



## 2021 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted 6,389 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Licensees living in Saskatchewan. A total of 1,295 members completed the survey representing a 20.3 per cent response rate. Surveys were completed in March and April 2021, and salaries reported were as of December 31, 2020. Insightrix Research Inc. compiled and tabulated all results. The detailed report, which includes analysis by gender, can be found on the APEGS website under the Public menu.

information for engineers and geoscientists is to help ensure that the province retains proficient and competent services in engineering and geoscience. Making this information available provides guidance to both employers and employees to assess current compensation for professionals at various levels of education, experience and responsibility. The salary survey also has the additional benefit of providing students, career counsellors and other interested persons with information on employment in the engineering and geoscience professions in Saskatchewan.

The work of engineering and geoscience professionals contributes to the public well-being and economic stability of Saskatchewan. The goal of providing current market salary



### Annual Salary by Final Year of Graduation (B.Sc.)

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
1985	13	1.1%	\$126,435	\$16,000	\$84,000	\$110,000	\$149,915	\$350,000
1986†								
1987†								
1988	11	0.9%	\$151,265	\$110,000	\$135,000	\$146,500	\$174,270	\$199,000
1989†								
1990	10	0.8%	\$136,741	\$74,000	\$94,485	\$151,000	\$175,000	\$192,590
1991	10	0.8%	\$155,439	\$113,000	\$135,000	\$140,235	\$193,000	\$210,000
1992†								
1993†								
1994	18	1.5%	\$146,957	\$15,800	\$100,000	\$142,000	\$180,000	\$303,000
1995	12	1.0%	\$123,029	\$45,000	\$96,757	\$106,500	\$151,750	\$225,000
1996	13	1.1%	\$170,554	\$98,022	\$155,000	\$176,769	\$195,000	\$220,000
1997	18	1.5%	\$132,586	\$76,000	\$105,000	\$122,411	\$155,000	\$208,000
1998	11	0.9%	\$135,826	\$20,000	\$103,000	\$132,000	\$180,000	\$270,000
1999	23	1.9%	\$158,010	\$85,000	\$122,000	\$142,800	\$208,000	\$250,000
2000	20	1.6%	\$133,091	\$63,740	\$100,500	\$123,500	\$170,746	\$214,165
2001	26	2.1%	\$134,567	\$70,000	\$109,000	\$133,500	\$164,718	\$211,650
2002	38	3.1%	\$132,649	\$22,000	\$110,000	\$131,366	\$155,000	\$219,000
2003	35	2.8%	\$129,565	\$55,000	\$100,000	\$130,000	\$155,000	\$200,000
2004	35	2.8%	\$126,804	\$57,600	\$92,000	\$130,000	\$157,000	\$206,000
2005	48	3.9%	\$118,004	\$60,000	\$97,000	\$114,827	\$146,500	\$160,000
2006	28	2.3%	\$113,799	\$33,000	\$100,625	\$116,000	\$134,468	\$157,123
2007	61	5.0%	\$115,859	\$68,500	\$97,578	\$116,000	\$135,000	\$164,800
2008	51	4.1%	\$113,502	\$51,648	\$94,000	\$115,000	\$134,280	\$160,000

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
2009	46	3.7%	\$108,751	\$72,000	\$95,000	\$109,313	\$125,000	\$150,000
2010	51	4.1%	\$107,277	\$62,000	\$79,000	\$103,189	\$130,000	\$175,000
2011	60	4.9%	\$101,855	\$65,100	\$88,558	\$100,000	\$114,625	\$145,000
2012	59	4.8%	\$92,470	\$51,801	\$77,000	\$92,000	\$103,000	\$140,000
2013	67	5.4%	\$93,215	\$54,365	\$82,000	\$94,490	\$107,000	\$130,000
2014	57	4.6%	\$86,514	\$58,000	\$75,000	\$85,000	\$96,500	\$124,000
2015	87	7.1%	\$81,146	\$60,000	\$70,000	\$80,000	\$90,000	\$109,000
2016	52	4.2%	\$77,457	\$58,000	\$68,221	\$75,000	\$87,625	\$100,000
2017	52	4.2%	\$72,824	\$48,000	\$64,250	\$71,722	\$84,550	\$100,000
2018	55	4.5%	\$72,381	\$55,000	\$63,509	\$70,000	\$78,300	\$96,000
2019	55	4.5%	\$69,808	\$55,000	\$63,000	\$68,000	\$74,500	\$92,000
2020	41	3.3%	\$67,250	\$57,000	\$60,320	\$66,365	\$74,000	\$80,600

