



APEGS 2017 SALARY SURVEY

May 2017

insightrix[®]

Report Compiled by

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Results Summary

Sample Statistics

- A total 2,072 members of APEGS completed the survey.
- Of those, 1,996 are employed full-time. For the remainder of the statistics, only full-time employees are included in the analysis.

Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$107,130.
- The median salary (not including bonus) is \$97,000.
- Fifty percent of salaries fall between \$76,291 and \$125,000.
- Ninety percent of salaries fall between \$58,830 and \$180,000.

Additional Income

- Similar to 2016, two thirds of responding members reported receiving bonuses (66.3%).
- The median bonus is \$5,000, including those who receive none, which is consistent with previous results.

Overall Statistics

- Nearly all (93.9%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, dental plan).
- Nearly nine in ten (85.6%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, course materials).
- 90.1% mentioned that their employer pays for APEGS annual dues.
- 16.8% have permission to consult, similar to 2016.
- Overall, 18.9% of responding members are women. Among members who have five years of experience or less, about half (51.4%) are women.
- Nearly all respondents work full-time (96.3%).

Differences by Industry, Sector and Discipline

- The median salary in the public sector is \$103,000 and the median salary in the private sector is \$95,400.
- Highest paying discipline: Geological/Mining/Petroleum (Md: \$110,000).
- Highest paying industry: Educational Services (Md: \$125,000).
- Highest paying job function: Corporate Management (Md: \$146,500).

Comparison to 2016 Salaries

- The median salary has increased 1.0% from 2016.
- The mean salary has increased 2.4% from 2016.

Regression Analysis

- Many of the results are similar to previous surveys in terms of the factors influencing salary.
- Duties, supervision scope, experience, and professional designation (P. Eng. Or P. Geo) are the best predictors of salary.

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INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In February 2017, the Association of Professional Engineers and Geoscientists of Saskatchewan contracted Inshtrix Research to conduct a salary survey of their members. The survey inquired about their base salary for the 2016 year, bonuses received, hours worked, education, work duties, and other factors that may be related to salary. A comprehensive list of job factors with a possible influence on salary was provided by APEGS, complete with numerical ratings of each factor.

Salary surveys have been conducted by APEGS in previous years and so, for some questions, it was possible to compare current results to past trends.

Survey Completion Results

The Association of Professional Engineers and Geoscientists of Saskatchewan contacted all of their members, a total of 5,489 professional engineers, professional geoscientists, engineers-in-training, geoscientists-in-training, and limited members. These respondents were asked to complete the salary survey in February and March 2017 based on their 2016 annual salary. Surveys were completed from March 1st to April 10th 2017. A total of 2,072 members completed the survey representing a 37.7% response rate.

Accuracy of the Data

Measures were taken to provide a high level of clarity in the survey wording to ensure accuracy of results; extra effort was undertaken to ensure the quality of the results. Salaries which were above \$250,000 were specifically identified and Inshtrix verified these salaries directly within the survey. In addition, those who indicated a bonus equal to or higher than their salary were also asked to verify directly in the survey in order to confirm their response was correct.

Analysis of Results

Statistical measures were applied to each survey question and charts were created which illustrate the median, upper, and lower quartile, as well as 5th and 95th percentiles. Where possible, tables were created to show more 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 could be reported, nor could all categories be broken into smaller ranges. Categories with fewer than ten members are not shown.

A step-wise linear regression model was used to determine which factors had the highest influence on salary and a formula that could predict their salary was developed so that members could enter their own ratings.

Statistical Notes

Although the mean, or arithmetical average, is a more commonly familiar statistic, the median, or middle value is often much more descriptive since it is not affected by very high or very 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 handled as the more important statistic throughout this report, and the relative size of the median and mean can be very descriptive of the feel of the data distribution. 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.

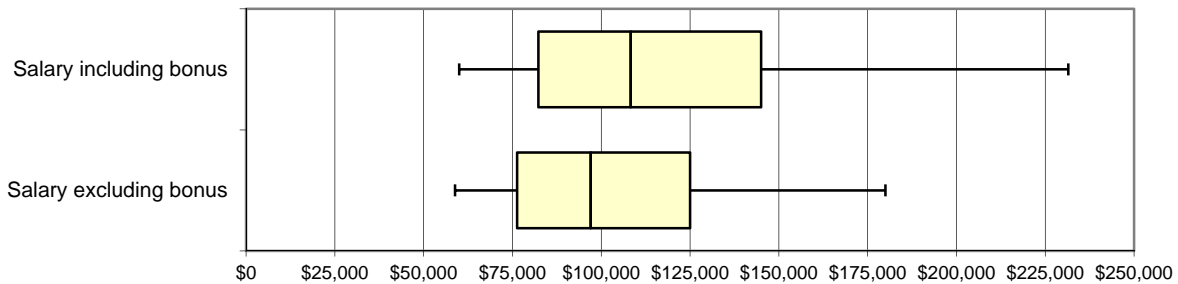
Study Results

CHARTS AND TABLES:

General legend for salary charts:

<p>Percentiles 75 and 25 (High and Low Quartiles) <i>Beige Boxes</i></p> <p>One half of salaries fall between these values.</p> <p>Percentiles 5 and 95 <i>Black lines</i></p> <p>Ninety percent of salaries fall between these values.</p>

Total Salary (Both Full-time and Part-time)



		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Full time position	Base Salary	1996	96.3%	\$107,130	\$58,830	\$76,291	\$97,000	\$125,000	\$180,000
	Salary incl. bonus			\$180,135	\$60,000	\$82,278	\$108,300	\$145,000	\$231,500
Part time position	Base Salary	76	3.7%	\$77,184	\$3,000	\$48,529	\$74,000	\$101,750	\$170,000
	Salary incl. bonus			\$92,606	\$5,000	\$60,000	\$80,000	\$116,500	\$222,000
Total	Base Salary	2072	100.0%	\$106,032	\$56,000	\$75,100	\$96,000	\$125,000	\$180,000
	Salary incl. bonus			\$176,924	\$59,700	\$81,050	\$107,625	\$144,532	\$231,000

Employer Paid Benefits

		Yes	No/NA*	Total
Employer Paid Benefits (Pension plan, sickness, life insurance etc.)	Count	1945	127	2072
	Percent	93.9%	6.1%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1773	299	2072
	Percent	85.6%	14.4%	100.0%
Does your employer pays for your APEGS annual dues?	Count	1866	206	2072
	Percent	90.1%	9.9%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting? *(N/A grouped with No)	Count	287	1785	2072
	Percent	13.9%	86.1%	100.0%

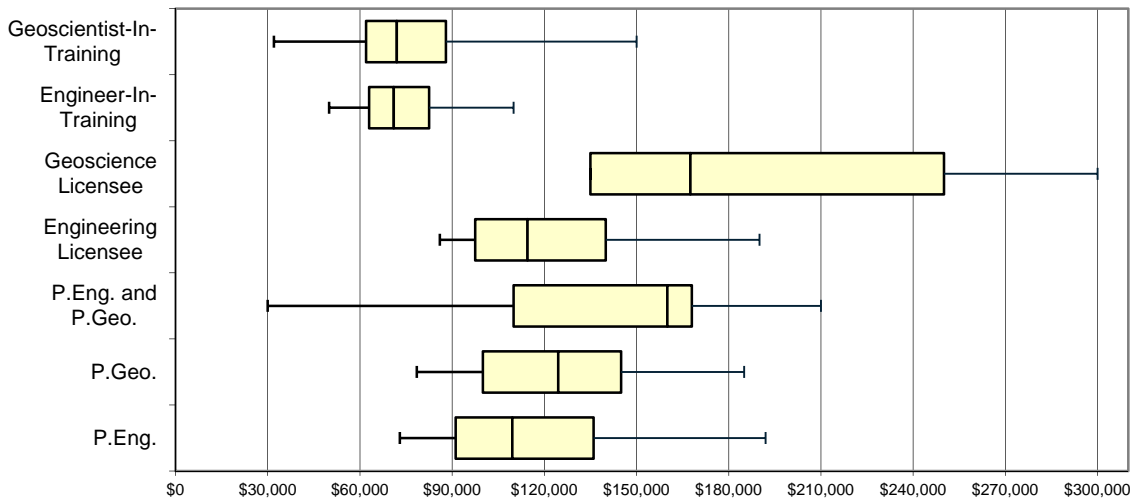
Year of B.Sc.

	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
1976 & Prior	43	2.1%	\$151,152	\$118,364	\$128,501	\$148,873	\$170,782	\$190,636
1977*								
1978	10	0.5%	\$187,654	\$0	\$125,544	\$157,500	\$215,000	\$295,000
1979*								
1980	19	1.0%	\$135,352	\$60,000	\$107,000	\$140,000	\$168,000	\$197,000
1981*								
1982	23	1.2%	\$145,510	\$94,000	\$110,000	\$140,000	\$165,000	\$213,238
1983	15	0.8%	\$160,487	\$30,000	\$120,000	\$153,000	\$203,000	\$265,000
1984	14	0.7%	\$162,107	\$85,000	\$120,000	\$161,000	\$195,000	\$281,000
1985	18	0.9%	\$150,167	\$16,927	\$110,000	\$133,114	\$186,000	\$270,000
1986	27	1.4%	\$138,794	\$70,000	\$92,500	\$150,000	\$180,000	\$212,000
1987	24	1.2%	\$132,713	\$10,200	\$113,786	\$148,200	\$162,144	\$194,000
1988	22	1.1%	\$140,656	\$100,000	\$121,000	\$150,000	\$167,271	\$182,000
1989	22	1.1%	\$134,755	\$82,000	\$103,380	\$139,000	\$157,000	\$183,000
1990	24	1.2%	\$147,249	\$104,000	\$125,000	\$142,500	\$176,305	\$192,000
1991	18	0.9%	\$146,305	\$60,000	\$114,000	\$141,000	\$175,500	\$225,000
1992	17	0.9%	\$187,551	\$0	\$110,000	\$130,000	\$149,000	\$200,000
1993	20	1.0%	\$178,423	\$25,564	\$94,126	\$120,417	\$155,750	\$200,000
1994	33	1.7%	\$137,872	\$80,000	\$96,300	\$138,485	\$168,700	\$202,000
1995	25	1.3%	\$162,432	\$110,000	\$128,000	\$160,000	\$180,000	\$246,000
1996	31	1.6%	\$139,525	\$75,000	\$100,131	\$150,000	\$180,000	\$198,000
1997	35	1.8%	\$138,524	\$90,000	\$105,000	\$128,000	\$160,000	\$236,000
1998	29	1.5%	\$107,317	\$40,000	\$90,000	\$110,000	\$130,000	\$155,000
1999	38	1.9%	\$123,339	\$90,000	\$100,000	\$119,500	\$130,000	\$192,000
2000	57	2.9%	\$118,603	\$66,000	\$97,600	\$114,000	\$137,000	\$172,212
2001	59	3.0%	\$115,180	\$61,000	\$100,962	\$119,000	\$135,000	\$163,000
2002	57	2.9%	\$119,639	\$76,000	\$106,000	\$113,000	\$139,000	\$165,000
2003	47	2.4%	\$117,277	\$69,000	\$100,000	\$115,927	\$128,700	\$174,451
2004	59	3.0%	\$111,281	\$70,000	\$89,200	\$110,000	\$121,000	\$174,000
2005	68	3.5%	\$108,836	\$64,500	\$91,527	\$110,000	\$126,500	\$150,000
2006	57	2.9%	\$105,174	\$52,000	\$89,700	\$106,500	\$118,800	\$157,700
2007	99	5.0%	\$100,196	\$46,657	\$87,550	\$99,300	\$117,000	\$135,000
2008	97	4.9%	\$95,734	\$67,200	\$84,600	\$93,900	\$105,060	\$145,000
2009	102	5.2%	\$94,770	\$64,000	\$85,000	\$94,335	\$105,000	\$126,000
2010	112	5.7%	\$88,678	\$65,000	\$78,000	\$87,750	\$101,200	\$120,000
2011	116	5.9%	\$86,246	\$62,000	\$73,100	\$80,658	\$95,650	\$129,600

2012	133	6.8%	\$84,392	\$55,000	\$71,000	\$78,000	\$87,750	\$111,500
2013	114	5.8%	\$77,466	\$58,830	\$67,700	\$74,000	\$85,000	\$106,000
2014	102	5.2%	\$70,167	\$50,000	\$60,000	\$69,000	\$81,500	\$91,100
2015	111	5.6%	\$67,972	\$50,640	\$60,000	\$64,608	\$75,000	\$91,000
2016	53	2.7%	\$64,917	\$43,000	\$58,000	\$63,432	\$72,000	\$85,000

*Not available due to reporting rules (insufficient data)

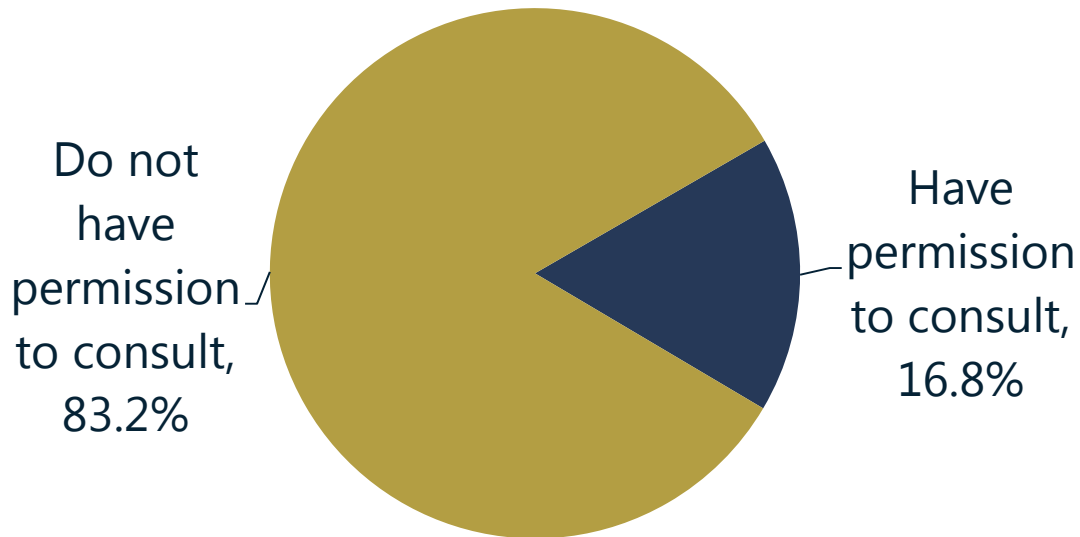
Professional Designation



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	1274	64%	\$119,952	\$73,000	\$91,150	\$109,582	\$136,000	\$192,000
P.Geo.	82	4%	\$126,627	\$78,500	\$100,000	\$124,500	\$145,000	\$185,000
P.Eng. and P.Geo.	19	1%	\$143,191	\$30,000	\$110,000	\$160,000	\$168,000	\$210,000
Engineering Licensee	14	1%	\$121,761	\$86,000	\$97,500	\$114,500	\$140,000	\$190,000
Engineer-in-Training	572	29%	\$74,406	\$50,000	\$63,000	\$71,030	\$82,500	\$110,000
Geoscientist-in-Training	33	2%	\$76,044	\$32,000	\$62,000	\$72,000	\$88,000	\$150,000
Geo Licensee*								

*Not available due to reporting rules (insufficient data)

