



2016 Salary Survey

Salary Survey Report

September 23, 2016

**Prepared by the Engineers Geoscientists Manitoba
Salary Research Committee**

S. Quigley, P.Eng – Chair

W. Czyrnyj, P.Eng.

P-Y. Chan, P.Eng.

S. Bohrn, P.Eng.

I.R. Mikawoz, P.Eng.

J.S. Payne, P.Geo.

L. Asaad, Student Analyst

Table of Contents

Survey Highlights	5
List of Tables	8
Table 1: Industry Sector Statistics	8
Table 2: Industry Sector Statistics (Engineers)	9
Table 3: Industry Sector Statistics (Geoscientists)	10
Table 4: Industry Sector Statistics (EITs/GITs)	11
Table 5: Job Function Statistics	12
Table 6: Year of Graduation Statistics	13
Table 7: Year of Graduation Statistics (Engineers)	14
Table 8: Year of Graduation Statistics (Geoscientists)	15
Table 9: Year of Graduation (EITs/GITs)	16
Table 10: Average Base Salary for Post Graduate or Other Supplemental Education	17
Table 11: Paid Benefits	18
Table 12: Employment Benefits	19
List of Figures	20
Figure 1: Response by Employment Sector	20
Figure 2: Responses by Discipline	21
Figure 3: % Base Salary Increase for Public and Private Sectors	22
Figure 4: % Base Salary Increase for Public and Private Sectors (Engineers)	23
Figure 5: % Base Salary Increase for Public and Private Sectors (Geoscientists)	24
Figure 6: % Base Salary Increase for Public and Private Sectors (EITs/GITs)	25
Figure 7: Average Base Salary and Total Income (Salary, Bonus, Overtime, Commissions) by Discipline	26
Figure 8: Overall Satisfaction (All, Engineers, Geoscientists, EITs/GITs)	27
Figure 9: Compensation for Overtime	28
Figure 10: Size of Organization	28
Figure 11: Principal Work Location	29
Figure 12: Change of Employment	29
Figure 13: Sick Time – Entitlement	30
Figure 14: Vacation Time - Entitlement	30

<i>Figure 15: Respondent Base Salary vs Years Since Graduation</i>	31
<i>Figure 16: Base Salary vs Years Since Graduation (Engineers)</i>	32
<i>Figure 17: Base Salary vs Years Since Graduation (Geoscientists)</i>	33
<i>Survey Feedback</i>	34

Survey Highlights

The survey was conducted between April 28, 2016 and May 30, 2016, and collected salary data for the 2015 calendar year. There were 4665 Members and Members-In-Training of Engineers Geoscientists Manitoba eligible to take the survey as of April 2016. These were members who indicated that they live and work in Manitoba.

This year, the committee decided to exclude the Classification Ratings questions from the survey in an effort to shorten the time to complete the survey. The response rate was only marginally improved, while positive comments were made about the time to complete.

For the thirteenth year, the survey was conducted via a web-based format. This year the response rate was 31.5% compared to 29.5% in 2014, 32.5% in 2013, 37.7% in 2012, 25.8% in 2011, and 29.1% in 2010.

Highlights for this year's salary survey include:

- The industry sectors with the highest Mean Base Salary are Education (\$107,899) and Petroleum (\$118,285). The salary from Table 1; Agriculture/production was excluded, as there was only one member response for this Industry Sector.
- The industry sectors with the lowest Mean Base Salary are Agricultural/Equipment (\$70,296) and Metal Fabricating (\$73,900).
- The job functions with a Mean Base Salary greater than \$100,000 were Administrative Services (\$114,370), Management (\$116,768), Mining (\$109,269) and Teaching (\$102,934).
- The lowest paid job functions based on Mean Base Salary are Quality Assurance (\$73,625), Production (\$70,389) and Software Development (\$76,492).
- The highest participation rate in the survey by year of graduation is 2014 with 46.3% of eligible members responding. In general, the highest participation rates are from 2007 to 2014 graduates (30+% of eligible respondents).
- 80.2% of respondents reported their employer paid their Engineers Geoscientists Manitoba dues in 2015.
- 83% of respondents reported their employers provided fully paid training.
- Flexible work hours are available to 79.3% of respondents and 17.2% have profit sharing.
- 50% of the respondents worked for firms with more than 500 employees and 63% of the respondents worked for private enterprise.
- Only 1351 of the 1468 submitted surveys or 92% 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.
- 5.9% of responding members have changed employers in the last year, down slightly from the last survey, which was 8%.
- 77.9% of responding members indicated they were between Somewhat to Very Satisfied with their current compensation. 36.1% of Engineers indicated they were Very Satisfied compared to 30.3% of Geoscientists.

Membership Response

- Invitations to complete the web-based survey were sent to 4665 Engineers Geoscientists Manitoba Members and EIT/GITs resident in Manitoba in April 2016. Responses were accepted until May 30, 2016.
- Responses were received from 1468 members for an overall response rate of 31.5% compared to 29.5% in 2014, 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.
- 1351 responses were accepted for analysis.
- The response rate based on the accepted entries for Engineers is 30.1% (970/3226). The response rate for Geoscientists is 23.1% (32/134). The response rate for EITs/GITs is 27.6% (350/1266).
- This year, 24.6% (86) of the (350) respondents who were EITs/GITs graduated more than 5 years ago.

Salary

The highlights related to the salary survey outcomes can be summarized in the following points:

- The industry sectors with the highest Mean Base Salary are Education (\$107,899) and Petroleum (\$118,285).
- The industry sectors with the lowest Mean Base Salary are Agricultural/Equipment (\$70,296) and Metal Fabricating (\$73,900).
- The job functions with a Mean Base Salary greater than \$100,000 are Administrative Services (\$114,370), Management (\$116,768), Mining (\$109,269) and Teaching (\$102,934).
- The lowest paid job functions based on Mean Base Salary are Quality Assurance (\$73,625), Production (\$70,389) and Software Development (\$76,492).

Exclusions

Although 1468 members logged in to the survey, several did not complete all the questions, or indicated that they did not receive a salary. 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 1351.

Education

- Of the respondents, 37.3% (507/1351) indicated they obtained a supplemental education.
- Of those 37.3%, 64.3% holds either a diploma or a master degree.
- The forms of education with the highest Mean Base Salary are MBA (\$116,627) and Multiple Supplemental Education (including MBA) (\$118,384).

Gender

- Eligible survey takers by gender are 4018 (male) and 647 (female).
- Overall, 84.8% (1146/1351) of respondents are male and 14.7% (199/1351) are female. 0.5% (6/1351) did not indicate their gender.
- Of the total eligible Membership, 28.5% (1146/4018) of the male members responded and 30.8% (199/647) of the female members responded.
- Of the 1351 responses used, 83.2% (953/1146) of the males graduated after 1986, and 96.0% (191/199) of the females graduated after 1986.

Workplace Information

- The average official workweek was 38.4 hours.
- The typical number of hours worked was 42.2 hours per week.
- The average number of weeks of vacation reported was 3.8.
- This year, 63% of respondents are from the private sector, compared to 58.6% last year, and 58.7% the year before last.

Part-Time Respondents

- This year, 36 respondents reported their earnings were part-time.
- The Mean Base Salary of these respondents was \$42,803. The Mean Total Income was \$46,033, based on an average work period of 25 weeks at 40.1 hours per week.
- Of these 32 respondents, 11 reported receiving pay increases.

Comments

- This year, 13.7% of respondents provided written comments with their survey, compared to 10.2% who left comments in 2014, 11.4% in 2013, 9.7% in 2012, 6.7% in 2011, 5.0% in 2010, and 8.0% in the 2009 survey.

List of Tables

Table 1: Industry Sector Statistics

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q
Aerospace	90	6.7%	\$ 81,474	\$ 63,574	\$ 78,000	\$ 98,000
Agriculture/ Equipment	50	3.7%	\$ 70,296	\$ 56,000	\$ 62,477	\$ 80,000
Agriculture/production	1	0.1%	\$ 120,000	\$ 120,000	\$120,000	\$ 120,000
Agriculture/ Food	26	1.9%	\$ 105,295	\$ 67,475	\$ 92,850	\$ 124,750
Biomedical	7	0.5%	\$ 79,657	\$ 76,500	\$ 79,300	\$ 82,651
Comminutions	8	0.6%	\$ 81,592	\$ 68,875	\$ 79,875	\$ 87,332
Computer	17	1.3%	\$ 84,439	\$ 73,500	\$ 81,000	\$ 95,000
Construction	122	9.0%	\$ 83,878	\$ 60,125	\$ 76,704	\$ 95,000
Consulting	280	20.7%	\$ 88,918	\$ 66,450	\$ 79,250	\$ 105,250
Education	25	1.9%	\$ 107,899	\$ 87,000	\$112,000	\$ 120,500
Electronics	17	1.3%	\$ 83,571	\$ 60,000	\$ 83,000	\$ 105,000
Environment	23	1.7%	\$ 101,030	\$ 75,500	\$ 96,000	\$ 118,000
Healthcare	11	0.8%	\$ 89,568	\$ 78,750	\$ 93,000	\$ 99,890
Metal Fabricating	4	0.3%	\$ 73,900	\$ 72,400	\$ 74,000	\$ 75,500
Manufacturing	120	8.9%	\$ 80,750	\$ 60,000	\$ 75,000	\$ 93,000
Mechanical Equipment	10	0.7%	\$ 86,685	\$ 75,000	\$ 88,000	\$ 93,750
Metals Primary	9	0.7%	\$ 86,766	\$ 66,945	\$ 81,840	\$ 102,000
Mineral	9	0.7%	\$ 86,673	\$ 72,000	\$ 86,216	\$ 105,000
Mining	43	3.2%	\$ 100,202	\$ 85,000	\$ 95,000	\$ 116,000
Petroleum	5	0.4%	\$ 118,285	\$ 94,000	\$108,750	\$ 127,400
Pharmaceutical	9	0.7%	\$ 82,813	\$ 65,000	\$ 80,000	\$ 100,000
Research and Development	22	1.6%	\$ 96,322	\$ 77,000	\$ 96,000	\$ 122,500
Telecommunication	14	1.0%	\$ 107,047	\$ 93,500	\$104,000	\$ 117,419
Transportation	91	6.7%	\$ 84,652	\$ 64,000	\$ 81,000	\$ 103,000
Transportation Equipment	8	0.6%	\$ 99,760	\$ 82,914	\$ 98,902	\$ 111,500
Utilities	263	19.5%	\$ 101,494	\$ 84,150	\$100,000	\$ 115,361
Other	67	5.0%	\$ 99,753	\$ 78,680	\$ 91,000	\$ 121,425
Total	1351	100.00%				

Table 2: Industry Sector Statistics (Engineers)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q
Aerospace	60	6.2%	\$ 91,119	\$ 78,000	\$ 90,000	\$ 102,938
Agriculture/ Equipment	24	2.5%	\$ 84,346	\$ 69,449	\$ 80,000	\$ 92,519
Agriculture/ Food	18	1.9%	\$ 122,768	\$ 92,425	\$117,250	\$ 125,000
Biomedical	5	0.5%	\$ 79,520	\$ 78,000	\$ 79,300	\$ 80,000
Comminutions	4	0.4%	\$ 95,854	\$ 85,187	\$ 87,332	\$ 97,999
Computer	9	0.9%	\$ 91,684	\$ 81,000	\$ 95,000	\$ 100,000
Construction	75	7.8%	\$ 95,532	\$ 76,000	\$ 91,240	\$ 106,563
Consulting	210	21.7%	\$ 98,072	\$ 75,000	\$ 89,000	\$ 117,657
Education	25	2.6%	\$ 107,899	\$ 87,000	\$112,000	\$ 120,500
Electronics	11	1.1%	\$ 98,336	\$ 83,500	\$105,000	\$ 116,500
Environment	16	1.7%	\$ 111,775	\$ 92,173	\$100,556	\$ 120,500
Healthcare	7	0.7%	\$ 101,611	\$ 94,500	\$ 99,779	\$ 107,500
Metal Fabricating	3	0.3%	\$ 73,867	\$ 70,800	\$ 74,000	\$ 77,000
Manufacturing	75	7.8%	\$ 93,039	\$ 73,841	\$ 86,500	\$ 104,465
Mechanical Equipment	8	0.8%	\$ 91,063	\$ 75,000	\$ 88,000	\$ 98,000
Metals Primary	4	0.4%	\$ 100,638	\$ 92,674	\$103,016	\$ 110,980
Mining	23	2.4%	\$ 104,997	\$ 85,960	\$107,000	\$ 119,000
Petroleum	4	0.4%	\$ 132,538	\$105,063	\$118,075	\$ 145,550
Pharmaceutical	6	0.6%	\$ 91,500	\$ 77,750	\$ 93,000	\$ 100,000
Research and Development	15	1.6%	\$ 109,396	\$ 90,748	\$107,000	\$ 126,218
Telecommunication	13	1.3%	\$ 110,435	\$ 98,000	\$105,000	\$ 118,225
Transportation	70	7.2%	\$ 92,000	\$ 76,250	\$ 91,598	\$ 104,950
Transportation Equipment	5	0.5%	\$ 118,161	\$101,803	\$107,000	\$ 125,000
Utilities	228	23.6%	\$ 106,821	\$ 92,830	\$105,000	\$ 117,000
Other	50	5.2%	\$ 110,147	\$ 88,078	\$106,500	\$ 125,000
Total	968	100%				

