

2005 APEGS Salary Survey Results

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) thanks the 1,147 members who responded to the survey. There were a total of 2,813 contacts made. These Professional Engineers, Professional Geoscientists, and Members-in-Training living in Saskatchewan were invited to complete the survey online. Responses were accepted until July 6, 2005. The reference data for the survey was December 31, 2004. The response rate was 40.8%.

Of the 1,147 responses, 4 were not usable as they contained insufficient data and 21 were received from respondents who indicated that they worked part-time, resulting in a count of 1,122 as a base for these results.

Results Highlights:

- 1,147 responses (40.8% of questionnaires)
- 1,122 base responses (39.9% of questionnaires); excludes incomplete surveys and part-time employees
- average salary of 73,607 (up 3.4% from 2003)
- median salary of 71,008 (up 3.2% from 2003)
- highest average income (industry) – resource industry
- lowest average income (industry) – consulting
- highest average income (function) – corporate management
- lowest average income (function) – inspection/quality control/resident services
- 54% of respondents reported income in addition to base salary
- 94% of respondents reported additional benefits



A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

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

YEAR	AVERAGE	COUNT	LO QUARTILE	MED. SALARY	HI QUARTILE	% TOTAL
No Yr. Given	72623	41	52610	70000	82500	3.7%
Non-B.Sc. P.Eng	91667	6	58500	96500	119750	0.5%
1960-69	91770	34	72000	87008	107000	3.0%
1970-74	89088	67	77500	89088	106000	6.0%
1975-79	91047	122	75000	86616	100000	10.9%
1980-84	86824	121	72321	85730	95000	10.8%
1985	84825	32	65420	82805	97625	2.9%
1986	81886	23	65000	80060	95000	2.0%
1987	84365	29	73980	82000	93500	2.6%
1988	82299	29	75200	80000	88903	2.6%
1989	76764	16	68000	76150	83000	1.4%
1990	79155	27	66651	78000	89000	2.4%
1991	74814	20	64750	78500	82796	1.8%
1992	101744	25	65746	72000	93750	2.2%
1993	73243	32	58000	72980	84875	2.9%
1994	74930	37	65825	76000	83373	3.3%
1995	66787	42	56122	65000	75975	3.7%
1996	69336	41	59563	70404	77500	3.7%
1997	69384	38	60000	69125	79625	3.4%
1998	62088	38	51625	61600	72000	3.4%
1999	58190	43	50000	60000	66000	3.8%
2000	59383	49	48000	57000	65000	4.4%
2001	52069	52	45128	50000	58509	4.6%
2002	49975	43	42276	48700	57000	3.8%
2003	47026	59	40000	46046	51750	5.3%
2004	41824	47	38500	43000	45500	4.2%
2005	47624	9	44000	46200	51700	0.8%
All	73607	1122	55293	71008	86000	100.0%

Averages for Prior Years

YEAR	AVERAGE	COUNT	LO QUARTILE	MED. SALARY	HI QUARTILE
2003	71210	1091	54600	68800	83960
2001	68877	606	54000	66000	80000
1999	65401	600	50000	62500	74925
1997	62266	432	47280	60000	73000
1995	59142	522	45000	56400	68000
1993	56703	400	43600	54480	65625
1992	57630	418	44808	55000	66000
1991	57578	601	42360	54110	67000
1990	53963	576	41000	52000	63024
1989	62887	617	41712	50928	62664
1988	50198	357	40500	48480	57600
1987	49269	704	39504	48000	56496

Annual Salary by Industry

INDUSTRY	AVERAGE	COUNT	LO QUARTILE	MEDIAN SALARY	HI QUARTILE	% TOTAL
Resource	82812	227	65000	77500	96000	20.2%
Manufac. & Processing	67769	188	49000	65000	81375	16.8%
Transportation	68713	39	48360	67200	84000	3.5%
Utilities	79523	207	62822	76000	89000	18.4%
Construc. of Facilities	67673	75	48500	65397	80000	6.7%
Environ. & Public Safety	70299	54	59265	69872	82493	4.8%
Consulting	66698	200	45820	60000	82000	17.8%
Support Services	67807	17	53500	68610	83110	1.5%
Education	73537	61	60500	72000	85000	5.4%
Other	75134	54	62250	75000	86911	4.8%
All	73607	1122	55293	71008	86000	100.0%

