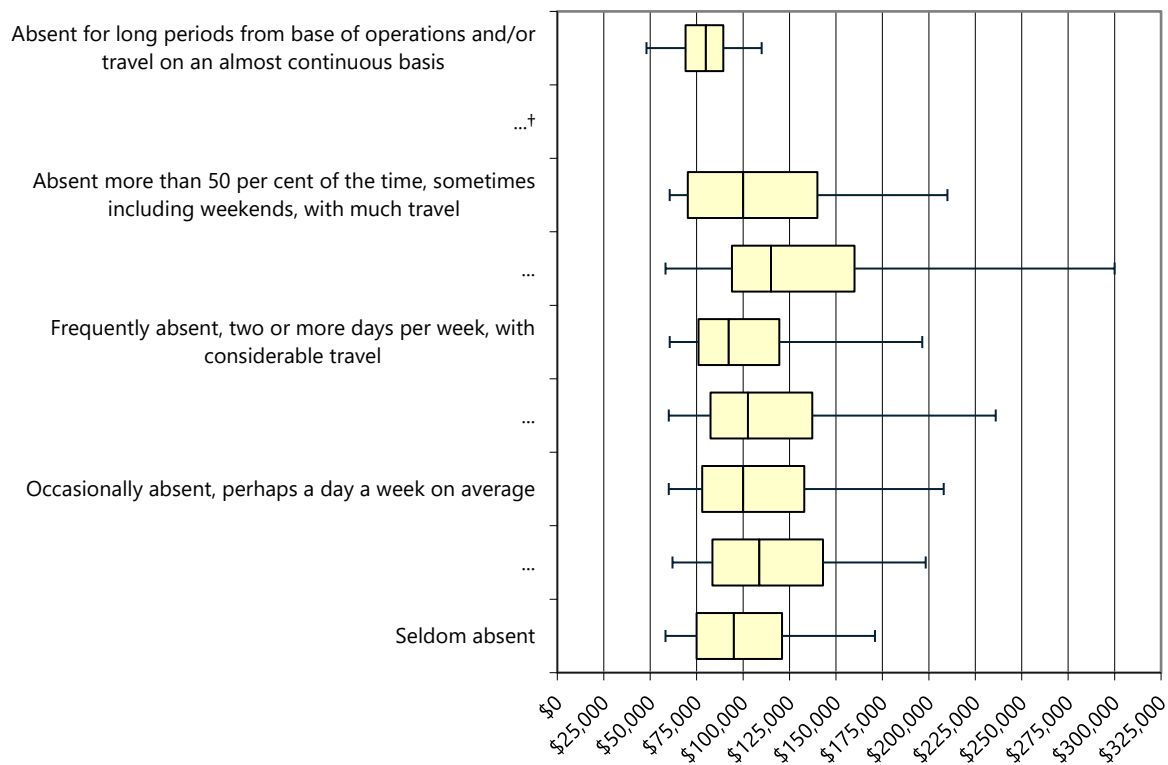
## Job Environment (J)





	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	462	37.1%	\$110,475	\$60,320	\$77,893	\$100,000	\$131,200	\$192,590
...	287	23.1%	\$111,692	\$63,200	\$80,000	\$101,000	\$136,000	\$188,000
Optimum shop, plant, or laboratory conditions	119	9.6%	\$108,223	\$57,600	\$75,000	\$97,400	\$135,000	\$185,000
...	76	6.1%	\$109,547	\$60,000	\$81,925	\$101,453	\$131,750	\$200,000
Average shop, plant, or laboratory conditions	170	13.7%	\$98,436	\$55,120	\$70,000	\$90,000	\$119,364	\$170,000
...	81	6.5%	\$107,226	\$57,000	\$73,500	\$102,000	\$125,000	\$190,412
Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	30	2.4%	\$91,943	\$51,000	\$65,000	\$92,500	\$116,500	\$160,600
...	10	0.8%	\$95,423	\$45,800	\$73,000	\$91,500	\$112,370	\$170,000
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	10	0.8%	\$103,926	\$58,240	\$90,000	\$113,810	\$120,000	\$130,500