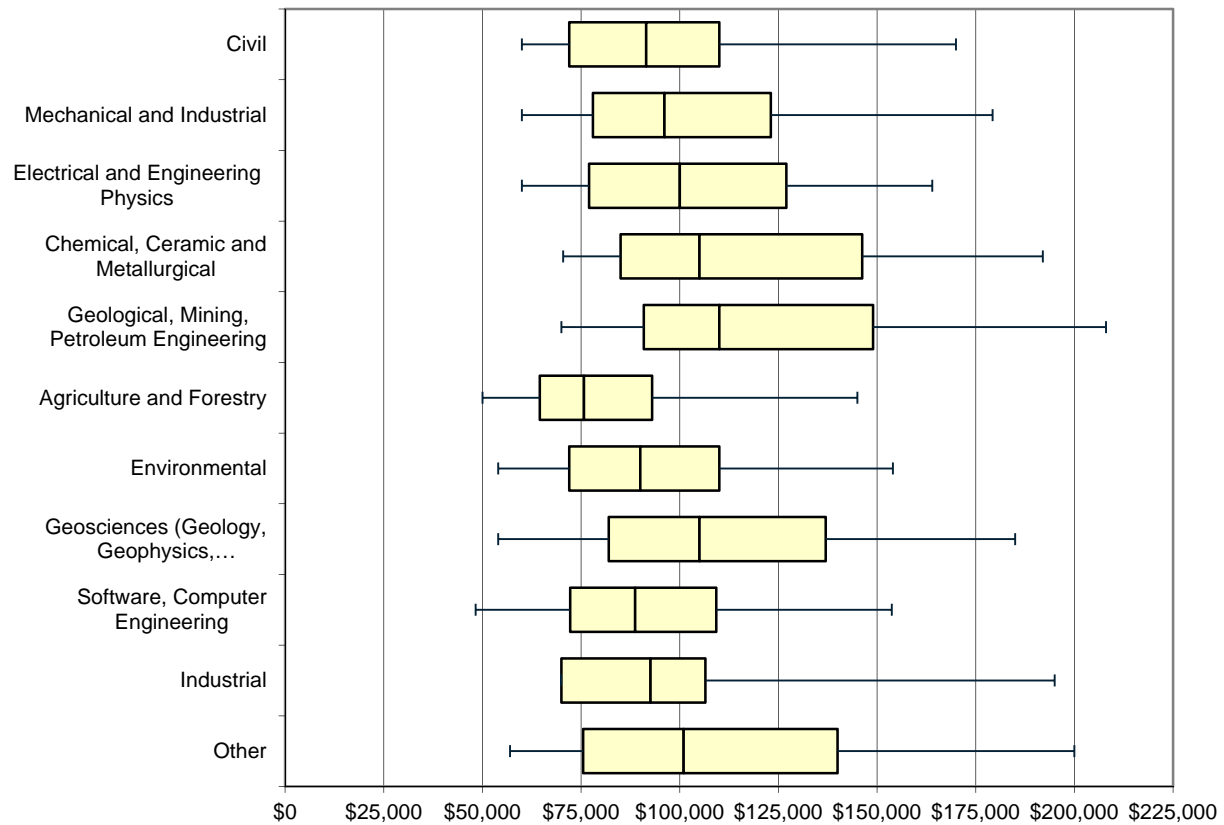
Permission to Consult



Permission to Consult by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	38	11.8%	\$75,506	\$24,000	\$61,984	\$77,750	\$87,750	\$130,000
	6 to 10 years	77	23.8%	\$109,719	\$72,500	\$87,419	\$98,000	\$113,000	\$145,600
	11 to 20 years	108	33.4%	\$128,921	\$90,000	\$103,000	\$115,000	\$130,092	\$174,000
	More than 20 years	100	31.0%	\$164,095	\$87,100	\$130,000	\$150,000	\$178,500	\$225,000
	Total	323	100.0%	\$128,949	\$69,000	\$93,900	\$115,000	\$140,043	\$192,000
Do not have permission to consult	Five years or less	690	41.2%	\$76,244	\$52,000	\$64,500	\$73,000	\$85,000	\$110,000
	6 to 10 years	420	25.1%	\$99,742	\$70,200	\$86,050	\$96,985	\$111,300	\$140,000
	11 to 20 years	333	19.9%	\$129,738	\$78,995	\$103,000	\$120,000	\$142,000	\$192,000
	More than 20 years	230	13.7%	\$149,909	\$85,000	\$117,833	\$147,800	\$177,000	\$235,000
	Total	1673	100.0%	\$102,918	\$57,700	\$74,800	\$94,000	\$120,000	\$177,610

Discipline



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	421	21.1%	\$99,529	\$60,000	\$72,000	\$91,500	\$110,000	\$170,000
Mechanical and Industrial	456	22.8%	\$104,092	\$60,000	\$78,000	\$96,108	\$123,089	\$179,262
Electrical and Engineering Physics	315	15.8%	\$110,295	\$60,000	\$77,000	\$100,000	\$127,000	\$164,000
Chemical, Ceramic and Metallurgical	91	4.6%	\$116,230	\$70,450	\$85,000	\$105,000	\$146,219	\$192,000
Geological, Mining, Petroleum Engineering	237	11.9%	\$128,305	\$70,000	\$90,900	\$110,000	\$149,000	\$208,000
Agriculture and Forestry	46	2.3%	\$82,690	\$50,000	\$64,534	\$75,700	\$93,000	\$145,000
Environmental	125	6.3%	\$93,469	\$54,000	\$72,000	\$90,000	\$110,000	\$154,000
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	95	4.8%	\$111,406	\$54,000	\$82,000	\$105,000	\$137,000	\$185,000

Software, Computer Engineering	40	2.0%	\$91,667	\$48,250	\$72,250	\$88,710	\$109,250	\$153,738
Biological, Biomedical*								
Industrial*								
Other	165	8.3%	\$111,905	\$57,000	\$75,533	\$100,962	\$140,000	\$200,000

*Not available due to reporting rules (insufficient data)

Discipline by Employment

	% working in same discipline as at graduation	% working in other discipline
Civil	79.2%	20.8%
Mechanical and Industrial	85.9%	14.1%
Electrical and Engineering Physics	95.4%	4.6%
Chemical, Ceramic and Metallurgical	90.5%	9.5%
Geological, Mining, Petroleum Engineering	50.6%	49.4%
Agriculture and Forestry	40.8%	59.2%
Environmental	62.2%	37.8%
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	80.6%	19.4%
Software, Computer Engineering	38.1%	61.9%
Biological, Biomedical	40.0%	60.0%
Other	19.7%	80.3%

Discipline by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	5 or fewer years	168	39.9%	\$72,191	\$56,000	\$63,680	\$70,000	\$78,000	\$95,000
	6 - 10 years	94	22.3%	\$94,644	\$71,000	\$85,000	\$92,700	\$100,000	\$134,000
	11 - 20 years	90	21.4%	\$126,784	\$90,000	\$100,000	\$110,000	\$128,900	\$161,000
	More than 20 years	69	16.4%	\$137,197	\$80,000	\$103,347	\$136,560	\$165,000	\$205,000
	Total	421	100.0%	\$99,529	\$60,000	\$72,000	\$91,500	\$110,000	\$170,000
Mechanical and Industrial	5 or fewer years	161	35.3%	\$74,808	\$45,000	\$64,500	\$73,000	\$84,000	\$101,500
	6 - 10 years	115	25.2%	\$99,773	\$76,362	\$85,800	\$95,000	\$112,000	\$136,736
	11 - 20 years	110	24.1%	\$125,239	\$81,000	\$105,000	\$120,000	\$136,002	\$186,868
	More than 20 years	70	15.4%	\$145,311	\$85,000	\$113,000	\$140,700	\$170,000	\$212,000
	Total	456	100.0%	\$104,092	\$60,000	\$78,000	\$96,108	\$123,089	\$179,262
Electrical and Engineering Physics	5 or fewer years	110	34.9%	\$76,426	\$53,000	\$64,574	\$73,250	\$85,000	\$117,956
	6 - 10 years	78	24.8%	\$109,628	\$64,620	\$87,362	\$103,500	\$118,000	\$140,000
	11 - 20 years	71	22.5%	\$118,040	\$84,900	\$101,600	\$118,500	\$130,000	\$160,000
	More than 20 years	56	17.8%	\$167,934	\$100,000	\$124,875	\$138,000	\$163,500	\$270,000
	Total	315	100.0%	\$110,295	\$60,000	\$77,000	\$100,000	\$127,000	\$164,000
Chemical, Ceramic and Metallurgical	5 or fewer years	34	37.4%	\$83,760	\$54,846	\$73,825	\$81,750	\$93,000	\$146,219
	6 - 10 years	28	30.8%	\$107,458	\$85,000	\$95,670	\$104,000	\$113,100	\$150,000
	11 - 20 years	15	16.5%	\$149,107	\$95,000	\$125,000	\$149,000	\$177,000	\$193,000
	More than 20 years	14	15.4%	\$177,407	\$140,000	\$150,000	\$170,500	\$187,200	\$300,000

	Total	91	100.0%	\$116,230	\$70,450	\$85,000	\$105,000	\$146,219	\$192,000
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		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Geological, Mining, Petroleum Engineering	5 or fewer years	85	35.9%	\$86,437	\$60,000	\$76,000	\$86,000	\$94,200	\$111,000
	6 - 10 years	61	25.7%	\$111,216	\$78,600	\$100,000	\$110,000	\$125,000	\$145,900
	11 - 20 years	56	23.6%	\$174,923	\$100,000	\$123,760	\$149,500	\$170,750	\$260,000
	More than 20 years	35	14.8%	\$185,180	\$110,000	\$158,500	\$180,000	\$200,000	\$270,000
	Total	237	100.0%	\$128,305	\$70,000	\$90,900	\$110,000	\$149,000	\$208,000
Agriculture and Forestry	5 or fewer years	24	52.2%	\$65,093	\$42,000	\$60,000	\$67,250	\$74,062	\$90,000
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								
	Total	46	100.0%	\$82,690	\$50,000	\$64,534	\$75,700	\$93,000	\$145,000
Environmental	5 or fewer years	46	36.8%	\$69,085	\$43,000	\$58,000	\$68,500	\$78,000	\$103,380
	6 - 10 years	36	28.8%	\$95,391	\$72,000	\$79,500	\$92,504	\$101,000	\$150,500
	11 - 20 years	32	25.6%	\$115,732	\$72,400	\$97,500	\$111,000	\$131,000	\$173,000
	More than 20 years	11	8.8%	\$124,390	\$92,500	\$105,427	\$120,000	\$150,000	\$159,360
	Total	125	100.0%	\$93,469	\$54,000	\$72,000	\$90,000	\$110,000	\$154,000
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	5 or fewer years	32	33.7%	\$79,062	\$45,500	\$64,804	\$73,960	\$86,500	\$135,000
	6 - 10 years	26	27.4%	\$105,202	\$69,000	\$94,000	\$101,425	\$117,000	\$150,000
	11 - 20 years	15	15.8%	\$117,830	\$75,000	\$105,000	\$112,000	\$133,000	\$171,000

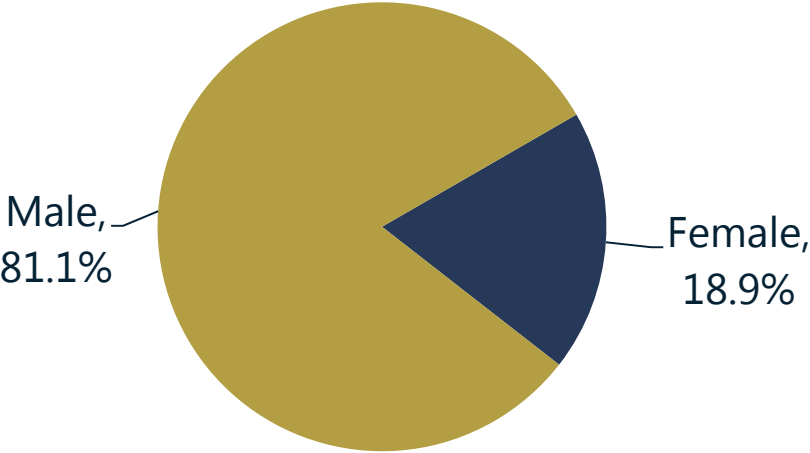
	More than 20 years	22	23.2%	\$161,403	\$117,411	\$136,000	\$168,000	\$180,000	\$200,000
	Total	95	100.0%	\$111,406	\$54,000	\$82,000	\$105,000	\$137,000	\$185,000

*Not reported due to insufficient data

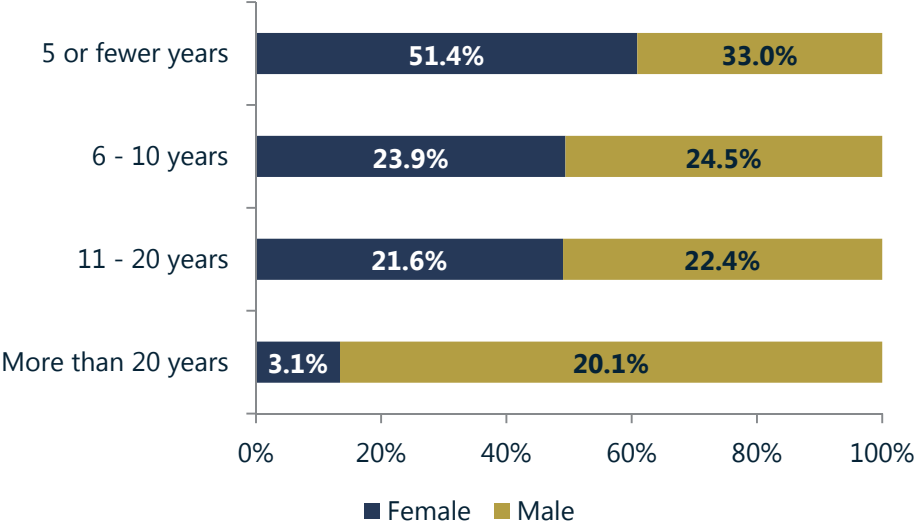
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Software, Computer Engineering	5 or fewer years	11	27.5%	\$73,824	\$47,500	\$57,500	\$67,000	\$98,449	\$110,000
	6 - 10 years	12	30.0%	\$92,698	\$70,000	\$74,250	\$91,710	\$109,250	\$120,000
	11 - 20 years*								
	More than 20 years*								
	Total	40	100.0%	\$91,667	\$48,250	\$72,250	\$88,710	\$109,250	\$153,738
Other	5 or fewer years	56	33.9%	\$81,274	\$48,928	\$60,000	\$73,100	\$92,000	\$154,600
	6 - 10 years	35	21.2%	\$95,249	\$60,000	\$80,400	\$91,450	\$113,500	\$131,000
	11 - 20 years	34	20.6%	\$123,527	\$69,000	\$100,131	\$112,000	\$145,000	\$200,000
	More than 20 years	40	24.2%	\$159,484	\$52,685	\$132,900	\$159,645	\$195,500	\$264,500
	Total	165	100.0%	\$111,905	\$57,000	\$75,533	\$100,962	\$140,000	\$200,000

*Not reported due to insufficient data. Biological/Biomedical not reported due to insufficient data.

Gender (Overall)

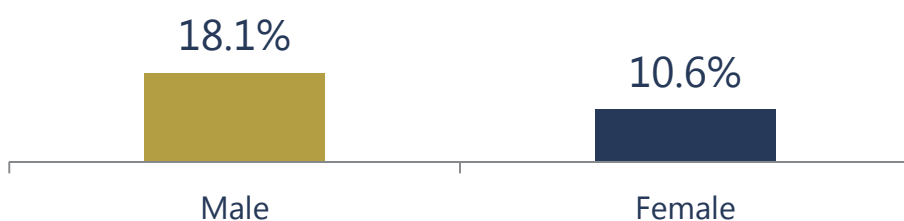


Experience by Gender



Permission to Consult - Gender

Have Permission to Consult



Discipline by Employment – Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Civil	Female	92	21.7%	\$83,786	\$58,000	\$65,000	\$76,045	\$95,750	\$145,000
	Male	331	78.3%	\$104,244	\$62,400	\$75,000	\$95,000	\$120,000	\$175,000
Mechanical and Industrial	Female	56	12.1%	\$87,796	\$52,000	\$67,500	\$85,050	\$102,585	\$143,000
	Male	407	87.9%	\$105,636	\$60,000	\$78,995	\$98,000	\$125,000	\$180,000
Electrical and Engineering Physics	Female	42	13.2%	\$91,394	\$62,000	\$70,574	\$86,664	\$107,700	\$150,000
	Male	275	86.8%	\$111,851	\$58,000	\$78,000	\$103,000	\$127,500	\$177,000
Chemical, Ceramic and Metallurgical	Female	15	16.1%	\$111,657	\$74,000	\$93,000	\$96,000	\$146,219	\$177,000
	Male	78	83.9%	\$114,815	\$55,000	\$82,000	\$105,000	\$145,000	\$192,000
Geological, Mining, Petroleum Engineering	Female	52	21.7%	\$98,552	\$67,500	\$79,090	\$93,650	\$114,650	\$165,000
	Male	188	78.3%	\$134,114	\$68,000	\$93,750	\$114,000	\$159,500	\$229,000
Agriculture and Forestry	Female*								
	Male	40	83.3%	\$80,841	\$24,750	\$64,500	\$75,700	\$94,000	\$140,000
Environmental	Female	51	37.8%	\$80,334	\$40,000	\$60,000	\$73,000	\$95,000	\$172,212
	Male	84	62.2%	\$96,729	\$54,100	\$77,500	\$94,500	\$116,826	\$150,500
Geosciences (Geology, Geophysics, Geochemistry, Hydrogeology)	Female	28	26.7%	\$96,241	\$65,000	\$74,604	\$94,738	\$110,500	\$137,000
	Male	77	73.3%	\$111,755	\$45,500	\$80,000	\$105,000	\$140,000	\$185,000

