

## 2010 APEGS Salary Survey Summary Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) contacted a total of 3691 Professional Engineers, Professional Geoscientists, Engineers-in-Training, Geoscientists-in-Training and Limited Members living in Saskatchewan via email. A total of 1,569 members completed the survey representing a 42.5% response rate. Of those, 1,531 were employed full time and used in the analysis. Surveys were completed from mid February to mid March 2010 and salaries reported were as at December 31, 2009. Inshgtrix Research Inc. compiled and tabulated all results. The detailed report from Inshgtrix can be found on the APEGS web site at [www.apegs.sk.ca](http://www.apegs.sk.ca).

### The main goals of the survey are:

- to provide information to all members regarding monetary compensation for different levels of responsibility and advanced degrees;
- to provide information to employers to assist them in establishing appropriate pay levels for recent graduates and ensuring competitive compensation packages for experienced professionals; and
- to give students, career counsellors and other interested persons information on employment, including salaries, in the engineering and geoscience professions in Saskatchewan.

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

	COUNT	MEAN	5	25	MEDIAN	75	95	%
Prior to 1974	50	\$126,287	\$48,000	\$91,500	\$111,128	\$160,000	\$220,000	3.4%
1974	16	\$130,495	\$90,012	\$110,000	\$130,000	\$148,639	\$185,000	1.1%
1975	17	\$131,685	\$2,150	\$108,000	\$125,000	\$162,000	\$212,000	1.2%
1976	18	\$120,079	\$75,000	\$88,577	\$109,223	\$145,000	\$200,000	1.2%
1977	15	\$125,133	\$57,000	\$96,000	\$115,000	\$150,000	\$274,574	1.0%
1978	27	\$120,128	\$72,000	\$97,000	\$115,000	\$130,662	\$187,600	1.8%
1979	16	\$124,988	\$80,000	\$89,759	\$124,237	\$147,500	\$198,000	1.1%
1980	18	\$103,959	\$64,338	\$87,600	\$101,500	\$124,000	\$141,000	1.2%
1981	18	\$125,187	\$90,000	\$100,000	\$122,500	\$135,000	\$230,000	1.2%
1982	29	\$125,746	\$80,000	\$98,000	\$110,000	\$130,000	\$263,707	2.0%
1983	29	\$123,327	\$70,000	\$100,000	\$116,000	\$133,628	\$200,000	2.0%
1984	24	\$132,083	\$82,000	\$97,500	\$112,000	\$126,000	\$170,000	1.6%
1985	27	\$104,608	\$64,000	\$83,500	\$100,000	\$114,000	\$186,576	1.8%
1986	31	\$110,172	\$76,000	\$91,944	\$102,000	\$131,100	\$175,000	2.1%
1987	36	\$102,258	\$58,000	\$84,000	\$101,094	\$122,500	\$158,000	2.4%
1988	26	\$102,274	\$73,100	\$84,628	\$104,840	\$120,000	\$130,000	1.8%
1989	21	\$108,985	\$67,823	\$96,000	\$107,000	\$120,000	\$143,000	1.4%
1990	21	\$108,210	\$72,200	\$88,000	\$100,000	\$130,000	\$150,000	1.4%
1991	29	\$105,283	\$72,000	\$88,500	\$105,000	\$115,000	\$145,600	2.0%
1992	26	\$95,641	\$66,685	\$85,000	\$94,212	\$105,711	\$120,000	1.8%
1993	24	\$86,927	\$52,000	\$72,000	\$83,839	\$107,000	\$118,000	1.6%
1994	35	\$108,527	\$60,000	\$83,109	\$100,000	\$126,000	\$160,000	2.4%
1995	40	\$114,578	\$61,500	\$78,500	\$94,250	\$117,500	\$154,000	2.7%
1996	39	\$113,224	\$51,000	\$80,000	\$100,000	\$115,000	\$140,000	2.6%
1997	35	\$105,629	\$64,000	\$85,000	\$102,800	\$125,000	\$150,000	2.4%
1998	27	\$90,295	\$55,000	\$84,500	\$92,000	\$101,000	\$115,000	1.8%
1999	55	\$86,619	\$49,000	\$70,000	\$84,476	\$103,000	\$125,000	3.7%
2000	51	\$84,015	\$61,000	\$71,000	\$84,000	\$92,090	\$110,010	3.5%
2001	54	\$82,727	\$60,000	\$72,000	\$80,500	\$92,000	\$119,000	3.7%
2002	57	\$83,519	\$65,000	\$75,000	\$83,966	\$91,500	\$106,700	3.9%
2003	73	\$76,146	\$58,240	\$65,000	\$72,000	\$82,000	\$105,000	5.0%
2004	75	\$74,822	\$55,500	\$66,755	\$75,000	\$83,500	\$93,000	5.1%
2005	93	\$71,334	\$56,000	\$64,000	\$70,000	\$78,000	\$89,587	6.3%
2006	62	\$66,508	\$48,600	\$58,000	\$65,500	\$74,500	\$86,000	4.2%
2007	92	\$61,735	\$46,300	\$55,067	\$62,000	\$68,196	\$78,000	6.2%
2008	92	\$66,661	\$45,000	\$54,014	\$58,120	\$65,000	\$76,000	6.2%
2009	76	\$63,262	\$45,000	\$53,000	\$55,008	\$61,850	\$66,500	5.2%
	1474							100.00%

