



A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

2025

Salary Survey



insightrix



Results Summary

Sample Statistics

- A total 1,504 members of APEGS completed the survey from February 12 to March 10, 2025. Of those, 1,472 are employed full-time as engineers or geoscientists.

Salary Statistics (Full-time Employees)

- The average salary (not including bonus) is \$121,280 (up 0.5% from \$120,690 in 2024).
- The median salary (not including bonus) is \$111,725 (down 0.2% from \$112,000 in 2024).
- Fifty percent of salaries fall between \$86,925 and \$146,332.
- Ninety percent of salaries fall between \$69,000 and \$204,500.

Additional Income

- Over two thirds (67.7%) of members who participated in the survey report receiving bonuses. This is consistent with previous findings (69.3% in 2024).
- The median bonus is \$5,000, including those who receive none, representing a decrease from previous results (\$6,500 in 2024).

Overall Statistics

- Nearly all respondents (95.4%) indicated their employer pays for benefits (including pension plan, sickness and disability insurance, life insurance, health plan, and dental plan).
- Almost nine in ten (89.3%) indicated their employer pays for their participation in professional development activities (such as paid leave travel expenses, course fees, and/or course materials).
- 93.0% mentioned that their employer pays for APEGS annual dues.
- 21% have permission to consult.
- Overall, 21.0% of responding members are women with approximately one quarter (25.7%) having five years of experience or less in their profession.
- Nearly all respondents work full-time (97.9%).



Differences by Industry, Sector and Discipline

- The median salary for full-times employees in the public sector is \$114,750 while the median salary in the private sector is \$109,500.
- Highest paying discipline: Geological/Mining/Petroleum (Median: \$130,000).
- Highest paying industry: Resource Industry Except Oil & Gas (Median: \$142,000).
- Highest paying job function: Corporate Management (Median: \$170,000).

Regression Analysis

- Professional designation (P.Eng. and/or P.Geo.), supervision scope, and job environment are the top three predictors of salary.



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INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In February 2025, the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contracted Insightrix Research to conduct a salary survey of their members. The survey inquired about base salary for the 2024 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 Insightrix with a contact list of 7,465 members, including professional engineers, professional geoscientists, engineers-in-training, geoscientists-in-training, and limited members. Insightrix invited members to participate in the study via email, which included a unique link for each member to provide their responses. Surveys were completed between February 12 and March 10, 2025. A total of 1,504 members completed the survey representing a 23% 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:

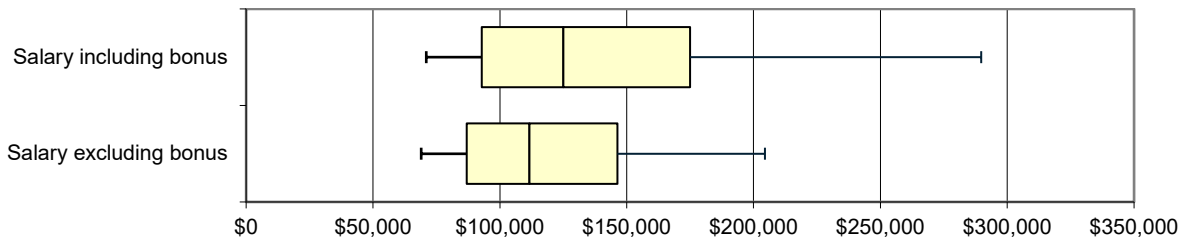
Percentiles 75 and 25
 (High and Low Quartiles)
Beige Boxes

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)



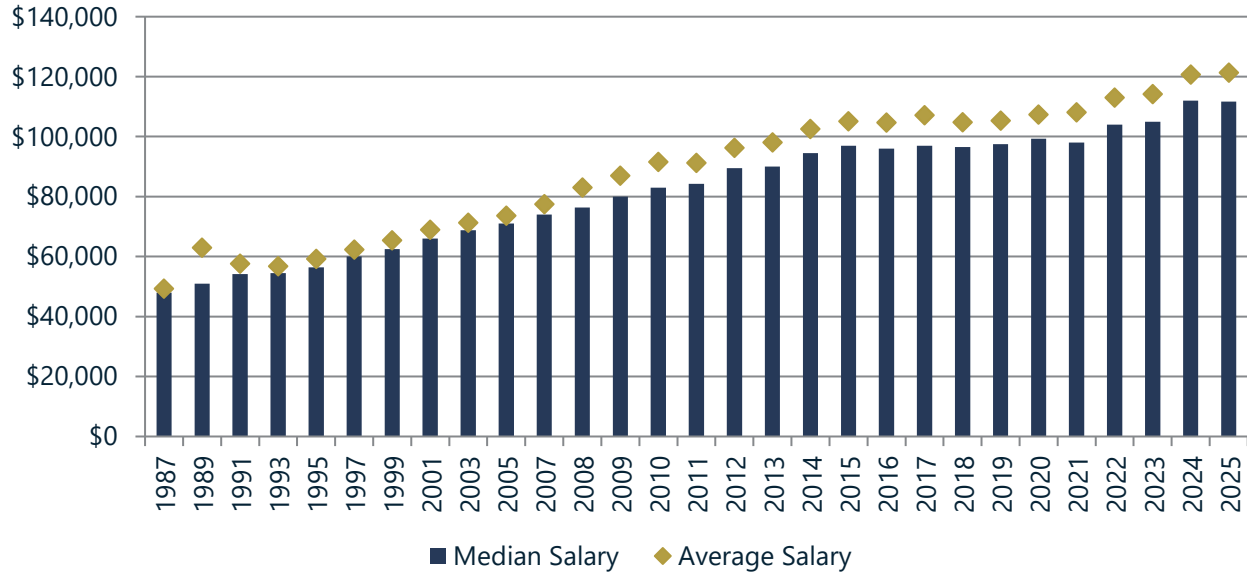
Total Salary (Full-Time and Part-Time)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Full time position	Base Salary	1,468	97.9%	\$121,280	\$69,000	\$86,925	\$111,725	\$146,332	\$204,500
	Salary incl. bonus			\$145,870	\$71,000	\$92,813	\$125,000	\$175,000	\$289,744
Part time position, self employed, casual etc. and not full time	Base Salary	32	2.1%	\$118,185	\$45,000	\$70,711	\$109,000	\$170,000	\$218,000
	Salary incl. bonus			\$148,635	\$55,000	\$86,250	\$117,000	\$195,500	\$379,236
Total	Base Salary	1,500	100.0%	\$121,214	\$68,000	\$86,900	\$111,725	\$146,927	\$204,500
	Salary incl. bonus			\$145,929	\$70,035	\$92,729	\$124,380	\$175,750	\$292,714



Change in Salary

In 2025, the average salary increased by 0.5% and the median salary decreased by 0.2%.



	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

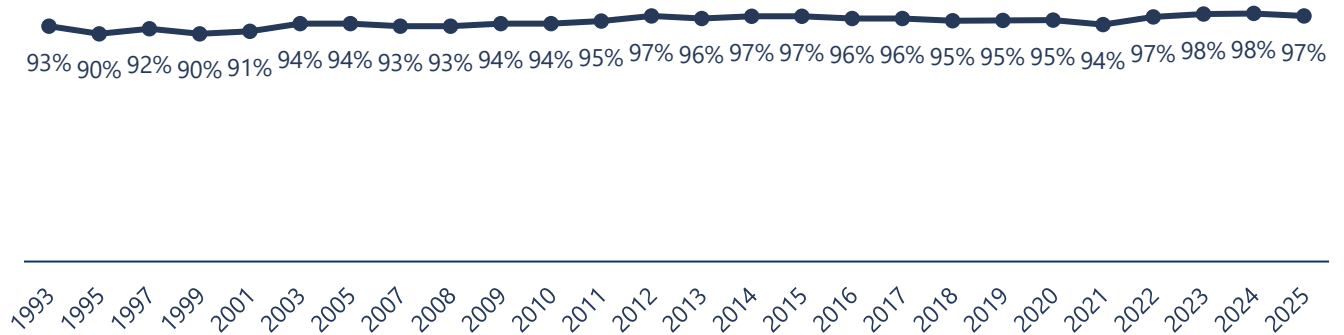
Employer Paid Benefits

		Yes	No/NA+	Total
Employer Paid Benefits (Pension plan, sickness, life insurance, etc.)	Count	1,435	69	1,504
	Percent	95.4%	4.6%	100.0%
Employer Paid Benefits (Professional Development activities)	Count	1,343	161	1,504
	Percent	89.3%	10.7%	100.0%
Does your employer pay for your APEGS annual dues?	Count	1,399	105	1,504
	Percent	93.0%	7.0%	100.0%
Does your employer pay for you to attend the APEGS Annual Meeting?	Count	269	1235	1504
	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.

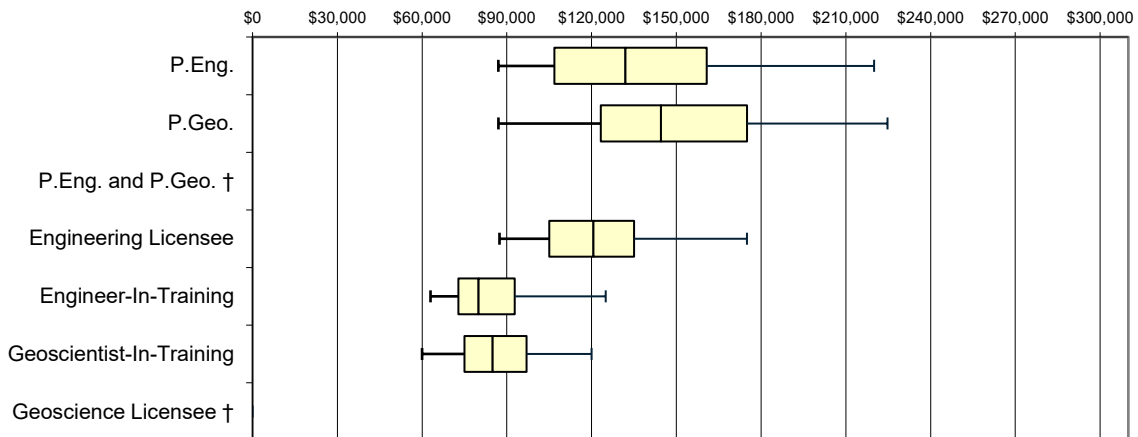
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
1976 & Prior†								
1977†								
1978†								
1979†								
1980†								
1981†								
1982†								
1983†								
1984†								
1985†								
1986†								
1987	12	0.9%	\$178,751	\$105,200	\$157,500	\$177,500	\$202,898	\$229,500
1988†								
1989†								
1990†								
1991†								
1992†								
1993†								
1994	12	0.9%	\$167,880	\$112,000	\$136,551	\$160,500	\$179,668	\$290,000
1995	15	1.1%	\$169,882	\$80,000	\$134,000	\$175,000	\$208,000	\$250,000
1996	19	1.4%	\$182,305	\$105,000	\$142,000	\$185,000	\$210,000	\$293,000
1997	11	0.8%	\$166,295	\$80,000	\$120,000	\$160,000	\$175,000	\$283,250
1998	19	1.4%	\$162,167	\$80,000	\$135,000	\$162,400	\$180,000	\$280,000
1999	22	1.6%	\$146,727	\$96,000	\$120,000	\$135,000	\$160,000	\$250,000
2000	20	1.4%	\$163,843	\$105,250	\$122,189	\$151,000	\$186,500	\$273,750
2001	34	2.4%	\$151,273	\$87,000	\$122,600	\$156,000	\$176,533	\$205,960
2002	27	1.9%	\$147,504	\$84,000	\$112,000	\$147,000	\$172,000	\$204,500
2003	24	1.7%	\$144,459	\$68,000	\$114,577	\$145,468	\$179,025	\$205,000
2004	27	1.9%	\$142,995	\$73,000	\$110,000	\$144,000	\$171,000	\$220,000
2005	36	2.6%	\$149,466	\$75,000	\$120,340	\$151,500	\$180,000	\$228,247
2006	41	2.9%	\$142,743	\$84,000	\$115,000	\$145,000	\$168,932	\$202,000
2007	38	2.7%	\$138,344	\$76,000	\$120,838	\$136,000	\$158,871	\$208,000
2008	59	4.2%	\$139,186	\$79,000	\$110,000	\$140,333	\$162,815	\$225,000
2009	53	3.8%	\$131,528	\$78,000	\$103,000	\$127,000	\$155,275	\$208,312
2010	46	3.3%	\$144,355	\$82,000	\$118,000	\$139,660	\$165,918	\$215,000
2011	54	3.8%	\$124,175	\$75,600	\$103,000	\$127,250	\$144,000	\$165,000
2012	65	4.6%	\$122,897	\$85,250	\$103,234	\$125,186	\$138,000	\$164,644
2013	59	4.2%	\$124,264	\$80,000	\$101,175	\$125,237	\$142,000	\$155,000
2014	53	3.8%	\$111,933	\$77,600	\$95,700	\$110,500	\$126,000	\$166,000



2015	68	4.8%	\$116,529	\$80,000	\$96,790	\$108,500	\$131,886	\$170,000
2016	41	2.9%	\$112,124	\$73,000	\$95,000	\$106,500	\$129,500	\$166,000
2017	56	4.0%	\$102,265	\$68,000	\$86,060	\$100,000	\$115,675	\$150,000
2018	69	4.9%	\$96,178	\$65,000	\$84,000	\$97,500	\$105,000	\$129,000
2019	68	4.8%	\$95,620	\$70,024	\$81,319	\$90,293	\$103,750	\$130,000
2020	57	4.1%	\$91,094	\$62,985	\$77,981	\$89,291	\$97,000	\$130,000
2021	52	3.7%	\$83,858	\$64,000	\$74,425	\$80,000	\$87,405	\$113,000
2022	55	3.9%	\$83,045	\$65,000	\$73,500	\$80,850	\$90,000	\$105,000
2023	62	4.4%	\$76,138	\$60,000	\$69,000	\$75,328	\$81,000	\$98,000
2024	56	4.0%	\$75,087	\$61,500	\$68,272	\$72,900	\$79,934	\$90,000
2025†								

† Data suppressed due to sample size < 10

Salary by Professional Designation (Full-Time Employees)