Table 3: Industry Sector Statistics (Geoscientists)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q
Computer	1	3.0%	\$ 78,000	\$ 78,000	\$ 78,000	\$ 78,000
Construction	2	6.1%	\$ 142,500	\$ 101,250	\$ 142,500	\$ 183,750
Consulting	1	3.0%	\$ 132,000	\$ 132,000	\$ 132,000	\$ 132,000
Environment	3	9.1%	\$ 103,841	\$ 86,000	\$ 102,000	\$ 120,761
Metals Primary	1	3.0%	\$ 102,000	\$ 102,000	\$ 102,000	\$ 102,000
Mining	10	30.3%	\$ 115,034	\$ 95,250	\$ 111,172	\$ 125,000
Petroleum	1	3.0%	\$ 61,275	\$ 61,275	\$ 61,275	\$ 61,275
Research & Development	3	9.1%	\$ 84,667	\$ 78,000	\$ 80,000	\$ 89,000
Utilities	3	9.1%	\$ 69,267	\$ 67,250	\$ 69,500	\$ 71,401
Other	8	24.2%	\$ 89,027	\$ 69,500	\$ 79,608	\$ 102,500
Total	33	100%				

Table 4: Industry Sector Statistics (EITs/GITs)

Industry Sector	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q
Aerospace	30	8.8%	\$ 62,184	\$ 56,507	\$ 62,500	\$ 65,750
Agriculture/ Equipment	26	7.6%	\$ 57,327	\$ 51,625	\$ 55,748	\$ 60,000
Agriculture/production	1	0.3%	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000
Agriculture/ Food	8	2.4%	\$ 65,981	\$ 60,375	\$ 64,675	\$ 72,750
Biomedical	2	0.6%	\$ 80,000	\$ 65,000	\$ 80,000	\$ 95,000
Comminutions	4	1.2%	\$ 67,330	\$ 58,830	\$ 65,750	\$ 74,250
Computer	7	2.1%	\$ 76,045	\$ 72,750	\$ 78,000	\$ 83,658
Construction	45	13.2%	\$ 61,848	\$ 55,000	\$ 59,734	\$ 68,000
Consulting	69	20.3%	\$ 60,433	\$ 55,000	\$ 59,500	\$ 64,600
Electronics	6	1.8%	\$ 56,500	\$ 49,250	\$ 56,500	\$ 62,250
Environment	4	1.2%	\$ 55,942	\$ 54,555	\$ 57,078	\$ 58,465
Healthcare	4	1.2%	\$ 68,493	\$ 59,993	\$ 66,500	\$ 75,000
Metal Fabricating	1	0.3%	\$ 74,000	\$ 74,000	\$ 74,000	\$ 74,000
Manufacturing	45	13.2%	\$ 60,269	\$ 52,000	\$ 58,240	\$ 65,000
Mechanical Equipment	2	0.6%	\$ 69,175	\$ 58,763	\$ 69,175	\$ 79,588
Metals Primary	4	1.2%	\$ 69,085	\$ 64,389	\$ 65,973	\$ 70,669
Mining	5	1.5%	\$ 68,004	\$ 61,020	\$ 62,000	\$ 73,000
Pharmaceutical	3	0.9%	\$ 65,440	\$ 58,160	\$ 61,320	\$ 70,660
Research & Development	3	0.9%	\$ 42,711	\$ 39,067	\$ 43,133	\$ 46,567
Telecommunication	1	0.3%	\$ 63,000	\$ 63,000	\$ 63,000	\$ 63,000
Transportation	21	6.2%	\$ 60,160	\$ 55,769	\$ 59,500	\$ 63,000
Transportation Equipment	3	0.9%	\$ 69,091	\$ 58,636	\$ 61,655	\$ 75,828
Utilities	32	9.4%	\$ 66,556	\$ 61,500	\$ 66,762	\$ 71,125
Other	14	4.1%	\$ 67,847	\$ 57,000	\$ 63,927	\$ 80,000
Total	340	100%				

Table 5: Job Function Statistics

Job Function	# Reported	% Reported	Mean Base Salary	Lower Q	Median	Upper Q	Mean Total Income
Management	220	16.3%	\$116,768.30	\$ 94,751	\$ 111,005	\$ 130,125	\$ 131,701
Administrative Services	14	1.0%	\$114,370.00	\$ 95,669	\$ 105,465	\$ 123,875	\$ 117,047
Mining	8	0.6%	\$109,269.10	\$ 88,044	\$ 120,500	\$ 127,000	\$ 122,706
Teaching	24	1.8%	\$102,933.80	\$ 82,500	\$ 89,500	\$ 125,000	\$ 103,976
Planning	75	5.6%	\$ 93,937.00	\$ 80,000	\$ 95,000	\$ 110,000	\$ 95,749
Maintenance	38	2.8%	\$ 93,296.97	\$ 77,777	\$ 97,000	\$ 109,750	\$ 106,028
Mineral Exploration	8	0.6%	\$ 91,890.63	\$ 79,380	\$ 92,500	\$ 111,086	\$ 97,847
Marketing/Sales	23	1.7%	\$ 90,877.48	\$ 74,250	\$ 86,500	\$ 97,441	\$ 104,377
Technical Support	78	5.8%	\$ 89,894.36	\$ 65,352	\$ 86,000	\$ 105,750	\$ 94,941
Other	63	4.7%	\$ 85,945.24	\$ 66,303	\$ 80,600	\$ 102,151	\$ 92,922
Research & Development	64	4.7%	\$ 81,260.69	\$ 62,000	\$ 80,000	\$ 99,450	\$ 86,203
Design	373	27.6%	\$ 79,691.95	\$ 61,020	\$ 75,000	\$ 92,002	\$ 85,735
Software Development	27	2.0%	\$ 76,492.37	\$ 62,160	\$ 70,000	\$ 83,658	\$ 82,068
Quality Assurance	28	2.1%	\$ 73,624.57	\$ 62,750	\$ 70,500	\$ 80,705	\$ 87,355
Production	38	2.8%	\$ 70,388.79	\$ 60,000	\$ 65,500	\$ 77,813	\$ 73,961
Project Management	270	20.0%	\$ 89,760.89	\$ 69,500	\$ 85,651	\$ 105,000	\$ 99,754
Total	1351	100%					

Table 6: 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
1966 - 1970	4	0.3%	66	6.1%	\$104,563	\$90,750	\$102,626	\$116,439	\$112,563
1971-1975	19	1.4%	158	12.0%	\$140,463	\$101,500	\$120,000	\$149,000	\$154,993
1976-1985	147	10.9%	668	22.0%	\$112,980	\$90,500	\$110,000	\$129,100	\$125,966
1986	31	2.3%	103	30.1%	\$106,378	\$96,000	\$107,000	\$120,750	\$116,940
1987	28	2.1%	97	28.9%	\$107,664	\$95,750	\$107,475	\$120,675	\$124,708
1988	28	2.1%	108	25.9%	\$108,556	\$89,737	\$100,016	\$121,625	\$114,356
1989	16	1.2%	78	20.5%	\$114,080	\$103,750	\$113,000	\$122,000	\$125,789
1990	19	1.4%	97	19.6%	\$105,983	\$93,500	\$107,000	\$125,000	\$113,235
1991	28	2.1%	99	28.3%	\$107,708	\$88,000	\$100,112	\$122,750	\$112,551
1992	27	2.0%	107	25.2%	\$109,047	\$100,000	\$108,000	\$119,500	\$123,751
1993	20	1.5%	109	18.3%	\$113,783	\$88,750	\$103,782	\$118,225	\$117,048
1994	37	2.7%	102	36.3%	\$112,384	\$95,000	\$113,000	\$125,000	\$120,223
1995	31	2.3%	105	29.5%	\$106,614	\$86,250	\$104,819	\$118,810	\$118,882
1996	31	2.3%	123	25.2%	\$111,595	\$102,750	\$108,750	\$125,000	\$126,478
1997	32	2.4%	106	30.2%	\$99,274	\$82,650	\$100,500	\$111,000	\$105,663
1998	33	2.4%	124	26.6%	\$104,109	\$79,000	\$100,000	\$120,000	\$107,956
1999	23	1.7%	97	23.7%	\$97,771	\$84,900	\$100,000	\$109,000	\$109,808
2000	33	2.4%	108	30.6%	\$93,447	\$76,000	\$85,920	\$110,250	\$105,682
2001	49	3.6%	126	38.9%	\$92,737	\$78,750	\$92,000	\$106,000	\$98,605
2002	44	3.3%	136	32.4%	\$93,903	\$81,375	\$95,000	\$110,000	\$99,949
2003	26	1.9%	106	24.5%	\$90,032	\$78,875	\$88,500	\$98,992	\$100,571
2004	39	2.9%	145	26.9%	\$89,254	\$79,800	\$91,000	\$102,324	\$97,845
2005	31	2.3%	132	23.5%	\$96,459	\$77,500	\$86,000	\$100,000	\$105,226
2006	45	3.3%	130	34.6%	\$86,414	\$74,900	\$87,000	\$95,000	\$95,052
2007	56	4.2%	136	41.2%	\$85,043	\$75,000	\$83,000	\$93,494	\$91,444
2008	66	4.9%	179	36.9%	\$83,892	\$74,550	\$82,000	\$92,000	\$92,822
2009	51	3.8%	133	38.3%	\$76,640	\$68,650	\$74,720	\$85,599	\$82,646
2010	77	5.7%	187	41.2%	\$71,873	\$63,000	\$72,000	\$78,000	\$77,256
2011	67	5.0%	169	39.6%	\$67,367	\$59,748	\$67,066	\$78,000	\$71,894
2012	57	4.2%	156	36.5%	\$65,599	\$59,500	\$64,000	\$72,000	\$74,170
2013	59	4.4%	146	40.4%	\$61,436	\$56,000	\$60,000	\$66,496	\$68,379
2014	74	5.5%	160	46.3%	\$57,065	\$51,918	\$56,289	\$61,725	\$62,910
2015	22	1.6%	113	19.5%	\$53,788	\$50,250	\$55,385	\$58,750	\$58,148
2016	1	0.1%	19	5.3%	\$50,000	\$50,000	\$50,000	\$50,000	\$53,000
Total	1351	100%	4628	29.2%					

