

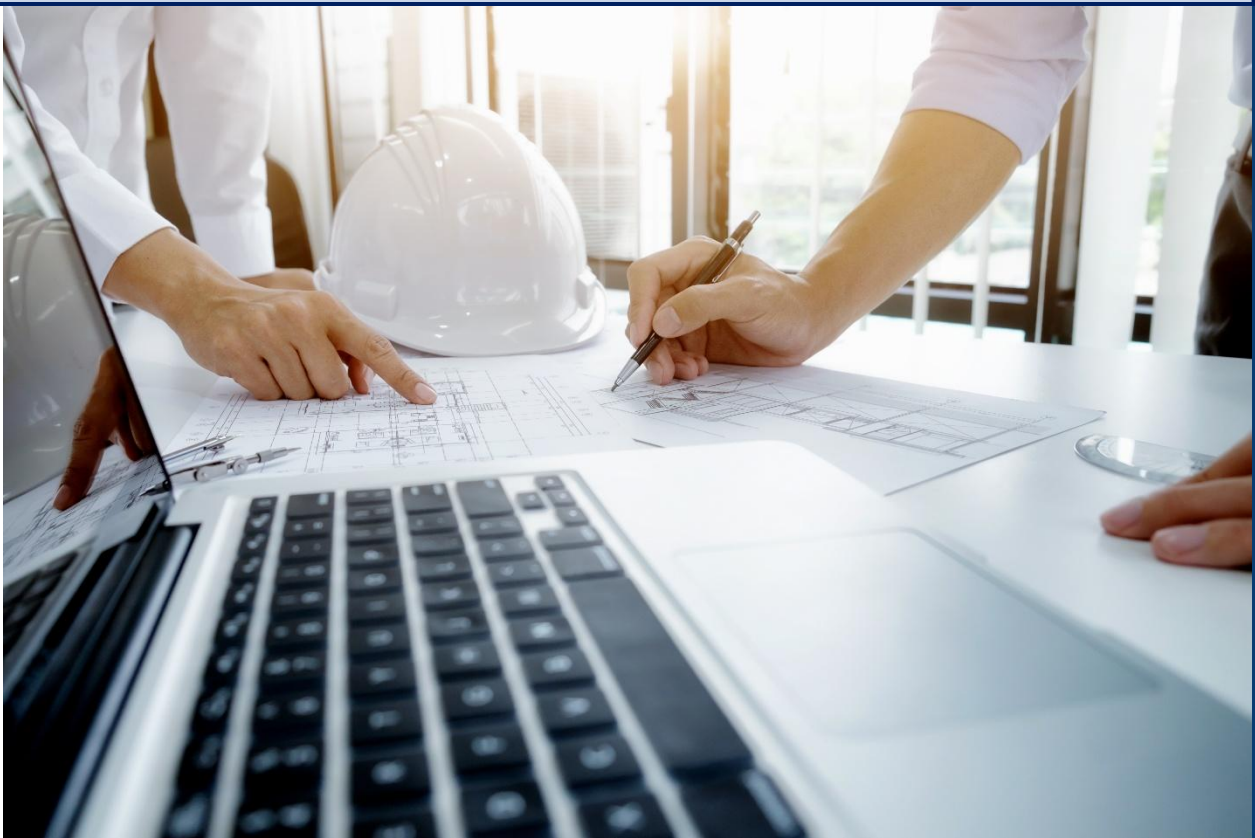


A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

2026

Salary Survey





Results Summary

Sample Statistics

- A total 1,389 members of APEGS completed the survey from February 10 to March 16, 2026. Of those, 1,359 are employed full-time as engineers or geoscientists.

Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$131,309 (up 8.3% from \$121,280 in 2025).
- The median salary (not including bonus) is \$122,000 (up 9.2% from \$111,725 in 2025).
- Fifty percent of salaries fall between \$94,000 and \$160,000.
- Ninety percent of salaries fall between \$72,000 and \$220,000.

Additional Income

- Seven in ten (70%) members who participated in the survey report receiving bonuses. This has slightly increased from the previous findings. (67.7% in 2025).
- The median bonus is \$7,000, including those who receive none, representing an increase from previous results (\$5,000 in 2025).

Overall Statistics

- Nearly all respondents (96.3%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, and dental plan).
- Almost nine in ten (88.8%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, and/or course materials).
- 93.3% mentioned that their employer pays for APEGS annual dues.
- 22% have permission to consult.
- Overall, 20.0% of responding members are women with nearly one quarter (24.5%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (97.8%).



Differences by Industry, Sector and Discipline

- The median salary for full-time employees in the public sector is \$122,000 while the median salary in the private sector is \$121,371.
- Highest paying discipline: Chemical, Ceramic and Metallurgical (Median: \$148,500).
- Highest paying industry: Resource Industry Except Oil & Gas (Median: \$150,000).
- Highest paying job function: Corporate Management (Median: \$175,000).

Regression Analysis

- Professional designation (P.Eng. and/or P.Ge.), accident and health hazards, and supervision scope are the top three predictors of salary.



Table of Contents

Results Summary	i
Sample Statistics	i
Salary Statistics (Full-time Employees)	i
Additional Income	i
Overall Statistics	i
Differences by Industry, Sector and Discipline	ii
Regression Analysis	ii
Introduction, Methodology and Research Notes	v
Goals and Objectives	v
Survey Completion Results	v
Data Accuracy	v
Analysis of Results	v
Statistical Notes	v
Study Results	1
Charts and Tables:	1
Total Salary (Full-Time)	1
Total Salary (Full-Time and Part-Time)	1
Change in Salary	2
Employer Paid Benefits	3
Additional Benefits	3
Salary by Year of B.Sc.	3
Salary by Professional Designation (Full-Time Employees)	5
Permission to Consult	6
Salary by Permission to Consult – Experience (Full-Time Employees)	6
Salary by Discipline of Employment (Full-Time Employees)	7
Discipline of Employment (Full-Time Employees)	8
Salary by Discipline – Experience (Full-Time Employees)	8
Gender	11
Experience by Gender	11



Permission to Consult by Gender	12
Salary by Discipline of Employment – Gender (Full-Time Employees)	12
Salary by Duties – Gender (Full-Time Employees)	13
Salary by Education – Gender (Full-Time Employees)	14
Salary by Gender – Experience (Full-Time Employees)	14
Salary by Decision Making – Gender (Full-Time Employees).....	15
Salary by Supervision Received – Gender (Full-Time Employees)	16
Salary by Leadership Authority – Gender (Full-Time Employees)	17
Salary by Gender – Supervision Scope (Full-Time Employees)	18
Hours Worked per Week (Full-time Employees)	19
Average Hours Worked per Week.....	19
Sector of Employment (Full-time Employees)	20
Salary by Sector of Employment – Experience (Full-time Employees).....	20
Salary by Industry of Employment (Full-Time Employees)	20
Salary by Industry of Employment – Years of Experience (Full-time Employees)	22
Salary by Main Job Function (Full-time Employees)	24
Salary by Main Job Function – Experience (Full-time Employees)	25
Job Classification Questions	27
Duties (A) (Full-time Employees)	28
Education (B) (Full-time Employees).....	30
Experience (C) (Full-time Employees)	31
Decisions (D) (Full-time Employees)	32
Supervision Received (E) (Full-time Employees)	33
Leadership Authority (F) (Full-time Employees).....	34
Supervision Scope (G) (Full-time Employees)	36
Use of Professional Seal (H) (Full-time Employees)	37
Job Environment (I)	38
Absence from Base (J) (Full-time Employees).....	39
Accident and Health Hazards (K).....	40
Regression Analysis	42



INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In January 2026, the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contracted Inshtrix Research to conduct a salary survey of their members. The survey inquired about base salary for the 2025 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 therefore, for some questions, it is possible to compare current results to the past.

Survey Completion Results

APEGS provided Inshtrix with a contact list of 7,581 members, including professional engineers, professional geoscientists, engineers-in-training, geoscientists-in-training, and limited members. Inshtrix 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 February 10 and March 16, 2026. A total of 1,389 members completed the survey representing a 20% response rate.

Data Accuracy

Only responses from respondents who are currently employed in engineering or geoscience are reported.

Analysis of Results

Data have been presented with means, medians, upper, and lower quartiles, as well as 5th and 95th percentiles. Where possible, tables include detailed cross-tabulations broken down by education and experience. Due to confidentiality restrictions and respect for the privacy of those who took the survey, not all statistics can be reported, nor can all categories be broken into smaller ranges. Categories with fewer than ten members are not shown. Unless otherwise specified, annual salaries reported within the report reflect annual salary including commissions. Respondents who report being unemployed, retired, do not work as an engineer or geoscientist, 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:

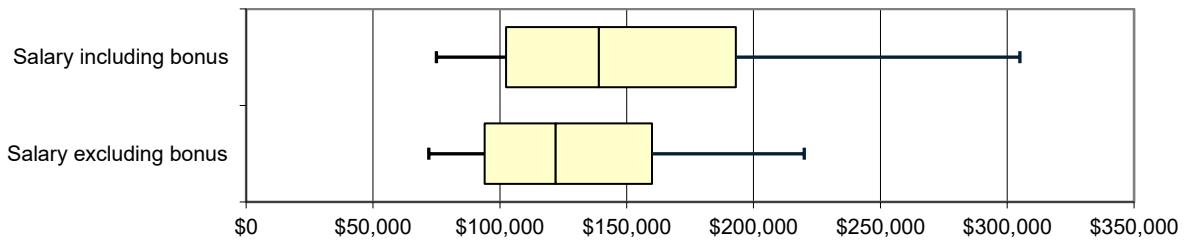
Percentiles 75 and 25
 (High and Low Quartiles)
Beige Boxes

One half of salaries fall between these values.

Percentiles 5 and 95
Black lines

Ninety percent of salaries fall between these values.

Total Salary (Full-Time)



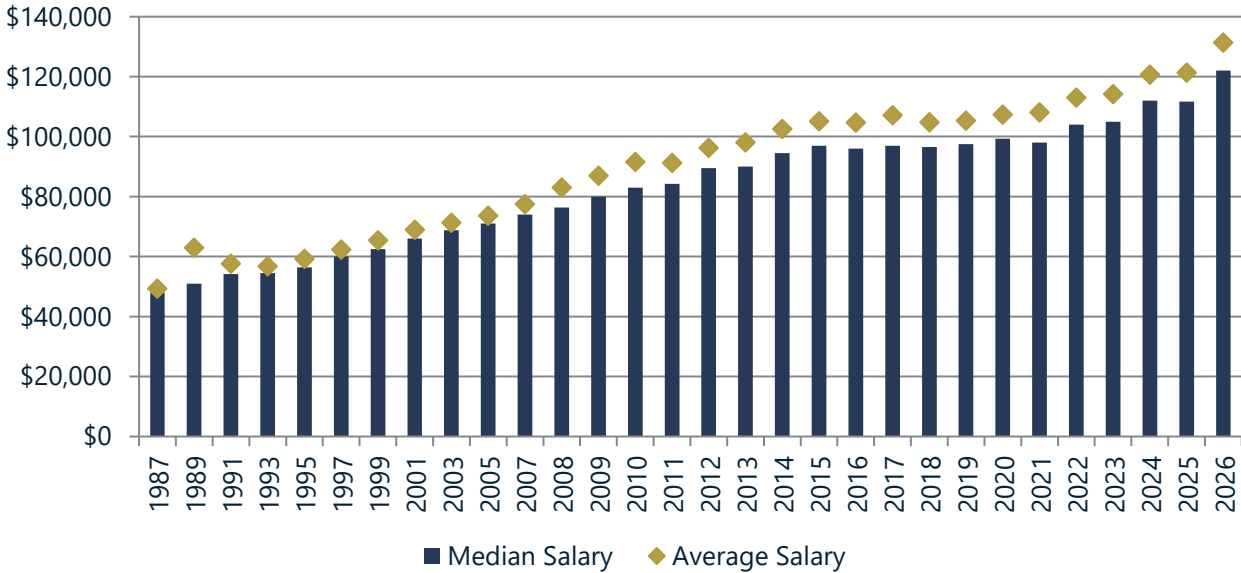
Total Salary (Full-Time and Part-Time)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Full time position	Base Salary	1,350	97.8%	\$131,309	\$72,000	\$94,000	\$122,000	\$160,000	\$220,000
	Salary incl. bonus			\$155,784	\$75,000	\$102,474	\$139,060	\$193,000	\$305,000
Part time position, self employed, casual etc. and not full time	Base Salary	30	2.2%	\$107,609	\$38,000	\$60,000	\$102,000	\$145,000	\$180,000
	Salary incl. bonus			\$126,299	\$38,000	\$78,000	\$116,500	\$165,000	\$245,000
Total	Base Salary	1,380	100.0%	\$130,794	\$71,231	\$93,775	\$121,817	\$159,675	\$220,000
	Salary incl. bonus			\$155,143	\$75,000	\$102,000	\$138,850	\$192,000	\$304,750



Change in Salary

In 2026, the average salary increased by 8.3% and the median salary increased by 9.2%.



	Median Salary	Average Salary
1987	\$48,000	\$49,269
1989	\$50,928	\$62,887
1991	\$54,110	\$57,578
1993	\$54,480	\$56,703
1995	\$56,400	\$59,142
1997	\$60,000	\$62,266
1999	\$62,500	\$65,401
2001	\$66,000	\$68,877
2003	\$68,800	\$71,210
2005	\$71,008	\$73,607
2007	\$74,000	\$77,374
2008	\$76,352	\$83,025
2009	\$80,000	\$86,908
2010	\$82,950	\$91,548
2011	\$84,224	\$91,154
2012	\$89,472	\$96,219
2013	\$90,000	\$98,030
2014	\$94,500	\$102,475
2015	\$97,000	\$105,111
2016	\$96,000	\$104,628
2017	\$97,000	\$107,130
2018	\$96,485	\$104,743
2019	\$97,500	\$105,287



2020	\$99,265	\$107,298
2021	\$98,022	\$108,008
2022	\$104,000	\$112,940
2023	\$105,000	\$114,143
2024	\$112,000	\$120,690
2025	\$111,725	\$121,280
2026	\$122,000	\$131,309

Employer Paid Benefits

		Yes	No/NA†	Total
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	1,337	52	1,389
	Percent	96.3%	3.7%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1,234	155	1,389
	Percent	88.8%	11.2%	100.0%
Does your employer pay for your APEGS annual dues?	Count	1,296	93	1,389
	Percent	93.3%	6.7%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting?	Count	249	1,140	1389
	Percent	17.9%	82.1%	100.0%

† N/A grouped with No.

