



APEGM 2014 Salary Survey

APEGM Salary Survey Committee

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Prepared by the APEGM Salary Survey Committee

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Survey Highlights

For the twelfth year, the survey was conducted via a web-based format. This year the response rate was 29.5% compared to 32.5% in 2013, 37.7% in 2012, 25.8% in 2011 and 29.1% in 2010. (This year, the survey period was not extended by a week, as in the last couple of years.) The eligible APEGM membership as of April 2014 was 4346 APEGM members and members-in-training. Not all of the survey responses were sufficiently completed for all survey analysis. The committee will be reviewing all questions to reduce any ambiguity for next year's survey.

In reviewing comparative salary data by industry sector and job function, the Mean Base Salary correlates strongly with the Mean Points value.

Highlights for this year's salary survey include:

- The industry sectors with the highest Mean Base Salary were Petroleum (\$118,900) and Mineral Exploration (\$103,617).
- The industry sectors with the lowest Mean Base Salary were Agricultural/Equipment (\$64,004) and Mechanical Equipment (\$66,076), the same two sectors as last year.
- The job functions with a Mean Base Salary greater than \$100,000 were Administrative Services (\$107,816), Management (\$112,561), Mineral Exploration (\$117,116) and Teaching (\$102,176). These functions were also among those with the highest Mean Points (657, 627, 534 and 500).
- The lowest paid job functions based on Mean Base Salary were Quality Assurance (\$71,726), Production (\$73,189) and Design (\$75,026). These functions were also those with the lowest Mean Point scores (382, 362 and 382).
- The highest participation rate in the survey by year of graduation was 2012 with 41.4% of eligible members responding. In general, the highest participation rates are from 2001 to 2012 graduates (30+% of eligible respondents).
- 80.9% of respondents reported that their employer paid their APEGM dues in 2013.
- 83.4% of respondents reported that their employers provided fully paid training.
- Flexible work hours are available to 79.7% of respondents and 24.4% have profit sharing.
- 52.4% of the respondents worked for firms with more than 500 employees and 58.6% of the respondents worked for private enterprises.
- Only 1136 of the 1280 submitted surveys or 88.75% were sufficiently completed to be used for all survey analysis. Some surveys could not be used in the salary analysis due to the responses recorded in the base and total salary question, while others worked only part-time. This year, contract positions or self-employed individuals were eliminated by the initial qualifying question.
- Change of Employment question – 8.0% of responding members have changed employers in the last year, down slightly from the last survey.
- Overall Satisfaction – 77.3% of responding members indicated that they were somewhat to very satisfied with their current compensation. 34.3% of Engineers indicated that they were Very Satisfied compared to 39.3% of Geoscientists.

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Membership Response

- Invitations to complete the web-based survey were sent to 4346 APEGM members and EIT/GITs resident in Manitoba in March 2014. Responses were accepted until April 21, 2014. The reference date for the survey was December 31, 2013.
- Responses were received from 1280 members for an overall response rate of 29.5% compared to 32.5% in 2013, 37.7% in 2012, 25.8% in 2011, 29.1% in 2010, 31.4% in 2009, 31.1% in 2008, 29.9% in 2007 and 29.5% in 2006.
- The response rate for Engineers was 25.8% (798/3094). The response rate for Geoscientists was 22.2% (32/144). The response rate for EITs/GITs was 31.4% (348/1108).
- This year, 25.3% (88) of the (348) respondents who were EITs/GITs graduated more than 5 years ago.

Salary

The primary purpose of the salary survey is to report base salary information as a function of job ratings. Jobs are rated using the APEGM Job Classification Guide, which provides typical job ratings of 160 for a recent Engineering/Geoscience graduate, 344 for an experienced Engineer/Geoscientist, 480 for a Senior Design Engineer, and 715 for a Division Executive for a large corporation.

Exclusions

Although 1280 members logged in to the survey, over 90 respondents indicated that they did not receive a salary, or did not complete by all the questions. As a result, the number of respondents used in each separate table and chart varies.

For base salary calculations, responses were excluded for several reasons. First, some survey responses did not include a base salary. Second, survey responses were excluded from calculations because the respondent was a part-time employee. Third, statistical processes required the removal of outlier values for base salary calculations bringing the number of valid full-time responses to 1123.

Education

- Of the respondents, 35.3% (416/1178) indicated that they had obtained a supplemental education.
- By membership category, this equates to 38.4% (307/798) of Engineers, 53.1% (17/32) of Geoscientists, and 26.4% (92/348) of EIT/GITs.
- 85.8% of respondents indicated their first degree in Engineering or Geosciences was from a Canadian university.

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Gender

- Overall, 85.3% (1004/1178) of respondents were male and 14.4% (170/1178) were female. 0.3% (4/1178) did not indicate their gender.
- Of the total eligible APEGM Membership, 26.4% (1004/3810) of the male members responded and 31.7% (170/536) of the female members responded.
- Of the 1178 respondents used, 82.0% (823/1004) of the males graduated after 1986, and 94.7% (161/170) of the females graduated after 1986.

Workplace Information

- The average official workweek was 38.4 hours.
- The typical number of hours worked was 42.3 hours per week.
- The average number of weeks of vacation reported was 3.7.
- This year, 58.6% of respondents were from the private sector, compared to 58.7% last year, and 58.0% the year before last.
- The average percentage increase in the base annual salary from the previous year was 5.2% for those respondents who did receive a salary increase. Of the respondents, 23.1% (272/1178) did not get a salary increase (seven respondents reported a pay decrease).

Part-Time Respondents

- This year, 32 respondents reported that their earnings were part-time.
- The Mean Base Salary of these respondents was \$38,037. Mean Total Income was \$39,737, based on an average work period of 25 weeks at 40.1 hours per week.
- The Mean APEGM Points for these respondents was 304.
- Of these 32 respondents, 11 reported receiving pay increases averaging 4.1%.

Comments

- This year, 10.2% of respondents provided written comments on their APEGM salary survey, compared to 11.4% who left comments in 2013, 9.7% in 2012, 6.7% in 2011, 5.0% in 2010, and 8.0% in the 2009 survey.

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Table 1: Mean Base Salary vs. APEGM Points Equation

Year	Base Salary
2014	$128.8P + 27.7k$
2013	$122.1P + 27.8k$
2012	$121.2P + 26.3k$
2011	$114.2P + 26.9k$
2010	$117.4P + 23.5k$
2009	$109.4P + 25.7k$
2008	$116.7P + 21.3k$
2007	$113P + 18.1k$
2006	$107P + 18.7k$
2005	$102P + 19.2k$
2004	$89P + 22.7k$
2003	$85P + 24.1k$
2002	$86P + 22.2k$
2001	$84P + 20.6k$
2000	$89P + 18.2k$
1999	$93P + 14.6k$
1998	$87P + 17.0k$
(P = APEGM Points, k = \$000)	

**Table 2: Base Salary at Different APEGM Point Levels
(Based on Mean Base Salary Equations)**

Year of Report	Mean Base Salary @ 200	% Incr.	Mean Base Salary @ 400	% Incr.	Mean Base Salary @ 600	% Incr.	Statistics Canada CPI Cost of Living % Increase
2014	\$53,434	2.3	\$79,196	3.3	\$104,958	3.8	2.3
2013	\$52,238	3.4	\$76,666	2.5	\$101,090	2.1	1.8
2012	\$50,512	1.5	\$74,762	3.0	\$99,012	3.7	0.6
2011	\$49,743	(5.8)	\$72,593	3.9	\$95,443	3.5	3.3
2010	\$52,823	3.6	\$69,847	(3.6)	\$92,229	(6.4)	0.6
2009	\$51,001	0.4	\$72,437	5.7	\$98,537	10.9	2.3
2008	\$50,781	9.4	\$68,289	3.8	\$87,800	3.1	1.6
2007	\$46,400	1.7	\$65,800	6.3	\$85,200	5.4	2.2
2006	\$45,630	4.5	\$61,913	1.0	\$80,813	0.3	1.8
2005	\$43,583	7.1	\$61,276	4.9	\$80,550	6.3	3.3
2004	\$40,500	(1.5)	\$58,300	0.3	\$76,100	1.3	0.8
2003	\$41,123	4.3	\$58,123	2.6	\$75,123	1.8	3.7
2002	\$39,426	5.3	\$56,626	4.5	\$73,826	4.0	3.2
2001	\$37,413	3.9	\$54,213	0.8	\$71,013	(0.8)	2.5
2000	\$36,000	8.4	\$53,800	3.9	\$71,600	1.7	2.3
1999	\$33,200	(3.5)	\$51,800	0.0	\$70,400	1.7	1.4
1998	\$34,400	5.8	\$51,800	5.1	\$69,200	4.7	1.2

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Table 3: Industry Sector Statistics

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	92	8.2%	\$76,276	\$60,000	\$73,608	\$92,250	\$81,731	404
Agricultural/Equipment	28	2.5%	\$64,004	\$50,750	\$63,500	\$75,563	\$70,723	381
Agriculture/Food	12	1.1%	\$97,011	\$82,500	\$99,900	\$113,250	\$105,069	507
Biomedical	5	0.4%	\$89,552	\$65,000	\$74,759	\$95,000	\$92,852	395
Computer/Software	12	1.1%	\$86,917	\$71,000	\$84,000	\$99,000	\$88,859	433
Construction	68	6.0%	\$86,616	\$63,750	\$85,000	\$104,766	\$101,320	501
Consulting	219	19.5%	\$86,620	\$61,000	\$78,000	\$107,350	\$98,106	472
Education	19	1.7%	\$102,144	\$81,200	\$100,000	\$117,500	\$103,460	566
Electronics	13	1.2%	\$90,015	\$66,322	\$80,000	\$108,500	\$105,438	470
Environmental	18	1.6%	\$77,369	\$67,375	\$77,800	\$91,204	\$82,859	444
Health Care	13	1.2%	\$77,870	\$63,875	\$80,000	\$92,000	\$78,265	427
Heavy Electrical	5	0.4%	\$99,957	\$68,784	\$117,000	\$122,000	\$114,757	508
Manufacturing	109	9.7%	\$77,162	\$58,000	\$71,822	\$92,000	\$83,124	448
Mechanical Equipment	11	1.0%	\$66,076	\$52,500	\$62,006	\$76,250	\$73,376	359
Metals - Primary	7	0.6%	\$89,293	\$73,250	\$95,198	\$102,000	\$107,173	441
Mineral Exploration	6	0.5%	\$103,617	\$88,178	\$98,100	\$110,500	\$113,951	580
Mining	36	3.2%	\$100,408	\$81,380	\$96,462	\$110,000	\$119,106	465
Petroleum	8	0.7%	\$118,900	\$94,700	\$109,750	\$150,275	\$229,050	518
Pharmaceutical	8	0.7%	\$85,721	\$55,975	\$68,125	\$100,750	\$97,730	412
Research & Development	19	1.7%	\$93,056	\$69,737	\$89,700	\$116,406	\$100,814	519
Telecommunications	15	1.3%	\$86,639	\$73,227	\$90,281	\$101,500	\$94,446	451
Transportation	81	7.2%	\$81,329	\$60,000	\$83,400	\$100,000	\$84,892	464
Transportation Equipment	7	0.6%	\$98,586	\$86,400	\$93,000	\$106,650	\$123,771	540
Utilities (Gas, Hydro, Water)	260	23.1%	\$92,581	\$74,000	\$93,114	\$110,000	\$97,385	434
Other	54	4.8%	\$93,956	\$73,361	\$91,127	\$112,186	\$99,383	513
Total	1125	100.0%						

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Table 4: Industry Sector Statistics (Engineers)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	60	7.8%	\$86,800	\$73,804	\$84,180	\$98,906	\$94,143	475
Agriculture/Equipment	10	1.3%	\$80,345	\$69,250	\$78,042	\$85,943	\$91,275	445
Agriculture/food	10	1.3%	\$107,263	\$93,250	\$107,400	\$115,750	\$115,333	542
Computer/Software	7	0.9%	\$103,143	\$91,500	\$105,000	\$107,500	\$108,429	485
Construction	49	6.4%	\$97,162	\$80,000	\$92,000	\$109,000	\$113,803	563
Consulting	153	19.9%	\$98,533	\$73,000	\$94,000	\$117,200	\$113,432	552
Education	15	2.0%	\$113,789	\$96,425	\$106,179	\$127,500	\$115,123	613
Electronics	10	1.3%	\$98,588	\$80,000	\$87,500	\$113,375	\$118,138	498
Environmental	9	1.2%	\$86,556	\$76,960	\$87,800	\$92,800	\$91,647	485
Health Care	8	1.0%	\$91,804	\$81,376	\$92,250	\$98,575	\$91,804	497
Manufacturing	67	8.7%	\$88,964	\$69,250	\$88,000	\$100,604	\$96,440	522
Mechanical Equipment	5	0.7%	\$80,267	\$65,000	\$87,000	\$90,000	\$93,267	432
Metals Primary	4	0.5%	\$104,387	\$98,800	\$102,000	\$107,588	\$131,979	548
Mining	14	1.8%	\$109,370	\$102,085	\$109,000	\$114,050	\$134,439	558
Pharmaceutical	5	0.7%	\$103,230	\$77,250	\$95,000	\$118,000	\$119,940	504
Research and Development	14	1.8%	\$108,790	\$78,675	\$109,408	\$132,225	\$117,605	584
Telecommunications	11	1.4%	\$97,971	\$90,641	\$98,000	\$105,404	\$108,271	494
Transportation	59	7.7%	\$91,191	\$78,100	\$94,000	\$104,557	\$94,793	537
Transportation Equipment	4	0.5%	\$95,950	\$77,250	\$86,400	\$105,100	\$140,025	520
Utilities (Gas, Hydro, Water)	208	27.1%	\$99,188	\$86,000	\$100,000	\$111,000	\$104,635	478
Other	46	6.0%	\$106,945	\$88,520	\$105,214	\$121,500	\$130,297	575
Total	768	100.0%						