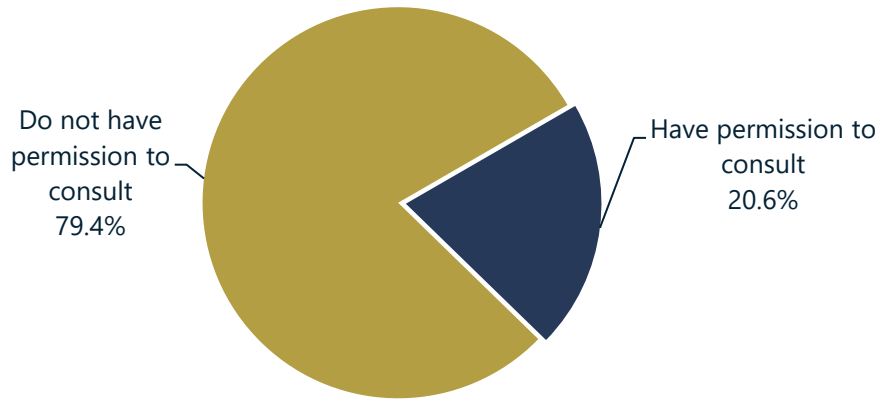


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
P.Eng.	877	59.7%	\$138,789	\$87,000	\$106,810	\$132,000	\$160,795	\$220,000
P.Geo.	80	5.4%	\$147,915	\$87,025	\$123,250	\$144,500	\$175,000	\$224,750
P.Eng. and P.Geo.†								
Engineering Licensee	14	1.0%	\$120,821	\$87,401	\$105,000	\$120,697	\$135,000	\$175,000
Engineer-in-Training	442	30.1%	\$84,976	\$62,985	\$72,800	\$80,000	\$92,784	\$125,000
Geoscientist-in-Training	45	3.1%	\$87,607	\$60,000	\$75,000	\$85,000	\$97,000	\$120,000
Geo Licensee†								

† Data suppressed due to sample size < 10



Permission to Consult

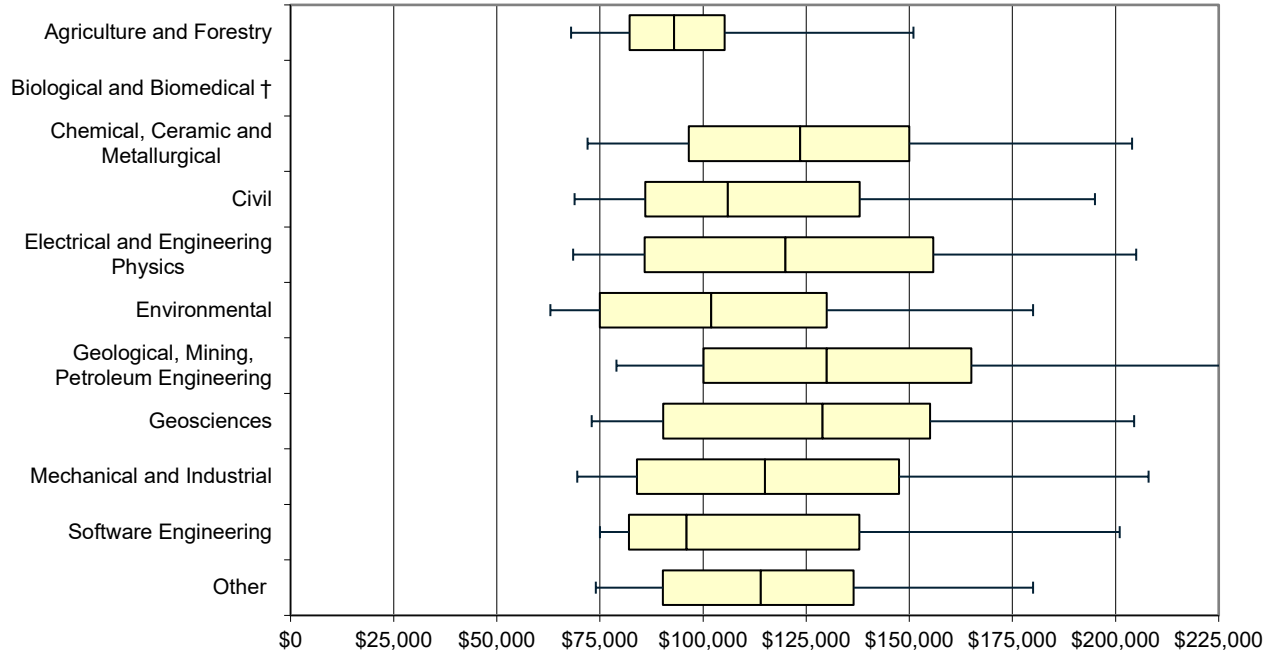


Salary by Permission to Consult – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Have permission to consult	Five years or less	37	12.7%	\$98,090	\$65,000	\$75,000	\$88,000	\$98,000	\$200,000
	6 to 10 years	60	20.5%	\$108,414	\$84,820	\$93,075	\$101,440	\$112,550	\$169,500
	11 to 20 years	118	40.4%	\$141,088	\$85,000	\$122,976	\$138,160	\$163,000	\$202,000
	More than 20 years	77	26.4%	\$170,855	\$112,000	\$144,864	\$162,805	\$187,000	\$271,000
	Total	292	100.0%	\$136,775	\$75,000	\$101,160	\$132,500	\$163,600	\$220,000
Do not have permission to consult	Five years or less	419	35.6%	\$85,164	\$62,400	\$73,500	\$81,000	\$94,000	\$120,000
	6 to 10 years	250	21.3%	\$109,841	\$75,000	\$93,697	\$105,495	\$128,500	\$151,000
	11 to 20 years	354	30.1%	\$137,599	\$82,000	\$112,000	\$135,000	\$158,000	\$208,000
	More than 20 years	153	13.0%	\$171,550	\$108,000	\$140,000	\$167,000	\$195,800	\$250,000
	Total	1,176	100.0%	\$117,433	\$68,000	\$83,767	\$106,000	\$142,000	\$202,000



Salary by Discipline of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Agriculture and Forestry	29	2.0%	\$99,246	\$68,000	\$82,160	\$93,000	\$105,230	\$151,000
Biological and Biomedical †								
Chemical, Ceramic and Metallurgical	64	4.4%	\$125,553	\$72,000	\$96,500	\$123,550	\$150,000	\$204,000
Civil	329	22.4%	\$115,698	\$68,850	\$86,000	\$106,000	\$138,000	\$195,000
Electrical and Engineering Physics	219	14.9%	\$125,155	\$68,500	\$85,843	\$120,000	\$155,820	\$205,000
Environmental	109	7.4%	\$106,904	\$62,985	\$75,000	\$102,000	\$130,000	\$180,000
Geological, Mining, Petroleum Engineering	135	9.2%	\$140,390	\$79,000	\$100,104	\$130,000	\$165,000	\$240,000
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	97	6.6%	\$129,116	\$73,000	\$90,314	\$129,000	\$155,000	\$204,500
Mechanical and Industrial	345	23.5%	\$122,138	\$69,500	\$84,000	\$115,000	\$147,500	\$208,000



Software Engineering	35	2.4%	\$112,457	\$75,000	\$82,000	\$96,000	\$137,897	\$201,000
Other	104	7.1%	\$117,426	\$74,000	\$90,250	\$114,000	\$136,500	\$180,000

† 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	34.5%	65.5%
Biological and Biomedical	0.0%	100.0%
Chemical, Ceramic and Metallurgical	93.8%	6.3%
Civil	79.5%	20.5%
Electrical and Engineering Physics	95.4%	4.6%
Environmental	68.8%	31.2%
Geological, Mining, Petroleum Engineering	50.0%	50.0%
Geosciences: (Geology, Geophysics, Geochemistry, Hydrogeology)	88.7%	11.3%
Mechanical and Industrial	87.3%	12.7%
Software Engineering	57.1%	42.9%
Other	24.0%	76.0%

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	12	41.4%	\$95,186	\$78,000	\$81,775	\$93,218	\$97,695	\$151,000
	11 - 20 years†								
	More than 20 years†								
	Total	29	100.0%	\$99,246	\$68,000	\$82,160	\$93,000	\$105,230	\$151,000
Chemical, Ceramic and Metallurgical	5 or fewer years	24	37.5%	\$93,705	\$60,000	\$75,176	\$89,750	\$108,750	\$135,000
	6 - 10 years	14	21.9%	\$117,009	\$78,000	\$98,000	\$109,500	\$133,000	\$166,000



	11 - 20 years	20	31.3%	\$153,633	\$120,006	\$126,875	\$147,500	\$166,250	\$223,950
	More than 20 years†								
	Total	64	100.0%	\$125,553	\$72,000	\$96,500	\$123,550	\$150,000	\$204,000
Civil	5 or fewer years	85	25.8%	\$81,818	\$62,400	\$72,000	\$80,000	\$88,366	\$110,000
	6 - 10 years	86	26.1%	\$103,355	\$76,000	\$88,000	\$98,450	\$109,000	\$150,000
	11 - 20 years	105	31.9%	\$127,678	\$82,000	\$105,000	\$126,500	\$145,546	\$180,000
	More than 20 years	53	16.1%	\$166,330	\$110,942	\$135,000	\$157,500	\$182,624	\$260,000
	Total	329	100.0%	\$115,698	\$68,850	\$86,000	\$106,000	\$138,000	\$195,000
Electrical and Engineering Physics	5 or fewer years	70	32.0%	\$85,332	\$65,650	\$74,256	\$80,000	\$91,000	\$123,800
	6 - 10 years	33	15.1%	\$109,957	\$79,800	\$96,400	\$106,090	\$124,800	\$142,000
	11 - 20 years	74	33.8%	\$149,218	\$85,000	\$124,453	\$146,000	\$171,000	\$233,000
	More than 20 years	42	19.2%	\$161,069	\$108,000	\$135,000	\$158,750	\$180,000	\$223,000
	Total	219	100.0%	\$125,155	\$68,500	\$85,843	\$120,000	\$155,820	\$205,000
Environmental	5 or fewer years	43	39.4%	\$78,498	\$57,525	\$65,325	\$74,560	\$87,948	\$111,000
	6 - 10 years	20	18.3%	\$100,376	\$68,225	\$88,000	\$101,028	\$110,489	\$129,850
	11 - 20 years	36	33.0%	\$132,163	\$70,000	\$105,677	\$131,300	\$148,000	\$195,000
	More than 20 years	10	9.2%	\$151,180	\$105,000	\$130,000	\$153,000	\$163,800	\$199,000
	Total	109	100.0%	\$106,904	\$62,985	\$75,000	\$102,000	\$130,000	\$180,000
Geological, Mining, Petroleum Engineering	5 or fewer years	38	28.1%	\$97,443	\$70,000	\$83,600	\$96,000	\$103,890	\$126,500
	6 - 10 years	36	26.7%	\$124,081	\$86,700	\$102,000	\$124,000	\$143,322	\$170,000
	11 - 20 years	36	26.7%	\$159,369	\$96,500	\$136,389	\$156,500	\$180,575	\$230,000
	More than 20 years	25	18.5%	\$201,822	\$117,000	\$150,300	\$168,000	\$240,000	\$300,000
	Total	135	100.0%	\$140,390	\$79,000	\$100,104	\$130,000	\$165,000	\$240,000
Geosciences: (Geology,	5 or fewer years	31	32.0%	\$100,219	\$70,000	\$80,850	\$93,000	\$105,094	\$200,000

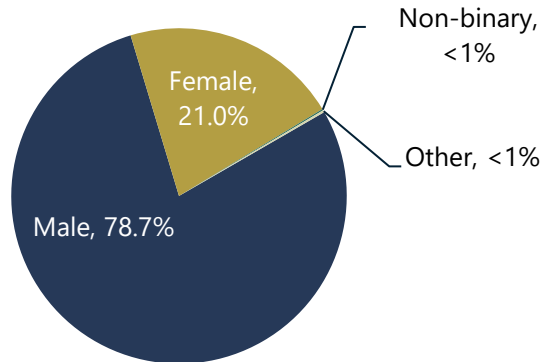


Geophysics, Geochemistry, Hydrogeology)	6 - 10 years	21	21.6%	\$120,057	\$75,000	\$96,000	\$129,000	\$136,000	\$150,000
	11 - 20 years	27	27.8%	\$141,392	\$50,000	\$120,000	\$148,000	\$165,918	\$220,000
	More than 20 years	18	18.6%	\$171,039	\$87,000	\$145,000	\$172,500	\$185,000	\$290,000
	Total	97	100.0%	\$129,116	\$73,000	\$90,314	\$129,000	\$155,000	\$204,500
Mechanical and Industrial	5 or fewer years	110	31.9%	\$84,709	\$66,250	\$72,500	\$78,418	\$88,500	\$126,000
	6 - 10 years	60	17.4%	\$110,610	\$70,200	\$94,478	\$107,500	\$128,845	\$143,900
	11 - 20 years	119	34.5%	\$138,397	\$88,484	\$110,500	\$138,000	\$160,211	\$215,000
	More than 20 years	56	16.2%	\$173,460	\$96,000	\$147,653	\$172,930	\$194,112	\$270,000
	Total	345	100.0%	\$122,138	\$69,500	\$84,000	\$115,000	\$147,500	\$208,000
Software, Computer Engineering	5 or fewer years	18	51.4%	\$86,567	\$65,000	\$77,000	\$83,857	\$94,500	\$127,000
	6 - 10 years†								
	11 - 20 years†								
	More than 20 years†								
	Total	35	100.0%	\$112,457	\$75,000	\$82,000	\$96,000	\$137,897	\$201,000
Other	5 or fewer years	29	27.9%	\$85,783	\$65,000	\$75,000	\$83,200	\$95,605	\$114,000
	6 - 10 years	22	21.2%	\$106,952	\$84,810	\$95,800	\$100,000	\$118,148	\$137,000
	11 - 20 years	38	36.5%	\$125,832	\$76,000	\$114,086	\$123,169	\$140,000	\$169,500
	More than 20 years	15	14.4%	\$172,673	\$93,600	\$145,000	\$173,056	\$180,000	\$264,000
	Total	104	100.0%	\$117,426	\$74,000	\$90,250	\$114,000	\$136,500	\$180,000

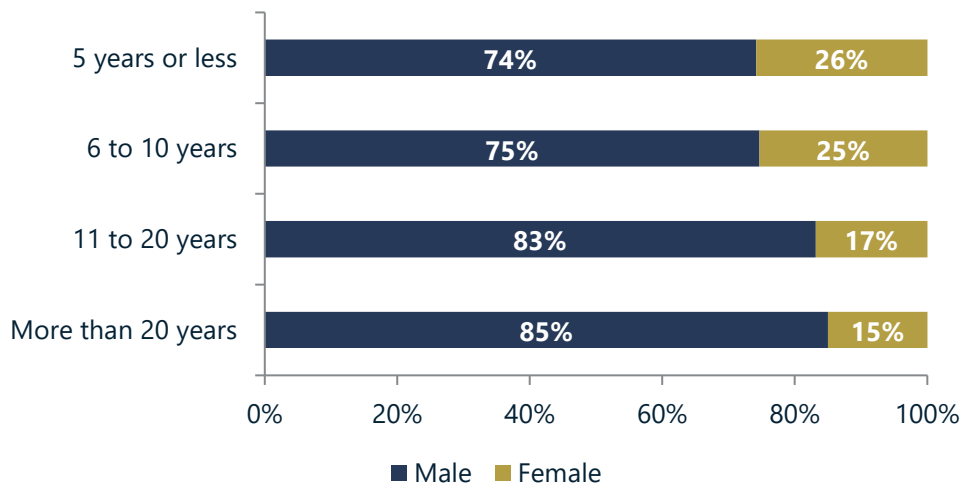
† Data suppressed due to sample size < 10, Biological/Biomedical not reported due to small sample size