Additional Benefits

Almost all (97%) 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
1973†								
1975†								



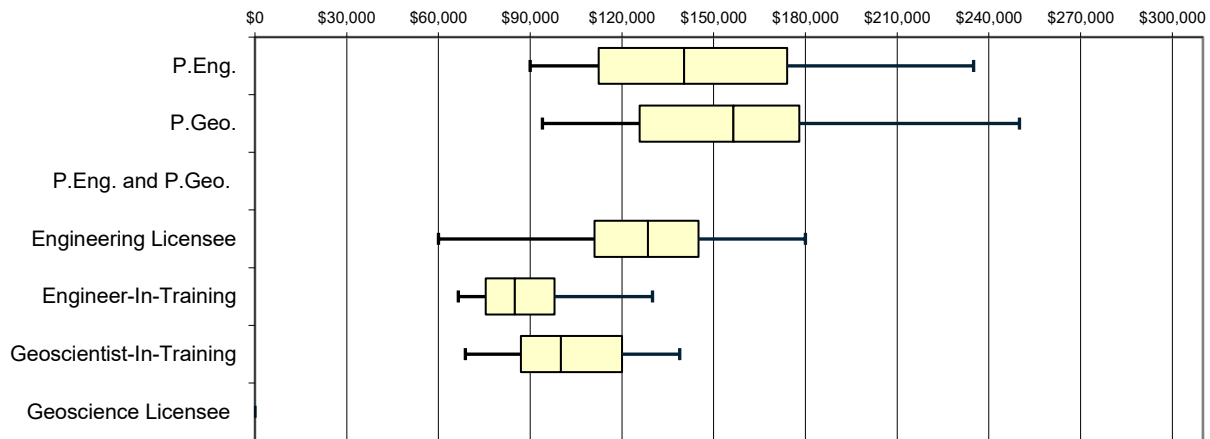
1977†								
1978†								
1979†								
1980†								
1981†								
1982†								
1983†								
1985†								
1986†								
1987†								
1988†								
1989†								
1990†								
1991†								
1992†								
1993	10	0.8%	\$186,505	\$120,000	\$172,000	\$181,473	\$200,000	\$260,000
1994	11	0.8%	\$145,182	\$38,000	\$84,000	\$160,000	\$186,000	\$200,000
1995	16	1.2%	\$189,974	\$80,000	\$142,000	\$183,500	\$233,500	\$326,868
1996	15	1.2%	\$194,980	\$80,600	\$154,000	\$205,000	\$220,000	\$325,000
1997	12	0.9%	\$188,401	\$144,000	\$153,750	\$175,000	\$197,000	\$291,747
1998	15	1.2%	\$162,425	\$71,227	\$146,000	\$162,642	\$180,000	\$243,760
1999	20	1.5%	\$160,253	\$18,600	\$107,575	\$148,500	\$182,750	\$327,850
2000	17	1.3%	\$162,134	\$87,000	\$120,000	\$140,000	\$205,000	\$275,000
2001	30	2.3%	\$182,476	\$85,000	\$150,000	\$180,973	\$202,754	\$283,000
2002	29	2.2%	\$157,546	\$96,000	\$126,630	\$153,000	\$177,010	\$218,500
2003	26	2.0%	\$164,486	\$104,000	\$133,968	\$166,000	\$186,000	\$220,000
2004	20	1.5%	\$168,432	\$40,220	\$150,125	\$170,310	\$183,306	\$277,850
2005	40	3.1%	\$171,219	\$90,750	\$138,995	\$171,500	\$197,750	\$254,128
2006	28	2.1%	\$153,174	\$80,000	\$112,525	\$155,934	\$175,750	\$236,842
2007	48	3.7%	\$152,768	\$91,654	\$115,016	\$144,729	\$183,617	\$236,000
2008	49	3.8%	\$144,867	\$68,640	\$100,370	\$144,000	\$175,000	\$230,000
2009	46	3.5%	\$140,658	\$100,000	\$120,000	\$135,000	\$165,500	\$190,000
2010	46	3.5%	\$150,276	\$103,000	\$126,600	\$143,047	\$175,000	\$213,000
2011	52	4.0%	\$132,061	\$75,000	\$98,750	\$131,500	\$160,000	\$210,000
2012	57	4.4%	\$132,633	\$86,528	\$119,000	\$133,712	\$150,000	\$175,000
2013	64	4.9%	\$131,922	\$99,000	\$113,770	\$133,500	\$149,350	\$175,000
2014	48	3.7%	\$127,735	\$85,000	\$110,000	\$127,285	\$145,375	\$179,000
2015	62	4.8%	\$127,586	\$84,074	\$104,000	\$120,000	\$150,000	\$177,145
2016	38	2.9%	\$123,775	\$79,040	\$97,500	\$118,050	\$150,000	\$171,000
2017	46	3.5%	\$109,798	\$74,900	\$95,000	\$105,545	\$122,000	\$141,000
2018	59	4.5%	\$98,114	\$53,900	\$86,000	\$98,500	\$110,000	\$135,200
2019	59	4.5%	\$105,236	\$75,600	\$90,000	\$100,000	\$120,000	\$156,000
2020	45	3.5%	\$102,126	\$68,000	\$87,306	\$97,900	\$115,000	\$138,400



2021	51	3.9%	\$92,474	\$71,311	\$80,000	\$87,126	\$96,500	\$129,000
2022	54	4.1%	\$92,063	\$70,000	\$78,000	\$86,563	\$105,700	\$130,000
2023	54	4.1%	\$85,760	\$67,500	\$75,000	\$80,498	\$93,676	\$118,000
2024	49	3.8%	\$82,072	\$68,679	\$74,160	\$80,000	\$85,400	\$102,000
2025	32	2.5%	\$80,904	\$65,000	\$68,085	\$74,900	\$83,750	\$150,000

† Data suppressed due to sample size < 10

Salary by Professional Designation (Full-Time Employees)

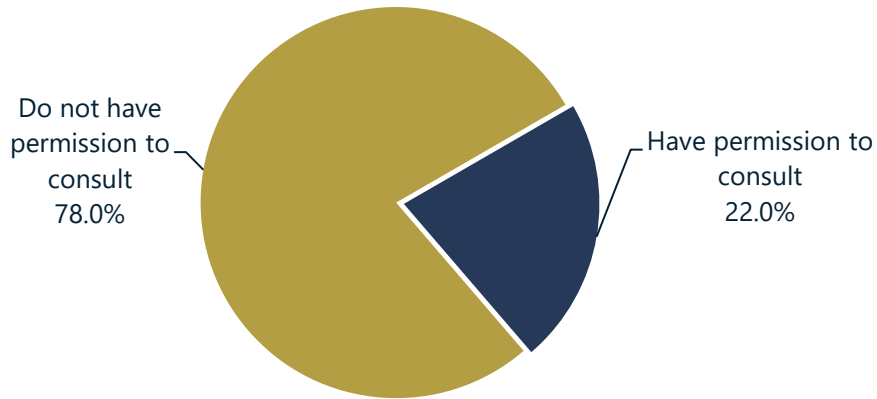


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	853	63.2%	\$147,895	\$89,989	\$112,438	\$140,300	\$174,000	\$235,000
P.Geo.	64	4.7%	\$160,817	\$94,000	\$125,750	\$156,500	\$178,000	\$250,000
P.Eng. and P.Geo	13	1.0%	\$167,831	\$123,500	\$137,500	\$162,000	\$182,000	\$240,000
Engineering License	15	1.1%	\$124,876	\$60,000	\$111,000	\$128,530	\$145,000	\$180,000
Engineer-in-Training	372	27.6%	\$89,651	\$66,500	\$75,469	\$85,000	\$97,931	\$130,000
Geoscientist-in-Training	33	2.4%	\$103,483	\$68,801	\$87,000	\$100,000	\$120,000	\$138,900
Geo Licensee†								

† Data suppressed due to sample size < 10



Permission to Consult

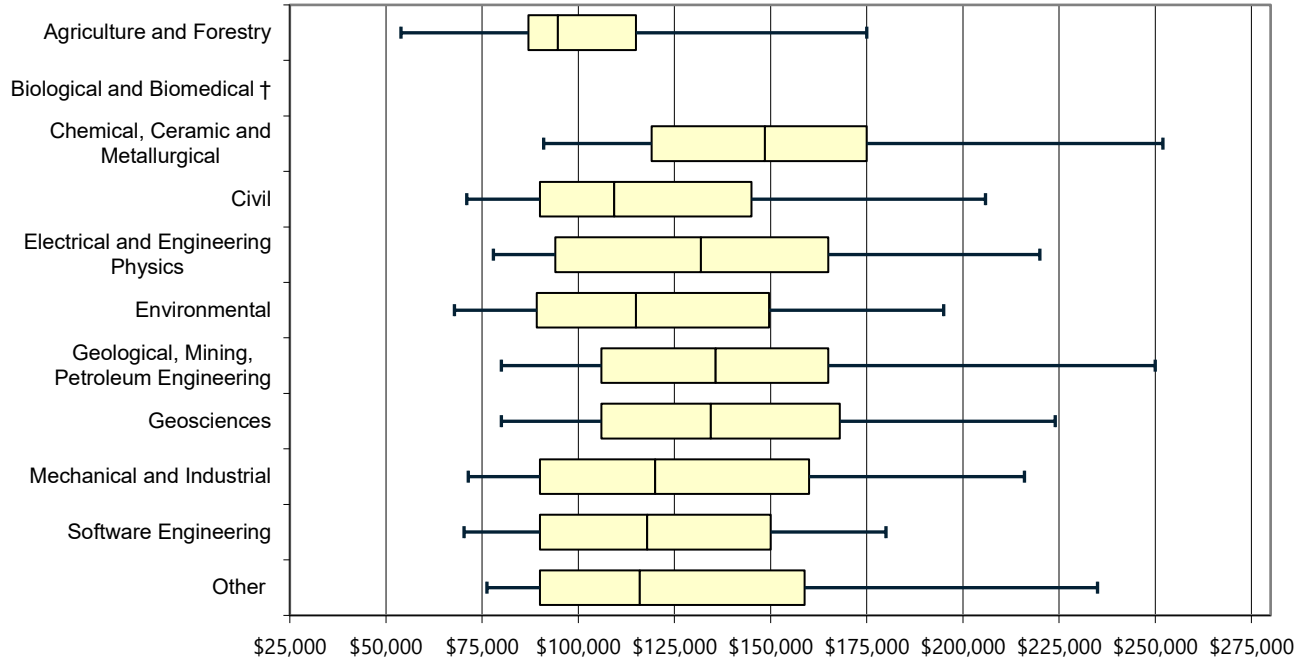


Salary by Permission to Consult – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	31	10.8%	\$111,153	\$65,000	\$82,000	\$88,896	\$135,200	\$210,000
	6 to 10 years	53	18.5%	\$115,520	\$85,000	\$100,000	\$108,950	\$122,000	\$165,000
	11 to 20 years	119	41.6%	\$146,009	\$93,400	\$114,000	\$140,000	\$165,000	\$236,842
	More than 20 years	83	29.0%	\$183,209	\$111,900	\$147,000	\$176,000	\$210,000	\$283,000
	Total	286	100.0%	\$147,377	\$85,360	\$109,000	\$138,638	\$172,700	\$250,000
Do not have permission to consult	Five years or less	381	35.8%	\$92,686	\$67,000	\$77,000	\$86,000	\$101,000	\$138,400
	6 to 10 years	185	17.4%	\$116,268	\$80,000	\$95,403	\$110,000	\$132,000	\$169,500
	11 to 20 years	340	32.0%	\$146,645	\$95,086	\$120,021	\$143,547	\$168,086	\$212,951
	More than 20 years	158	14.8%	\$179,969	\$92,000	\$150,000	\$177,242	\$206,180	\$275,000
	Total	1,064	100.0%	\$126,990	\$71,000	\$90,000	\$118,100	\$155,000	\$213,000



Salary by Discipline of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	18	1.3%	\$102,042	\$53,900	\$87,000	\$94,706	\$115,000	\$175,000
Biological and Biomedical †								
Chemical, Ceramic and Metallurgical	72	5.3%	\$156,435	\$91,000	\$119,075	\$148,500	\$175,000	\$252,000
Civil	305	22.6%	\$121,501	\$71,000	\$90,000	\$109,332	\$145,000	\$205,871
Electrical and Engineering Physics	208	15.4%	\$134,883	\$77,927	\$94,000	\$131,900	\$165,000	\$220,000
Environmental	90	6.7%	\$120,486	\$67,800	\$89,208	\$115,000	\$149,600	\$195,000
Geological, Mining, Petroleum Engineering	115	8.5%	\$145,600	\$80,000	\$106,000	\$135,700	\$165,000	\$250,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	86	6.4%	\$143,759	\$80,000	\$106,000	\$134,500	\$168,000	\$224,000
Mechanical and Industrial	323	23.9%	\$129,065	\$71,400	\$90,000	\$120,000	\$160,000	\$216,000



Software Engineering	23	1.7%	\$122,687	\$70,300	\$90,000	\$117,923	\$150,000	\$180,000
Other	107	7.9%	\$133,125	\$76,250	\$90,000	\$116,000	\$158,868	\$235,000

† Data suppressed due to sample size < 10

Discipline of Employment (Full-Time Employees)

	% working in same discipline as at graduation	% working in other discipline
Agriculture and Forestry	38.9%	61.1%
Biological and Biomedical	33.3%	66.7%
Chemical, Ceramic and Metallurgical	90.3%	9.7%
Civil	75.9%	24.1%
Electrical and Engineering Physics	92.4%	7.6%
Environmental	62.2%	37.8%
Geological, Mining, Petroleum Engineering	55.6%	44.4%
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	88.5%	11.5%
Mechanical and Industrial	92.3%	7.7%
Software Engineering	56.5%	43.5%
Other	18.5%	81.5%

Salary by Discipline – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	5 or fewer years†								
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years†								
	Total	18	100.0%	\$102,042	\$53,900	\$87,000	\$94,706	\$115,000	\$175,000
Chemical, Ceramic and Metallurgical	5 or fewer years	15	20.8%	\$113,717	\$65,280	\$91,000	\$108,000	\$129,150	\$185,000
	6 - 10 years	15	20.8%	\$134,066	\$100,000	\$110,000	\$131,000	\$157,500	\$171,000
	11 - 20 years	31	43.1%	\$160,371	\$112,000	\$140,300	\$156,000	\$175,000	\$230,000
	More than 20 years	11	15.3%	\$234,096	\$147,000	\$200,000	\$235,000	\$260,000	\$328,000



	Total	72	100.0%	\$156,435	\$91,000	\$119,075	\$148,500	\$175,000	\$252,000
Civil	5 or fewer years	87	28.5%	\$85,596	\$65,000	\$72,500	\$83,000	\$93,676	\$125,000
	6 - 10 years	56	18.4%	\$106,043	\$80,000	\$92,888	\$101,588	\$112,000	\$170,000
	11 - 20 years	106	34.8%	\$134,188	\$92,000	\$106,000	\$125,596	\$149,185	\$200,000
	More than 20 years	56	18.4%	\$168,727	\$96,000	\$137,900	\$158,195	\$185,750	\$265,000
	Total	305	100.0%	\$121,501	\$71,000	\$90,000	\$109,332	\$145,000	\$205,871
Electrical and Engineering Physics	5 or fewer years	64	30.8%	\$99,174	\$70,000	\$80,683	\$86,000	\$110,750	\$154,000
	6 - 10 years	33	15.9%	\$113,366	\$78,000	\$95,403	\$110,000	\$135,000	\$165,000
	11 - 20 years	64	30.8%	\$156,240	\$100,340	\$127,000	\$154,000	\$175,000	\$230,000
	More than 20 years	47	22.6%	\$169,534	\$95,000	\$139,000	\$172,000	\$200,000	\$275,000
	Total	208	100.0%	\$134,883	\$77,927	\$94,000	\$131,900	\$165,000	\$220,000
Environmental	5 or fewer years	29	32.2%	\$82,519	\$63,000	\$68,801	\$77,108	\$89,700	\$124,400
	6 - 10 years	13	14.4%	\$110,020	\$78,000	\$96,865	\$108,000	\$110,000	\$195,000
	11 - 20 years	34	37.8%	\$134,394	\$106,000	\$115,296	\$128,274	\$150,000	\$185,000
	More than 20 years	14	15.6%	\$175,073	\$137,000	\$163,272	\$179,500	\$186,000	\$205,000
	Total	90	100.0%	\$120,486	\$67,800	\$89,208	\$115,000	\$149,600	\$195,000
Geological, Mining, Petroleum Engineering	5 or fewer years	40	34.8%	\$102,763	\$75,200	\$87,141	\$103,224	\$115,000	\$155,900
	6 - 10 years	27	23.5%	\$131,644	\$96,500	\$115,000	\$132,000	\$150,000	\$165,000
	11 - 20 years	33	28.7%	\$180,827	\$135,700	\$149,000	\$165,000	\$209,000	\$276,000
	More than 20 years	15	13.0%	\$207,451	\$107,100	\$164,000	\$175,000	\$250,000	\$325,000
	Total	115	100.0%	\$145,600	\$80,000	\$106,000	\$135,700	\$165,000	\$250,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	5 or fewer years	32	37.2%	\$116,155	\$70,000	\$86,500	\$105,500	\$130,000	\$173,600
	6 - 10 years	12	14.0%	\$128,318	\$87,000	\$105,625	\$126,750	\$155,295	\$167,121
	11 - 20 years	25	29.1%	\$146,533	\$108,000	\$128,000	\$150,625	\$165,000	\$185,000