Software, Computer Engineering	Female*								
	Male*								
Other	Female	33	19.4%	\$89,060	\$27,000	\$69,000	\$86,000	\$105,000	\$165,000
	Male	137	80.6%	\$115,174	\$55,000	\$78,000	\$106,000	\$145,000	\$215,000

*Not reported due to insufficient data

Duties - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	Female	22	41.5%	\$63,921	\$47,500	\$57,000	\$63,550	\$72,000	\$82,356
	Male	31	58.5%	\$62,487	\$24,000	\$56,000	\$62,400	\$72,000	\$88,000
...	Female	25	33.8%	\$64,495	\$52,000	\$60,000	\$65,000	\$72,000	\$80,000
	Male	49	66.2%	\$62,019	\$42,816	\$54,846	\$64,000	\$68,000	\$81,500
More advanced stages of training and development	Female	55	31.1%	\$70,877	\$54,000	\$64,000	\$71,000	\$80,832	\$94,000
	Male	122	68.9%	\$69,328	\$45,000	\$62,000	\$69,000	\$80,000	\$98,800
...	Female	49	25.8%	\$75,314	\$54,684	\$63,860	\$73,000	\$84,319	\$97,300
	Male	141	74.2%	\$77,417	\$60,613	\$67,500	\$74,909	\$85,000	\$103,000
Fully qualified professional level	Female	46	19.0%	\$84,332	\$46,657	\$70,000	\$78,656	\$96,000	\$130,000
	Male	196	81.0%	\$90,945	\$44,685	\$75,000	\$88,250	\$103,990	\$150,000
...	Female	33	15.4%	\$89,262	\$60,000	\$79,000	\$93,000	\$103,135	\$114,000
	Male	181	84.6%	\$100,839	\$68,640	\$83,500	\$95,000	\$112,000	\$150,000
First level of direct and sustained supervision	Female	16	13.3%	\$96,579	\$57,700	\$76,707	\$90,525	\$120,150	\$147,000
	Male	104	86.7%	\$98,991	\$65,500	\$80,200	\$96,000	\$110,000	\$151,000
...	Female	19	18.8%	\$99,457	\$70,000	\$82,500	\$98,000	\$112,000	\$172,212
	Male	82	81.2%	\$130,958	\$75,000	\$86,500	\$99,980	\$114,788	\$150,730
Involved in short and long range planning	Female	38	21.6%	\$92,841	\$50,000	\$78,666	\$94,750	\$100,400	\$150,000
	Male	138	78.4%	\$118,646	\$60,000	\$91,538	\$106,882	\$130,000	\$170,000
...	Female	22	12.2%	\$112,467	\$74,000	\$92,700	\$106,500	\$131,500	\$157,700
	Male	159	87.8%	\$116,880	\$75,000	\$93,665	\$110,000	\$130,000	\$163,000
Regularly direct several professionals	Female	31	14.8%	\$114,406	\$70,000	\$99,000	\$108,000	\$133,000	\$162,000
	Male	178	85.2%	\$124,507	\$66,000	\$105,000	\$121,500	\$144,000	\$192,000
...	Female	14	11.1%	\$143,626	\$85,000	\$125,000	\$144,000	\$168,148	\$177,000
	Male	112	88.9%	\$150,148	\$96,000	\$127,500	\$150,000	\$170,000	\$198,000
Direct technical and administrative activities of a significant group	Female	14	10.2%	\$126,806	\$72,400	\$110,000	\$119,500	\$149,000	\$173,000
	Male	123	89.8%	\$159,289	\$98,000	\$130,000	\$160,000	\$188,000	\$225,000
...	Female*								
	Male	24	96.0%	\$192,901	\$99,000	\$130,000	\$162,531	\$250,500	\$329,000

CEO	Female*								
	Male	16	100.0%	\$148,773	\$70,000	\$92,000	\$149,680	\$220,000	\$279,000

*Not reported due to insufficient data

Education - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelors	Female	284	20.4%	\$86,642	\$54,684	\$66,500	\$80,894	\$99,060	\$147,500
	Male	1109	79.6%	\$105,260	\$58,000	\$76,000	\$95,400	\$121,000	\$180,000
...	Female	30	13.3%	\$93,236	\$70,000	\$76,219	\$90,500	\$100,000	\$130,183
	Male	195	86.7%	\$110,385	\$60,000	\$84,600	\$105,000	\$130,000	\$180,434
Masters	Female	53	18.1%	\$95,211	\$47,500	\$72,000	\$95,250	\$110,000	\$160,000
	Male	240	81.9%	\$121,058	\$50,000	\$80,750	\$107,375	\$135,000	\$196,500
...	Female*								
	Male	34	91.9%	\$130,406	\$63,024	\$90,000	\$110,000	\$174,451	\$250,000
Doctorate	Female	15	16.1%	\$102,900	\$40,000	\$70,000	\$88,000	\$139,000	\$173,000
	Male	78	83.9%	\$131,451	\$40,000	\$96,000	\$138,004	\$165,000	\$200,000

*Not reported due to insufficient data

Experience - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Female	5 years or less	198	51.4%	\$74,119	\$52,500	\$62,790	\$71,850	\$82,500	\$103,380
	6 to 10 years	92	23.9%	\$90,889	\$54,684	\$78,800	\$92,700	\$99,750	\$125,000
	11 to 20 years	83	21.6%	\$116,254	\$72,000	\$99,120	\$111,000	\$136,000	\$171,500
	More than 20 years	12	3.1%	\$134,298	\$16,927	\$122,500	\$149,000	\$161,000	\$168,148
Male	5 years or less	547	33.0%	\$76,231	\$47,551	\$64,000	\$74,000	\$85,000	\$114,000
	6 to 10 years	405	24.5%	\$103,060	\$72,000	\$87,500	\$98,000	\$113,000	\$145,000
	11 to 20 years	371	22.4%	\$129,832	\$76,400	\$102,000	\$120,000	\$139,000	\$192,000
	More than 20 years	333	20.1%	\$151,333	\$80,000	\$120,000	\$145,000	\$175,500	\$229,000

Decision - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	Female*								
	Male*								
...	Female*								
	Male	19	79.2%	\$67,458	\$42,816	\$60,000	\$62,400	\$72,000	\$120,000
Decisions fall within established guidelines	Female	31	31.0%	\$69,043	\$55,000	\$62,000	\$65,000	\$72,000	\$100,000
	Male	69	69.0%	\$71,442	\$40,000	\$62,400	\$68,100	\$77,000	\$100,000
...	Female	39	36.1%	\$70,169	\$32,000	\$61,000	\$66,000	\$80,000	\$112,000
	Male	69	63.9%	\$72,831	\$49,000	\$62,000	\$70,000	\$82,500	\$105,000
Independent Analysis	Female	35	28.0%	\$68,218	\$40,000	\$60,000	\$68,000	\$78,000	\$95,000
	Male	90	72.0%	\$77,009	\$40,000	\$65,000	\$75,000	\$88,000	\$134,000
...	Female	30	24.8%	\$78,367	\$46,657	\$71,700	\$78,650	\$87,362	\$111,000
	Male	91	75.2%	\$95,222	\$50,000	\$70,720	\$81,200	\$93,000	\$113,000
Routinely make technical recommendations	Female	37	21.5%	\$80,165	\$52,000	\$70,400	\$80,000	\$93,000	\$113,500
	Male	135	78.5%	\$99,023	\$58,000	\$72,013	\$87,000	\$102,000	\$150,000
...	Female	36	19.3%	\$87,412	\$64,000	\$74,500	\$84,000	\$94,113	\$130,000
	Male	151	80.7%	\$94,971	\$65,000	\$78,600	\$90,000	\$108,700	\$140,000
Routinely make responsible decisions	Female	33	17.3%	\$89,622	\$47,500	\$71,400	\$95,000	\$102,000	\$139,000
	Male	158	82.7%	\$102,031	\$56,000	\$80,000	\$94,000	\$110,000	\$154,000
...	Female	19	14.8%	\$95,344	\$60,000	\$78,243	\$94,000	\$103,000	\$172,212
	Male	109	85.2%	\$103,390	\$65,000	\$82,200	\$99,000	\$120,000	\$154,000
Routinely make responsible technical/administrative decisions	Female	52	17.9%	\$110,261	\$74,000	\$91,000	\$107,100	\$125,060	\$157,700
	Male	238	82.1%	\$119,392	\$70,000	\$94,000	\$110,500	\$135,000	\$190,000
...	Female	36	15.3%	\$113,150	\$65,000	\$96,500	\$109,500	\$131,592	\$167,300
	Male	200	84.7%	\$123,763	\$76,700	\$100,000	\$120,000	\$145,450	\$183,000
Deal with major problems	Female	14	6.3%	\$134,006	\$96,000	\$103,380	\$132,500	\$165,000	\$175,000
	Male	210	93.8%	\$143,167	\$75,000	\$118,010	\$137,001	\$170,000	\$205,000
...	Female*								
	Male	41	87.2%	\$146,543	\$74,000	\$114,000	\$140,000	\$167,000	\$236,000
Isolate and analyze major over-all problems	Female*								
	Male	67	93.1%	\$154,157	\$75,000	\$112,000	\$139,600	\$180,000	\$295,000

*Not reported due to insufficient data

Supervision Received - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision	Female*								
	Male*								
...	Female*								
	Male*								
Receive instructions as to methods and procedures	Female*								
	Male	20	66.7%	\$66,962	\$46,408	\$57,423	\$63,200	\$70,750	\$105,000
...	Female	11	32.4%	\$67,480	\$56,472	\$62,000	\$68,000	\$73,000	\$76,219
	Male	23	67.6%	\$73,367	\$53,857	\$60,500	\$67,700	\$76,190	\$110,400
Work under general supervision	Female	47	30.5%	\$71,851	\$52,000	\$62,000	\$71,400	\$82,000	\$103,380
	Male	107	69.5%	\$74,750	\$45,000	\$63,000	\$73,000	\$84,500	\$105,955
...	Female	32	26.2%	\$72,600	\$52,000	\$63,250	\$71,850	\$80,416	\$99,300
	Male	90	73.8%	\$80,872	\$50,400	\$65,000	\$77,750	\$91,000	\$130,000
Work in terms of specific objectives	Female	30	19.4%	\$73,630	\$52,500	\$65,000	\$72,000	\$82,400	\$97,500
	Male	125	80.6%	\$92,973	\$52,000	\$70,000	\$82,000	\$99,000	\$140,000
...	Female	23	18.5%	\$79,614	\$59,892	\$70,000	\$78,000	\$90,000	\$100,000
	Male	101	81.5%	\$88,148	\$62,000	\$75,400	\$86,000	\$100,000	\$126,000
Work towards objectives to be accomplished	Female	62	20.4%	\$93,719	\$59,085	\$72,700	\$90,000	\$112,000	\$147,000
	Male	242	79.6%	\$107,201	\$60,000	\$76,362	\$95,000	\$115,500	\$153,000
...	Female	66	23.2%	\$92,077	\$56,000	\$75,000	\$94,000	\$103,000	\$136,000
	Male	219	76.8%	\$104,771	\$56,000	\$83,214	\$100,000	\$123,000	\$161,476
Work independently on broad, general assignments	Female	77	15.1%	\$105,245	\$60,000	\$85,000	\$101,500	\$122,000	\$165,000
	Male	434	84.9%	\$117,245	\$65,000	\$92,000	\$111,500	\$137,000	\$180,000
...	Female	16	10.9%	\$124,629	\$70,000	\$98,500	\$118,003	\$163,000	\$177,000
	Male	131	89.1%	\$146,217	\$90,000	\$110,000	\$145,000	\$168,000	\$211,000
Operate as an executive	Female*								
	Male	84	98.8%	\$159,654	\$96,000	\$125,000	\$149,280	\$181,000	\$260,000
...	Female*								
	Male	16	84.2%	\$182,497	\$90,000	\$150,000	\$177,500	\$209,000	\$300,000
Determine policies, plans and programs	Female*								
	Male	51	94.4%	\$140,826	\$4,000	\$100,000	\$130,000	\$165,000	\$295,000

*Not reported due to insufficient data

Leadership Authority - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	Female	74	27.4%	\$76,022	\$46,657	\$62,000	\$73,961	\$86,000	\$110,838
	Male	196	72.6%	\$88,142	\$42,816	\$67,300	\$83,300	\$103,000	\$141,000
...	Female	42	24.4%	\$71,387	\$52,500	\$62,000	\$68,500	\$80,000	\$111,000
	Male	130	75.6%	\$85,417	\$52,000	\$65,000	\$80,000	\$102,000	\$140,000
Assign and check work of one or two non-professionals	Female	28	28.9%	\$73,555	\$58,000	\$63,111	\$72,202	\$82,330	\$99,300
	Male	69	71.1%	\$77,128	\$54,000	\$65,000	\$71,000	\$85,000	\$122,400
...	Female	25	28.7%	\$89,623	\$59,377	\$70,073	\$85,200	\$96,000	\$130,000
	Male	62	71.3%	\$83,539	\$55,000	\$70,000	\$82,759	\$97,000	\$118,500
Give Work Direction to one or more technologists	Female	45	35.2%	\$82,956	\$54,000	\$70,000	\$78,000	\$94,000	\$119,400
	Male	83	64.8%	\$82,790	\$60,000	\$67,000	\$80,728	\$93,665	\$120,000
...	Female	13	10.8%	\$79,892	\$64,000	\$70,624	\$74,000	\$80,956	\$120,000
	Male	107	89.2%	\$89,006	\$60,000	\$72,000	\$86,000	\$102,000	\$127,500
Responsible for the work of one or more non-professional assistants	Female	11	15.1%	\$72,199	\$27,000	\$58,000	\$68,500	\$95,000	\$126,000
	Male	62	84.9%	\$93,400	\$57,500	\$76,000	\$90,000	\$103,000	\$140,000
...	Female	21	20.6%	\$87,532	\$70,000	\$75,000	\$86,600	\$96,469	\$105,000
	Male	81	79.4%	\$105,865	\$63,568	\$75,000	\$92,000	\$103,000	\$130,000
Responsible for supervising one or more junior professionals	Female	18	13.8%	\$100,275	\$60,000	\$87,750	\$94,500	\$114,300	\$157,700
	Male	112	86.2%	\$113,096	\$45,000	\$82,000	\$97,500	\$114,000	\$171,000
...	Female	22	13.6%	\$111,150	\$77,000	\$88,000	\$99,500	\$129,100	\$167,300
	Male	140	86.4%	\$117,137	\$71,900	\$88,133	\$105,000	\$128,000	\$163,941
Co-ordinate work programs and direct use of materials, equipment and personnel	Female	37	16.2%	\$98,315	\$40,000	\$78,666	\$95,000	\$118,000	\$150,000
	Male	192	83.8%	\$114,454	\$65,000	\$94,000	\$110,400	\$135,000	\$173,000
...	Female	21	14.2%	\$120,922	\$85,000	\$103,380	\$110,000	\$131,635	\$175,000
	Male	127	85.8%	\$131,279	\$75,000	\$110,000	\$130,800	\$160,000	\$186,000
Supervise and direct the work of two or more major functions in the organization	Female*								
	Male	103	92.8%	\$134,837	\$78,000	\$113,000	\$131,858	\$160,000	\$195,000
...	Female*								
	Male	51	85.0%	\$150,975	\$105,000	\$117,833	\$140,000	\$182,000	\$205,000
Co-ordinate activities of personnel in a significant group	Female*								
	Male	89	89.9%	\$161,780	\$108,000	\$134,000	\$161,000	\$186,868	\$243,000
...	Female*								
	Male	32	97.0%	\$176,618	\$90,000	\$124,900	\$149,280	\$228,000	\$300,000

CEO	Female*								
	Male	20	100.0%	\$150,243	\$78,000	\$95,000	\$150,250	\$197,500	\$304,000