### Annual Salary by Designation

	COUNT	MEAN	5	25	MEDIAN	75	95	%
P.Eng.	909	\$102,698	\$65,000	\$80,000	\$96,000	\$115,000	\$160,000	59.4%
P.Geo.	65	\$111,745	\$61,000	\$82,700	\$103,000	\$140,000	\$175,000	4.2%
P.Eng. and P.Geo	20	\$114,137	\$52,500	\$100,000	\$106,500	\$137,500	\$172,000	1.3%
Eng.-In-Training	494	\$67,300	\$47,080	\$56,000	\$62,500	\$72,000	\$88,398	32.3%
Geo.-In-Training	37	\$92,006	\$50,112	\$65,000	\$74,000	\$83,500	\$120,000	2.4%
Limited Member	6	\$101,767	\$15,000	\$83,000	\$87,500	\$150,000	\$187,600	.4%
	1531							100.00%

### Annual Salary by Discipline

	COUNT	MEAN	5	25	MEDIAN	75	95	%
Environmental	129	\$81,220	\$53,000	\$64,000	\$78,000	\$92,090	\$124,000	8.4%
Civil	324	\$92,009	\$53,000	\$65,000	\$82,150	\$105,844	\$155,000	21.2%
Elec/Eng/Physics	331	\$84,785	\$51,000	\$64,338	\$78,000	\$98,400	\$130,000	21.6%
Mech/Industrial	412	\$93,558	\$51,750	\$66,500	\$84,000	\$106,400	\$155,000	26.9%
Geoscience	88	\$106,525	\$52,000	\$73,500	\$85,778	\$122,500	\$175,000	5.7%
Ag/Forestry	53	\$89,428	\$55,000	\$70,000	\$82,000	\$100,800	\$150,000	3.5%
Geo/Mining/Petro	108	\$101,349	\$52,500	\$70,000	\$96,000	\$127,250	\$160,000	7.1%
Chem/Ceramic/Metal	86	\$95,367	\$55,000	\$69,500	\$88,250	\$111,000	\$165,000	5.6%
	1531							100.00%