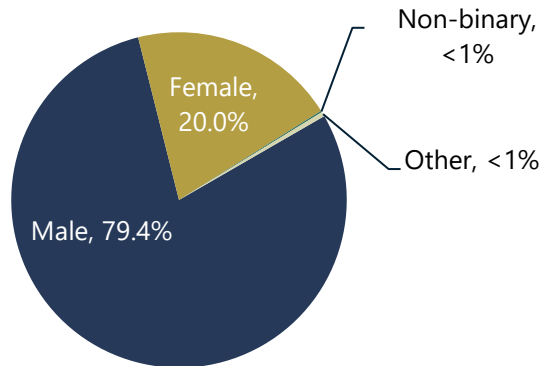


	More than 20 years	17	19.8%	\$202,542	\$92,000	\$175,000	\$205,000	\$219,000	\$326,868
	Total	86	100.0%	\$143,759	\$80,000	\$106,000	\$134,500	\$168,000	\$224,000
Mechanical and Industrial	5 or fewer years	93	28.8%	\$86,500	\$68,679	\$75,000	\$84,500	\$95,000	\$115,000
	6 - 10 years	52	16.1%	\$114,691	\$65,700	\$94,625	\$108,725	\$130,875	\$181,079
	11 - 20 years	119	36.8%	\$143,419	\$88,484	\$120,000	\$140,000	\$165,500	\$204,000
	More than 20 years	59	18.3%	\$179,876	\$82,500	\$142,603	\$178,283	\$210,000	\$278,000
	Total	323	100.0%	\$129,065	\$71,400	\$90,000	\$120,000	\$160,000	\$216,000
Software, Computer Engineering	5 or fewer years†								
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years†								
	Total	23	100.0%	\$122,687	\$70,300	\$90,000	\$117,923	\$150,000	\$180,000
Other	5 or fewer years	35	32.7%	\$99,723	\$70,000	\$78,000	\$87,000	\$110,000	\$192,000
	6 - 10 years	23	21.5%	\$117,465	\$90,000	\$95,000	\$110,000	\$115,000	\$208,000
	11 - 20 years	30	28.0%	\$150,410	\$105,000	\$126,600	\$144,000	\$177,000	\$212,000
	More than 20 years	19	17.8%	\$186,320	\$85,000	\$146,000	\$182,000	\$200,000	\$322,467
	Total	107	100.0%	\$133,125	\$76,250	\$90,000	\$116,000	\$158,868	\$235,000

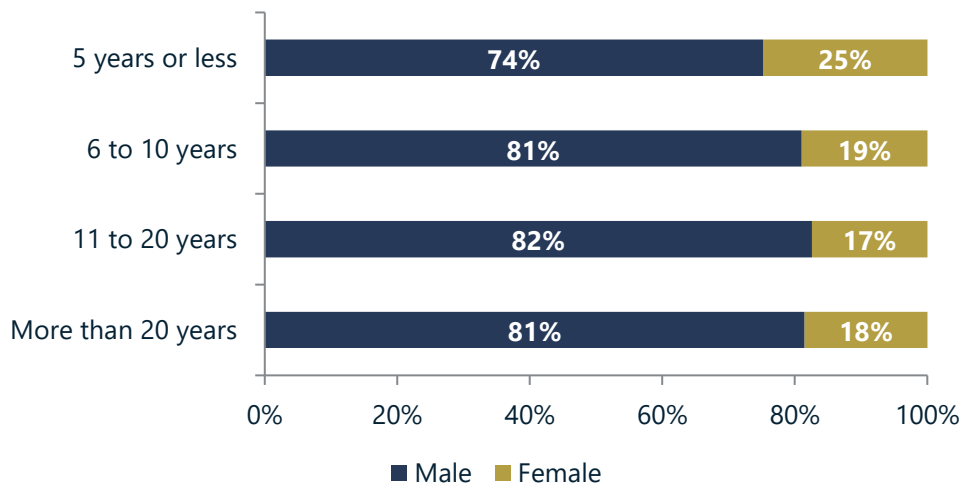
† Data suppressed due to sample size < 10, Biological/Biomedical not reported due to small sample size



Gender



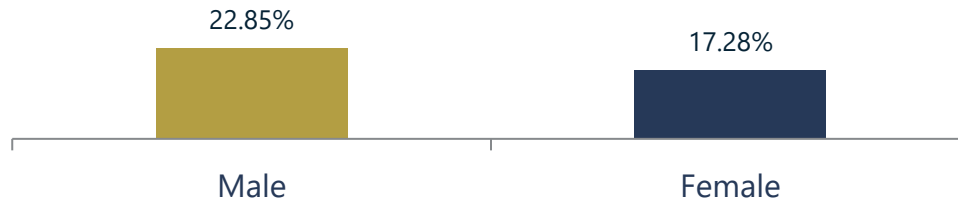
Experience by Gender





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
Agriculture and Forestry	Male	13	76%	\$100,948	\$53,900	\$87,000	\$94,640	\$115,000	\$175,000
	Female†								
Chemical, Ceramic and Metallurgical	Male	48	72%	\$157,342	\$91,000	\$118,250	\$150,500	\$179,625	\$237,598
	Female	19	28%	\$144,626	\$75,000	\$112,000	\$134,538	\$167,460	\$252,000
Civil	Male	231	78%	\$125,742	\$70,300	\$91,475	\$116,089	\$150,000	\$210,000
	Female	66	22%	\$107,841	\$73,500	\$86,000	\$102,000	\$125,000	\$160,000
Electrical and Engineering Physics	Male	187	92%	\$135,369	\$77,927	\$94,000	\$135,000	\$165,000	\$220,000
	Female	17	8%	\$119,918	\$75,000	\$82,840	\$110,000	\$125,000	\$283,000
Environmental	Male	53	62%	\$120,393	\$67,000	\$89,700	\$114,662	\$145,000	\$195,000
	Female	33	38%	\$116,709	\$67,800	\$86,528	\$115,000	\$145,000	\$180,000
Geological, Mining, Petroleum Engineering	Male	86	76%	\$148,851	\$80,000	\$115,000	\$141,500	\$165,000	\$250,000
	Female	27	24%	\$130,325	\$84,500	\$102,000	\$113,000	\$154,500	\$195,000
Geosciences	Male	57	67%	\$152,499	\$80,000	\$118,000	\$150,000	\$178,000	\$250,000
	Female	28	33%	\$126,351	\$78,000	\$95,301	\$117,950	\$153,750	\$205,000
Mechanical and Industrial	Male	281	89%	\$128,518	\$71,400	\$90,000	\$120,000	\$160,000	\$212,016
	Female	33	11%	\$130,745	\$70,000	\$87,000	\$120,000	\$165,645	\$238,000
Software, Computer Engineering	Male	20	91%	\$122,174	\$64,790	\$84,892	\$115,462	\$150,000	\$222,750
	Female†								
Other	Male	78	74%	\$136,762	\$72,000	\$92,000	\$126,850	\$180,000	\$260,000
	Female	28	26%	\$119,355	\$78,000	\$87,750	\$111,000	\$136,650	\$185,000

† 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
Early stages of training and development	Male	21	65.6%	\$77,744	\$60,000	\$71,000	\$74,900	\$80,000	\$90,000
	Female	11	34.4%	\$79,915	\$64,480	\$70,000	\$75,192	\$88,000	\$115,000
...	Male	28	70.0%	\$75,332	\$65,000	\$68,085	\$72,250	\$79,750	\$100,000
	Female	12	30.0%	\$82,391	\$66,500	\$76,465	\$80,248	\$85,000	\$102,000
More advanced stages of training and development	Male	67	73.6%	\$83,789	\$69,000	\$73,500	\$80,000	\$90,000	\$118,200
	Female	24	26.4%	\$89,026	\$68,000	\$75,750	\$84,500	\$94,600	\$135,000
...	Male	86	76.8%	\$90,373	\$68,640	\$76,200	\$84,850	\$97,500	\$118,200
	Female	26	23.2%	\$95,597	\$72,297	\$84,500	\$94,886	\$103,500	\$121,900
Fully qualified professional level	Male	89	78.1%	\$109,210	\$72,000	\$90,000	\$100,000	\$125,175	\$176,200
	Female	25	21.9%	\$113,677	\$80,288	\$95,600	\$109,000	\$130,000	\$150,000
...	Male	111	82.2%	\$123,025	\$78,000	\$99,800	\$120,120	\$141,000	\$176,466
	Female	24	17.8%	\$120,084	\$84,220	\$99,719	\$113,000	\$133,164	\$184,000
First level of direct and sustained supervision	Male	54	79.4%	\$117,155	\$83,189	\$96,504	\$109,666	\$135,000	\$175,000
	Female	14	20.6%	\$112,029	\$85,000	\$95,000	\$107,550	\$125,820	\$167,460
...	Male	70	80.5%	\$118,058	\$80,000	\$99,000	\$112,000	\$140,000	\$175,000
	Female	17	19.5%	\$103,906	\$67,800	\$84,000	\$103,000	\$111,816	\$154,500
Involved in short and long range planning	Male	107	85.6%	\$133,611	\$87,000	\$107,000	\$131,000	\$160,000	\$195,000
	Female	18	14.4%	\$114,203	\$80,600	\$100,000	\$112,850	\$116,000	\$166,000
...	Male	122	84.1%	\$145,077	\$93,600	\$120,000	\$139,011	\$165,000	\$205,000
	Female	23	15.9%	\$124,307	\$88,651	\$112,863	\$125,000	\$137,000	\$155,000
Regularly direct several professionals	Male	113	79.6%	\$156,454	\$100,000	\$130,000	\$151,000	\$177,010	\$213,000
	Female	29	20.4%	\$152,924	\$105,000	\$130,000	\$150,501	\$166,800	\$206,179
...	Male	75	83.3%	\$179,807	\$130,000	\$147,000	\$172,000	\$197,760	\$260,000
	Female	15	16.7%	\$172,210	\$120,000	\$140,000	\$153,000	\$195,000	\$275,000
Direct technical and administrative activities of a significant group	Male	89	83.2%	\$190,457	\$120,000	\$163,000	\$188,854	\$220,000	\$260,000
	Female	18	16.8%	\$196,350	\$124,400	\$163,272	\$176,000	\$224,000	\$360,000
...	Male	12	92.3%	\$239,213	\$165,000	\$184,960	\$227,671	\$290,000	\$330,000
	Female†								
CEO	Male	12	92.3%	\$208,042	\$84,000	\$128,250	\$200,000	\$261,250	\$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	755	79.9%	\$130,061	\$71,311	\$92,000	\$121,371	\$157,676	\$216,000
	Female	190	20.1%	\$118,585	\$70,000	\$89,208	\$110,000	\$140,613	\$185,000
...	Male	108	87.8%	\$142,805	\$75,376	\$105,250	\$139,450	\$172,650	\$213,000
	Female	15	12.2%	\$102,859	\$68,801	\$85,000	\$100,000	\$122,000	\$145,000
Masters	Male	159	78.3%	\$135,168	\$70,000	\$92,000	\$127,500	\$168,000	\$250,000
	Female	44	21.7%	\$135,318	\$79,000	\$100,200	\$118,142	\$153,750	\$224,000
...	Male†								
	Female†								
Doctorate	Male	29	78.4%	\$167,725	\$87,000	\$106,700	\$150,000	\$210,289	\$264,000
	Female†								

† 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	302	28.6%	\$93,219	\$65,882	\$76,200	\$85,450	\$100,180	\$150,000
	6 to 10 years	188	17.8%	\$115,570	\$80,000	\$95,101	\$109,666	\$130,000	\$170,000
	11 to 20 years	372	35.2%	\$148,777	\$96,714	\$122,555	\$145,000	\$168,297	\$225,000
	More than 20 years	194	18.4%	\$182,206	\$110,000	\$148,000	\$179,000	\$207,000	\$275,000
Female	5 years or less	101	39.1%	\$95,764	\$68,000	\$79,040	\$90,000	\$106,000	\$138,400
	6 to 10 years	42	16.3%	\$116,106	\$85,000	\$102,000	\$110,908	\$132,000	\$165,645
	11 to 20 years	75	29.1%	\$133,082	\$91,500	\$109,000	\$126,630	\$154,442	\$185,000
	More than 20 years	40	15.5%	\$168,896	\$82,625	\$145,500	\$161,000	\$186,928	\$282,600