Table 7: 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
1966 - 1970	4	0.4%	60	6.7%	\$104,563	\$90,750	\$102,626	\$116,439	\$112,563
1971-1975	18	1.9%	146	12.3%	\$142,711	\$104,750	\$120,000	\$152,000	\$158,049
1976-1980	37	3.8%	204	18.1%	\$112,504	\$91,000	\$109,000	\$125,000	\$125,407
1981-1985	102	10.5%	394	25.9%	\$115,253	\$96,250	\$114,876	\$130,000	\$128,099
1986	28	2.9%	93	30.1%	\$107,304	\$99,000	\$107,000	\$120,625	\$118,962
1987	26	2.7%	90	28.9%	\$110,561	\$101,200	\$108,975	\$122,025	\$128,270
1988	25	2.6%	92	27.2%	\$107,823	\$90,000	\$100,000	\$118,000	\$113,918
1989	15	1.6%	65	23.1%	\$114,685	\$103,500	\$116,000	\$123,000	\$127,175
1990	17	1.8%	85	20.0%	\$112,128	\$100,000	\$107,000	\$125,000	\$120,173
1991	25	2.6%	84	29.8%	\$108,705	\$89,000	\$100,223	\$122,000	\$113,833
1992	22	2.3%	92	23.9%	\$111,649	\$100,000	\$113,750	\$123,500	\$127,336
1993	20	2.1%	93	21.5%	\$113,783	\$88,750	\$103,782	\$118,225	\$117,048
1994	36	3.7%	91	39.6%	\$113,575	\$95,000	\$113,636	\$125,000	\$121,563
1995	27	2.8%	84	32.1%	\$110,583	\$90,096	\$110,000	\$120,750	\$124,161
1996	29	3.0%	108	26.9%	\$111,894	\$103,500	\$108,750	\$120,000	\$127,062
1997	32	3.3%	89	36.0%	\$99,274	\$82,650	\$100,500	\$111,000	\$105,663
1998	28	2.9%	93	30.1%	\$109,396	\$87,375	\$103,006	\$121,260	\$113,930
1999	22	2.3%	82	26.8%	\$99,078	\$88,500	\$102,500	\$109,500	\$111,663
2000	30	3.1%	77	39.0%	\$96,282	\$81,250	\$90,000	\$113,813	\$109,741
2001	39	4.0%	100	39.0%	\$98,683	\$87,661	\$97,000	\$108,000	\$104,625
2002	34	3.5%	102	33.3%	\$99,971	\$91,250	\$105,778	\$112,250	\$107,077
2003	22	2.3%	82	26.8%	\$91,529	\$81,250	\$90,000	\$99,900	\$102,529
2004	33	3.4%	106	31.1%	\$92,328	\$84,000	\$93,000	\$102,648	\$101,772
2005	28	2.9%	95	29.5%	\$98,443	\$77,750	\$86,000	\$100,250	\$107,699
2006	39	4.0%	95	41.1%	\$89,193	\$78,750	\$88,000	\$96,500	\$98,294
2007	49	5.1%	99	49.5%	\$87,244	\$76,877	\$84,500	\$95,000	\$93,319
2008	56	5.8%	117	47.9%	\$86,335	\$76,000	\$84,000	\$92,866	\$95,623
2009	41	4.2%	85	48.2%	\$78,866	\$72,000	\$75,000	\$86,000	\$84,782
2010	48	5.0%	106	45.3%	\$73,793	\$68,813	\$74,500	\$79,180	\$79,802
2011	29	3.0%	77	37.7%	\$73,398	\$67,500	\$78,000	\$80,000	\$78,634
2012	9	0.9%	37	24.3%	\$72,736	\$70,000	\$73,000	\$75,800	\$78,361
2013	0	0.0%	3	0.0%	0	0	0	0	0
Total	970	100%	3226	30.1%					

Table 8: 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
1968-1978	1	3.2%	22	4.5%	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
1979-1983	4	12.9%	25	16.0%	\$101,054	\$69,500	\$78,108	\$109,662	\$126,054
1984-1988	7	22.6%	27	25.9%	\$105,857	\$86,500	\$96,000	\$128,500	\$107,543
1989-1993	3	9.7%	10	30.0%	\$111,667	\$105,000	\$108,000	\$116,500	\$115,800
1994-1998	4	12.9%	11	36.4%	\$105,131	\$91,750	\$104,000	\$117,381	\$110,506
1999-2003	3	9.7%	14	21.4%	\$81,092	\$70,638	\$80,000	\$91,000	\$84,425
2004-2008	2	6.5%	17	11.8%	\$84,000	\$80,000	\$84,000	\$88,000	\$84,000
2009-2013	7	22.6%	8	87.5%	\$85,306	\$67,250	\$73,302	\$99,672	\$93,387
Total	31	100%	134	23.1%					

Table 9: 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
1977 - 2000	24	6.9%	231	10.4%	\$72,650	\$59,250	\$69,250	\$85,493	\$76,873
2001	9	2.6%	23	39.1%	\$68,384	\$56,000	\$66,945	\$75,000	\$73,472
2002	9	2.6%	31	29.0%	\$70,081	\$60,000	\$72,100	\$76,000	\$72,793
2003	4	1.1%	21	19.0%	\$81,800	\$77,500	\$80,600	\$84,900	\$89,800
2004	5	1.4%	36	13.9%	\$71,617	\$50,000	\$64,083	\$86,000	\$76,300
2005	3	0.9%	36	8.3%	\$77,947	\$71,920	\$81,840	\$85,920	\$82,143
2006	6	1.7%	31	19.4%	\$68,348	\$63,125	\$66,344	\$73,097	\$73,981
2007	7	2.0%	35	20.0%	\$69,634	\$65,500	\$71,500	\$73,718	\$78,323
2008	9	2.6%	55	16.4%	\$67,786	\$60,000	\$60,000	\$75,000	\$75,488
2009	10	2.9%	46	21.7%	\$67,514	\$63,125	\$68,698	\$70,000	\$73,890
2010	27	7.7%	78	34.6%	\$64,735	\$56,125	\$62,000	\$73,313	\$68,062
2011	37	10.6%	90	41.1%	\$55,500	\$60,000	\$68,000	\$66,123	\$66,123
2012	45	12.9%	118	38.1%	\$63,927	\$58,500	\$62,000	\$68,000	\$73,316
2013	58	16.6%	143	40.6%	\$61,461	\$56,000	\$60,000	\$66,594	\$68,524
2014	74	21.1%	160	46.3%	\$57,065	\$51,918	\$56,289	\$61,725	\$62,910
2015	22	6.3%	113	19.5%	\$53,788	\$50,250	\$55,385	\$58,750	\$58,148
2016	1	0.3%	19	5.3%	\$50,000	\$50,000	\$50,000	\$50,000	\$53,000
Total	350	100%	1266	27.6%					

Table 10: Average Base Salary for Post Graduate or Other Supplemental Education

Education	Respondents	Mean Base Salary
1 Engineering or Geoscience Degree	844	\$ 86,745
Supplemental Education		
Diploma or other	108	\$ 91,312
M. Eng. or M. Sc.	218	\$ 92,996
2nd Bachelor (Eng. or other)	49	\$ 87,854
Multiple Supplemental Categories	57	\$ 101,141
PhD	24	\$ 95,401
MBA	41	\$ 116,627
Multiple Supplemental Education (Including MBA)	10	\$ 118,384
Total	1351	

Table 11: Paid Benefits

Benefit	Employer Pays	Shared Cost	Employee Pays	Not Provided	Not Sure
Life Insurance	27.6%	47.8%	12.0%	6.9%	5.8%
Pension Plan	12.5%	57.5%	3.1%	24.1%	2.8%
Short Term Disability	43.3%	30.9%	5.7%	6.5%	13.6%
Technical Society Dues	34.9%	34.7%	10.1%	5.1%	15.3%
Extended Health Plan	38.2%	41.8%	10.1%	3.6%	6.4%
Drug Plan	41.4%	43.7%	7.8%	4.1%	3.0%
Dental Plan	44.3%	45.8%	5.2%	3.1%	1.6%
RRSP	5.7%	35.3%	12.1%	41.0%	5.8%
Stock Purchase	1.7%	9.4%	8.9%	71.0%	9.0%
Parental Leave	24.9%	6.8%	2.7%	29.0%	36.6%
Continuing Education	56.7%	16.3%	6.7%	9.5%	10.9%
Job Training	83.0%	5.2%	3.1%	5.0%	3.7%
EGM Dues	80.2%	2.7%	12.4%	3.5%	1.3%
Technical Society Dues	54.8%	3.5%	15.1%	12.0%	14.6%

Table 12: Employment Benefits

Benefit	Employer Provides	Does Not Provide	Not Sure
Savings Plan	16.7%	59.6%	23.7%
Profit Sharing	17.2%	66.2%	16.7%
Productivity Incentive	10.6%	73.2%	16.2%
Leave of Absence	63.6%	10.1%	26.3%
Flexible Work Hours	79.3%	16.7%	4.0%
Job Sharing	9.6%	44.9%	45.5%
Vehicle	12.1%	83.8%	4.0%
Vehicle Allowance	24.7%	68.7%	6.6%
Liability Insurance	29.8%	35.9%	34.3%
Daycare	0.5%	83.3%	16.2%
Parental Leave	45.5%	17.2%	37.4%