### Annual Salary by Function

	COUNT	MEAN	5	25	MEDIAN	75	95	%
Inspec/Quality/Res	40	\$68,524	\$50,500	\$55,500	\$63,350	\$78,750	\$101,168	2.6%
Design	365	\$76,544	\$51,000	\$60,000	\$70,000	\$84,000	\$120,000	23.8%
Project Admin	62	\$82,939	\$50,600	\$64,500	\$77,935	\$96,336	\$118,320	4.0%
Research/Planning	118	\$86,233	\$47,000	\$64,500	\$78,026	\$92,017	\$130,000	7.7%
Op/Maint	118	\$80,518	\$45,000	\$63,000	\$80,000	\$96,336	\$125,000	7.7%
Mktg/Sales	24	\$85,419	\$52,800	\$69,000	\$81,000	\$101,400	\$144,000	1.6%
Approvals/Enforce	47	\$86,229	\$60,000	\$73,500	\$83,109	\$100,800	\$120,000	3.1%
Other	20	\$90,451	\$50,000	\$64,750	\$83,250	\$104,875	\$170,000	1.3%
Project/Op/Mgnt	574	\$97,281	\$54,910	\$72,000	\$91,000	\$113,500	\$155,000	37.5%
Teaching	44	\$98,194	\$72,500	\$84,814	\$96,000	\$110,000	\$126,000	2.9%
Corp. Mgnt	119	\$139,407	\$72,000	\$105,000	\$130,000	\$160,000	\$250,000	7.8%
	1531							100.00%

### Annual Salary by Industry

	COUNT	MEAN	5	25	MEDIAN	75	95	%
Mfg/Processing	200	\$81,411	\$46,650	\$60,000	\$72,000	\$92,752	\$137,500	13.1%
Consulting	378	\$86,995	\$52,000	\$61,360	\$75,000	\$100,700	\$150,000	24.7%
Transportation	34	\$81,163	\$54,000	\$64,000	\$75,500	\$94,000	\$121,968	2.2%
Construc. Facilities	130	\$89,621	\$54,000	\$64,500	\$75,722	\$93,624	\$145,000	8.5%
Support Services	42	\$79,879	\$47,080	\$62,000	\$77,500	\$90,000	\$104,685	2.7%
Other	20	\$86,741	\$34,500	\$58,000	\$78,705	\$104,734	\$164,000	1.3%
Enviro/Public Safety	60	\$87,749	\$54,455	\$73,742	\$83,000	\$101,500	\$130,000	3.9%
Utilities	250	\$96,118	\$58,008	\$73,100	\$90,000	\$105,000	\$147,800	16.3%
Resource Industry	353	\$101,580	\$57,500	\$74,000	\$92,500	\$120,000	\$168,000	23.1%
Education	64	\$99,077	\$56,000	\$81,500	\$95,500	\$110,000	\$162,000	4.2%
	1531							100.00%

### Annual Salary by Degrees

	COUNT	MEAN	5	25	MEDIAN	75	95	%
Bachelor's	995	\$88,179	\$52,000	\$63,500	\$80,000	\$102,000	\$150,000	65.0%
Bachelor-Master's	217	\$96,213	\$57,200	\$70,000	\$85,000	\$106,000	\$150,000	14.2%
Master's Degree	232	\$95,840	\$55,000	\$70,000	\$85,000	\$108,338	\$162,000	15.2%
Master's-Doctorate	24	\$98,393	\$46,000	\$74,026	\$91,300	\$120,000	\$156,000	1.6%
Doctorate	63	\$110,262	\$72,232	\$92,400	\$104,750	\$120,000	\$165,000	4.1%
	1531							100.00%