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

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	Male†								
	Female†								
...	Male	13	76.5%	\$73,021	\$67,000	\$68,679	\$72,000	\$73,500	\$89,700
	Female†								
Decisions fall within established guidelines	Male	39	68.4%	\$81,893	\$60,000	\$71,331	\$78,237	\$87,126	\$120,297
	Female	18	31.6%	\$86,386	\$66,500	\$75,000	\$78,000	\$95,000	\$135,000
...	Male	47	73.4%	\$84,784	\$65,000	\$75,712	\$81,000	\$87,630	\$115,100
	Female	17	26.6%	\$89,440	\$63,000	\$80,000	\$87,000	\$101,430	\$121,900
Independent Analysis	Male	50	75.8%	\$94,397	\$66,000	\$79,692	\$89,938	\$100,000	\$140,300
	Female	16	24.2%	\$98,958	\$76,500	\$79,352	\$86,615	\$108,213	\$184,000
...	Male	54	74.0%	\$99,183	\$69,000	\$79,482	\$92,625	\$111,000	\$153,000
	Female	19	26.0%	\$97,900	\$64,480	\$85,000	\$97,000	\$106,000	\$138,400
Routinely make technical recommendations	Male	88	77.9%	\$107,602	\$71,311	\$85,000	\$102,678	\$123,940	\$160,000
	Female	25	22.1%	\$107,582	\$80,600	\$89,208	\$101,175	\$115,000	\$150,000
...	Male	103	85.8%	\$120,170	\$80,000	\$96,150	\$110,000	\$141,000	\$172,000
	Female	17	14.2%	\$114,231	\$69,676	\$93,626	\$114,000	\$127,000	\$169,000
Routinely make responsible decisions	Male	94	80.3%	\$123,917	\$83,189	\$99,000	\$120,200	\$143,094	\$195,000
	Female	23	19.7%	\$119,817	\$85,000	\$99,234	\$119,861	\$141,000	\$155,000
...	Male	87	79.8%	\$132,005	\$74,160	\$107,000	\$129,000	\$150,000	\$200,000
	Female	22	20.2%	\$116,055	\$90,000	\$102,000	\$109,000	\$133,218	\$160,000
Routinely make responsible technical/administrative decisions	Male	142	78.5%	\$144,085	\$88,896	\$114,000	\$140,000	\$172,620	\$205,000
	Female	39	21.5%	\$137,632	\$84,500	\$106,089	\$129,150	\$160,000	\$252,000
...	Male	136	84.0%	\$158,792	\$95,000	\$123,725	\$155,500	\$184,250	\$243,760
	Female	26	16.0%	\$140,621	\$84,000	\$113,000	\$133,500	\$175,000	\$206,179
Deal with major problems	Male	111	86.7%	\$171,785	\$83,200	\$140,000	\$172,700	\$200,000	\$251,503
	Female	17	13.3%	\$168,982	\$110,000	\$145,000	\$166,500	\$187,000	\$283,000
...	Male	47	87.0%	\$185,192	\$120,000	\$149,185	\$178,500	\$218,500	\$265,000
	Female†								
Isolate and analyze major over-all problems	Male	39	86.7%	\$181,976	\$84,000	\$135,000	\$175,000	\$215,264	\$330,000
	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
Work under close supervision	Male†								
	Female†								
...	Male†								
	Female†								
Receive instructions as to methods and procedures	Male	16	72.7%	\$78,581	\$60,000	\$69,634	\$77,214	\$87,095	\$100,900
	Female†								
...	Male	19	70.4%	\$79,884	\$65,637	\$70,000	\$74,000	\$83,200	\$111,000
	Female†								
Work under general supervision	Male	72	77.4%	\$88,332	\$67,750	\$75,834	\$81,123	\$87,881	\$165,000
	Female	21	22.6%	\$87,309	\$68,000	\$80,000	\$86,000	\$90,000	\$110,000
...	Male	38	64.4%	\$93,067	\$65,000	\$77,500	\$86,100	\$100,000	\$135,200
	Female	21	35.6%	\$94,646	\$64,480	\$82,840	\$94,900	\$102,852	\$130,000
Work in terms of specific objectives	Male	60	85.7%	\$100,836	\$65,100	\$78,406	\$95,750	\$113,797	\$164,650
	Female	10	14.3%	\$112,325	\$76,960	\$90,272	\$100,205	\$135,000	\$184,000
...	Male	60	77.9%	\$110,312	\$77,905	\$94,000	\$102,250	\$126,075	\$164,450
	Female	17	22.1%	\$99,677	\$72,297	\$91,500	\$97,000	\$108,000	\$131,000
Work towards objectives to be accomplished	Male	157	81.3%	\$120,068	\$65,882	\$92,500	\$118,000	\$143,094	\$176,200
	Female	36	18.7%	\$110,374	\$75,388	\$87,585	\$109,500	\$125,465	\$166,000
...	Male	171	85.5%	\$133,298	\$78,000	\$103,000	\$126,238	\$157,000	\$209,000
	Female	29	14.5%	\$127,678	\$80,000	\$103,500	\$125,000	\$148,000	\$180,000
Work independently on broad, general assignments	Male	279	81.6%	\$144,351	\$86,000	\$111,900	\$140,000	\$171,747	\$216,000
	Female	63	18.4%	\$131,303	\$82,500	\$103,251	\$125,000	\$153,596	\$195,000
...	Male	88	77.2%	\$178,325	\$117,000	\$144,850	\$170,000	\$200,836	\$262,000
	Female	26	22.8%	\$152,381	\$105,000	\$126,630	\$150,251	\$172,000	\$205,000
Operate as an executive	Male	48	82.8%	\$196,566	\$120,000	\$163,500	\$185,000	\$223,750	\$325,000
	Female	10	17.2%	\$204,550	\$127,000	\$150,000	\$182,500	\$238,000	\$360,000
...	Male	14	87.5%	\$177,669	\$112,000	\$165,000	\$181,000	\$200,000	\$236,842
	Female†								
Determine policies, plans and programs	Male	26	81.3%	\$195,262	\$84,000	\$140,000	\$190,427	\$240,000	\$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
No supervisory role	Male	173	80.8%	\$103,822	\$65,637	\$75,000	\$90,000	\$116,000	\$186,000
	Female	41	19.2%	\$103,137	\$72,297	\$84,000	\$95,000	\$113,000	\$169,000
...	Male	59	73.8%	\$106,122	\$70,300	\$80,000	\$99,593	\$126,238	\$160,000
	Female	21	26.3%	\$95,883	\$68,801	\$86,625	\$96,000	\$104,000	\$129,150
Assign and check work of one or two non-professionals	Male	52	75.4%	\$99,175	\$65,280	\$77,925	\$91,088	\$115,450	\$157,000
	Female	17	24.6%	\$90,472	\$66,500	\$78,000	\$85,000	\$101,000	\$138,400
...	Male	24	60.0%	\$118,748	\$71,400	\$87,090	\$100,000	\$148,969	\$191,000
	Female	16	40.0%	\$93,701	\$63,000	\$79,280	\$83,420	\$114,750	\$145,600
Give Work Direction to one or more technologists	Male	59	81.9%	\$101,522	\$73,000	\$83,400	\$95,000	\$115,000	\$157,000
	Female	13	18.1%	\$106,459	\$77,108	\$90,272	\$102,000	\$106,089	\$186,710
...	Male	45	86.5%	\$108,691	\$71,331	\$90,406	\$108,000	\$128,500	\$155,000
	Female†								
Responsible for the work of one or more non-professional assistants	Male	39	79.6%	\$115,526	\$78,000	\$90,000	\$105,000	\$142,469	\$207,000
	Female	10	20.4%	\$101,671	\$80,000	\$85,000	\$92,800	\$113,000	\$150,000
...	Male	40	78.4%	\$121,616	\$82,575	\$100,913	\$122,150	\$141,325	\$161,621
	Female	11	21.6%	\$119,391	\$88,651	\$99,234	\$112,700	\$147,000	\$155,000
Responsible for supervising one or more junior professionals	Male	84	77.8%	\$125,418	\$80,000	\$105,250	\$124,241	\$147,740	\$180,000
	Female	24	22.2%	\$117,991	\$77,220	\$98,161	\$112,000	\$140,000	\$162,000
...	Male	96	86.5%	\$137,456	\$80,000	\$103,500	\$134,950	\$161,500	\$206,180
	Female	15	13.5%	\$130,109	\$92,000	\$107,100	\$127,000	\$148,000	\$175,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Male	107	82.3%	\$151,872	\$90,000	\$120,000	\$150,000	\$179,000	\$240,000
	Female	23	17.7%	\$138,639	\$93,000	\$111,816	\$128,000	\$154,500	\$195,000
...	Male	99	83.2%	\$158,516	\$91,000	\$128,000	\$151,000	\$180,000	\$250,000
	Female	20	16.8%	\$152,663	\$97,313	\$123,150	\$152,049	\$170,700	\$249,650
Supervise and direct the work of two or more major functions in the organization	Male	66	84.6%	\$164,290	\$90,390	\$136,900	\$162,000	\$195,000	\$232,000
	Female†	12	15.4%	\$145,050	\$84,000	\$110,500	\$123,500	\$177,000	\$276,000
...	Male	38	86.4%	\$175,418	\$120,000	\$149,185	\$171,500	\$197,000	\$278,000
	Female†								
Co-ordinate activities of personnel in a significant group	Male	51	73.9%	\$188,069	\$115,000	\$163,000	\$187,000	\$214,600	\$260,000
	Female	18	26.1%	\$179,476	\$75,388	\$150,000	\$170,750	\$187,000	\$360,000
...	Male	13	81.3%	\$218,478	\$165,000	\$176,658	\$200,000	\$236,842	\$330,000
	Female†								



CEO	Male	11	91.7%	\$225,136	\$84,000	\$180,000	\$240,000	\$275,000	\$350,000
	Female†								

† Data suppressed due to sample size <10

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

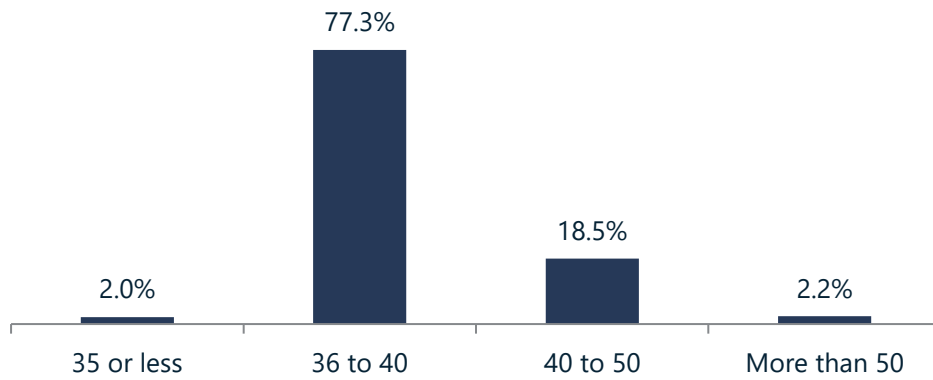
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	0	392	37.1%	\$109,743	\$68,679	\$80,310	\$99,122	\$128,990	\$182,000
	1	86	8.1%	\$120,078	\$70,800	\$85,400	\$108,750	\$145,700	\$207,000
	2-3	176	16.7%	\$127,081	\$75,000	\$100,099	\$123,678	\$150,000	\$195,000
	4-7	164	15.5%	\$141,711	\$87,000	\$117,196	\$140,000	\$165,000	\$205,000
	8-13	84	8.0%	\$160,535	\$90,390	\$126,777	\$159,950	\$188,964	\$240,000
	14-20	38	3.6%	\$164,116	\$82,500	\$129,876	\$161,500	\$198,000	\$237,598
	21-30	26	2.5%	\$185,714	\$125,000	\$158,000	\$176,000	\$200,000	\$260,000
	31-40	21	2.0%	\$166,967	\$102,349	\$139,000	\$156,000	\$210,000	\$236,000
	41-50	15	1.4%	\$186,110	\$71,000	\$145,000	\$175,000	\$218,500	\$325,000
	51-75	18	1.7%	\$205,869	\$125,500	\$177,145	\$205,000	\$225,000	\$325,000
	76-100	13	1.2%	\$168,336	\$80,000	\$136,900	\$173,200	\$200,000	\$251,503
	101-200	14	1.3%	\$196,802	\$121,371	\$181,085	\$204,000	\$214,600	\$250,000
	201-400+								
	401-750+								
	751-1200+								
	1201-2000+								
2000+									
Female	0	110	42.6%	\$103,417	\$68,000	\$84,000	\$98,117	\$115,296	\$155,000
	1	25	9.7%	\$105,926	\$75,000	\$90,272	\$108,000	\$117,650	\$141,000
	2-3	43	16.7%	\$115,632	\$76,500	\$86,000	\$108,000	\$137,000	\$175,000
	4-7	29	11.2%	\$131,631	\$84,000	\$104,000	\$126,630	\$155,000	\$180,000
	8-13	19	7.4%	\$137,865	\$77,220	\$112,863	\$125,000	\$153,596	\$275,000
	14-20	15	5.8%	\$167,695	\$97,000	\$146,500	\$158,500	\$194,200	\$252,000
	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)

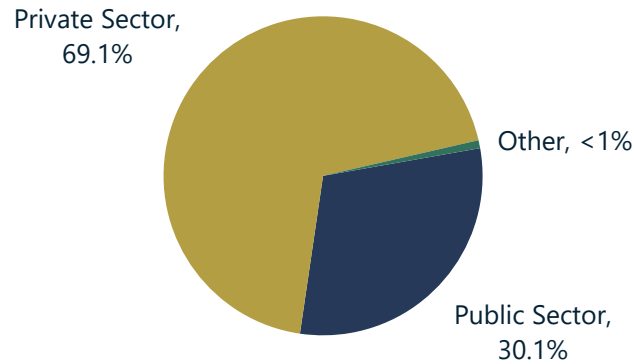


Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 41 and among part-time staff, it is 25 hours.



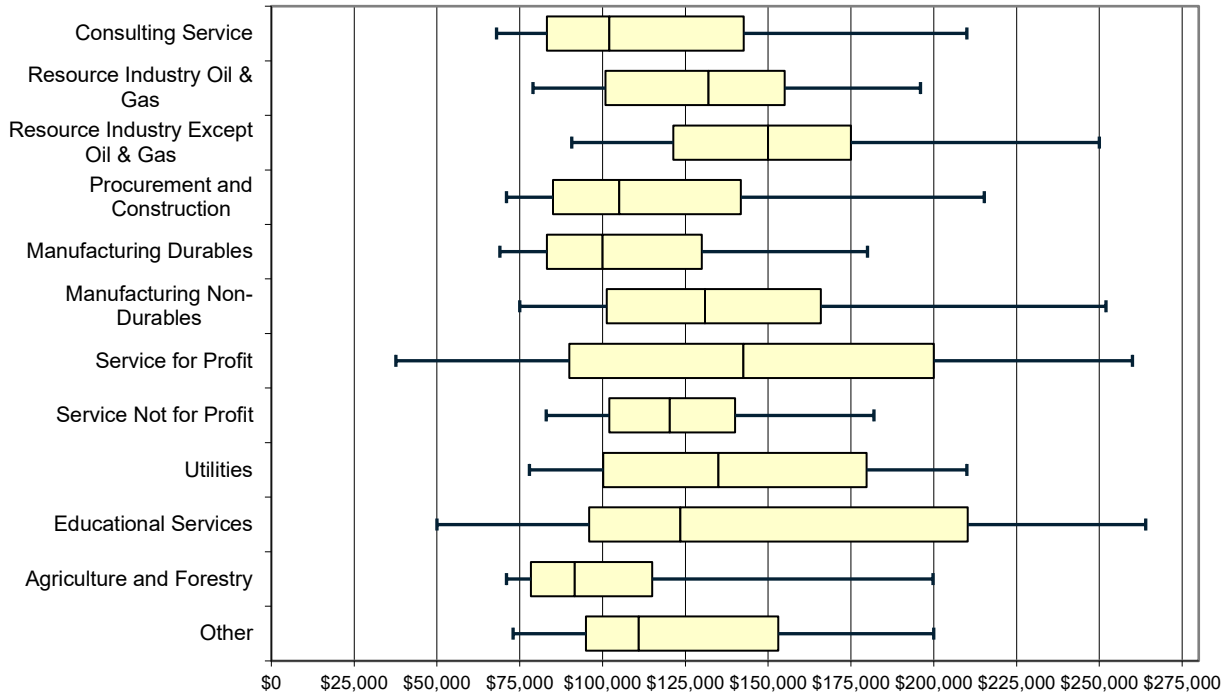
Sector of Employment (Full-time Employees)



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	105	25.9%	\$96,883	\$73,000	\$82,840	\$90,500	\$101,000	\$135,000
	6 to 10 years	69	17.0%	\$114,103	\$81,000	\$98,500	\$108,000	\$120,297	\$175,000
	11 to 20 years	141	34.7%	\$137,082	\$100,000	\$115,000	\$130,000	\$153,000	\$190,000
	More than 20 years	91	22.4%	\$176,164	\$120,000	\$149,185	\$178,283	\$201,618	\$243,760
	Total	406	100.0%	\$131,540	\$79,040	\$99,800	\$122,000	\$157,770	\$207,195
Private Sector	Five years or less	303	32.5%	\$92,935	\$66,000	\$75,000	\$85,098	\$102,000	\$150,000
	6 to 10 years	168	18.0%	\$117,074	\$79,000	\$96,000	\$110,500	\$133,000	\$167,000
	11 to 20 years	313	33.5%	\$150,706	\$92,000	\$125,000	\$147,400	\$170,000	\$226,000
	More than 20 years	149	16.0%	\$184,198	\$92,000	\$147,000	\$176,200	\$214,600	\$291,747
	Total	933	100.0%	\$131,237	\$70,300	\$90,272	\$121,371	\$160,000	\$225,000