List of Figures

Figure 1: Response by Employment Sector

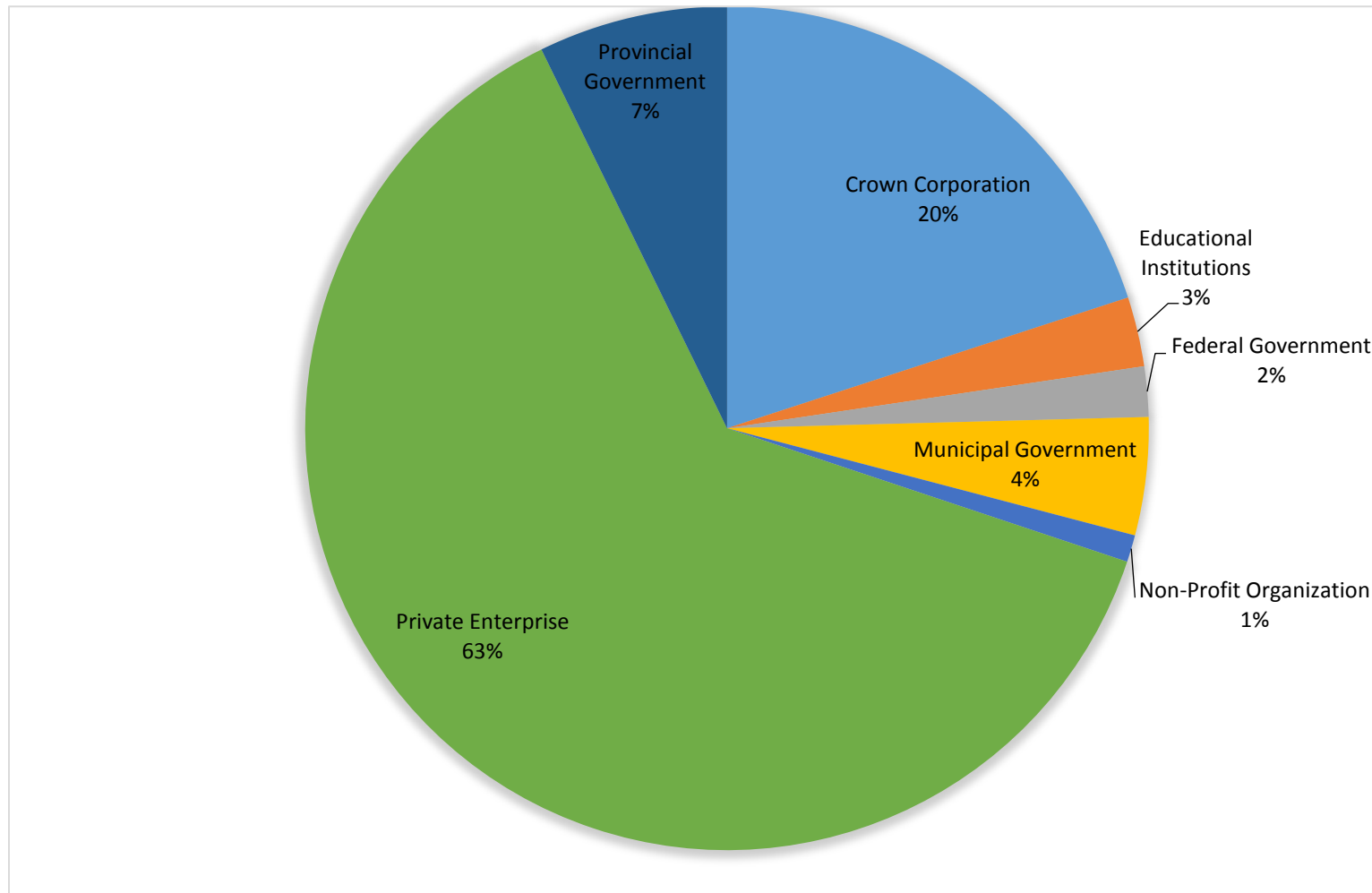


Figure 2: Responses by Discipline

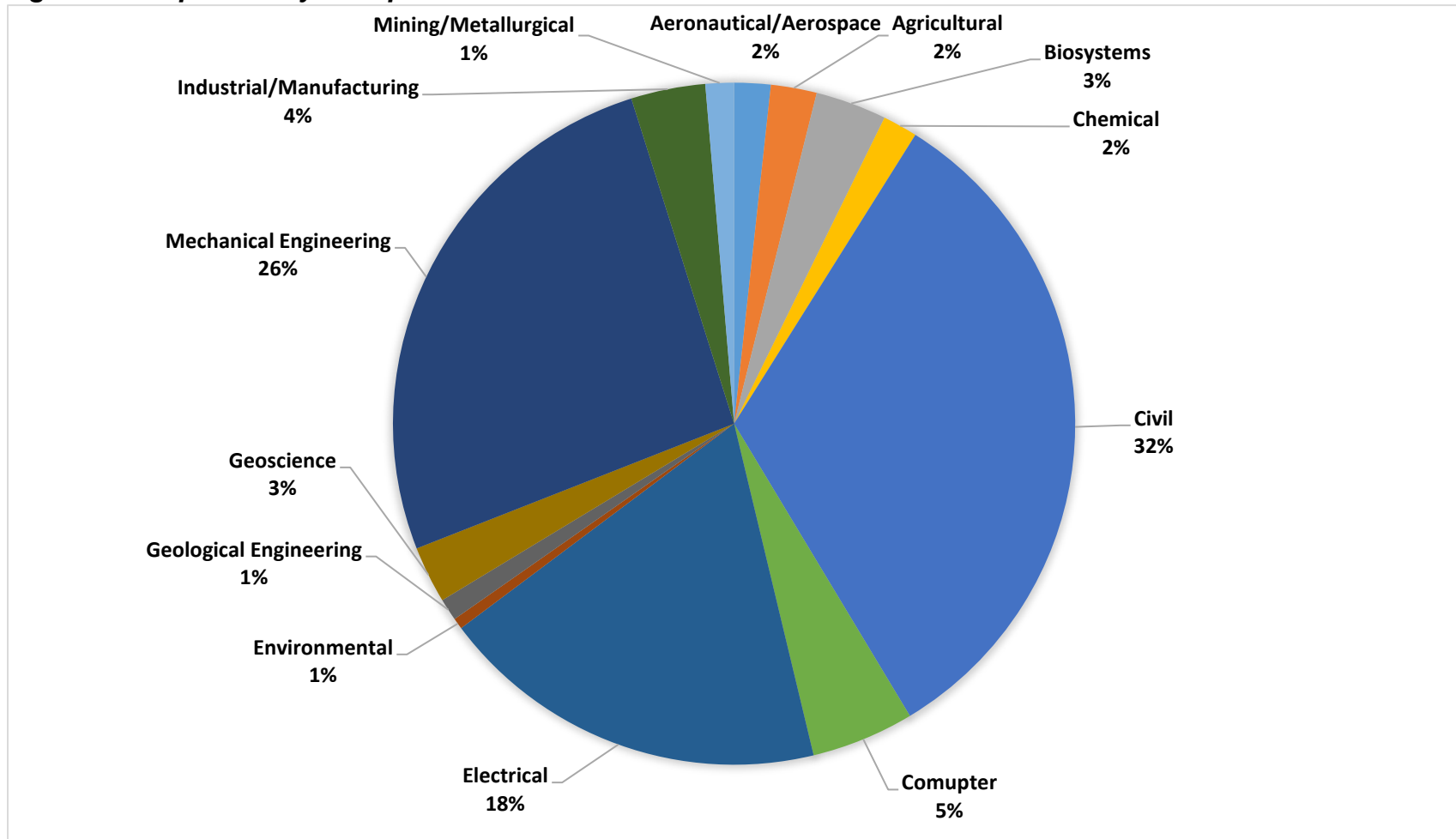


Figure 3: % Base Salary Increase for Public and Private Sectors

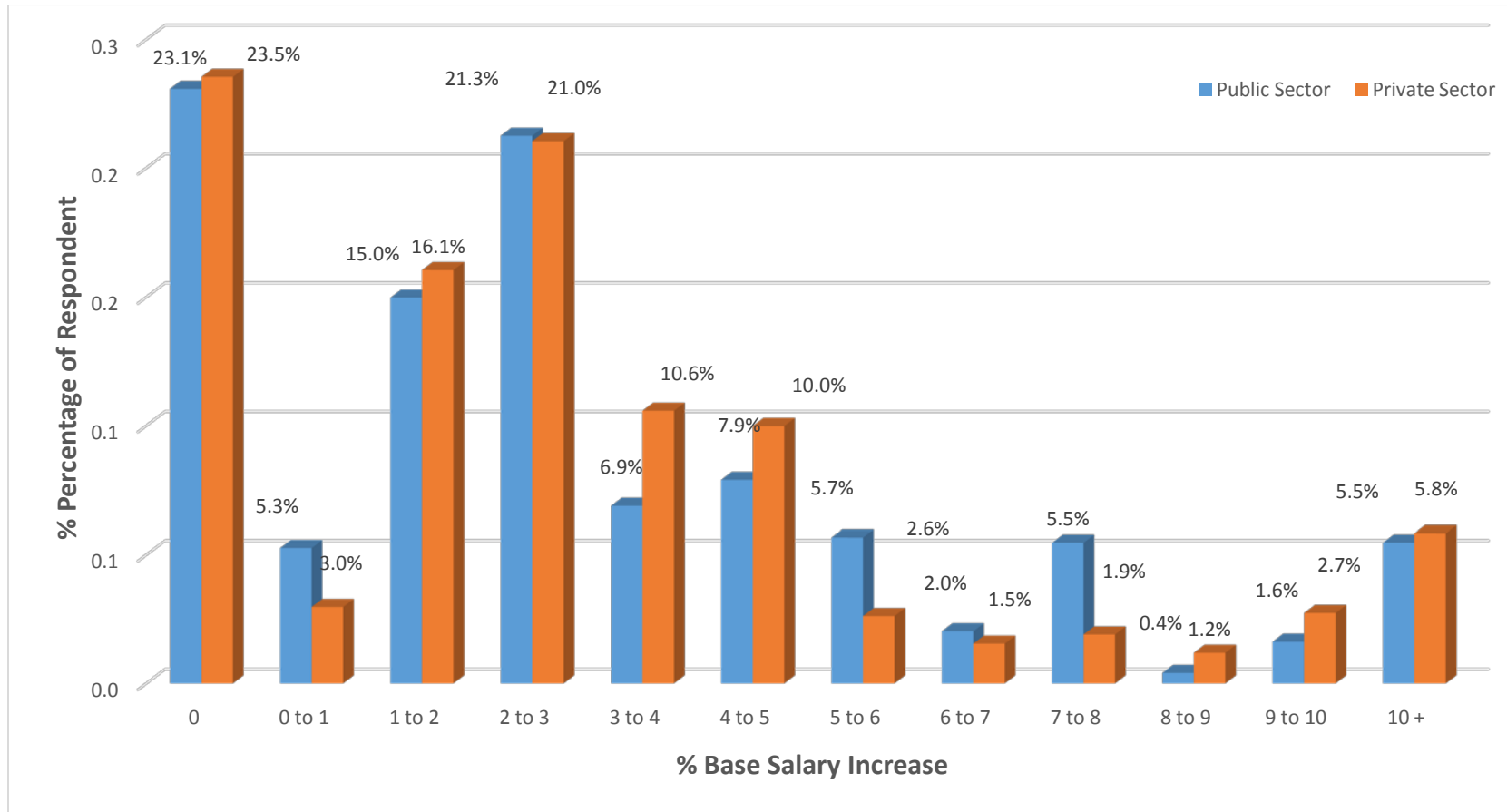


Figure 4: % Base Salary Increase for Public and Private Sectors (Engineers)

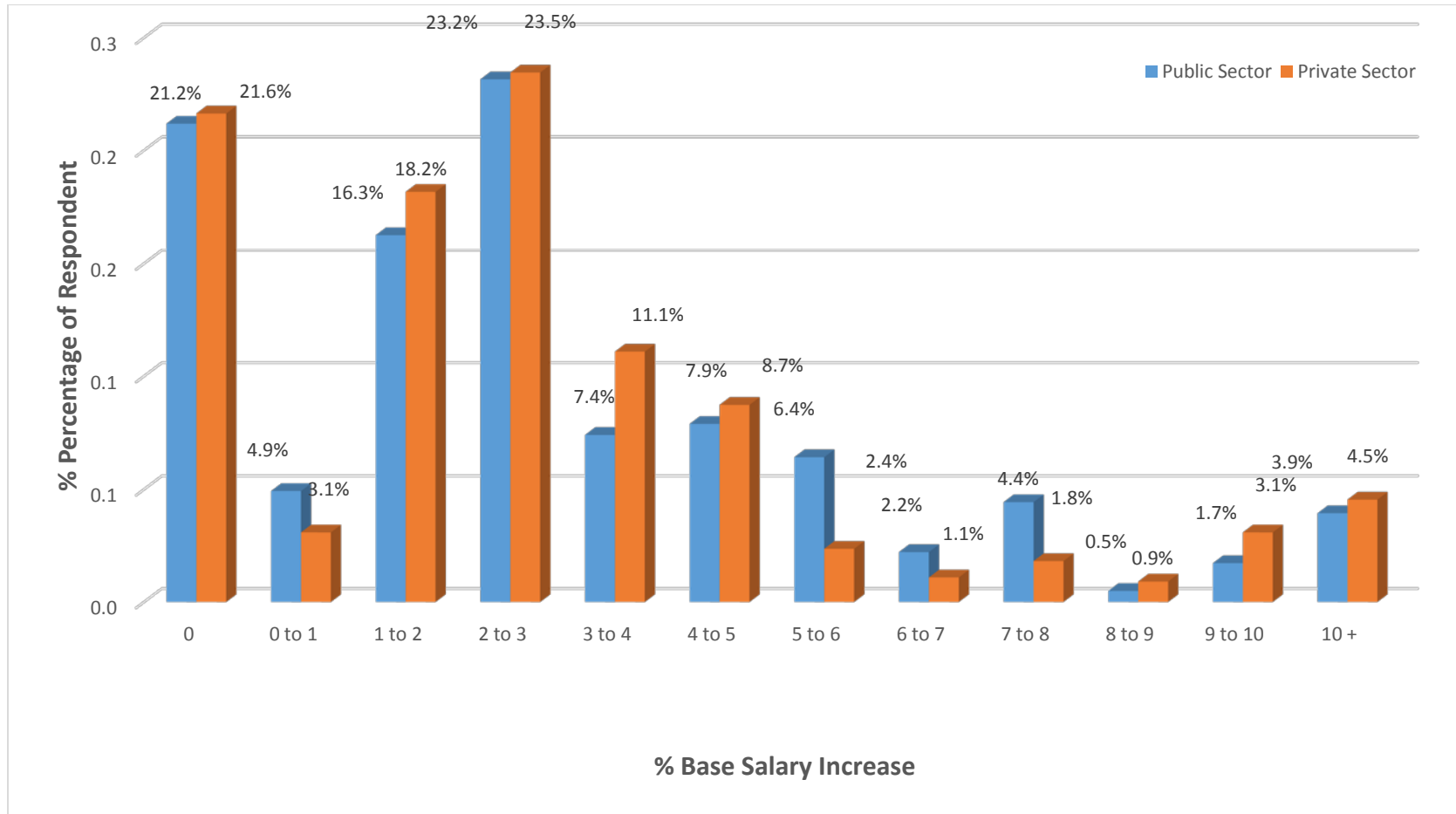


Figure 5: % Base Salary Increase for Public and Private Sectors (Geoscientists)