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

## Annual Salary by Designation

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

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

## Annual Salary by Discipline

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

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

## Annual Salary by Function

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Corporate Mgmt.	148	8.8%	\$158,954	\$88,000	\$127,958	\$150,000	\$180,000	\$247,500
Project/Ops. Mgmt.	608	36.2%	\$112,844	\$66,000	\$86,425	\$105,000	\$135,000	\$185,200
Project Admin.	33	2.0%	\$87,558	\$54,000	\$66,000	\$80,000	\$110,400	\$134,000
Design	386	23.0%	\$89,803	\$56,000	\$66,839	\$85,000	\$104,000	\$144,500
Research/Planning	99	5.9%	\$102,604	\$48,000	\$70,000	\$97,000	\$123,600	\$190,000
Inspection/Quality Control	41	2.4%	\$92,610	\$52,000	\$62,000	\$73,250	\$100,000	\$142,060
Operating/Maintenance	153	9.1%	\$108,821	\$64,400	\$85,000	\$103,000	\$128,679	\$178,000
Teaching	30	1.8%	\$124,560	\$80,616	\$93,363	\$101,000	\$168,000	\$191,000
Marketing/Sales	30	1.8%	\$83,990	\$40,000	\$65,100	\$85,620	\$98,480	\$134,600
Approvals/Enforcement	55	3.3%	\$89,698	\$56,550	\$77,000	\$88,800	\$100,000	\$120,000
Exploration	37	2.2%	\$105,770	\$48,000	\$81,373	\$102,000	\$115,748	\$240,000
Other	60	3.6%	\$81,094	\$10,850	\$60,625	\$71,750	\$106,250	\$149,405

## Annual Salary by Industry

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

## Annual Salary by Degree

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Public Sector	395	100.0%	\$109,040	\$66,000	\$80,511	\$100,000	\$128,000	\$185,000
Private Sector	840	100.0%	\$107,712	\$58,000	\$75,000	\$97,730	\$131,150	\$190,391

## Total Salary (full-time positions)

	COUNT	COLUMN N %	MEAN	PERCENTILE 05	PERCENTILE 25	MEDIAN	PERCENTILE 75	PERCENTILE 95
Base Salary	1,245	96.3%	\$108,008	\$60,000	\$77,000	\$98,022	\$130,000	\$187,000
Salary incl. bonus			\$131,743	\$62,500	\$82,000	\$111,692	\$159,200	\$270,000

## Salary Changes (full-time positions)

	MEDIAN SALARY	% INCREASE	MEAN SALARY	% INCREASE
1995	\$56,400	3.52%	\$59,142	4.30%
1997	\$60,000	6.38%	\$62,266	5.28%
1999	\$62,500	4.17%	\$65,401	5.03%
2001	\$66,000	5.60%	\$68,877	5.31%
2003	\$68,800	4.24%	\$71,210	3.39%
2005	\$71,008	3.21%	\$73,607	3.37%
2007	\$74,000	4.21%	\$77,374	5.12%
2008	\$76,352	3.18%	\$83,025	7.30%
2009	\$80,000	4.78%	\$86,908	4.68%
2010	\$82,950	3.69%	\$91,548	5.34%
2011	\$84,224	1.54%	\$91,154	-0.43%
2012	\$89,472	6.23%	\$96,219	5.56%
2013	\$90,000	0.59%	\$98,030	1.88%
2014	\$94,500	5.00%	\$102,475	4.53%
2015	\$97,000	2.65%	\$105,111	2.57%
2016	\$96,000	-1.03%	\$104,628	-0.46%
2017	\$97,000	1.04%	\$107,130	2.39%
2018	\$96,485	-0.53%	\$104,743	-2.23%
2019	\$97,500	1.05%	\$107,287	2.43
2020	\$99,265	1.81%	\$107,298	0.
2020	\$98,022	-1.25%	\$108,000	0.65%

## Regression Analysis

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

This process was used to:

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

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

FACTOR	COEFFICIENT
(Constant)	\$38,669.09
Duties (A)	\$81.88
Education (B)	\$8.57
Experience (C)	\$289.46
Recommendations (D)	\$109.94
Supervision Received (E)	\$90.93
Leadership (F)	\$119.62
Supervision Scope (G)	\$934.95
Professional Designation(s)	\$12,604.65

### Formula for expected salary (SE) without bonus:

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

$$SE = 38,669 + 82*A + 9*B + 289*C + 110*D + 91*E + 120*F + 935*G$$

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