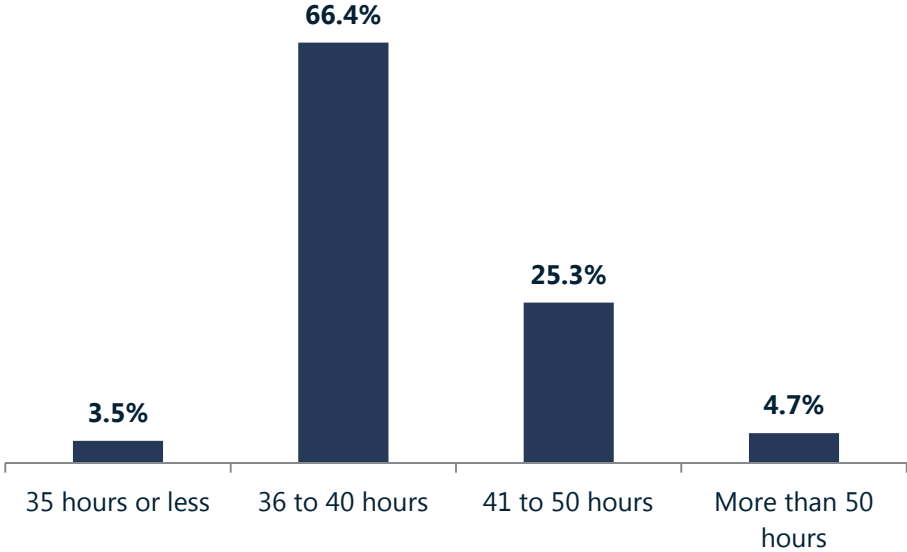
*Not reported due to insufficient data

Supervision Scope - Gender

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Female	0	181	47.0%	\$78,063	\$54,000	\$64,600	\$74,856	\$88,000	\$113,500
	1	55	14.3%	\$84,176	\$50,000	\$70,000	\$78,700	\$96,500	\$130,000
	2-3	56	14.5%	\$89,869	\$43,000	\$71,000	\$87,875	\$109,500	\$150,500
	4-7	42	10.9%	\$100,027	\$68,500	\$78,243	\$98,060	\$119,400	\$150,000
	8-13	22	5.7%	\$118,316	\$70,000	\$94,000	\$106,266	\$148,000	\$167,300
	14-20	16	4.2%	\$120,770	\$92,700	\$101,500	\$115,503	\$136,500	\$171,500
	21-30*								
	31-40*								
	41-50*								
	51-75*								
	76-100*								
	101-200*								
	201-400*								
	401-750*								
	751-1200*								
	1201-2000*								
2000+*									
Male	0	552	33.3%	\$92,631	\$52,000	\$70,000	\$86,000	\$105,985	\$148,000
	1	159	9.6%	\$92,085	\$56,000	\$75,000	\$86,500	\$104,000	\$150,000
	2-3	330	19.9%	\$100,382	\$55,000	\$76,190	\$92,751	\$114,000	\$168,000
	4-7	237	14.3%	\$120,364	\$65,000	\$92,000	\$112,000	\$138,000	\$180,000
	8-13	124	7.5%	\$127,588	\$75,000	\$102,750	\$128,500	\$145,500	\$190,000
	14-20	72	4.3%	\$134,289	\$78,000	\$110,000	\$131,960	\$159,645	\$195,000
	21-30	50	3.0%	\$133,729	\$60,000	\$108,000	\$132,500	\$167,000	\$200,000
	31-40	25	1.5%	\$133,903	\$80,000	\$115,000	\$130,000	\$150,500	\$194,000
	41-50	17	1.0%	\$203,677	\$75,369	\$130,000	\$156,000	\$175,000	\$300,000
	51-75	27	1.6%	\$135,173	\$17,000	\$125,000	\$140,000	\$165,000	\$192,000
	76-100	18	1.1%	\$163,526	\$91,538	\$125,000	\$159,500	\$190,000	\$281,000
	101-200	21	1.3%	\$180,398	\$117,411	\$145,000	\$180,000	\$210,000	\$270,000
	201-400	14	0.8%	\$195,214	\$118,000	\$162,000	\$194,000	\$215,000	\$265,000
	401-750*								
	751-1200*								
1201-2000*									

*Not reported due to insufficient data

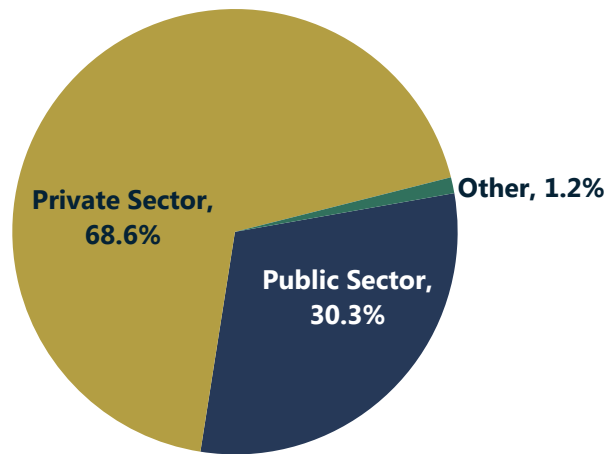
Hours Worked per Week (Full-time Employees)



Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 42 and among part-time staff, it is 33 hours.

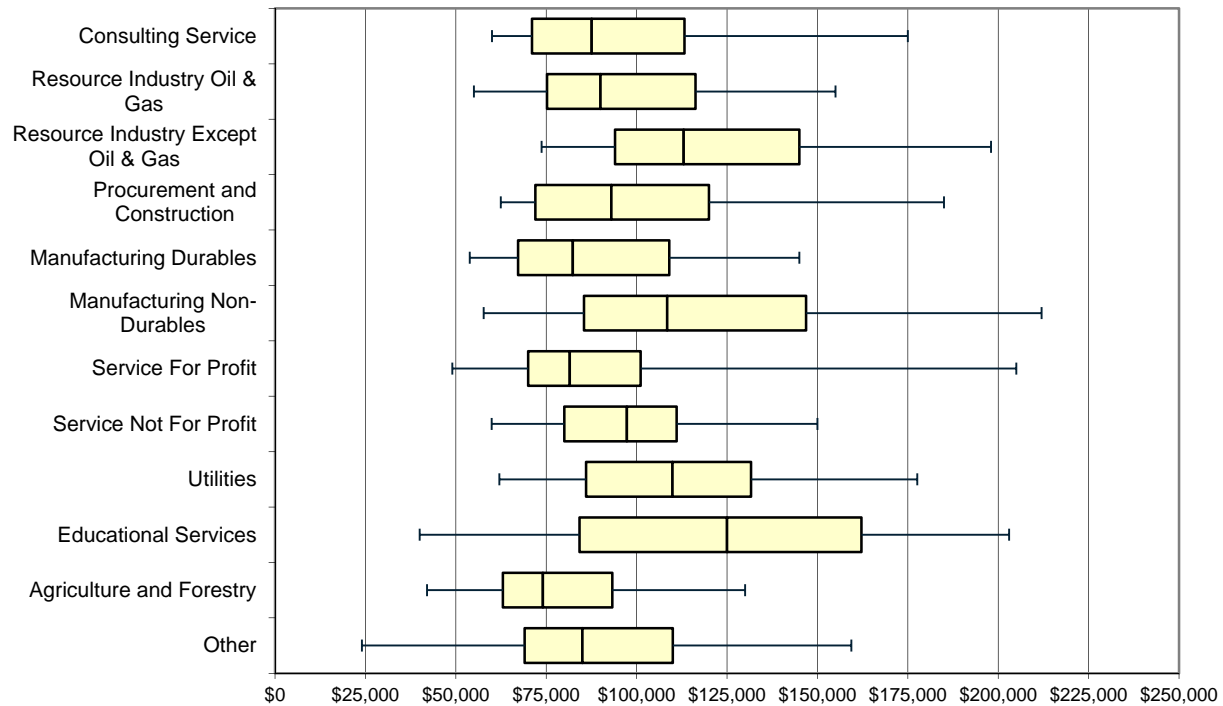
Sector of Employment (Overall)



Sector of Employment by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	174	28.8%	\$75,593	\$43,000	\$65,000	\$74,000	\$83,000	\$126,000
	6 to 10 years	135	22.4%	\$100,345	\$70,000	\$84,360	\$92,700	\$106,906	\$125,000
	11 to 20 years	150	24.8%	\$119,704	\$85,000	\$102,000	\$116,266	\$132,920	\$172,000
	More than 20 years	145	24.0%	\$151,731	\$88,865	\$117,833	\$138,007	\$165,000	\$220,000
	Total	604	100.0%	\$110,358	\$60,000	\$80,000	\$103,000	\$128,000	\$180,000
Private Sector	Five years or less	546	39.9%	\$76,480	\$52,500	\$64,000	\$73,000	\$85,000	\$110,000
	6 to 10 years	360	26.3%	\$101,730	\$71,500	\$87,391	\$98,000	\$114,750	\$145,000
	11 to 20 years	289	21.1%	\$134,652	\$80,000	\$105,000	\$120,000	\$145,000	\$194,000
	More than 20 years	174	12.7%	\$157,651	\$86,000	\$127,000	\$159,645	\$180,497	\$235,000
	Total	1369	100.0%	\$105,717	\$59,085	\$75,000	\$95,400	\$123,177	\$180,000

Industry of Employment



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	479	24.0%	\$97,691	\$60,000	\$71,060	\$87,570	\$113,200	\$175,000
Resource Industry Oil & Gas	109	5.5%	\$97,400	\$55,000	\$75,200	\$90,000	\$116,286	\$155,000
Resource Industry Except Oil & Gas	369	18.5%	\$125,920	\$73,713	\$94,000	\$113,000	\$145,000	\$198,000
Procurement and Construction	171	8.6%	\$102,137	\$62,400	\$72,000	\$93,000	\$120,000	\$185,000
Manufacturing Durables	182	9.1%	\$89,602	\$53,857	\$67,200	\$82,350	\$109,000	\$145,000
Manufacturing Non-Durables	76	3.8%	\$128,908	\$57,700	\$85,445	\$108,450	\$146,860	\$212,000
Service For Profit	29	1.5%	\$102,446	\$49,000	\$70,000	\$81,500	\$101,112	\$205,000
Service Not For Profit	148	7.4%	\$99,331	\$59,892	\$80,000	\$97,270	\$111,050	\$150,000
Utilities	265	13.3%	\$115,930	\$62,000	\$86,000	\$109,920	\$131,635	\$177,610
Educational Services	76	3.8%	\$130,817	\$40,000	\$84,180	\$125,000	\$162,144	\$203,000
Agriculture and Forestry	18	0.9%	\$79,328	\$42,000	\$63,000	\$74,062	\$93,252	\$130,000
Other	74	3.7%	\$89,508	\$24,000	\$69,000	\$85,000	\$110,000	\$159,360

Industry of Employment by Years of Experience

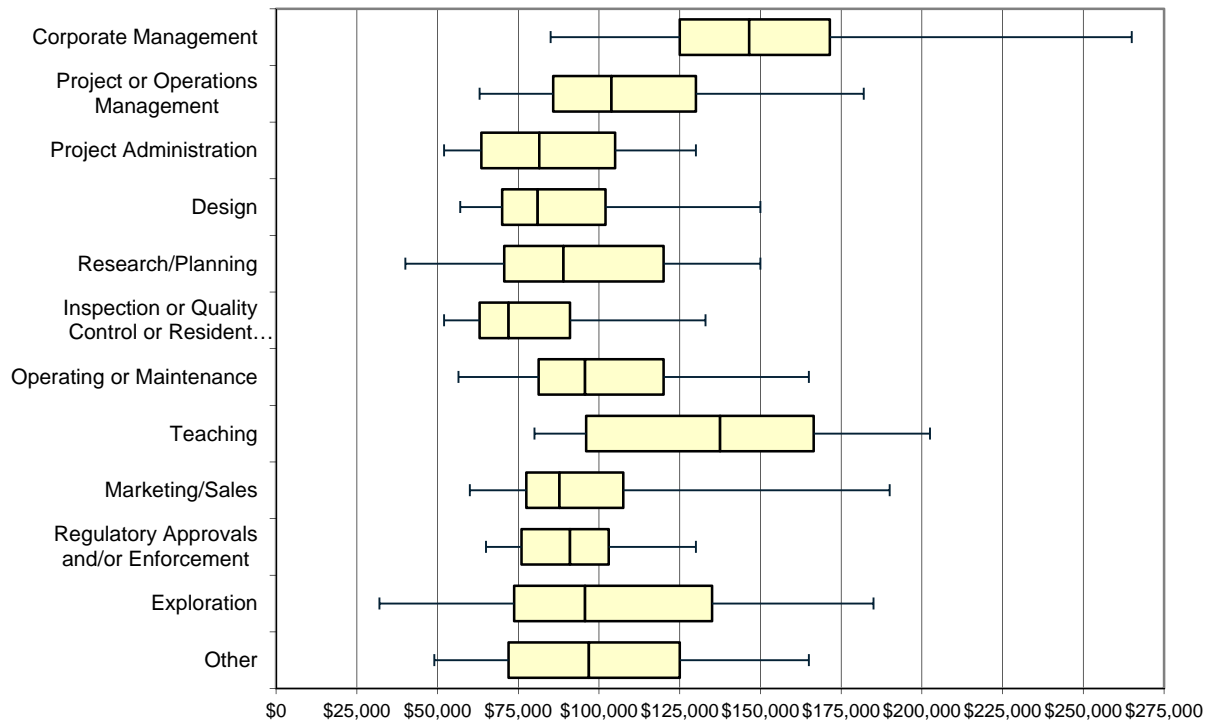
		N	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting	Five years or less	188	39.2%	\$70,951	\$54,100	\$63,000	\$69,000	\$76,000	\$90,000
	6 to 10 years	122	25.5%	\$91,863	\$68,400	\$79,000	\$89,563	\$98,000	\$135,000
	11 to 20 years	98	20.5%	\$118,148	\$76,000	\$100,000	\$110,000	\$130,000	\$175,000
	More than 20 years	71	14.8%	\$150,271	\$88,200	\$127,000	\$150,000	\$177,000	\$225,000
	Total	479	100.0%	\$97,691	\$60,000	\$71,060	\$87,570	\$113,200	\$175,000
Resource Industry Oil & Gas	5 years or less	57	52.3%	\$77,946	\$50,000	\$70,000	\$78,000	\$85,000	\$98,449
	6 to 10 years	25	22.9%	\$101,818	\$70,000	\$96,000	\$104,000	\$113,500	\$138,000
	11 to 20 years	15	13.8%	\$124,061	\$82,000	\$103,000	\$122,400	\$145,000	\$165,500
	More than 20 years*	12	11.0%	\$147,282	\$5,000	\$134,004	\$147,500	\$166,126	\$270,000
	Total	109	100.0%	\$97,400	\$55,000	\$75,200	\$90,000	\$116,286	\$155,000
Resource Industry without Oil & Gas	Five years or less	117	31.7%	\$88,466	\$54,000	\$81,000	\$88,000	\$95,250	\$125,000
	6 to 10 years	115	31.2%	\$114,461	\$90,000	\$100,000	\$110,400	\$126,000	\$159,000
	11 to 20 years	84	22.8%	\$158,446	\$105,970	\$121,000	\$136,500	\$165,000	\$205,000
	More than 20 years	53	14.4%	\$181,915	\$120,000	\$160,000	\$180,000	\$195,000	\$250,000
	Total	369	100.0%	\$125,920	\$73,713	\$94,000	\$113,000	\$145,000	\$198,000
Procurement and Construction	Five years or less	71	41.5%	\$78,142	\$60,000	\$63,024	\$71,000	\$83,000	\$120,000
	6 to 10 years	42	24.6%	\$101,421	\$78,000	\$90,000	\$97,606	\$115,000	\$136,736
	11 to 20 years	31	18.1%	\$123,048	\$72,000	\$100,000	\$110,000	\$143,000	\$200,000
	More than 20 years	27	15.8%	\$142,341	\$80,000	\$100,000	\$136,228	\$161,476	\$281,000
	Total	171	100.0%	\$102,137	\$62,400	\$72,000	\$93,000	\$120,000	\$185,000
Manufacturing Durables	Five years or less	74	40.7%	\$65,631	\$45,000	\$60,000	\$65,000	\$75,000	\$82,500
	6 to 10 years	39	21.4%	\$92,146	\$67,500	\$80,728	\$87,500	\$100,000	\$130,000
	11 to 20 years	46	25.3%	\$108,095	\$75,000	\$90,629	\$108,000	\$120,000	\$155,000
	More than 20 years	23	12.6%	\$125,430	\$83,000	\$105,000	\$122,800	\$145,000	\$190,000
	Total	182	100.0%	\$89,602	\$53,857	\$67,200	\$82,350	\$109,000	\$145,000
Manufacturing Non-Durables	5 years or less	30	39.5%	\$87,877	\$54,846	\$72,000	\$82,991	\$100,000	\$146,219
	6 to 10 years	18	23.7%	\$106,911	\$70,000	\$95,500	\$106,030	\$115,000	\$160,000
	11 to 20 years	20	26.3%	\$187,389	\$103,133	\$120,000	\$148,250	\$172,606	\$597,000