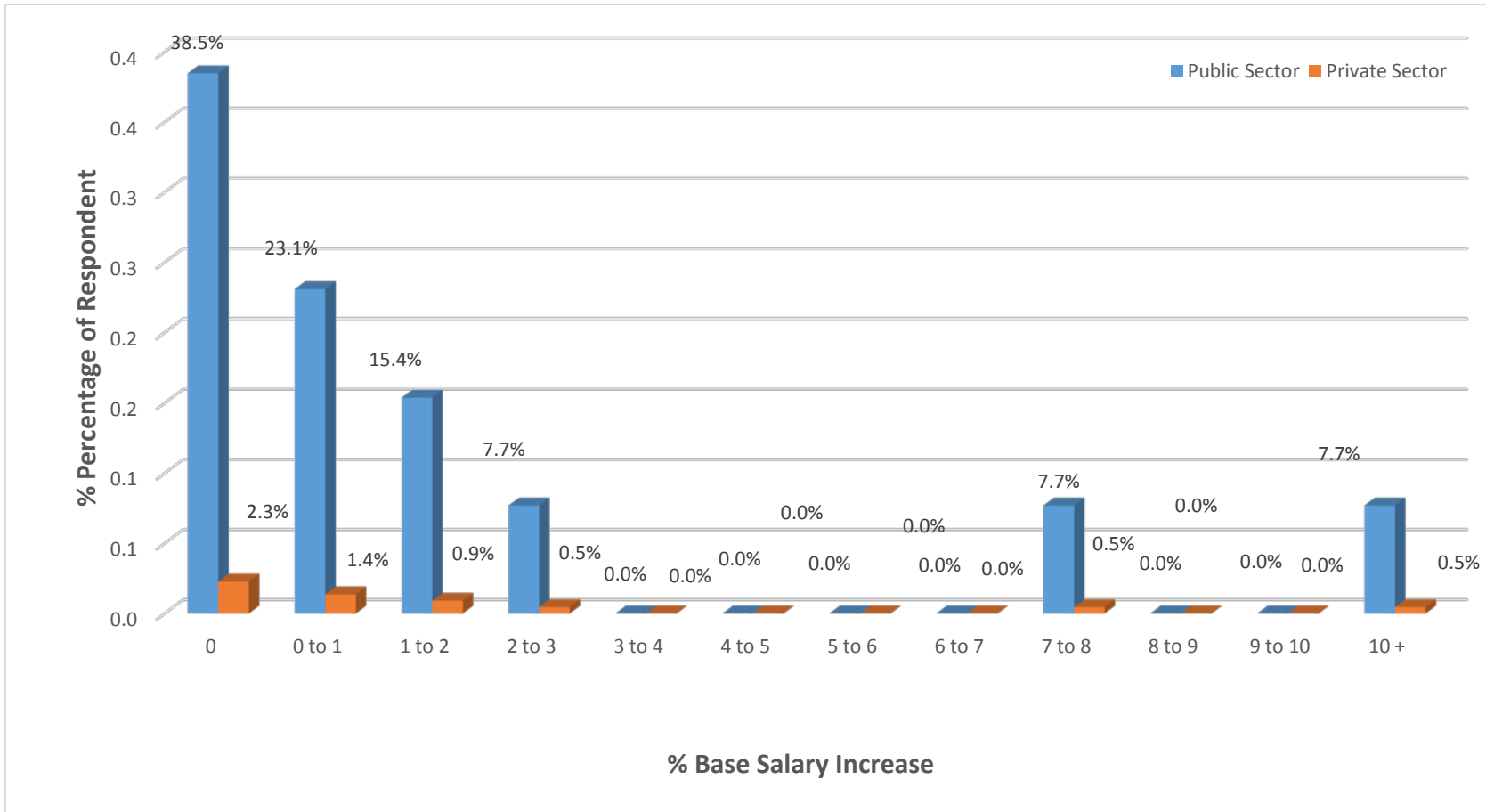


Figure 6: % Base Salary Increase for Public and Private Sectors (EITs/GITs)

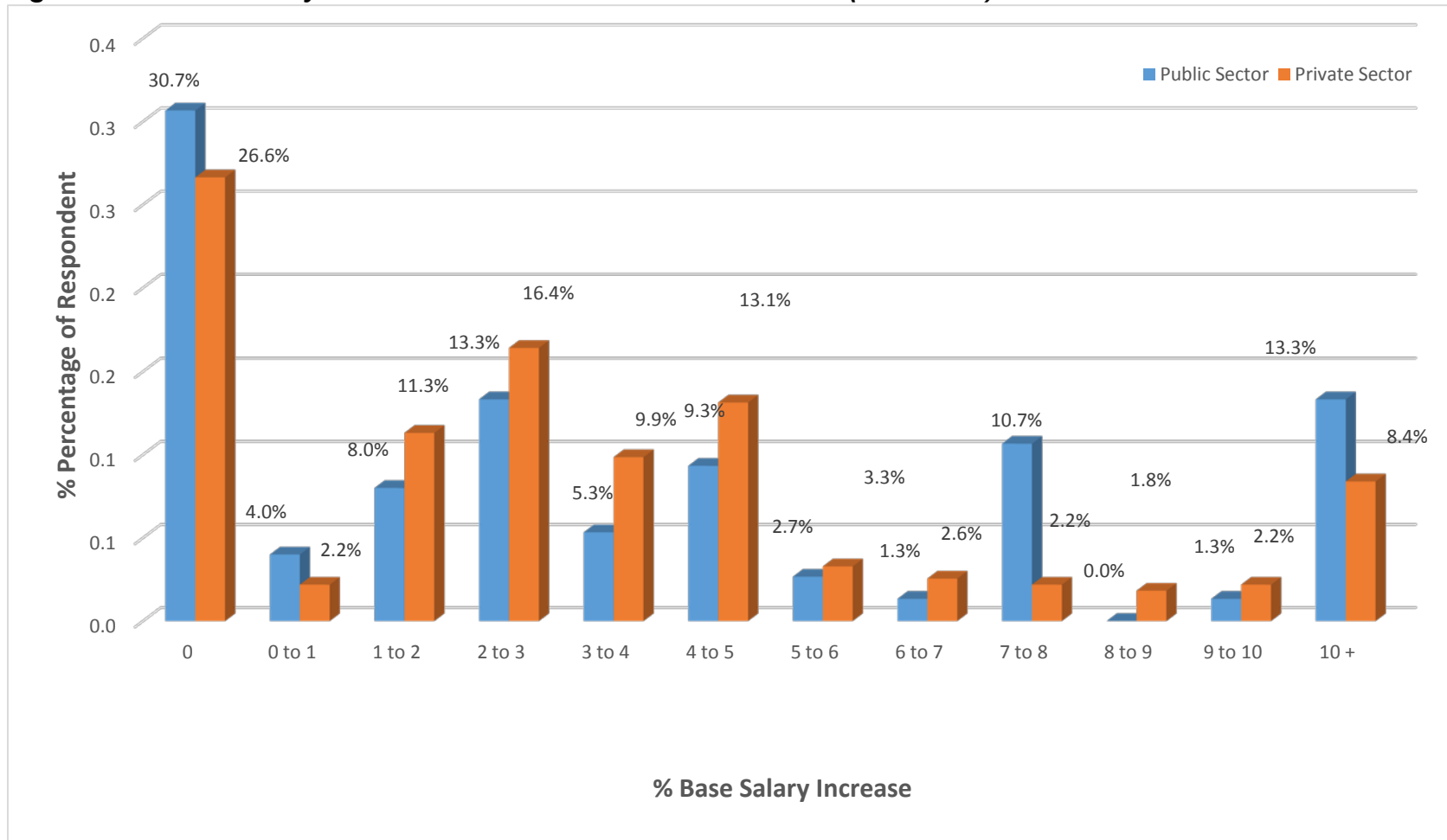


Figure 7: Average Base Salary and Total Income (Salary, Bonus, Overtime, Commissions) by Discipline

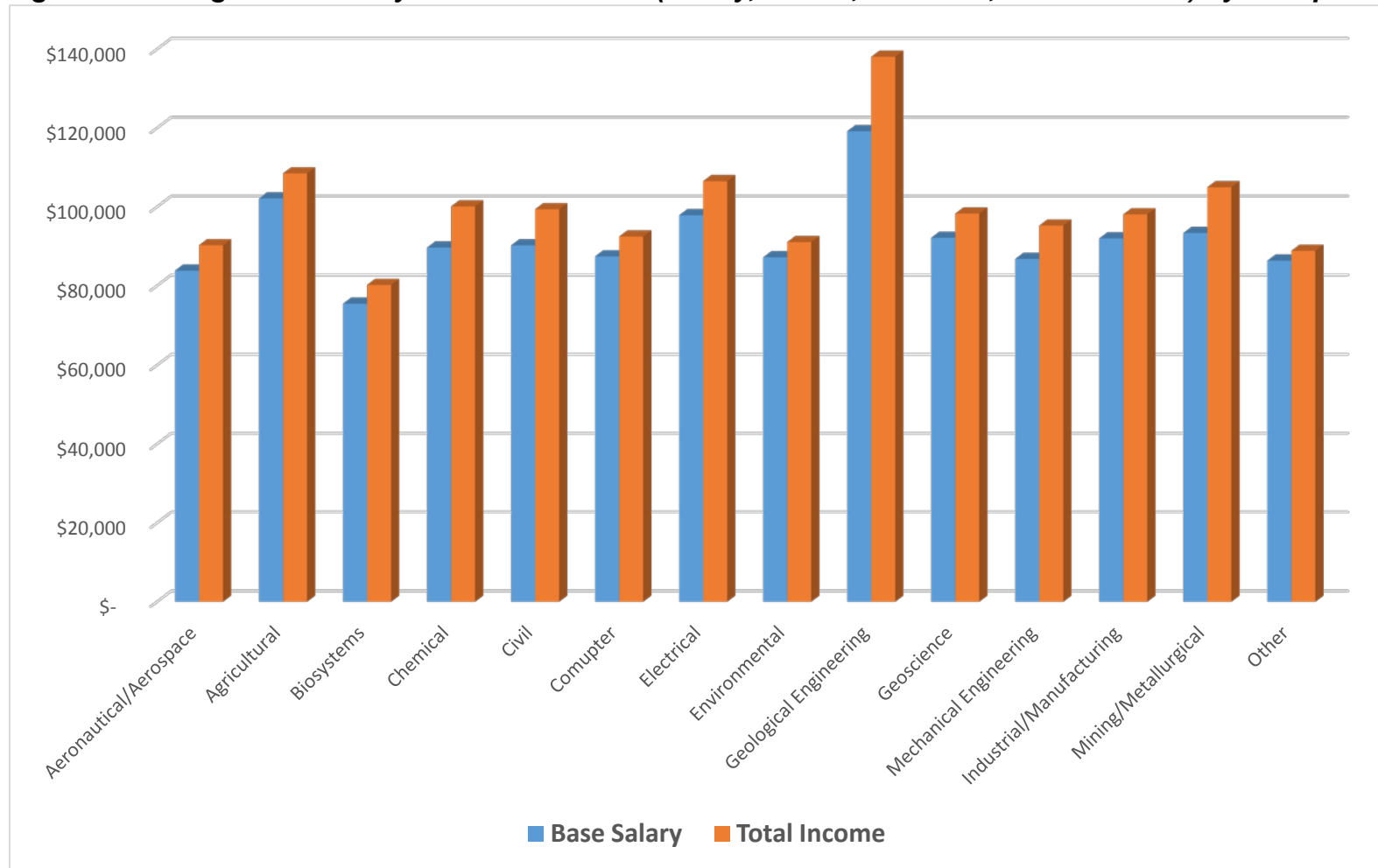


Figure 8: Overall Satisfaction (All, Engineers, Geoscientists, EITs/GITs)