Salary by Industry of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	327	24.2%	\$117,336	\$68,000	\$83,200	\$102,000	\$142,603	\$210,000
Resource Industry Oil & Gas	61	4.5%	\$134,116	\$79,000	\$100,900	\$132,000	\$155,000	\$196,000
Resource Industry Except Oil & Gas	279	20.7%	\$155,771	\$90,700	\$121,371	\$150,000	\$175,000	\$250,000
Procurement and Construction	98	7.3%	\$121,506	\$71,000	\$85,000	\$105,000	\$141,800	\$215,264
Manufacturing Durables	122	9.0%	\$108,423	\$69,000	\$83,200	\$100,000	\$130,000	\$180,000
Manufacturing Non-Durables	44	3.3%	\$141,833	\$75,000	\$101,230	\$130,923	\$165,913	\$252,000
Service For Profit	19	1.4%	\$144,764	\$37,600	\$90,000	\$142,500	\$200,000	\$260,000
Service Not For Profit	118	8.7%	\$123,355	\$83,000	\$102,000	\$120,349	\$140,000	\$181,946
Utilities	192	14.2%	\$140,318	\$77,927	\$100,256	\$135,000	\$179,750	\$210,000
Educational Services	31	2.3%	\$151,274	\$50,000	\$96,000	\$123,500	\$210,289	\$264,000
Agriculture and Forestry	23	1.7%	\$103,301	\$71,000	\$78,375	\$91,654	\$115,000	\$199,783
Other	36	2.7%	\$126,885	\$73,000	\$95,000	\$110,959	\$153,063	\$200,000



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	125	38.2%	\$82,233	\$65,000	\$71,656	\$79,692	\$87,000	\$104,000
	6 to 10 years	54	16.5%	\$107,789	\$79,000	\$90,500	\$101,053	\$112,000	\$165,000
	11 to 20 years	89	27.2%	\$138,101	\$92,000	\$110,000	\$131,000	\$155,000	\$220,000
	More than 20 years	59	18.0%	\$169,123	\$93,600	\$137,200	\$168,000	\$187,000	\$275,000
	Total	327	100.0%	\$117,336	\$68,000	\$83,200	\$102,000	\$142,603	\$210,000
Resource Industry Oil & Gas	5 years or less	23	37.7%	\$95,591	\$67,800	\$80,000	\$94,600	\$111,000	\$120,000
	6 to 10 years	14	23.0%	\$135,716	\$109,000	\$129,000	\$138,750	\$141,000	\$167,121
	11 to 20 years	18	29.5%	\$165,618	\$117,650	\$140,000	\$157,450	\$178,500	\$295,000
	More than 20 years†								
	Total	61	100.0%	\$134,116	\$79,000	\$100,900	\$132,000	\$155,000	\$196,000
Resource Industry Except Oil & Gas	5 years or less	79	28.3%	\$119,324	\$81,000	\$99,243	\$110,000	\$130,000	\$185,000
	6 to 10 years	46	16.5%	\$139,102	\$101,000	\$122,000	\$132,500	\$157,500	\$169,500
	11 to 20 years	112	40.1%	\$166,496	\$120,000	\$147,100	\$164,250	\$179,750	\$236,000
	More than 20 years	42	15.1%	\$213,985	\$151,000	\$171,000	\$205,000	\$250,000	\$325,000
	Total	279	100.0%	\$155,771	\$90,700	\$121,371	\$150,000	\$175,000	\$250,000
Procurement and Construction	5 years or less	31	31.6%	\$85,615	\$70,000	\$75,388	\$80,080	\$95,000	\$125,000
	6 to 10 years	17	17.3%	\$100,519	\$80,000	\$92,000	\$99,000	\$106,000	\$126,000
	11 to 20 years	34	34.7%	\$136,119	\$75,000	\$120,000	\$135,350	\$150,000	\$204,000
	More than 20 years	16	16.3%	\$182,291	\$96,000	\$153,500	\$163,821	\$218,267	\$350,000
	Total	98	100.0%	\$121,506	\$71,000	\$85,000	\$105,000	\$141,800	\$215,264
Manufacturing Durables	5 years or less	35	28.7%	\$82,858	\$67,000	\$73,500	\$79,000	\$87,500	\$110,000
	6 to 10 years	26	21.3%	\$91,732	\$50,000	\$87,000	\$94,750	\$105,000	\$127,500
	11 to 20 years	37	30.3%	\$123,044	\$83,200	\$99,600	\$120,000	\$140,300	\$185,000
	More than 20 years	24	19.7%	\$141,247	\$80,000	\$102,543	\$140,000	\$172,525	\$210,000
	Total	122	100.0%	\$108,423	\$69,000	\$83,200	\$100,000	\$130,000	\$180,000
Manufacturing Non-Durables	5 years or less	12	27.3%	\$97,963	\$48,000	\$78,750	\$93,820	\$113,980	\$175,000
	6 to 10 years†								



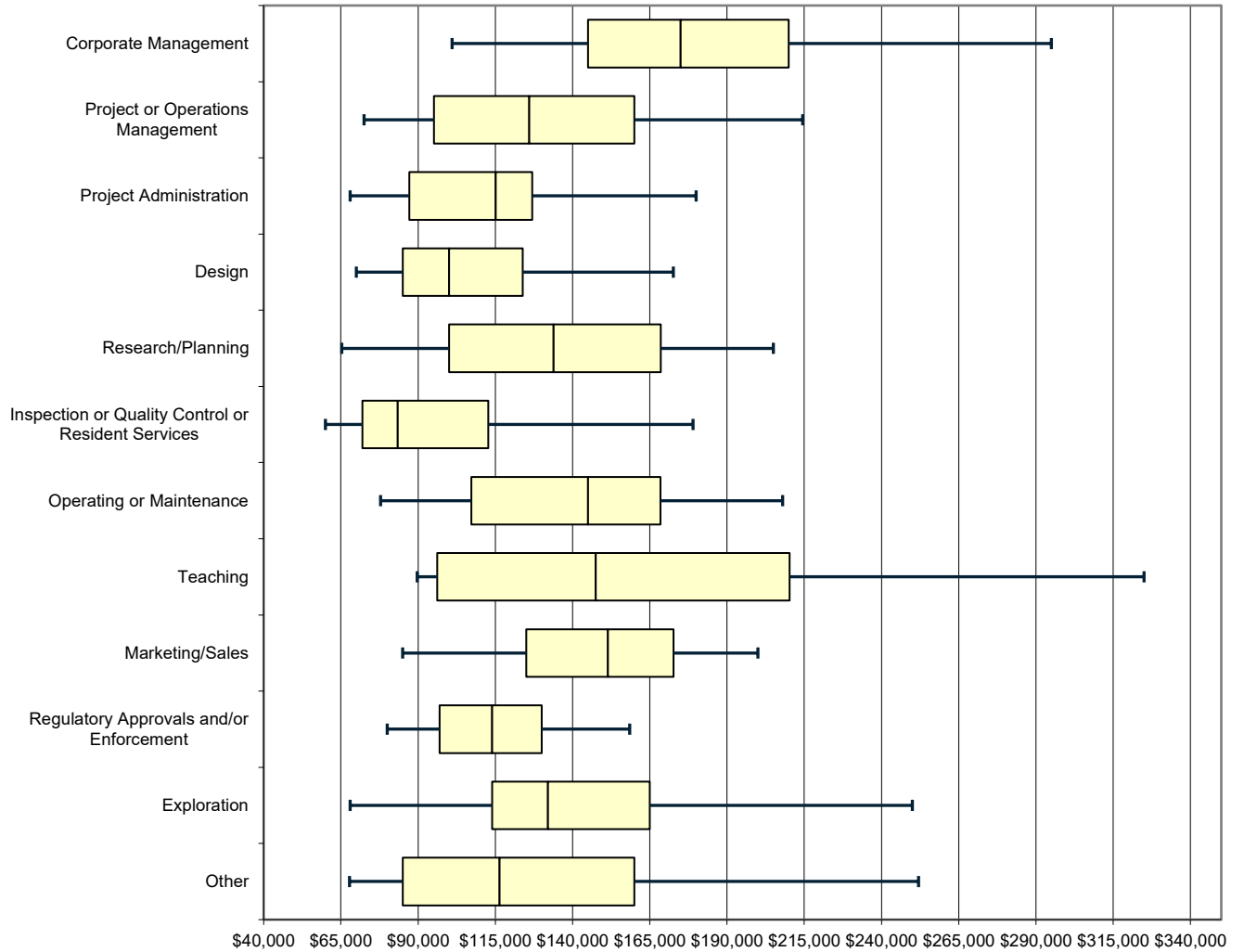
	11 to 20 years	20	45.5%	\$151,254	\$91,000	\$120,500	\$144,000	\$165,913	\$225,950
	More than 20 years†								
	Total	44	100.0%	\$141,833	\$75,000	\$101,230	\$130,923	\$165,913	\$252,000
Service For Profit	5 years or less†								
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	19	100.0%	\$144,764	\$37,600	\$90,000	\$142,500	\$200,000	\$260,000
Service Not For Profit	5 years or less	24	20.3%	\$100,467	\$78,000	\$84,625	\$93,338	\$115,875	\$130,000
	6 to 10 years	24	20.3%	\$111,674	\$81,000	\$101,381	\$108,666	\$120,223	\$137,000
	11 to 20 years	48	40.7%	\$123,843	\$93,626	\$109,500	\$122,000	\$133,867	\$158,500
	More than 20 years	22	18.6%	\$160,003	\$133,000	\$140,000	\$151,751	\$172,000	\$205,000
	Total	118	100.0%	\$123,355	\$83,000	\$102,000	\$120,349	\$140,000	\$181,946
Utilities	5 years or less	49	25.5%	\$95,714	\$72,000	\$81,255	\$90,000	\$100,000	\$135,000
	6 to 10 years	28	14.6%	\$119,704	\$84,074	\$97,750	\$111,500	\$125,825	\$195,000
	11 to 20 years	69	35.9%	\$149,950	\$105,000	\$122,500	\$147,000	\$175,000	\$200,000
	More than 20 years	46	24.0%	\$185,933	\$139,000	\$175,000	\$182,000	\$202,754	\$243,760
	Total	192	100.0%	\$140,318	\$77,927	\$100,256	\$135,000	\$179,750	\$210,000
Educational Services	5 years or less	10	32.3%	\$96,941	\$38,000	\$65,280	\$91,850	\$113,000	\$232,000
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years	11	35.5%	\$207,886	\$120,284	\$188,854	\$205,871	\$231,690	\$325,000
	Total	31	100.0%	\$151,274	\$50,000	\$96,000	\$123,500	\$210,289	\$264,000
Agriculture /Forestry	5 years or less	10	43.5%	\$76,642	\$53,900	\$72,000	\$76,268	\$80,000	\$94,772
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	23	100.0%	\$103,301	\$71,000	\$78,375	\$91,654	\$115,000	\$199,783
Other	5 years or less	11	30.6%	\$95,336	\$70,000	\$80,000	\$95,000	\$100,000	\$154,000
	6 to 10 years†								
	11 to 20 years	10	27.8%	\$167,152	\$106,326	\$129,876	\$155,125	\$185,000	\$325,000



	More than 20 years†								
	Total	36	100.0%	\$126,885	\$73,000	\$95,000	\$110,959	\$153,063	\$200,000

† 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	134	9.9%	\$181,289	\$101,000	\$145,000	\$175,000	\$210,000	\$295,000
Project or Operations Management	412	30.5%	\$132,017	\$72,500	\$95,150	\$126,000	\$160,000	\$214,500
Project Administration	23	1.7%	\$114,202	\$68,000	\$87,126	\$115,100	\$126,940	\$180,000
Design	357	26.4%	\$108,549	\$70,000	\$85,000	\$100,000	\$123,874	\$172,620
Research/Planning	52	3.9%	\$132,760	\$65,280	\$100,000	\$133,850	\$168,536	\$205,000
Inspection or Quality Control or Resident Services	28	2.1%	\$100,007	\$60,000	\$72,000	\$83,400	\$112,750	\$179,000
Operating or Maintenance	156	11.6%	\$141,648	\$77,847	\$107,250	\$145,000	\$168,465	\$208,000
Teaching	18	1.3%	\$164,388	\$89,700	\$96,205	\$147,500	\$210,289	\$325,000
Marketing/Sales	14	1.0%	\$146,934	\$85,000	\$125,000	\$151,400	\$172,700	\$200,000
Regulatory Approvals and/or Enforcement	47	3.5%	\$115,201	\$80,000	\$97,000	\$114,000	\$130,000	\$158,500
Exploration	51	3.8%	\$148,047	\$67,996	\$114,000	\$132,000	\$165,000	\$250,000
Other	58	4.3%	\$127,979	\$67,800	\$85,000	\$116,325	\$160,000	\$252,000

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

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	5 years or less†							
	6 - 10 years	12	9.0%	\$154,865	\$97,000	\$127,125	\$158,000	\$173,030
	11 - 20 years	52	38.8%	\$170,379	\$112,000	\$134,725	\$157,500	\$196,875
	More than 20 years	61	45.5%	\$201,250	\$133,000	\$166,500	\$188,000	\$220,000
	Total	134	100.0%	\$181,289	\$101,000	\$145,000	\$175,000	\$210,000
Project or Operations Management	5 years or less	104	25.2%	\$93,180	\$70,000	\$76,625	\$86,369	\$97,781
	6 - 10 years	81	19.7%	\$117,852	\$83,000	\$99,000	\$111,816	\$130,000
	11 - 20 years	165	40.0%	\$147,597	\$97,500	\$122,500	\$143,000	\$169,000
	More than 20 years	62	15.0%	\$174,205	\$96,000	\$146,000	\$177,647	\$200,000
	Total	412	100.0%	\$132,017	\$72,500	\$95,150	\$126,000	\$160,000
Project Administration	5 years or less†							



	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	23	100.0%	\$114,202	\$68,000	\$87,126	\$115,100	\$126,940	\$180,000
Design	5 years or less	148	41.5%	\$86,821	\$67,200	\$75,000	\$83,600	\$93,925	\$123,000
	6 - 10 years	73	20.4%	\$104,362	\$80,000	\$91,000	\$101,400	\$112,000	\$138,375
	11 - 20 years	97	27.2%	\$128,106	\$87,000	\$104,000	\$120,000	\$143,910	\$200,000
	More than 20 years	39	10.9%	\$150,199	\$82,500	\$119,600	\$147,000	\$165,060	\$275,000
	Total	357	100.0%	\$108,549	\$70,000	\$85,000	\$100,000	\$123,874	\$172,620
Research/ Planning	5 years or less	16	30.8%	\$88,658	\$38,000	\$74,607	\$87,500	\$97,679	\$160,000
	6 - 10 yearst								
	11 - 20 years	22	42.3%	\$147,666	\$102,000	\$114,000	\$143,750	\$182,000	\$212,000
	More than 20 yearst								
	Total	52	100.0%	\$132,760	\$65,280	\$100,000	\$133,850	\$168,536	\$205,000
Inspection or Quality Control or Resident Services	5 years or less	19	67.9%	\$82,895	\$54,000	\$68,640	\$80,000	\$88,687	\$157,000
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	28	100.0%	\$100,007	\$60,000	\$72,000	\$83,400	\$112,750	\$179,000
Operating or Maintenance	5 years or less	44	28.2%	\$102,827	\$73,000	\$79,250	\$101,410	\$115,750	\$160,000
	6 - 10 years	28	17.9%	\$126,270	\$87,000	\$100,150	\$132,500	\$145,418	\$160,060
	11 - 20 years	59	37.8%	\$158,647	\$103,900	\$145,000	\$155,000	\$172,000	\$228,500
	More than 20 years	25	16.0%	\$187,079	\$120,284	\$167,460	\$185,000	\$201,618	\$231,115
	Total	156	100.0%	\$141,648	\$77,847	\$107,250	\$145,000	\$168,465	\$208,000
Teaching	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 years	10	55.6%	\$215,061	\$122,000	\$197,760	\$208,080	\$231,690	\$325,000



