



**A P E G S**

*Association of Professional Engineers  
& Geoscientists of Saskatchewan*

# 2022

## Salary Survey



**insightrix<sup>®</sup>**

Report Compiled by  
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# Results Summary

## Sample Statistics

- A total 1,457 members of APEGS completed the survey from March 14 to April 4, 2022. Of those, 1,424 are employed full-time.

## Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$112,940 (up 4.6% from \$108,008 in 2021).
- The median salary (not including bonus) is \$104,000 (up 6.1% from \$98,022 in 2021).
- Fifty percent of salaries fall between \$82,000 and \$135,000.
- Ninety percent of salaries fall between \$61,000 and \$190,000.

## Additional Income

- Over two thirds (68.8%) of members who participated in the survey report receiving bonuses. This is consistent with previous findings (67.5% in 2021).
- The median bonus is \$5,000, including those who receive none, which is identical to previous results (\$5,000 in 2021).

## Overall Statistics

- Nearly all respondents (93.7%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Eight in ten (83.9%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 89.6% mentioned that their employer pays for APEGS annual dues.
- 19.4% have permission to consult.
- Overall, 20.5% of responding members are women with close to one half (41.6%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (97.7%).



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

- The median salary for full-times employees in the public sector is \$106,000 and the median salary in the private sector is \$102,446.
- Highest paying discipline: Geological/Mining/Petroleum (Median: \$127,845).
- Highest paying industry: Resource Industry Except Oil & Gas (Median: \$132,208).
- Highest paying job function: Corporate Management (Median: \$167,354).

## **Regression Analysis**

- Supervision scope, absence from base of operations and professional designation (P.Eng. and/or P.Geo.) are top three predictors of salary.



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

### **Goals and Objectives**

In February 2022, 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 2021 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 6,501 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 their responses. Surveys were completed between March 14 and April 4, 2022. A total of 1,457 members completed the survey representing a 23% 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:**

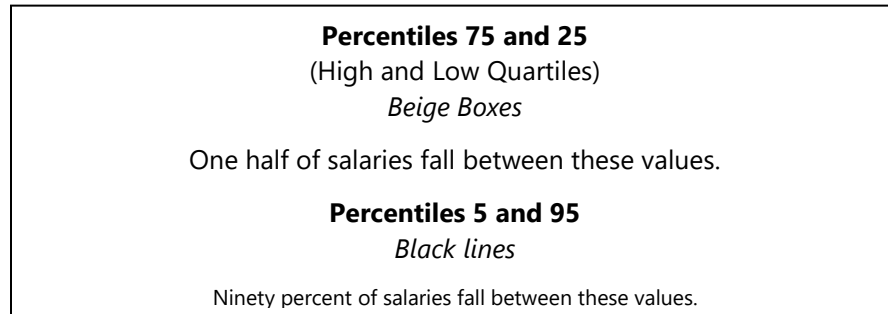
This may suggest that most of the group is very established and seeing steady salary increases, while highest-paying positions are seeing even larger increases. This may also indicate very few entry-level candidates compared to the number of established individuals.



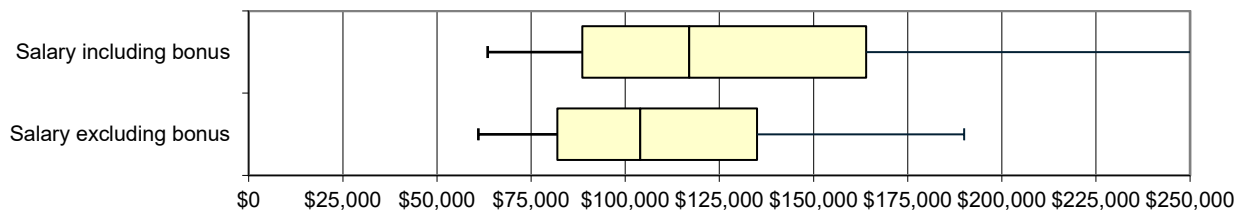
# Study Results

## CHARTS AND TABLES:

### General legend for salary charts:



## Total Salary (Full-Time)



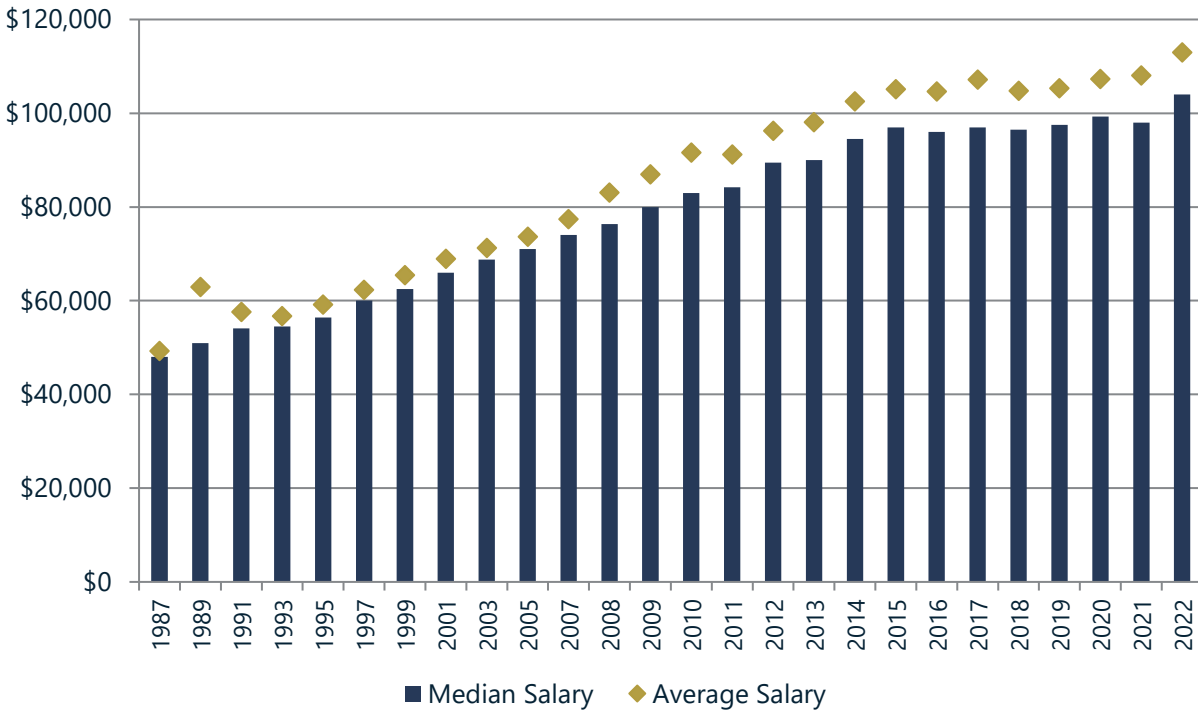
## Total Salary (Full-Time and Part-Time)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Full time position</b>	Base Salary	1,422	97.7%	\$112,940	\$61,000	\$82,000	\$104,000	\$135,000	\$190,000
	Salary incl. bonus			\$137,978	\$63,470	\$88,562	\$117,000	\$164,000	\$276,000
<b>Part time position, self employed, casual etc. and not full time</b>	Base Salary	33	2.3%	\$102,486	\$15,000	\$48,000	\$81,500	\$130,000	\$200,000
	Salary incl. bonus			\$120,036	\$15,000	\$48,484	\$88,000	\$139,000	\$378,000
<b>Total</b>	Base Salary	1,455	100.0%	\$112,703	\$60,000	\$81,000	\$104,000	\$135,000	\$190,000
	Salary incl. bonus			\$137,571	\$62,500	\$88,000	\$116,487	\$163,338	\$276,072



## Change in Salary

In 2022, the average and median salary increased by 4.6% and 6.1% respectively.



	Median Salary	Average Salary
<b>1987</b>	\$48,000	\$49,269
<b>1989</b>	\$50,928	\$62,887
<b>1991</b>	\$54,110	\$57,578
<b>1993</b>	\$54,480	\$56,703
<b>1995</b>	\$56,400	\$59,142
<b>1997</b>	\$60,000	\$62,266
<b>1999</b>	\$62,500	\$65,401
<b>2001</b>	\$66,000	\$68,877
<b>2003</b>	\$68,800	\$71,210
<b>2005</b>	\$71,008	\$73,607
<b>2007</b>	\$74,000	\$77,374
<b>2008</b>	\$76,352	\$83,025
<b>2009</b>	\$80,000	\$86,908
<b>2010</b>	\$82,950	\$91,548
<b>2011</b>	\$84,224	\$91,154



<b>2012</b>	\$89,472	\$96,219
<b>2013</b>	\$90,000	\$98,030
<b>2014</b>	\$94,500	\$102,475
<b>2015</b>	\$97,000	\$105,111
<b>2016</b>	\$96,000	\$104,628
<b>2017</b>	\$97,000	\$107,130
<b>2018</b>	\$96,485	\$104,743
<b>2019</b>	\$97,500	\$105,287
<b>2020</b>	\$99,265	\$107,298
<b>2021</b>	\$98,022	\$108,008
<b>2022</b>	\$104,000	\$112,940

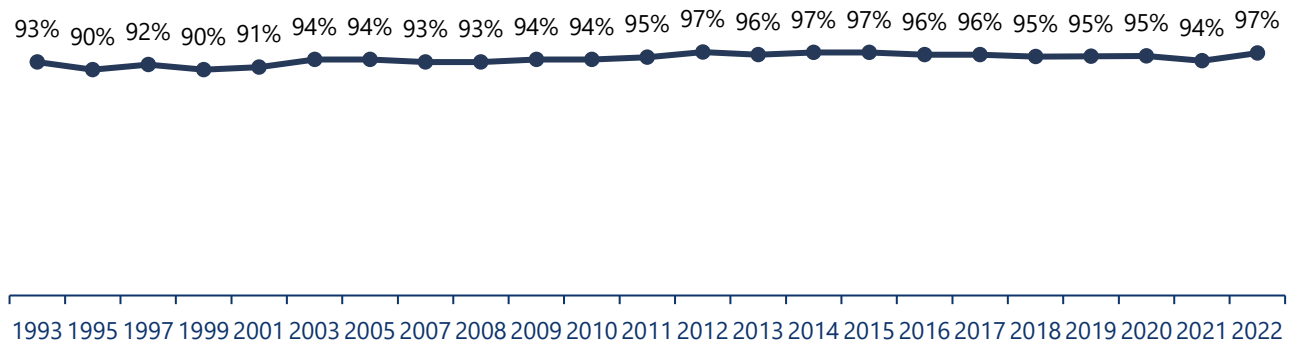
## Employer Paid Benefits

		Yes	No/NA <sup>†</sup>	Total
<b>Employer Paid Benefits (Pension plan, sickness, life insurance etc.)</b>	Count	1,365	92	1,457
	Percent	93.7%	6.3%	100.0%
<b>Employer Paid Benefits (Professional Development activities)</b>	Count	1,222	235	1,457
	Percent	83.9%	16.1%	100.0%
<b>Does your employer pay for your APEGS annual dues?</b>	Count	1,305	152	1,457
	Percent	89.6%	10.4%	100.0%
<b>Does your employer pay for you to attend the APEGS Annual Meeting?</b>	Count	215	1242	1457
	Percent	14.8%	85.2%	100.0%

<sup>†</sup> N/A grouped with No.

## Additional Benefits

Almost all (97%) respondents indicated that their employer offers additional benefits, up from last year.





## Salary by Year of B.Sc.

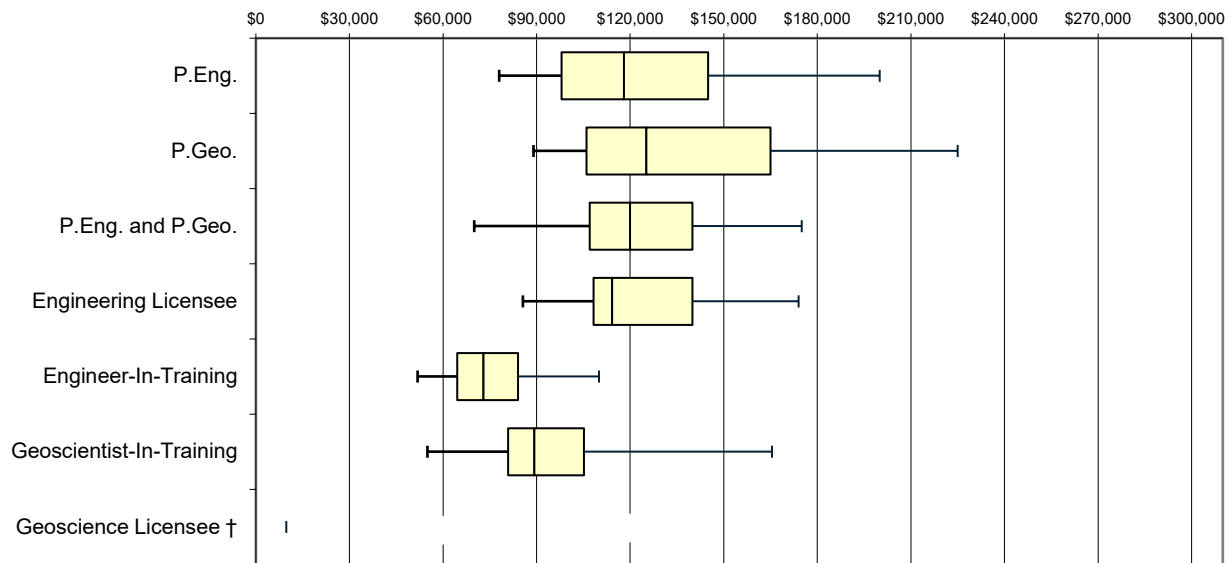
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>1976 &amp; Prior</b>	13	0.9%	\$121,483	\$1,200	\$48,000	\$135,000	\$180,000	\$240,000
<b>1978†</b>								
<b>1980†</b>								
<b>1981†</b>								
<b>1982</b>	11	0.8%	\$175,789	\$86,000	\$100,000	\$114,000	\$190,000	\$600,000
<b>1983†</b>								
<b>1984†</b>								
<b>1985†</b>								
<b>1986</b>	11	0.8%	\$151,495	\$99,000	\$108,448	\$158,000	\$190,000	\$210,000
<b>1987</b>	19	1.4%	\$140,691	\$15,000	\$86,817	\$170,000	\$180,000	\$228,000
<b>1988</b>	12	0.9%	\$178,897	\$140,000	\$147,282	\$181,709	\$202,993	\$225,000
<b>1989</b>	12	0.9%	\$139,625	\$96,000	\$122,500	\$140,750	\$160,000	\$183,000
<b>1990†</b>								
<b>1991†</b>								
<b>1992†</b>								
<b>1993</b>	10	0.7%	\$153,225	\$115,115	\$132,000	\$142,500	\$168,933	\$220,000
<b>1994</b>	17	1.2%	\$151,767	\$84,000	\$118,000	\$160,000	\$180,000	\$225,000
<b>1995</b>	19	1.4%	\$157,977	\$90,000	\$120,000	\$147,500	\$190,000	\$325,000
<b>1996</b>	16	1.2%	\$171,768	\$112,000	\$150,375	\$172,869	\$194,275	\$240,000
<b>1997</b>	19	1.4%	\$148,625	\$81,000	\$124,821	\$145,000	\$175,000	\$250,000
<b>1998</b>	11	0.8%	\$157,510	\$60,000	\$134,000	\$158,481	\$185,000	\$238,000
<b>1999</b>	29	2.1%	\$160,601	\$109,000	\$123,227	\$140,000	\$204,000	\$250,000
<b>2000</b>	23	1.7%	\$142,366	\$73,000	\$116,940	\$135,000	\$170,334	\$225,000
<b>2001</b>	35	2.5%	\$139,641	\$74,400	\$105,000	\$137,000	\$168,500	\$215,225
<b>2002</b>	26	1.9%	\$138,243	\$96,000	\$115,000	\$136,500	\$162,500	\$197,000
<b>2003</b>	35	2.5%	\$134,397	\$70,000	\$100,000	\$131,000	\$159,000	\$206,000
<b>2004</b>	48	3.5%	\$126,569	\$32,640	\$97,386	\$130,000	\$150,275	\$202,000
<b>2005</b>	48	3.5%	\$134,410	\$75,500	\$110,000	\$131,500	\$159,891	\$200,000
<b>2006</b>	33	2.4%	\$120,418	\$70,000	\$104,550	\$119,000	\$134,508	\$167,000
<b>2007</b>	54	3.9%	\$116,983	\$70,000	\$101,000	\$113,393	\$131,000	\$160,000
<b>2008</b>	63	4.6%	\$120,591	\$88,800	\$105,000	\$115,000	\$135,000	\$174,000
<b>2009</b>	61	4.4%	\$107,573	\$52,000	\$91,104	\$110,000	\$124,000	\$150,000
<b>2010</b>	59	4.3%	\$116,463	\$82,621	\$99,240	\$115,000	\$135,000	\$154,000
<b>2011</b>	61	4.4%	\$107,703	\$77,500	\$92,900	\$102,178	\$123,000	\$145,000
<b>2012</b>	73	5.3%	\$103,897	\$73,730	\$90,000	\$100,360	\$113,500	\$140,000
<b>2013</b>	61	4.4%	\$102,187	\$57,000	\$90,000	\$101,000	\$112,500	\$145,000
<b>2014</b>	58	4.2%	\$93,630	\$68,000	\$80,000	\$89,000	\$101,400	\$140,000
<b>2015</b>	80	5.8%	\$87,832	\$60,000	\$76,970	\$89,000	\$98,000	\$125,624
<b>2016</b>	52	3.8%	\$89,646	\$65,000	\$77,125	\$89,000	\$99,500	\$130,000
<b>2017</b>	60	4.3%	\$81,921	\$55,009	\$69,501	\$78,918	\$90,963	\$114,625