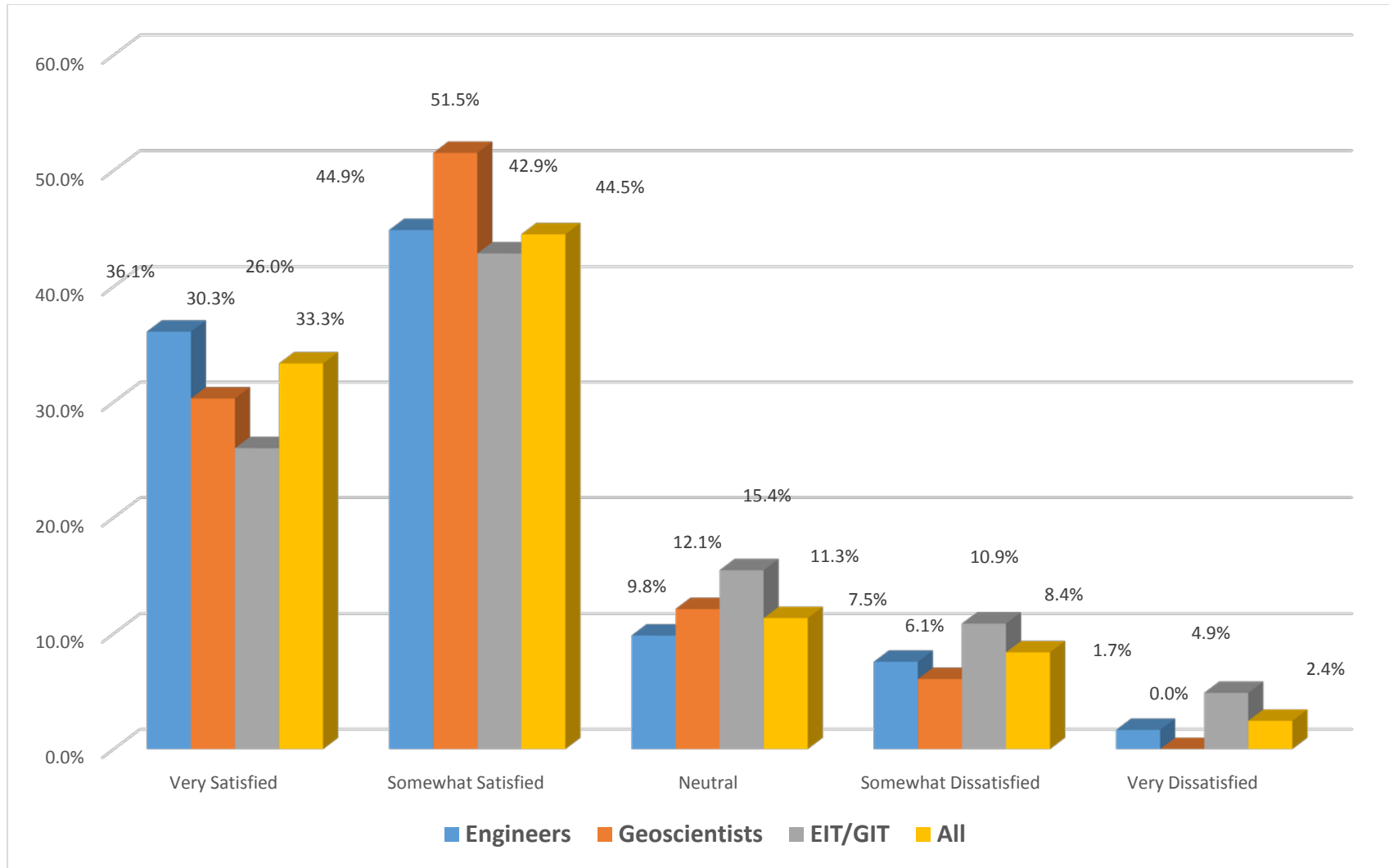


Figure 9: Compensation for Overtime

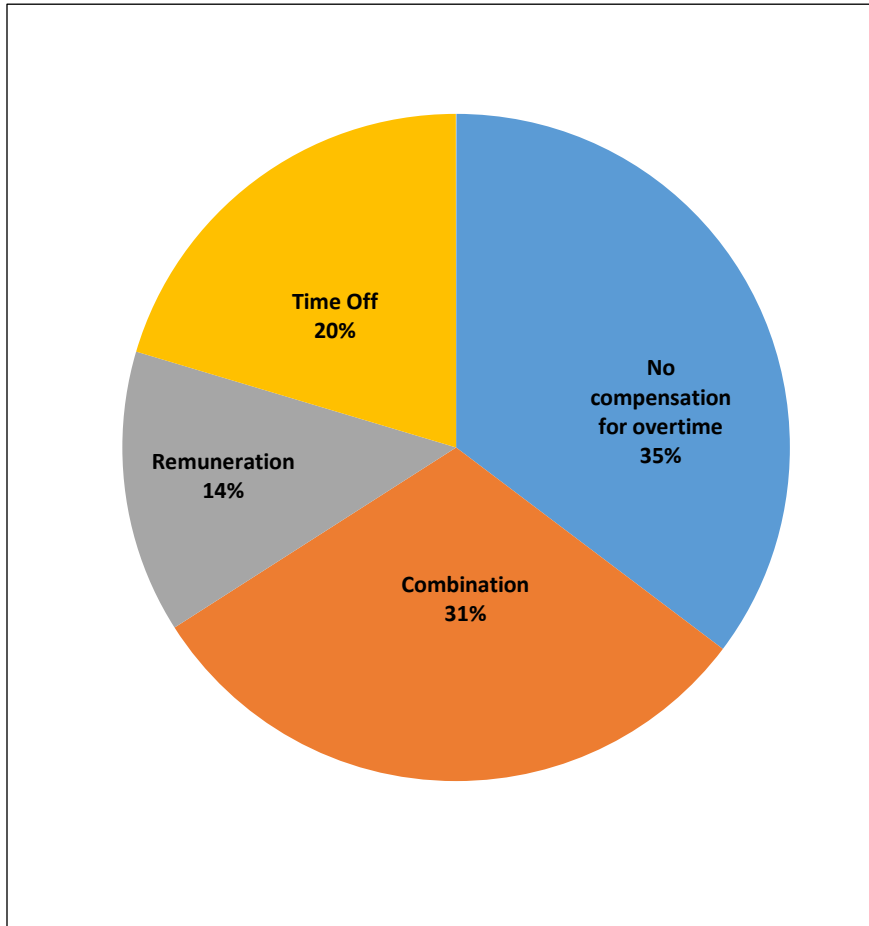


Figure 10: Size of Organization

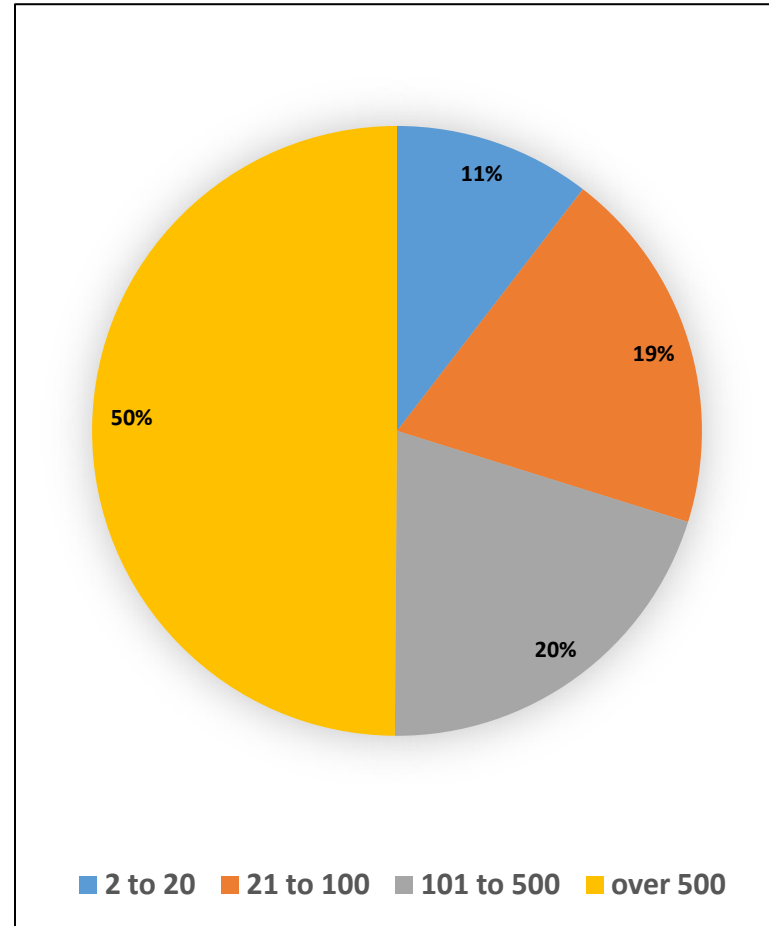


Figure 11: Principal Work Location

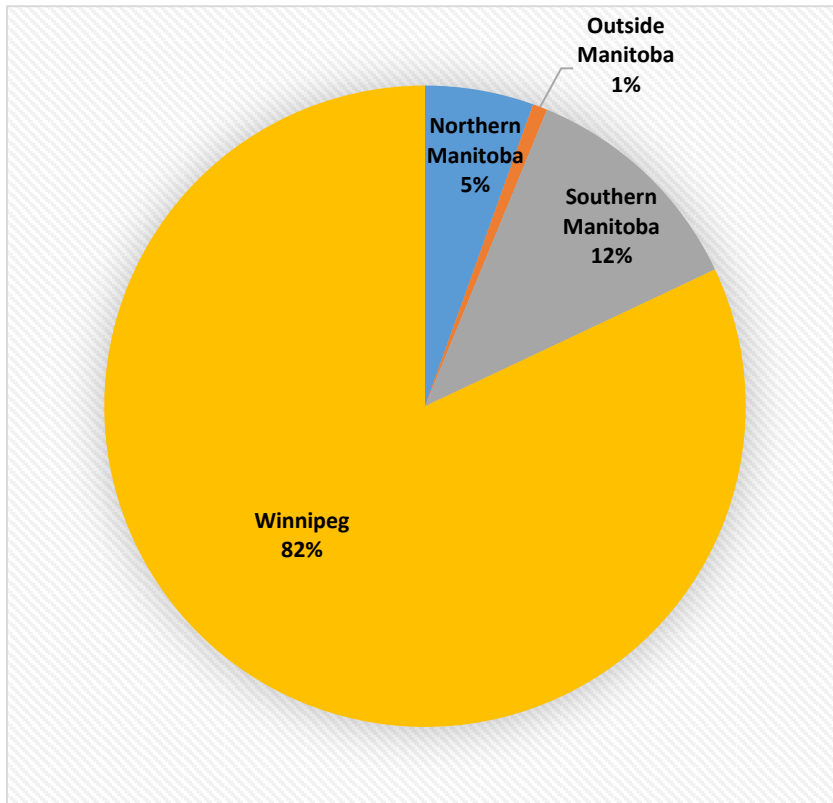


Figure 12: Change of Employment

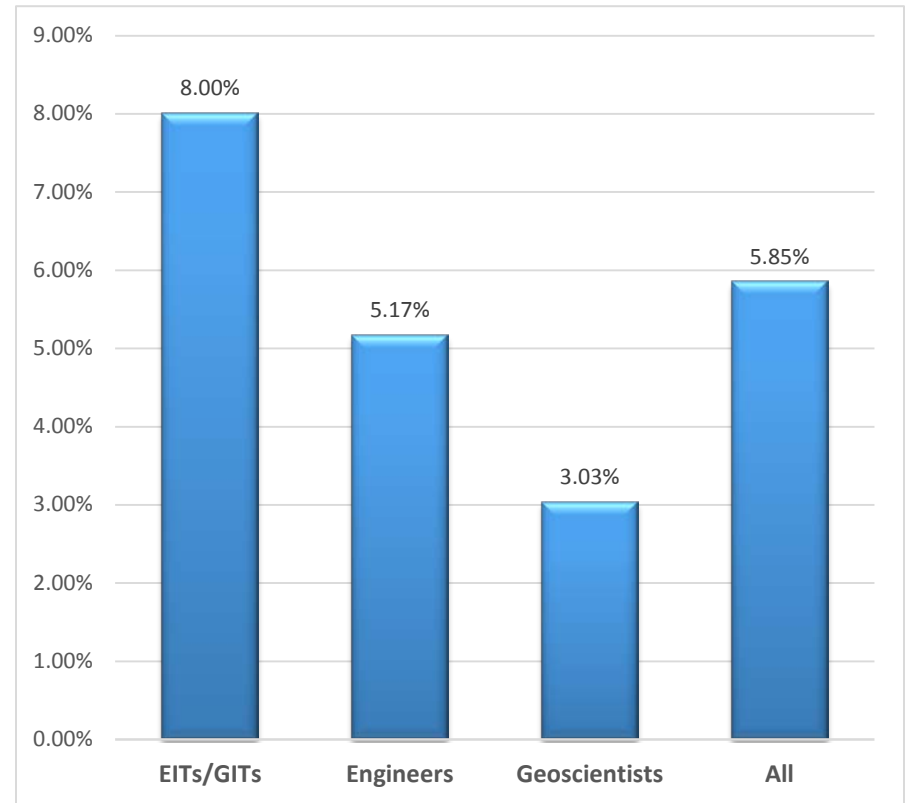


Figure 13: Sick Time – Entitlement