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Table 5: Industry Sector Statistics (Geoscientists)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Consulting	4	12.5%	\$100,500	\$83,750	\$94,500	\$111,250	\$104,000	491
Environmental	4	12.5%	\$86,025	\$76,450	\$79,550	\$89,125	\$95,025	588
Mineral Exploration	6	18.7%	\$103,617	\$88,178	\$98,100	\$110,500	\$113,951	580
Mining	10	31.3%	\$114,676	\$86,750	\$96,462	\$140,000	\$134,915	554
Petroleum	4	12.5%	\$128,625	\$105,125	\$127,250	\$150,750	\$147,000	585
Other	4	12.5%	\$76,250	\$67,500	\$67,500	\$78,250	\$76,250	463
Total	32	100.0%						

Table 6: Industry Sector Statistics (EITs/GITs)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Aerospace	30	10.5%	\$55,756	\$52,000	\$55,000	\$60,000	\$57,670	290
Agricultural/Equipment	18	6.3%	\$54,926	\$49,021	\$53,500	\$62,500	\$59,305	345
Computer software	4	1.4%	\$76,250	\$71,750	\$76,500	\$81,000	\$88,113	368
Construction	17	5.9%	\$59,759	\$54,500	\$60,000	\$64,000	\$70,319	348
Consulting	56	19.6%	\$60,996	\$54,590	\$56,550	\$61,500	\$65,020	303
Education	4	1.4%	\$58,475	\$43,375	\$58,000	\$73,100	\$59,725	391
Environmental	4	1.4%	\$56,635	\$47,865	\$55,480	\$64,250	\$57,885	268
Health Care	4	1.4%	\$68,231	\$60,656	\$70,463	\$78,038	\$69,515	364
Manufacturing	43	15.0%	\$58,303	\$50,000	\$56,000	\$64,500	\$61,813	331
Mechanical Equipment	6	2.1%	\$54,251	\$48,500	\$52,500	\$60,255	\$56,801	298
Research and Development	4	1.4%	\$58,250	\$45,000	\$62,500	\$75,750	\$63,250	395
Telecommunications	4	1.4%	\$71,225	\$60,625	\$72,200	\$82,800	\$72,175	334
Transportation	18	6.3%	\$58,291	\$53,375	\$57,000	\$59,750	\$62,800	310
Utilities	46	16.1%	\$63,931	\$58,850	\$62,921	\$68,879	\$66,454	273
Other	28	9.8%	\$62,762	\$55,655	\$63,500	\$67,446	\$69,241	328
Total	286	100.0%						

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Table 7: Job Function Statistics

Principal Job Function	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
Administrative Services	11	1.0%	\$107,816	\$89,114	\$100,000	\$128,500	\$109,634	657
Design	289	26.1%	\$75,026	\$57,000	\$70,000	\$90,000	\$80,793	382
Maintenance	36	3.3%	\$83,633	\$69,125	\$86,011	\$98,775	\$91,541	444
Management	198	17.9%	\$112,561	\$95,000	\$107,724	\$127,750	\$129,803	627
Marketing/Sales	22	2.0%	\$82,645	\$65,166	\$77,500	\$101,584	\$93,634	421
Mineral Exploration	6	0.5%	\$117,116	\$90,628	\$108,000	\$140,750	\$133,783	534
Mining	7	0.6%	\$90,815	\$77,000	\$92,000	\$103,654	\$114,476	419
Planning	64	5.8%	\$86,729	\$68,757	\$84,539	\$100,449	\$90,246	407
Production	25	2.3%	\$73,189	\$60,000	\$71,000	\$85,000	\$77,964	362
Project Management	209	18.9%	\$88,514	\$70,000	\$85,735	\$106,000	\$98,623	467
Quality Assurance	17	1.5%	\$71,726	\$56,000	\$62,213	\$92,000	\$77,942	382
Research & Development	61	5.5%	\$78,794	\$62,000	\$75,000	\$91,000	\$83,489	460
Software Development	20	1.8%	\$77,496	\$59,500	\$74,392	\$93,250	\$78,957	383
Teaching	15	1.4%	\$102,176	\$78,500	\$98,000	\$125,000	\$102,976	500
Technical Support	89	8.0%	\$81,922	\$62,000	\$80,000	\$100,000	\$89,292	408
Other	38	3.4%	\$79,032	\$61,000	\$76,657	\$94,450	\$84,374	393
Total	1107	100.0%						

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Table 8: Year of Graduation Statistics

Year of Graduation	# Reported	% Reported	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1965-1970	9	0.8%	109	8.3%	\$118,188	\$103,500	\$125,000	\$128,000	\$128,411	645
1971	6	0.5%	42	14.3%	\$124,567	\$111,700	\$116,000	\$138,750	\$141,931	594
1972	5	0.5%	46	10.9%	\$95,200	\$90,000	\$92,000	\$104,000	\$95,200	585
1973	8	0.7%	46	17.4%	\$124,184	\$111,144	\$119,250	\$131,500	\$127,184	661
1974	3	0.3%	45	6.7%	\$116,854	\$114,000	\$118,000	\$120,281	\$116,854	537
1975	3	0.3%	34	8.8%	\$125,233	\$116,350	\$132,700	\$137,850	\$135,233	698
1976	9	0.8%	44	20.5%	\$111,201	\$110,000	\$120,000	\$122,812	\$125,846	644
1977	5	0.5%	45	11.1%	\$105,130	\$70,000	\$94,000	\$128,650	\$112,606	569
1978	4	0.4%	44	9.1%	\$112,775	\$107,150	\$111,250	\$116,875	\$121,950	688
1979	7	0.6%	61	11.5%	\$127,711	\$101,750	\$113,300	\$148,589	\$134,545	702
1980	12	1.1%	65	18.5%	\$109,598	\$91,376	\$109,000	\$120,000	\$123,015	649
1981	13	1.2%	70	18.6%	\$116,577	\$98,000	\$112,000	\$140,665	\$123,625	576
1982	20	1.8%	86	23.3%	\$99,836	\$87,371	\$93,650	\$109,859	\$125,117	561
1983	20	1.8%	100	20.0%	\$111,688	\$98,500	\$108,000	\$122,250	\$118,721	645
1984	21	1.9%	107	19.6%	\$117,578	\$92,000	\$110,322	\$122,000	\$127,917	592
1985	21	1.9%	99	21.2%	\$106,618	\$90,000	\$107,000	\$120,000	\$117,572	597
1986	20	1.8%	107	18.7%	\$108,835	\$93,000	\$110,919	\$119,750	\$115,849	568
1987	18	1.6%	98	18.4%	\$116,052	\$98,500	\$110,000	\$134,750	\$125,918	645
1988	23	2.1%	108	21.3%	\$113,632	\$96,300	\$107,000	\$129,500	\$122,306	629
1989	18	1.6%	83	21.7%	\$104,153	\$93,504	\$102,104	\$123,750	\$113,528	599
1990	12	1.1%	97	12.4%	\$102,119	\$86,750	\$100,000	\$118,823	\$106,157	575
1991	13	1.2%	92	14.1%	\$116,577	\$98,000	\$112,000	\$140,665	\$123,625	576
1992	22	2.0%	105	21.0%	\$114,919	\$101,250	\$108,362	\$125,175	\$127,574	583
1993	11	1.0%	94	11.7%	\$102,348	\$86,500	\$102,304	\$113,955	\$103,801	537
1994	27	2.5%	100	27.0%	\$100,100	\$87,000	\$102,000	\$110,700	\$105,885	572
1995	17	1.5%	96	17.7%	\$106,010	\$87,022	\$105,000	\$112,000	\$142,605	561
1996	29	2.6%	123	23.6%	\$99,940	\$90,000	\$100,000	\$110,000	\$108,694	551
1997	32	2.9%	108	29.6%	\$97,907	\$84,790	\$99,250	\$110,538	\$103,625	521
1998	39	3.6%	125	31.2%	\$98,995	\$91,500	\$101,700	\$110,000	\$109,405	512
1999	25	2.3%	94	26.6%	\$90,196	\$80,000	\$94,000	\$103,675	\$99,420	491
2000	25	2.3%	100	25.0%	\$85,569	\$76,987	\$85,000	\$95,000	\$95,824	474
2001	43	3.9%	123	35.0%	\$85,308	\$72,046	\$87,000	\$95,349	\$90,318	444
2002	45	4.1%	121	37.2%	\$91,657	\$78,000	\$96,246	\$102,354	\$103,874	486
2003	35	3.2%	100	35.0%	\$81,435	\$72,000	\$80,000	\$91,312	\$92,176	443
2004	39	3.6%	130	30.0%	\$84,541	\$69,259	\$85,000	\$99,411	\$90,183	432
2005	38	3.5%	120	31.7%	\$74,674	\$67,125	\$75,980	\$85,683	\$85,673	431
2006	37	3.4%	115	32.2%	\$77,391	\$66,000	\$77,000	\$85,000	\$86,946	431
2007	47	4.3%	123	38.2%	\$74,351	\$65,750	\$73,000	\$81,281	\$80,762	386
2008	59	5.4%	164	36.0%	\$70,491	\$63,750	\$70,000	\$81,700	\$82,721	367
2009	43	3.9%	121	35.5%	\$68,520	\$60,292	\$67,000	\$76,773	\$75,700	332
2010	70	6.4%	172	40.7%	\$61,294	\$56,000	\$62,000	\$68,242	\$65,340	301
2011	56	5.1%	152	36.8%	\$59,137	\$53,500	\$56,800	\$63,250	\$64,090	301
2012	60	5.5%	145	41.4%	\$56,507	\$51,919	\$56,750	\$61,347	\$61,074	253
2013	29	2.6%	113	25.7%	\$51,783	\$49,000	\$51,000	\$56,000	\$53,627	235
Total	1098	100.0%	4272	25.7%						

APEGM 2014 Salary Survey

Table 9: Year of Graduation Statistics (Engineers)

Year of Graduation	# Reported	% Reported	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1965-1970	8	1.0%	98	8.2%	\$126,906	\$104,945	\$126,500	\$130,500	\$138,406	662
1971	5	0.6%	38	13.2%	\$127,081	\$111,600	\$120,000	\$145,000	\$147,917	618
1972	5	0.6%	42	11.9%	\$95,200	\$90,000	\$92,000	\$104,000	\$95,200	585
1973	8	1.0%	44	18.2%	\$124,184	\$111,144	\$119,250	\$131,500	\$127,184	661
1974	3	0.4%	42	7.1%	\$116,854	\$114,000	\$118,000	\$120,281	\$116,854	537
1975	3	0.4%	30	10.0%	\$125,233	\$116,350	\$132,700	\$137,850	\$135,233	698
1976	9	1.2%	43	20.9%	\$111,201	\$110,000	\$120,000	\$122,812	\$125,846	644
1977	3	0.4%	42	7.1%	\$133,217	\$111,325	\$128,650	\$152,825	\$143,010	720
1978	4	0.5%	39	10.3%	\$112,775	\$107,150	\$111,250	\$116,875	\$121,950	688
1979	6	0.8%	46	13.0%	\$130,113	\$98,375	\$116,165	\$160,969	\$138,086	718
1980	10	1.3%	57	17.5%	\$113,567	\$106,250	\$111,000	\$120,000	\$129,667	673
1981	13	1.7%	61	21.3%	\$116,577	\$98,000	\$112,000	\$140,665	\$123,625	576
1982	19	2.4%	79	24.1%	\$100,565	\$88,830	\$94,000	\$112,717	\$127,176	578
1983	20	2.6%	93	21.5%	\$111,688	\$98,500	\$108,000	\$122,250	\$118,721	645
1984	20	2.6%	93	21.5%	\$120,007	\$98,000	\$110,783	\$129,750	\$130,863	593
1985	19	2.4%	94	20.2%	\$109,647	\$92,114	\$108,815	\$120,000	\$120,382	627
1986	18	2.3%	97	18.6%	\$113,316	\$93,750	\$112,419	\$121,250	\$120,388	558
1987	12	1.5%	91	13.2%	\$116,641	\$102,250	\$111,250	\$134,250	\$125,274	635
1988	22	2.8%	92	23.9%	\$111,661	\$96,200	\$106,904	\$118,686	\$120,365	628
1989	17	2.2%	73	23.3%	\$109,589	\$97,000	\$103,000	\$125,000	\$119,516	612
1990	10	1.3%	85	11.8%	\$104,643	\$90,750	\$100,000	\$117,573	\$109,488	646
1991	27	3.5%	82	32.9%	\$100,581	\$77,550	\$100,223	\$113,000	\$110,864	565
1992	21	2.7%	91	23.1%	\$116,011	\$105,000	\$109,000	\$126,900	\$129,077	581
1993	11	1.4%	81	13.6%	\$102,348	\$86,500	\$102,304	\$113,955	\$103,801	537
1994	27	3.5%	90	30.0%	\$100,100	\$87,000	\$102,000	\$110,700	\$105,885	572
1995	16	2.1%	77	20.8%	\$108,885	\$90,756	\$106,923	\$114,000	\$147,455	547
1996	28	3.6%	107	26.2%	\$99,937	\$90,000	\$100,000	\$110,000	\$108,076	546
1997	29	3.7%	91	31.9%	\$100,156	\$86,700	\$102,500	\$112,000	\$106,275	537
1998	37	4.8%	94	39.4%	\$101,236	\$94,000	\$102,329	\$110,000	\$112,209	519
1999	20	2.6%	76	26.3%	\$97,070	\$89,570	\$97,500	\$106,431	\$108,400	522
2000	21	2.7%	71	29.6%	\$89,915	\$80,000	\$88,000	\$98,000	\$100,727	490
2001	37	4.8%	96	38.5%	\$89,382	\$81,000	\$90,000	\$96,000	\$94,535	472
2002	37	4.8%	89	41.6%	\$95,923	\$84,000	\$98,000	\$106,000	\$110,638	509
2003	29	3.7%	78	37.2%	\$83,985	\$72,000	\$80,000	\$95,197	\$96,880	471
2004	34	4.4%	98	34.7%	\$86,708	\$70,000	\$85,868	\$100,046	\$92,623	431
2005	29	3.7%	85	34.1%	\$79,814	\$69,000	\$82,000	\$89,700	\$92,951	444
2006	28	3.6%	84	33.3%	\$82,637	\$73,329	\$78,850	\$89,708	\$91,370	446
2007	30	3.9%	77	39.0%	\$78,139	\$70,358	\$76,250	\$84,250	\$86,965	383
2008	43	5.5%	90	47.8%	\$73,893	\$66,025	\$73,084	\$83,700	\$87,768	381
2009	20	2.6%	54	37.0%	\$74,720	\$68,000	\$76,148	\$79,054	\$84,126	373
2010	17	2.2%	41	41.5%	\$66,477	\$62,400	\$67,000	\$72,392	\$73,063	313
2011	3	0.4%	2	150.0%	\$63,567	\$60,350	\$64,800	\$67,400	\$74,600	476
Total	778	100.0%	3033	25.7%						