<b>2018</b>	57	4.1%	\$76,467	\$58,000	\$70,000	\$75,000	\$82,000	\$98,000
<b>2019</b>	55	4.0%	\$72,933	\$51,840	\$66,700	\$72,349	\$79,900	\$92,600
<b>2020</b>	49	3.5%	\$70,406	\$55,000	\$62,400	\$69,000	\$80,151	\$86,000
<b>2021</b>	48	3.5%	\$64,738	\$52,000	\$61,000	\$64,900	\$69,100	\$81,000
<b>2022†</b>								

† Data suppressed due to sample size < 10

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

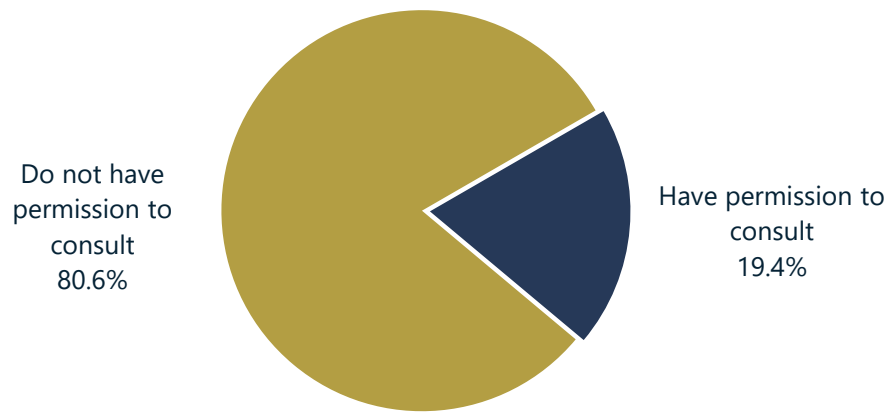


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>P.Eng.</b>	943	66.3%	\$126,480	\$78,000	\$98,000	\$118,000	\$145,016	\$200,000
<b>P.Geo.</b>	54	3.8%	\$137,561	\$89,000	\$106,000	\$125,200	\$165,000	\$225,000
<b>P.Eng. and P.Geo.</b>	10	0.7%	\$121,900	\$70,000	\$107,000	\$120,000	\$140,000	\$175,000
<b>Engineering License</b>	10	0.7%	\$121,569	\$85,597	\$108,305	\$114,258	\$140,000	\$174,000
<b>Engineer-in-Training</b>	376	26.4%	\$76,315	\$51,840	\$64,575	\$73,000	\$84,000	\$110,000
<b>Geoscientist-in-Training</b>	28	2.0%	\$97,595	\$55,000	\$80,875	\$90,625	\$106,500	\$166,800
<b>Geo Licensee†</b>								

† Data suppressed due to sample size < 10



## Permission to Consult

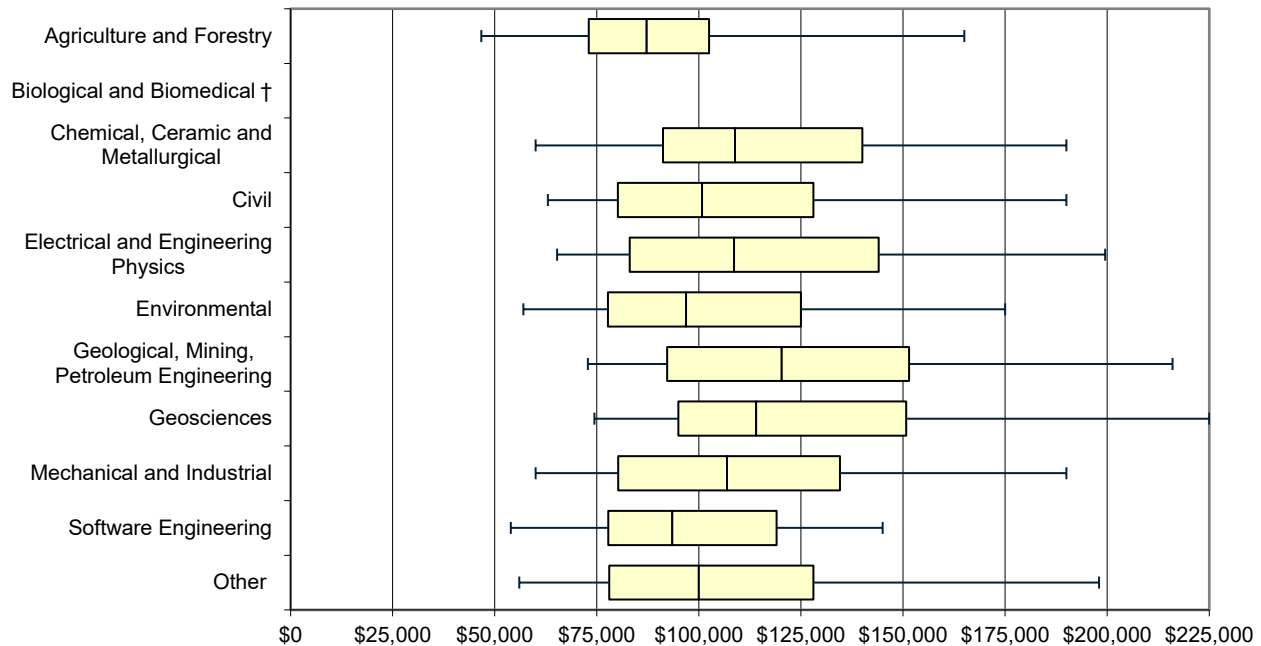


## Salary by Permission to Consult – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Have permission to consult</b>	Five years or less	26	9.8%	\$82,399	\$55,000	\$62,000	\$75,500	\$90,000	\$165,000
	6 to 10 years	59	22.2%	\$102,002	\$62,000	\$83,200	\$99,000	\$114,000	\$150,000
	11 to 20 years	108	40.6%	\$126,779	\$89,000	\$107,806	\$122,508	\$144,388	\$178,000
	More than 20 years	73	27.4%	\$173,523	\$95,000	\$130,000	\$160,000	\$190,000	\$310,979
	Total	266	100.0%	\$129,774	\$65,550	\$97,953	\$121,400	\$150,000	\$210,000
<b>Do not have permission to consult</b>	Five years or less	387	33.5%	\$78,774	\$55,000	\$67,000	\$75,000	\$86,000	\$115,000
	6 to 10 years	286	24.7%	\$100,618	\$70,000	\$87,000	\$98,250	\$110,000	\$140,000
	11 to 20 years	325	28.1%	\$128,375	\$84,000	\$106,000	\$121,863	\$148,000	\$191,500
	More than 20 years	158	13.7%	\$158,839	\$95,000	\$128,000	\$160,000	\$181,000	\$228,000
	Total	1,156	100.0%	\$109,066	\$60,074	\$80,000	\$100,000	\$130,000	\$190,000



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



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Agriculture and Forestry</b>	30	2.1%	\$92,894	\$46,700	\$73,000	\$87,190	\$102,500	\$165,000
<b>Biological and Biomedical†</b>								
<b>Chemical, Ceramic and Metallurgical</b>	65	4.6%	\$116,482	\$60,000	\$91,200	\$108,800	\$140,000	\$190,000
<b>Civil</b>	303	21.3%	\$111,235	\$63,000	\$80,113	\$100,800	\$128,000	\$190,000
<b>Electrical and Engineering Physics</b>	200	14.1%	\$116,454	\$65,262	\$83,023	\$108,631	\$144,000	\$199,500
<b>Environmental</b>	91	6.4%	\$105,054	\$57,000	\$77,692	\$96,834	\$125,000	\$175,000
<b>Geological, Mining, Petroleum Engineering</b>	124	8.7%	\$127,845	\$72,800	\$92,250	\$120,250	\$151,500	\$216,000
<b>Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)</b>	74	5.2%	\$126,541	\$74,400	\$95,000	\$114,000	\$150,800	\$225,000
<b>Mechanical and Industrial</b>	341	24.0%	\$111,522	\$60,000	\$80,250	\$106,840	\$134,508	\$190,000
<b>Software Engineering</b>	34	2.4%	\$95,286	\$53,927	\$77,800	\$93,500	\$119,000	\$145,000
<b>Other</b>	157	11.0%	\$107,897	\$56,000	\$78,000	\$100,000	\$128,000	\$198,000

† Data suppressed due to sample size < 10



## Discipline of Employment (Full-Time Employees)

	% working in same discipline as at graduation	% working in other discipline
<b>Agriculture and Forestry</b>	40.0%	60.0%
<b>Biological and Biomedical</b>	66.7%	33.3%
<b>Chemical, Ceramic and Metallurgical</b>	87.7%	12.3%
<b>Civil</b>	75.6%	24.4%
<b>Electrical and Engineering Physics</b>	96.5%	3.5%
<b>Environmental</b>	59.8%	40.2%
<b>Geological, Mining, Petroleum Engineering</b>	51.6%	48.4%
<b>Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)</b>	90.7%	9.3%
<b>Mechanical and Industrial</b>	84.8%	15.2%
<b>Software Engineering</b>	38.2%	61.8%
<b>Other</b>	22.9%	77.1%

## 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								
	6 - 10 years†	15	50.0%	\$84,376	\$46,700	\$73,000	\$87,300	\$98,000	\$107,500
	11 - 20 years†								
	More than 20 years†								
	Total	30	100.0%	\$92,894	\$46,700	\$73,000	\$87,190	\$102,500	\$165,000
<b>Chemical, Ceramic and Metallurgical</b>	5 or fewer years	23	35.4%	\$92,582	\$50,000	\$75,000	\$88,500	\$100,000	\$143,500
	6 - 10 years	18	27.7%	\$99,526	\$60,000	\$91,200	\$98,000	\$112,500	\$135,000
	11 - 20 years	15	23.1%	\$141,408	\$102,300	\$116,000	\$134,000	\$158,000	\$190,000
	More than 20 years†								
	Total	65	100.0%	\$116,482	\$60,000	\$91,200	\$108,800	\$140,000	\$190,000



<b>Civil</b>	5 or fewer years	82	27.1%	\$78,013	\$58,000	\$67,000	\$74,200	\$81,000	\$115,000
	6 - 10 years	78	25.7%	\$97,578	\$65,400	\$83,200	\$93,550	\$101,750	\$150,000
	11 - 20 years	96	31.7%	\$120,991	\$80,000	\$103,064	\$116,835	\$135,450	\$187,500
	More than 20 years	47	15.5%	\$171,933	\$99,240	\$125,000	\$148,500	\$184,771	\$250,000
	Total	303	100.0%	\$111,235	\$63,000	\$80,113	\$100,800	\$128,000	\$190,000
<b>Electrical and Engineering Physics</b>	5 or fewer years	59	29.5%	\$77,302	\$60,074	\$68,000	\$72,349	\$87,000	\$107,500
	6 - 10 years	40	20.0%	\$101,624	\$70,051	\$90,309	\$101,696	\$112,875	\$137,040
	11 - 20 years	66	33.0%	\$138,861	\$91,026	\$112,000	\$132,350	\$159,000	\$210,000
	More than 20 years	35	17.5%	\$157,150	\$98,000	\$142,971	\$155,000	\$175,000	\$213,000
	Total	200	100.0%	\$116,454	\$65,262	\$83,023	\$108,631	\$144,000	\$199,500
<b>Environmental</b>	5 or fewer years	29	31.9%	\$73,973	\$55,000	\$68,000	\$76,000	\$78,132	\$98,000
	6 - 10 years	24	26.4%	\$101,518	\$76,000	\$87,325	\$96,733	\$113,750	\$135,800
	11 - 20 years	24	26.4%	\$120,062	\$73,000	\$98,652	\$117,000	\$138,000	\$175,000
	More than 20 years <sup>†</sup>	14	15.4%	\$149,769	\$95,000	\$127,500	\$148,078	\$175,000	\$225,000
	Total	91	100.0%	\$105,054	\$57,000	\$77,692	\$96,834	\$125,000	\$175,000
<b>Geological, Mining, Petroleum Engineering</b>	5 or fewer years	36	29.0%	\$90,894	\$55,000	\$77,250	\$85,500	\$100,000	\$165,000
	6 - 10 years*	34	27.4%	\$116,223	\$81,800	\$100,000	\$114,450	\$135,000	\$154,000
	11 - 20 years*	36	29.0%	\$140,577	\$90,651	\$120,250	\$141,500	\$156,350	\$180,000
	More than 20 years*	18	14.5%	\$198,233	\$40,000	\$150,000	\$187,850	\$222,000	\$385,000
	Total	124	100.0%	\$127,845	\$72,800	\$92,250	\$120,250	\$151,500	\$216,000
<b>Geosciences: (Geology, Geophysics,</b>	5 or fewer years	15	20.3%	\$84,747	\$10,000	\$75,000	\$85,000	\$93,000	\$146,000

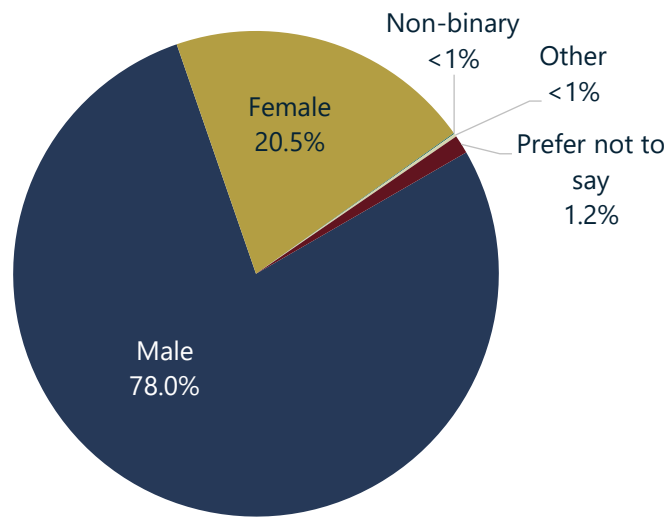


<b>Geochemistry, Hydrogeology)</b>	6 - 10 years	16	21.6%	\$110,148	\$89,000	\$95,077	\$102,680	\$117,500	\$166,800
	11 - 20 years	25	33.8%	\$131,093	\$91,000	\$110,000	\$120,000	\$150,000	\$179,000
	More than 20 years	18	24.3%	\$169,619	\$90,000	\$128,000	\$175,000	\$191,500	\$300,000
	Total	74	100.0%	\$126,541	\$74,400	\$95,000	\$114,000	\$150,800	\$225,000
<b>Mechanical and Industrial</b>	5 or fewer years	95	27.9%	\$76,513	\$57,000	\$63,000	\$70,000	\$84,000	\$130,000
	6 - 10 years	79	23.2%	\$99,901	\$68,000	\$85,900	\$100,000	\$112,868	\$136,000
	11 - 20 years	111	32.6%	\$125,917	\$70,000	\$109,000	\$123,791	\$145,016	\$189,900
	More than 20 years	56	16.4%	\$158,775	\$97,953	\$124,866	\$160,000	\$189,579	\$228,000
	Total	341	100.0%	\$111,522	\$60,000	\$80,250	\$106,840	\$134,508	\$190,000
<b>Software, Computer Engineering</b>	5 or fewer years	14	41.2%	\$76,564	\$9,565	\$61,000	\$76,900	\$85,597	\$130,000
	6 - 10 years†								
	11 - 20 years	11	32.4%	\$114,741	\$91,000	\$98,000	\$115,000	\$120,000	\$148,148
	More than 20 years†								
	Total	34	100.0%	\$95,286	\$53,927	\$77,800	\$93,500	\$119,000	\$145,000
<b>Other</b>	5 or fewer years	51	32.5%	\$76,164	\$43,680	\$65,000	\$76,000	\$90,000	\$109,000
	6 - 10 years	30	19.1%	\$96,711	\$65,480	\$78,000	\$91,816	\$108,160	\$151,000
	11 - 20 years	45	28.7%	\$124,880	\$80,000	\$104,550	\$120,000	\$141,000	\$200,000
	More than 20 years	31	19.7%	\$146,274	\$90,000	\$115,400	\$140,000	\$175,000	\$210,000
	Total	157	100.0%	\$107,897	\$56,000	\$78,000	\$100,000	\$128,000	\$198,000