Gender



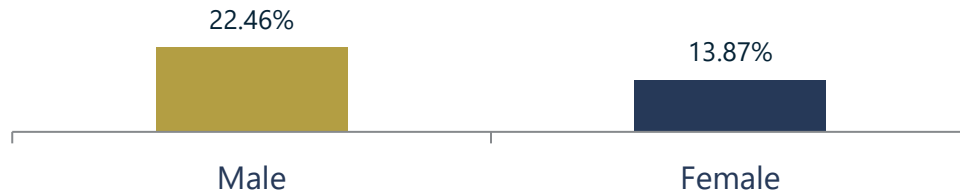
Experience by Gender





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	23	82%	\$100,166	\$68,000	\$82,160	\$93,436	\$120,873	\$151,000
	Female†								
Chemical, Ceramic and Metallurgical	Male	44	70%	\$125,675	\$75,705	\$96,500	\$123,550	\$148,750	\$202,000
	Female	19	30%	\$124,095	\$60,000	\$83,200	\$120,000	\$156,000	\$243,000
Civil	Male	260	80%	\$118,498	\$68,928	\$86,125	\$110,000	\$144,000	\$199,900
	Female	65	20%	\$105,119	\$66,500	\$85,000	\$98,000	\$110,000	\$182,624
Electrical and Engineering Physics	Male	185	88%	\$126,063	\$69,000	\$85,000	\$120,000	\$155,300	\$208,312
	Female	25	12%	\$113,564	\$72,000	\$86,900	\$104,608	\$148,600	\$170,000
Environmental	Male	56	52%	\$120,133	\$65,000	\$94,000	\$111,350	\$147,500	\$195,000
	Female	52	48%	\$93,484	\$58,501	\$70,000	\$86,107	\$111,075	\$163,800
Geological, Mining, Petroleum Engineering	Male	97	72%	\$142,333	\$76,790	\$102,000	\$133,000	\$165,000	\$234,000
	Female	37	28%	\$135,090	\$81,000	\$95,700	\$115,900	\$157,000	\$271,000
Geosciences	Male	62	68%	\$135,059	\$75,000	\$95,000	\$134,500	\$170,000	\$215,000
	Female	29	32%	\$116,679	\$68,000	\$85,000	\$110,000	\$139,000	\$180,000
Mechanical and Industrial	Male	298	88%	\$122,856	\$69,000	\$84,350	\$116,000	\$149,000	\$208,000
	Female	40	12%	\$109,912	\$69,509	\$79,475	\$104,500	\$133,750	\$203,702
Software, Computer Engineering	Male	32	94%	\$114,404	\$75,000	\$78,978	\$99,750	\$141,790	\$201,000
	Female†								
Other	Male	76	74%	\$121,174	\$73,000	\$93,773	\$117,500	\$140,000	\$180,000
	Female	27	26%	\$105,413	\$75,600	\$86,008	\$98,000	\$116,899	\$158,000

† 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	53.8%	\$73,464	\$62,400	\$68,000	\$70,720	\$76,500	\$83,600
	Female	18	46.2%	\$78,644	\$52,000	\$74,000	\$80,500	\$86,900	\$95,000
...	Male	38	73.1%	\$74,768	\$50,000	\$67,500	\$73,000	\$81,000	\$99,000
	Female	14	26.9%	\$79,744	\$60,000	\$68,197	\$79,625	\$86,900	\$105,000
More advanced stages of training and development	Male	80	70.8%	\$79,481	\$60,759	\$73,000	\$77,277	\$82,000	\$99,875
	Female	33	29.2%	\$80,945	\$66,500	\$70,000	\$79,300	\$86,214	\$109,000
...	Male	96	75.0%	\$85,845	\$67,142	\$75,000	\$82,000	\$95,750	\$110,000
	Female	32	25.0%	\$84,133	\$65,000	\$73,000	\$82,295	\$93,975	\$107,000
Fully qualified professional level	Male	127	80.4%	\$105,589	\$70,000	\$85,000	\$99,500	\$117,000	\$165,000
	Female	31	19.6%	\$99,526	\$55,000	\$82,500	\$98,500	\$110,000	\$160,000
...	Male	111	78.7%	\$116,852	\$80,925	\$90,000	\$110,000	\$137,468	\$172,000
	Female	30	21.3%	\$106,945	\$65,325	\$88,000	\$101,500	\$127,000	\$155,000
First level of direct and sustained supervision	Male	70	75.3%	\$109,514	\$74,160	\$95,000	\$105,115	\$127,000	\$150,000
	Female	23	24.7%	\$110,558	\$78,331	\$91,100	\$108,000	\$130,000	\$154,000
...	Male	61	72.6%	\$111,180	\$71,000	\$90,000	\$107,000	\$127,500	\$174,000
	Female	23	27.4%	\$116,343	\$84,158	\$95,000	\$108,000	\$135,000	\$175,000
Involved in short and long range planning	Male	107	81.1%	\$125,307	\$82,000	\$98,900	\$122,876	\$147,226	\$180,000
	Female	25	18.9%	\$107,211	\$70,000	\$98,000	\$105,000	\$122,000	\$158,871
...	Male	96	82.1%	\$136,813	\$94,471	\$114,625	\$135,100	\$157,875	\$194,941
	Female	21	17.9%	\$134,983	\$99,000	\$117,288	\$134,831	\$157,000	\$170,000
Regularly direct several professionals	Male	131	86.2%	\$149,422	\$105,000	\$126,000	\$142,000	\$170,000	\$220,000
	Female	21	13.8%	\$142,478	\$108,000	\$113,400	\$130,000	\$156,000	\$206,000
...	Male	95	90.5%	\$161,820	\$108,000	\$138,000	\$160,000	\$185,000	\$220,000
	Female	10	9.5%	\$181,269	\$110,000	\$146,936	\$164,900	\$230,000	\$271,000
Direct technical and administrative activities of a significant group	Male	75	82.4%	\$182,596	\$120,000	\$145,856	\$179,891	\$215,000	\$250,000
	Female	16	17.6%	\$173,964	\$80,000	\$133,500	\$171,500	\$206,250	\$300,000
...	Male	12	75.0%	\$186,913	\$140,000	\$165,750	\$173,267	\$201,000	\$279,000
	Female†								
CEO	Male	15	100.0%	\$223,443	\$121,000	\$150,000	\$200,000	\$280,000	\$445,000
	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	792	78.3%	\$120,110	\$69,015	\$86,550	\$113,101	\$145,000	\$200,000
	Female	219	21.7%	\$109,012	\$66,500	\$84,158	\$101,100	\$127,654	\$181,729
...	Male	121	88.3%	\$135,567	\$65,000	\$96,000	\$135,000	\$165,000	\$220,000
	Female	16	11.7%	\$121,760	\$65,000	\$80,000	\$107,750	\$156,500	\$250,000
Masters	Male	171	77.0%	\$126,407	\$70,000	\$94,000	\$120,000	\$155,782	\$204,500
	Female	51	23.0%	\$112,326	\$68,197	\$81,000	\$96,000	\$131,000	\$205,960
...	Male†								
	Female†								
Doctorate	Male	43	76.8%	\$143,735	\$79,000	\$96,000	\$136,000	\$199,000	\$250,000
	Female	13	23.2%	\$110,054	\$60,000	\$79,000	\$105,000	\$117,000	\$206,000

† Data suppressed due to sample size < 10

Salary by Gender – Experience (Full-Time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	5 years or less	334	29.4%	\$87,001	\$64,500	\$74,256	\$81,000	\$94,400	\$126,000
	6 to 10 years	223	19.6%	\$111,324	\$79,800	\$94,000	\$106,000	\$128,896	\$160,000
	11 to 20 years	388	34.2%	\$139,729	\$87,401	\$116,000	\$138,373	\$160,000	\$208,000
	More than 20 years	190	16.7%	\$171,011	\$110,942	\$140,000	\$166,000	\$191,623	\$260,000
Female	5 years or less	115	38.2%	\$83,879	\$60,000	\$72,000	\$81,354	\$92,000	\$113,000
	6 to 10 years	77	25.6%	\$103,678	\$73,000	\$90,000	\$101,000	\$116,000	\$139,000
	11 to 20 years	74	24.6%	\$130,432	\$78,331	\$105,000	\$126,515	\$157,000	\$191,000
	More than 20 years	35	11.6%	\$168,714	\$108,000	\$135,000	\$159,000	\$195,000	\$275,000



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	17	70.8%	\$78,313	\$58,500	\$70,000	\$73,500	\$79,040	\$104,000
	Female†								
Decisions fall within established guidelines	Male	53	71.6%	\$82,487	\$63,000	\$69,015	\$76,000	\$85,000	\$126,000
	Female	21	28.4%	\$80,907	\$60,000	\$72,000	\$78,850	\$85,000	\$98,000
...	Male	59	71.1%	\$80,432	\$58,000	\$73,000	\$77,000	\$89,000	\$110,000
	Female	24	28.9%	\$80,106	\$62,985	\$70,500	\$80,500	\$86,163	\$101,100
Independent Analysis	Male	49	71.0%	\$90,607	\$67,306	\$75,000	\$85,000	\$98,400	\$145,000
	Female	20	29.0%	\$82,603	\$66,338	\$73,763	\$80,677	\$88,750	\$109,950
...	Male	62	72.9%	\$94,545	\$65,000	\$80,000	\$88,994	\$102,000	\$145,000
	Female	23	27.1%	\$91,076	\$63,640	\$75,000	\$86,700	\$100,104	\$160,000
Routinely make technical recommendations	Male	81	73.6%	\$105,016	\$70,720	\$86,000	\$99,000	\$122,720	\$162,400
	Female	29	26.4%	\$102,801	\$69,676	\$87,936	\$101,000	\$105,000	\$159,000
...	Male	101	77.7%	\$109,830	\$71,311	\$87,000	\$103,889	\$127,000	\$165,000
	Female	29	22.3%	\$104,563	\$62,000	\$75,000	\$100,000	\$121,600	\$170,000
Routinely make responsible decisions	Male	118	83.7%	\$108,567	\$71,000	\$87,000	\$103,945	\$124,500	\$170,000
	Female	23	16.3%	\$116,854	\$81,000	\$91,100	\$107,000	\$142,000	\$175,000
...	Male	89	83.2%	\$123,628	\$86,240	\$101,300	\$120,000	\$140,000	\$177,800
	Female	18	16.8%	\$116,392	\$88,000	\$100,056	\$109,500	\$124,000	\$170,000
Routinely make responsible technical/administrative decisions	Male	164	77.4%	\$135,280	\$82,000	\$106,125	\$132,000	\$160,000	\$204,500
	Female	48	22.6%	\$121,525	\$84,158	\$104,706	\$116,500	\$133,750	\$182,100
...	Male	121	81.2%	\$151,511	\$96,000	\$128,000	\$145,000	\$173,299	\$220,000
	Female	28	18.8%	\$145,019	\$95,800	\$115,050	\$140,786	\$164,700	\$230,000
Deal with major problems	Male	143	87.7%	\$158,942	\$98,000	\$135,000	\$152,300	\$180,000	\$233,678
	Female	20	12.3%	\$156,950	\$96,300	\$111,725	\$147,160	\$187,881	\$296,412
...	Male	32	88.9%	\$186,297	\$120,000	\$140,772	\$172,000	\$213,375	\$330,000
	Female†								
Isolate and analyze major over-all problems	Male	38	97.4%	\$174,329	\$65,000	\$133,000	\$170,000	\$195,000	\$288,000
	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	26	68.4%	\$76,768	\$65,000	\$67,500	\$74,400	\$83,000	\$94,000
	Female	12	31.6%	\$81,695	\$65,000	\$70,000	\$80,890	\$89,647	\$114,000
...	Male	13	52.0%	\$73,704	\$36,000	\$72,000	\$75,350	\$79,040	\$90,000
	Female	12	48.0%	\$77,315	\$60,000	\$67,875	\$78,150	\$85,514	\$98,000
Work under general supervision	Male	76	75.2%	\$83,861	\$61,500	\$74,407	\$80,000	\$96,000	\$112,000
	Female	25	24.8%	\$82,120	\$66,250	\$74,000	\$81,120	\$88,000	\$109,000
...	Male	57	74.0%	\$86,650	\$67,306	\$75,705	\$81,000	\$94,000	\$135,000
	Female	20	26.0%	\$78,387	\$63,018	\$68,500	\$74,780	\$87,750	\$103,800
Work in terms of specific objectives	Male	62	69.7%	\$98,898	\$64,500	\$78,000	\$91,650	\$109,000	\$153,300
	Female	27	30.3%	\$89,033	\$60,000	\$74,000	\$86,214	\$100,104	\$120,000
...	Male	81	77.9%	\$103,495	\$70,000	\$86,000	\$100,000	\$114,086	\$160,000
	Female	23	22.1%	\$102,661	\$72,000	\$90,000	\$101,175	\$109,000	\$142,000
Work towards objectives to be accomplished	Male	153	81.8%	\$113,830	\$72,500	\$87,000	\$107,500	\$135,000	\$172,000
	Female	34	18.2%	\$106,766	\$65,000	\$95,000	\$102,000	\$124,000	\$150,000
...	Male	170	82.1%	\$126,375	\$76,000	\$96,000	\$121,400	\$148,000	\$195,000
	Female	37	17.9%	\$117,342	\$73,000	\$88,000	\$108,655	\$133,000	\$181,000
Work independently on broad, general assignments	Male	292	79.1%	\$134,506	\$80,000	\$105,209	\$132,250	\$159,500	\$205,000
	Female	77	20.9%	\$122,492	\$78,331	\$102,000	\$116,899	\$140,333	\$182,100
...	Male	109	85.8%	\$163,890	\$102,000	\$135,000	\$153,000	\$195,800	\$250,000
	Female	18	14.2%	\$175,200	\$108,000	\$141,238	\$165,500	\$210,000	\$271,000
Operate as an executive	Male	45	86.5%	\$170,133	\$97,760	\$144,000	\$155,275	\$198,000	\$250,000
	Female†								
...	Male†								
	Female†								
Determine policies, plans and programs	Male	31	91.2%	\$181,080	\$93,000	\$145,600	\$176,000	\$200,000	\$290,000
	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	160	65.3%	\$100,472	\$64,050	\$75,000	\$89,146	\$112,936	\$189,500
	Female	85	34.7%	\$95,088	\$65,000	\$78,850	\$87,000	\$102,000	\$160,000
...	Male	84	84.0%	\$92,586	\$64,500	\$75,000	\$84,750	\$100,750	\$155,820
	Female	16	16.0%	\$96,333	\$62,000	\$74,625	\$90,854	\$115,500	\$155,000
Assign and check work of one or two non-professionals	Male	50	69.4%	\$95,399	\$67,200	\$75,900	\$87,270	\$99,000	\$160,000
	Female	22	30.6%	\$95,959	\$72,168	\$85,000	\$87,418	\$104,000	\$130,000
...	Male	46	75.4%	\$96,421	\$60,000	\$78,000	\$94,870	\$104,000	\$151,000
	Female	15	24.6%	\$88,304	\$65,325	\$72,000	\$90,000	\$100,000	\$115,900
Give Work Direction to one or more technologists	Male	62	75.6%	\$97,134	\$70,700	\$77,737	\$87,500	\$111,450	\$139,000
	Female	20	24.4%	\$83,371	\$63,148	\$70,000	\$82,595	\$96,450	\$109,750
...	Male	55	87.3%	\$106,954	\$72,058	\$90,000	\$98,000	\$122,394	\$165,000
	Female†								
Responsible for the work of one or more non-professional assistants	Male	36	72.0%	\$110,504	\$78,000	\$87,250	\$102,000	\$130,818	\$170,000
	Female	14	28.0%	\$89,131	\$52,000	\$72,500	\$86,000	\$105,000	\$124,000
...	Male	50	86.2%	\$118,511	\$78,000	\$94,400	\$114,004	\$145,000	\$168,543
	Female†								
Responsible for supervising one or more junior professionals	Male	98	78.4%	\$120,557	\$76,000	\$100,000	\$120,320	\$142,000	\$168,000
	Female	27	21.6%	\$121,544	\$81,000	\$102,000	\$117,288	\$142,000	\$170,000
...	Male	84	89.4%	\$122,564	\$74,000	\$100,000	\$125,650	\$145,060	\$176,100
	Female	10	10.6%	\$138,983	\$68,196	\$120,000	\$135,167	\$160,000	\$206,000
Co-ordinate work programs and direct use of materials, equipment and personnel	Male	108	80.0%	\$130,829	\$85,000	\$101,300	\$132,000	\$156,950	\$184,000
	Female	27	20.0%	\$120,403	\$92,000	\$102,000	\$112,000	\$133,000	\$165,700
...	Male	93	83.8%	\$156,411	\$105,236	\$128,500	\$145,000	\$176,000	\$230,000
	Female	18	16.2%	\$136,806	\$79,000	\$113,400	\$127,688	\$157,000	\$228,247
Supervise and direct the work of two or more major functions in the organization	Male	60	89.6%	\$150,722	\$87,625	\$123,329	\$149,000	\$176,150	\$220,000
	Female†								
...	Male	64	87.7%	\$158,738	\$97,760	\$128,648	\$150,223	\$179,973	\$250,000
	Female†								
Co-ordinate activities of personnel in a significant group	Male	54	83.1%	\$176,446	\$95,380	\$145,600	\$178,000	\$205,000	\$238,980
	Female	11	16.9%	\$179,482	\$135,000	\$146,936	\$162,805	\$210,000	\$300,000
...	Male	13	76.5%	\$185,904	\$65,000	\$155,275	\$170,000	\$198,000	\$330,000
	Female†								