APEGM 2014 Salary Survey

Table 10: Year of Graduation Statistics (Geoscientists)

Year of Graduation	# Reported	% Reported	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1971-1980	4	13.3%	37	10.8%	\$98,626	\$82,378	\$89,752	\$106,000	\$99,126	567
1981-1985	4	13.3%	26	15.4%	\$122,500	\$94,500	\$126,500	\$154,500	\$143,750	653
1986-1990	6	20.0%	18	33.3%	\$140,969	\$107,962	\$151,000	\$163,000	\$151,969	713
1991-1995	3	10.0%	12	25.0%	\$99,769	\$94,654	\$97,308	\$103,654	\$114,703	514
1996-2000	5	16.7%	13	38.5%	\$94,520	\$80,000	\$96,000	\$103,000	\$106,620	537
2001-2005	6	20.0%	13	46.2%	\$89,833	\$80,625	\$83,000	\$103,375	\$104,500	487
2006-2010	2	6.7%	9	22.2%	\$86,920	\$84,380	\$86,920	\$89,460	\$106,714	342
Total	30	100.0%	128	23.4%						

Table 11: Year of Graduation (EITs/GITs)

Year of Graduation	# Reported	% Reported	# of Eligible Members	% of Eligible Members	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income	Mean Points
1977 - 2000	21	7.0%	223	9.4%	\$62,266	\$52,000	\$60,000	\$76,970	\$67,343	433
2001	5	1.7%	24	20.8%	\$62,877	\$61,000	\$61,000	\$63,600	\$67,837	234
2002	7	2.3%	29	24.1%	\$68,200	\$59,500	\$70,000	\$80,000	\$68,957	368
2003	4	1.3%	20	20.0%	\$65,050	\$56,050	\$69,000	\$78,000	\$65,550	345
2004	5	1.7%	29	17.2%	\$69,800	\$60,000	\$68,000	\$84,000	\$73,590	433
2005	7	2.3%	33	21.2%	\$61,714	\$51,500	\$74,000	\$75,000	\$66,929	403
2006	7	2.3%	30	23.3%	\$64,090	\$62,000	\$64,000	\$69,200	\$79,661	351
2007	16	5.3%	45	35.6%	\$64,396	\$61,226	\$63,300	\$70,500	\$65,617	359
2008	15	5.0%	70	21.4%	\$63,438	\$55,250	\$60,000	\$68,750	\$71,768	333
2009	22	7.3%	66	33.3%	\$63,135	\$55,250	\$62,792	\$67,772	\$68,617	298
2010	52	17.3%	130	40.0%	\$59,204	\$53,000	\$60,000	\$65,075	\$62,064	298
2011	53	17.7%	149	35.6%	\$58,886	\$52,000	\$56,600	\$62,841	\$63,495	291
2012	58	19.3%	145	40.0%	\$56,297	\$51,756	\$56,750	\$61,222	\$61,021	251
2013	28	9.3%	113	24.8%	\$51,633	\$48,979	\$51,000	\$56,000	\$53,471	233
Total	300	100.0%	1106	27.1%						

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Table 12: Average Base Salary for Post Graduate or Other Supplemental Education

Education	Respondents	Mean Base Salary	Mean APEGM Points
1 Eng or Geo Degree	708	\$83,291	433
Supplemental Education			
Diploma or other	85	\$85,588	467
M. Eng. or M. Sc.	167	\$92,055	501
2nd Bachelor (Eng. or other)	30	\$96,120	482
Multiple Supplemental Categories	40	\$96,616	516
PhD	24	\$90,498	519
MBA	35	\$117,380	621
Multiple Supplemental Ed. (Including MBA)	9	\$114,467	600
Total	1098		

Table 13: Paid Benefits

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life Insurance	26.0%	52.0%	10.8%	4.5%	6.6%
Pension Plan	11.3%	59.4%	3.4%	20.8%	5.1%
Short Term Disability	43.4%	30.2%	5.7%	5.9%	14.8%
Technical Society Dues	35.1%	34.8%	10.4%	3.8%	15.8%
Extended Health Plan	38.6%	42.7%	9.6%	3.5%	5.5%
Drug Plan	42.7%	43.6%	6.8%	2.9%	4.0%
Dental Plan	43.7%	46.7%	5.4%	2.2%	2.0%
RRSP	4.6%	34.9%	12.2%	41.0%	7.3%
Stock Purchase	1.5%	11.2%	8.6%	70.3%	8.5%
Parental Leave	25.7%	7.6%	2.3%	26.7%	37.8%
Continuing Education	58.5%	17.1%	5.3%	8.0%	11.1%
Job Training	83.4%	4.2%	3.0%	5.9%	3.6%
APEGM Dues	80.9%	2.1%	12.2%	3.8%	1.0%
Technical Society Dues	53.0%	3.0%	15.8%	11.9%	16.3%

APEGM 2014 Salary Survey

Table 14: Employment Benefits

Benefit	Employer Provides	Does Not Provide	Not Sure
Savings Plan	23.2%	66.2%	10.6%
Profit Sharing	24.4%	69.6%	6.0%
Productivity Incentive	17.8%	76.5%	5.7%
Leave of Absence	62.9%	20.1%	17.0%
Flexible Work Hours	79.7%	17.9%	2.4%
Job Sharing	18.5%	59.4%	22.1%
Vehicle	11.3%	85.7%	3.0%
Vehicle Allowance	28.6%	67.3%	4.1%
Liability Insurance	40.1%	41.3%	18.6%
Daycare	1.1%	91.0%	7.9%
Parental Leave	50.6%	23.4%	26.0%

Table 15: Average Classification Rating Results

Classification Rating	All	Engineers	Geoscientists	EITs / GITs
A-Duties	91	110	118	42
B-Education	70	70	73	68
C-Experience	90	106	114	49
D-Recommendations	92	102	106	67
E-Supervision Received	67	72	78	53
F-Leadership Authority	29	35	31	14
G-Supervision Scope	7	9	50	4
H-Use of Seal	7	9	7	0
I-Job Environment	2	2	3	2
J-Absence from Base of Operations	2	2	3	1
K- Accident and Health Hazards	5	5	8	5
Total	460	520	590	306

APEGM 2014 Salary Survey

Table 16: Mean Base Salary for Different APEGM Point Ranges by Gender (Male)

APEGM Point Ranges	Mean Base Salary	No. of Participants
199 or less	\$61,977.04	26
200 - 299	\$61,552.05	150
300 - 399	\$69,227.24	193
400 - 499	\$86,344.95	177
500 - 599	\$99,227.28	188
600-699	\$113,090.19	134
700+	\$127,026.52	86

Table 17: Mean Base Salary for Different APEGM Point Ranges by Gender (Female)

APEGM Point Ranges	Mean Base Salary	No. of Participants
199 or less	\$55,984.50	8
200 - 299	\$61,223.16	31
300 - 399	\$74,308.86	35
400 - 499	\$84,959.78	37
500 - 599	\$96,177.50	20
600-699	\$108,769.11	9
700+	\$107,300.86	7

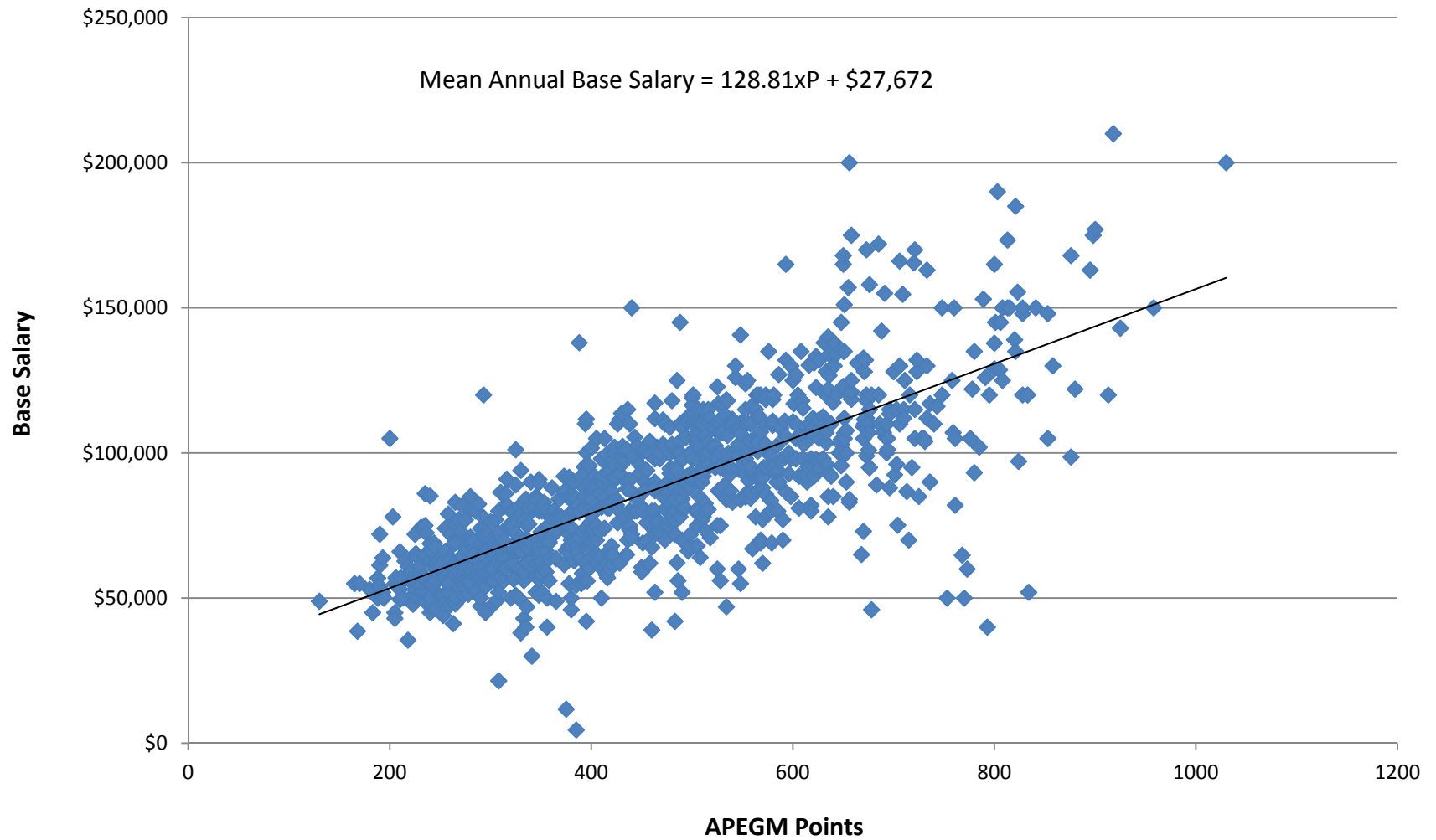
Table 18: Mean Base Salary for Different APEGM Point Ranges by Size of Employer

Size of Employer Organization	Average APEGM Points	Average Base Salary	Number of Respondents	% of Respondents
2-20 Employees	472	\$82,742.16	95	8.6%
21-100 Employees	459	\$85,320.20	211	19.1%
101-500 Employees	468	\$86,443.79	221	20.0%
500+ Employees	451	\$88,808.25	579	52.4%
Total			1106	100.0%

APEGM 2014 Salary Survey

List of Figures

Figure 1: Employee's Base Salary vs. APEGM Points



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Figure 2: Response by Employment Sector