## Absence from Base (A) (Full-time Employees)



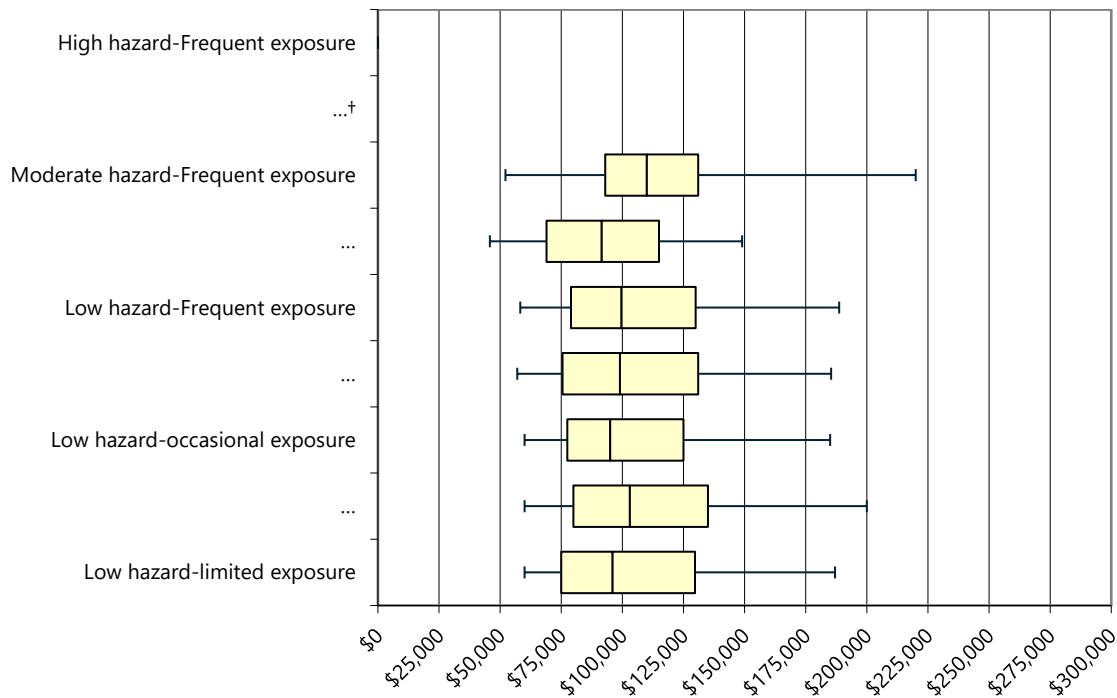


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	604	48.5%	\$101,857	\$58,240	\$75,000	\$95,050	\$121,000	\$170,995
...	306	24.6%	\$116,682	\$62,000	\$83,500	\$108,750	\$143,000	\$198,305
Occasionally absent, perhaps a day a week on average	165	13.3%	\$113,674	\$60,000	\$78,000	\$100,000	\$132,900	\$208,000
...	58	4.7%	\$117,448	\$60,000	\$82,500	\$102,595	\$137,280	\$236,000
Frequently absent, two or more days per week, with considerable travel	40	3.2%	\$102,379	\$60,504	\$76,000	\$92,250	\$119,500	\$196,450
...	19	1.5%	\$133,710	\$58,240	\$94,000	\$115,000	\$160,000	\$300,000
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	21	1.7%	\$116,646	\$60,500	\$70,255	\$100,000	\$140,000	\$210,000
...†								
Absent for long periods from base of operations and/or travel on an almost continuous basis	24	1.9%	\$81,725	\$48,000	\$69,000	\$80,000	\$89,375	\$110,000

† Data suppressed due to sample size &lt; 10



## 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>	461	37.0%	\$106,493	\$60,000	\$75,000	\$96,000	\$129,700	\$187,000
<b>2</b>	202	16.2%	\$113,364	\$60,000	\$80,000	\$103,100	\$135,000	\$200,000
<b>5</b>	247	19.8%	\$105,856	\$60,000	\$77,500	\$95,000	\$125,000	\$185,000
<b>8</b>	64	5.1%	\$104,949	\$57,000	\$75,513	\$99,000	\$131,000	\$185,400
<b>10</b>	166	13.3%	\$110,542	\$58,240	\$79,000	\$99,699	\$130,000	\$188,700
<b>12</b>	34	2.7%	\$95,805	\$45,800	\$69,000	\$91,550	\$115,000	\$149,000
<b>15</b>	58	4.7%	\$113,339	\$52,170	\$93,000	\$110,000	\$131,000	\$220,000
<b>18†</b>								
<b>20 (High)</b>								