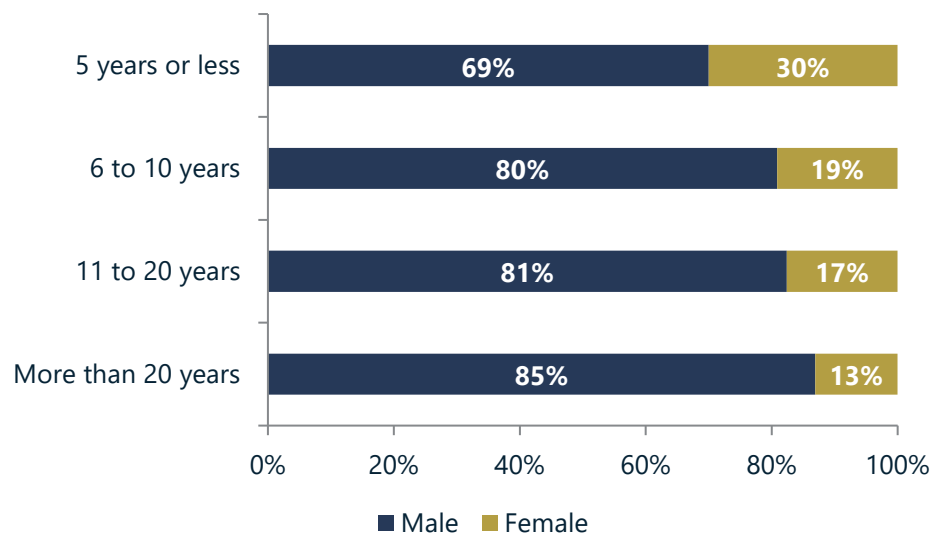
† Data suppressed due to sample size < 10, Biological/Biomedical not reported due to small sample size



## Gender



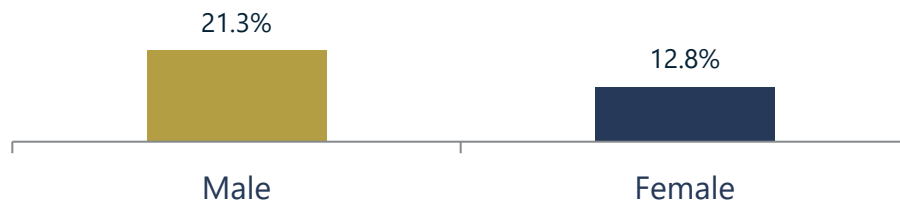
## Experience by Gender





## 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	22	76%	\$92,807	\$46,700	\$68,000	\$87,190	\$105,000	\$165,000
	Female†								
<b>Chemical, Ceramic and Metallurgical</b>	Male	46	72%	\$118,852	\$62,000	\$92,600	\$113,750	\$143,500	\$186,996
	Female	18	28%	\$104,121	\$40,000	\$84,561	\$95,000	\$116,000	\$215,225
<b>Civil</b>	Male	229	77%	\$115,873	\$64,800	\$81,000	\$103,000	\$136,000	\$200,000
	Female	69	23%	\$95,222	\$62,000	\$77,000	\$90,000	\$105,000	\$160,000
<b>Electrical and Engineering Physics</b>	Male	176	89%	\$117,760	\$65,200	\$87,125	\$110,370	\$144,633	\$200,000
	Female	21	11%	\$103,345	\$68,000	\$77,000	\$98,680	\$119,200	\$160,000
<b>Environmental</b>	Male	51	57%	\$113,361	\$55,000	\$84,977	\$110,000	\$138,000	\$181,000
	Female	39	43%	\$93,756	\$57,000	\$76,000	\$81,000	\$104,000	\$172,000
<b>Geological, Mining, Petroleum Engineering</b>	Male	89	74%	\$133,642	\$75,000	\$98,000	\$130,000	\$154,400	\$230,000
	Female	31	26%	\$114,432	\$60,000	\$85,000	\$110,000	\$142,000	\$195,700
<b>Geosciences</b>	Male	55	74%	\$133,386	\$80,500	\$98,000	\$119,000	\$168,000	\$225,000
	Female	19	26%	\$106,727	\$10,000	\$85,000	\$98,000	\$144,000	\$225,000
<b>Mechanical and Industrial</b>	Male	299	88%	\$112,217	\$59,950	\$82,000	\$108,455	\$135,000	\$190,000
	Female	39	12%	\$107,757	\$61,500	\$77,000	\$98,000	\$125,000.00	\$191,000
<b>Software, Computer Engineering</b>	Male	28	82%	\$98,615	\$53,927	\$79,500	\$98,000	\$120,000	\$145,000
	Female†								
<b>Other</b>	Male	116	75%	\$112,158	\$59,000	\$80,000	\$104,000	\$139,578	\$202,000
	Female	38	25%	\$96,039	\$50,000	\$72,000	\$86,703	\$118,000	\$167,000



† 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
<b>Early stages of training and development</b>	Male	19	57.6%	\$58,136	\$19,000	\$51,840	\$59,950	\$67,866	\$80,000
	Female	14	42.4%	\$60,581	\$10,000	\$60,000	\$63,220	\$68,000	\$76,000
...	Male	27	62.8%	\$71,309	\$58,000	\$62,000	\$67,886	\$72,800	\$128,000
	Female	16	37.2%	\$65,760	\$43,680	\$58,000	\$64,000	\$76,000	\$85,142
<b>More advanced stages of training and development</b>	Male	73	68.2%	\$70,400	\$50,000	\$63,570	\$70,000	\$75,000	\$96,902
	Female	34	31.8%	\$76,271	\$50,000	\$69,500	\$78,500	\$84,000	\$98,000
...	Male	69	66.3%	\$77,897	\$60,000	\$68,000	\$75,000	\$85,900	\$101,000
	Female	35	33.7%	\$74,840	\$50,000	\$68,000	\$74,500	\$82,000	\$100,200
<b>Fully qualified professional level</b>	Male	111	75.5%	\$96,661	\$60,000	\$78,500	\$91,104	\$106,600	\$160,000
	Female	36	24.5%	\$98,653	\$56,200	\$78,000	\$94,908	\$107,509	\$172,000
...	Male	119	87.5%	\$103,511	\$70,000	\$85,000	\$100,000	\$115,900	\$148,000
	Female	17	12.5%	\$94,831	\$70,000	\$87,000	\$96,000	\$102,000	\$120,500
<b>First level of direct and sustained supervision</b>	Male	66	79.5%	\$102,079	\$68,640	\$87,000	\$96,018	\$114,000	\$145,000
	Female	17	20.5%	\$88,447	\$65,480	\$77,000	\$90,000	\$98,000	\$107,300
...	Male	61	82.4%	\$103,948	\$64,000	\$85,000	\$102,178	\$120,000	\$145,100
	Female	13	17.6%	\$99,085	\$65,000	\$93,000	\$97,000	\$105,000	\$135,800
<b>Involved in short and long range planning</b>	Male	139	82.2%	\$114,483	\$73,000	\$93,100	\$112,000	\$134,508	\$175,000
	Female	30	17.8%	\$107,186	\$81,000	\$93,000	\$105,000	\$119,200	\$152,000
...	Male	122	86.5%	\$122,508	\$90,000	\$104,000	\$118,000	\$140,000	\$174,000
	Female	19	13.5%	\$131,359	\$96,000	\$104,890	\$130,400	\$140,088	\$195,700
<b>Regularly direct several professionals</b>	Male	105	78.9%	\$142,880	\$94,560	\$112,000	\$135,000	\$157,000	\$190,000
	Female	28	21.1%	\$128,887	\$90,000	\$106,100	\$120,000	\$148,750	\$170,334
...	Male	81	88.0%	\$155,365	\$110,000	\$135,000	\$154,400	\$178,646	\$204,000
	Female	11	12.0%	\$148,011	\$90,000	\$125,000	\$140,000	\$175,000	\$215,225
<b>Direct technical and administrative activities of a significant group</b>	Male	92	84.4%	\$166,220	\$107,000	\$136,950	\$164,500	\$191,500	\$228,000
	Female†	17	15.6%	\$153,580	\$110,000	\$120,000	\$144,000	\$187,000	\$216,000
...	Male	14	87.5%	\$221,818	\$130,000	\$172,543	\$205,500	\$250,000	\$365,000
	Female†								
<b>CEO</b>	Male	14	100.0%	\$193,825	\$84,000	\$147,556	\$195,000	\$225,000	\$385,000
	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
<b>Bachelors</b>	Male	762	78.1%	\$112,574	\$62,000	\$81,250	\$104,993	\$135,000	\$190,000
	Female	214	21.9%	\$96,439	\$57,000	\$75,030	\$90,000	\$108,160	\$164,358
...	Male	132	84.1%	\$123,631	\$61,100	\$90,063	\$112,500	\$150,000	\$191,500
	Female	25	15.9%	\$100,530	\$61,000	\$78,000	\$95,000	\$112,000	\$177,221
<b>Masters</b>	Male	160	81.6%	\$116,781	\$58,050	\$88,500	\$110,000	\$146,875	\$196,650
	Female	36	18.4%	\$118,198	\$56,000	\$83,954	\$115,000	\$141,500	\$225,000
...	Male	15	83.3%	\$140,381	\$78,000	\$104,000	\$120,000	\$182,000	\$250,000
	Female†								
<b>Doctorate</b>	Male	43	79.6%	\$147,337	\$86,000	\$108,000	\$150,000	\$186,996	\$225,000
	Female	11	20.4%	\$114,276	\$50,000	\$91,000	\$100,000	\$160,000	\$183,000

† 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
<b>Male</b>	5 years or less	286	25.7%	\$79,899	\$55,000	\$66,700	\$75,000	\$89,300	\$130,000
	6 to 10 years	279	25.1%	\$101,777	\$70,000	\$87,000	\$99,295	\$112,000	\$145,000
	11 to 20 years	352	31.7%	\$129,752	\$85,000	\$108,479	\$125,000	\$150,000	\$191,500
	More than 20 years	195	17.5%	\$165,679	\$97,953	\$130,000	\$160,000	\$188,314	\$250,000
<b>Female</b>	5 years or less	121	41.9%	\$76,453	\$56,000	\$65,137	\$76,000	\$84,158	\$101,500
	6 to 10 years	63	21.8%	\$96,601	\$65,480	\$85,000	\$95,700	\$103,356	\$134,000
	11 to 20 years	75	26.0%	\$121,299	\$81,000	\$101,176	\$118,000	\$140,000	\$175,000
	More than 20 years	30	10.4%	\$150,877	\$90,000	\$118,000	\$144,500	\$183,864	\$216,000



## 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	55.6%	\$69,550	\$45,000	\$55,000	\$62,700	\$68,500	\$155,000
	Female†								
<b>Decisions fall within established guidelines</b>	Male	46	67.6%	\$74,942	\$52,000	\$60,000	\$68,250	\$75,000	\$136,000
	Female	22	32.4%	\$67,360	\$56,000	\$60,000	\$64,500	\$76,000	\$85,000
...	Male	46	70.8%	\$76,722	\$52,000	\$63,570	\$72,000	\$91,200	\$117,120
	Female	19	29.2%	\$79,126	\$56,200	\$68,500	\$80,000	\$86,000	\$100,414
<b>Independent Analysis</b>	Male	47	71.2%	\$79,590	\$52,000	\$68,640	\$78,500	\$90,000	\$107,000
	Female	19	28.8%	\$77,193	\$50,000	\$65,137	\$73,000	\$82,000	\$107,000
...	Male	57	71.3%	\$85,607	\$61,300	\$69,000	\$81,000	\$90,000	\$135,000
	Female	23	28.8%	\$90,535	\$68,500	\$76,000	\$84,000	\$100,200	\$134,000
<b>Routinely make technical recommendations</b>	Male	74	67.3%	\$93,446	\$60,000	\$77,100	\$90,000	\$105,000	\$150,000
	Female	36	32.7%	\$87,066	\$55,000	\$73,250	\$86,659	\$100,000	\$135,800
...	Male	85	83.3%	\$103,045	\$62,000	\$83,000	\$99,265	\$125,000	\$149,350
	Female	17	16.7%	\$95,129	\$65,480	\$82,000	\$93,000	\$101,175	\$140,000
<b>Routinely make responsible decisions</b>	Male	128	85.9%	\$110,609	\$67,000	\$89,000	\$102,650	\$118,617	\$159,564
	Female	21	14.1%	\$98,165	\$77,000	\$90,000	\$96,000	\$107,000	\$120,000
...	Male	87	89.7%	\$110,296	\$74,600	\$90,000	\$106,000	\$125,000	\$170,000
	Female	10	10.3%	\$94,067	\$50,000	\$80,000	\$91,083	\$111,300	\$138,000
<b>Routinely make responsible technical/administrative decisions</b>	Male	158	77.5%	\$119,881	\$70,000	\$95,550	\$112,809	\$140,000	\$190,000
	Female	46	22.5%	\$118,913	\$70,000	\$96,000	\$107,950	\$140,000	\$187,000
...	Male	150	84.7%	\$136,556	\$90,000	\$112,000	\$135,000	\$157,000	\$190,000
	Female	27	15.3%	\$130,767	\$77,000	\$98,680	\$122,598	\$167,000	\$200,000
<b>Deal with major problems</b>	Male	135	84.9%	\$148,050	\$85,000	\$118,000	\$145,000	\$178,000	\$212,000
	Female	24	15.1%	\$128,563	\$77,000	\$100,473	\$123,000	\$151,300	\$215,225
...	Male	32	76.2%	\$163,022	\$107,000	\$128,825	\$158,500	\$191,125	\$250,000
	Female	10	23.8%	\$144,236	\$95,000	\$108,000	\$126,500	\$183,864	\$225,000
<b>Isolate and analyze major over-all problems</b>	Male	51	94.4%	\$165,603	\$60,000	\$115,000	\$150,000	\$200,000	\$325,000
	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
<b>Work under close supervision</b>	Male†								
	Female†								
...	Male†								
	Female†								
<b>Receive instructions as to methods and procedures</b>	Male	13	54.2%	\$73,424	\$51,840	\$58,000	\$65,000	\$71,500	\$130,000
	Female	11	45.8%	\$57,704	\$10,000	\$56,000	\$63,440	\$65,800	\$70,000
...	Male	15	53.6%	\$67,298	\$58,000	\$59,950	\$63,570	\$72,000	\$100,000
	Female	13	46.4%	\$69,330	\$56,000	\$61,000	\$63,000	\$78,000	\$104,000
<b>Work under general supervision</b>	Male	52	59.1%	\$75,773	\$52,000	\$65,625	\$71,515	\$80,375	\$127,463
	Female	36	40.9%	\$77,441	\$57,000	\$70,125	\$78,918	\$84,750	\$95,000
...	Male	55	77.5%	\$79,858	\$50,000	\$67,866	\$77,592	\$91,520	\$124,000
	Female	16	22.5%	\$87,121	\$40,000	\$77,591	\$86,000	\$100,854	\$135,800
<b>Work in terms of specific objectives</b>	Male	73	78.5%	\$99,883	\$55,170	\$75,000	\$87,600	\$105,000	\$145,000
	Female	20	21.5%	\$84,710	\$50,650	\$72,250	\$78,000	\$95,250	\$139,700
...	Male	59	78.7%	\$96,891	\$62,000	\$77,000	\$90,000	\$114,000	\$154,656
	Female	16	21.3%	\$84,980	\$61,000	\$68,700	\$77,500	\$100,381	\$125,000
<b>Work towards objectives to be accomplished</b>	Male	171	80.7%	\$100,704	\$59,000	\$80,000	\$96,000	\$118,656	\$155,000
	Female	41	19.3%	\$88,577	\$65,480	\$77,692	\$86,166	\$98,000	\$112,000
...	Male	164	84.1%	\$114,781	\$74,609	\$91,293	\$108,508	\$140,000	\$162,500
	Female	31	15.9%	\$104,792	\$70,000	\$90,000	\$101,176	\$111,300	\$177,221
<b>Work independently on broad, general assignments</b>	Male	296	83.1%	\$122,642	\$73,000	\$99,240	\$117,210	\$142,888	\$190,000
	Female	60	16.9%	\$117,603	\$74,575	\$94,000	\$111,400	\$138,750	\$182,450
...	Male	109	79.0%	\$150,054	\$94,560	\$120,000	\$143,520	\$180,000	\$212,000
	Female	29	21.0%	\$140,912	\$95,000	\$118,000	\$140,000	\$160,000	\$215,225
<b>Operate as an executive</b>	Male	59	89.4%	\$170,680	\$107,000	\$140,000	\$165,000	\$190,000	\$300,000
	Female†								
...	Male†								
	Female†								
<b>Determine policies, plans and programs</b>	Male	30	90.9%	\$174,957	\$84,000	\$125,000	\$168,772	\$225,000	\$325,000
	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
<b>No supervisory role</b>	Male	152	71.7%	\$94,497	\$52,000	\$69,994	\$91,059	\$115,975	\$146,160
	Female	60	28.3%	\$87,979	\$44,246	\$68,475	\$79,250	\$103,814	\$140,084
...	Male	72	73.5%	\$84,903	\$52,000	\$67,625	\$80,000	\$98,639	\$131,000
	Female	26	26.5%	\$90,419	\$57,000	\$73,000	\$88,703	\$102,000	\$120,500
<b>Assign and check work of one or two non-professionals</b>	Male	70	79.5%	\$91,975	\$58,000	\$70,000	\$85,000	\$109,000	\$138,000
	Female	18	20.5%	\$75,273	\$50,000	\$63,000	\$76,500	\$85,000	\$100,000
...	Male	29	74.4%	\$86,368	\$52,000	\$67,000	\$83,000	\$98,000	\$148,000
	Female	10	25.6%	\$78,218	\$64,000	\$72,000	\$76,698	\$84,561	\$101,500
<b>Give Work Direction to one or more technologists</b>	Male	59	71.1%	\$89,587	\$55,000	\$72,000	\$86,300	\$106,000	\$130,000
	Female	24	28.9%	\$80,288	\$57,000	\$68,511	\$78,150	\$89,750	\$107,000
...	Male	48	80.0%	\$96,843	\$62,000	\$78,000	\$93,550	\$118,625	\$140,000
	Female	12	20.0%	\$84,980	\$65,000	\$70,000	\$87,500	\$98,520	\$108,000
<b>Responsible for the work of one or more non-professional assistants</b>	Male	43	79.6%	\$105,455	\$59,000	\$70,000	\$85,000	\$100,400	\$150,000
	Female†	11	20.4%	\$91,248	\$40,000	\$80,000	\$90,000	\$100,000	\$160,000
...	Male	51	77.3%	\$111,369	\$74,600	\$90,250	\$99,265	\$130,000	\$175,000
	Female†	15	22.7%	\$89,846	\$56,000	\$74,000	\$87,000	\$108,800	\$130,897
<b>Responsible for supervising one or more junior professionals</b>	Male	86	80.4%	\$109,252	\$70,000	\$89,000	\$105,000	\$120,000	\$160,000
	Female	21	19.6%	\$94,670	\$74,000	\$90,000	\$97,128	\$102,000	\$108,160
...	Male	83	83.0%	\$118,019	\$80,000	\$95,000	\$117,000	\$140,000	\$165,087
	Female	17	17.0%	\$125,051	\$80,000	\$101,176	\$114,000	\$152,000	\$183,000
<b>Co-ordinate work programs and direct use of materials, equipment and personnel</b>	Male	126	81.8%	\$124,397	\$80,000	\$100,000	\$117,720	\$145,016	\$190,000
	Female	28	18.2%	\$112,385	\$60,000	\$86,250	\$106,900	\$137,250	\$177,221
...	Male	92	86.8%	\$132,559	\$87,000	\$108,836	\$131,000	\$151,766	\$190,000
	Female	14	13.2%	\$125,229	\$76,800	\$104,890	\$123,125	\$145,000	\$191,000
<b>Supervise and direct the work of two or more major functions in the organization</b>	Male	58	86.6%	\$146,768	\$100,000	\$115,000	\$145,000	\$169,000	\$212,000
	Female†								
...	Male	43	81.1%	\$153,899	\$75,000	\$130,000	\$150,000	\$181,000	\$210,000
	Female	10	18.9%	\$153,683	\$95,000	\$119,000	\$156,700	\$180,204	\$215,225
<b>Co-ordinate activities of personnel in a significant group</b>	Male	68	85.0%	\$171,003	\$107,000	\$140,250	\$175,050	\$191,125	\$238,000
	Female	12	15.0%	\$130,739	\$83,000	\$118,000	\$126,500	\$143,500	\$183,864
...	Male	16	88.9%	\$184,191	\$40,000	\$127,750	\$166,967	\$237,500	\$365,000
	Female†								