	More than 20 years*								
	Total	69	100.0%	\$119,727	\$70,000	\$84,000	\$107,500	\$146,000	\$191,951
Service For Profit	5 years or less	12	41.4%	\$76,243	\$46,000	\$58,750	\$73,000	\$93,400	\$120,000
	6 to 10 years*								
	11 to 20 years*								
	More than 20 years*								
	Total	29	100.0%	\$102,446	\$49,000	\$70,000	\$81,500	\$101,112	\$205,000
Service Not For Profit	5 years or less	49	33.1%	\$75,141	\$55,000	\$65,000	\$76,000	\$84,150	\$105,000
	6 to 10 years	37	25.0%	\$95,794	\$72,000	\$90,000	\$94,000	\$105,000	\$115,927
	11 to 20 years	33	22.3%	\$111,503	\$91,150	\$100,000	\$106,500	\$120,000	\$160,000
	More than 20 years	29	19.6%	\$130,866	\$10,200	\$109,000	\$120,000	\$140,000	\$243,000
	Total	148	100.0%	\$99,331	\$59,892	\$80,000	\$97,270	\$111,050	\$150,000
Utilities	5 years or less	72	27.2%	\$78,582	\$48,000	\$66,525	\$74,000	\$87,400	\$135,000
	6 to 10 years	66	24.9%	\$99,837	\$70,450	\$90,000	\$100,000	\$112,000	\$131,635
	11 to 20 years	72	27.2%	\$126,962	\$90,000	\$106,662	\$122,106	\$139,720	\$175,000
	More than 20 years	55	20.8%	\$169,689	\$110,000	\$128,000	\$140,000	\$164,000	\$265,000
	Total	265	100.0%	\$115,930	\$62,000	\$86,000	\$109,920	\$131,635	\$177,610
Educational Services	5 years or less	18	23.7%	\$75,048	\$17,000	\$45,000	\$74,200	\$95,000	\$139,000
	6 to 10 years*								
	11 to 20 years	17	22.4%	\$134,990	\$72,400	\$105,000	\$137,000	\$151,000	\$193,000
	More than 20 years	32	42.1%	\$150,295	\$82,636	\$122,500	\$159,563	\$169,500	\$220,000
	Total	76	100.0%	\$130,817	\$40,000	\$84,180	\$125,000	\$162,144	\$203,000
Agriculture /Forestry	5 years or less	11	61.1%	\$65,693	\$42,000	\$50,000	\$64,000	\$74,124	\$91,731
	6 to 10 years*								
	11 to 20 years*								
	More than 20 years*								
	Total	18	100.0%	\$79,328	\$42,000	\$63,000	\$74,062	\$93,252	\$130,000
Other	5 years or less	29	39.2%	\$68,136	\$24,000	\$58,000	\$65,000	\$82,356	\$101,500
	6 to 10 years	15	20.3%	\$85,176	\$64,500	\$72,500	\$85,000	\$93,000	\$119,000
	11 to 20 years	18	24.3%	\$99,455	\$10,000	\$80,000	\$104,500	\$124,800	\$132,000

	More than 20 years	12	16.2%	\$131,649	\$30,000	\$108,500	\$130,000	\$162,180	\$195,000
	Total	74	100.0%	\$89,508	\$24,000	\$69,000	\$85,000	\$110,000	\$159,360

*Not reported due to insufficient data

Main Job Function



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	136	6.8%	\$153,514	\$85,000	\$125,000	\$146,500	\$171,500	\$265,000
Project or Operations Management	778	39.0%	\$111,460	\$63,000	\$85,800	\$103,852	\$130,000	\$182,000
Project Administration	64	3.2%	\$87,243	\$52,000	\$63,534	\$81,500	\$105,000	\$130,000
Design	410	20.5%	\$92,572	\$57,000	\$70,000	\$80,978	\$102,000	\$150,000
Research/Planning	125	6.3%	\$94,328	\$40,000	\$70,624	\$89,000	\$120,000	\$150,000
Inspection or Quality Control or Resident Services	69	3.5%	\$78,832	\$52,000	\$63,000	\$72,000	\$91,000	\$133,000
Operating or Maintenance	176	8.8%	\$111,344	\$56,472	\$81,277	\$95,670	\$120,000	\$165,000
Teaching	40	2.0%	\$155,022	\$80,000	\$96,000	\$137,500	\$166,500	\$202,500
Marketing/Sales	28	1.4%	\$105,422	\$60,000	\$77,500	\$87,750	\$107,500	\$190,000

Regulatory Approvals and/or Enforcement	65	3.3%	\$92,790	\$65,000	\$76,000	\$91,000	\$103,000	\$130,000
Exploration	39	2.0%	\$104,777	\$32,000	\$73,713	\$95,677	\$135,000	\$185,000
Other	66	3.3%	\$100,045	\$49,000	\$72,000	\$96,840	\$125,000	\$165,000

Main Job Function by Experience

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Corporate Management	5 or fewer years*	11	8.1%	\$120,918	\$24,000	\$101,000	\$131,500	\$145,000	\$185,000
	6 - 10 years	16	11.8%	\$117,290	\$70,000	\$88,950	\$123,500	\$139,800	\$160,000
	11 - 20 years	46	33.8%	\$149,895	\$108,000	\$125,000	\$142,500	\$165,000	\$215,000
	More than 20 years	63	46.3%	\$171,049	\$96,000	\$135,000	\$160,000	\$200,000	\$270,000
	Total	136	100.0%	\$153,514	\$85,000	\$125,000	\$146,500	\$171,500	\$265,000
Project or Operations Management	5 or fewer years	229	29.4%	\$80,766	\$57,000	\$68,000	\$77,000	\$90,000	\$120,000
	6 - 10 years	223	28.7%	\$104,946	\$75,000	\$92,000	\$100,000	\$116,000	\$145,000
	11 - 20 years	195	25.1%	\$125,797	\$90,000	\$103,000	\$120,000	\$139,000	\$182,000
	More than 20 years	131	16.8%	\$154,862	\$94,000	\$126,885	\$153,000	\$180,000	\$225,000
	Total	778	100.0%	\$111,460	\$63,000	\$85,800	\$103,852	\$130,000	\$182,000
Project Administration	5 or fewer years	32	50.0%	\$64,766	\$45,500	\$61,250	\$64,284	\$70,880	\$85,000
	6 - 10 years*								
	11 - 20 years	14	21.9%	\$111,121	\$76,400	\$95,000	\$115,200	\$128,900	\$140,000
	More than 20 years*								
	Total	64	100.0%	\$87,243	\$52,000	\$63,534	\$81,500	\$105,000	\$130,000
Design	5 or fewer years	190	46.3%	\$70,933	\$52,500	\$62,000	\$70,250	\$78,000	\$90,000
	6 - 10 years	107	26.1%	\$91,728	\$70,000	\$80,000	\$88,400	\$101,000	\$121,000
	11 - 20 years	74	18.0%	\$111,545	\$70,000	\$91,500	\$108,000	\$126,880	\$167,000
	More than 20 years	39	9.5%	\$164,307	\$80,000	\$100,016	\$129,361	\$166,016	\$300,000
	Total	410	100.0%	\$92,572	\$57,000	\$70,000	\$80,978	\$102,000	\$150,000
Research/ Planning	5 or fewer years	56	44.8%	\$67,461	\$20,000	\$56,000	\$69,500	\$81,000	\$109,000
	6 - 10 years	28	22.4%	\$96,664	\$77,100	\$85,000	\$93,100	\$113,000	\$127,000
	11 - 20 years	25	20.0%	\$124,323	\$76,000	\$105,427	\$124,800	\$130,000	\$182,761
	More than 20 years	16	12.8%	\$137,406	\$103,000	\$120,500	\$137,004	\$149,250	\$187,200

	Total	125	100.0%	\$94,328	\$40,000	\$70,624	\$89,000	\$120,000	\$150,000
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*Not reported due to insufficient data

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Inspection or Quality Control or Resident Services	5 or fewer years	41	59.4%	\$66,113	\$50,640	\$60,825	\$64,500	\$72,000	\$91,000
	6 - 10 years*	17	24.6%	\$86,762	\$54,684	\$78,000	\$90,000	\$98,000	\$113,500
	11 - 20 years*								
	More than 20 years*								
	Total	69	100.0%	\$78,832	\$52,000	\$63,000	\$72,000	\$91,000	\$133,000
Operating or Maintenance	5 or fewer years	78	44.3%	\$82,310	\$52,500	\$71,000	\$82,700	\$93,000	\$115,000
	6 - 10 years	49	27.8%	\$116,853	\$70,400	\$95,500	\$103,980	\$113,858	\$141,000
	11 - 20 years	33	18.8%	\$161,798	\$85,000	\$108,000	\$123,000	\$144,410	\$192,000
	More than 20 years	16	9.1%	\$131,957	\$0	\$120,000	\$141,000	\$162,100	\$250,000
	Total	176	100.0%	\$111,344	\$56,472	\$81,277	\$95,670	\$120,000	\$165,000
Teaching	5 or fewer years*								
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years	19	50.0%	\$148,018	\$84,000	\$122,800	\$154,000	\$171,000	\$200,000
	Total	38	100.0%	\$155,022	\$80,000	\$96,000	\$137,500	\$166,500	\$202,500
Marketing/ Sales	5 or fewer years	13	46.4%	\$75,138	\$24,000	\$75,000	\$78,000	\$85,000	\$98,800
	6 - 10 years*								
	11 - 20 years*								
	More than 20 years*								
	Total	28	100.0%	\$105,422	\$60,000	\$77,500	\$87,750	\$107,500	\$190,000
Regulatory Approvals	5 or fewer years	30	46.2%	\$78,577	\$61,200	\$72,000	\$78,000	\$86,000	\$95,000

and/or Enforcement	6 - 10 years	15	23.1%	\$91,805	\$72,000	\$79,000	\$92,700	\$100,000	\$119,000
	11 - 20 years	11	16.9%	\$114,461	\$93,252	\$100,000	\$111,000	\$116,652	\$172,212
	More than 20 years*								
	Total	65	100.0%	\$92,790	\$65,000	\$76,000	\$91,000	\$103,000	\$130,000
Exploration	5 or fewer years	17	43.6%	\$83,045	\$54,000	\$72,000	\$82,000	\$94,000	\$135,000
	6 - 10 years	12	30.8%	\$100,961	\$30,000	\$67,000	\$101,425	\$144,000	\$169,000
	11 - 20 years*								
	More than 20 years*								
	Total	39	100.0%	\$104,777	\$32,000	\$73,713	\$95,677	\$135,000	\$185,000
Other	5 or fewer years	25	37.9%	\$75,746	\$48,928	\$63,000	\$72,000	\$82,500	\$110,900
	6 - 10 years	14	21.2%	\$90,114	\$64,534	\$72,500	\$85,513	\$109,000	\$131,000
	11 - 20 years	12	18.2%	\$116,557	\$72,000	\$92,840	\$113,500	\$134,000	\$186,000
	More than 20 years	15	22.7%	\$136,602	\$30,000	\$110,000	\$138,000	\$160,000	\$235,000
	Total	66	100.0%	\$100,045	\$49,000	\$72,000	\$96,840	\$125,000	\$165,000

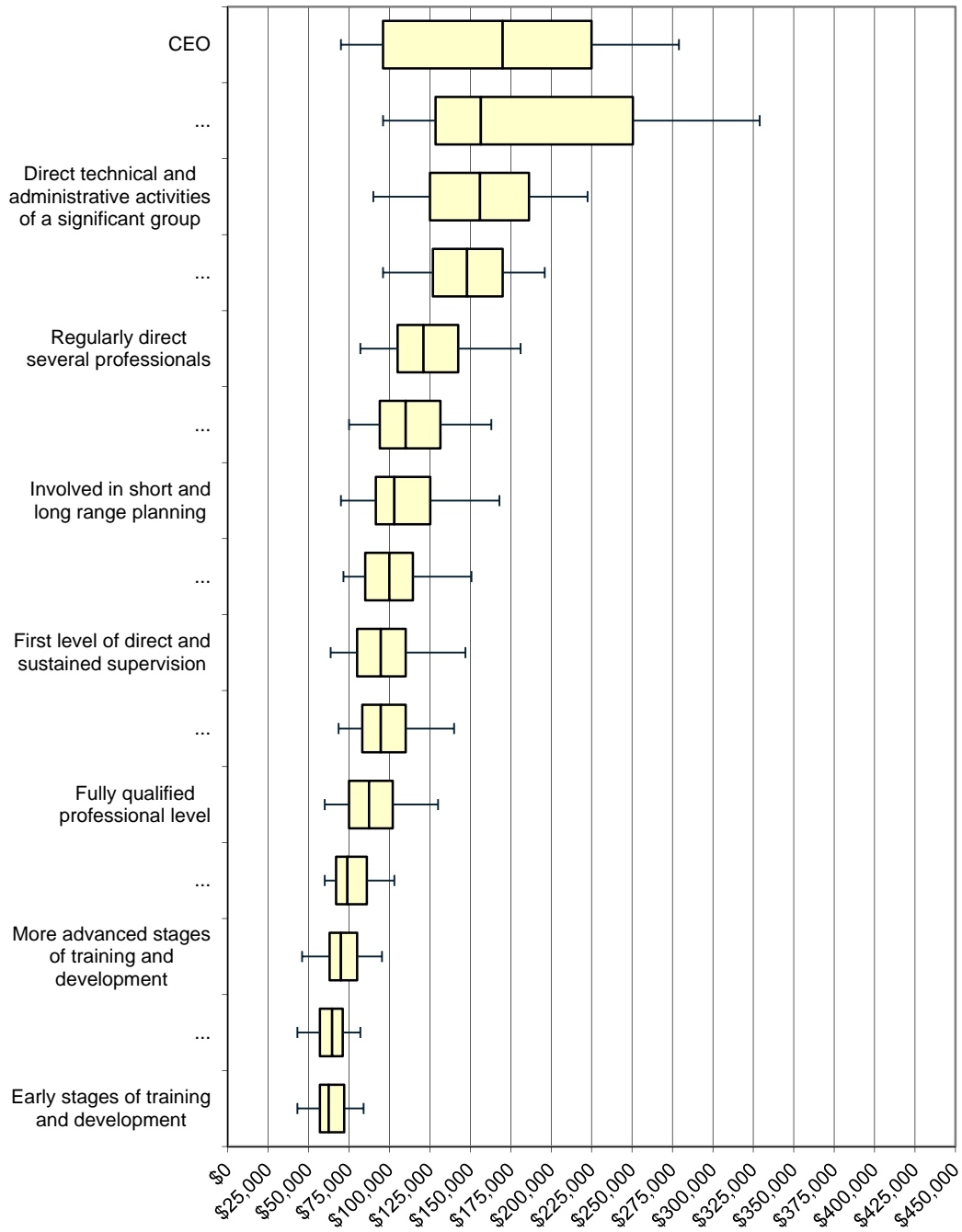
*Not reported due to insufficient data

JOB CLASSIFICATION QUESTIONS

Categories included in the job classification questions are as follows:

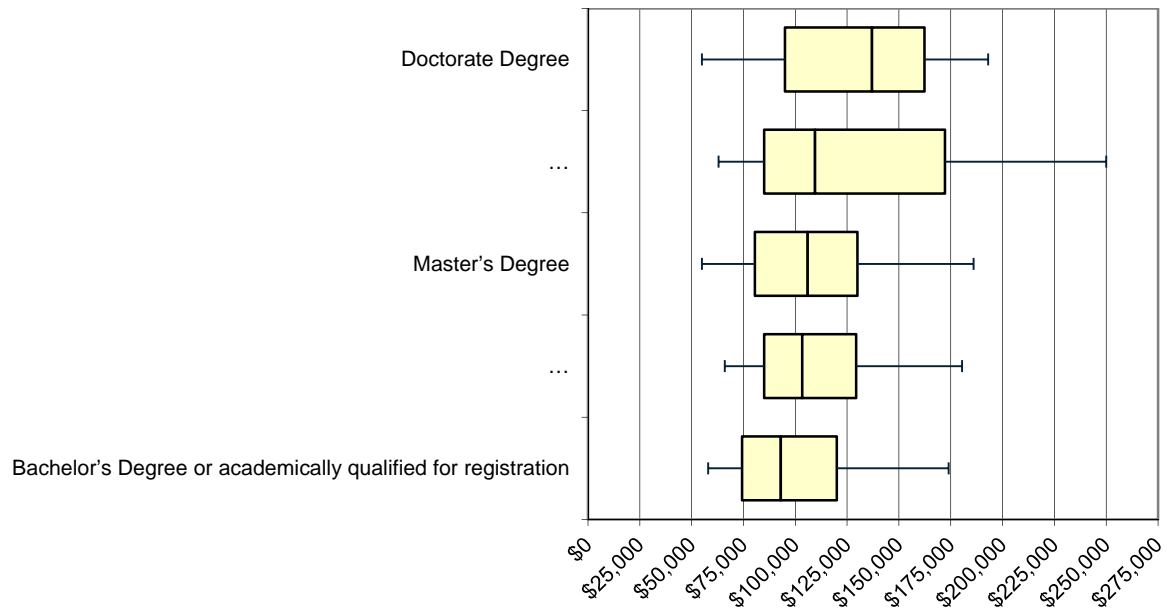
- Duties
- Education
- Experience
- Decisions
- Supervision Received
- Leadership Authority
- Supervision Scope
- Use of Professional Seal
- Job Environment
- Absence from Base
- Accident and Health Hazards