	Total	18	100.0%	\$164,388	\$89,700	\$96,205	\$147,500	\$210,289	\$325,000
Marketing/ Sales	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	14	100.0%	\$146,934	\$85,000	\$125,000	\$151,400	\$172,700	\$200,000
Regulatory Approvals and/or Enforcement	5 years or less	17	36.2%	\$102,149	\$80,000	\$87,000	\$100,000	\$115,000	\$145,000
	6 - 10 yearst								
	11 - 20 years	19	40.4%	\$127,840	\$86,120	\$114,000	\$127,000	\$154,500	\$160,000
	More than 20 yearst								
	Total	47	100.0%	\$115,201	\$80,000	\$97,000	\$114,000	\$130,000	\$158,500
Exploration	5 years or less	19	37.3%	\$122,784	\$48,000	\$95,000	\$115,600	\$132,000	\$360,000
	6 - 10 yearst								
	11 - 20 years	16	31.4%	\$160,134	\$118,000	\$134,607	\$156,500	\$178,000	\$250,000
	More than 20 yearst								
	Total	51	100.0%	\$148,047	\$67,996	\$114,000	\$132,000	\$165,000	\$250,000
Other	5 years or less	21	36.2%	\$92,195	\$65,000	\$69,000	\$79,482	\$105,700	\$147,000
	6 - 10 years	11	19.0%	\$107,097	\$75,600	\$85,000	\$114,662	\$122,300	\$133,000
	11 - 20 years	11	19.0%	\$138,764	\$100,008	\$117,923	\$135,000	\$160,000	\$168,114
	More than 20 years	15	25.9%	\$185,480	\$80,600	\$155,000	\$180,000	\$216,000	\$291,747
	Total	58	100.0%	\$127,979	\$67,800	\$85,000	\$116,325	\$160,000	\$252,000

† Data suppressed due to sample size < 10

JOB CLASSIFICATION QUESTIONS

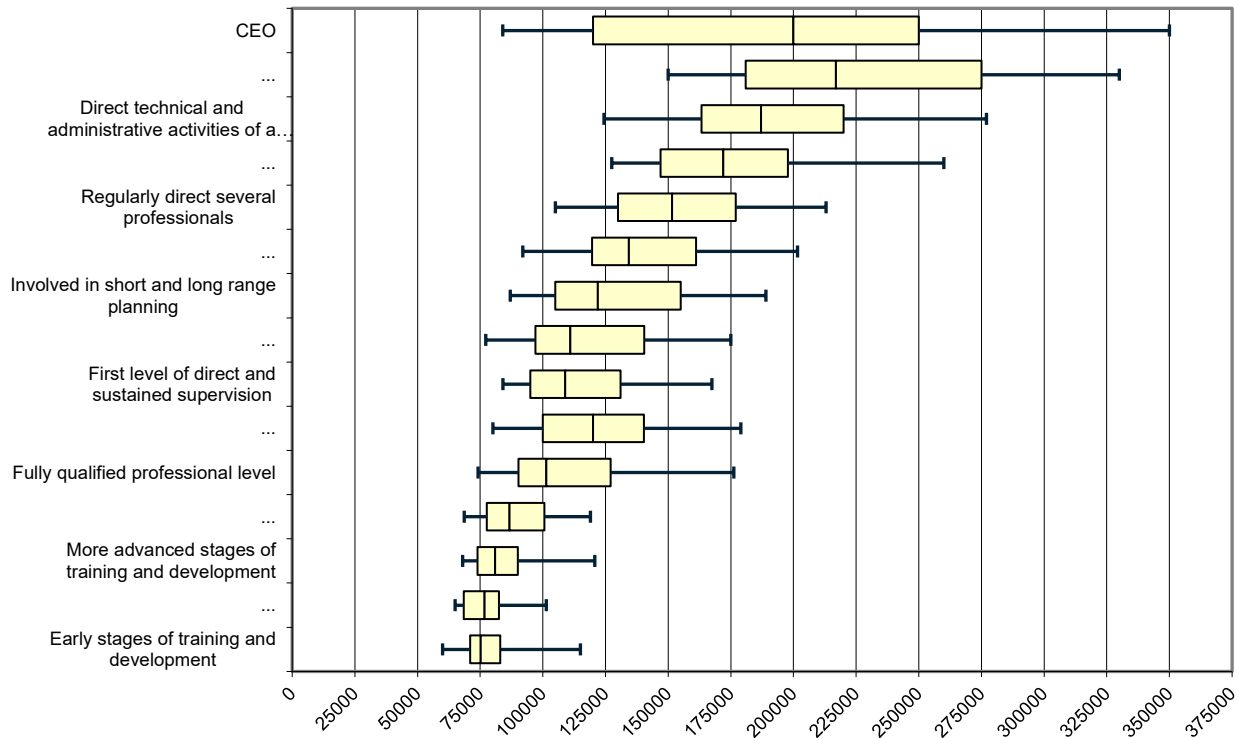
Categories included in the job classification questions are as follows:

- 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)



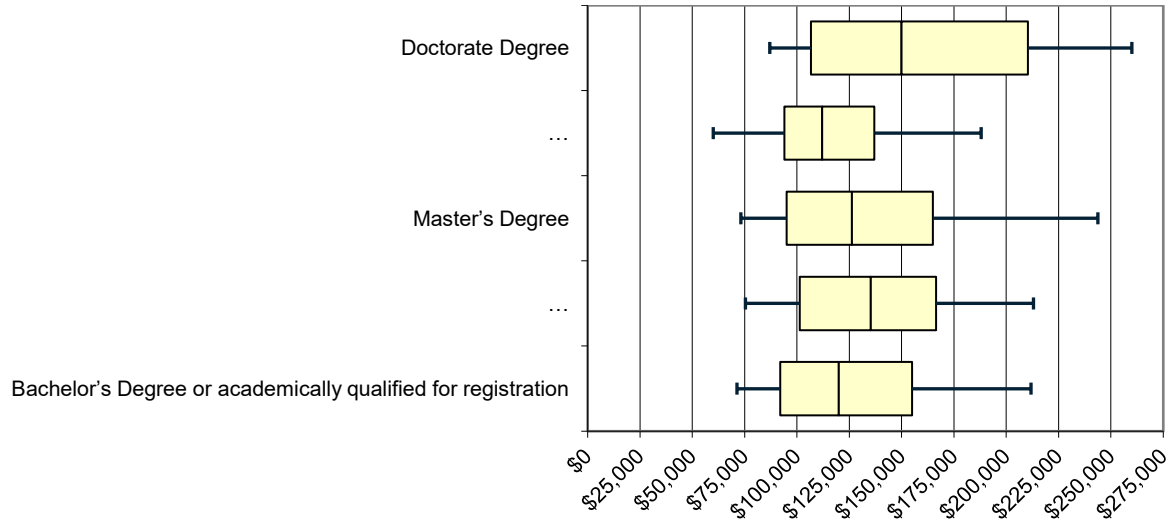
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	33	2.4%	\$78,627	\$60,000	\$71,000	\$75,192	\$83,000	\$115,000
...	40	3.0%	\$77,449	\$65,000	\$68,470	\$76,730	\$82,450	\$101,389



More advanced stages of training and development	91	6.7%	\$85,170	\$68,000	\$74,000	\$81,000	\$90,000	\$120,724
...	116	8.6%	\$91,690	\$68,640	\$77,625	\$86,750	\$100,647	\$119,000
Fully qualified professional level	117	8.7%	\$111,403	\$74,160	\$90,300	\$101,355	\$127,000	\$176,200
...	141	10.4%	\$122,973	\$80,080	\$100,000	\$120,000	\$140,300	\$179,000
First level of direct and sustained supervision	71	5.3%	\$115,587	\$84,074	\$95,000	\$108,907	\$131,000	\$167,460
...	91	6.7%	\$116,542	\$77,220	\$97,032	\$111,000	\$140,400	\$175,000
Involved in short and long range planning	129	9.6%	\$130,675	\$87,000	\$105,000	\$122,000	\$155,000	\$189,000
...	146	10.8%	\$141,722	\$92,000	\$119,600	\$134,269	\$161,200	\$201,618
Regularly direct several professionals	144	10.7%	\$156,603	\$105,000	\$130,000	\$151,500	\$177,008	\$213,000
...	93	6.9%	\$178,828	\$127,500	\$147,000	\$172,000	\$197,760	\$260,000
Direct technical and administrative activities of a significant group	110	8.1%	\$192,818	\$124,400	\$163,272	\$187,000	\$220,000	\$277,000
...	14	1.0%	\$230,397	\$150,000	\$180,946	\$216,882	\$275,000	\$330,000
CEO	14	1.0%	\$202,607	\$84,000	\$120,000	\$200,000	\$250,000	\$350,000



Education (B) (Full-time Employees)

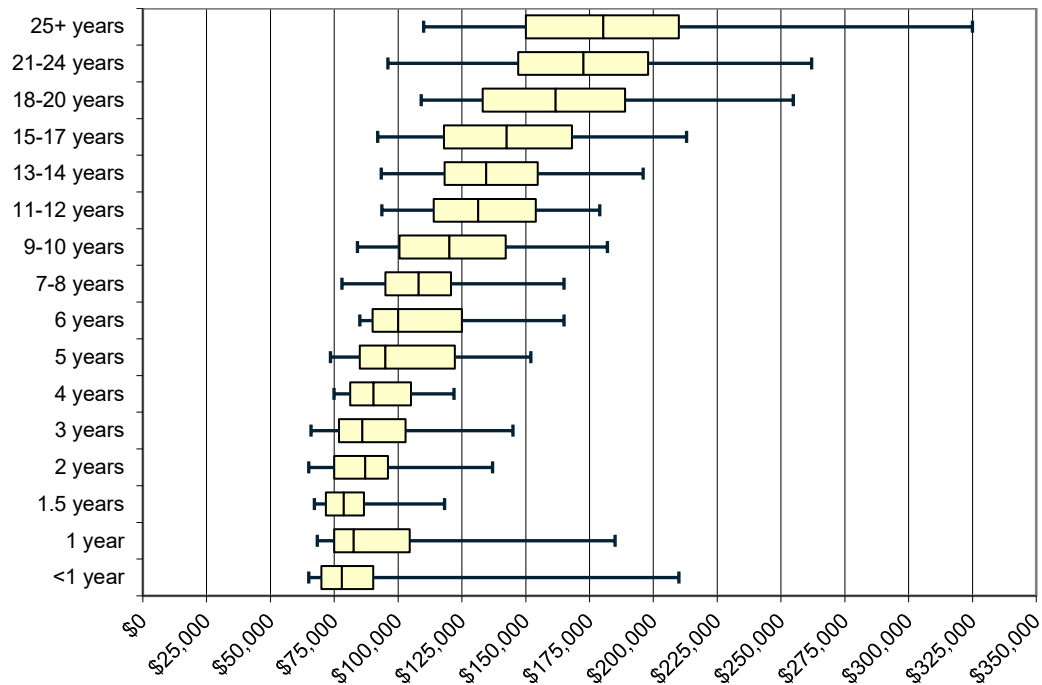


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	964	71.4%	\$128,211	\$71,331	\$92,000	\$120,000	\$155,000	\$211,816
...	129	9.6%	\$138,192	\$75,376	\$101,400	\$135,200	\$166,400	\$213,000
Master's Degree	209	15.5%	\$135,455	\$73,191	\$95,000	\$126,192	\$165,000	\$243,760
... †								
Doctorate Degree	41	3.0%	\$163,863	\$87,000	\$106,700	\$150,000	\$210,289	\$260,000

† Data suppressed due to sample size < 10



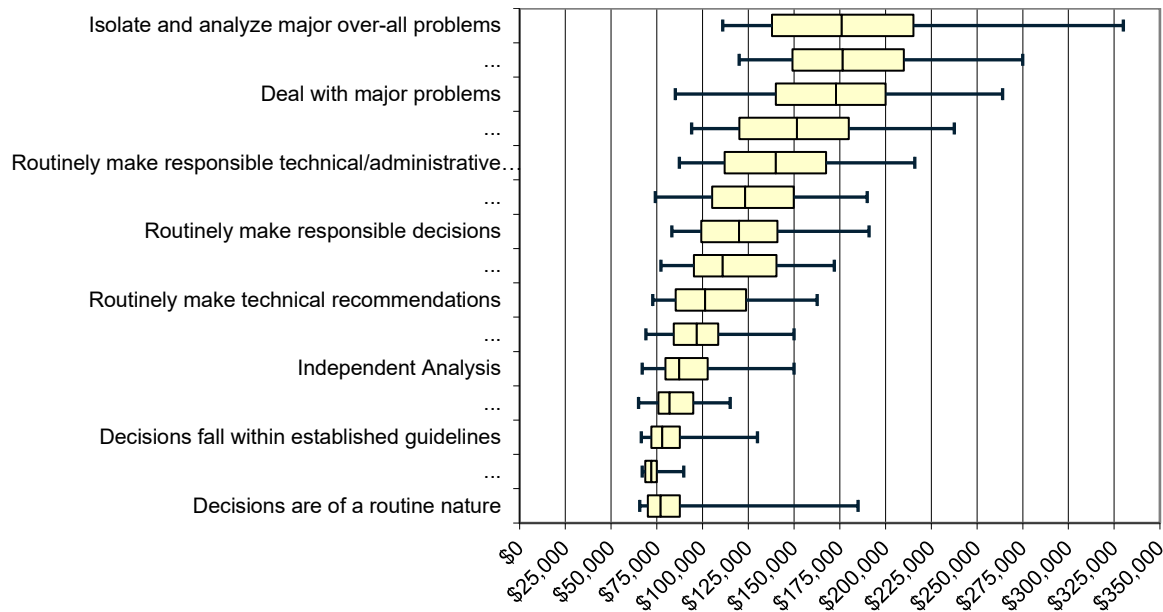
Experience (C) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	43	3.2%	\$95,377	\$65,000	\$70,000	\$77,927	\$90,272	\$210,000
1 year	25	1.9%	\$97,677	\$68,340	\$75,000	\$82,600	\$104,536	\$185,000
1.5 years	35	2.6%	\$82,818	\$67,200	\$71,656	\$78,661	\$86,625	\$118,200
2 years	67	5.0%	\$90,739	\$65,000	\$75,000	\$87,126	\$96,000	\$137,000
3 years	103	7.6%	\$91,977	\$65,882	\$76,882	\$86,000	\$102,947	\$145,000
4 years	63	4.7%	\$94,138	\$74,900	\$81,255	\$90,406	\$105,000	\$121,900
5 years	76	5.6%	\$103,071	\$73,500	\$85,000	\$95,000	\$122,250	\$152,000
6 years	45	3.3%	\$109,354	\$85,000	\$90,000	\$100,000	\$125,000	\$165,000
7-8 years	101	7.5%	\$110,275	\$78,000	\$95,000	\$108,000	\$120,724	\$165,000
9-10 years	92	6.8%	\$125,798	\$84,074	\$100,500	\$120,149	\$142,102	\$182,000
11-12 years	106	7.9%	\$134,469	\$93,626	\$114,000	\$131,414	\$154,000	\$179,000
13-14 years	104	7.7%	\$137,986	\$93,400	\$118,250	\$134,500	\$154,649	\$196,000
15-17 years	129	9.6%	\$145,056	\$92,000	\$117,923	\$142,500	\$168,114	\$213,000
18-20 years	120	8.9%	\$165,981	\$109,050	\$133,117	\$161,769	\$188,917	\$254,825
21-24 years	107	7.9%	\$172,879	\$96,000	\$147,000	\$172,620	\$198,000	\$262,000
25+ years	134	9.9%	\$187,637	\$110,000	\$150,000	\$180,360	\$210,000	\$325,000