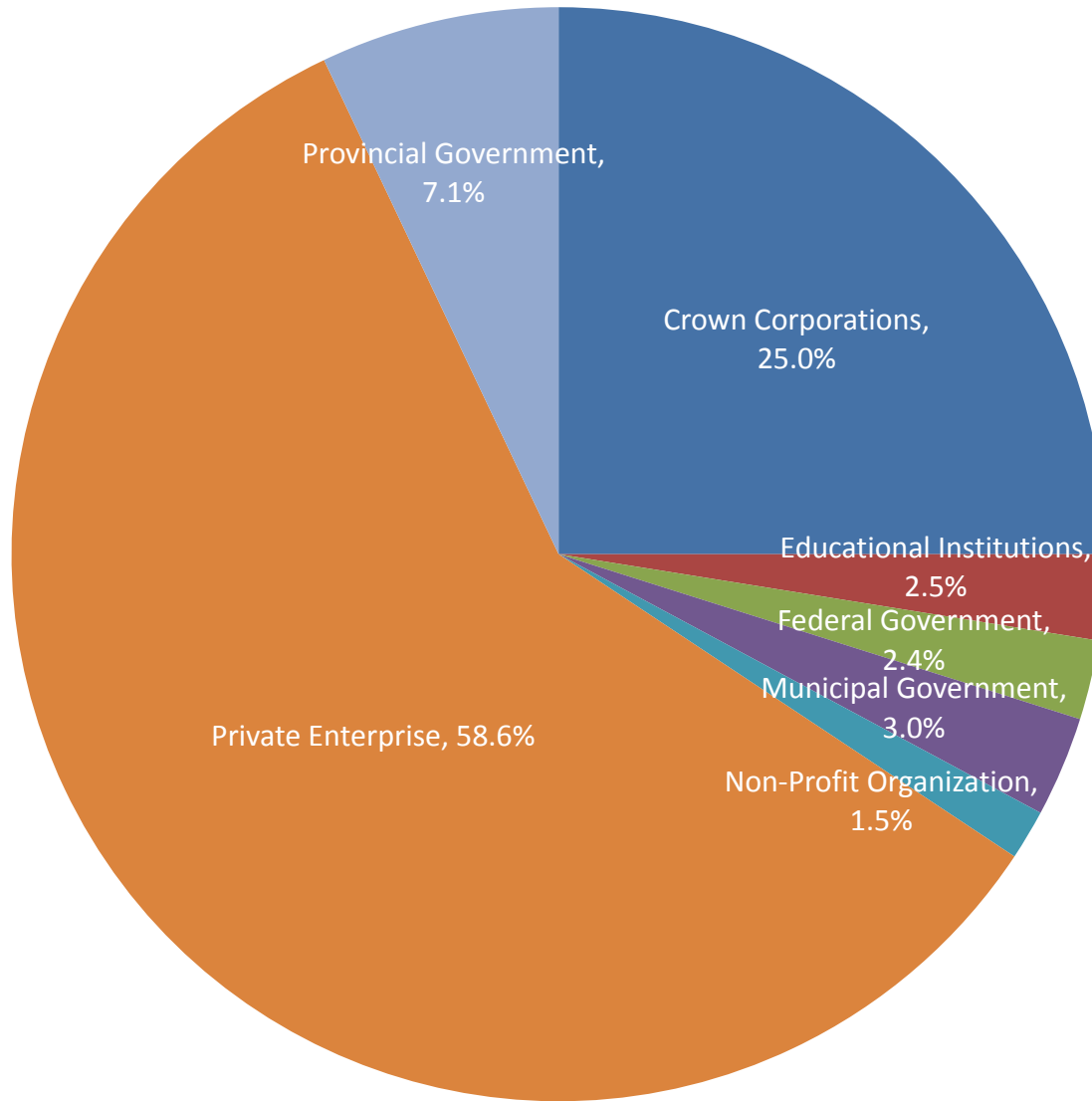
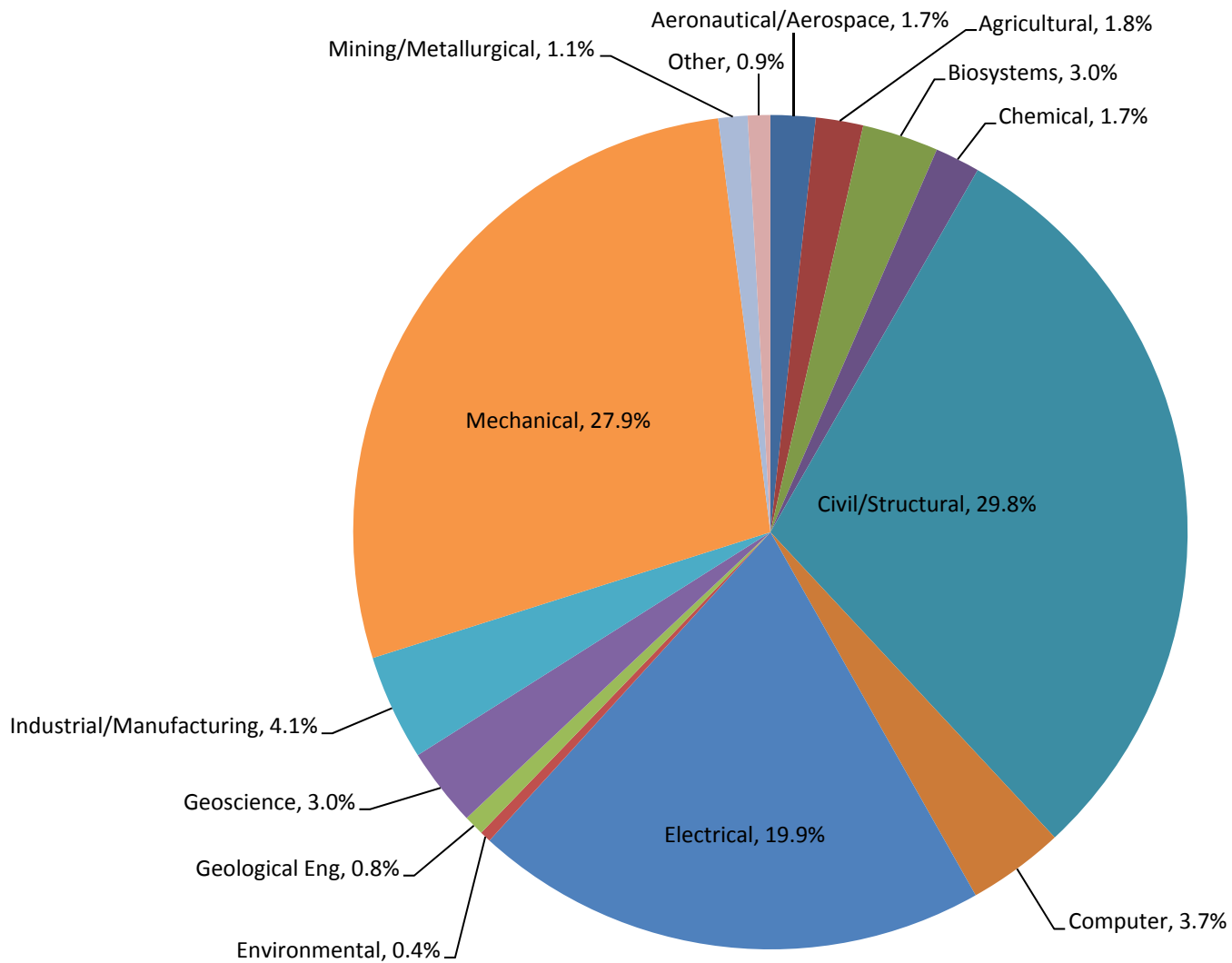
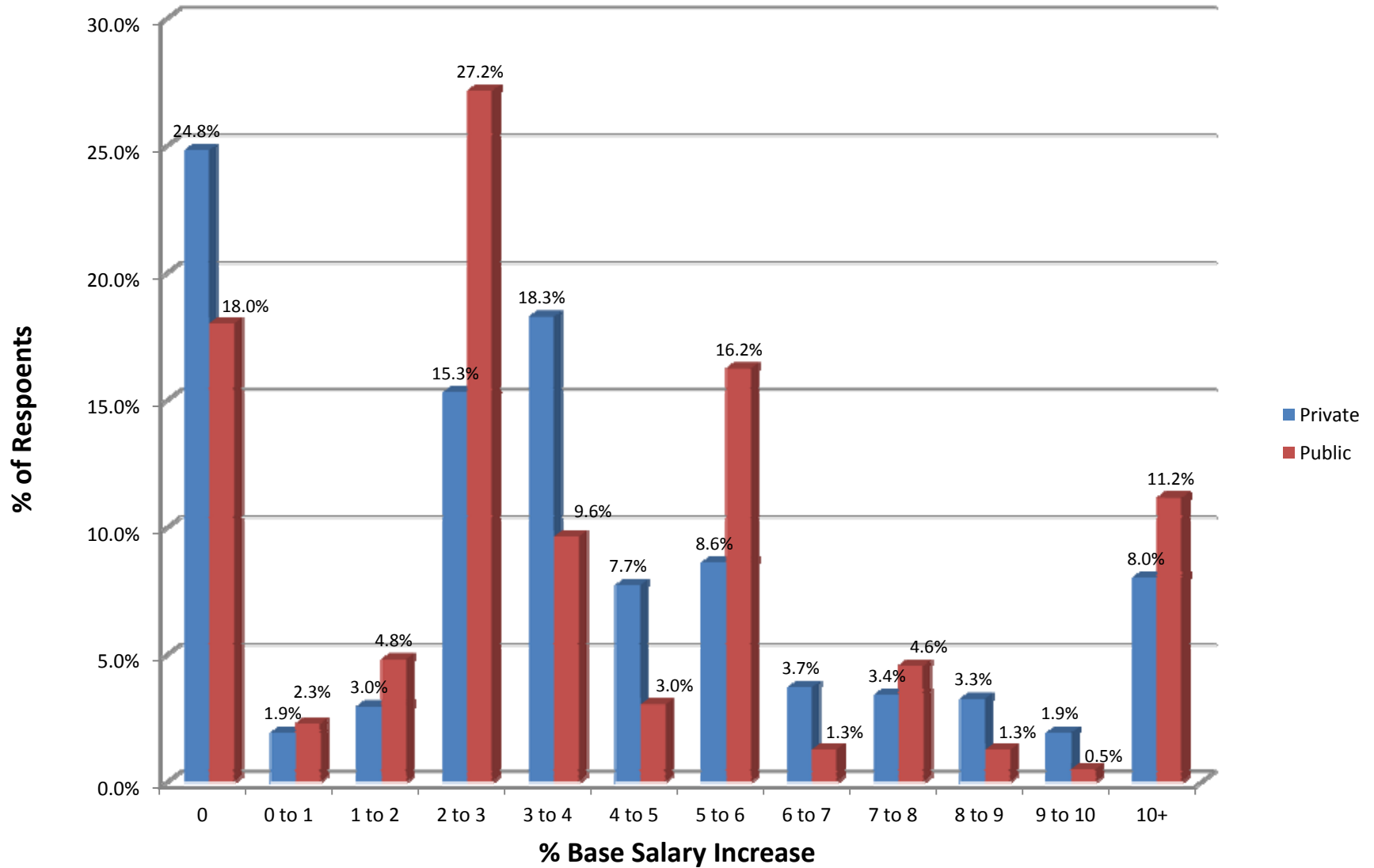


Figure 3: Responses by Discipline



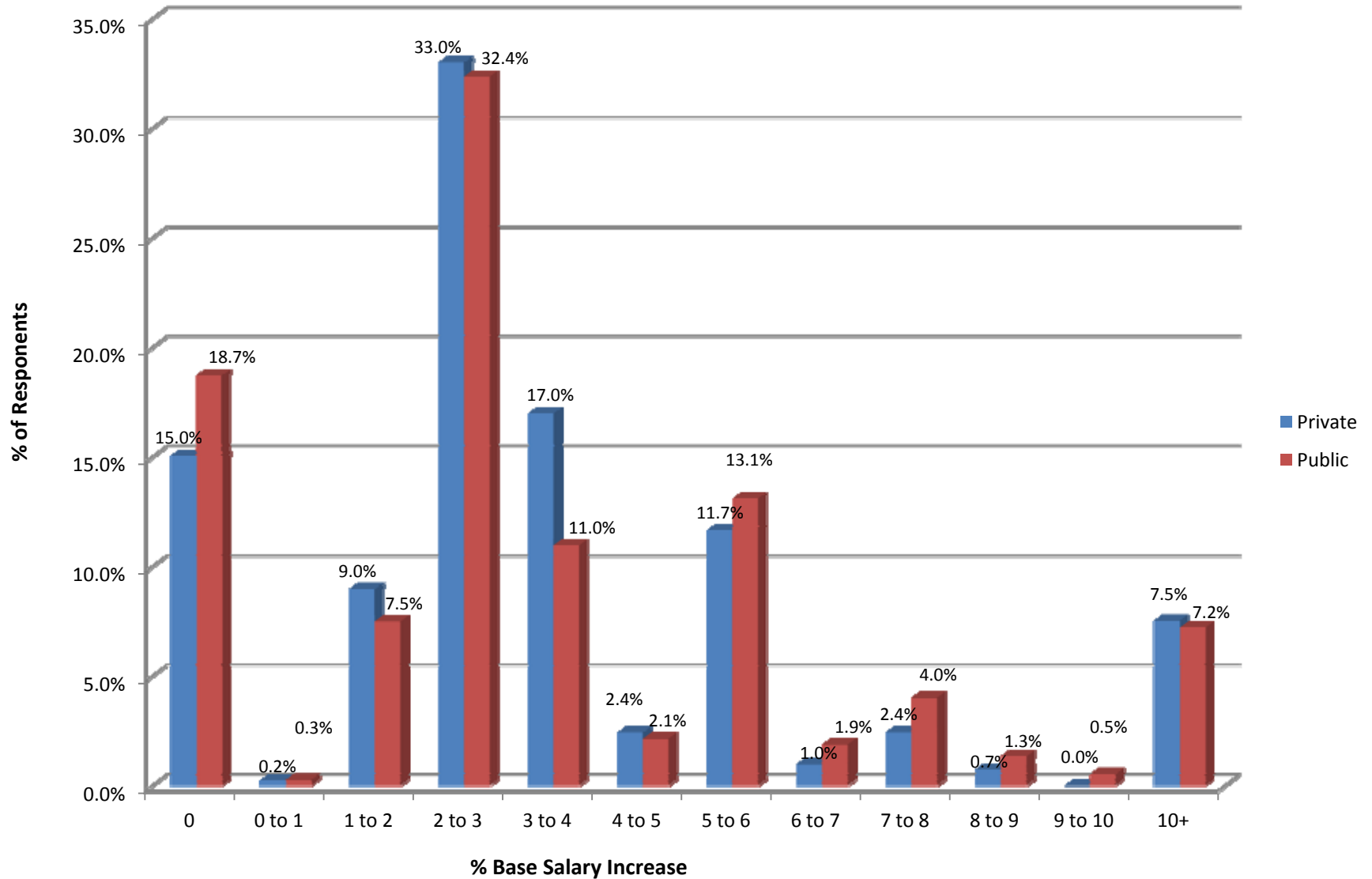
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Figure 4: % Base Salary Increase for Public and Private Sectors