Duties (D)



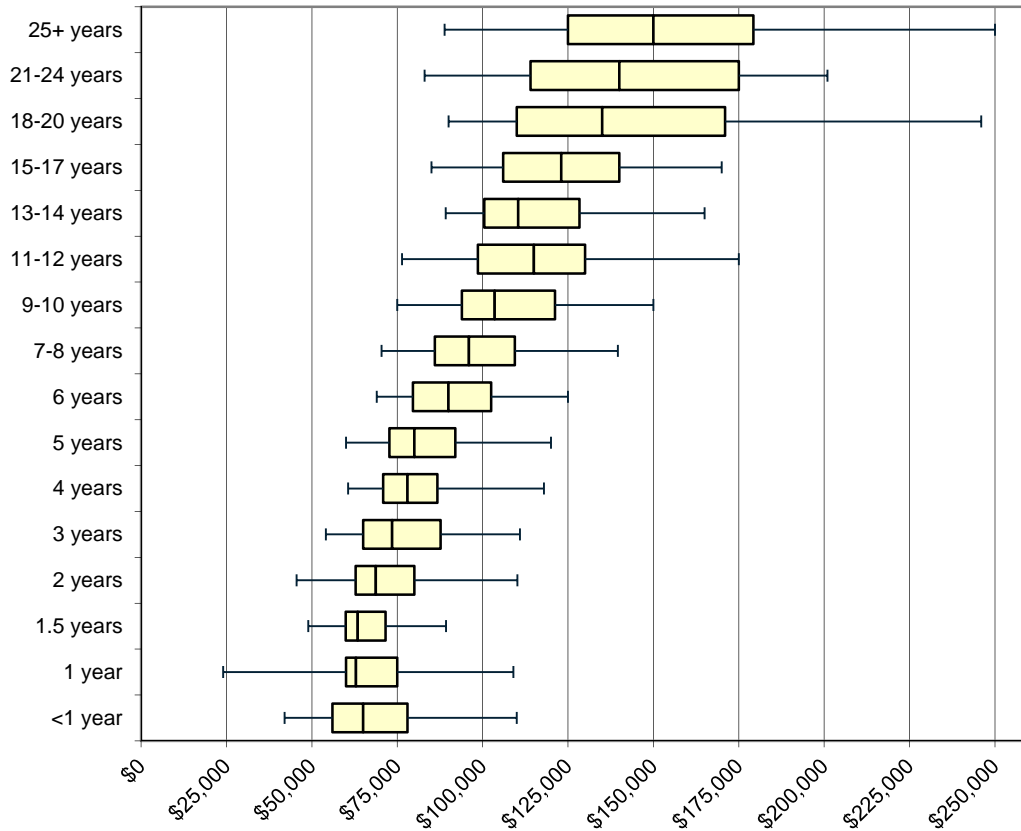
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	50	2.5%	\$64,067	\$43,000	\$57,000	\$62,450	\$72,000	\$84,000
...	73	3.7%	\$63,779	\$43,000	\$57,000	\$64,500	\$71,116	\$82,000
More advanced stages of training and development	172	8.6%	\$70,100	\$46,000	\$63,000	\$70,000	\$80,000	\$95,410
...	186	9.3%	\$77,461	\$60,000	\$66,950	\$74,000	\$86,000	\$103,000
Fully qualified professional level	233	11.7%	\$91,179	\$60,000	\$75,000	\$87,360	\$102,000	\$130,000
...	206	10.3%	\$99,869	\$68,500	\$83,214	\$94,613	\$110,000	\$140,000
First level of direct and sustained supervision	118	5.9%	\$97,780	\$63,568	\$80,000	\$94,660	\$110,000	\$147,000
...	103	5.2%	\$124,410	\$71,500	\$85,000	\$99,960	\$114,500	\$150,730
Involved in short and long range planning	168	8.4%	\$114,825	\$70,000	\$91,519	\$103,000	\$125,254	\$168,000
...	179	9.0%	\$116,633	\$75,000	\$94,000	\$110,000	\$131,500	\$163,000
Regularly direct several professionals	204	10.2%	\$125,657	\$81,960	\$105,000	\$121,000	\$142,500	\$181,060
...	127	6.4%	\$149,238	\$96,000	\$126,885	\$148,000	\$170,000	\$196,000
Direct technical and administrative activities of a significant group	140	7.0%	\$156,363	\$90,000	\$125,000	\$156,000	\$186,250	\$222,500
...	24	1.2%	\$189,401	\$96,000	\$128,500	\$156,531	\$250,500	\$329,000
CEO	13	0.7%	\$165,105	\$70,000	\$96,000	\$170,000	\$225,000	\$279,000

Education (Ed)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	1367	68.5%	\$102,143	\$58,000	\$74,300	\$93,000	\$120,000	\$174,000
...	215	10.8%	\$111,268	\$66,000	\$85,000	\$103,347	\$129,361	\$180,434
Master's Degree	287	14.4%	\$117,747	\$55,000	\$80,500	\$106,000	\$130,000	\$186,000
...	36	1.8%	\$128,273	\$63,024	\$85,000	\$109,500	\$172,226	\$250,000
Doctorate Degree	91	4.6%	\$130,425	\$55,000	\$95,000	\$137,000	\$162,287	\$193,000

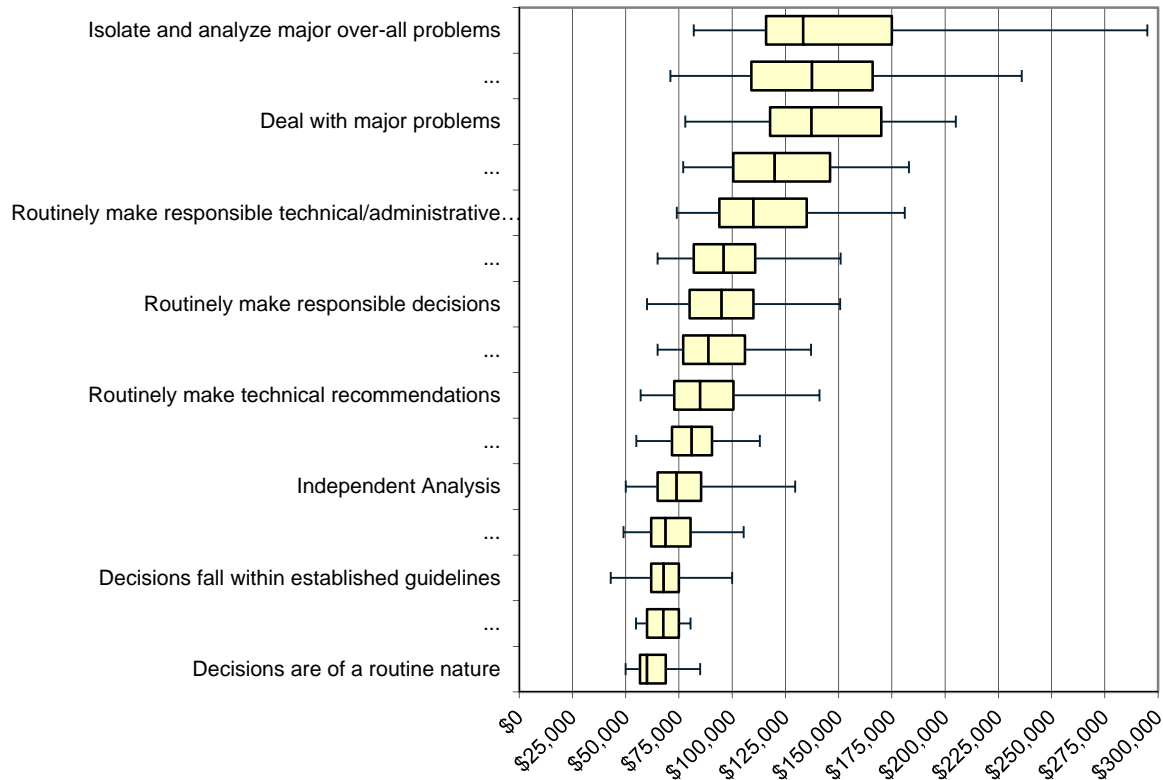
Experience (E)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	79	4.0%	\$68,834	\$42,000	\$56,000	\$65,000	\$78,000	\$110,000
1 year	36	1.8%	\$68,149	\$24,000	\$60,000	\$62,916	\$75,000	\$109,000
1.5 years	79	4.0%	\$66,055	\$48,928	\$59,892	\$63,432	\$71,550	\$89,268
2 years	101	5.1%	\$71,960	\$45,500	\$62,790	\$68,700	\$80,000	\$110,160
3 years	132	6.6%	\$77,939	\$54,100	\$65,000	\$73,470	\$87,680	\$110,900
4 years	136	6.8%	\$81,433	\$60,613	\$70,860	\$78,000	\$86,750	\$117,956
5 years	165	8.3%	\$83,255	\$60,000	\$72,700	\$80,000	\$92,000	\$120,000
6 years	130	6.5%	\$97,788	\$69,000	\$79,600	\$90,000	\$102,500	\$125,000
7-8 years	193	9.7%	\$98,072	\$70,400	\$86,000	\$96,000	\$109,424	\$139,600
9-10 years	174	8.7%	\$107,469	\$75,000	\$93,900	\$103,500	\$121,165	\$150,000
11-12 years	133	6.7%	\$124,734	\$76,400	\$98,600	\$115,000	\$130,000	\$175,000
13-14 years	84	4.2%	\$117,369	\$89,200	\$100,481	\$110,419	\$128,350	\$165,000
15-17 years	145	7.3%	\$125,597	\$85,000	\$106,000	\$123,000	\$140,000	\$170,000
18-20 years	79	4.0%	\$157,796	\$90,014	\$110,000	\$135,000	\$171,000	\$246,000

21-24 years	95	4.8%	\$152,639	\$83,000	\$114,000	\$140,000	\$175,000	\$200,950
25+ years	235	11.8%	\$154,842	\$88,865	\$125,000	\$150,000	\$179,262	\$250,000

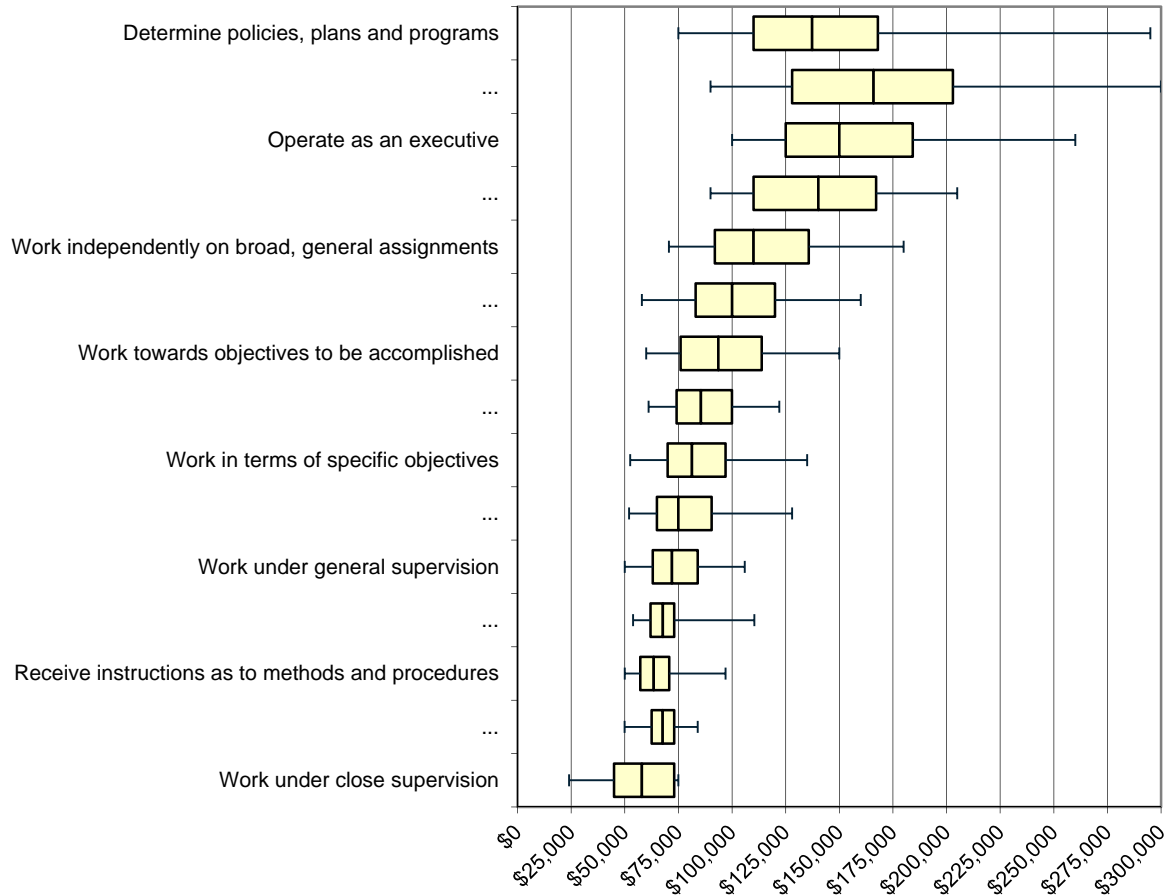
Decisions (De)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	16	0.8%	\$64,120	\$49,920	\$56,736	\$60,000	\$68,832	\$85,000
...	23	1.2%	\$69,425	\$54,846	\$60,000	\$67,700	\$75,000	\$80,484
Decisions fall within established guidelines	98	4.9%	\$70,727	\$43,000	\$62,000	\$67,835	\$75,000	\$100,000
...	108	5.4%	\$72,303	\$49,000	\$61,992	\$68,755	\$80,429	\$105,427
Independent Analysis	116	5.8%	\$76,867	\$50,000	\$65,000	\$73,900	\$85,400	\$129,600
...	117	5.9%	\$92,236	\$55,000	\$71,760	\$81,000	\$90,500	\$113,000
Routinely make technical recommendations	169	8.5%	\$96,026	\$57,000	\$72,800	\$85,000	\$100,600	\$141,000
...	185	9.3%	\$93,641	\$65,000	\$77,000	\$88,841	\$105,970	\$137,000
Routinely make responsible decisions	188	9.4%	\$101,119	\$60,000	\$80,000	\$95,000	\$110,000	\$150,730
...	121	6.1%	\$100,619	\$65,000	\$82,000	\$96,000	\$110,800	\$150,960
Routinely make responsible technical/ administrative decisions	288	14.4%	\$118,850	\$74,000	\$94,000	\$110,000	\$135,000	\$181,060
...	232	11.6%	\$124,566	\$77,000	\$100,556	\$120,000	\$145,950	\$183,000

Deal with major problems	217	10.9%	\$143,594	\$78,000	\$117,833	\$137,265	\$170,000	\$205,000
...	48	2.4%	\$142,405	\$71,000	\$109,000	\$137,500	\$166,000	\$236,000
Isolate and analyze major over-all problems	70	3.5%	\$155,721	\$82,000	\$115,927	\$133,318	\$175,000	\$295,000