<b>CEO</b>	Male	16	100.0%	\$180,785	\$84,000	\$121,250	\$177,272	\$223,750	\$385,000
	Female†								

† Data suppressed due to sample size <10

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

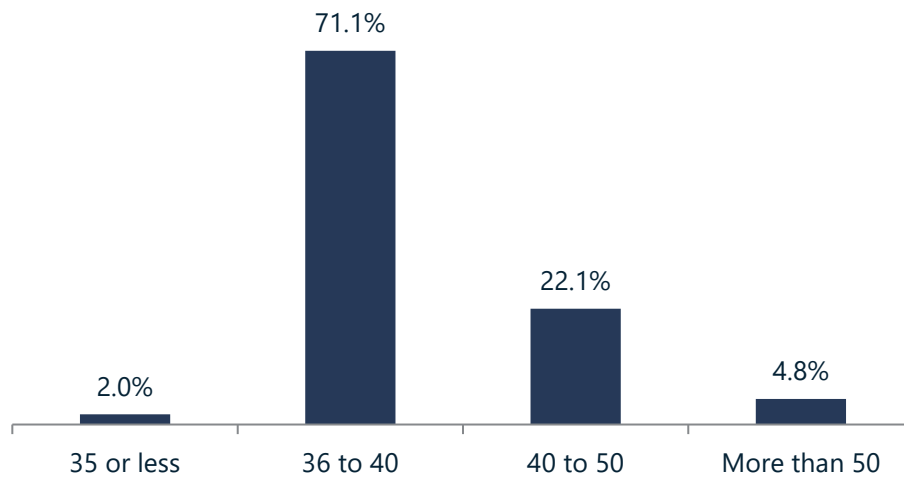
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Male</b>	0	369	33.2%	\$96,315	\$58,240	\$72,349	\$92,000	\$115,000	\$150,000
	1	126	11.3%	\$101,657	\$59,000	\$78,000	\$98,000	\$118,000	\$164,000
	2-3	200	18.0%	\$111,114	\$60,100	\$80,625	\$101,000	\$130,000	\$179,000
	4-7	145	13.0%	\$125,545	\$80,000	\$96,514	\$120,000	\$146,000	\$201,000
	8-13	94	8.5%	\$133,604	\$78,000	\$110,000	\$130,500	\$151,000	\$200,000
	14-20	52	4.7%	\$127,826	\$40,000	\$103,250	\$131,000	\$160,000	\$190,000
	21-30	33	3.0%	\$147,162	\$39,000	\$128,000	\$157,000	\$180,000	\$200,000
	31-40	15	1.3%	\$160,910	\$90,000	\$129,000	\$147,556	\$175,100	\$325,000
	41-50†	13	1.2%	\$176,920	\$82,000	\$144,912	\$178,646	\$190,000	\$365,000
	51-75	21	1.9%	\$169,625	\$102,000	\$130,000	\$178,000	\$197,000	\$240,000
	76-100	12	1.1%	\$159,912	\$66,700	\$130,000	\$170,000	\$194,430	\$212,000
	101-200	16	1.4%	\$175,008	\$99,000	\$152,500	\$173,467	\$199,975	\$250,000
	201-400†								
	401-750†								
	751-1200†								
	1201-2000†								
	2000+								
<b>Female</b>	0	134	46.4%	\$88,147	\$56,000	\$69,500	\$82,500	\$101,000	\$140,000
	1	28	9.7%	\$90,921	\$70,000	\$76,250	\$90,000	\$99,670	\$125,000
	2-3	53	18.3%	\$99,297	\$50,000	\$80,000	\$97,000	\$110,000	\$160,000
	4-7	26	9.0%	\$107,018	\$68,500	\$95,700	\$106,000	\$118,000	\$155,000
	8-13	18	6.2%	\$127,194	\$65,480	\$95,000	\$124,949	\$154,000	\$215,225
	14-20†	15	5.2%	\$139,993	\$56,000	\$101,500	\$145,000	\$165,000	\$216,000
	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)

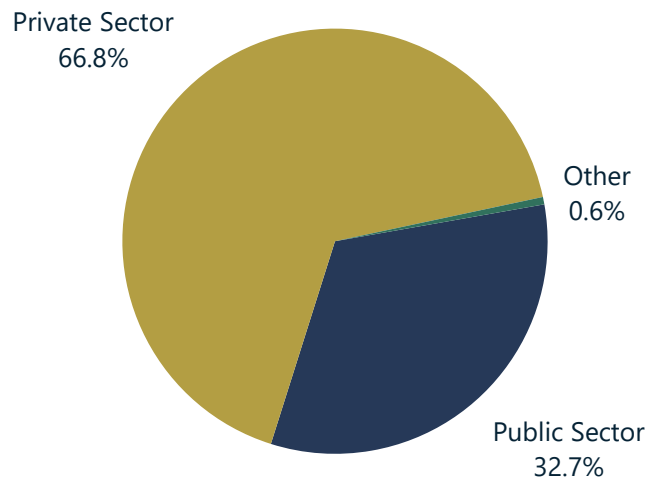


## Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 42 and among part-time staff, it is 25 hours.



## Sector of Employment

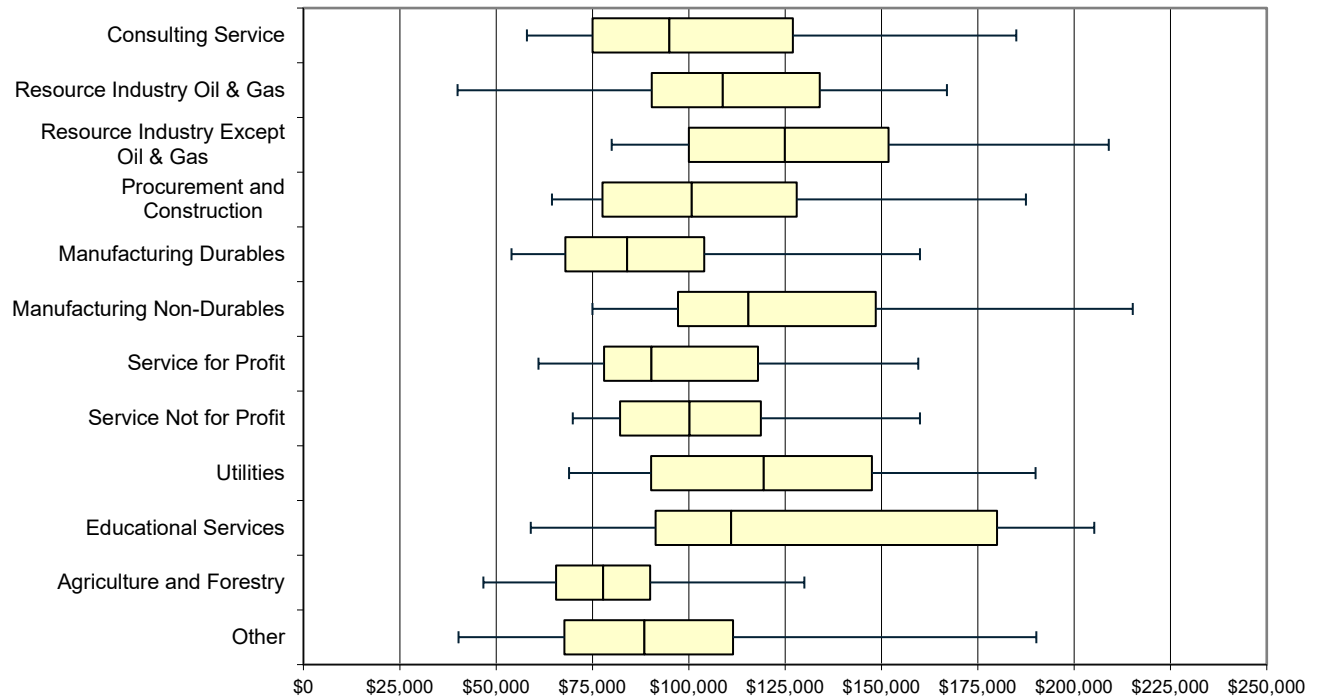


## Salary by Sector of Employment – Experience (Full-time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Public Sector</b>	Five years or less	116	25.0%	\$80,753	\$59,000	\$71,113	\$78,066	\$88,500	\$110,430
	6 to 10 years	89	19.2%	\$97,623	\$74,500	\$86,000	\$97,128	\$103,000	\$130,000
	11 to 20 years	156	33.6%	\$123,373	\$82,000	\$104,918	\$119,000	\$138,846	\$183,000
	More than 20 years	103	22.2%	\$154,273	\$98,000	\$121,000	\$155,000	\$175,642	\$213,000
	Total	464	100.0%	\$114,638	\$68,000	\$86,000	\$106,000	\$136,971	\$190,000
<b>Private Sector</b>	Five years or less	297	31.3%	\$78,319	\$52,000	\$64,500	\$73,230	\$86,000	\$130,000
	6 to 10 years	254	26.7%	\$101,864	\$65,480	\$87,000	\$99,533	\$114,000	\$145,000
	11 to 20 years	272	28.6%	\$130,810	\$85,000	\$108,304	\$125,500	\$151,964	\$200,000
	More than 20 years	127	13.4%	\$170,974	\$95,000	\$130,000	\$162,500	\$191,000	\$250,000
	Total	950	100.0%	\$112,030	\$59,950	\$79,517	\$102,446	\$135,000	\$191,500



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



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Consulting Service</b>	297	20.9%	\$107,609	\$58,000	\$75,000	\$95,000	\$127,000	\$185,000
<b>Resource Industry Oil &amp; Gas</b>	59	4.1%	\$111,419	\$40,000	\$90,405	\$108,800	\$134,000	\$167,000
<b>Resource Industry Except Oil &amp; Gas</b>	248	17.4%	\$132,208	\$80,000	\$100,000	\$124,911	\$151,875	\$209,000
<b>Procurement and Construction</b>	129	9.1%	\$109,140	\$64,500	\$77,592	\$100,800	\$128,000	\$187,500
<b>Manufacturing Durables</b>	137	9.6%	\$89,981	\$54,000	\$68,000	\$84,000	\$104,000	\$160,000
<b>Manufacturing Non-Durables</b>	56	3.9%	\$129,103	\$75,000	\$97,177	\$115,500	\$148,513	\$215,225
<b>Service For Profit</b>	26	1.8%	\$98,389	\$61,000	\$78,000	\$90,326	\$118,000	\$159,564
<b>Service Not For Profit</b>	124	8.7%	\$105,235	\$69,900	\$82,170	\$100,207	\$118,750	\$160,000
<b>Utilities</b>	216	15.2%	\$122,445	\$68,931	\$90,250	\$119,500	\$147,500	\$190,000
<b>Educational Services</b>	47	3.3%	\$130,829	\$59,000	\$91,356	\$111,000	\$180,000	\$205,234
<b>Agriculture and Forestry</b>	23	1.6%	\$80,296	\$46,700	\$65,550	\$77,800	\$90,000	\$130,000
<b>Other</b>	60	4.2%	\$93,201	\$40,250	\$67,761	\$88,500	\$111,500	\$190,200



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

		N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Consulting</b>	5 years or less	98	33.0%	\$73,327	\$52,000	\$63,440	\$69,996	\$78,000	\$130,000
	6 to 10 years	68	22.9%	\$91,753	\$62,000	\$81,340	\$90,000	\$100,034	\$128,000
	11 to 20 years	80	26.9%	\$122,536	\$85,200	\$103,000	\$117,655	\$140,000	\$179,950
	More than 20 years	51	17.2%	\$171,207	\$95,000	\$130,000	\$155,000	\$185,000	\$228,000
	Total	297	100.0%	\$107,609	\$58,000	\$75,000	\$95,000	\$127,000	\$185,000
<b>Resource Industry Oil &amp; Gas</b>	5 years or less	12	20.3%	\$82,064	\$39,000	\$75,773	\$83,000	\$95,000	\$100,200
	6 to 10 years	19	32.2%	\$114,472	\$77,500	\$94,000	\$108,800	\$130,000	\$166,800
	11 to 20 years	21	35.6%	\$119,933	\$85,000	\$104,890	\$115,000	\$140,000	\$167,000
	More than 20 years†								
	Total	59	100.0%	\$111,419	\$40,000	\$90,405	\$108,800	\$134,000	\$167,000
<b>Resource Industry without Oil &amp; Gas</b>	5 years or less	54	21.8%	\$94,447	\$71,760	\$82,000	\$90,000	\$100,000	\$146,000
	6 to 10 years	74	29.8%	\$118,311	\$90,000	\$100,000	\$117,560	\$134,000	\$165,000
	11 to 20 years	87	35.1%	\$143,091	\$100,000	\$122,000	\$140,000	\$159,000	\$201,000
	More than 20 years	33	13.3%	\$196,470	\$124,821	\$170,000	\$185,000	\$216,000	\$365,000
	Total	248	100.0%	\$132,208	\$80,000	\$100,000	\$124,911	\$151,875	\$209,000
<b>Procurement and Construction</b>	5 years or less	36	27.9%	\$77,868	\$62,400	\$67,250	\$72,000	\$79,750	\$115,000
	6 to 10 years	37	28.7%	\$99,517	\$76,400	\$86,500	\$96,834	\$103,000	\$145,000
	11 to 20 years	37	28.7%	\$127,976	\$54,000	\$108,000	\$120,000	\$150,000	\$200,000
	More than 20 years†	19	14.7%	\$150,450	\$99,240	\$117,000	\$135,000	\$172,543	\$250,000
	Total	129	100.0%	\$109,140	\$64,500	\$77,592	\$100,800	\$128,000	\$187,500
<b>Manufacturing Durables</b>	5 years or less	59	43.1%	\$71,255	\$51,840	\$62,000	\$68,500	\$78,500	\$100,000
	6 to 10 years	36	26.3%	\$86,621	\$55,749	\$74,700	\$86,623	\$99,750	\$120,000
	11 to 20 years	27	19.7%	\$110,065	\$60,000	\$90,000	\$105,000	\$128,000	\$160,000
	More than 20 years	15	10.9%	\$135,551	\$84,000	\$108,560	\$119,300	\$168,500	\$250,000
	Total	137	100.0%	\$89,981	\$54,000	\$68,000	\$84,000	\$104,000	\$160,000
<b>Manufacturing Non-Durables</b>	5 years or less	16	28.6%	\$102,961	\$65,000	\$85,757	\$92,500	\$106,000	\$215,225
	6 to 10 years	14	25.0%	\$109,421	\$82,000	\$100,000	\$106,250	\$116,000	\$149,350