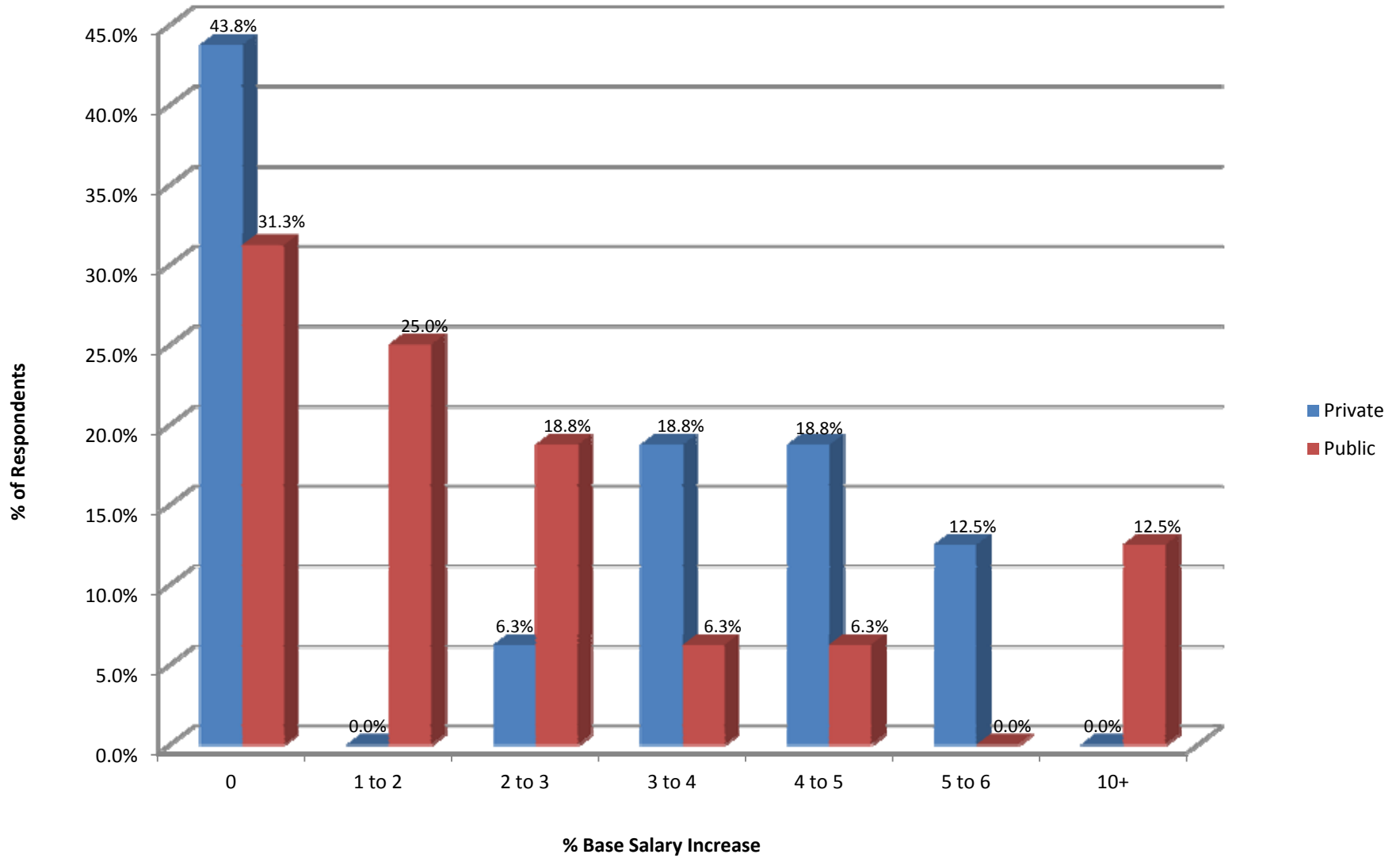
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Figure 5: % Base Salary Increase for Public and Private Sectors (Engineers)



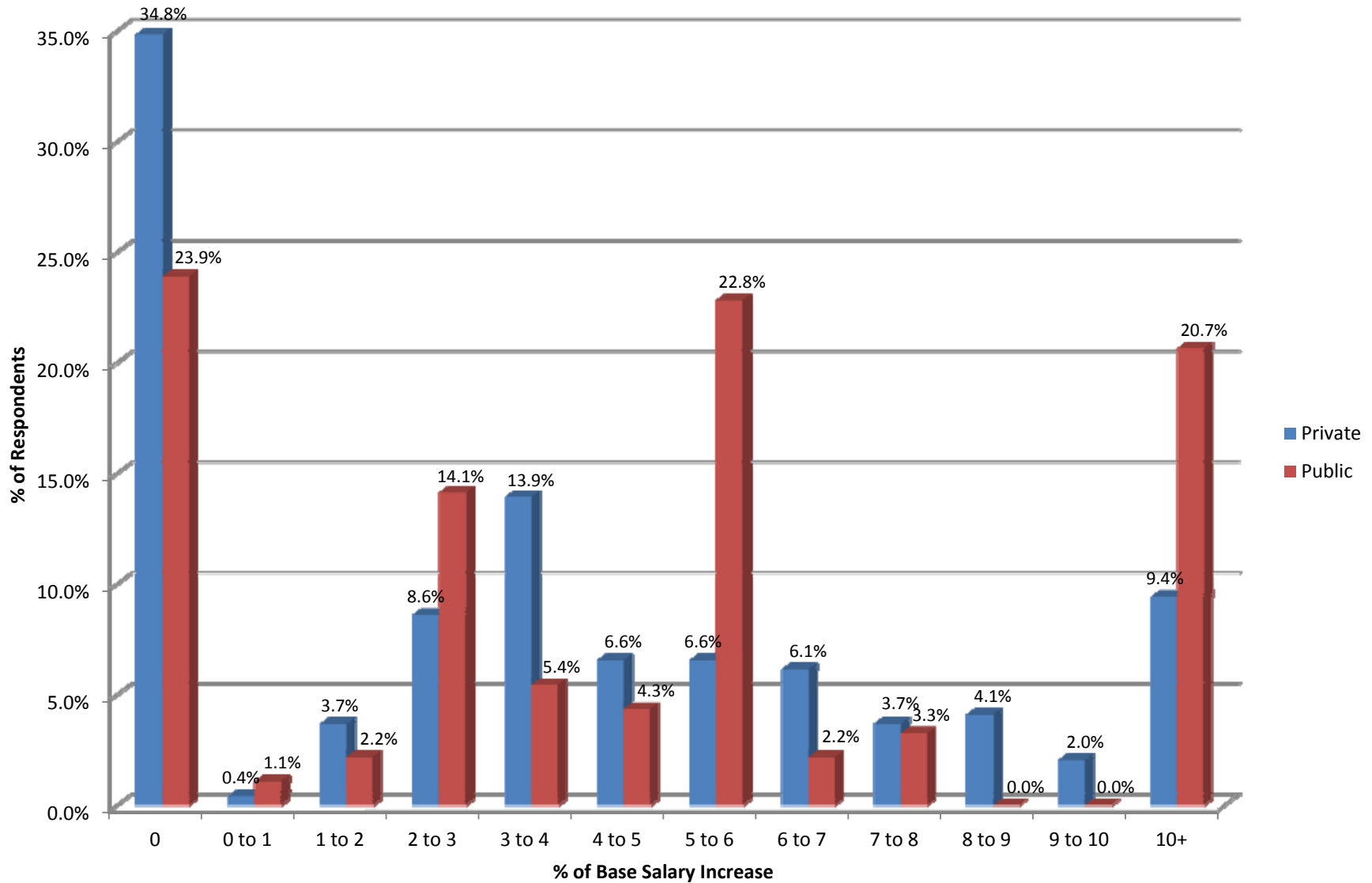
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Figure 6: % Base Salary Increase for Public and Private Sectors (Geoscientists)



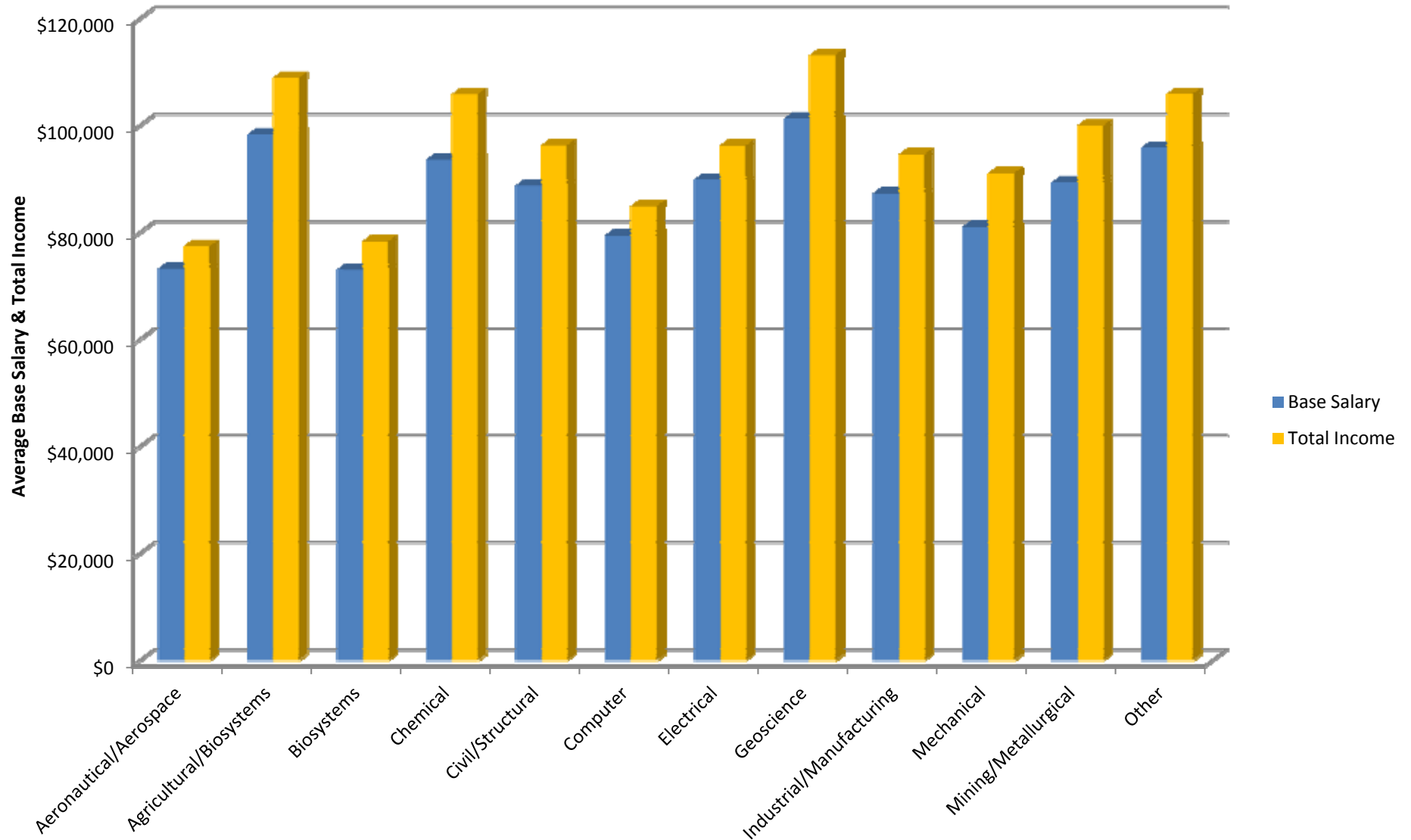
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Figure 7: % Base Salary Increase for Public and Private Sectors (EITs/GITs)



