

2026 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted 7,581 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Licensees living in Saskatchewan. A total of 1,389 members completed the survey representing a 18.3 per cent response rate. Surveys were conducted between February 10 and March 16, 2026 and salaries reported were as of December 31, 2025. Inshtrix Research Inc. compiled and tabulated all results. The detailed report, which includes analysis by gender, can be found on the APEGS web site under the 'About' menu.

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

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

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

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
1992 and prior†								
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

†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.	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†								

†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 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

†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 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

Annual Salary by Industry

	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

Annual Salary by Sector

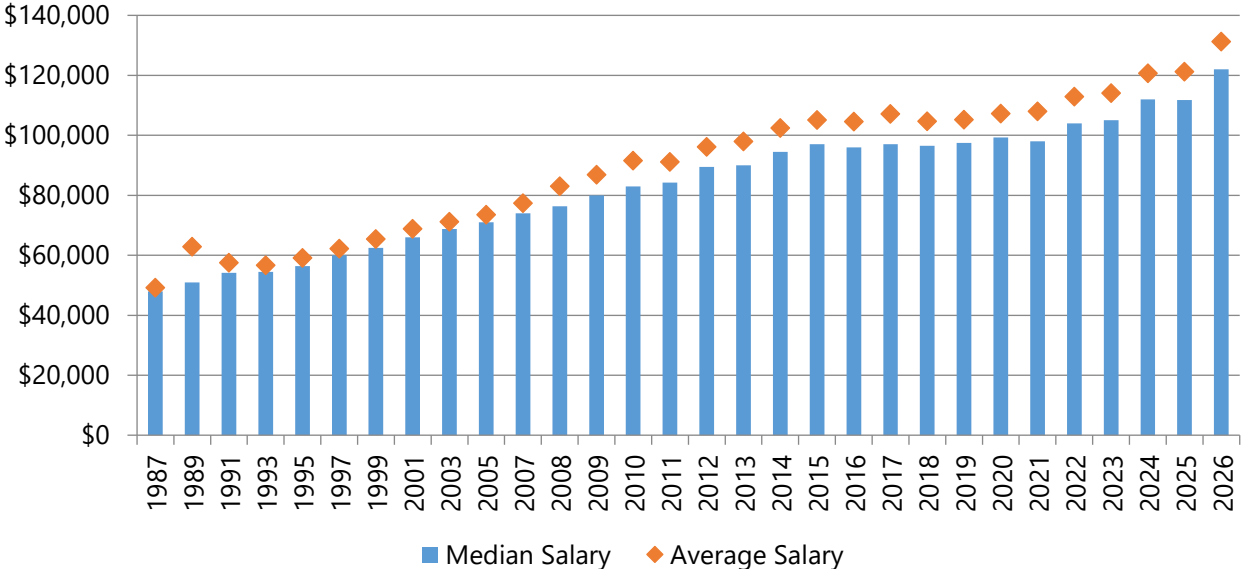
	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	406	\$131,540	\$79,040	\$99,800	\$122,000	\$157,770	\$207,195
Private Sector	933	\$131,237	\$70,300	\$90,272	\$121,371	\$160,000	\$225,000

Total Salary (full time positions)

	Count	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Base Salary	1,350	\$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

Salary Changes - Full Time Positions (not including bonus, not all survey years listed)

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



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 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 \$12,751 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.