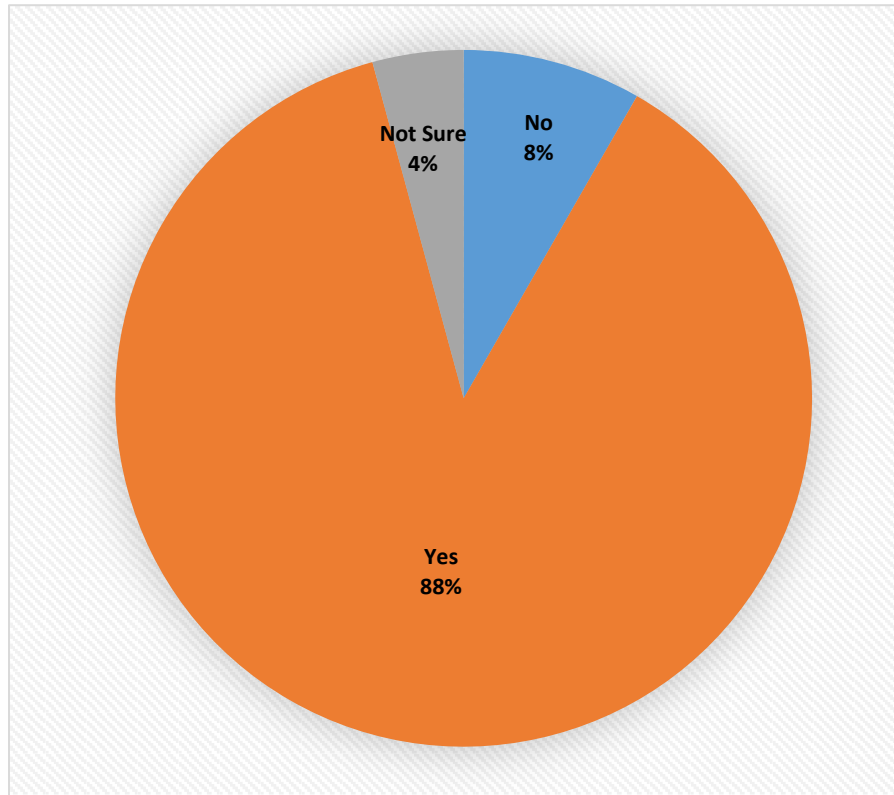


Figure 14: Vacation Time - Entitlement

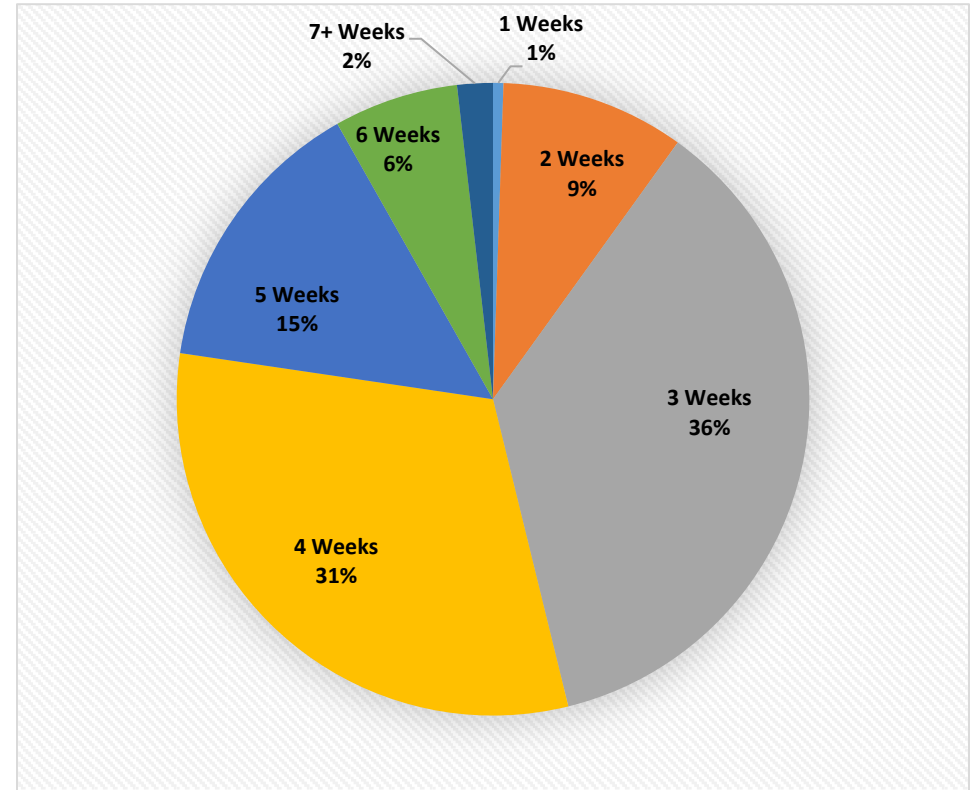


Figure 15: Respondent Base Salary vs Years Since Graduation

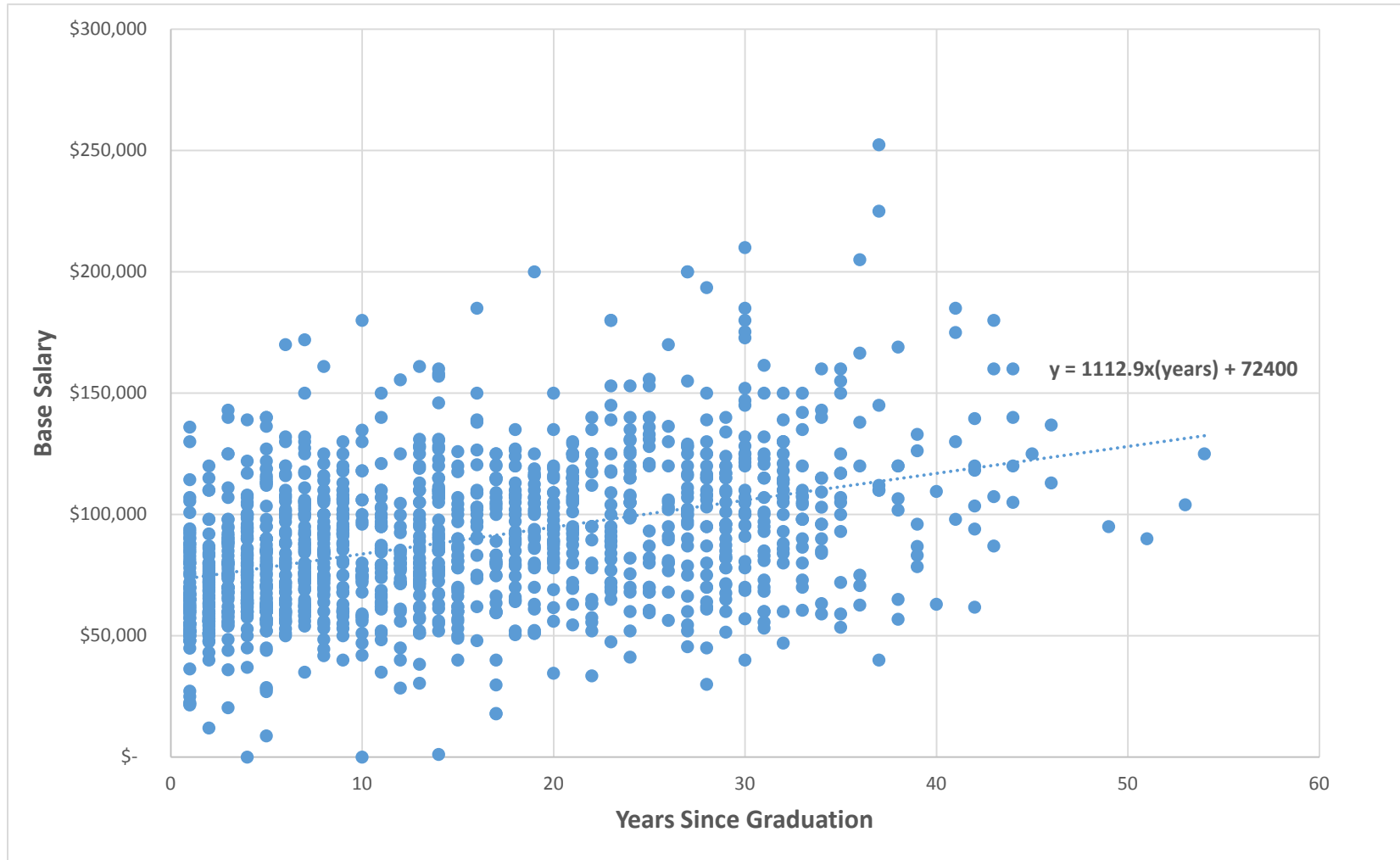


Figure 16: Base Salary vs Years Since Graduation (Engineers)

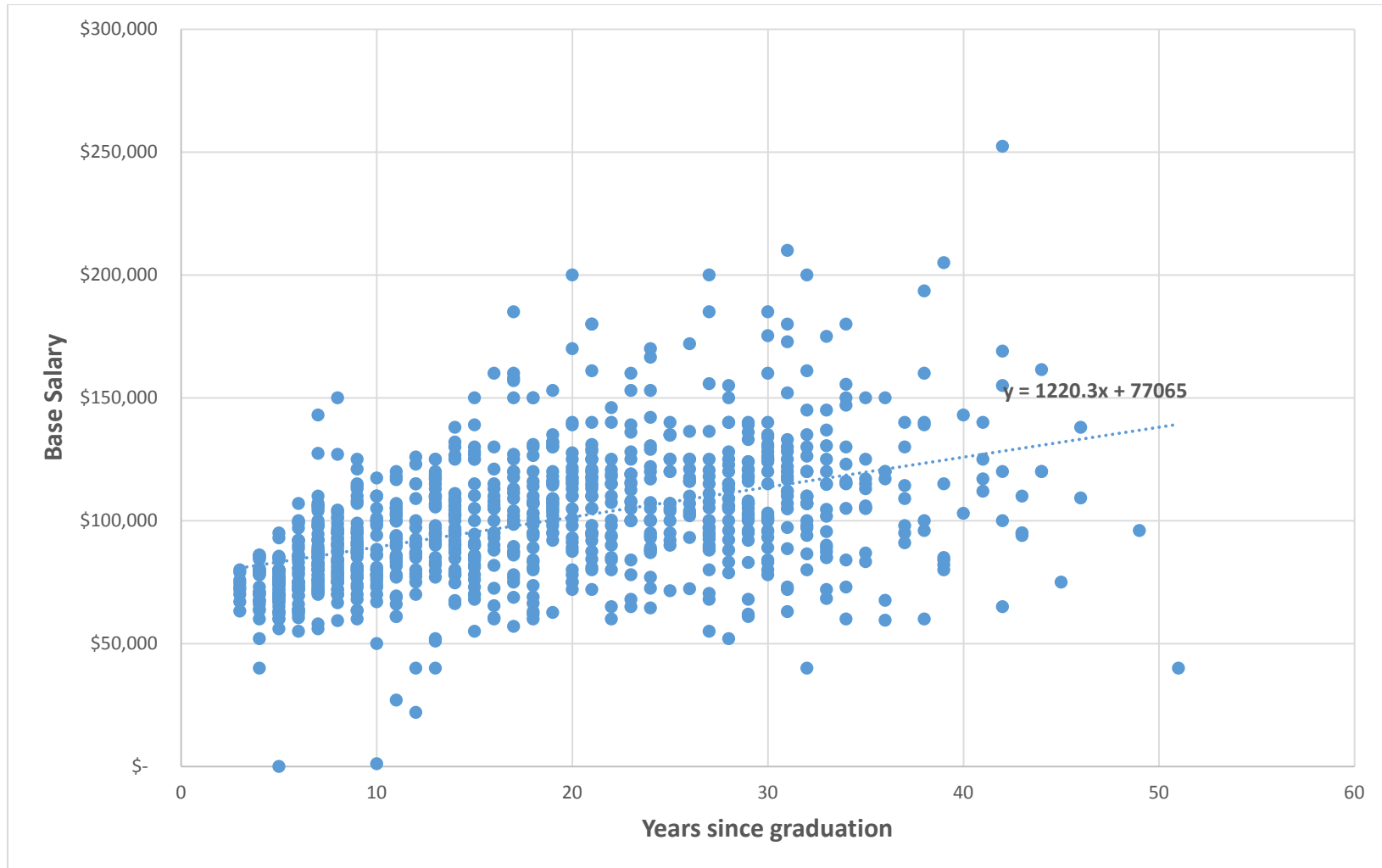
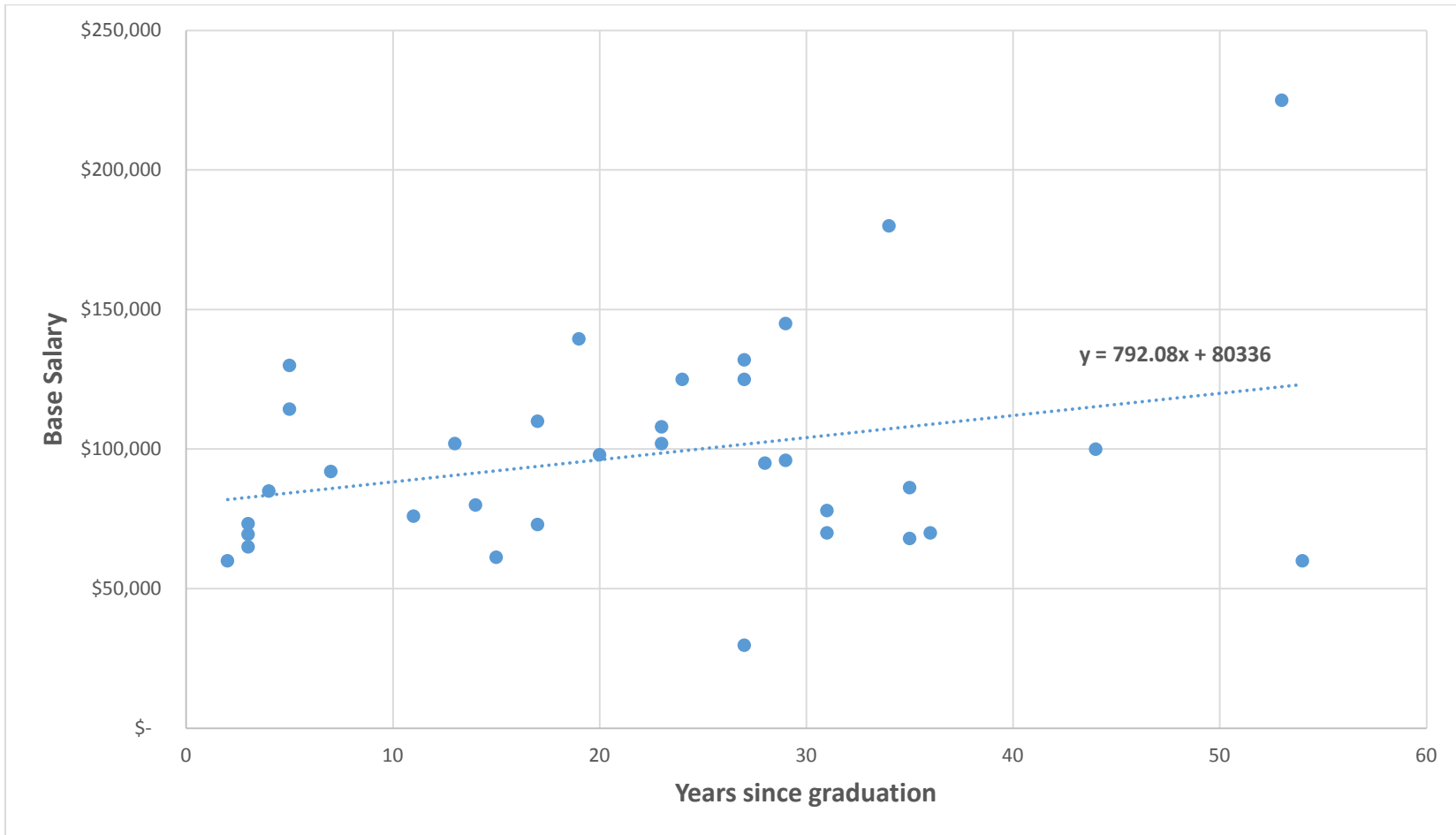