CEO	Male	18	100.0%	\$210,592	\$93,000	\$150,000	\$193,825	\$250,000	\$445,000
	Female†								

† Data suppressed due to sample size <10

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

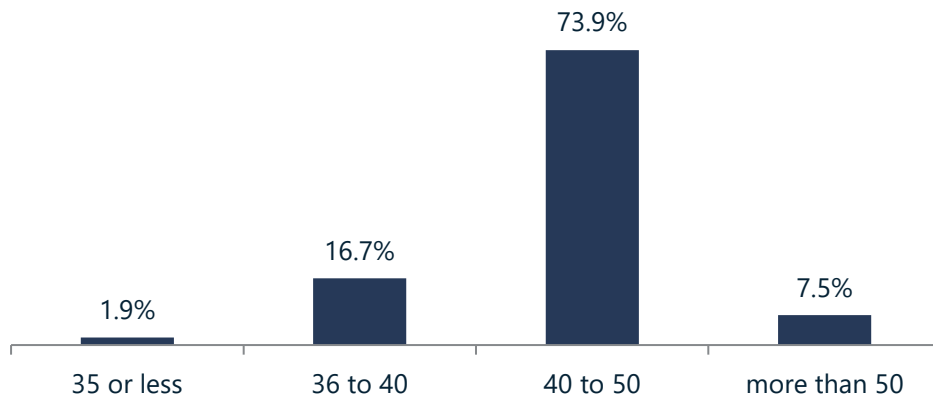
		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Male	0	414	36.5%	\$103,470	\$66,000	\$77,000	\$92,644	\$122,720	\$172,000
	1	112	9.9%	\$114,653	\$68,000	\$88,625	\$111,000	\$142,000	\$174,300
	2-3	193	17.0%	\$115,443	\$75,000	\$93,000	\$110,000	\$133,000	\$175,000
	4-7	159	14.0%	\$131,147	\$72,800	\$107,740	\$130,000	\$155,300	\$187,000
	8-13	102	9.0%	\$149,723	\$90,000	\$120,000	\$145,600	\$176,500	\$233,000
	14-20	45	4.0%	\$145,517	\$80,000	\$113,500	\$142,812	\$175,000	\$220,000
	21-30	27	2.4%	\$180,529	\$126,000	\$140,000	\$165,000	\$211,853	\$290,000
	31-40	15	1.3%	\$168,770	\$87,000	\$150,000	\$172,800	\$200,000	\$233,678
	41-50	17	1.5%	\$160,785	\$80,000	\$135,000	\$170,000	\$195,800	\$260,000
	51-75	14	1.2%	\$173,813	\$102,000	\$160,000	\$168,500	\$200,000	\$264,000
	76-100†								
	101-200	14	1.2%	\$187,820	\$114,900	\$145,856	\$202,250	\$217,000	\$280,000
	201-400	10	0.9%	\$199,404	\$120,000	\$165,000	\$185,574	\$240,000	\$280,000
	401-750†								
	751-1200†								
1201-2000†									
2000+†									
Female	0	148	49.2%	\$94,945	\$65,325	\$78,213	\$87,942	\$105,000	\$150,000
	1	34	11.3%	\$105,844	\$68,000	\$80,000	\$102,500	\$124,000	\$175,000
	2-3	46	15.3%	\$104,657	\$65,000	\$85,000	\$102,500	\$120,000	\$156,000
	4-7	26	8.6%	\$128,627	\$90,000	\$108,000	\$131,500	\$148,600	\$170,000
	8-13	22	7.3%	\$141,018	\$93,299	\$106,000	\$117,980	\$165,700	\$230,000
	14-20†								
	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)

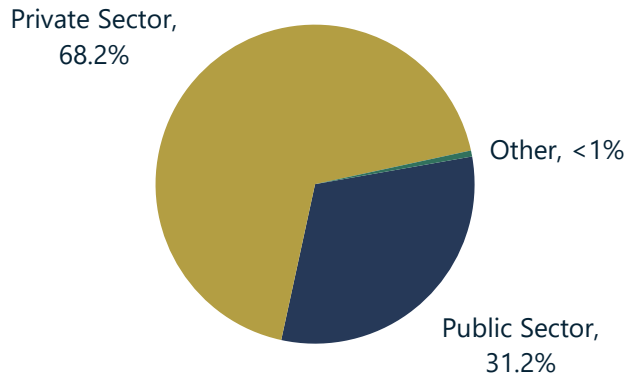


Average Hours Worked per Week

Among full-time employees, the average number of hours worked is 41 and among part-time staff, it is 32 hours.



Sector of Employment (Full-time Employees)

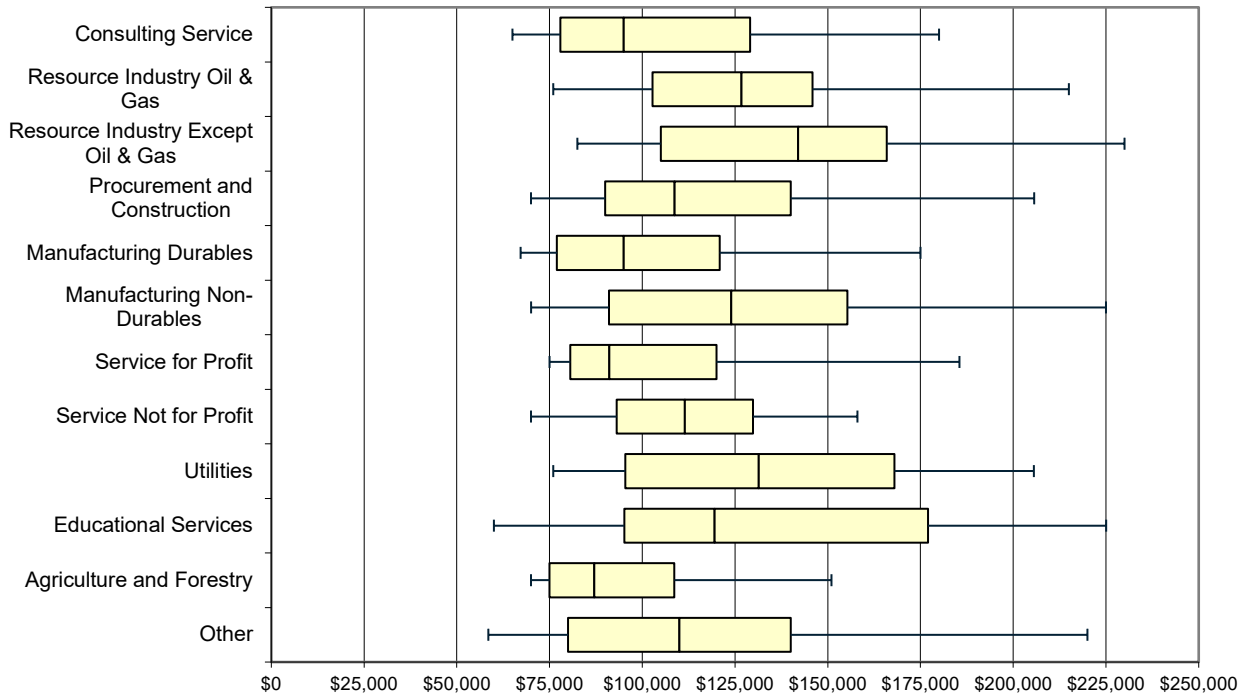


Salary by Sector of Employment – Experience (Full-time Employees)

		Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Public Sector	Five years or less	120	26.2%	\$86,535	\$60,804	\$76,942	\$84,750	\$95,323	\$116,810
	6 to 10 years	81	17.7%	\$107,075	\$80,725	\$93,299	\$103,000	\$116,000	\$145,856
	11 to 20 years	164	35.8%	\$133,142	\$90,000	\$112,000	\$129,750	\$150,000	\$191,000
	More than 20 years	93	20.3%	\$165,512	\$108,000	\$132,000	\$160,000	\$194,941	\$250,000
	Total	458	100.0%	\$122,893	\$74,560	\$92,784	\$114,750	\$145,000	\$202,000
Private Sector	Five years or less	332	33.2%	\$86,182	\$64,500	\$72,500	\$80,000	\$94,000	\$126,000
	6 to 10 years	229	22.9%	\$110,445	\$75,000	\$93,697	\$105,000	\$129,500	\$158,000
	11 to 20 years	304	30.4%	\$141,569	\$82,000	\$118,670	\$141,000	\$164,483	\$215,000
	More than 20 years	136	13.6%	\$175,415	\$110,000	\$145,700	\$168,000	\$197,853	\$271,000
	Total	1,001	100.0%	\$120,677	\$68,000	\$85,000	\$109,500	\$147,500	\$208,000



Salary by Industry of Employment (Full-Time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Consulting Service	357	24.3%	\$107,002	\$65,000	\$77,900	\$95,000	\$129,088	\$180,000
Resource Industry Oil & Gas	68	4.6%	\$130,051	\$76,000	\$102,750	\$126,750	\$145,900	\$215,000
Resource Industry Except Oil & Gas	262	17.8%	\$142,807	\$82,500	\$105,000	\$142,000	\$165,918	\$230,000
Procurement and Construction	118	8.0%	\$119,895	\$70,000	\$90,000	\$108,734	\$140,000	\$205,647
Manufacturing Durables	142	9.7%	\$104,639	\$67,200	\$77,000	\$95,000	\$120,838	\$175,000
Manufacturing Non-Durables	53	3.6%	\$129,844	\$70,024	\$91,000	\$124,000	\$155,300	\$225,000
Service For Profit	24	1.6%	\$105,335	\$75,000	\$80,600	\$91,150	\$120,000	\$185,500
Service Not For Profit	128	8.7%	\$113,658	\$70,000	\$93,088	\$111,500	\$129,875	\$158,000
Utilities	210	14.3%	\$134,384	\$76,000	\$95,430	\$131,424	\$168,000	\$205,564
Educational Services	36	2.5%	\$133,036	\$60,000	\$95,125	\$119,500	\$177,000	\$225,051



Agriculture and Forestry	23	1.6%	\$94,439	\$70,000	\$75,000	\$87,100	\$108,655	\$151,000
Other	47	3.2%	\$115,629	\$58,501	\$80,000	\$110,000	\$140,000	\$220,000