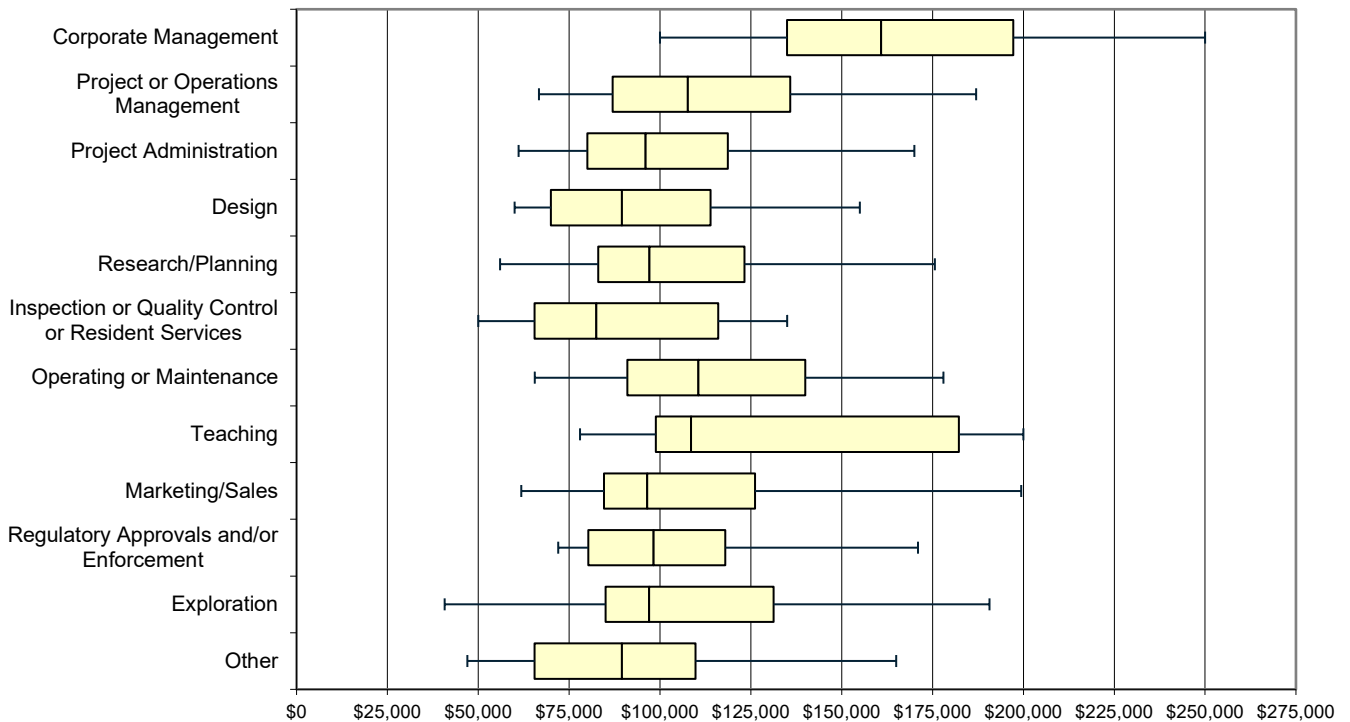
	11 to 20 years	17	30.4%	\$145,448	\$98,000	\$116,000	\$140,000	\$180,000	\$212,000
	More than 20 years†								
	Total	56	100.0%	\$129,103	\$75,000	\$97,177	\$115,500	\$148,513	\$215,225
<b>Service For Profit</b>	5 years or less†	10	38.5%	\$80,490	\$61,000	\$66,000	\$77,000	\$85,597	\$136,000
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	26	100.0%	\$98,389	\$61,000	\$78,000	\$90,326	\$118,000	\$159,564
<b>Service Not For Profit</b>	5 years or less	34	27.4%	\$83,273	\$59,000	\$74,000	\$78,292	\$90,000	\$128,000
	6 to 10 years	26	21.0%	\$99,201	\$82,000	\$91,800	\$98,500	\$102,000	\$121,000
	11 to 20 years	49	39.5%	\$113,249	\$74,609	\$100,000	\$112,000	\$125,000	\$144,000
	More than 20 years	15	12.1%	\$139,293	\$95,000	\$108,000	\$135,000	\$175,000	\$198,000
	Total	124	100.0%	\$105,235	\$69,900	\$82,170	\$100,207	\$118,750	\$160,000
<b>Utilities</b>	5 years or less	47	21.8%	\$80,095	\$67,000	\$71,000	\$77,692	\$89,000	\$110,000
	6 to 10 years	40	18.5%	\$99,240	\$70,150	\$83,038	\$98,500	\$106,952	\$146,875
	11 to 20 years	79	36.6%	\$134,325	\$91,026	\$114,786	\$128,000	\$148,000	\$190,000
	More than 20 years	50	23.1%	\$162,051	\$120,000	\$143,000	\$160,000	\$174,237	\$225,000
	Total	216	100.0%	\$122,445	\$68,931	\$90,250	\$119,500	\$147,500	\$190,000
<b>Educational Services</b>	5 years or less†								
	6 to 10 years†								
	11 to 20 years†	12	25.5%	\$131,603	\$90,000	\$97,358	\$136,275	\$156,561	\$186,996
	More than 20 years	23	48.9%	\$159,026	\$90,000	\$108,448	\$171,000	\$199,970	\$225,000
	Total	47	100.0%	\$130,829	\$59,000	\$91,356	\$111,000	\$180,000	\$205,234
<b>Agriculture /Forestry</b>	5 years or less	14	60.9%	\$76,968	\$43,680	\$63,000	\$74,563	\$82,000	\$130,000
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	23	100.0%	\$80,296	\$46,700	\$65,550	\$77,800	\$90,000	\$130,000
<b>Other</b>	5 years or less	27	45.0%	\$66,220	\$32,640	\$56,000	\$68,543	\$80,000	\$94,815
	6 to 10 years†	11	18.3%	\$91,776	\$67,500	\$78,000	\$95,000	\$101,000	\$112,868
	11 to 20 years	15	25.0%	\$118,455	\$47,000	\$100,000	\$112,000	\$128,500	\$202,000



	More than 20 years†								
	Total	60	100.0%	\$93,201	\$40,250	\$67,761	\$88,500	\$111,500	\$190,200

† 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
<b>Corporate Management</b>	138	9.7%	\$167,354	\$100,000	\$135,000	\$160,820	\$197,240	\$250,000
<b>Project or Operations Management</b>	462	32.5%	\$113,978	\$66,700	\$87,000	\$107,700	\$135,800	\$187,000
<b>Project Administration</b>	39	2.7%	\$101,585	\$61,100	\$80,000	\$96,000	\$118,656	\$170,000
<b>Design</b>	328	23.1%	\$97,528	\$60,000	\$70,000	\$89,500	\$113,875	\$155,000
<b>Research/Planning</b>	64	4.5%	\$106,170	\$56,000	\$83,010	\$97,082	\$123,250	\$175,642
<b>Inspection or Quality Control or Resident Services</b>	30	2.1%	\$89,830	\$50,000	\$65,480	\$82,500	\$116,000	\$135,000
<b>Operating or Maintenance</b>	157	11.0%	\$115,480	\$65,550	\$91,000	\$110,594	\$140,000	\$178,000
<b>Teaching</b>	24	1.7%	\$129,980	\$78,000	\$98,847	\$108,517	\$182,250	\$200,000
<b>Marketing/Sales</b>	20	1.4%	\$107,305	\$61,835	\$84,630	\$96,477	\$126,125	\$199,400



<b>Regulatory Approvals and/or Enforcement</b>	56	3.9%	\$102,452	\$72,000	\$80,250	\$98,228	\$118,000	\$171,000
<b>Exploration</b>	40	2.8%	\$110,679	\$40,750	\$85,000	\$97,000	\$131,250	\$190,675
<b>Other</b>	64	4.5%	\$91,359	\$47,000	\$65,500	\$89,500	\$109,750	\$165,000

## 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	14	10.1%	\$127,973	\$97,500	\$101,000	\$112,434	\$145,000	\$205,000
	11 - 20 years	53	38.4%	\$157,956	\$118,000	\$136,000	\$152,000	\$178,000	\$225,000
	More than 20 years	62	44.9%	\$191,596	\$115,115	\$160,000	\$188,500	\$216,000	\$255,000
	Total	138	100.0%	\$167,354	\$100,000	\$135,000	\$160,820	\$197,240	\$250,000
<b>Project or Operations Management</b>	5 years or less	101	21.9%	\$81,150	\$58,240	\$70,000	\$77,455	\$90,500	\$110,000
	6 - 10 years	129	27.9%	\$102,481	\$75,000	\$88,000	\$99,000	\$114,000	\$145,000
	11 - 20 years	167	36.1%	\$126,726	\$85,000	\$108,000	\$120,000	\$144,912	\$187,500
	More than 20 years	65	14.1%	\$155,047	\$99,240	\$131,000	\$150,000	\$180,000	\$210,000
	Total	462	100.0%	\$113,978	\$66,700	\$87,000	\$107,700	\$135,800	\$187,000
<b>Project Administration</b>	5 years or less	14	35.9%	\$79,222	\$55,000	\$64,000	\$78,500	\$90,000	\$129,000
	6 - 10 years†								
	11 - 20 years	12	30.8%	\$122,718	\$86,000	\$102,750	\$119,828	\$137,000	\$185,000
	More than 20 years†								
	Total	39	100.0%	\$101,585	\$61,100	\$80,000	\$96,000	\$118,656	\$170,000
<b>Design</b>	5 years or less	130	39.6%	\$71,825	\$57,000	\$63,570	\$69,259	\$77,000	\$93,500
	6 - 10 years	81	24.7%	\$92,400	\$68,000	\$80,910	\$90,000	\$101,000	\$128,000
	11 - 20 years	81	24.7%	\$116,689	\$80,000	\$98,680	\$114,786	\$131,000	\$170,000
	More than 20 years	36	11.0%	\$158,767	\$100,000	\$118,159	\$136,000	\$155,000	\$325,000
	Total	328	100.0%	\$97,528	\$60,000	\$70,000	\$89,500	\$113,875	\$155,000
<b>Research/ Planning</b>	5 years or less	22	34.4%	\$80,976	\$50,000	\$65,000	\$82,615	\$90,000	\$130,000
	6 - 10 years	14	21.9%	\$93,099	\$52,000	\$82,344	\$90,000	\$101,400	\$131,000
	11 - 20 years	24	37.5%	\$129,960	\$91,958	\$110,500	\$117,504	\$150,600	\$186,996



	More than 20 yearst								
	Total	64	100.0%	\$106,170	\$56,000	\$83,010	\$97,082	\$123,250	\$175,642
<b>Inspection or Quality Control or Resident Services</b>	5 years or less	13	43.3%	\$67,554	\$45,000	\$55,000	\$67,500	\$81,500	\$92,000
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	30	100.0%	\$89,830	\$50,000	\$65,480	\$82,500	\$116,000	\$135,000
<b>Operating or Maintenance</b>	5 years or less	48	30.6%	\$88,067	\$63,000	\$72,000	\$85,500	\$95,104	\$136,000
	6 - 10 years	49	31.2%	\$109,399	\$71,029	\$99,500	\$108,455	\$120,000	\$147,500
	11 - 20 years	39	24.8%	\$137,757	\$28,000	\$123,000	\$137,094	\$160,000	\$191,500
	More than 20 years	21	13.4%	\$150,955	\$108,448	\$135,000	\$146,376	\$165,087	\$198,000
	Total	157	100.0%	\$115,480	\$65,550	\$91,000	\$110,594	\$140,000	\$178,000
<b>Teaching</b>	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 years	13	54.2%	\$153,660	\$90,000	\$106,034	\$170,000	\$190,000	\$205,234
	Total	24	100.0%	\$129,980	\$78,000	\$98,847	\$108,517	\$182,250	\$200,000
<b>Marketing/ Sales</b>	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	20	100.0%	\$107,305	\$61,835	\$84,630	\$96,477	\$126,125	\$199,400
<b>Regulatory Approvals and/or Enforcement</b>	5 years or less	20	35.7%	\$80,151	\$57,645	\$74,608	\$78,566	\$84,250	\$109,809
	6 - 10 years	16	28.6%	\$104,071	\$82,000	\$91,000	\$99,000	\$110,000	\$149,350
	11 - 20 years	14	25.0%	\$109,903	\$80,000	\$100,000	\$108,650	\$121,863	\$136,600
	More than 20 yearst								



	Total	56	100.0%	\$102,452	\$72,000	\$80,250	\$98,228	\$118,000	\$171,000
<b>Exploration</b>	5 years or less	14	35.0%	\$82,929	\$10,000	\$75,000	\$83,750	\$90,000	\$165,000
	6 - 10 years†								
	11 - 20 years	11	27.5%	\$116,606	\$74,400	\$103,000	\$118,328	\$135,000	\$150,000
	More than 20 years†								
	Total	40	100.0%	\$110,679	\$40,750	\$85,000	\$97,000	\$131,250	\$190,675
<b>Other</b>	5 years or less	35	54.7%	\$75,107	\$32,640	\$60,000	\$74,880	\$90,000	\$117,000
	6 - 10 years	11	17.2%	\$93,113	\$50,000	\$73,000	\$98,600	\$110,000	\$126,072
	11 - 20 years	11	17.2%	\$99,168	\$47,000	\$88,400	\$108,305	\$112,750	\$128,000
	More than 20 years†								
	Total	64	100.0%	\$91,359	\$47,000	\$65,500	\$89,500	\$109,750	\$165,000