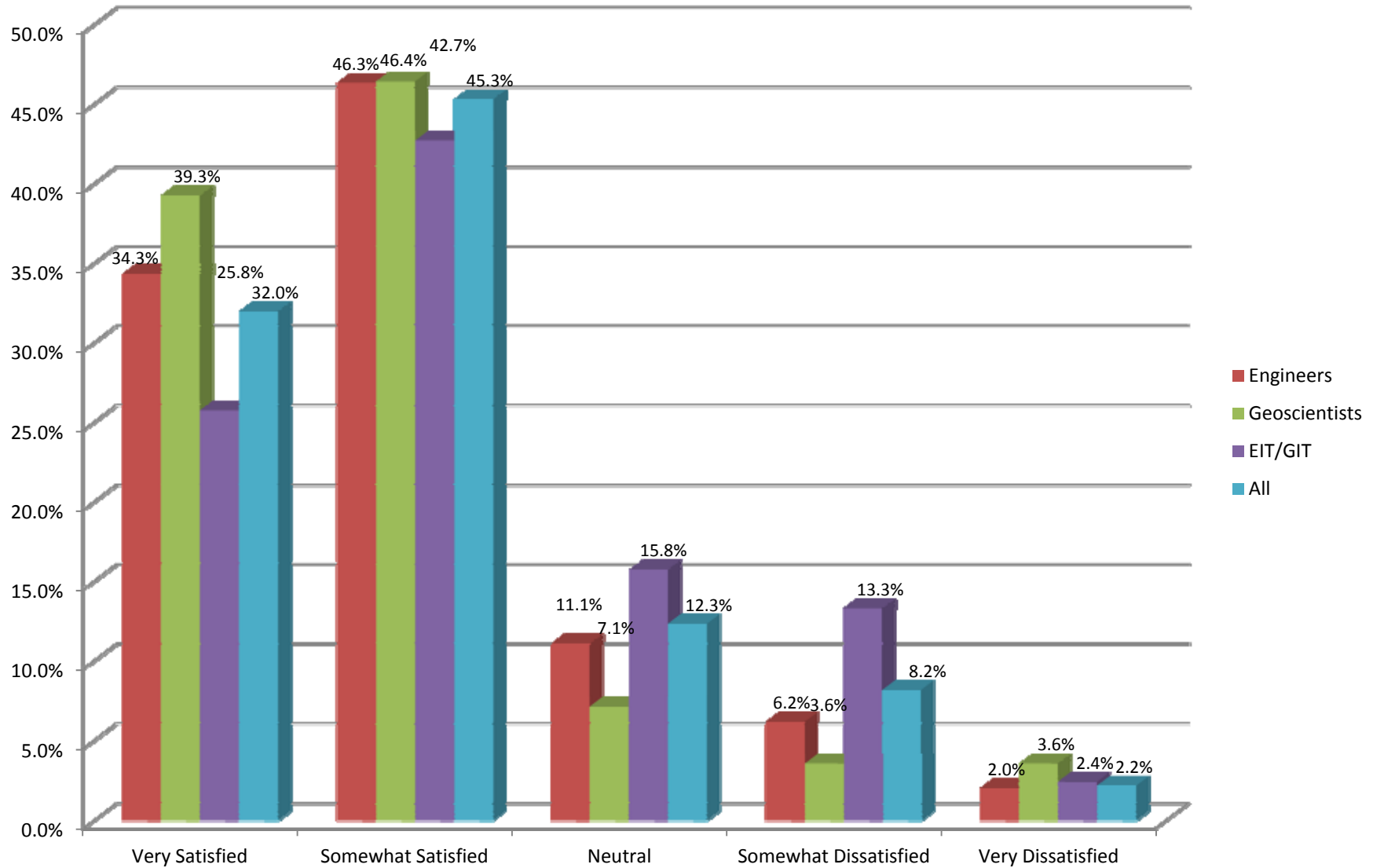
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Figure 8: Average Base Salary and Total Income (Salary, Bonus, Overtime, Commissions) by Discipline



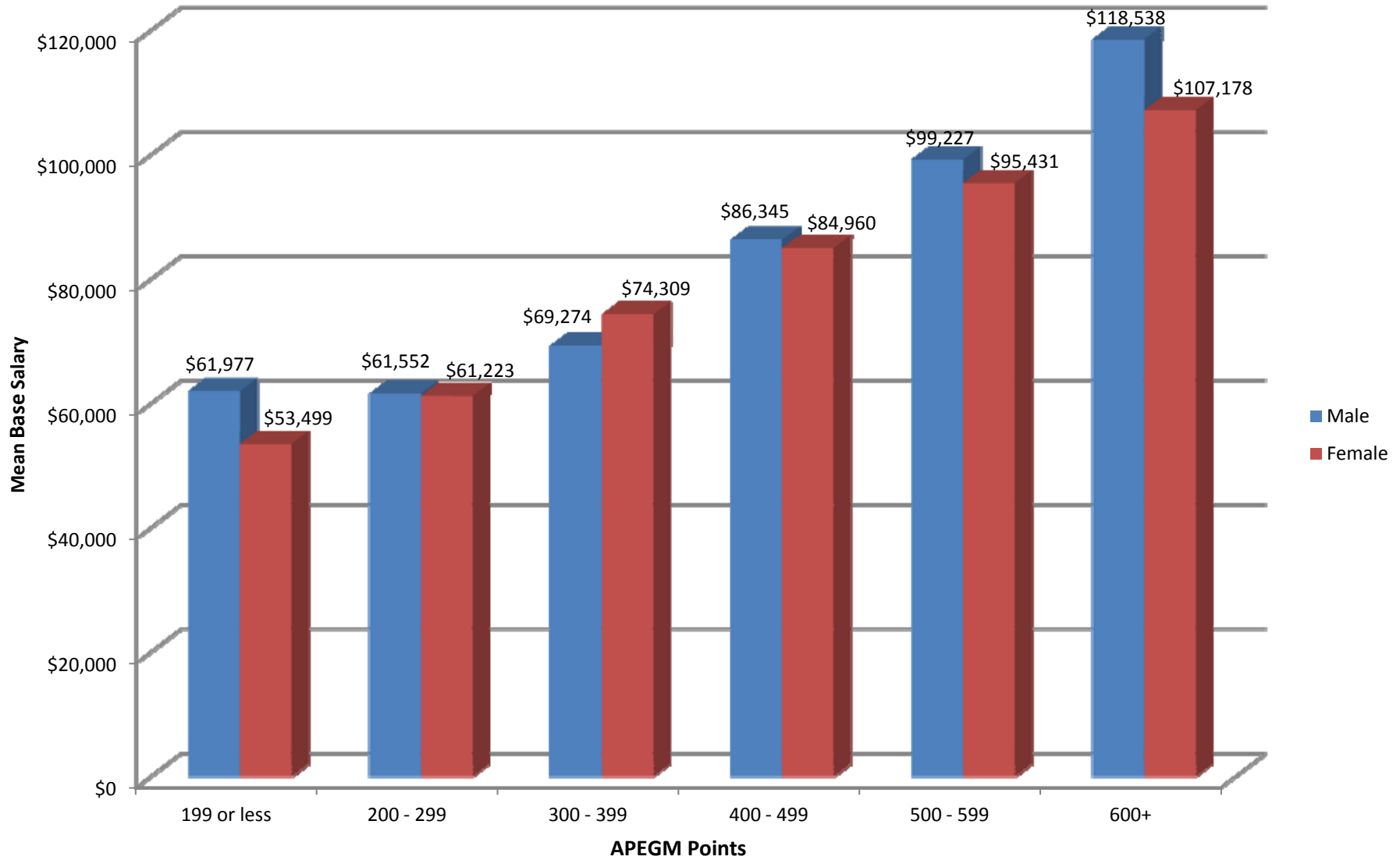
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Figure 9: Overall Satisfaction (All, Engineers, Geoscientists, EITs/GITs)



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Figure 10: Mean Base Salary for Different APEGM Point Ranges by Gender



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Figure 11: Compensation for Overtime