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	129	36.1%	\$77,743	\$62,400	\$68,000	\$75,000	\$81,000	\$96,900
	6 to 10 years	85	23.8%	\$97,451	\$72,500	\$86,000	\$95,000	\$106,000	\$139,000
	11 to 20 years	94	26.3%	\$127,192	\$78,331	\$105,236	\$126,750	\$150,000	\$180,000
	More than 20 years	49	13.7%	\$161,867	\$108,000	\$133,000	\$160,000	\$178,000	\$250,000
	Total	357	100.0%	\$107,002	\$65,000	\$77,900	\$95,000	\$129,088	\$180,000
Resource Industry Oil & Gas	5 years or less	19	27.9%	\$91,135	\$52,000	\$77,961	\$94,500	\$105,000	\$126,500
	6 to 10 years	17	25.0%	\$124,206	\$94,000	\$120,000	\$128,000	\$130,000	\$142,000
	11 to 20 years	22	32.4%	\$150,640	\$112,000	\$120,000	\$143,500	\$166,000	\$220,000
	More than 20 years	10	14.7%	\$168,636	\$127,000	\$145,000	\$167,500	\$184,000	\$229,500
	Total	68	100.0%	\$130,051	\$76,000	\$102,750	\$126,750	\$145,900	\$215,000
Resource Industry Except Oil & Gas	5 years or less	71	27.1%	\$98,567	\$76,790	\$86,900	\$95,000	\$105,094	\$126,000
	6 to 10 years	50	19.1%	\$132,910	\$96,000	\$110,000	\$132,000	\$147,200	\$170,000
	11 to 20 years	100	38.2%	\$156,819	\$103,225	\$140,500	\$155,000	\$175,000	\$229,250
	More than 20 years	41	15.6%	\$197,311	\$135,000	\$157,000	\$180,000	\$225,000	\$293,000
	Total	262	100.0%	\$142,807	\$82,500	\$105,000	\$142,000	\$165,918	\$230,000
Procurement and Construction	5 years or less	31	26.3%	\$88,984	\$63,000	\$72,800	\$86,000	\$95,380	\$120,000
	6 to 10 years	39	33.1%	\$108,277	\$80,000	\$94,000	\$100,000	\$120,000	\$158,000
	11 to 20 years	37	31.4%	\$144,942	\$70,000	\$120,000	\$135,000	\$168,000	\$228,247
	More than 20 years	11	9.3%	\$163,947	\$82,000	\$120,000	\$173,000	\$186,000	\$280,000
	Total	118	100.0%	\$119,895	\$70,000	\$90,000	\$108,734	\$140,000	\$205,647
Manufacturing Durables	5 years or less	56	39.4%	\$82,754	\$61,500	\$71,078	\$76,439	\$87,463	\$116,000
	6 to 10 years	28	19.7%	\$98,306	\$70,000	\$85,735	\$95,772	\$109,049	\$135,450



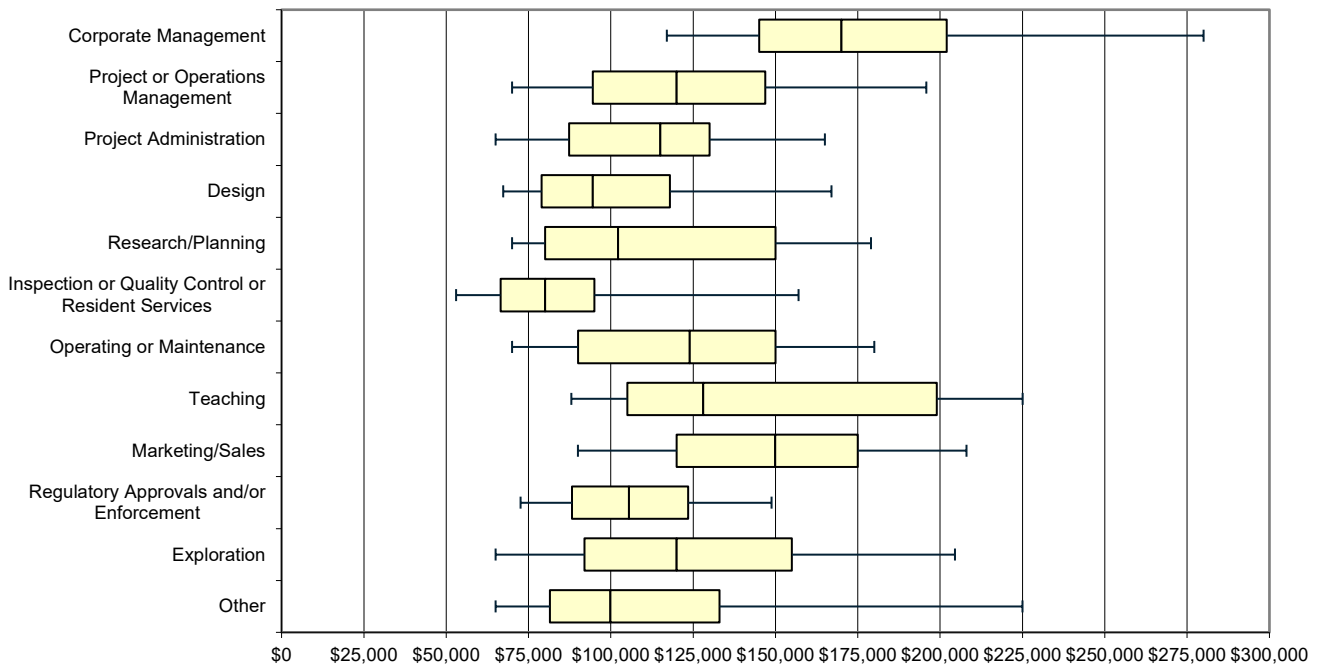
	11 to 20 years	40	28.2%	\$118,674	\$63,450	\$95,750	\$105,405	\$143,625	\$211,750
	More than 20 years	18	12.7%	\$151,383	\$80,000	\$131,000	\$158,750	\$175,000	\$250,000
	Total	142	100.0%	\$104,639	\$67,200	\$77,000	\$95,000	\$120,838	\$175,000
Manufacturing Non-Durables	5 years or less	20	37.7%	\$91,461	\$69,526	\$76,923	\$87,000	\$98,875	\$134,500
	6 to 10 years	13	24.5%	\$121,016	\$55,000	\$114,000	\$127,000	\$135,000	\$166,000
	11 to 20 years	14	26.4%	\$168,617	\$112,000	\$130,500	\$158,572	\$208,000	\$288,000
	More than 20 years†								
	Total	53	100.0%	\$129,844	\$70,024	\$91,000	\$124,000	\$155,300	\$225,000
Service For Profit	5 years or less	13	54.2%	\$92,848	\$74,860	\$82,400	\$85,000	\$91,300	\$185,500
	6 to 10 years†								
	11 to 20 years†								
	More than 20 years†								
	Total	24	100.0%	\$105,335	\$75,000	\$80,600	\$91,150	\$120,000	\$185,500
Service Not For Profit	5 years or less	33	25.8%	\$87,395	\$68,000	\$80,000	\$86,500	\$96,000	\$117,000
	6 to 10 years	24	18.8%	\$110,359	\$82,840	\$94,500	\$105,500	\$115,750	\$168,000
	11 to 20 years	48	37.5%	\$119,317	\$90,000	\$105,000	\$119,500	\$133,623	\$149,000
	More than 20 years	23	18.0%	\$142,973	\$110,000	\$124,259	\$135,000	\$154,000	\$180,000
	Total	128	100.0%	\$113,658	\$70,000	\$93,088	\$111,500	\$129,875	\$158,000
Utilities	5 years or less	52	24.8%	\$87,663	\$73,000	\$77,634	\$82,607	\$90,852	\$123,800
	6 to 10 years	32	15.2%	\$106,520	\$80,808	\$95,832	\$103,000	\$118,873	\$131,847
	11 to 20 years	79	37.6%	\$147,117	\$100,000	\$123,662	\$145,000	\$168,932	\$200,000
	More than 20 years	47	22.4%	\$183,647	\$132,000	\$160,000	\$176,533	\$202,000	\$279,000
	Total	210	100.0%	\$134,384	\$76,000	\$95,430	\$131,424	\$168,000	\$205,564
Educational Services	5 years or less†								
	6 to 10 years†								
	11 to 20 years	12	33.3%	\$130,400	\$88,000	\$101,250	\$121,553	\$154,273	\$202,000
	More than 20 years	15	41.7%	\$164,213	\$75,000	\$116,784	\$180,000	\$205,000	\$270,000
	Total	36	100.0%	\$133,036	\$60,000	\$95,125	\$119,500	\$177,000	\$225,051
Agriculture /Forestry	5 years or less†								
	6 to 10 years†								
	11 to 20 years†								



	More than 20 yearst								
	Total	23	100.0%	\$94,439	\$70,000	\$75,000	\$87,100	\$108,655	\$151,000
Other	5 years or less	17	36.2%	\$88,513	\$36,000	\$62,000	\$80,000	\$87,500	\$230,000
	6 to 10 yearst								
	11 to 20 years	17	36.2%	\$119,696	\$70,000	\$102,236	\$122,000	\$133,500	\$157,000
	More than 20 yearst								
	Total	47	100.0%	\$115,629	\$58,501	\$80,000	\$110,000	\$140,000	\$220,000

† 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	135	9.2%	\$178,881	\$117,000	\$145,000	\$170,000	\$202,000	\$280,000
Project or Operations Management	437	29.8%	\$124,627	\$70,000	\$94,500	\$120,000	\$146,936	\$195,800
Project Administration	43	2.9%	\$112,182	\$65,000	\$87,320	\$115,000	\$130,000	\$165,000
Design	393	26.8%	\$101,812	\$67,306	\$79,000	\$94,471	\$117,900	\$167,000
Research/Planning	67	4.6%	\$114,629	\$70,000	\$80,000	\$102,236	\$150,000	\$179,000
Inspection or Quality Control or Resident Services	31	2.1%	\$88,444	\$53,000	\$66,500	\$80,000	\$95,000	\$157,000
Operating or Maintenance	137	9.3%	\$123,816	\$70,000	\$90,000	\$124,000	\$150,000	\$180,000
Teaching	22	1.5%	\$147,211	\$88,000	\$105,000	\$128,000	\$199,000	\$225,051
Marketing/Sales	14	1.0%	\$148,200	\$90,000	\$120,000	\$149,913	\$175,000	\$208,000
Regulatory Approvals and/or Enforcement	60	4.1%	\$107,861	\$72,583	\$88,241	\$105,495	\$123,500	\$148,800
Exploration	55	3.7%	\$124,601	\$65,000	\$92,000	\$120,000	\$155,000	\$204,500
Other	74	5.0%	\$115,814	\$65,000	\$81,500	\$99,900	\$133,000	\$225,000

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	11	8.1%	\$137,540	\$85,664	\$100,000	\$145,856	\$158,000	\$198,000
	11 - 20 years	65	48.1%	\$169,683	\$125,000	\$144,000	\$168,000	\$195,000	\$230,000
	More than 20 years	53	39.3%	\$202,613	\$135,000	\$162,000	\$185,000	\$235,000	\$293,000
	Total	135	100.0%	\$178,881	\$117,000	\$145,000	\$170,000	\$202,000	\$280,000
Project or Operations Management	5 years or less	103	23.6%	\$86,787	\$64,000	\$73,000	\$83,181	\$96,000	\$116,000
	6 - 10 years	116	26.5%	\$113,711	\$80,000	\$95,000	\$108,500	\$129,875	\$167,112
	11 - 20 years	150	34.3%	\$138,535	\$96,000	\$115,646	\$135,000	\$156,000	\$205,647
	More than 20 years	68	15.6%	\$169,883	\$110,942	\$145,250	\$165,000	\$186,750	\$245,000
	Total	437	100.0%	\$124,627	\$70,000	\$94,500	\$120,000	\$146,936	\$195,800
Project Administration	5 years or less†								
	6 - 10 years	11	25.6%	\$99,992	\$50,000	\$87,320	\$110,000	\$115,492	\$126,000



	11 - 20 years	18	41.9%	\$122,828	\$50,000	\$105,200	\$123,000	\$145,080	\$171,000
	More than 20 yearst								
	Total	43	100.0%	\$112,182	\$65,000	\$87,320	\$115,000	\$130,000	\$165,000
Design	5 years or less	156	39.7%	\$79,562	\$65,000	\$73,000	\$78,000	\$85,813	\$100,000
	6 - 10 years	95	24.2%	\$97,661	\$74,000	\$87,100	\$96,720	\$106,800	\$127,000
	11 - 20 years	108	27.5%	\$126,173	\$76,000	\$102,250	\$123,117	\$143,910	\$195,000
	More than 20 years	34	8.7%	\$138,114	\$80,000	\$111,000	\$137,000	\$160,000	\$208,500
	Total	393	100.0%	\$101,812	\$67,306	\$79,000	\$94,471	\$117,900	\$167,000
Research/ Planning	5 years or less	27	40.3%	\$87,118	\$60,000	\$75,000	\$80,000	\$95,430	\$150,000
	6 - 10 years	14	20.9%	\$113,240	\$75,000	\$95,300	\$102,000	\$140,000	\$165,000
	11 - 20 years	19	28.4%	\$137,506	\$85,000	\$102,236	\$145,000	\$168,000	\$202,000
	More than 20 yearst								
	Total	67	100.0%	\$114,629	\$70,000	\$80,000	\$102,236	\$150,000	\$179,000
Inspection or Quality Control or Resident Services	5 years or less	20	64.5%	\$73,351	\$52,050	\$62,925	\$74,328	\$83,100	\$94,950
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	31	100.0%	\$88,444	\$53,000	\$66,500	\$80,000	\$95,000	\$157,000
Operating or Maintenance	5 years or less	48	35.0%	\$90,783	\$68,196	\$76,094	\$87,220	\$103,175	\$125,000
	6 - 10 years	26	19.0%	\$119,036	\$86,700	\$103,000	\$124,000	\$135,000	\$147,886
	11 - 20 years	43	31.4%	\$144,246	\$84,146	\$132,000	\$145,900	\$162,815	\$176,500
	More than 20 years	20	14.6%	\$165,387	\$115,089	\$150,500	\$164,000	\$179,025	\$222,100
	Total	137	100.0%	\$123,816	\$70,000	\$90,000	\$124,000	\$150,000	\$180,000
Teaching	5 years or lesst								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 years	12	54.5%	\$177,951	\$105,000	\$119,250	\$195,547	\$205,750	\$270,000
	Total	22	100.0%	\$147,211	\$88,000	\$105,000	\$128,000	\$199,000	\$225,051



Marketing/ Sales	5 years or less†								
	6 - 10 yearst								
	11 - 20 yearst								
	More than 20 yearst								
	Total	14	100.0%	\$148,200	\$90,000	\$120,000	\$149,913	\$175,000	\$208,000
Regulatory Approvals and/or Enforcement	5 years or less	23	38.3%	\$93,199	\$70,000	\$84,372	\$90,000	\$104,000	\$120,000
	6 - 10 years	17	28.3%	\$107,484	\$72,500	\$94,000	\$108,000	\$122,000	\$139,000
	11 - 20 years	11	18.3%	\$112,489	\$80,150	\$102,000	\$114,500	\$121,600	\$145,000
	More than 20 yearst								
	Total	60	100.0%	\$107,861	\$72,583	\$88,241	\$105,495	\$123,500	\$148,800
Exploration	5 years or less	25	45.5%	\$98,945	\$65,000	\$85,000	\$95,000	\$105,000	\$135,000
	6 - 10 yearst								
	11 - 20 years	16	29.1%	\$146,682	\$15,000	\$133,500	\$155,000	\$176,480	\$220,000
	More than 20 yearst								
	Total	55	100.0%	\$124,601	\$65,000	\$92,000	\$120,000	\$155,000	\$204,500
Other	5 years or less	34	45.9%	\$83,757	\$62,000	\$70,720	\$81,170	\$91,000	\$126,500
	6 - 10 yearst								
	11 - 20 years	21	28.4%	\$127,985	\$90,000	\$99,800	\$117,000	\$148,000	\$190,000
	More than 20 years	13	17.6%	\$184,423	\$112,000	\$157,500	\$180,000	\$225,000	\$260,000
	Total	74	100.0%	\$115,814	\$65,000	\$81,500	\$99,900	\$133,000	\$225,000