† Data suppressed due to sample size < 10

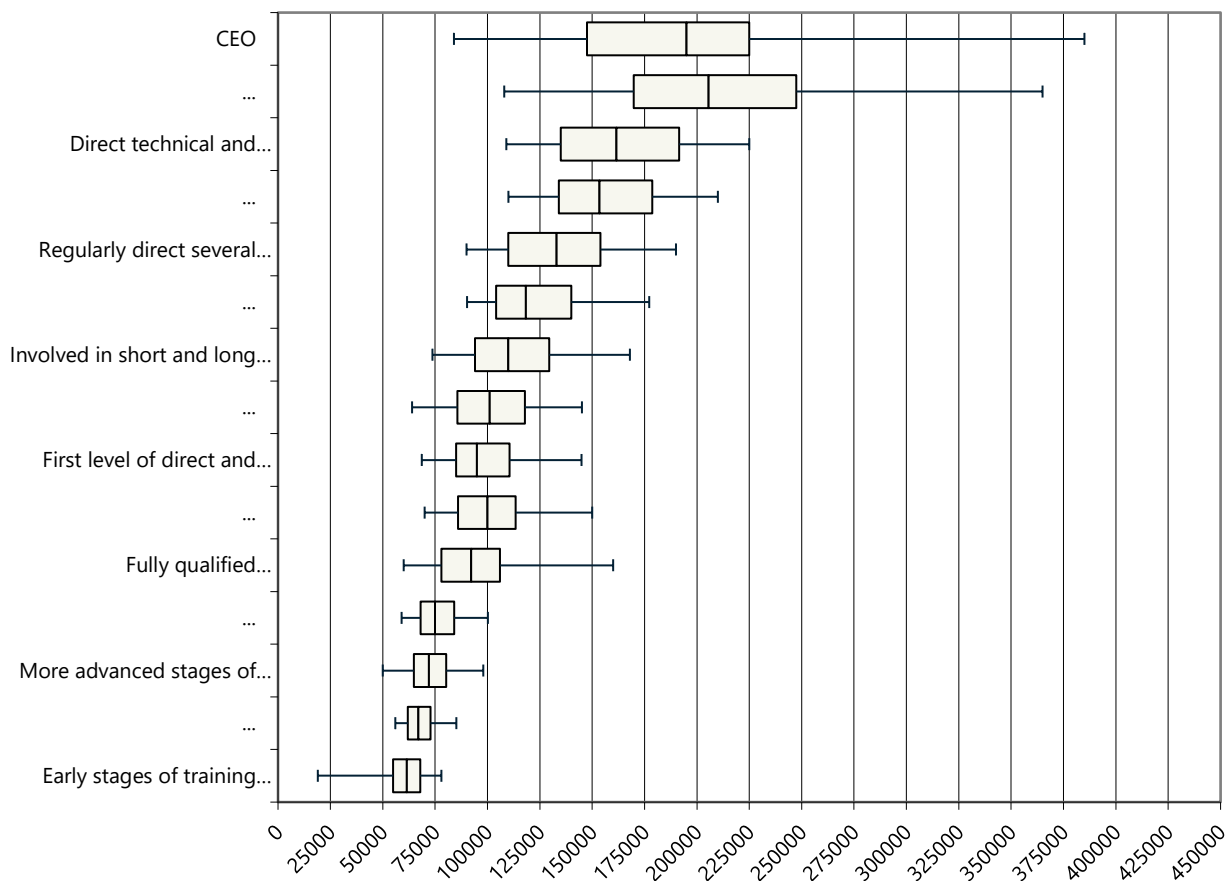


## JOB CLASSIFICATION QUESTIONS

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

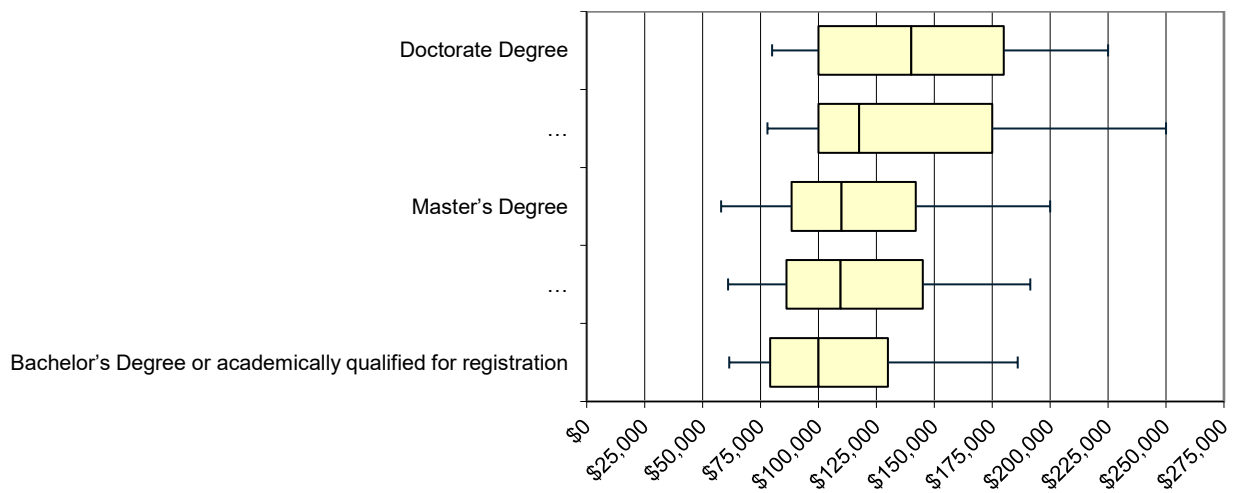
### Duties (A) (Full-time Employees)





	Count	Column N %	Mean	Percentil e 05	Percentil e 25	Median	Percentil e 75	Percentil e 95
<b>Early stages of training and development</b>	33	2.3%	\$59,173	\$19,000	\$55,000	\$61,500	\$67,866	\$78,000
...	43	3.0%	\$69,244	\$56,000	\$62,000	\$67,000	\$72,800	\$85,142
<b>More advanced stages of training and development</b>	109	7.7%	\$72,780	\$50,000	\$64,800	\$72,000	\$80,300	\$98,000
...	105	7.4%	\$76,896	\$59,000	\$68,000	\$75,000	\$84,050	\$100,200
<b>Fully qualified professional level</b>	150	10.5%	\$96,925	\$60,000	\$78,000	\$92,229	\$106,034	\$160,000
...	139	9.8%	\$103,047	\$70,000	\$86,000	\$100,000	\$113,500	\$150,000
<b>First level of direct and sustained supervision</b>	83	5.8%	\$99,287	\$68,640	\$85,000	\$95,000	\$110,594	\$144,900
...	76	5.3%	\$103,197	\$64,000	\$85,700	\$101,088	\$117,800	\$145,100
<b>Involved in short and long range planning</b>	174	12.2%	\$113,277	\$73,730	\$94,000	\$110,000	\$129,514	\$168,000
...	144	10.1%	\$123,443	\$90,252	\$104,125	\$118,328	\$140,000	\$177,221
<b>Regularly direct several professionals</b>	134	9.4%	\$139,801	\$90,000	\$110,000	\$133,050	\$154,000	\$190,000
...	93	6.5%	\$155,298	\$110,000	\$134,110	\$153,400	\$178,646	\$210,000
<b>Direct technical and administrative activities of a significant group</b>	109	7.7%	\$164,248	\$109,000	\$135,000	\$161,640	\$191,500	\$225,000
...	16	1.1%	\$214,903	\$108,000	\$169,836	\$205,500	\$247,500	\$365,000
<b>CEO</b>	14	1.0%	\$193,825	\$84,000	\$147,556	\$195,000	\$225,000	\$385,000

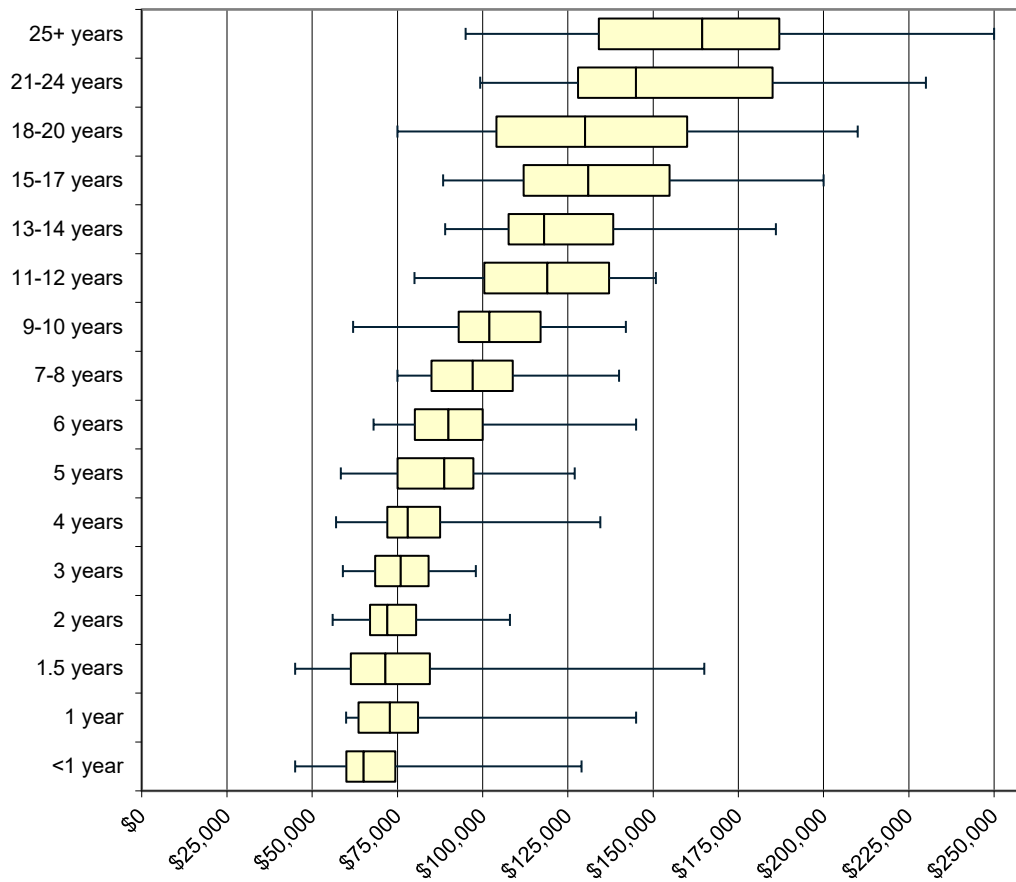
## Education (B) (Full-time Employees)





	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Bachelor's Degree or academically qualified for registration</b>	991	69.7%	\$109,103	\$61,500	\$79,200	\$100,000	\$130,000	\$186,000
...	160	11.3%	\$119,835	\$61,005	\$86,250	\$109,500	\$145,000	\$191,425
<b>Master's Degree</b>	198	13.9%	\$117,051	\$58,000	\$88,400	\$110,000	\$142,000	\$200,000
...	18	1.3%	\$133,484	\$78,000	\$100,000	\$117,558	\$175,000	\$250,000
<b>Doctorate Degree</b>	55	3.9%	\$140,500	\$80,000	\$100,000	\$140,000	\$180,000	\$225,000

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

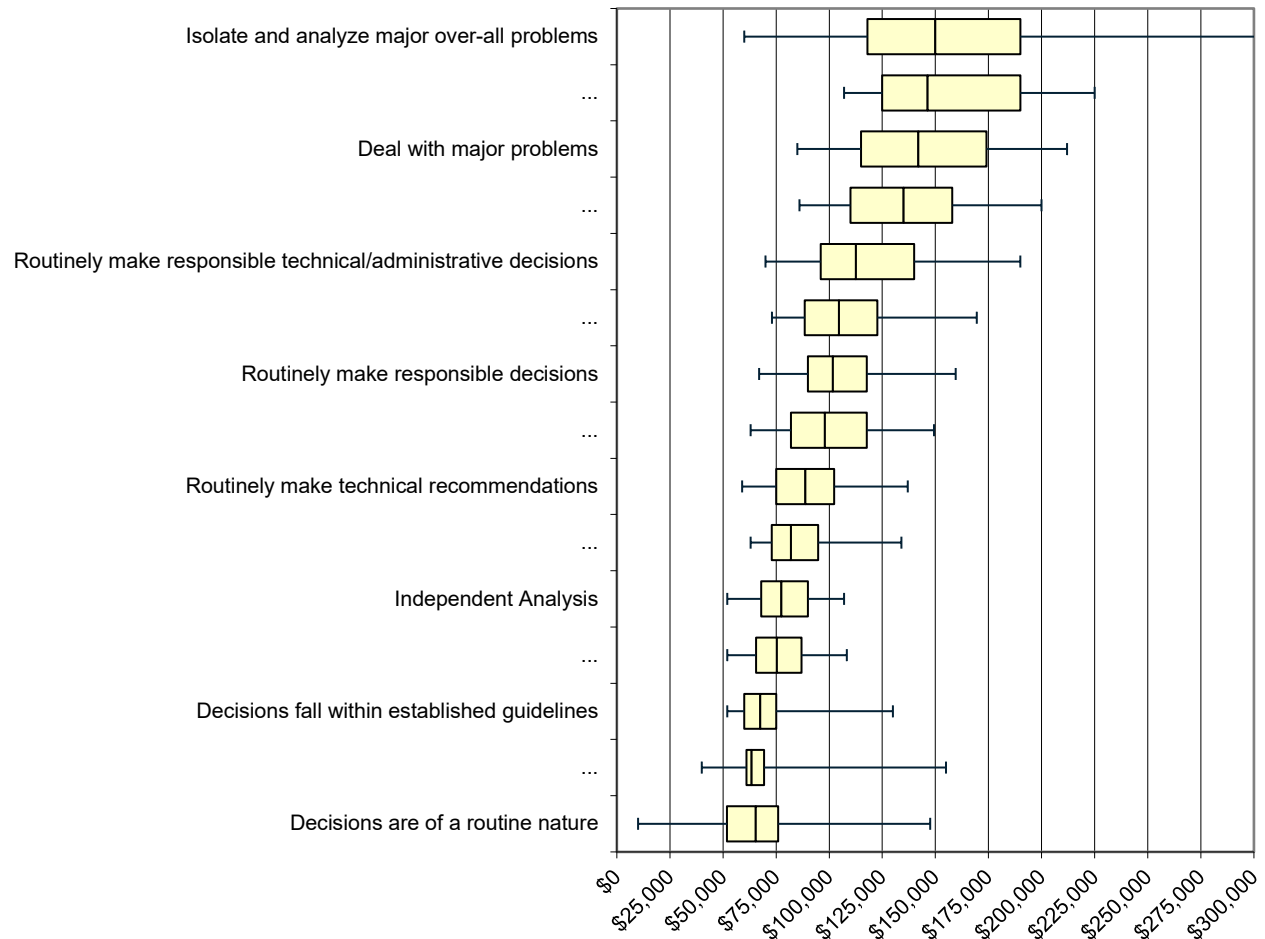




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	66	4.6%	\$69,892	\$45,000	\$60,000	\$65,100	\$74,400	\$129,000
1 year	33	2.3%	\$81,703	\$59,950	\$63,570	\$72,800	\$81,000	\$145,000
1.5 years	33	2.3%	\$78,552	\$45,000	\$61,300	\$71,500	\$84,561	\$165,000
2 years	51	3.6%	\$76,679	\$56,000	\$67,000	\$72,000	\$80,500	\$108,000
3 years	81	5.7%	\$76,403	\$59,000	\$68,500	\$76,000	\$84,158	\$98,000
4 years	73	5.1%	\$82,204	\$57,000	\$72,000	\$78,000	\$87,500	\$134,508
5 years	76	5.3%	\$87,193	\$58,400	\$75,000	\$88,750	\$97,250	\$127,000
6 years	70	4.9%	\$93,809	\$68,000	\$80,113	\$90,000	\$100,000	\$145,000
7-8 years	121	8.5%	\$100,065	\$75,000	\$85,000	\$97,128	\$108,800	\$140,000
9-10 years	154	10.8%	\$104,677	\$62,000	\$93,000	\$102,000	\$117,000	\$142,000
11-12 years	107	7.5%	\$118,279	\$80,000	\$100,500	\$119,000	\$137,094	\$150,800
13-14 years	103	7.2%	\$123,668	\$89,000	\$107,640	\$118,000	\$138,310	\$186,000
15-17 years	148	10.4%	\$134,426	\$88,400	\$112,000	\$130,949	\$154,850	\$200,000
18-20 years	75	5.3%	\$135,003	\$75,000	\$104,000	\$130,000	\$160,000	\$210,000
21-24 years	94	6.6%	\$156,680	\$99,271	\$128,000	\$145,000	\$185,000	\$230,000
25+ years	137	9.6%	\$168,145	\$95,000	\$134,110	\$164,358	\$187,000	\$250,000



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



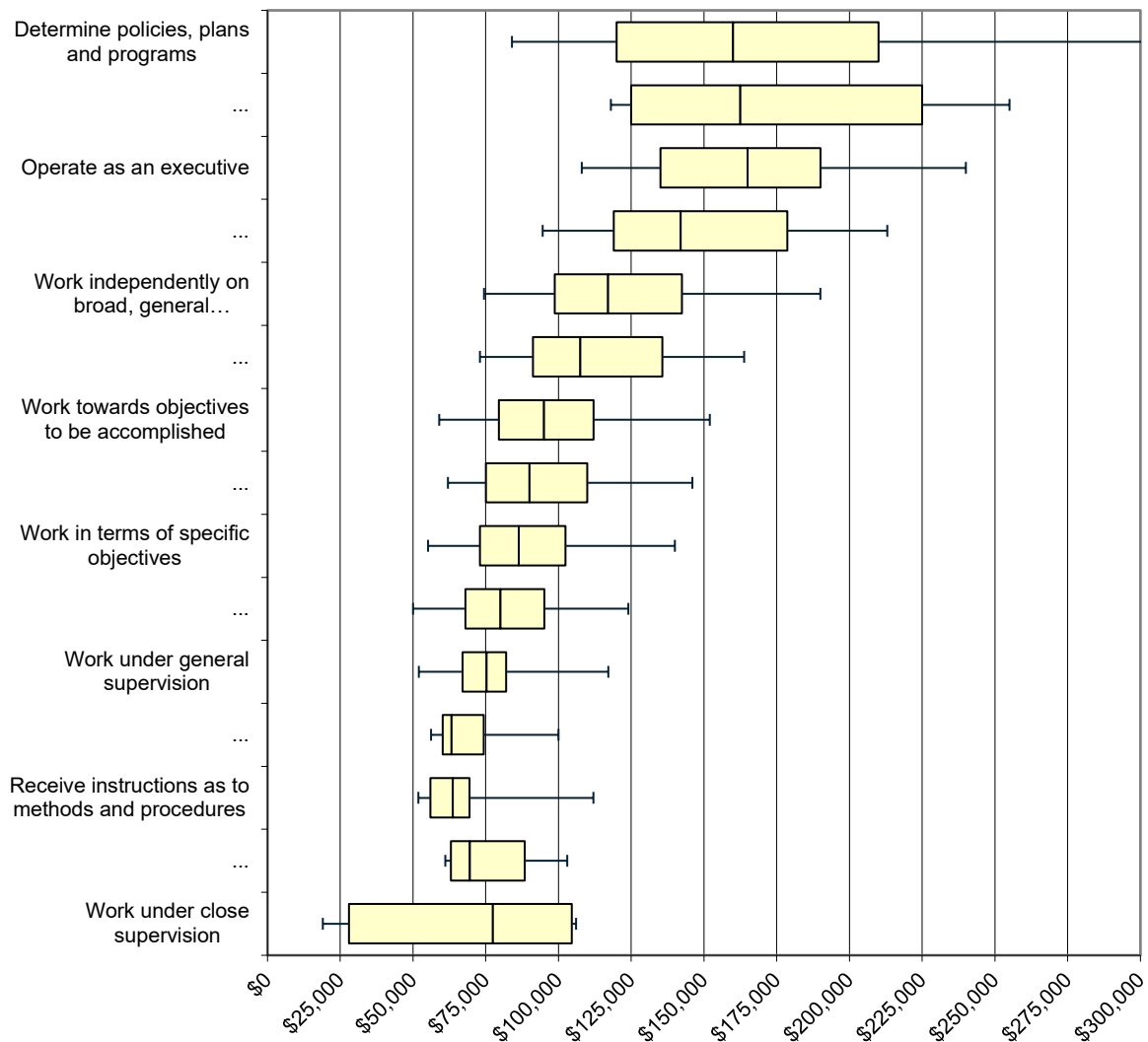
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Decisions are of a routine nature</b>	10	0.7%	\$65,004	\$10,000	\$51,840	\$65,470	\$76,000	\$147,556
...	18	1.3%	\$68,024	\$40,000	\$61,000	\$63,500	\$69,300	\$155,000
<b>Decisions fall within established guidelines</b>	68	4.8%	\$72,489	\$52,000	\$60,000	\$67,500	\$75,000	\$130,000
...	69	4.9%	\$77,757	\$52,000	\$65,500	\$75,396	\$87,000	\$108,305
<b>Independent Analysis</b>	66	4.6%	\$78,900	\$52,000	\$68,000	\$77,485	\$90,000	\$107,000
...	81	5.7%	\$87,221	\$63,000	\$73,000	\$82,000	\$94,815	\$134,000
<b>Routinely make technical recommendations</b>	111	7.8%	\$91,382	\$59,000	\$75,000	\$88,800	\$102,392	\$137,000
...	104	7.3%	\$102,016	\$63,000	\$82,000	\$98,000	\$117,750	\$149,350
<b>Routinely make responsible decisions</b>	152	10.7%	\$108,950	\$67,000	\$90,000	\$101,750	\$117,750	\$159,564
...	100	7.0%	\$108,485	\$73,050	\$88,516	\$104,525	\$122,675	\$169,500
<b>Routinely make responsible technical/ administrative decisions</b>	206	14.5%	\$119,754	\$70,000	\$96,000	\$112,575	\$140,000	\$190,000