Figure 17: Base Salary vs Years Since Graduation (Geoscientists)



Survey Feedback

Survey Format (Positive)

I really want to thank all members who take the time to help with this AND to the members who take the time to complete it. It's really important to help improve working conditions for our members. I found I had to grab 2 pay stubs from early and late in the year to complete it accurately. I wonder if it might be easier to have a place at the start to do an information dump that could be visible as we progress through, e.g. End of Year Annual Gross Pay, End of Year Annual Rate, End of Year Hourly Rate, Start of year Annual Rate. Then the system could calculate the percent increase and the calculated average hours. If easier to fill in, I wonder if more members would complete it? I like the frequent reminders - it's important when we are busy.

Quick and easy to complete!

Shorter survey? seemed shorter/better this year.

Quick Easy - 3 minutes to do. Thanks

The part of the survey with figuring out your points has been eliminated. I am grateful for that.

thank you for the survey, it gave me the opportunity to appreciate what I do get as an employee of a respectable corporation.

I like the shorter version and the fewer reminders.

I believe that this survey is important to complete. Thanks

Nice and short... thanks.

Good survey

Thanks for periodic reminders. It is great for my very busy schedule and huge amount of emails per day.

Quick and easy!!

This survey was very easy to complete! Thank you for providing this service.

thank you for opportunity to participate in the survey.

Much better than previous versions. Quick and straight forward.

Seemed to be much faster, easier to complete this year.

I was disappointed there was no survey last year, however I like the new simplified survey.

Painless.

good survey. Thanks.

Much streamlined survey, kudos!

Excellent Survey! Easy to navigate and quick to complete.

Survey was good, short and to the point. I like that! Responsibilities were missing, ie supervision or responsible for team, department or other.

Good survey.

Appreciate that the survey is much simplified from what it was a few years ago

Great survey. Very efficient and concise.

Well done, easy to complete.

painless

Very quick and easy.

The survey length is excellent.

Simple, short, good survey

much easier to fill out this year

Good survey- well laid out and easy to do

Great improvement by shortening the survey!

This length is much better!!!

Great survey, appreciate that it only took a minute or two.

Parental leave topup is provided for women, not for men.

Fairly quick and easy survey. Good job setting it up.

Overall very good and easy survey.

Much easier to complete this year but does not use the points system! Why?

Much easier survey than past years - well done in simplifying the process.

nice review.

Continue to love the ease of participating in the survey

Nice and short!

Thank you for making the survey so easy to complete! Great work!

Prefer the salary survey online.

Thank you for the short survey

The survey was much more manageable this year and easier to understand. This format works well.

very good survey

The survey was quick, yet detailed and well laid out.

Good questions and format.

Thank you so much

This is a much better survey and much easier to work with than the previous years.

Nice and short!

Quick and straightforward.

Very well placed and more focused survey to capture info from other members that do not graduate in Canada.

Much easier, thank you.

This survey was good

Survey is quick and easy to complete.

I like the shorter survey.

Survey was convenient and fast to complete. Good job!

Short survey is good.

Was easy to take. I liked the format.

Thanks, I think the survey captures the pertinent remuneration details.

This was the easiest survey I've filled out in the past 10 years. Well done.

Good survey questions. Straight to the point. One tip is that: The benefit checkout table has too many lines, which is hard for me to check the right box. Please consider using a stripe pattern, or other visual aid. Thx.

I honestly believe the survey a very nice one

very easy and quick survey. Good work on the team that put it together.

I entered somewhat satisfied for remuneration; the pay is fine but the vacation tops out at 4 weeks which was achieved in the 5th year, and it's very low to Canadian standards.

The salary survey is a very useful document that is helpful for employee to bargain for remunerations from their employers based on what is obtainable within the province. It provides the platform for employee not to be short-changed. Thank you for the good job.

Well done!

good length survey. vacation could be asked in days instead of weeks

I appreciate the shortness of the survey this year. Thanks.

much better survey since it is shorter

Excellent survey. Appears to be quite thorough, but is simple and quick to complete. Well done!

Great improvement of survey!

This was very simple and easy to complete. Guess it means we get less clarity on job categories. If it means more people submit, then that is good. Thanks for administering the survey.

Appreciated shorter version of the survey.

The new format is excellent.

Simple survey, easy to complete, no challenges.

Thank you

Good format. Quick and easy to follow. Keep up the good work.

This year's survey was much easier to fill out than any previous Salary Survey.

This is shorter but I find the points vs salary graphs and info from previous surveys very helpful in determine how to pay those working for me.

This survey was a great improvement over previous years' surveys! Thank you!

Thanks to the Salary Survey Committee - welcome back!

Much easier to fill out than in the past. Great work!

Shorter survey is appreciated!

This survey is an improvement from last year. Much more quicker!

Thank you for conducting the survey.

Good survey: short but complete

Good work on the new survey. I haven't completed one for a long time

The survey was indeed much shorter.

Quick and easy survey. The resultant report is very valuable in my mind. Keep up the good work APEGM/EGM!

Good survey

Glad it was shorter this year.

Thank you for providing the survey.

Good work!

Thanks for everyone hard work on this

Personal Comments

I hope EGM will be able to help initiate correcting irregularities at XXX department. Currently the department is not structured due to management's lack of knowledge on how engineering is regulated in Manitoba/Canada. Everyone is referred to as an ME and some individuals have a title of technologist without CET certification from CTTAM. Everyone (technicians, technologists and EIT's) does the same work and there is no difference in the job responsibilities. There is also no difference in the base salary for technicians, technologists and EIT's. All of the above-mentioned situations show XXX management's lack of knowledge that engineering is a regulated profession in Canada. XXX is a major player in the manufacturing industry and I hope EGM will do actions to uphold engineering integrity and provide motivation to individuals who strive hard to be qualified engineers. Thank you and I hope confidentiality of my identity will be maintained.

I only worked until May 2015 and then was laid off. Was paid EI for the remainder of the year at 50% of my previous earnings. Was paid a base salary (around \$18/hr) and was also paid overtime. Survey was short and was overall well done. I would be interested to see a survey conducted on EITs and their success or struggles regarding employment in Manitoba. With recent news regarding this information, I would like to see some real statistics. Thank you for this survey!

I worked with the XXX for about six months and worked for the XXX before that. In my opinion there should be some guidelines set by the APEGM for salary grid and compensation. I know APEGM have salary grid, but how often it is implemented by the potential employers? I also think that APEGM should have more refresher courses as the technology is changing rapidly. The Association can also invite national and international experts in new areas related to engineering.

Technical Assistance III will get the same pay as an Engineer III in my company. An engineer needs 5 years university degree verse TAIII has two years technology. It doesn't seem right to me.

EGM should work harder to bring engineering salaries in line with those of doctors and lawyers. Too many non-engineers doing engineering work in the big companies.

I am seeing many foreign Engineering degree holders are willing to work (or working) for less pay than average Manitoba salary rate of an engineer. Also many manufacturers are getting employees through employment agencies and paying them little more than minimum payment. These are some reasons APEGM should take into account as engineering salary increase is less than inflation rate.

Thank you shorter survey compared to other years. But I still don't think it serves any purpose for the membership. Unless you work for the province or the city of Winnipeg, any remuneration from private companies is minimal. I work for a manufacturer, and everyone is supposed to pull together to create a lean cost efficient company, but no incentives or remuneration comes back to the people involved. Just be lucky we have a job.

Job sharing is available to some positions at work, I do not believe that my position can be shared. Although there is a question on year of graduation, there is no question on the years of service. I agree that the two are likely similar, but some people may have undergone significant career changes. This will not be accounted for in the survey results.

Provincial wages are undergoing an adjustment. A 1% increase was reported in this survey but has not been ratified by voting group yet nor applied to wages.

the survey is straightforward. I suggest APEGM has their members how they feel about not been pay for overtime hours worked. I do not feel APEGM is representing the interest of their members.

General Comments

I would like to suggest making a survey for how did we get a job opportunity. Thank you.

None.

No comments.

No comments

None

No comments.

None

Thanks and no other comments.

N/A

Thanks!

no comments

As I was a student last year, some of my responses I feel were not applicable and not representative of actual EIT salaries/benefits for the year 2015.

I retired from full my time job in 2015 to start my own private business. As a result most of the survey questions were irrelevant. I am presently living off a small pension and RRSPs while working on UL approval for my potential product designs in preparation to bring them to market.

You asked about remuneration. But although my employer is well below average, autonomy, good working conditions, and the ability to leave my work at work factor heavily in my decision to stay there.

Survey didn't capture my current employment status. I'm a independent contractor with different contracts with different organizations across the city.

My work schedule for 2015 consisted of working 2 weeks away and 1 week off. Perhaps a question could be added to reflect this as I worked 77 hrs/week when I was at work, however there were 1 out of every 3 weeks where I worked zero hours and used banked overtime to pay myself a regular 37.5 hrs for that week off.

none

None

None at the moment...

N/A.

This salary survey is a practical way of surveying in my opinion. I encourage to continue this, which can be a valuable tool for new people to have an idea about the job industry in Manitoba.

None.

I like this survey. Could a 2 or 3 technology diploma be added to the further education?

None.

None

I wish to see engineers and geoscientists organize through their associations to control their wage levels and benefit just like doctors, pharmacists and lawyers do.

Just as a note to my survey, I am on a term position so my responses may vary from someone who is a permanent employee.

As a general note, meal rates for government engineers are outdated by 10-15 years.

I am self-employed, therefore my salary and benefits may be slightly skewed from the normal. :)

It would be great if we could review our responses from previous year

I am interested to know what the typical remuneration is for out of town work. Do people expense meals or are per diems more common? Is it location specific? Time Specific? Are out of town allowances common practice?

FYI, took a severance (early retirement) at end of June 2015 and took the rest of the year off...so filled out as if my former employer was still my current employer and put the retirement as bonus income (if that makes sense!)

Where are last years survey results???????????

Fair warning my data is likely an outlier compared to the typical population since I switched positions multiple times this year from a full-time & part-time position to a full-time position and then to an unpaid volunteer position. There was no adequate response in the survey (aside from the other option) that allowed for such a complicated job situation.

N/A

I have had the same issue with identifying my field of work on this, and previous, salary surveys. I am a government engineer so my primary function is review and approving engineering designs under provincial legislation.

Looking forward to the results.

Did not notice until now -- but it looks like the section on points has been removed. What was the motivation for this? This web version of the survey is extremely easy to complete. It takes very little time.

I do not have a lot of experience with the survey being new to the industry. It might be helpful to provide explanations for some of the questions for those of us that are still a touch ignorant of industry terminology. Additionally, I have not used some of the benefits listed so I am not sure of their existence or may misunderstand their full extent.

You're Awesome!

NA

I may not be a typical case, working part time with somewhat varying hours due to workload requirements. I worked the full year in 2015 but reported as 32 weeks full-time equivalent.