### Annual Salary by Experience

	COUNT	MEAN	5	25	MEDIAN	75	95	%
<1 year	75	\$58,798	\$43,680	\$53,000	\$57,000	\$63,000	\$89,000	4.9%
1 year	28	\$78,519	\$38,688	\$53,000	\$61,000	\$69,400	\$83,500	1.8%
1.5 years	71	\$62,449	\$40,000	\$54,000	\$59,000	\$69,000	\$100,000	4.6%
2 years	93	\$64,748	\$47,080	\$54,100	\$60,000	\$70,102	\$92,500	6.1%
3 years	119	\$67,261	\$53,000	\$60,000	\$65,000	\$72,437	\$82,000	7.8%
4 years	106	\$70,441	\$55,591	\$62,000	\$70,000	\$77,000	\$89,668	6.9%
5 years	104	\$82,262	\$58,500	\$65,250	\$75,000	\$84,674	\$95,000	6.8%
6 years	65	\$80,013	\$58,000	\$69,500	\$78,000	\$85,000	\$120,000	4.2%
7-8 years	100	\$82,531	\$61,851	\$73,350	\$80,395	\$90,136	\$109,000	6.5%
9-10 years	122	\$89,197	\$64,000	\$77,090	\$86,230	\$100,000	\$120,000	8.0%
11-12 years	61	\$105,696	\$67,300	\$84,000	\$95,000	\$108,000	\$130,000	4.0%
13-14 years	75	\$109,889	\$62,500	\$85,000	\$100,000	\$115,000	\$144,000	4.9%
15-17 years	83	\$105,102	\$63,846	\$83,109	\$99,000	\$118,000	\$155,000	5.4%
18-20 years	81	\$105,149	\$72,200	\$85,615	\$100,000	\$120,000	\$146,000	5.3%
21-24 years	114	\$114,772	\$80,000	\$96,336	\$107,000	\$124,500	\$180,000	7.4%
25+ years	234	\$127,008	\$75,000	\$98,000	\$117,828	\$145,500	\$210,000	15.3%
	1531							100.00%

### Employment Sector

	COUNT	MEAN	5	25	MEDIAN	75	95	%
Public Sector	536	\$91,190	\$55,008	\$70,354	\$85,000	\$102,000	\$144,012	35.4%
Private Sector	980	\$91,655	\$51,974	\$63,923	\$80,000	\$107,000	\$160,000	64.6%
	1516							100.00%

### Total Salary

	COUNT	MEAN	5	25	MEDIAN	75	95
Base Salary	1531	\$91,548	\$52,153	\$66,000	\$82,900	\$105,000	\$150,000
Salary Incl. bonus	1531	\$103,147	\$54,900	\$70,400	\$90,000	\$118,320	\$192,000

### Salary Changes - Full Time Positions

	MEDIAN SALARY	% INCREASE	AVERAGE SALARY	% INCREASE
1987	\$48,000		\$49,269	
1989	\$50,928	6.10%	\$62,887	27.60%
1991	\$54,110	6.20%	\$57,578	-8.40%
1993	\$54,480	0.70%	\$56,703	-1.50%
1995	\$56,400	3.50%	\$59,142	4.30%
1997	\$60,000	6.40%	\$62,266	5.30%
1999	\$62,500	4.20%	\$65,401	5.00%
2001	\$66,000	5.60%	\$68,877	5.30%
2003	\$68,800	4.20%	\$71,210	3.40%
2005	\$71,008	3.20%	\$73,607	3.40%
2007	\$74,000	4.20%	\$77,374	5.10%
2008	\$76,352	3.20%	\$83,025	7.30%
2009	\$80,000	4.80%	\$86,908	4.70%
2010	\$82,950	3.70%	\$91,548	5.30%

### Regression Analysis

Stepwise linear regression was used to find the best model for estimating salaries. The formula produced explains more than one half of the variance in salary (53.1%) regardless of industry. Any model explaining at least 50% of the variance in the dependent variable can be considered an effective model. Refer to the "Classification Rating Guide", which can be found on [www.apegs.sk.ca](http://www.apegs.sk.ca), to determine the values for each factor.

FACTOR	B (COEFFICIENT)	BETA (RELATIVE IMPORTANCE)
Duties (A)	162	.242
Experience (C)	199	.195
Leadership Authority and/or Supervision Exercised (F)	128	.094
Supervision Scope (G)	825	.215
Absence From Base Of Operations (J)	786	.078
Receipt of professional designation	6111	.060
(Constant)	44914	N/A

### Formula for expected salary ( $S_E$ ) without bonus:

$$S_E = 44914 + 162 * A + 199 * C + 128 * F + 825 * G + 786 * J$$

Add 6111 if you have acquired professional status within your field (P.Eng or P.Geo).