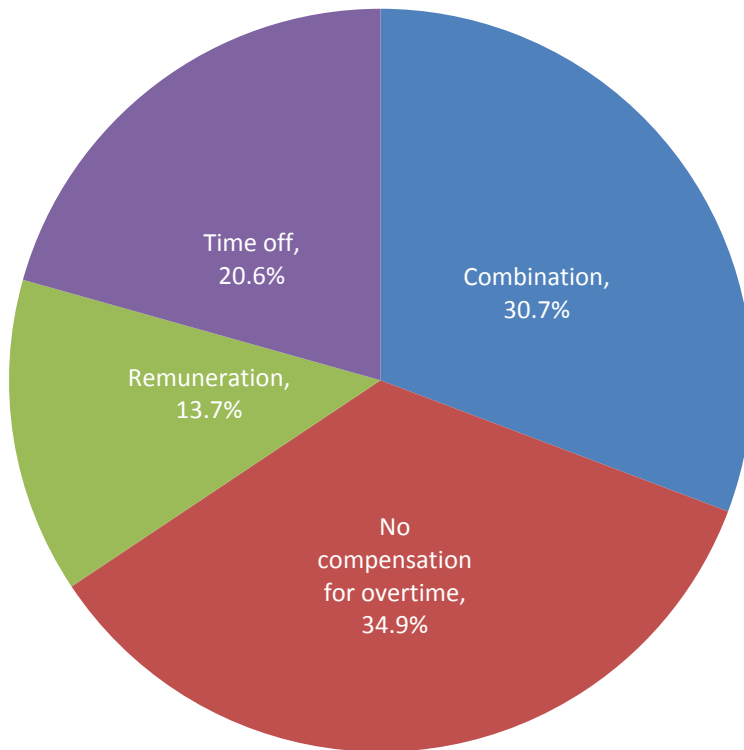


Figure 12: Size of Organization

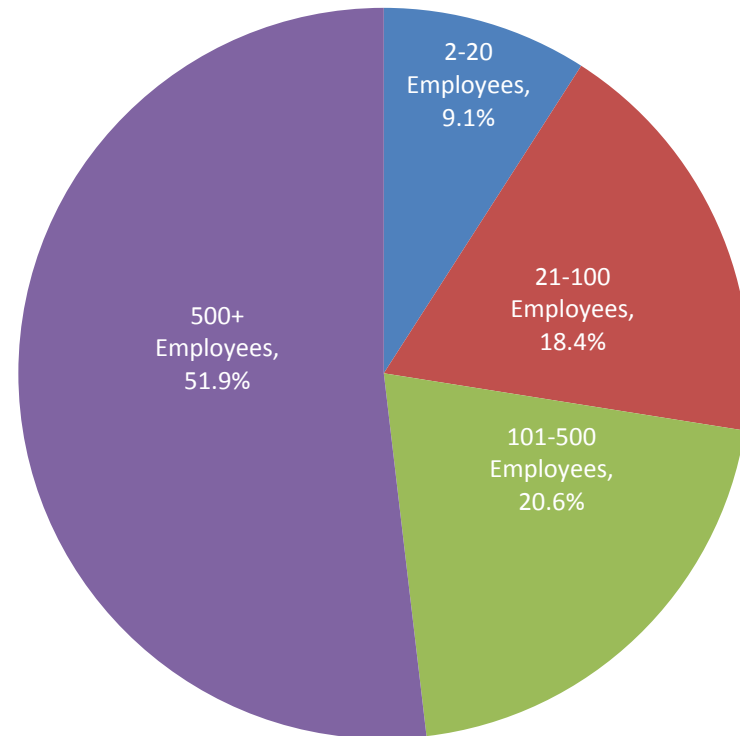


Figure 13: Principal Work Location

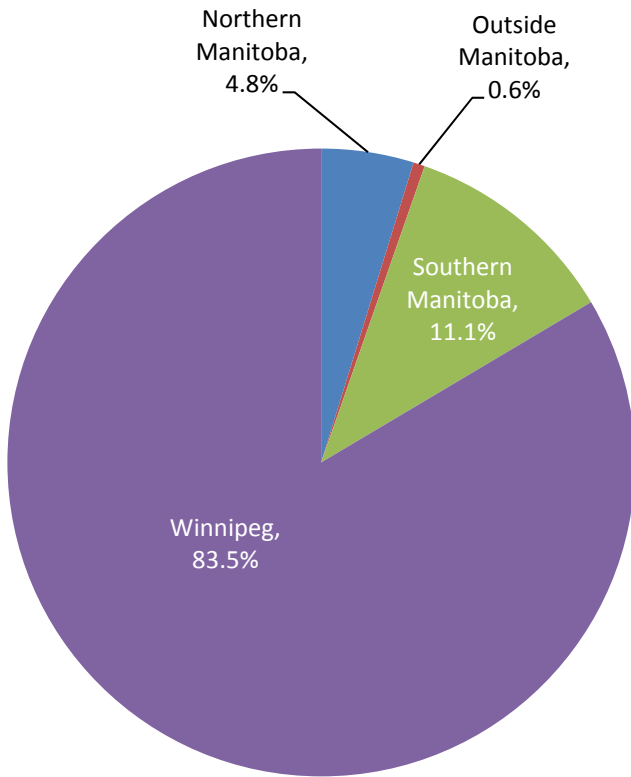


Figure 14: Change of Employment

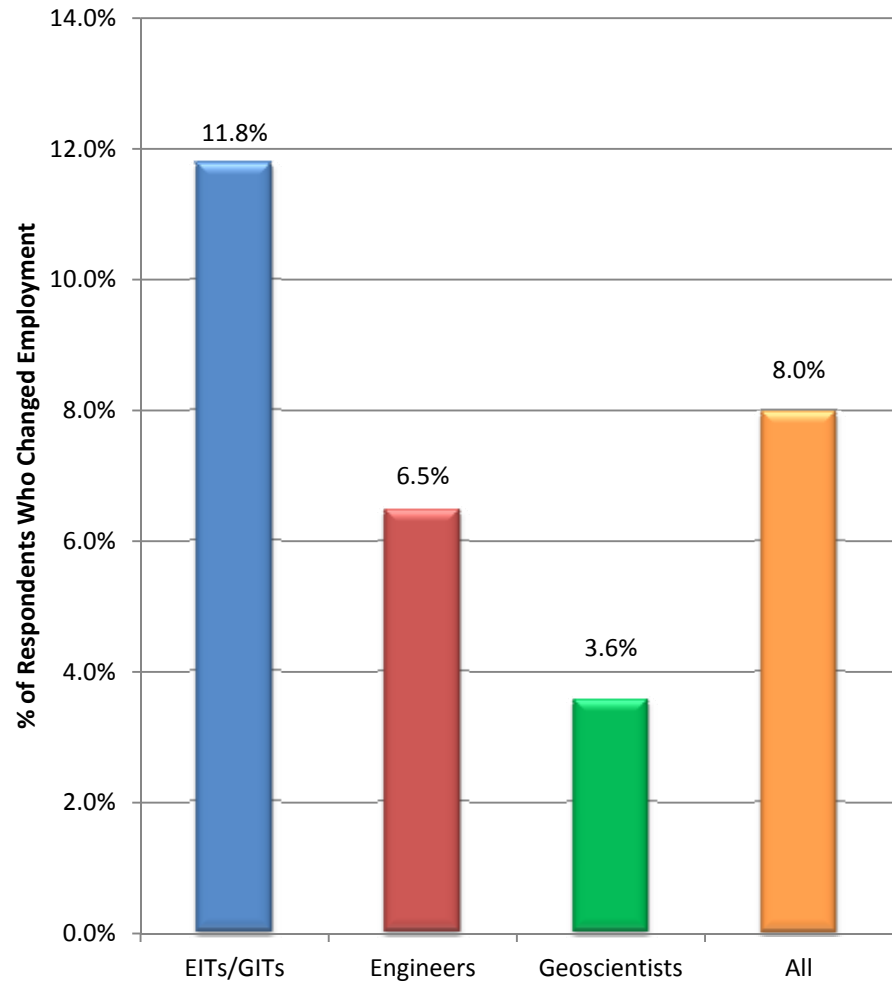


Figure 15: Sick Time – Entitlement

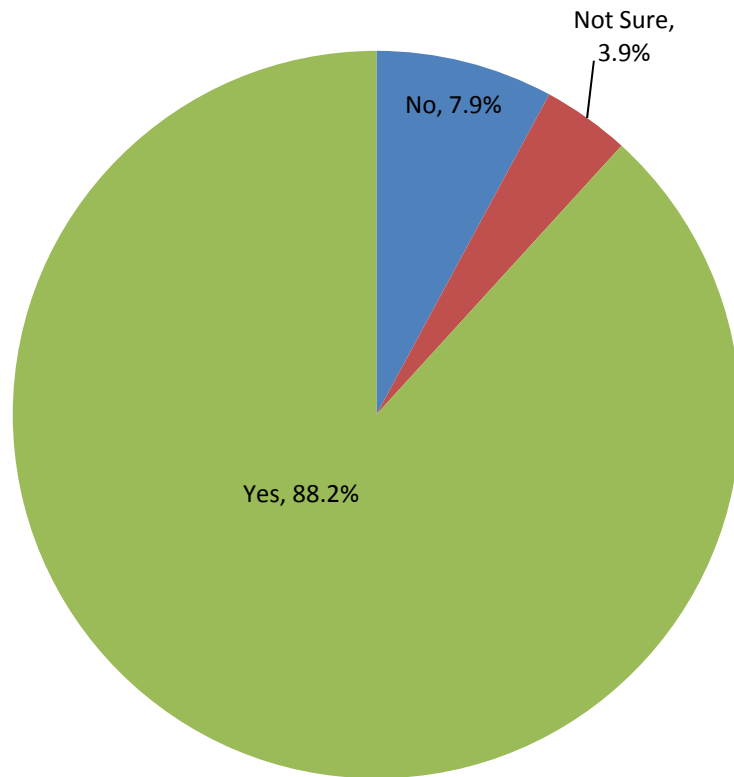


Figure 16: Vacation Time - Entitlement

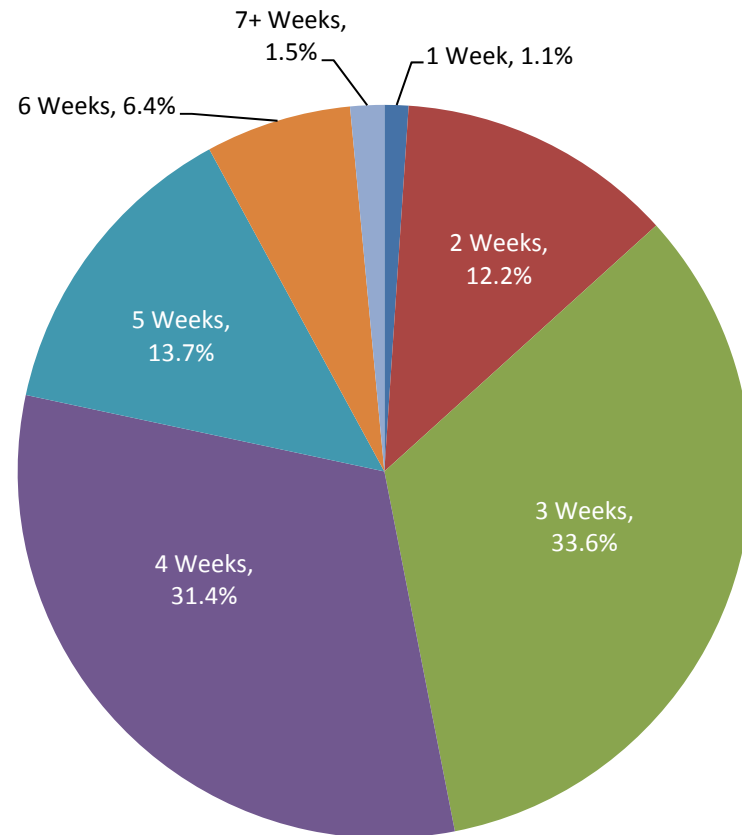
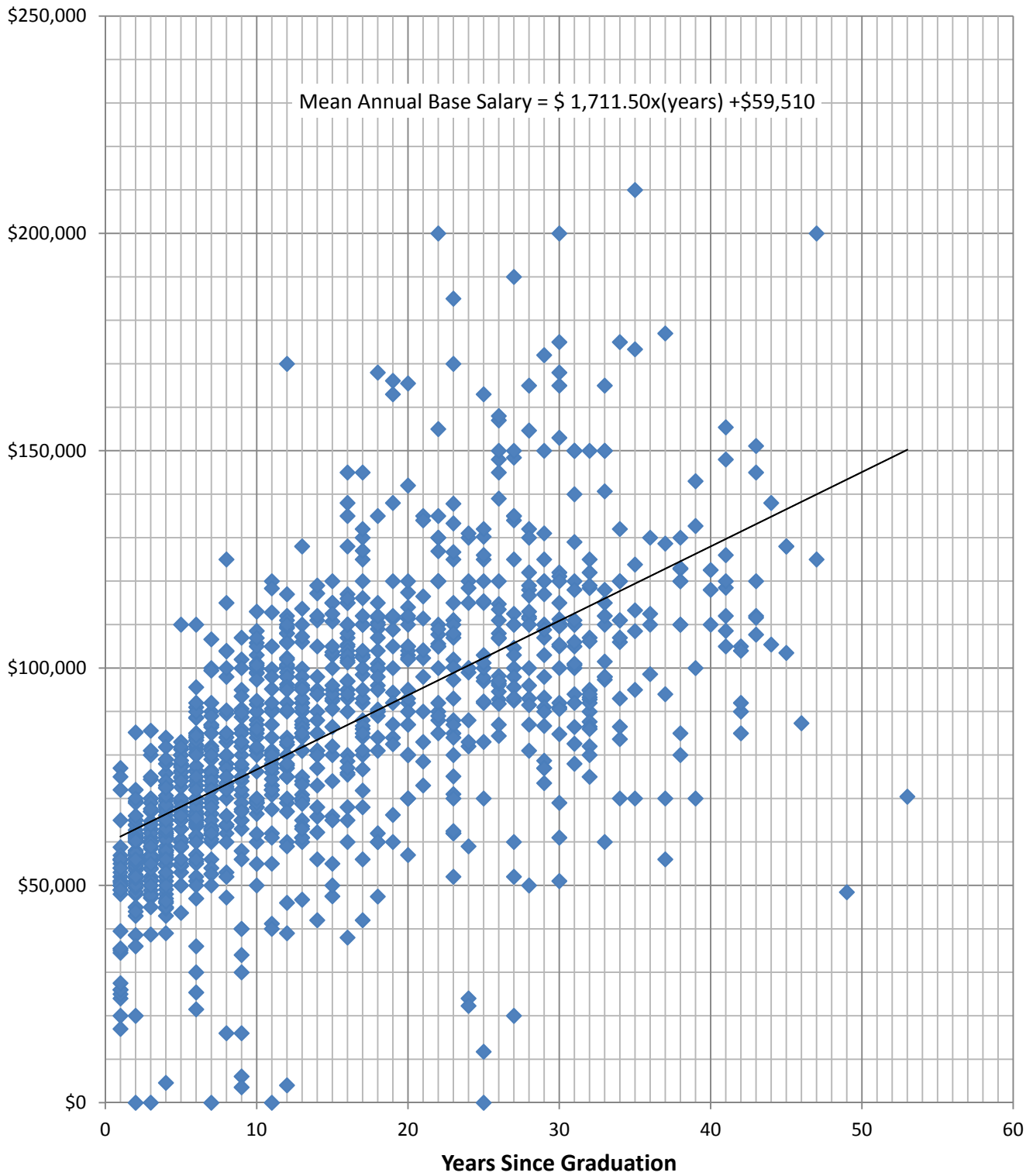
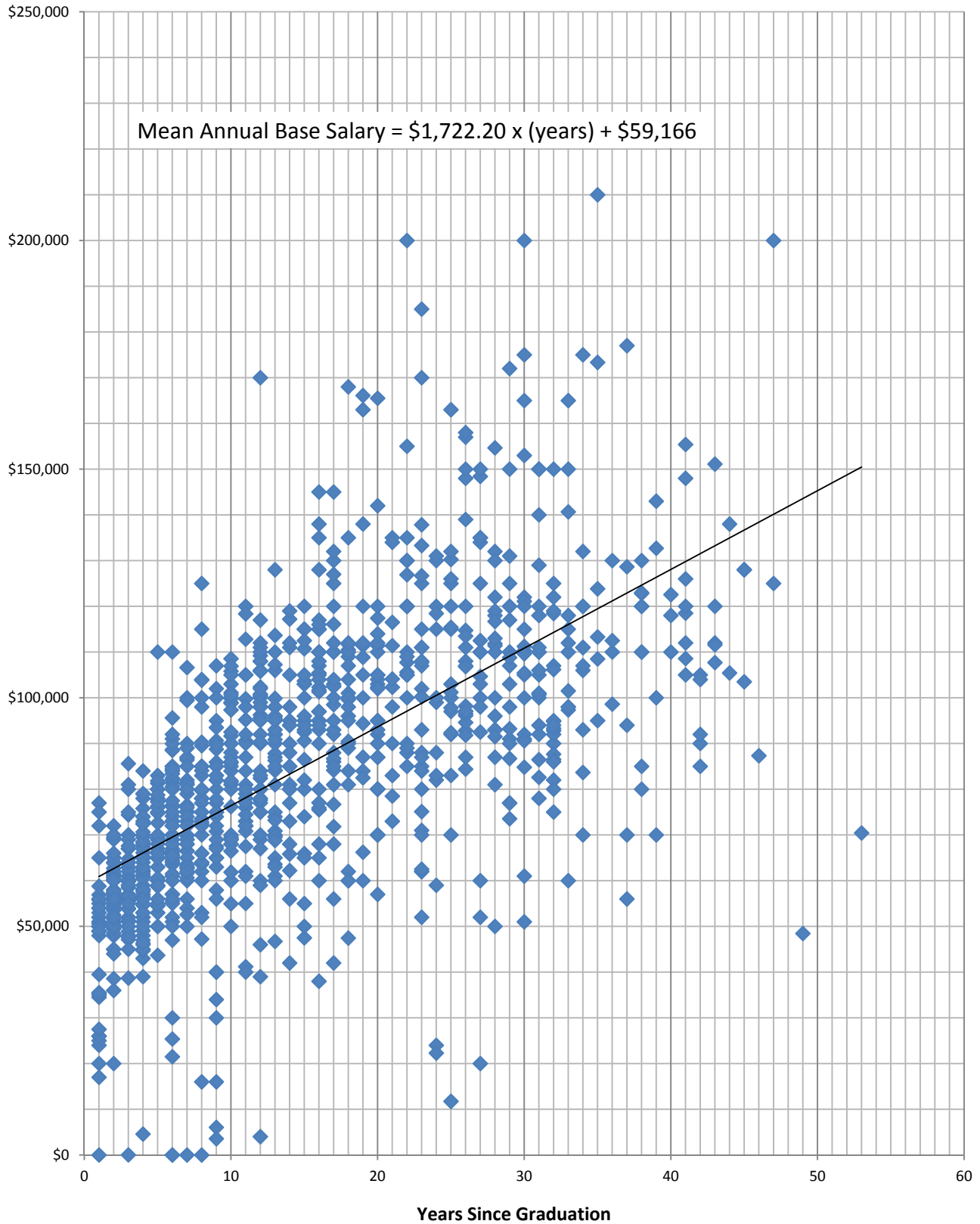