Annual Salary by Function

FUNCTION	AVERAGE	COUNT	LO QUARTILE	MEDIAN SALARY	HI QUARTILE	% TOTAL
Corp. Management	108642	103	84336	98000	116850	9.2%
Project Management	77750	381	61750	75300	90050	34.0%
Project Admin.	65289	53	46107	60000	80000	4.7%
Design	60509	211	45000	56160	73500	18.8%
Research/Planning	68316	85	60100	72000	79750	7.6%
Insp./Qual./Res.Serv.	56663	26	41500	52500	71303	2.3%
Operating/Maintenance	69715	92	60000	68919	79875	8.2%
Teaching	74125	39	61000	72000	85000	3.5%
Marketing/Sales	69125	25	58000	66600	82942	2.2%
Reg. Approval/Enforce.	69215	39	60372	66166	79464	3.5%
Other	66683	68	44500	67254	78000	6.1%
All	73607	1122	55293	71008	86000	100.0%

Annual Salary by Designation

DESIG.	AVERAGE	COUNT	LO QUARTILE	MED. SALARY	HI QUARTILE	% TOTAL
P.Eng.	82801	731	67000	78900	91800	65.2%
P.Geo.	78537	53	65500	80000	90000	4.7%
P.Eng./P.Geo.	84772	15	72000	80300	97000	1.3%
Eng-in-Training	50624	308	42000	48000	58375	27.5%
Geo-in-Training	68887	15	52210	65000	76400	1.3%
All	73607	1122	55293	71008	86000	100.0%



Annual Salary by Degrees

The average earnings of persons with a Masters degree are 13.1% higher than the average earnings of those with a bachelors degree, and the average earnings of persons with a doctorate are 12.9% higher than those with a bachelors degree. Persons with non-engineering or geoscience degrees in addition to a bachelor degree in engineering on average earned 11.8% more than those with only a bachelor degree.

DESIG.	AVERAGE	COUNT	LO QUARTILE	MED. SALARY	HI QUARTILE	% TOTAL
Bachelor	71337	828	52233	69000	84252	73.8%
Masters	80676	156	61275	79464	94500	13.9%
Doctorate	80575	47	72000	77000	86400	4.2%
Others	79752	72	58500	76205	95176	6.4%
No Qualification Given	73995	19	57600	70000	80438	1.7%
All	73607	1122	55293	71008	86000	100.0%

Employment Status

2005 Full-time Positions	98%
2003 Full-time Positions	98%
2001 Full-time Positions	97%

2005 Full-time positions work on average 42.9 hours/week
 2005 Part-time positions work on average 28.0 hours/week

2005 Salary Part-time Positions.....	55,968
2003 Salary Part-time Positions.....	41,874
2001 Salary Part-time Positions.....	32,174

SECTOR	AVERAGE	COUNT	LO QUARTILE	MED. SALARY	HI QUARTILE	% TOTAL
Public Sector	75131	467	60500	72000	85000	41.6%
Private Sector	72520	655	52000	69000	85000	58.4%
All	73607	1122	55293	71008	86000	100.0%

Salary Changes – Full-time Positions

2005 Average Salary	73,607 (up 3.4% from 2002)
2003 Average Salary	71,210
2001 Average Salary.....	68,877
2005 Median Salary	71,008 (up 3.2% from 2002)
2003 Median Salary	68,800
2001 Median Salary	66,000

Additional Income

601 (53.6%) of 1,122 respondents reported receiving income in addition to their base salary.

Average Salary of 585 persons	73,607
Average Bonus of 585 persons	20,999
Total Income	94,606

Comparative figures in 2003 were 585 persons (54%), \$71,270, \$19,122 and \$90,392. This group experienced an increase of 4.7% in two years.

Additional Benefits

94% of respondents reported additional benefits in 2005 vs 94% in 2003, 91% in 2001, 90% in 1999, 92% in 1997, 90% in 1995 and 93% in 1993.

Scatter Graphs

Scatter graphs in this report show the relationship between income and total rating points. Rating points were estimated by the respondents using the guide that was available online while completing the 2003 salary survey.

Equations for “Best Fit” Curves in 2005 are:

A) Total Salary (\$) = 26,704 + 94.30 (Total Rating Points)

B) Total Income (Salary+ Bonus/Overtime) (\$) = 24,614 + 121.12 (Total Rating Points)

Goals, Methodology and Use

The main goals of the survey were:

- 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.

Members were sent an email invitation, which included a URL link to the survey. Each email was personalized, and included a covering letter asking for cooperation in completing the survey. For those who did not have a personal email address, but had Internet access, a letter was sent with a URL link and an access code to enter to begin the survey. Insignitrix Research Services compiled and tabulated all results.