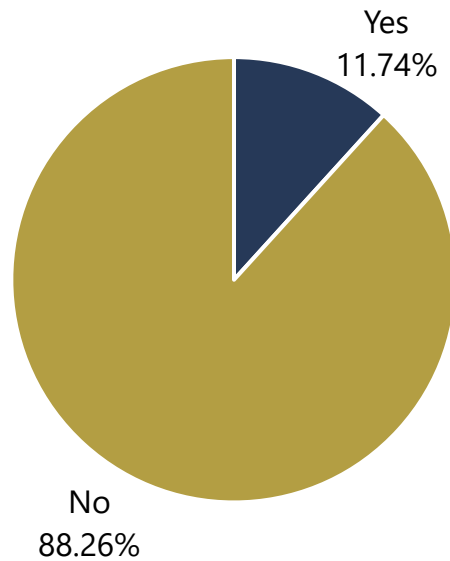
† Data suppressed due to sample size < 10



**\*\*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

## Laid Off or Had Hours Reduced Due to COVID-19



## By Discipline

	Yes	Count	No	Count
Agriculture and Forestry	12.5%	4	87.5%	28
Biological and Biomedical†				
Chemical, Ceramic and Metallurgical	11.5%	7	88.5%	54
Civil	8.5%	22	91.5%	237
Electrical and Engineering Physics	8.8%	15	91.2%	155
Environmental	13.7%	14	86.3%	88
Geological, Mining, Petroleum Engineering	10.0%	11	90.0%	99
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	22.8%	13	77.2%	44
Mechanical and Industrial	13.5%	46	86.5%	295
Software Engineering	11.4%	4	88.6%	31

† Data suppressed due to sample size < 10



## By Sector

	Yes	Count	No	Count
Public Sector	4.0%	16	96.0%	389
Private Sector	15.5%	136	84.5%	742

## By Industry

	Yes	Count	No	Count
Consulting Service	22.18%	61	77.82%	214
Resource Industry Oil & Gas	5.56%	4	94.44%	68
Resource Industry Except Oil & Gas	12.12%	24	87.88%	174
Procurement and Construction	10.53%	12	89.47%	102
Manufacturing Durables	19.74%	30	80.26%	122
Manufacturing Non-Durables	1.69%	1	98.31%	58
Service For Profit	7.41%	2	92.59%	25
Service Not For Profit	5.04%	6	94.96%	113
Utilities.	2.34%	4	97.66%	167
Educational Service.	2.50%	1	97.50%	39
Agriculture and Forestry	8.70%	2	91.30%	21





# Regression Analysis

## General Analysis

A lasso regression model was used to establish a framework for predicting salaries for engineers and geoscientists working in different industries. This process was used to:

- Identify how closely factors are associated with salaries
- Identify Boolean components (such as receipt of professional designation) influencing salary
- Create a linear formula that effectively predicts salaries while minimizing model overfitting

The model explains about 57 percent (57.2%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

Factor	Coefficient
(Constant)	\$38,669.09
Duties (D)	\$81.88
Education (Ed)	\$8.57
Experience (Ex)	\$289.46
Recommendations (R)	\$109.94
Supervision Received (SR)	\$90.93
Leadership (L)	\$119.62
Supervision Scope (SS)	\$934.95
Professional Designation(s)	\$12,604.65

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

### Formula for expected salary ( $S_E$ ) *without bonus*:

$$S_E = 38,669 + 82 \cdot D + 9 \cdot Ed + 289 \cdot Ex + 110 \cdot R + 91 \cdot SR + 120 \cdot L + 935 \cdot SS$$

Add 12,605 if you have acquired professional status within your field (P.Eng. and/or P.Geo.)

### Additional Notes

- Use of professional seal was excluded from the model due to this factor being not applicable for some respondents.
- 10-fold cross validation was used to select a lambda value for the lasso model.