† Data suppressed due to sample size < 10

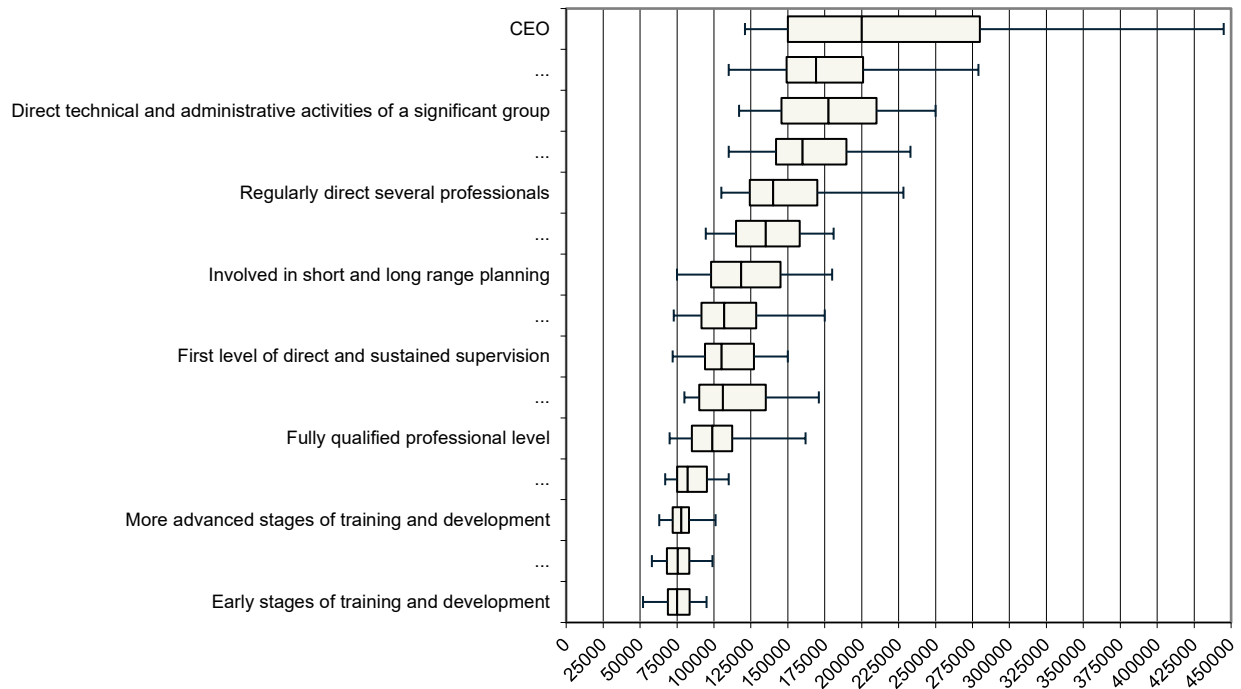


JOB CLASSIFICATION QUESTIONS

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)

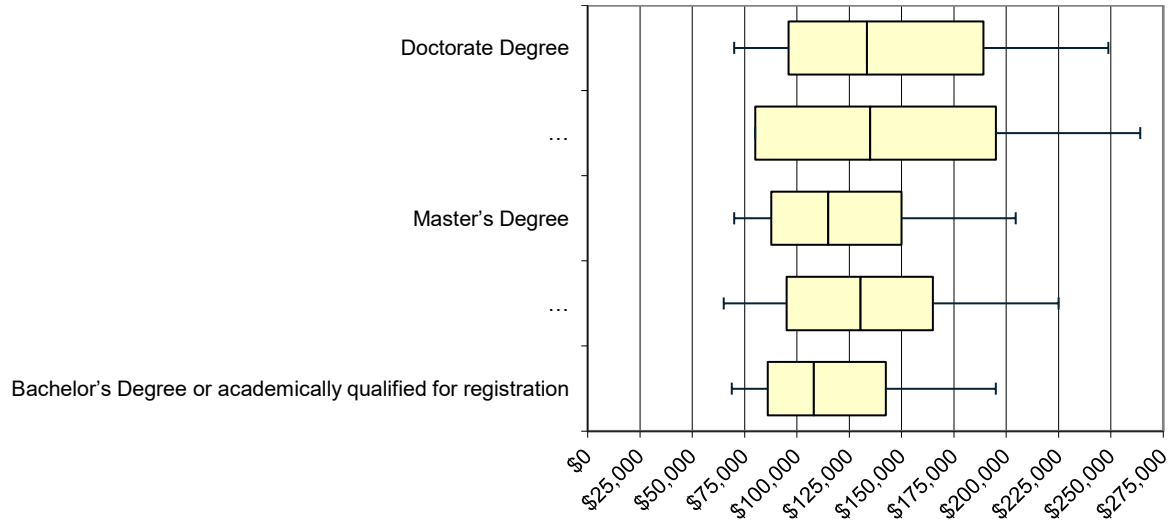




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Early stages of training and development	39	2.7%	\$75,855	\$52,000	\$68,850	\$75,000	\$83,600	\$95,000
...	53	3.6%	\$76,087	\$58,000	\$68,196	\$75,600	\$83,320	\$99,000
More advanced stages of training and development	116	7.9%	\$79,902	\$62,985	\$72,125	\$78,000	\$83,136	\$101,100
...	129	8.8%	\$85,569	\$67,000	\$75,000	\$82,190	\$95,300	\$110,000
Fully qualified professional level	161	11.0%	\$104,256	\$70,000	\$85,000	\$99,000	\$112,437	\$162,000
...	147	10.0%	\$115,153	\$80,000	\$90,000	\$106,000	\$135,000	\$171,000
First level of direct and sustained supervision	94	6.4%	\$109,317	\$72,058	\$94,000	\$105,265	\$127,000	\$150,000
...	85	5.8%	\$112,469	\$72,800	\$91,485	\$107,000	\$128,500	\$175,000
Involved in short and long range planning	136	9.3%	\$122,221	\$75,000	\$98,000	\$118,500	\$145,000	\$180,000
...	119	8.1%	\$136,719	\$94,471	\$115,000	\$135,000	\$158,000	\$181,000
Regularly direct several professionals	155	10.6%	\$149,338	\$105,000	\$124,293	\$140,000	\$170,000	\$228,247
...	111	7.6%	\$164,308	\$110,000	\$142,000	\$160,000	\$189,633	\$233,000
Direct technical and administrative activities of a significant group	92	6.3%	\$180,936	\$117,000	\$145,664	\$177,500	\$210,000	\$250,000
...	16	1.1%	\$182,393	\$110,000	\$149,069	\$169,000	\$201,000	\$279,000
CEO	15	1.0%	\$223,443	\$121,000	\$150,000	\$200,000	\$280,000	\$445,000



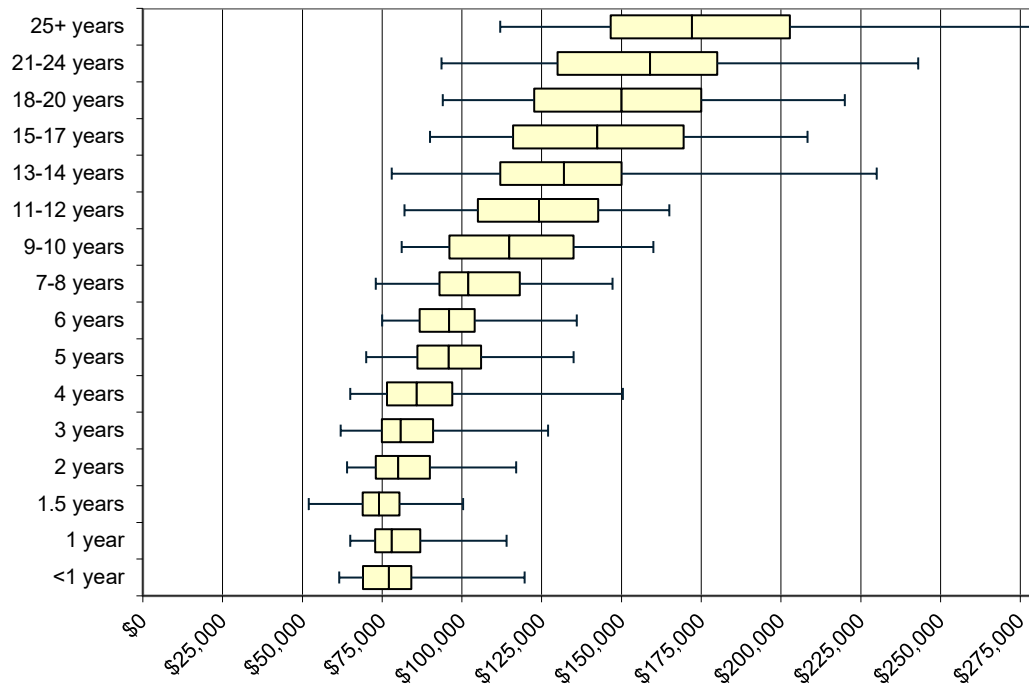
Education (B) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Bachelor's Degree or academically qualified for registration	1034	70.4%	\$117,748	\$68,850	\$86,000	\$108,000	\$142,417	\$195,000
...	138	9.4%	\$134,448	\$65,000	\$95,000	\$130,300	\$165,000	\$225,000
Master's Degree	226	15.4%	\$123,463	\$70,000	\$87,776	\$115,000	\$150,000	\$204,500
...	10	0.7%	\$146,799	\$80,000	\$80,000	\$134,995	\$195,000	\$264,000
Doctorate Degree	60	4.1%	\$139,389	\$70,000	\$96,000	\$133,500	\$189,070	\$248,753



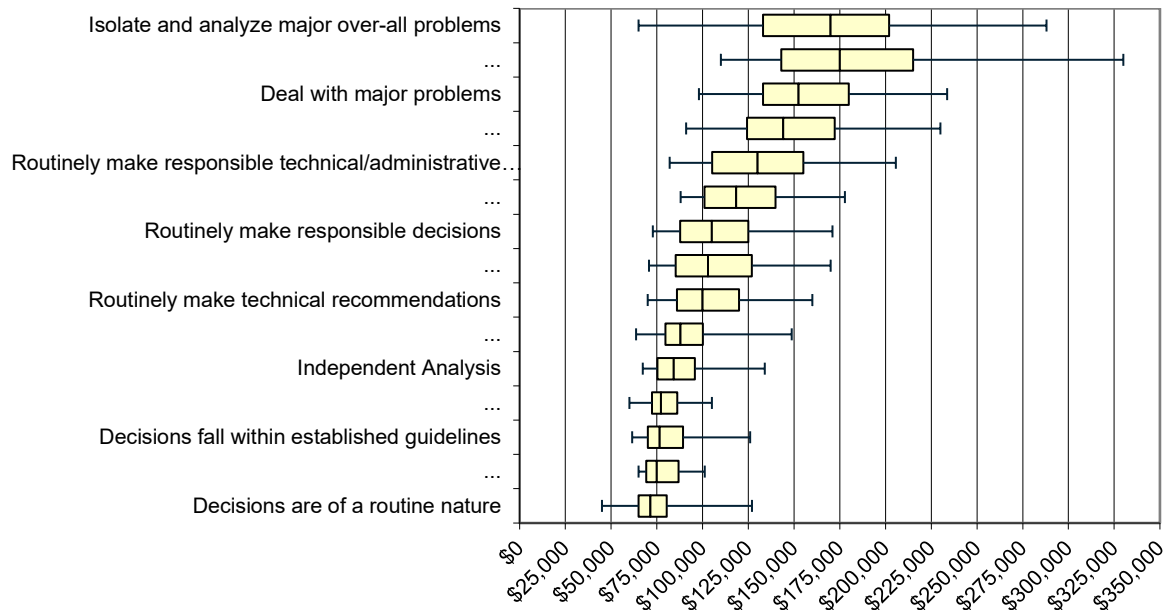
Experience (C) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
<1 year	60	4.1%	\$79,207	\$61,545	\$69,000	\$77,119	\$84,179	\$119,650
1 year	29	2.0%	\$81,891	\$65,000	\$72,800	\$78,000	\$86,900	\$114,000
1.5 years	53	3.6%	\$75,030	\$52,000	\$68,924	\$74,000	\$80,400	\$100,370
2 years	83	5.7%	\$84,699	\$64,000	\$73,000	\$80,000	\$90,000	\$117,000
3 years	79	5.4%	\$85,664	\$62,000	\$74,880	\$80,850	\$91,000	\$127,000
4 years	77	5.2%	\$91,876	\$65,000	\$76,500	\$85,843	\$97,000	\$150,446
5 years	75	5.1%	\$97,832	\$70,000	\$86,000	\$95,842	\$106,000	\$135,000
6 years	69	4.7%	\$98,821	\$75,000	\$86,700	\$96,000	\$103,950	\$136,000
7-8 years	109	7.4%	\$106,365	\$73,000	\$93,000	\$102,000	\$118,148	\$147,200
9-10 years	132	9.0%	\$117,822	\$81,120	\$96,099	\$114,847	\$135,000	\$160,000
11-12 years	101	6.9%	\$123,529	\$82,000	\$105,000	\$124,200	\$142,740	\$165,000
13-14 years	119	8.1%	\$134,060	\$78,000	\$112,000	\$132,000	\$150,000	\$230,000
15-17 years	150	10.2%	\$144,216	\$90,000	\$116,000	\$142,406	\$169,500	\$208,312
18-20 years	102	6.9%	\$149,965	\$94,000	\$122,600	\$150,000	\$175,000	\$220,000
21-24 years	98	6.7%	\$158,680	\$93,600	\$130,000	\$159,000	\$180,000	\$243,000
25+ years	132	9.0%	\$180,701	\$112,000	\$146,583	\$172,125	\$202,750	\$279,000



Decisions (D) (Full-time Employees)