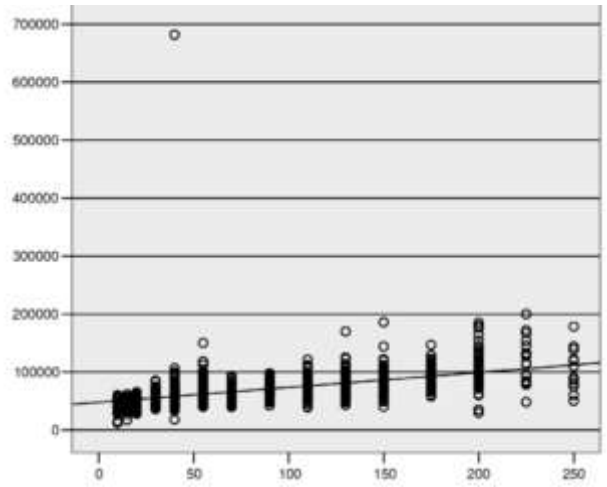
Goals, Methodology and Use *continued*

To obtain the maximum usefulness from the data, it is important to consider all reported results and to keep in mind the following:

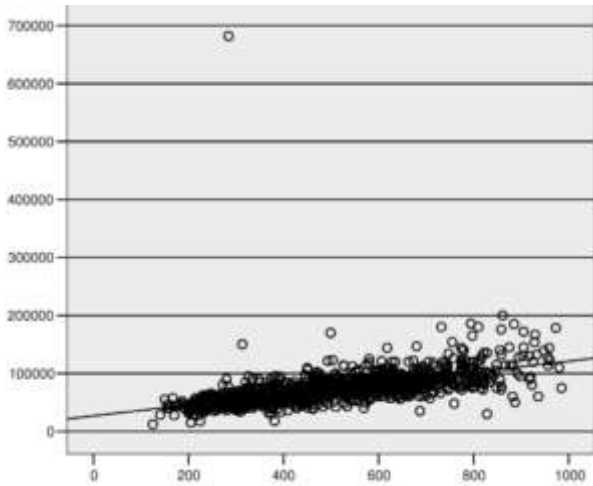
- Salary is basically determined by the level of responsibility of a position;
- Salary levels and benefits vary among industry sectors; and
- Supply and demand in the marketplace can result in significant changes, which, over time, are reflected in surveys such as this.

To estimate appropriate compensation for a specific position, first use the "Classification Rating Guide" which is available from APEGS, and then consult the various tables to check the calculations.

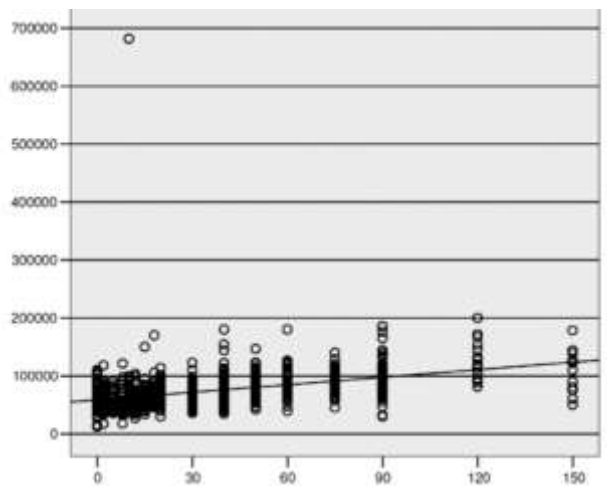
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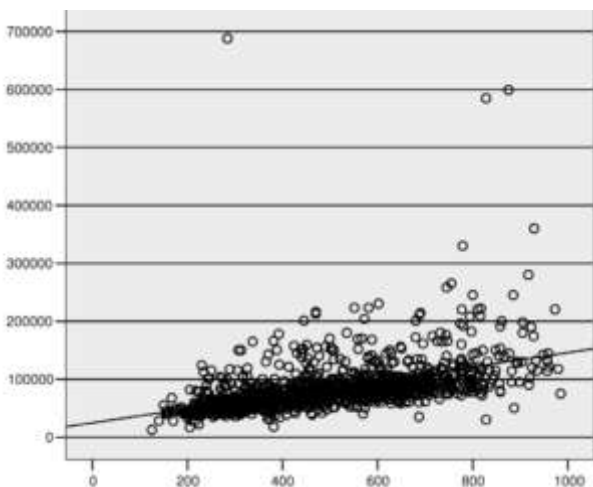
Salary



Leadership



Salary Plus Bonus



Recommendation