...	179	12.6%	\$136,079	\$86,000	\$110,000	\$135,000	\$158,000	\$199,970
<b>Deal with major problems</b>	161	11.3%	\$144,765	\$85,000	\$115,000	\$142,000	\$174,000	\$212,000
...	42	3.0%	\$158,549	\$107,000	\$125,000	\$146,292	\$190,000	\$225,000
<b>Isolate and analyze major over-all problems</b>	55	3.9%	\$163,705	\$60,000	\$118,000	\$150,000	\$190,000	\$325,000

† Data suppressed due to sample size < 10

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



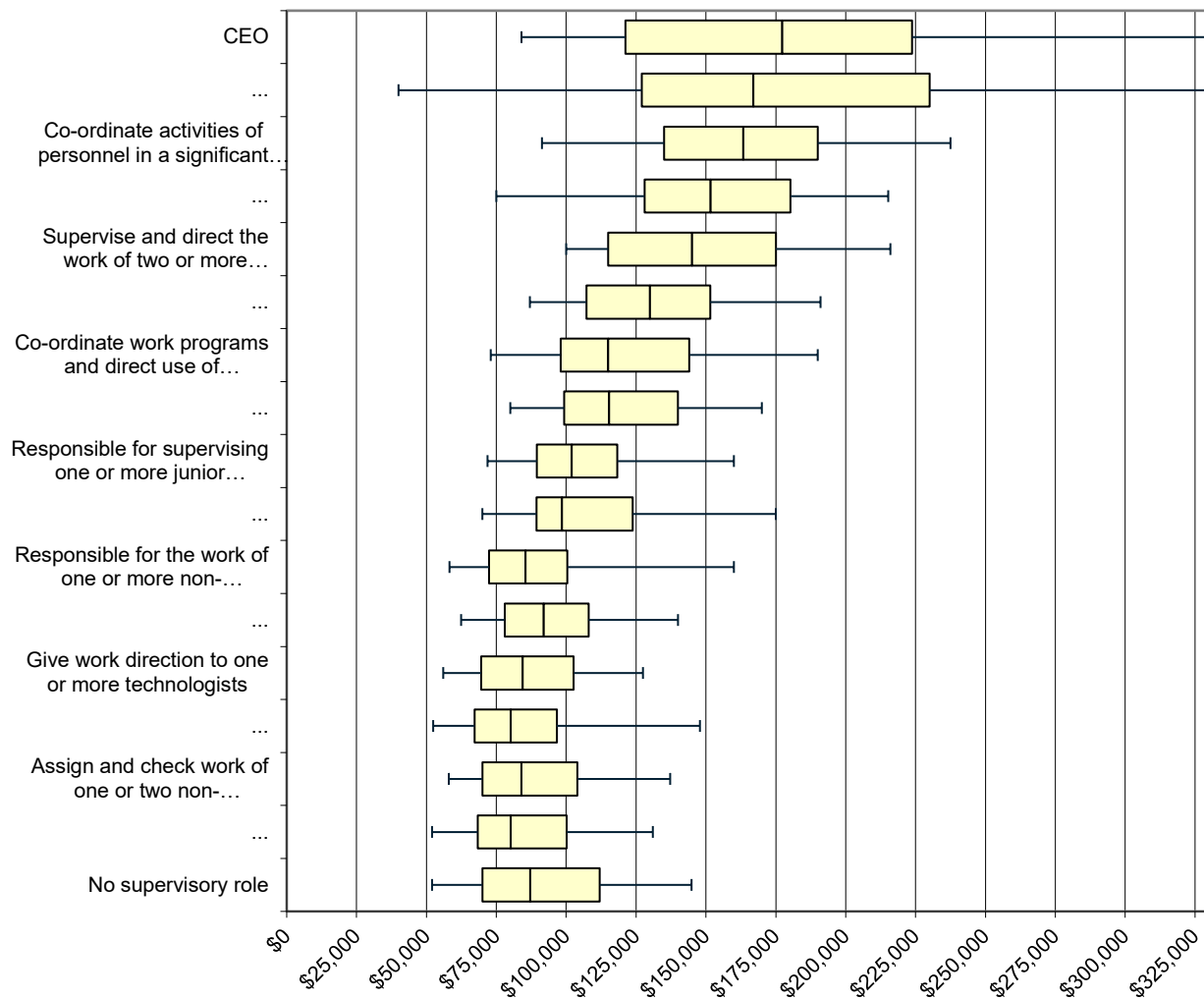


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Work under close supervision†</b>								
... †								
<b>Receive instructions as to methods and procedures</b>	24	1.7%	\$66,219	\$51,840	\$56,000	\$63,720	\$69,375	\$112,000
...	28	2.0%	\$68,242	\$56,200	\$60,250	\$63,285	\$74,250	\$100,000
<b>Work under general supervision</b>	90	6.3%	\$76,456	\$52,000	\$67,000	\$75,315	\$82,000	\$117,120
...	72	5.1%	\$81,557	\$50,000	\$68,000	\$80,000	\$95,150	\$124,000
<b>Work in terms of specific objectives</b>	95	6.7%	\$96,750	\$55,170	\$73,000	\$86,300	\$102,392	\$140,000
...	76	5.3%	\$94,341	\$62,000	\$75,099	\$90,000	\$109,899	\$146,000
<b>Work towards objectives to be accomplished</b>	217	15.3%	\$98,404	\$59,000	\$79,517	\$95,000	\$112,000	\$152,000
...	197	13.9%	\$113,183	\$73,000	\$91,200	\$107,500	\$135,684	\$163,800
<b>Work independently on broad, general assignments</b>	362	25.5%	\$122,299	\$74,400	\$98,680	\$117,055	\$142,380	\$190,000
...	139	9.8%	\$148,038	\$94,560	\$119,000	\$142,000	\$178,646	\$213,000
<b>Operate as an executive</b>	66	4.6%	\$168,454	\$108,000	\$135,000	\$165,000	\$190,000	\$240,000
...	10	0.7%	\$173,400	\$118,000	\$125,000	\$162,500	\$225,000	\$255,000
<b>Determine policies, plans and programs</b>	34	2.4%	\$169,227	\$84,000	\$120,000	\$160,000	\$210,000	\$325,000

† Data suppressed due to sample size <10



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

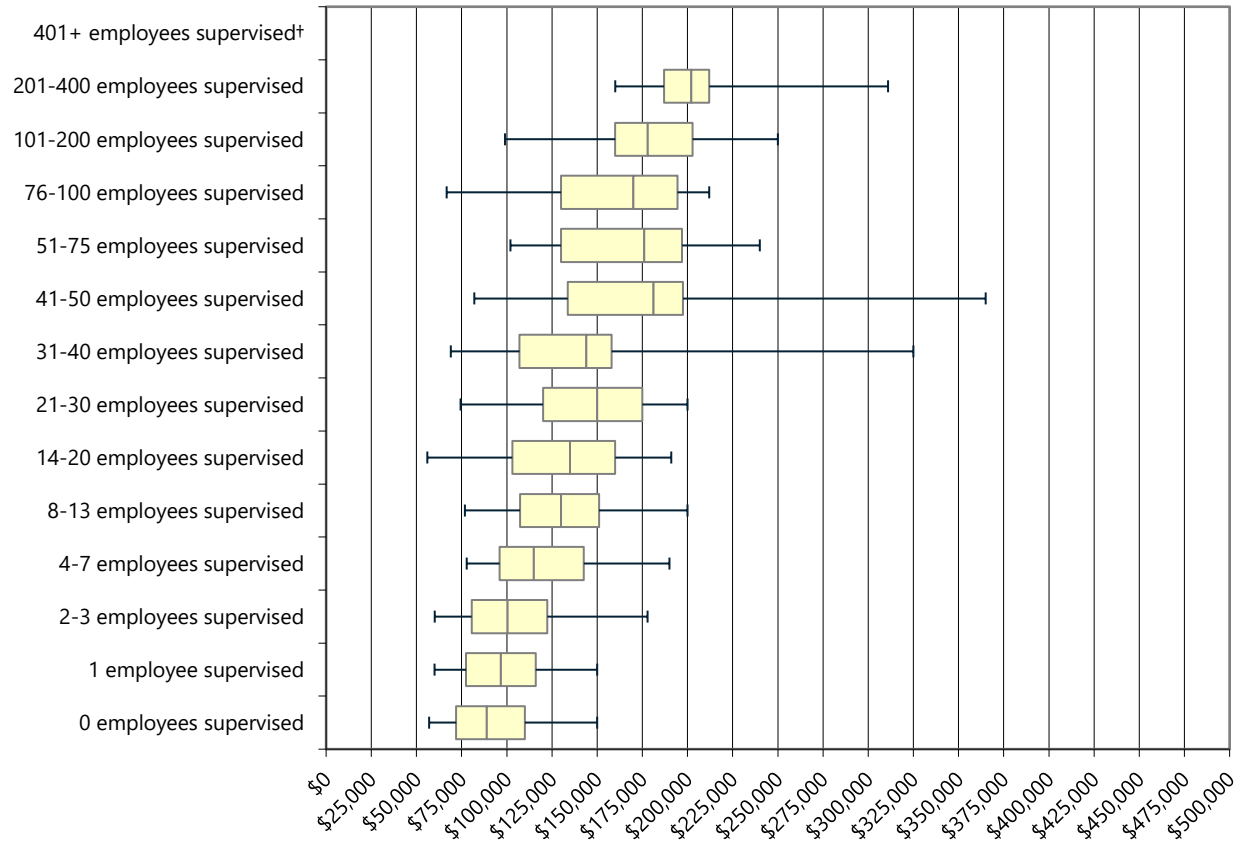




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>No supervisory role</b>	213	15.0%	\$92,720	\$52,000	\$69,992	\$87,080	\$112,000	\$144,844
...	98	6.9%	\$86,366	\$52,000	\$68,316	\$80,201	\$100,200	\$131,000
<b>Assign and check work of one or two non- professionals</b>	89	6.3%	\$88,460	\$58,000	\$70,000	\$84,000	\$104,000	\$137,200
...	40	2.8%	\$84,946	\$52,400	\$67,250	\$80,124	\$96,650	\$147,850
<b>Give Work Direction to one or more technologists</b>	88	6.2%	\$87,436	\$56,000	\$69,625	\$84,379	\$102,688	\$127,463
...	61	4.3%	\$95,462	\$62,400	\$78,000	\$92,000	\$108,000	\$140,000
<b>Responsible for the work of one or more non-professional assistants</b>	56	3.9%	\$102,498	\$58,240	\$72,433	\$85,450	\$100,392	\$160,000
...	66	4.6%	\$106,478	\$70,000	\$89,400	\$98,500	\$123,791	\$175,000
<b>Responsible for supervising one or more junior professionals</b>	109	7.7%	\$107,154	\$71,846	\$89,520	\$102,000	\$118,328	\$160,000
...	103	7.2%	\$118,796	\$80,000	\$99,271	\$115,400	\$140,000	\$170,000
<b>Co-ordinate work programs and direct use of materials, equipment and personnel</b>	157	11.0%	\$122,021	\$73,000	\$98,000	\$115,000	\$144,000	\$190,000
...	107	7.5%	\$132,511	\$87,000	\$107,272	\$130,000	\$151,500	\$191,000
<b>Supervise and direct the work of two or more major functions in the organization</b>	67	4.7%	\$148,590	\$100,000	\$115,000	\$145,000	\$175,000	\$216,000
...	54	3.8%	\$152,861	\$75,000	\$128,000	\$151,700	\$180,204	\$215,225
<b>Co-ordinate activities of personnel in a significant group</b>	80	5.6%	\$164,964	\$91,325	\$135,000	\$163,320	\$190,000	\$237,500
...	18	1.3%	\$182,225	\$40,000	\$127,000	\$166,967	\$230,000	\$365,000
<b>CEO</b>	16	1.1%	\$180,785	\$84,000	\$121,250	\$177,272	\$223,750	\$385,000



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



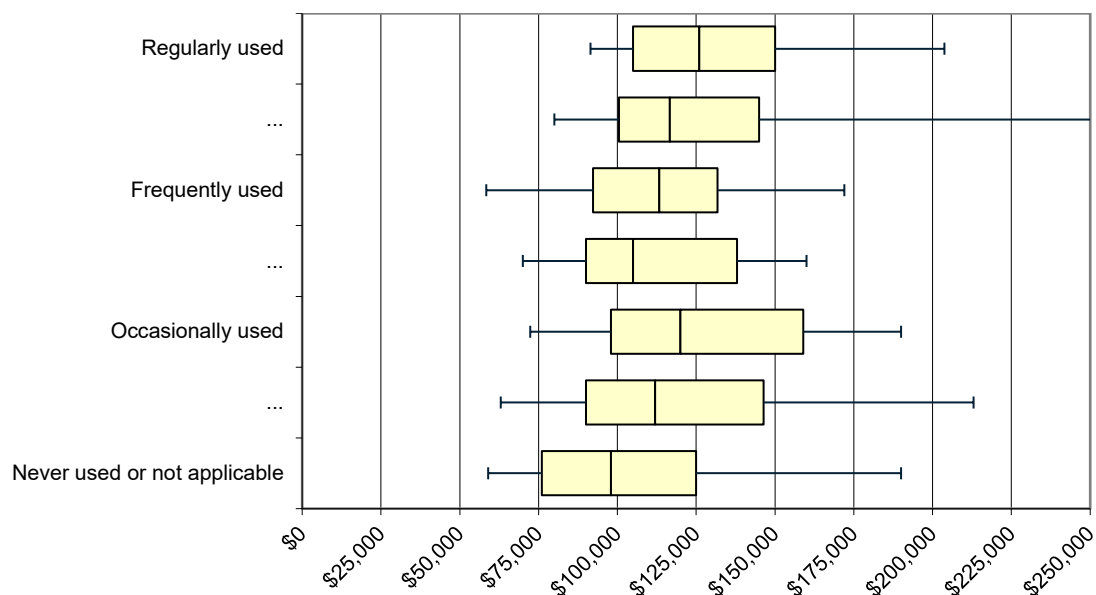
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>0 employees supervised</b>	509	35.8%	\$94,328	\$57,000	\$72,000	\$89,000	\$110,000	\$150,000
<b>1 employee supervised</b>	155	10.9%	\$99,933	\$60,000	\$77,455	\$96,631	\$116,000	\$150,000
<b>2-3 employees supervised</b>	260	18.3%	\$108,523	\$60,100	\$80,544	\$100,430	\$122,449	\$177,885
<b>4-7 employees supervised</b>	173	12.2%	\$122,662	\$77,800	\$96,000	\$115,000	\$142,584	\$190,000
<b>8-13 employees supervised</b>	113	7.9%	\$132,307	\$76,800	\$107,300	\$130,000	\$151,000	\$200,000
<b>14-20 employees supervised</b>	67	4.7%	\$130,550	\$56,000	\$103,000	\$135,000	\$160,000	\$191,000
<b>21-30 employees supervised</b>	41	2.9%	\$143,875	\$74,400	\$120,000	\$150,000	\$175,000	\$200,000
<b>31-40 employees supervised</b>	18	1.3%	\$148,570	\$69,000	\$107,000	\$144,000	\$158,000	\$325,000
<b>41-50 employees supervised</b>	16	1.1%	\$175,051	\$82,000	\$133,728	\$181,255	\$197,500	\$365,000