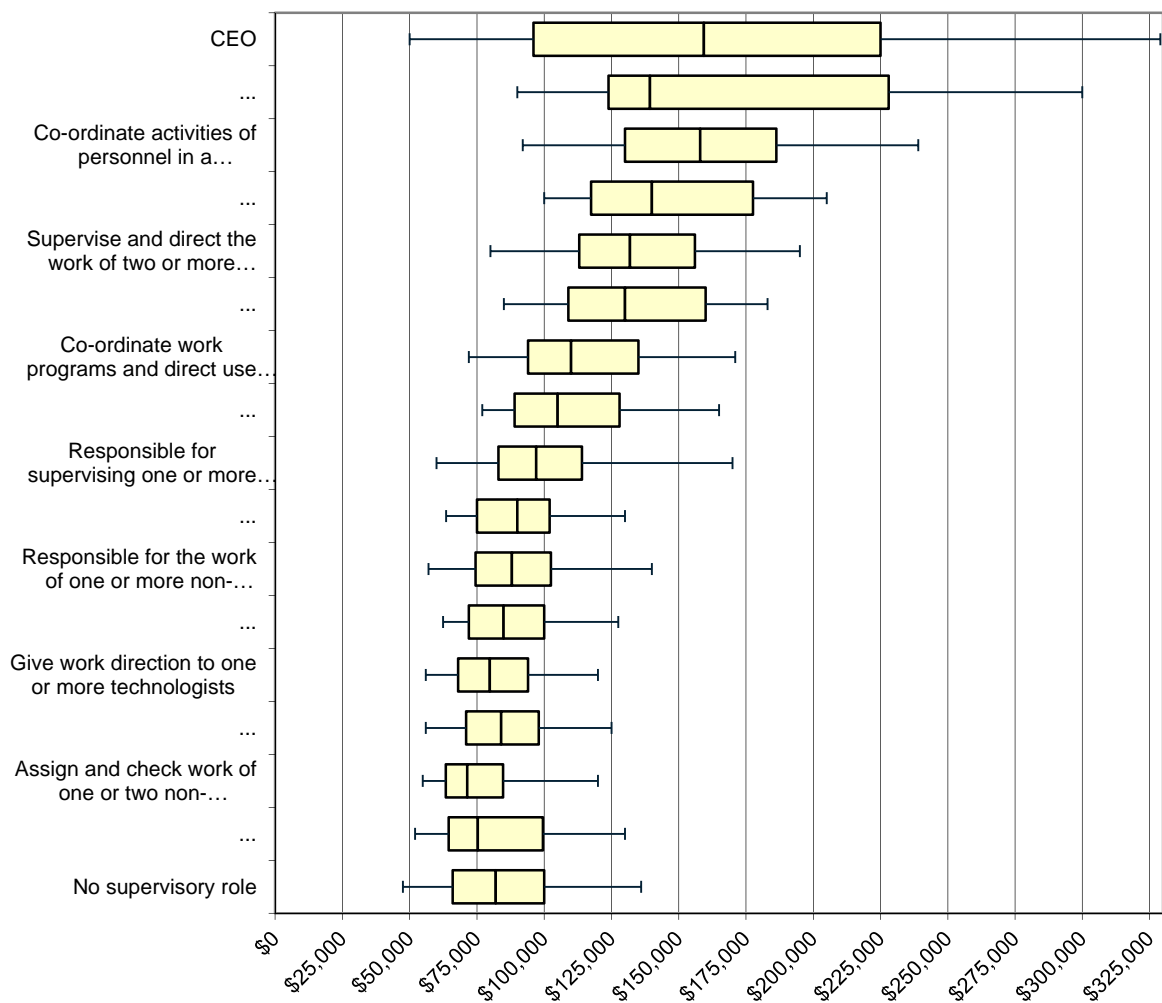
Supervision Received (Sr)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision*								
...*								
Receive instructions as to methods and procedures	28	1.4%	\$66,077	\$50,000	\$57,189	\$63,500	\$70,750	\$97,000
...	35	1.8%	\$71,264	\$53,857	\$62,000	\$67,700	\$73,000	\$110,400
Work under general supervision	149	7.5%	\$74,270	\$50,000	\$63,000	\$72,000	\$84,000	\$105,955
...	119	6.0%	\$79,049	\$52,000	\$65,000	\$75,000	\$90,500	\$128,000
Work in terms of specific objectives	151	7.6%	\$90,325	\$52,500	\$70,000	\$81,300	\$97,000	\$135,000
...	124	6.2%	\$87,110	\$61,115	\$74,163	\$85,500	\$99,980	\$122,000

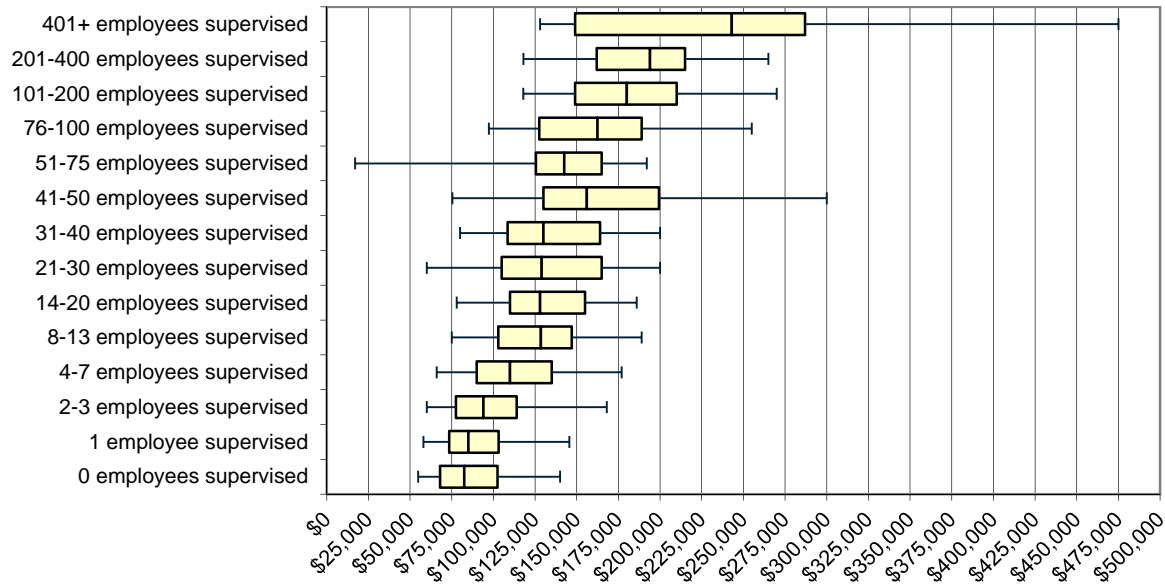
Work towards objectives to be accomplished	301	15.1%	\$104,491	\$60,000	\$76,000	\$93,600	\$113,858	\$150,000
...	279	14.0%	\$103,399	\$58,000	\$83,000	\$100,000	\$120,000	\$160,000
Work independently on broad, general assignments	496	24.8%	\$117,317	\$70,574	\$92,000	\$110,000	\$135,750	\$180,000
...	148	7.4%	\$143,561	\$90,000	\$110,000	\$140,222	\$167,136	\$205,000
Operate as an executive	84	4.2%	\$161,202	\$100,000	\$125,000	\$150,000	\$184,250	\$260,000
...	18	0.9%	\$173,164	\$90,000	\$128,000	\$166,000	\$203,000	\$300,000
Determine policies, plans and programs	48	2.4%	\$149,679	\$75,000	\$110,000	\$137,300	\$168,000	\$295,000

Leadership Authority (L)



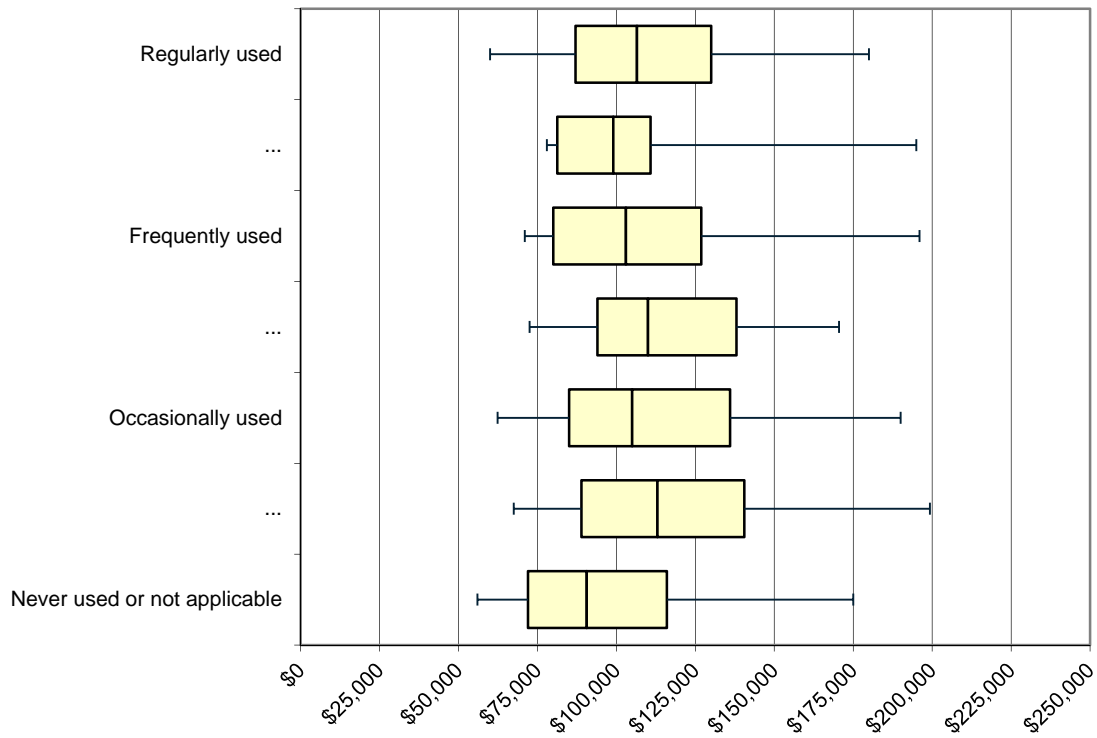
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	263	13.2%	\$85,922	\$47,500	\$66,000	\$82,000	\$100,000	\$136,000
...	170	8.5%	\$82,714	\$52,000	\$64,500	\$75,342	\$99,500	\$130,000
Assign and check work of one or two non-professionals	94	4.7%	\$76,130	\$54,846	\$63,432	\$71,380	\$84,700	\$120,000
...	83	4.2%	\$86,102	\$56,000	\$71,000	\$84,000	\$98,000	\$125,000
Give Work Direction to one or more technologists	125	6.3%	\$83,229	\$56,000	\$68,000	\$79,800	\$94,000	\$120,000
...	117	5.9%	\$88,142	\$62,400	\$72,000	\$84,900	\$100,000	\$127,500
Responsible for the work of one or more non-professional assistants	72	3.6%	\$91,902	\$57,000	\$74,500	\$88,000	\$102,500	\$140,000
...	101	5.1%	\$102,077	\$63,568	\$75,000	\$90,000	\$102,000	\$130,000
Responsible for supervising one or more junior professionals	127	6.4%	\$112,470	\$60,000	\$83,000	\$97,000	\$114,000	\$170,000
...	161	8.1%	\$117,153	\$77,000	\$89,000	\$105,000	\$128,000	\$165,000
Co-ordinate work programs and direct use of materials, equipment and personnel	223	11.2%	\$114,494	\$72,000	\$94,000	\$110,000	\$135,000	\$171,000
...	143	7.2%	\$131,796	\$85,000	\$109,000	\$130,000	\$160,000	\$183,000
Supervise and direct the work of two or more major functions in the organization	111	5.6%	\$135,620	\$80,000	\$113,000	\$131,858	\$156,000	\$195,000
...	59	3.0%	\$148,559	\$100,000	\$117,411	\$140,000	\$177,610	\$205,000
Co-ordinate activities of personnel in a significant group	100	5.0%	\$157,959	\$92,000	\$130,000	\$158,000	\$186,250	\$239,000
...	32	1.6%	\$173,993	\$90,000	\$123,900	\$139,280	\$228,000	\$300,000
CEO	15	0.8%	\$168,057	\$50,000	\$96,000	\$159,360	\$225,000	\$329,000

Supervision Scope (S)



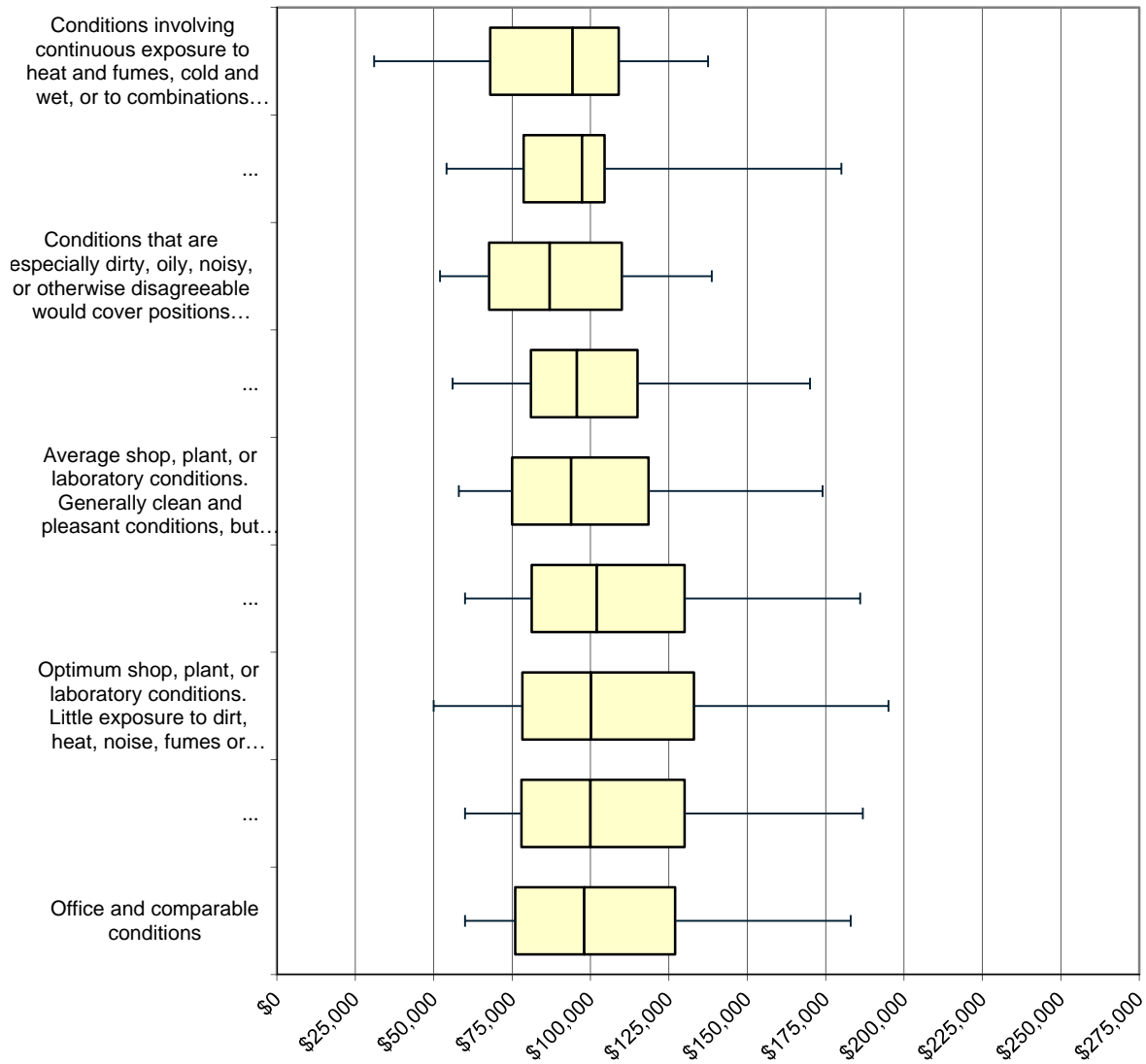
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	714	35.8%	\$89,428	\$54,846	\$68,000	\$82,500	\$102,500	\$140,000
1 employee supervised	207	10.4%	\$91,116	\$58,000	\$73,440	\$85,000	\$103,135	\$145,600
2-3 employees supervised	374	18.7%	\$101,007	\$60,000	\$77,500	\$94,000	\$114,000	\$168,000
4-7 employees supervised	275	13.8%	\$117,633	\$66,000	\$90,000	\$110,000	\$135,000	\$177,000
8-13 employees supervised	146	7.3%	\$128,322	\$75,000	\$103,000	\$128,500	\$147,000	\$189,000
14-20 employees supervised	85	4.3%	\$132,008	\$78,000	\$110,000	\$128,000	\$155,000	\$186,000
21-30 employees supervised	54	2.7%	\$131,823	\$60,000	\$105,000	\$129,000	\$165,000	\$200,000
31-40 employees supervised	27	1.4%	\$135,517	\$80,000	\$108,500	\$130,000	\$164,000	\$200,000
41-50 employees supervised	19	1.0%	\$199,442	\$75,369	\$130,000	\$156,000	\$199,290	\$300,000
51-75 employees supervised	28	1.4%	\$135,613	\$17,000	\$125,500	\$142,500	\$165,000	\$192,000
76-100 employees supervised	20	1.0%	\$163,423	\$97,269	\$127,500	\$162,500	\$189,000	\$255,000
101-200 employees supervised	21	1.1%	\$187,494	\$117,892	\$149,000	\$180,000	\$210,000	\$270,000
201-400 employees supervised	14	0.7%	\$195,214	\$118,000	\$162,000	\$194,000	\$215,000	\$265,000
401+ employees supervised	12	0.6%	\$227,939	\$128,000	\$149,000	\$243,000	\$287,000	\$475,000