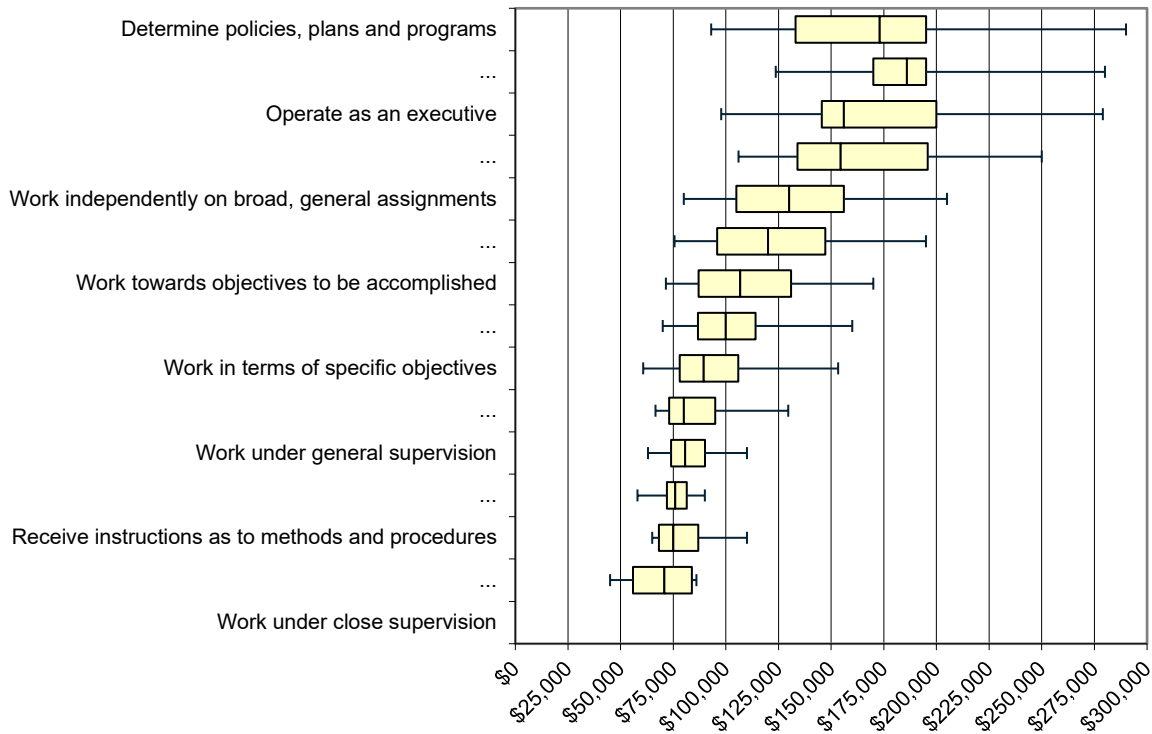


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Decisions are of a routine nature	14	1.0%	\$73,413	\$45,000	\$65,000	\$71,500	\$80,400	\$127,000
...	24	1.6%	\$78,272	\$65,000	\$69,138	\$75,000	\$86,900	\$101,183
Decisions fall within established guidelines	76	5.2%	\$82,539	\$61,500	\$70,006	\$76,467	\$89,225	\$126,000
...	84	5.7%	\$80,274	\$60,000	\$72,376	\$77,250	\$86,163	\$105,094
Independent Analysis	72	4.9%	\$88,566	\$67,306	\$75,250	\$84,250	\$95,858	\$134,000
...	89	6.1%	\$93,231	\$63,640	\$79,690	\$87,988	\$100,104	\$148,720
Routinely make technical recommendations	111	7.6%	\$104,068	\$70,000	\$86,000	\$100,000	\$120,000	\$160,000
...	131	8.9%	\$108,795	\$70,700	\$85,313	\$103,000	\$127,000	\$170,000
Routinely make responsible decisions	146	9.9%	\$110,966	\$72,800	\$87,710	\$105,000	\$125,000	\$171,000
...	108	7.4%	\$123,129	\$88,000	\$101,075	\$118,402	\$139,938	\$177,800
Routinely make responsible technical/administrative decisions	217	14.8%	\$132,783	\$82,000	\$105,236	\$130,000	\$155,000	\$205,647
...	154	10.5%	\$150,175	\$91,000	\$124,293	\$144,000	\$172,250	\$230,000
Deal with major problems	166	11.3%	\$159,058	\$98,000	\$133,000	\$152,400	\$180,000	\$233,678
...	37	2.5%	\$188,143	\$110,000	\$143,088	\$175,000	\$215,000	\$330,000
Isolate and analyze major over-all problems	39	2.7%	\$175,243	\$65,000	\$133,000	\$170,000	\$202,000	\$288,000

† Data suppressed due to sample size < 10



Supervision Received (E) (Full-time Employees)



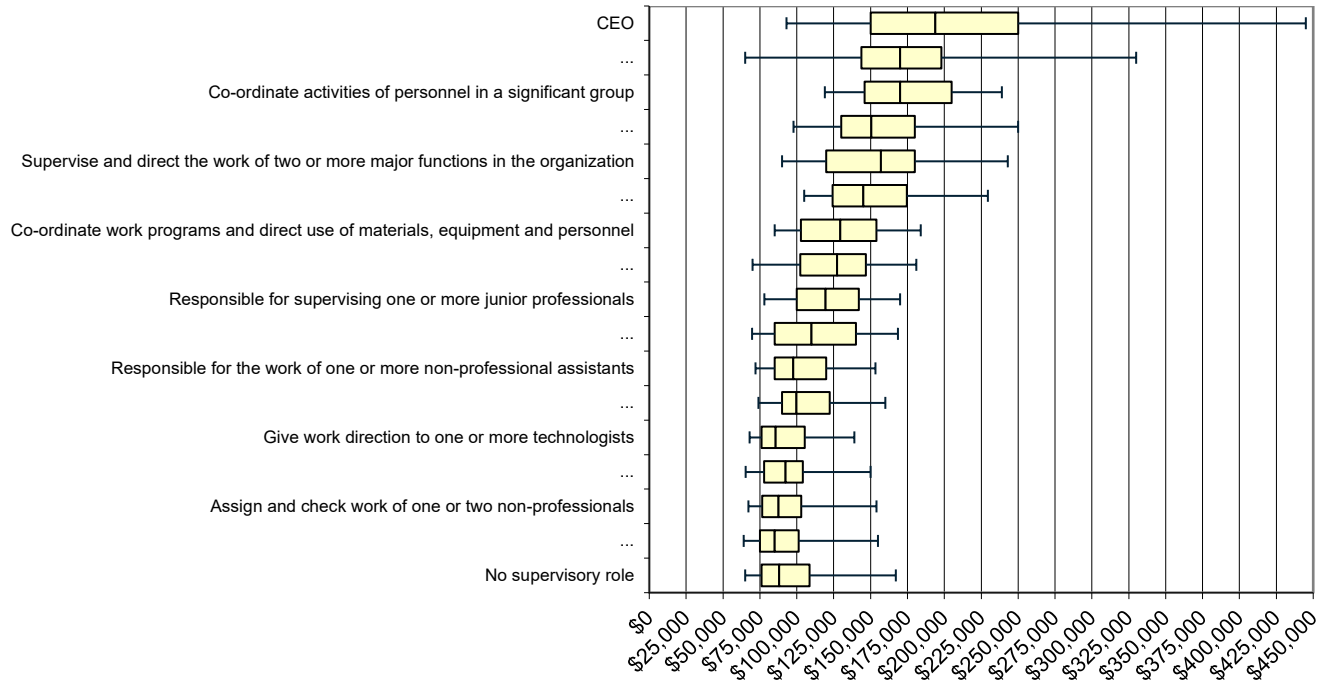
	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Work under close supervision†								
... †								
Receive instructions as to methods and procedures	39	2.7%	\$78,238	\$65,000	\$68,196	\$75,000	\$86,900	\$110,000
...	25	1.7%	\$75,437	\$58,000	\$72,000	\$76,000	\$81,354	\$90,000
Work under general supervision	102	6.9%	\$83,240	\$63,000	\$74,000	\$80,575	\$90,000	\$110,000
...	82	5.6%	\$86,284	\$66,560	\$73,000	\$80,000	\$95,000	\$129,600
Work in terms of specific objectives	92	6.3%	\$95,658	\$60,720	\$78,000	\$89,500	\$105,808	\$153,300
...	106	7.2%	\$103,653	\$70,000	\$86,700	\$100,000	\$114,086	\$160,000
Work towards objectives to be accomplished	189	12.9%	\$112,209	\$71,500	\$87,000	\$106,810	\$131,000	\$170,000
...	211	14.4%	\$125,017	\$75,600	\$95,842	\$120,000	\$147,226	\$195,000
Work independently on broad, general assignments	379	25.8%	\$133,224	\$80,000	\$105,000	\$130,000	\$156,000	\$205,000
...	130	8.9%	\$164,604	\$105,989	\$134,000	\$154,500	\$195,800	\$250,000



Operate as an executive	53	3.6%	\$174,295	\$97,760	\$145,600	\$156,000	\$200,000	\$279,000
...	10	0.7%	\$187,164	\$123,662	\$170,000	\$186,000	\$195,000	\$280,000
Determine policies, plans and programs	34	2.3%	\$177,456	\$93,000	\$133,000	\$173,000	\$195,000	\$290,000

† Data suppressed due to sample size <10

Leadership Authority (F) (Full-time Employees)

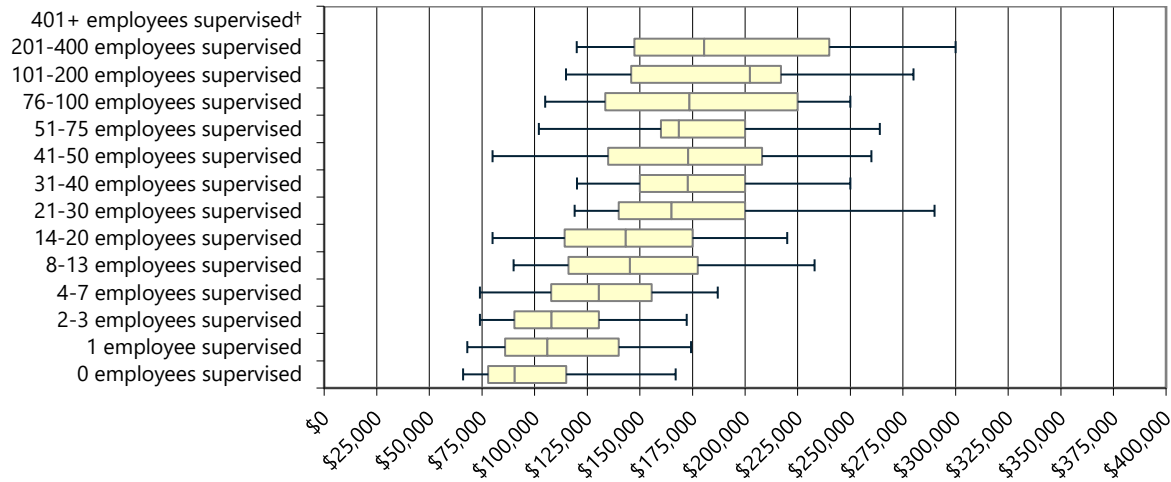




	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
No supervisory role	251	17.1%	\$98,729	\$65,000	\$76,000	\$88,000	\$108,655	\$167,112
...	105	7.2%	\$93,417	\$64,000	\$75,000	\$85,000	\$101,183	\$155,000
Assign and check work of one or two non-professionals	73	5.0%	\$95,576	\$67,200	\$76,500	\$87,540	\$103,000	\$154,000
...	62	4.2%	\$94,990	\$65,325	\$77,900	\$92,282	\$104,000	\$150,000
Give Work Direction to one or more technologists	84	5.7%	\$94,711	\$68,000	\$76,125	\$85,607	\$105,450	\$139,000
...	64	4.4%	\$107,183	\$74,000	\$90,000	\$99,802	\$122,196	\$160,000
Responsible for the work of one or more non-professional assistants	50	3.4%	\$104,520	\$72,000	\$85,000	\$97,490	\$120,000	\$153,300
...	59	4.0%	\$113,583	\$69,676	\$85,000	\$110,000	\$140,000	\$168,543
Responsible for supervising one or more junior professionals	128	8.7%	\$121,018	\$78,000	\$100,000	\$119,500	\$142,000	\$170,000
...	96	6.5%	\$125,085	\$70,000	\$102,250	\$127,250	\$146,750	\$181,000
Co-ordinate work programs and direct use of materials, equipment and personnel	136	9.3%	\$129,268	\$85,000	\$102,750	\$129,500	\$153,975	\$184,000
...	116	7.9%	\$153,149	\$105,000	\$124,250	\$145,000	\$174,514	\$229,500
Supervise and direct the work of two or more major functions in the organization	71	4.8%	\$154,074	\$90,000	\$120,000	\$157,000	\$180,000	\$243,000
...	73	5.0%	\$159,893	\$97,760	\$130,000	\$150,446	\$180,000	\$250,000
Co-ordinate activities of personnel in a significant group	65	4.4%	\$176,959	\$119,000	\$145,856	\$170,000	\$205,000	\$238,980
...	17	1.2%	\$181,887	\$65,000	\$143,800	\$170,000	\$198,000	\$330,000
CEO	18	1.2%	\$210,592	\$93,000	\$150,000	\$193,825	\$250,000	\$445,000



Supervision Scope (G) (Full-time Employees)

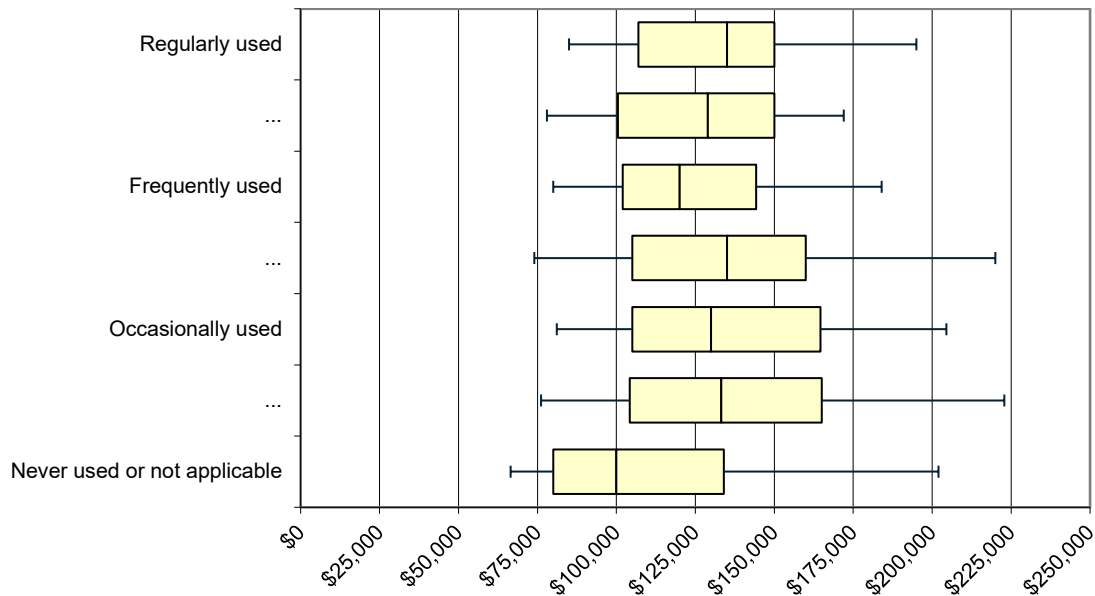


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
0 employees supervised	573	39.0%	\$101,278	\$66,000	\$77,961	\$90,563	\$115,000	\$167,000
1 employee supervised	149	10.1%	\$112,747	\$68,000	\$86,000	\$106,000	\$140,000	\$174,300
2-3 employees supervised	247	16.8%	\$113,793	\$74,000	\$90,406	\$108,000	\$130,500	\$172,250
4-7 employees supervised	188	12.8%	\$131,073	\$74,000	\$107,805	\$130,500	\$155,598	\$187,000
8-13 employees supervised	128	8.7%	\$149,072	\$90,000	\$116,002	\$145,300	\$177,475	\$233,000
14-20 employees supervised	52	3.5%	\$145,084	\$80,000	\$114,321	\$143,306	\$175,000	\$220,000
21-30 employees supervised	34	2.3%	\$176,403	\$119,000	\$140,000	\$165,000	\$200,000	\$290,000
31-40 employees supervised	21	1.4%	\$175,558	\$120,120	\$150,000	\$172,800	\$200,000	\$250,000
41-50 employees supervised	19	1.3%	\$166,228	\$80,000	\$135,000	\$173,000	\$208,000	\$260,000
51-75 employees supervised	14	1.0%	\$173,813	\$102,000	\$160,000	\$168,500	\$200,000	\$264,000
76-100 employees supervised	10	0.7%	\$176,144	\$105,000	\$133,500	\$173,468	\$225,000	\$250,000
101-200 employees supervised	14	1.0%	\$187,820	\$114,900	\$145,856	\$202,250	\$217,000	\$280,000
201-400 employees supervised	14	1.0%	\$195,906	\$120,000	\$147,320	\$180,520	\$240,000	\$300,000
401+ employees supervised†								