Decisions (D) (Full-time Employees)

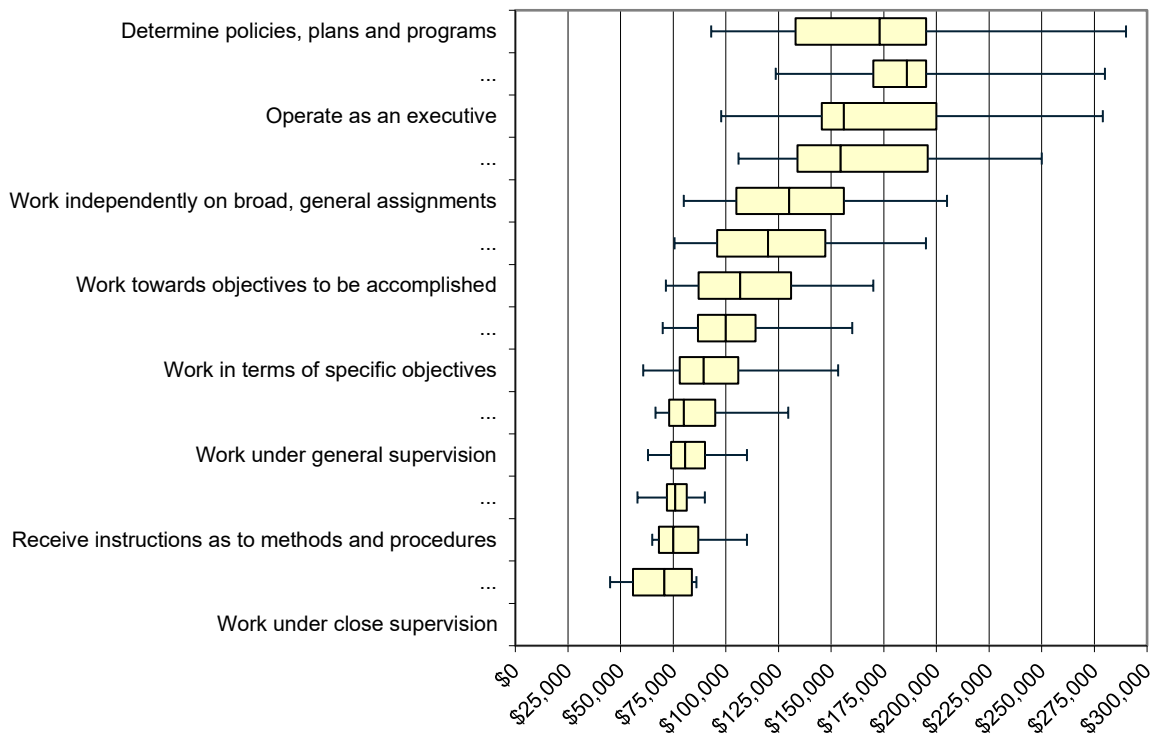


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature†								
...	17	1.3%	\$72,998	\$67,000	\$68,679	\$72,000	\$75,000	\$89,700
Decisions fall within established guidelines	57	4.2%	\$83,312	\$66,500	\$72,000	\$78,000	\$87,500	\$130,000
...	64	4.7%	\$86,021	\$65,000	\$75,847	\$82,048	\$94,825	\$115,100
Independent Analysis	67	5.0%	\$95,376	\$67,000	\$79,692	\$87,230	\$102,852	\$150,000
...	79	5.9%	\$99,683	\$69,000	\$84,220	\$96,865	\$108,600	\$150,000
Routinely make technical recommendations	115	8.5%	\$108,878	\$72,745	\$85,360	\$101,355	\$123,760	\$162,639
...	124	9.2%	\$119,858	\$77,220	\$95,288	\$111,000	\$140,475	\$172,000
Routinely make responsible decisions	119	8.8%	\$122,825	\$83,189	\$99,234	\$119,861	\$141,000	\$191,000
...	112	8.3%	\$128,689	\$74,160	\$105,250	\$123,241	\$149,796	\$190,000
Routinely make responsible technical/administrative decisions	189	14.0%	\$143,232	\$87,306	\$112,000	\$140,000	\$167,460	\$216,000
...	164	12.1%	\$155,752	\$94,000	\$120,021	\$151,500	\$180,000	\$237,598
Deal with major problems	131	9.7%	\$172,724	\$85,098	\$140,000	\$173,000	\$200,000	\$264,000
...	55	4.1%	\$183,389	\$120,000	\$149,185	\$176,658	\$210,000	\$275,000
Isolate and analyze major over-all problems	49	3.6%	\$184,638	\$111,000	\$138,021	\$176,000	\$215,264	\$330,000

† Data suppressed due to sample size < 10



Supervision Received (E) (Full-time Employees)



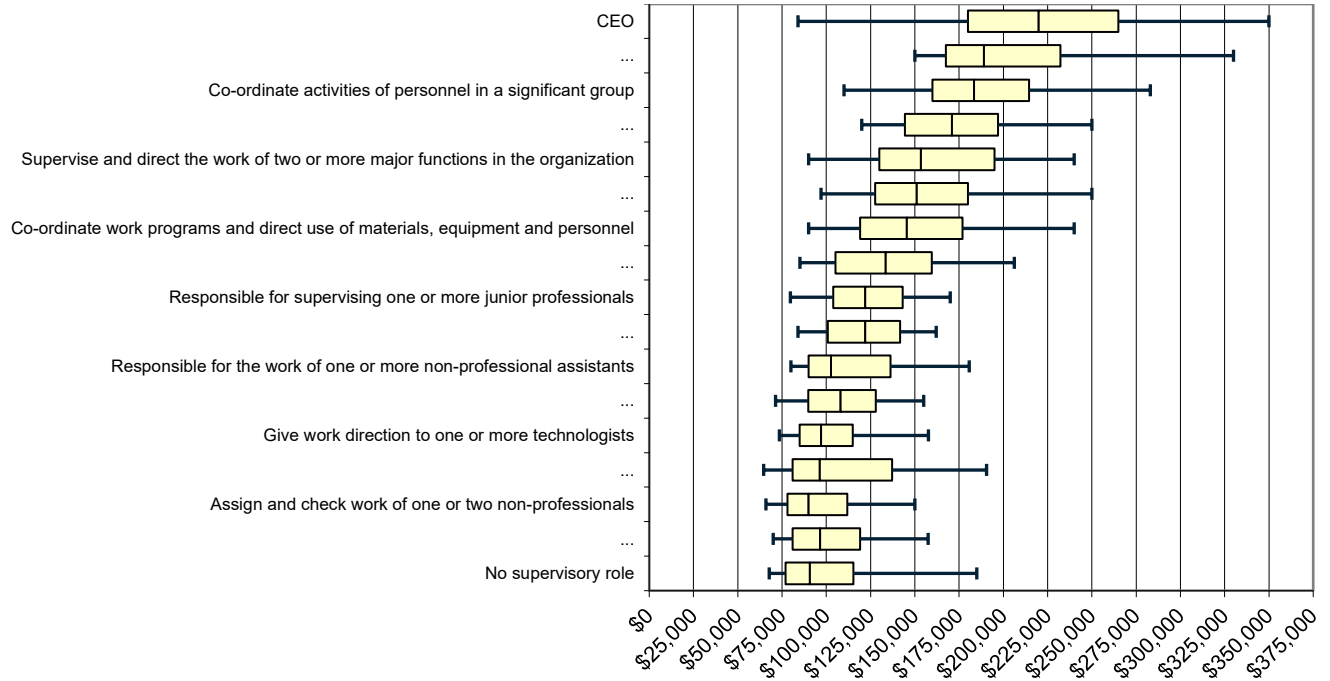
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision†								
... †								
Receive instructions as to methods and procedures	22	1.6%	\$78,445	\$66,500	\$68,679	\$76,400	\$87,000	\$100,900
...	27	2.0%	\$80,418	\$67,200	\$71,656	\$75,000	\$83,200	\$107,000
Work under general supervision	97	7.2%	\$88,422	\$67,996	\$77,642	\$83,000	\$89,208	\$125,175
...	62	4.6%	\$93,607	\$65,000	\$79,000	\$90,500	\$101,920	\$134,000
Work in terms of specific objectives	70	5.2%	\$102,477	\$67,000	\$78,500	\$97,250	\$115,062	\$165,000
...	79	5.9%	\$107,837	\$77,847	\$93,000	\$102,000	\$120,000	\$154,000
Work towards objectives to be accomplished	195	14.4%	\$118,254	\$69,676	\$91,475	\$115,000	\$142,000	\$174,000
...	206	15.3%	\$132,429	\$80,000	\$103,000	\$125,619	\$156,000	\$200,000
Work independently on broad, general assignments	353	26.1%	\$142,823	\$84,000	\$110,000	\$140,000	\$168,000	\$219,268
...	117	8.7%	\$172,755	\$110,000	\$140,594	\$165,000	\$196,000	\$262,000



Operate as an executive	62	4.6%	\$199,245	\$127,000	\$161,000	\$185,000	\$225,000	\$325,000
...	16	1.2%	\$176,523	\$112,000	\$162,750	\$175,000	\$199,250	\$236,842
Determine policies, plans and programs	33	2.4%	\$190,382	\$84,000	\$140,000	\$180,000	\$220,000	\$325,000

† Data suppressed due to sample size <10

Leadership Authority (F) (Full-time Employees)

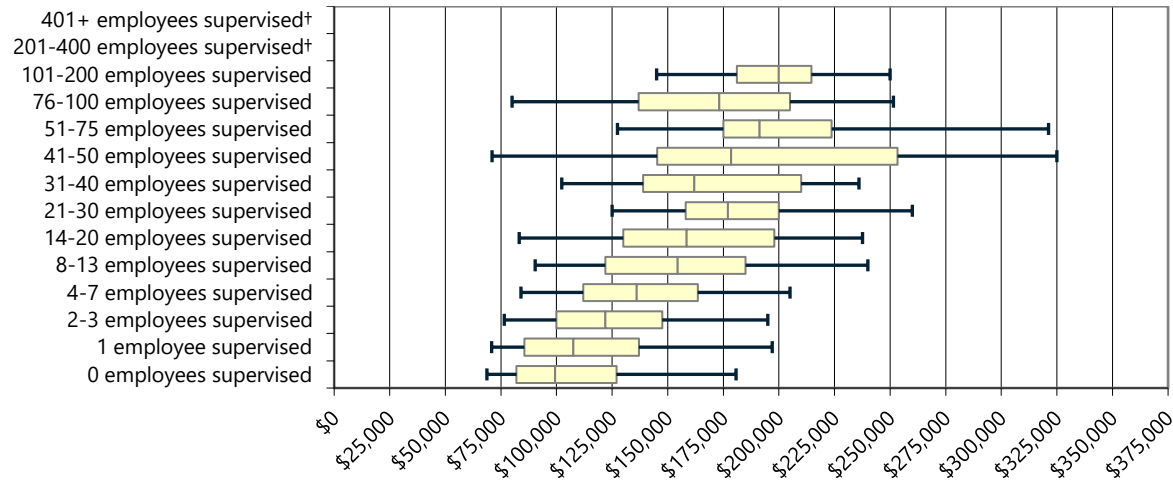




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	217	16.1%	\$104,032	\$67,750	\$76,960	\$90,717	\$115,296	\$185,000
...	82	6.1%	\$103,263	\$70,000	\$81,000	\$96,500	\$119,000	\$157,500
Assign and check work of one or two non-professionals	69	5.1%	\$97,031	\$65,882	\$78,000	\$90,000	\$111,900	\$150,000
...	40	3.0%	\$108,729	\$64,606	\$80,872	\$96,325	\$137,148	\$190,504
Give Work Direction to one or more technologists	75	5.6%	\$104,504	\$73,500	\$85,000	\$97,000	\$115,000	\$157,676
...	57	4.2%	\$107,886	\$71,331	\$89,875	\$108,000	\$128,000	\$155,000
Responsible for the work of one or more non-professional assistants	52	3.9%	\$114,052	\$80,000	\$90,000	\$102,590	\$136,175	\$180,719
...	53	3.9%	\$121,829	\$83,990	\$100,750	\$122,000	\$141,766	\$162,075
Responsible for supervising one or more junior professionals	111	8.2%	\$123,503	\$79,692	\$103,899	\$122,000	\$143,094	\$170,000
...	116	8.6%	\$136,750	\$85,098	\$105,250	\$133,484	\$159,655	\$206,180
Co-ordinate work programs and direct use of materials, equipment and personnel	131	9.7%	\$149,710	\$90,000	\$119,000	\$145,450	\$177,000	\$240,000
...	121	9.0%	\$157,676	\$97,000	\$127,500	\$151,000	\$180,000	\$250,000
Supervise and direct the work of two or more major functions in the organization	78	5.8%	\$161,330	\$90,000	\$130,000	\$153,500	\$195,000	\$240,000
...	45	3.3%	\$173,843	\$120,000	\$144,370	\$171,000	\$197,000	\$250,000
Co-ordinate activities of personnel in a significant group	74	5.5%	\$189,015	\$110,000	\$160,000	\$183,500	\$214,600	\$283,000
...	16	1.2%	\$208,263	\$150,000	\$167,500	\$188,973	\$232,257	\$330,000
CEO	13	1.0%	\$216,654	\$84,000	\$180,000	\$220,000	\$265,000	\$350,000



Supervision Scope (G) (Full-time Employees)