Use of Professional Seal



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	1229	61.6%	\$100,753	\$56,000	\$72,000	\$90,598	\$116,006	\$175,000
...	272	13.6%	\$118,779	\$67,500	\$88,921	\$113,000	\$140,500	\$199,290
Occasionally used	236	11.8%	\$117,752	\$62,400	\$85,000	\$105,000	\$136,000	\$190,000
...	83	4.2%	\$117,816	\$72,500	\$94,000	\$110,000	\$138,000	\$170,500
Frequently used	74	3.7%	\$121,429	\$71,000	\$80,000	\$103,000	\$126,880	\$196,000
...	14	0.7%	\$103,479	\$78,000	\$81,300	\$99,000	\$110,800	\$195,000
Regularly used	88	4.4%	\$110,183	\$60,000	\$87,035	\$106,500	\$130,000	\$180,000

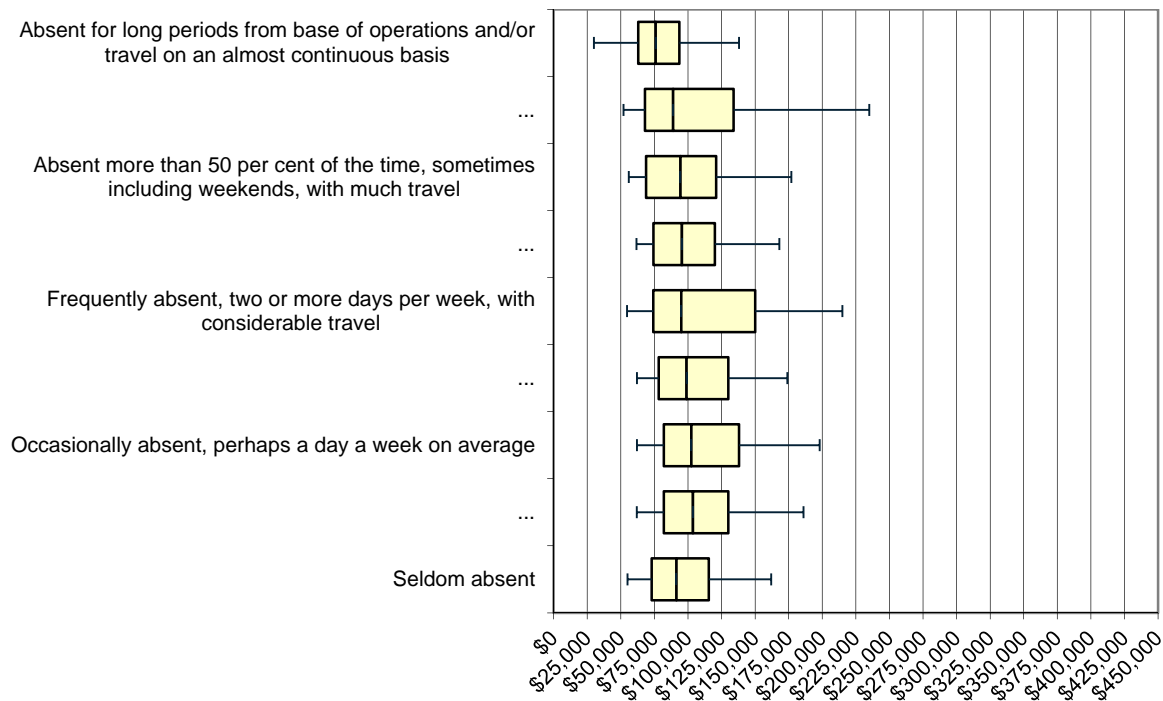
Job Environment (J)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	631	31.6%	\$106,413	\$60,000	\$76,000	\$98,000	\$127,000	\$183,000
...	471	23.6%	\$113,958	\$60,000	\$78,000	\$100,000	\$130,000	\$186,868
Optimum shop, plant, or laboratory conditions	192	9.6%	\$108,225	\$50,000	\$78,250	\$100,200	\$132,960	\$195,000
...	119	6.0%	\$108,240	\$60,000	\$81,270	\$102,000	\$130,000	\$186,000
Average shop, plant, or laboratory conditions	349	17.5%	\$102,244	\$58,000	\$75,000	\$93,814	\$118,500	\$174,000
...	129	6.5%	\$109,100	\$56,000	\$81,000	\$95,680	\$115,000	\$170,000

Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	70	3.5%	\$90,518	\$52,000	\$67,670	\$87,000	\$110,000	\$138,700
...	15	0.8%	\$97,136	\$54,100	\$78,650	\$97,300	\$104,500	\$180,000
Conditions involving continuous exposure to heat and fumes, cold and wet, or to combinations of other disagreeable factors	20	1.0%	\$90,055	\$31,000	\$68,000	\$94,300	\$109,000	\$137,500

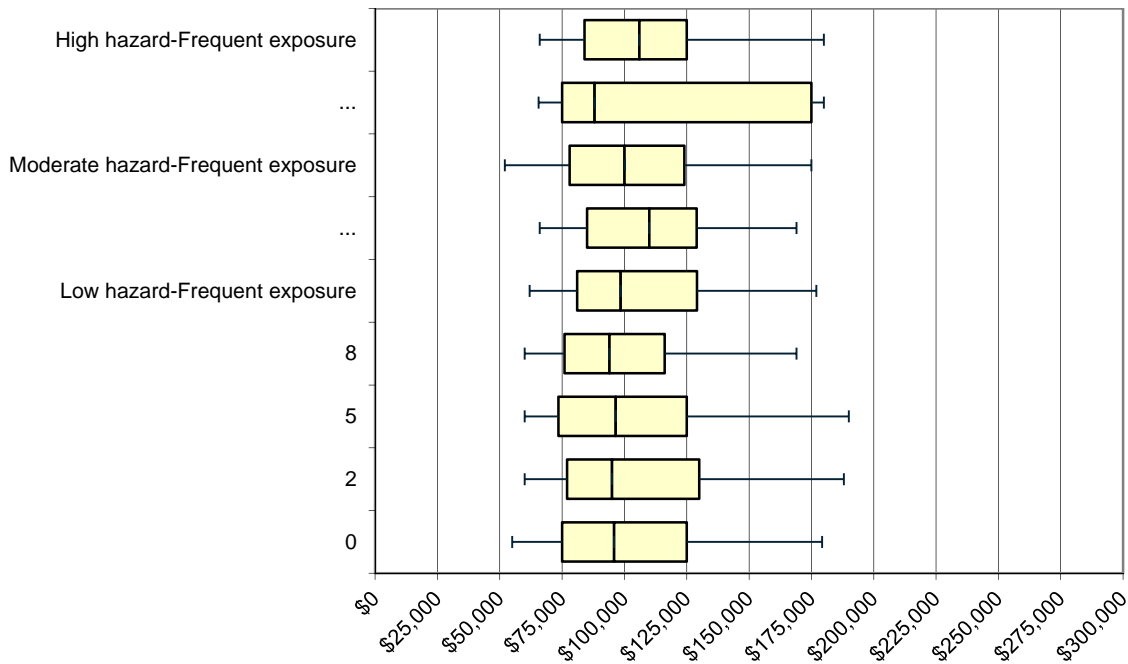
Absence from Base (A)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	749	37.5%	\$96,597	\$55,000	\$73,000	\$91,500	\$115,520	\$162,000
...	546	27.4%	\$114,398	\$61,900	\$82,000	\$103,674	\$130,000	\$186,000
Occasionally absent, perhaps a day a week on average	325	16.3%	\$116,806	\$62,063	\$82,058	\$102,500	\$138,000	\$198,000
...	137	6.9%	\$108,671	\$62,000	\$78,243	\$99,000	\$130,000	\$174,000
Frequently absent, two or more days per week, with considerable travel	85	4.3%	\$115,636	\$54,684	\$74,200	\$95,000	\$150,000	\$215,000
...	49	2.5%	\$108,064	\$61,700	\$74,300	\$95,500	\$120,000	\$168,000
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	56	2.8%	\$116,607	\$56,000	\$68,850	\$94,407	\$121,000	\$177,000
...	19	1.0%	\$107,912	\$52,000	\$68,000	\$89,000	\$134,000	\$235,000

Absent for long periods from base of operations and/or travel on an almost continuous basis	30	1.5%	\$82,171	\$30,000	\$63,000	\$75,900	\$93,600	\$138,000
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Accident and Health Hazards (H)



Points (Risk Level)*	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 (Low)	612	30.7%	\$103,229	\$55,000	\$75,000	\$95,840	\$125,000	\$179,262
2	322	16.1%	\$107,150	\$60,000	\$77,000	\$95,000	\$130,000	\$188,000
5	442	22.1%	\$110,864	\$60,000	\$73,500	\$96,500	\$125,000	\$190,000
8	116	5.8%	\$99,448	\$60,000	\$75,937	\$94,000	\$116,143	\$169,000
10	322	16.1%	\$109,649	\$61,984	\$81,000	\$98,500	\$129,100	\$177,000
12	63	3.2%	\$119,098	\$66,000	\$85,000	\$110,000	\$129,000	\$169,000
15	101	5.1%	\$107,010	\$52,000	\$78,000	\$100,000	\$124,000	\$175,000
18*								
20 (High)	13	0.7%	\$108,812	\$66,000	\$84,000	\$106,000	\$125,000	\$180,000

*Not reported due to insufficient data

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

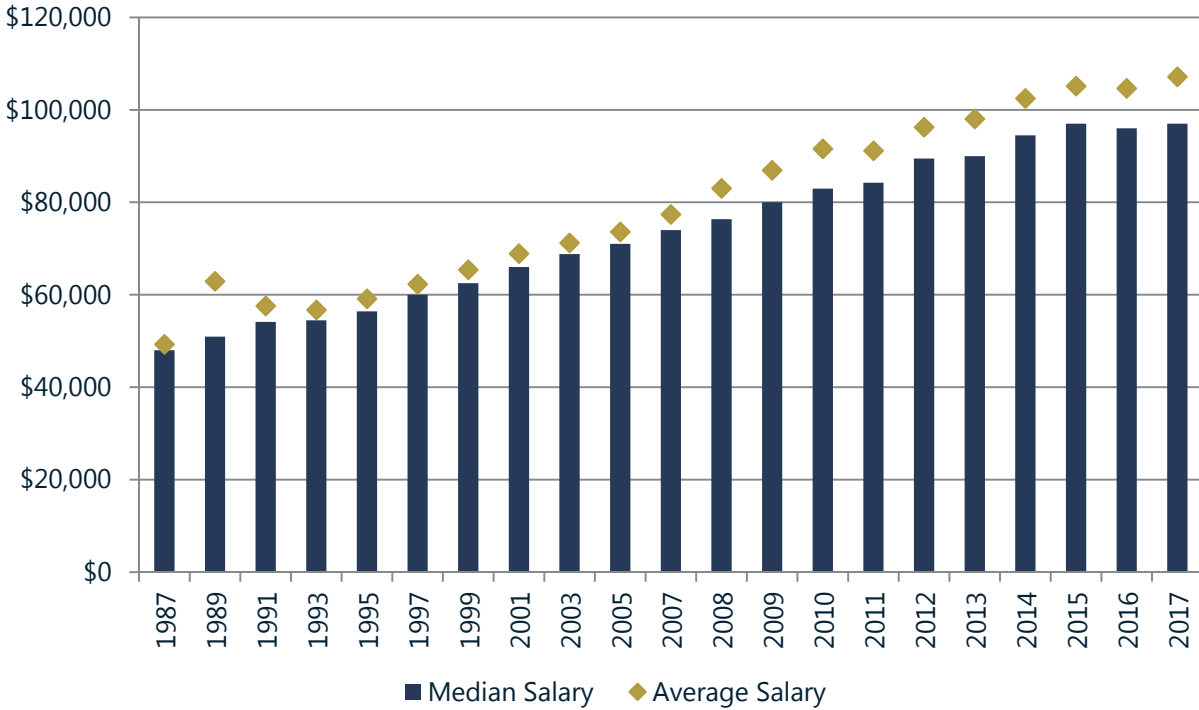
Low hazard-limited exposure	0
.....	2
Moderate hazard-limited exposure	5
.....	8
High hazard-limited exposure	10

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

Comparison Charts

Change in Salary

The average and median full-time salary increased by 2.4% and 1.0% respectively.

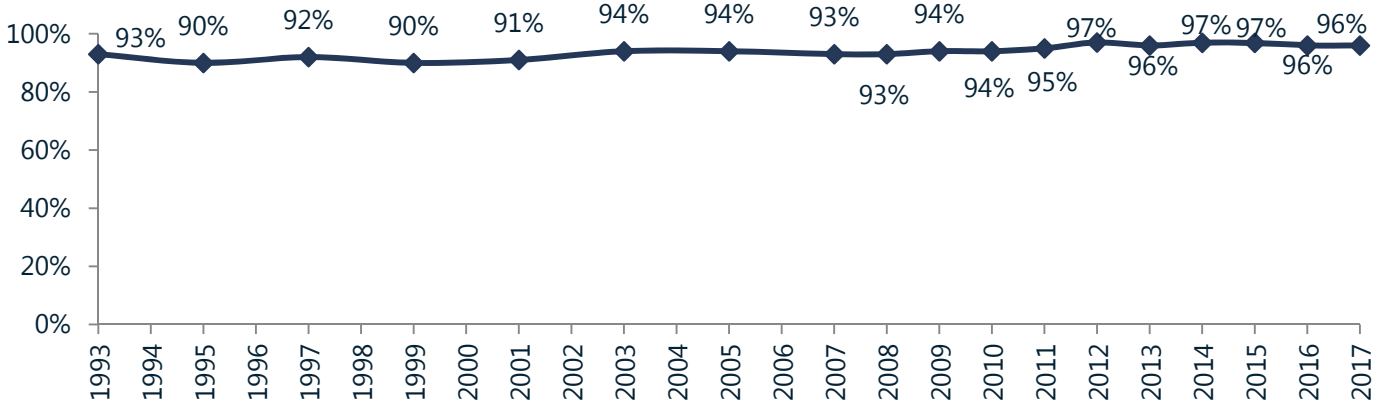


	Median Salary	Average Salary
1987	\$48,000	\$49,269
1989	\$50,928	\$62,887
1991	\$54,110	\$57,578
1993	\$54,480	\$56,703
1995	\$56,400	\$59,142
1997	\$60,000	\$62,266
1999	\$62,500	\$65,401
2001	\$66,000	\$68,877
2003	\$68,800	\$71,210
2005	\$71,008	\$73,607
2007	\$74,000	\$77,374
2008	\$76,352	\$83,025
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

Additional Benefits

Nearly all (96%) respondents indicated that their employer offers additional benefits.



Regression Analysis

General Analysis

A stepwise linear regression was used to find the best model for predicting salaries for engineers and geoscientists working in different industries. This process was used to:

- Identify key factors which predict salary as well as factors which are not related to salary
- Make the results independent of the different scales used to measure each factor
- Identify Boolean components (such as receipt of professional designation) influencing salary
- Create a linear formula with as much predictive power as possible

An overall formula was also produced which members of APEGS can easily use to estimate their salary. The formula for 2017 explains about 50 percent (48.2%) of variance in salary. Any model explaining at least 50% of the variance in the dependent variable can be considered an effective model. B-values are the raw numerical coefficients of each variable. Since the scales for each variable are different, the beta values are a better measure of relative importance of factors within the model.

Factor	Coefficient (B)	Relative importance (Beta)
(Constant)	57315	
Duties (D)	157	0.210
Experience (E)	308	0.281
Supervision Scope (S)	810	0.188
Receipt of professional designation	7998	0.064

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

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

$$S_E = S_e = 157 * D + 308 * E + 810 * S + 57,315$$

Add 7,998 if you have acquired professional status within your field (P.Eng. or P.Geo.)