<b>51-75 employees supervised</b>	22	1.5%	\$168,369	\$102,000	\$130,000	\$176,000	\$197,000	\$240,000
<b>76-100 employees supervised</b>	12	0.8%	\$159,912	\$66,700	\$130,000	\$170,000	\$194,430	\$212,000
<b>101-200 employees supervised</b>	17	1.2%	\$178,243	\$99,000	\$160,000	\$178,000	\$202,800	\$250,000
<b>201-400 employees supervised</b>	10	0.7%	\$206,902	\$160,000	\$187,000	\$202,000	\$212,000	\$310,979
<b>401+ employees supervised†</b>								

† Data suppressed due to sample size >10

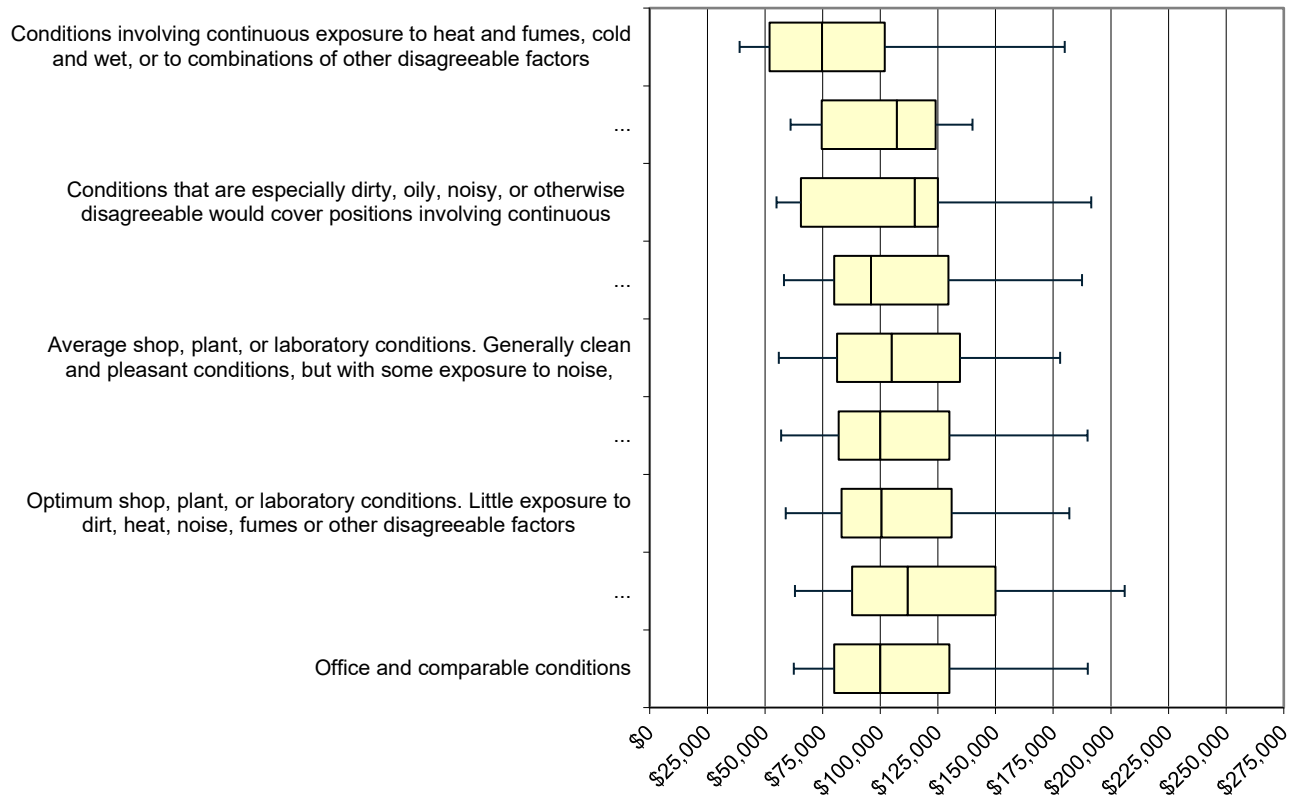
## Use of Professional Seal (H) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Never used or not applicable</b>	873	61.4%	\$105,609	\$59,000	\$76,000	\$98,000	\$125,000	\$190,000
...	175	12.3%	\$123,355	\$63,000	\$90,000	\$112,000	\$146,376	\$213,000
<b>Occasionally used</b>	176	12.4%	\$127,953	\$72,349	\$98,000	\$120,000	\$158,923	\$190,000
...	69	4.9%	\$110,258	\$70,000	\$90,000	\$105,000	\$138,000	\$160,000
<b>Frequently used</b>	52	3.7%	\$114,766	\$58,400	\$92,298	\$113,250	\$131,750	\$172,000
...	17	1.2%	\$137,170	\$80,000	\$100,500	\$116,669	\$145,000	\$325,000
<b>Regularly used</b>	60	4.2%	\$139,827	\$91,464	\$104,925	\$126,000	\$150,000	\$203,750



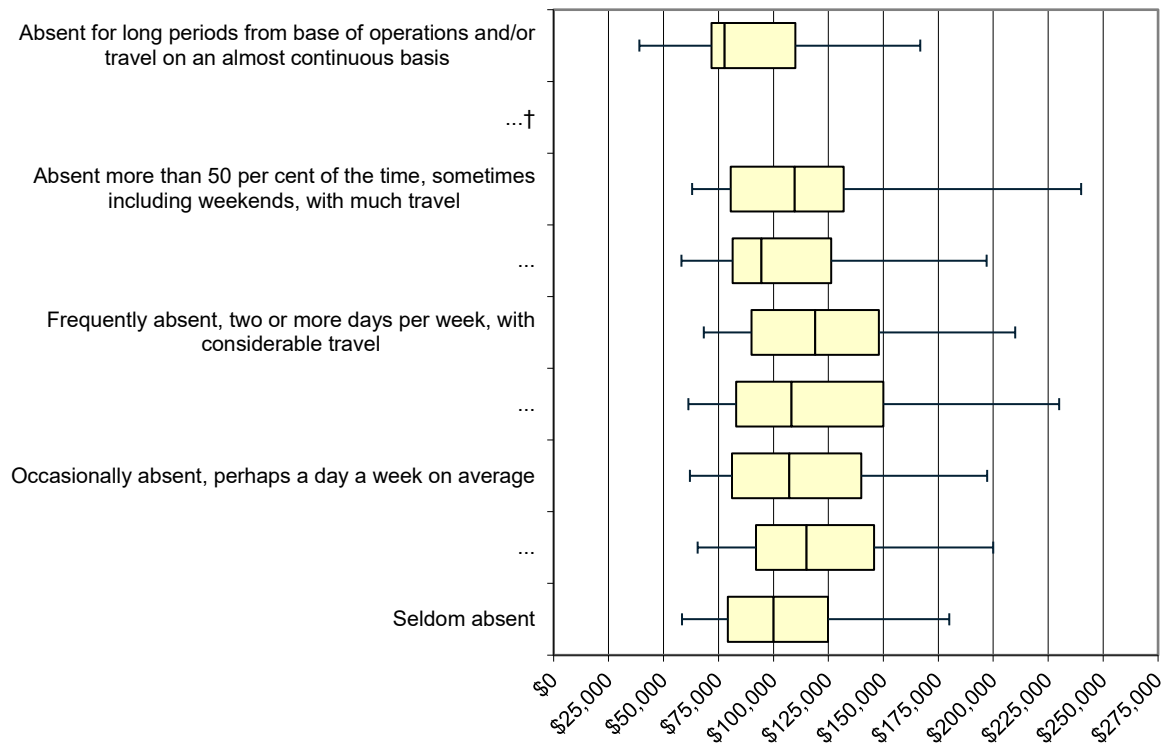
## Job Environment (I)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Office and comparable conditions</b>	538	37.8%	\$109,892	\$62,500	\$80,000	\$100,000	\$130,000	\$190,000
...	342	24.1%	\$122,958	\$63,000	\$87,800	\$112,000	\$150,000	\$206,000
<b>Optimum shop, plant, or laboratory conditions</b>	128	9.0%	\$109,738	\$59,000	\$83,250	\$100,500	\$131,000	\$182,000
...	81	5.7%	\$110,063	\$57,000	\$82,000	\$100,000	\$130,000	\$189,900
<b>Average shop, plant, or laboratory conditions</b>	195	13.7%	\$112,624	\$56,000	\$81,230	\$105,000	\$134,500	\$178,000
...	78	5.5%	\$106,752	\$58,240	\$80,000	\$96,000	\$129,514	\$187,500
<b>Conditions that are especially dirty, oily, noisy, or otherwise disagreeable</b>	34	2.4%	\$109,354	\$55,000	\$65,550	\$115,000	\$125,000	\$191,500
...	12	0.8%	\$101,589	\$61,100	\$74,550	\$107,250	\$124,072	\$140,000
<b>Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors</b>	14	1.0%	\$88,579	\$39,000	\$52,000	\$74,700	\$102,000	\$180,000



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

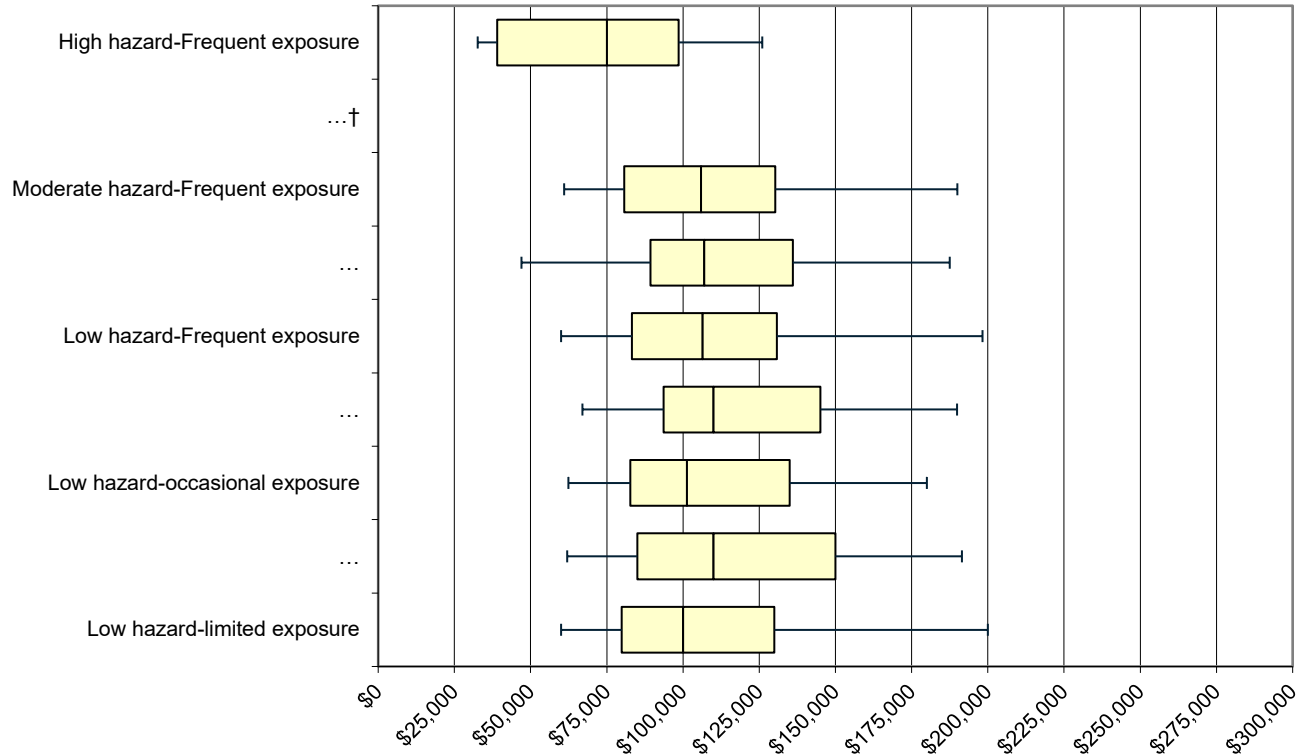


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>Seldom absent</b>	694	48.8%	\$105,984	\$58,400	\$79,200	\$100,000	\$124,821	\$180,000
...	340	23.9%	\$120,865	\$65,515	\$92,000	\$115,000	\$145,775	\$200,000
<b>Occasionally absent, perhaps a day a week on average</b>	203	14.3%	\$118,545	\$62,000	\$81,120	\$107,272	\$140,000	\$197,240
...	58	4.1%	\$124,527	\$61,300	\$83,000	\$108,153	\$150,000	\$230,000
<b>Frequently absent, two or more days per week, with considerable travel</b>	45	3.2%	\$127,829	\$68,316	\$90,000	\$119,000	\$148,000	\$210,000
...	31	2.2%	\$108,279	\$58,140	\$81,500	\$94,500	\$126,250	\$197,000
<b>Absent more than 50 per cent of the time, sometimes including weekends, with much travel</b>	26	1.8%	\$121,557	\$63,000	\$80,500	\$109,738	\$132,000	\$240,000
...†								
<b>Absent for long periods from base of operations and/or travel on an almost continuous basis</b>	21	1.5%	\$95,630	\$39,000	\$71,846	\$77,800	\$110,000	\$166,800

† Data suppressed due to sample size < 10



## Accident and Health Hazards (K)



Points (Risk Level)**	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<b>0 (Low)</b>	545	38.3%	\$111,221	\$60,000	\$79,900	\$100,000	\$130,000	\$200,000
<b>2</b>	256	18.0%	\$118,747	\$62,000	\$85,000	\$110,000	\$150,000	\$191,500
<b>5</b>	270	19.0%	\$110,732	\$62,400	\$82,680	\$101,288	\$135,000	\$180,000
<b>8</b>	78	5.5%	\$118,760	\$67,000	\$93,600	\$110,000	\$145,100	\$189,900
<b>10</b>	180	12.7%	\$111,342	\$60,000	\$83,250	\$106,420	\$130,750	\$198,252
<b>12</b>	33	2.3%	\$113,011	\$47,000	\$89,300	\$107,000	\$136,000	\$187,500
<b>15</b>	52	3.7%	\$110,621	\$61,000	\$80,688	\$105,897	\$130,300	\$190,000
<b>18†</b>								
<b>20 (High)†</b>								

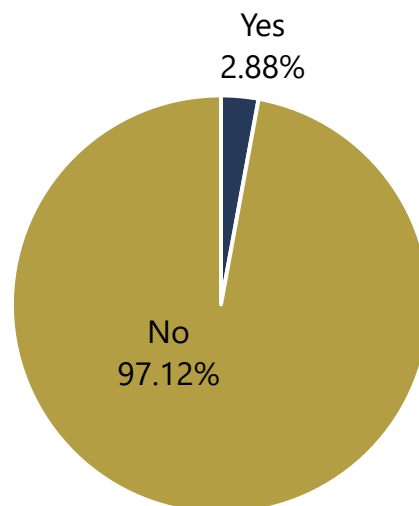
† Data suppressed due to sample size < 10



**\*\*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
Agriculture and Forestry	8.8%	3
Biological and Biomedical†		
Chemical, Ceramic and Metallurgical	2.9%	2
Civil	1.9%	6
Electrical and Engineering Physics	0.5%	1
Environmental	2.1%	2
Geological, Mining, Petroleum Engineering	6.4%	8
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	3.8%	3
Mechanical and Industrial	3.8%	13
Software Engineering	0.0%	0
Other	2.5%	4

## By Sector

	% Yes	Count
Public Sector	1.5%	7
Private Sector	3.5%	34

## By Industry

	% Yes	Count
Consulting Service	3.5%	11
Resource Industry Oil & Gas	6.7%	4
Resource Industry Except Oil & Gas	3.5%	9
Procurement and Construction	1.5%	2
Manufacturing Durables	3.6%	5
Manufacturing Non-Durables	5.4%	3
Service For Profit	0.0%	0
Service Not For Profit	1.6%	2
Utilities	0.5%	1
Educational Service	0.0%	0
Agriculture and Forestry	8.3%	2
Other	4.8%	3

# 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 51 percent (50.6%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

Factor	Coefficient
(Constant)	\$ 44683.33
Duties (A)	\$ 209.19
Experience (C)	\$ 364.61
Recommendations (D)	\$ 28.95
Supervision Scope (G)	\$ 889.89
Job Environment (I)*	\$ 52.08
Absence from Base of Operations (J)	\$ 673.97
Accident and Health Hazards (K)*	\$ 60.13
Professional Designation(s)	8152.63

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

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

$$S_E = 44,683 + 209*A + 365*C + 29*D + 890*G - 52*I + 674*J - 60*K$$

Add 8,153 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.
- Higher ratings for factors with an asterisk (\*) are associated with lower wages.