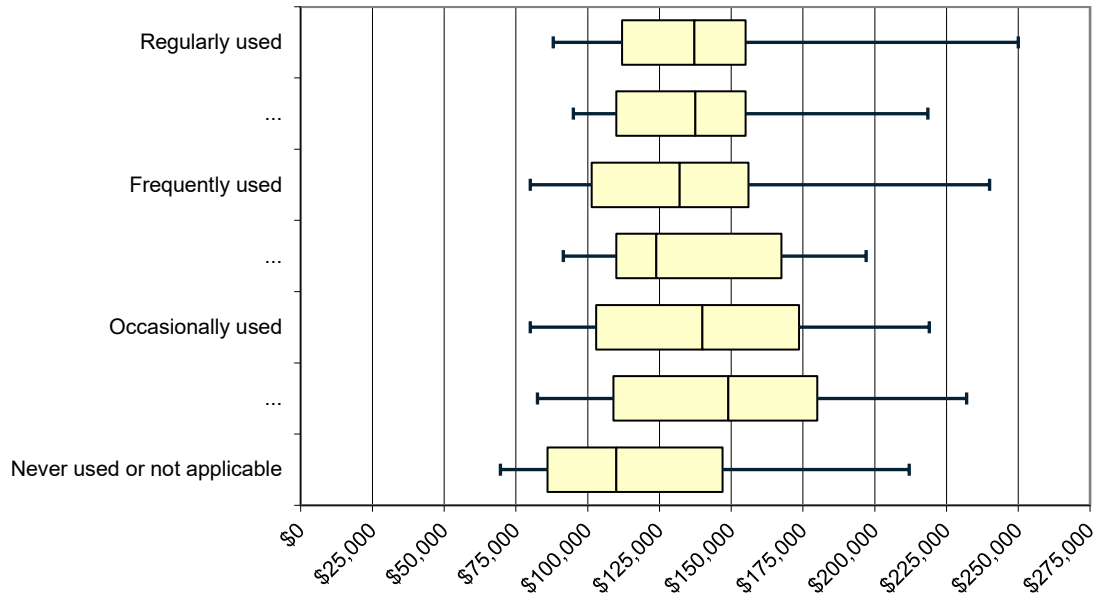


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	513	38.0%	\$108,893	\$68,679	\$82,000	\$99,424	\$126,940	\$180,719
1 employee supervised	114	8.4%	\$116,352	\$70,800	\$85,500	\$107,500	\$137,000	\$197,000
2-3 employees supervised	228	16.9%	\$125,274	\$76,500	\$99,880	\$122,000	\$147,500	\$195,000
4-7 employees supervised	195	14.4%	\$139,725	\$84,000	\$112,000	\$136,070	\$163,500	\$205,000
8-13 employees supervised	106	7.9%	\$157,051	\$90,390	\$121,900	\$154,500	\$185,000	\$240,000
14-20 employees supervised	55	4.1%	\$165,297	\$83,200	\$130,000	\$158,500	\$198,000	\$237,598
21-30 employees supervised	31	2.3%	\$185,753	\$125,000	\$158,000	\$177,000	\$200,000	\$260,000
31-40 employees supervised	23	1.7%	\$167,970	\$102,349	\$139,000	\$162,000	\$210,000	\$236,000
41-50 employees supervised	16	1.2%	\$191,728	\$71,000	\$145,250	\$178,473	\$253,375	\$325,000
51-75 employees supervised	20	1.5%	\$202,196	\$127,389	\$175,000	\$191,300	\$223,750	\$321,250
76-100 employees supervised	15	1.1%	\$170,224	\$80,000	\$136,900	\$173,200	\$205,000	\$251,503
101-200 employees supervised	21	1.6%	\$198,392	\$145,000	\$181,085	\$200,000	\$214,600	\$250,000
201-400 employees supervised†								
401+ employees supervised†								

† Data suppressed due to sample size > 10



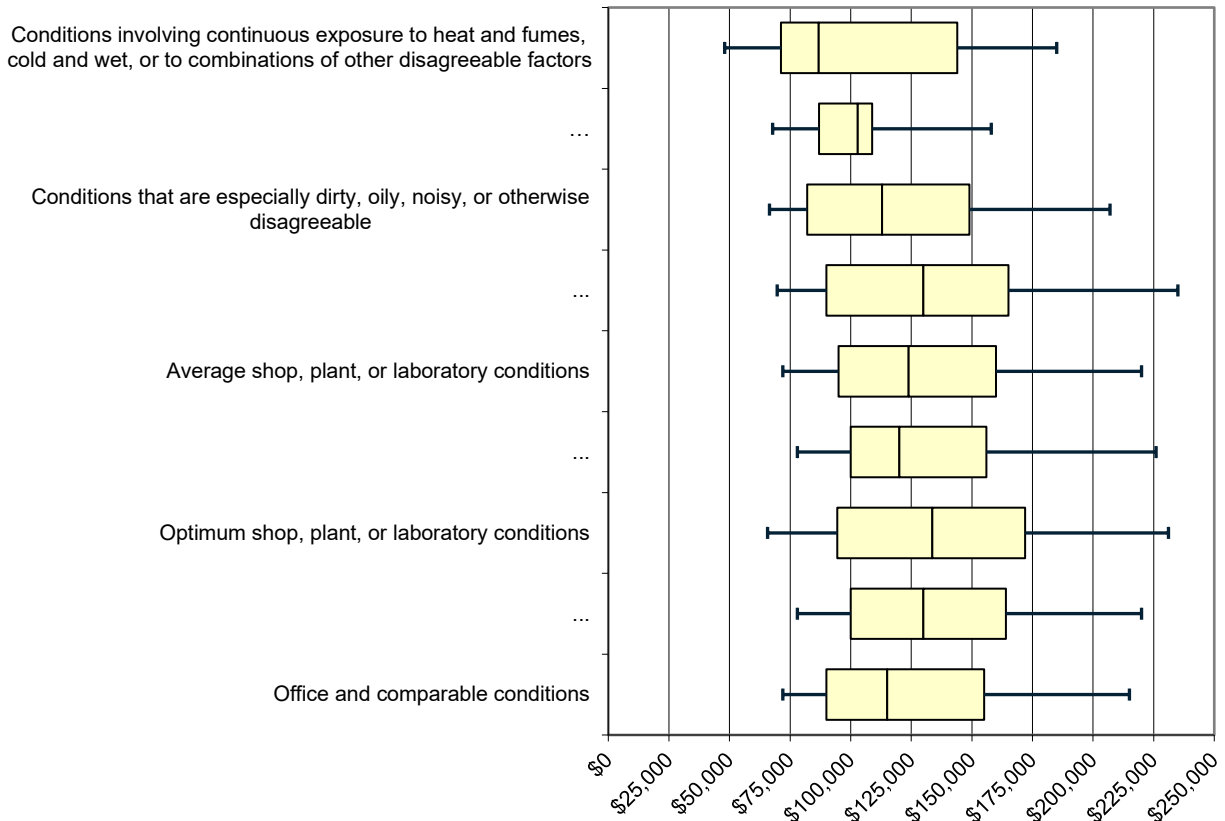
Use of Professional Seal (H) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	801	59.3%	\$122,402	\$69,600	\$86,000	\$110,000	\$147,000	\$212,000
...	190	14.1%	\$149,826	\$82,500	\$109,000	\$149,000	\$180,000	\$232,000
Occasionally used	155	11.5%	\$142,937	\$80,000	\$103,000	\$140,000	\$173,600	\$219,000
...	51	3.8%	\$138,036	\$91,500	\$110,000	\$123,874	\$167,460	\$197,000
Frequently used	67	5.0%	\$138,146	\$80,000	\$101,400	\$132,000	\$156,000	\$240,000
...	17	1.3%	\$143,538	\$95,000	\$110,000	\$137,500	\$155,000	\$218,500
Regularly used	69	5.1%	\$142,974	\$88,000	\$112,000	\$137,200	\$155,000	\$250,000



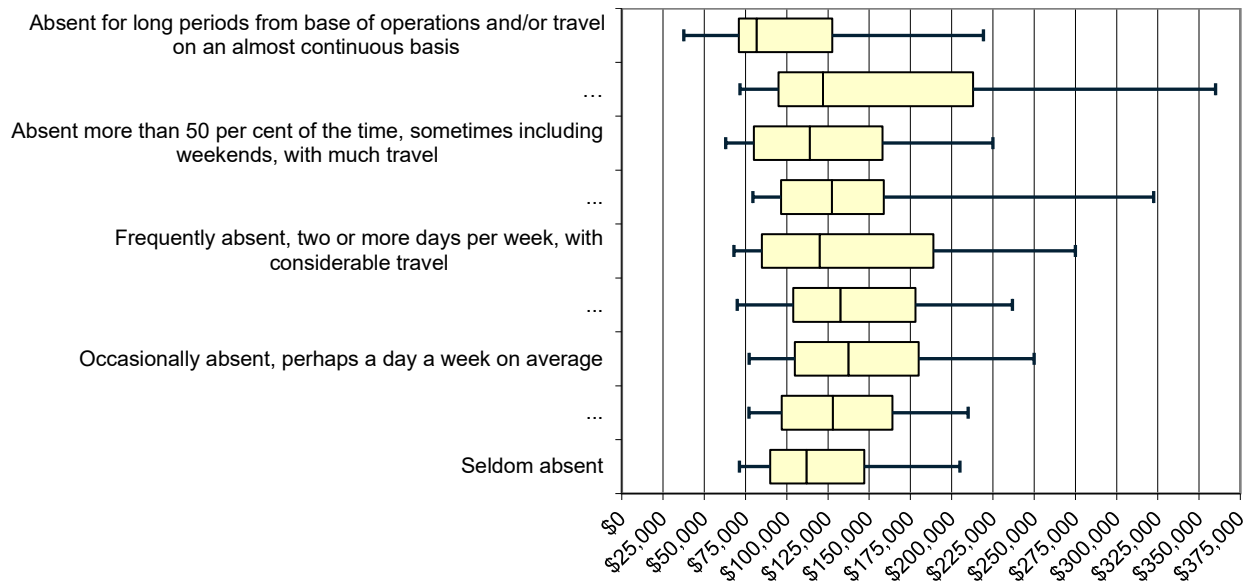
Job Environment (I)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	506	37.5%	\$127,156	\$72,000	\$90,000	\$115,000	\$155,000	\$215,000
...	356	26.4%	\$136,965	\$78,000	\$100,000	\$130,000	\$164,000	\$220,000
Optimum shop, plant, or laboratory conditions	97	7.2%	\$135,082	\$65,700	\$94,500	\$133,712	\$172,000	\$231,115
...	65	4.8%	\$133,007	\$78,000	\$100,000	\$120,120	\$156,000	\$226,000
Average shop, plant, or laboratory conditions	182	13.5%	\$133,134	\$72,000	\$95,000	\$123,880	\$160,000	\$220,000
...	73	5.4%	\$138,548	\$69,676	\$90,000	\$130,000	\$165,065	\$235,000
Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	42	3.1%	\$120,099	\$66,500	\$82,000	\$113,000	\$149,000	\$207,000
...	13	1.0%	\$103,927	\$67,800	\$87,000	\$102,947	\$108,907	\$158,000
Conditions involving continuous exposure to heat and fumes, cold and wet, or combinations of other disagreeable factors	16	1.2%	\$104,905	\$48,000	\$71,250	\$86,844	\$144,000	\$185,000



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

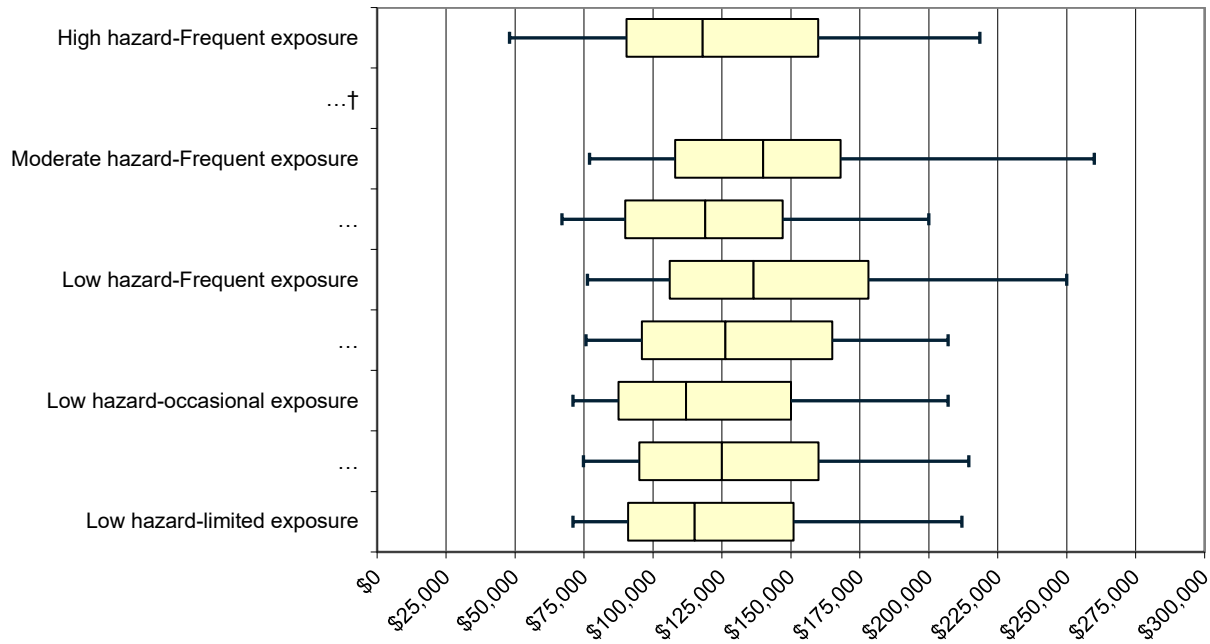


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	583	43.2%	\$122,146	\$71,331	\$90,000	\$112,000	\$147,000	\$205,000
...	367	27.2%	\$134,467	\$77,108	\$97,000	\$128,000	\$164,000	\$210,000
Occasionally absent, perhaps a day a week on average	199	14.7%	\$147,125	\$77,220	\$105,000	\$137,500	\$180,000	\$250,000
...	62	4.6%	\$142,372	\$70,000	\$104,000	\$132,609	\$178,000	\$236,842
Frequently absent, two or more days per week, with considerable travel	51	3.8%	\$139,131	\$67,996	\$85,000	\$120,000	\$188,854	\$275,000
...	28	2.1%	\$143,364	\$79,482	\$96,598	\$127,500	\$158,903	\$322,467
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	31	2.3%	\$122,186	\$63,000	\$80,000	\$114,000	\$158,000	\$225,000
...	13	1.0%	\$160,336	\$71,656	\$95,000	\$121,900	\$213,000	\$360,000
Absent for long periods from base of operations and/or travel on an almost continuous basis	16	1.2%	\$101,221	\$37,600	\$71,000	\$81,750	\$127,545	\$219,268

† 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
0 (Low)	470	34.8%	\$126,759	\$71,000	\$91,000	\$115,148	\$151,000	\$212,000
2	237	17.6%	\$132,988	\$74,800	\$95,000	\$125,000	\$160,060	\$214,500
5	253	18.7%	\$123,626	\$71,000	\$87,500	\$112,000	\$150,000	\$207,000
8	83	6.1%	\$133,649	\$75,712	\$96,000	\$126,238	\$165,000	\$207,000
10	184	13.6%	\$146,659	\$76,250	\$106,082	\$136,448	\$178,125	\$250,000
12	31	2.3%	\$120,532	\$67,000	\$90,000	\$119,000	\$147,000	\$200,000
15	77	5.7%	\$143,614	\$77,000	\$108,000	\$140,000	\$168,000	\$260,000
18†								
20 (High)	11	0.8%	\$126,794	\$48,000	\$90,390	\$118,000	\$159,900	\$218,500

† Data suppressed due to sample size < 10



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

Low hazard-limited exposure	0
.....	2
Moderate hazard-limited exposure	5
.....	8
High hazard-limited exposure	10
Low hazard-occasional exposure.....	5
.....	8
Moderate hazard-occasional exposure	10
.....	12
High hazard-occasional exposure	15
Low hazard-frequent exposure.....	10
.....	12
Moderate hazard-frequent exposure	15
.....	18
High hazard-frequent exposure.....	20



Regression Analysis

General Analysis

A 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 58 percent (57.9%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

Factor	Coefficient
(Constant)	\$ 35,028.324
Duties (A)	\$ 173.4413
Education (B)	\$ 176.0112
Experience (C)	\$ 397.3857
Recommendations (D)	\$ 37.03421
Supervision Received (E)	\$ 126.3704
Leadership Authority (F)	\$ 18.07133
Supervision Scope (G)	\$ 819.1484
Job Environment (I)*	\$ 753.18822
Absence from Base of Operations (J)	\$ 576.59715
Accident and Health Hazards (K)	\$ 1,020.356
Professional Designation(s)	\$ 12,750.232

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

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

$$S_E = 35,028 + 173*A + 176*B + 397*C + 37*D + 126*E + 18*F + 819*G - 753*I + 577*J + 1020*K$$

Add \$12751 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.