† Data suppressed due to sample size > 10



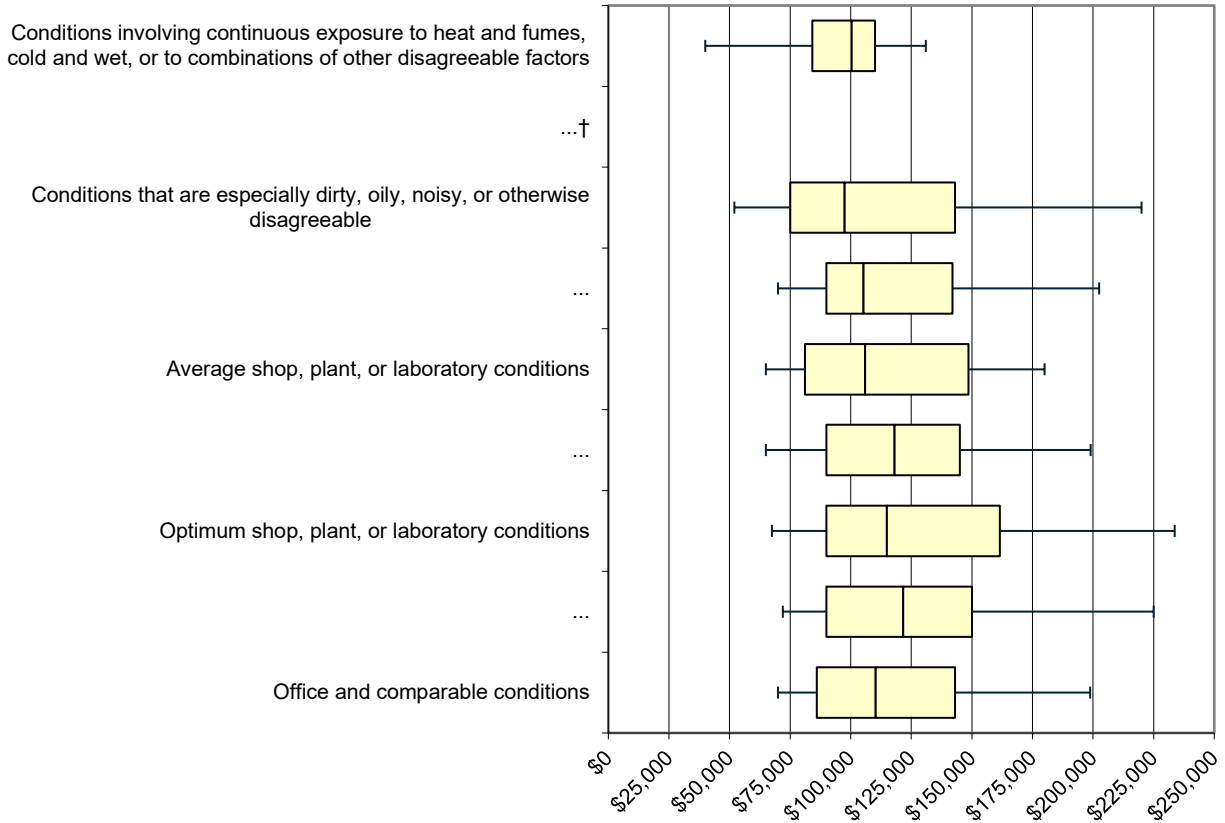
Use of Professional Seal (H) (Full-time Employees)



	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Never used or not applicable	891	60.7%	\$111,992	\$66,500	\$80,000	\$100,000	\$134,000	\$202,000
...	200	13.6%	\$138,971	\$76,134	\$104,250	\$133,250	\$165,000	\$222,850
Occasionally used	167	11.4%	\$136,097	\$81,120	\$105,000	\$130,000	\$164,644	\$204,500
...	66	4.5%	\$135,559	\$74,000	\$105,000	\$135,000	\$160,000	\$220,000
Frequently used	65	4.4%	\$125,461	\$80,000	\$102,000	\$120,000	\$144,300	\$184,000
...	17	1.2%	\$128,151	\$78,000	\$100,500	\$129,000	\$150,000	\$172,000
Regularly used	62	4.2%	\$136,319	\$85,000	\$107,000	\$135,000	\$150,000	\$195,000



Job Environment (I)

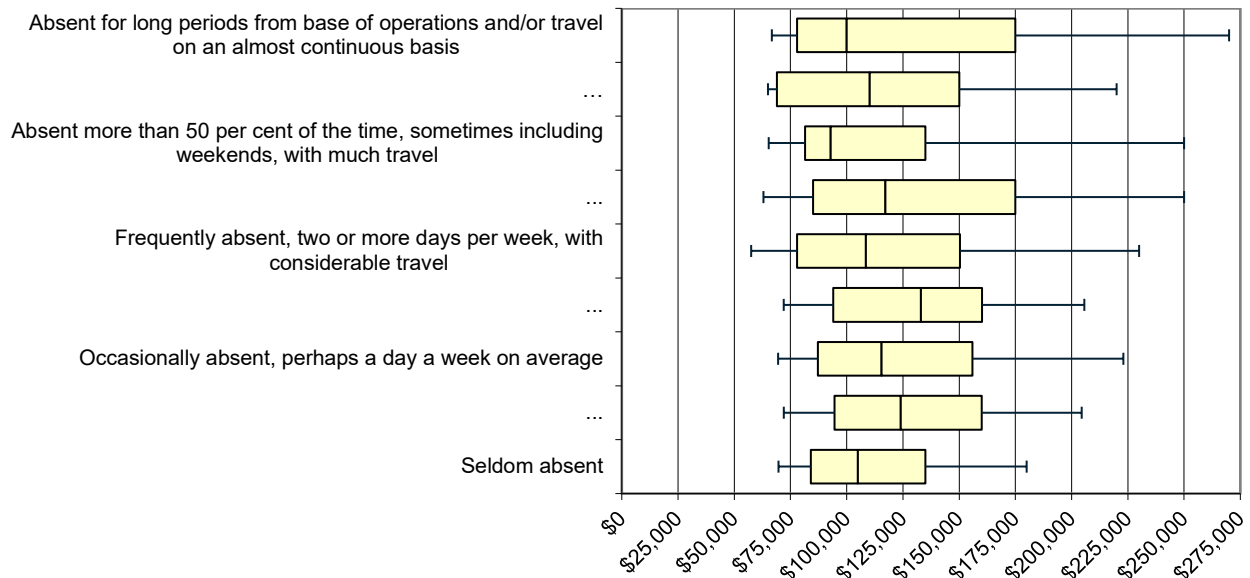


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Office and comparable conditions	552	37.6%	\$119,223	\$70,000	\$86,002	\$110,250	\$143,066	\$198,804
...	373	25.4%	\$128,011	\$72,000	\$90,000	\$121,600	\$150,000	\$225,000
Optimum shop, plant, or laboratory conditions	129	8.8%	\$127,352	\$67,500	\$90,000	\$114,900	\$161,500	\$233,678
...	79	5.4%	\$121,405	\$65,000	\$90,000	\$118,148	\$145,000	\$199,000
Average shop, plant, or laboratory conditions	201	13.7%	\$115,268	\$65,000	\$81,120	\$106,000	\$148,600	\$180,000
...	79	5.4%	\$118,592	\$70,000	\$90,000	\$105,300	\$142,000	\$202,500
Conditions that are especially dirty, oily, noisy, or otherwise disagreeable	37	2.5%	\$111,558	\$52,000	\$75,000	\$97,500	\$143,000	\$220,000
... †								
Conditions involving continuous exposure to heat and fumes, cold and wet, or combinations of other disagreeable factors	10	0.7%	\$93,185	\$40,000	\$84,146	\$100,350	\$110,000	\$131,000

† Data suppressed due to sample size > 10



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

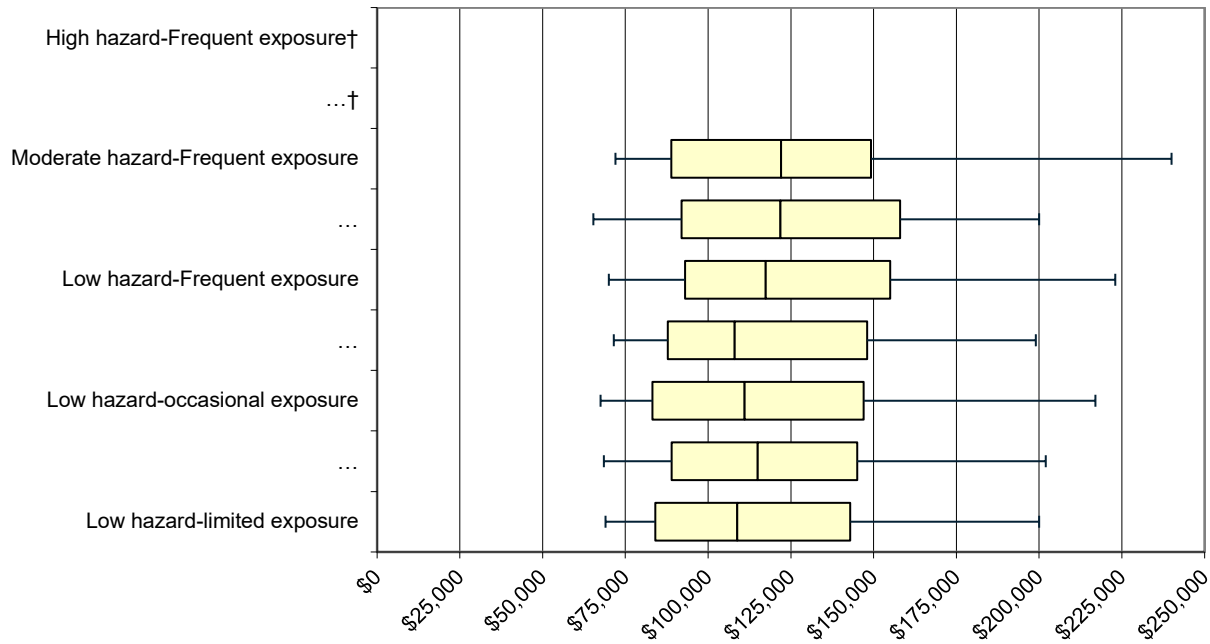


	Count	Column N %	Mean	Percentile 05	Percentile 25	Median	Percentile 75	Percentile 95
Seldom absent	646	44.0%	\$113,395	\$69,676	\$84,000	\$105,000	\$135,000	\$180,000
...	380	25.9%	\$128,162	\$72,033	\$94,603	\$124,000	\$160,000	\$204,475
Occasionally absent, perhaps a day a week on average	232	15.8%	\$126,041	\$69,500	\$87,125	\$115,500	\$155,955	\$223,000
...	66	4.5%	\$137,209	\$72,000	\$94,000	\$133,000	\$160,211	\$205,647
Frequently absent, two or more days per week, with considerable travel	54	3.7%	\$122,807	\$57,525	\$77,981	\$108,500	\$150,300	\$230,000
...	26	1.8%	\$134,002	\$62,985	\$85,000	\$117,250	\$175,000	\$250,000
Absent more than 50 per cent of the time, sometimes including weekends, with much travel	39	2.7%	\$116,230	\$65,325	\$81,500	\$92,900	\$135,000	\$250,000
...	10	0.7%	\$117,790	\$65,000	\$69,015	\$110,250	\$150,000	\$220,000
Absent for long periods from base of operations and/or travel on an almost continuous basis	15	1.0%	\$130,743	\$66,720	\$77,900	\$100,000	\$175,000	\$270,000

† 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)	532	36.2%	\$117,903	\$69,000	\$84,000	\$108,828	\$142,935	\$200,000
2	251	17.1%	\$121,550	\$68,500	\$89,000	\$115,000	\$145,000	\$202,000
5	319	21.7%	\$121,882	\$67,500	\$83,181	\$111,000	\$147,000	\$217,000
8	73	5.0%	\$117,854	\$71,500	\$87,776	\$108,000	\$148,000	\$199,000
10	183	12.5%	\$126,832	\$70,000	\$93,000	\$117,380	\$155,000	\$223,000
12	31	2.1%	\$125,453	\$65,325	\$92,000	\$121,800	\$158,000	\$200,000
15	72	4.9%	\$129,497	\$72,000	\$88,875	\$122,000	\$149,225	\$240,000
18†								
20 (High)†								

† 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 63 percent (62.6%) of variance in salary. A formula was produced which members of APEGS can easily use to estimate their salary.

Factor	Coefficient
(Constant)	\$ 34543.470
Duties (A)	\$ 184.0502
Education (B)	\$ 201.0268
Experience (C)	\$ 402.0420
Recommendations (D)	\$ 76.05365
Supervision Received (E)	\$ 0.471502
Leadership Authority (F)	\$ 6.260231
Supervision Scope (G)	\$ 728.6160
Job Environment (I)*	\$ 704.7889
Absence from Base of Operations (J)	\$ 277.1878
Accident and Health Hazards (K)	\$ 660.1238
Professional Designation(s)	\$ 10664.6138

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

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

$$S_E = 34,543 + 184*A + 201*B + 402*C + 76*D + 0.47*E + 6*F + 729*G - 705*I + 277*J + 660*K$$

Add \$10,665 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.