Figure 17: Respondent Base Salary vs Years Since Graduation



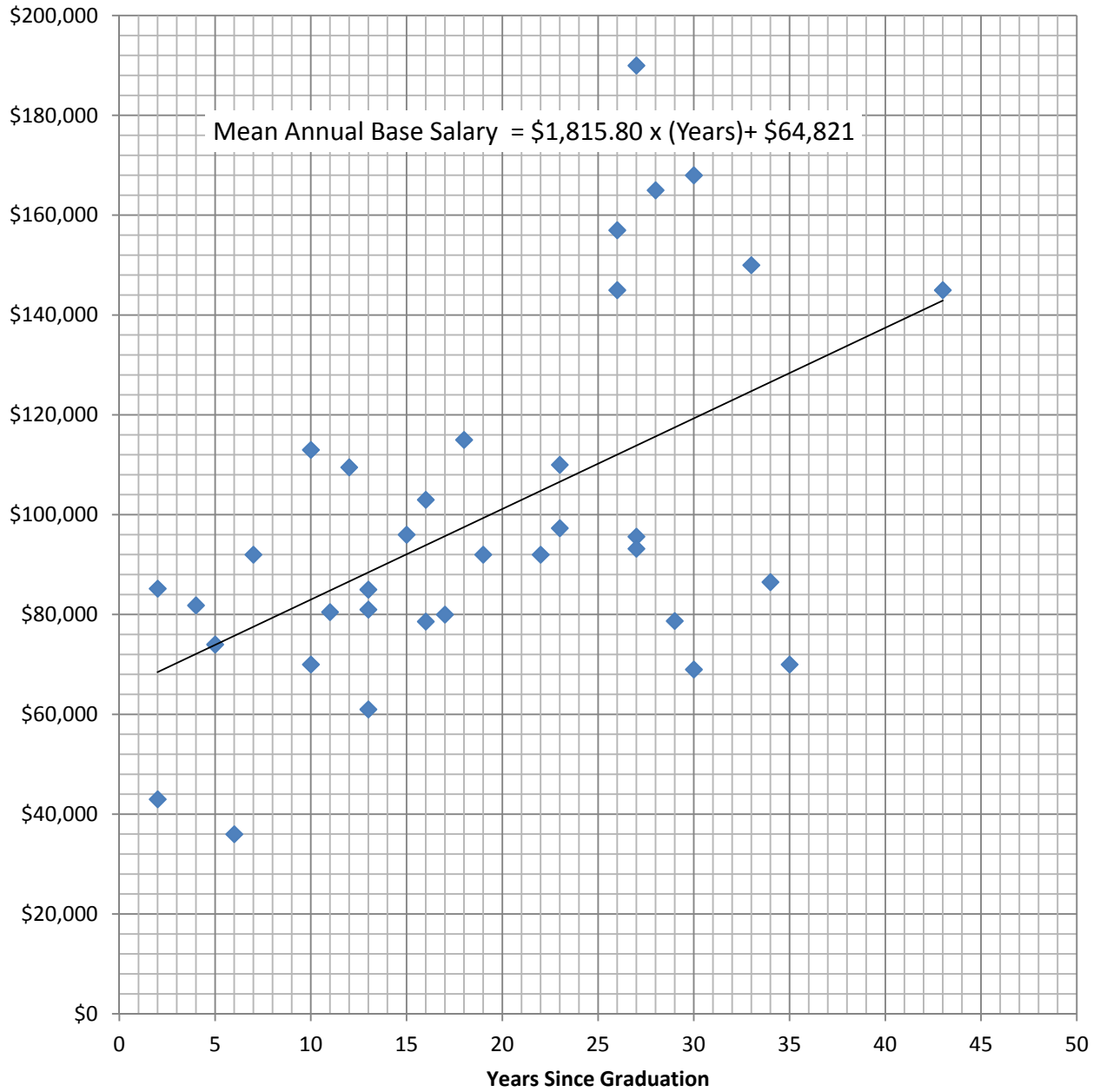
APEGM 2014 Salary Survey

Figure 18: Base Salary vs Years Since Graduation (Engineers)



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Figure 19: Base Salary vs Years Since Graduation (Geoscientists)



APEGM 2014 Salary Survey

Comments in Detail

Survey Format (Suggested Changes)

It would be great to have a feature that provided a rough estimate of the "textbook" salary for the survey taker's position in the previous year based on their entries in the survey.

Please give more discriptions for section A to K.

Can the survey remember responses from last year that probably don't much with time? That would make filling out the form faster.

Please consider adding vehicle parking to the list of employer/employee paid benefits.

Add a note as to pension versus RRSP. Say- RRSP is employer contributions to investments vs Pension is a defined plan. good survey

Some sentences could be added for us educators to make it clearer which levels we are at.

I looked through the example jobs for guidance on how to select some of the 'points'. It would be helpful if you had an example for a typical engineering professor.

By "parental leave" do you mean "time away from your job" or do you mean "pay top up" as well?

Would be interesting to see how many engineers are managed by technical people, such as CETs or Scientists, that are not P.Eng's; compare salaries in those cases and relate level of professionalism, or lack of professional ethics, especially in the treatment of women in the engineering profession.

I am curious to hear response for remuneration while away on business. What is the norm? Per Diem's Paid meals up to a limit (with proof of receipt) Other

As an employee of a municipal government, with roles as a regulator/inspector and project manager, I find it difficult to choose the appropriate industry sector. Including a category such as "civil projects" might be useful.

We have a pool vehicle provided for our on-call standby rotation. This means we get a corporate vehicle as a benefit "part-time". To me, this falls into a grey area where a simple "yes" or "no" answer may lead to the wrong impression for analysis. Overall, a very good survey.

It would be helpful if you could see last year's survey along side the one you are completing.

Good flow of questions. Couldn't see cursor in the point windows, byt figured out quickly how to enter info.

The work hazard section is not entirely clear. Work environment doesn't encompass a primarily office job with visits to hazardous sites. All in all was an easy to fill out form that did not take an inordinate amount of time to complete.

APEGM 2014 Salary Survey

You recognize supervisory roles, but not the equivalent-value technical expert role.

You may want to create a category for self-employed engineers so that there is a comparison in the income between self-employed and employees.

It would be easier if the survey remembered last years answers to speed up going through the questions.

1)If the company gives benefits that I know about, but they do not apply to me as a semi-retired part timer--I need a column "Not Applicable". I used "Unsure" but this is the wrong answer.
2)In general, I had difficulty with overtime compensation/sick time questions being a semi-retired part-timer where I was forced to put a reply even though none of the answers applied so as to move to the next window. A "Not Applicable" column is needed.

Survey Format (Positive)

The progress bar is great! It helps approximate how much longer I need to complete the survey.

GOOD Important information extracted using easy-to-understand expressions that are logically and coherently arranged.

Love the feature to save a pdf of my answers. I was able to look back at last year and compare to this year and I was able to use the pdf when I reviewed the published survey.

Survey style format made participating much easier and more efficient

Well done. This survey gets easier to complete every year. I like being able to download my survey responses in PDF form for my records.

I like the comment at the front that this is only applicable to people who receive a conventional salary. That will probably clear up half of the comments you receive.

Engineering & Geoscience Professions

Please make this survey available to all the companies in Manitoba so when they create the pay structure they can use it. Also, create a minimum pay for engineers same as Nurses, Pharmacists and Doctors.

APEGM is continuing to practice its policy of flooding the labor market with both local and foreign-trained engineers. If the goal of the professional association is to increase the quality of service it provides to the public (and improve the salaries of its members), APEGM needs to be more selective and perhaps even limit the number of EITs it allows to register each year. I strongly suggest we examine how other professional associations such as the Collegiate of Pharmacists or Collegiate of Physicians are treating this matter from a policy perspective.

Engineers are still under-compensated for their work. Salaries should be much higher. People out of high school with 8 months training make as much as an intermediate engineer that went

APEGM 2014 Salary Survey

to school for 5 years and worked for 6 years following. Out of school they should be at the same level (70-80,000).

I believe not a majority of the companies follow or know about this Salary Survey yet. However it is more common nowadays, some advertisement will help making the Salary Survey a guideline for companies, specially small companies, to follow the range.

APEGM needs to work much harder to get wages & salaries higher. There is no excuse that medical doctors earn significantly higher incomes. Their professional associations have been very successful in getting their members high remuneration for their skills. Engineers have similar education levels, and should be paid in line with doctors. 5 years schooling and 4 years EIT before you are considered a professional. Doctors take 10 years total before they are completed their residency. My expectation of APEGM is to push to get engineers individual pay in line with doctors and not just promote consultant companies.

I am concerned that Technical Engineers are less valued in today's corporations as the emphasis on accounting and project management seems to take priority. My impression is that Engineers are now considered "technical labor" and engineering work is being contracted out. I look forward to seeing the results of this survey to see how Engineering salaries are tracking compared to other professions.

Employer completed their 2014 salary review and no increments were given this year. Despite having raised consulting fees 3%. With the increase in cost of living in this Province I postulate that a Consulting Engineer in Manitoba is falling further behind. I have the impression that we are devaluating our engineers. Big efforts are being made to retain young talent but no efforts are made to retain the same talent after they have 10 or more years of experience.

General Comments

More people would likely participate in the salary survey if it was seen to have any significant influence upon Manitoba employers. Many employers focus on total-compensation and use other HR buzz words to deflect and redirect attention from the bottom line with respect to salary. It appears that at least some engineering leaders view the APEGM salary survey results to be influenced by atypical employers (for example Manitoba Hydro).

More people don't participate with the salary survey because they don't understand the benefits of the survey by comparing the level of their responsibility and their associated pay with others of similar responsibility.

The survey is easy to complete and does not take much time at all.

Thanks for your efforts

Quick and straight forward, eagerly awaiting results.

Great survey- very clear and to the point.

Great job on platform for completing survey: quick and painless!

APEGM 2014 Salary Survey

It covered many good topics of interest. Thanks

Beauty.

A very good survey.

Great survey. Very easy to complete.

It is very easy to complete the survey online.

Great survey again! Fast and straightforward.

Nothing further to add.

good survey, quick and easy

No comments or suggestions at this time.

Keep up the good work. I enjoy seeing the results of the survey every year.

Questions were clearer than in previous surveys

Good survey, as usual

Very quick and easy to answer

Thank you

It was short and easy, well made.

Quick and easy!

You've made the process almost too easy. Not at all suggesting that you make it more difficult though.

Thanks for being quick and consise.

none, thanks

Hope this information helps.

This survey was very easy and fast to do. Thanks! I have a very busy schedule.

I appreciate the quick, straight-forward questions. Easy to follow, and quick.

It seems to me to be a good, comprehensive survey. Thanks.

APEGM 2014 Salary Survey

Useful survey.

Continue the good work. The survey gets easier every year.

The survey was easy to complete. Good job!

Simple, easy to do, especially after doing it for so many years.

Excellent survey, look forward to the results.

my first time to participate in this survey, hopefully my inputs will help the objective

Worked well for me!

None

Thanks - looking forward to seeing the survey results.

Now that I have answered the survey will the snow start to melt?

Keep up the good work.

The survey seems complete.

No comment at this time.

Will be back.

None at this moment

Very well done and easy to complete!

Survey was cumbersome 55 points :)

No Comment

This survey is relatively quick to complete and seems to cover a good array of factors that would influence salary. I look forward to seeing the results.

The survey is well laid out and comprehensive.

I answered this survey because I got really annoyed by all the reminder emails. Yeah. 1 point APEGM, 0 points me.

Good job on the salary survey. It's easy to do. I hope the data is accurate, reliable and valid. Each year I watch for the high salaries of some of my class mates and they don't appear in the data. I guess they don't report. That skews the distribution of data downward (=lower salaries), no?

APEGM 2014 Salary Survey

Like the option to leave survey with saved changes and return later to complete!

Keep on rockin' in the free world.

Very helpful tool. Thanks very much.

Nice and easy survey - thanks.

Takes a lot of time and some areas not easily identifiable

I've always found the survey well-thought out and easy to follow.

This was a quick and straightforward survey, in comparison to past surveys. My employer uses the published survey results as a guideline for engineering salaries.

Survey is well organized and can be completed quickly.

that was pretty easy. good survey.

Great Survey

Thanks for conducting the survey and working toward improving the engineers' salary condition.

I like this digital format, seems more intuitive.

No Comments

I look forward to completing the annual salary survey and seeing the results. Greater participation from membership would be beneficial, however.

Personal Results

Same position in compay pays more if relocated to Alberta

I appreciate these Salary Surveys. Definitely helps in my year-end salaray negotiations.

Survey was straightforward and asked useful questions. I feel the salary survey continues to be beneficial for those trying to justify their salary requests.

I find this is very much helpful for to get an assessment on the engineering works.

I look forward to the results. For Industry sector, I work in Transportation but selected Consulting to reflect that I work for a Consulting firm .. this could be changed - because many of us work for consultants but specialize in one of the other categories.

Non typical salary and responsibility for an EIT because I was a technician prior to becoming an EIT.

APEGM 2014 Salary Survey

I was on Maternity Leave starting early March 2013 until February 2014.

Survey serves no beneficial purpose to individual members.

In mid-December 2013, I left my employer to become self-employed under my own company. The survey asked that when a job-change takes place, to fill out the survey as if the new position had lasted the entire year. I used my former job as the basis for answering the survey since the survey is not aimed at the self-employed.

The majority of my compensation was through dividends and bonuses. Therefore, my salary is not significant for the survey.

Worked only from August to December 31 last year.

On maternity/parental leave from January 15 to December 31, 2013

Choosing Engineering as my career has proved to be the correct choice, and a very rewarding choice.

I telecommute for an American employer. My situation might be a little unusual, but there weren't many fields that allowed me to express this peculiarity.

Good survey. It took little time and was easy to understand. I have benefited from the survey's findings in the past so I am glad to take part now and in the future.

A recruitment officer who specializes in recruiting engineers to clients made a comment that the APEGM salary figures are way over the salaries of the P.Eng's and EIT's that he interviewed.

Engineering Careers sucks from the profitable stand point of view.

Regarding the draw..... be advised that I am a member of Council in case there is a rule against a Council member taking part.
