

2009 EMPLOYER SALARY SURVEY

2009 EMPLOYER SALARY SURVEY HIGHLIGHTS

The 2009 Value of Professional Services would like to thank all of those firms that contributed to this year's survey. This is the most in-depth one of kind survey of Professional Engineers and Geoscientists undertaken in Alberta. The report surveyed **139 employers from 15 industry sectors** with over **11,829 individual salary data points** from Alberta's engineers, geologists and geophysicists; this represents nearly 22% of registered APEGGA members.

Participating organizations provided salary information based on the level of responsibility of each employee's position, data on year of graduation and gender of the employee (if available), and information on the industry and size of the organization. The average base salary for all members (including students) based on the responses received increased by **10% over 2008, to \$117,208.57**. Selected highlights from this year's survey are given in the tables and figures that follow.

The complete results of the survey will be published in the *Value of Professional Services 2009* booklet which will be available to members later this month. Contact the Edmonton APEGGA office to request a copy, or you can download a PDF copy for free off the APEGGA website at www.apegga.org.

HOW TO USE SURVEY RESULTS

To use salary survey data as a **guideline** it is important to **consider all reported results** and to keep in mind the following remuneration concepts.

- Salary is basically determined by the **level of responsibility of the position**. (The Job Classification Guide should be used to determine your level of responsibility and the results reported in Tables 1-3 should be closely noted).
- Salary levels vary among industry sectors.
- Total cash by level of responsibility (Figure 2) should be used by members to check that they are being compensated accordingly based upon their classification.

SURVEY NOTES

- The salaries quoted in the charts are **BASE salaries in effect as of May 31, 2009**. The salaries include cost-of-living allowances and bonuses which have a continuing relationship to salary. Commissions, fringe benefits, profit sharing are not included. The full report is available in *The 2009 Value of Professional Services*.
- The statistical measures used in compiling the tables are the median, quartiles (Q3, Q1), deciles (D9, D1) and average. The median salary is the salary at which 50% of the respondent salaries are higher and 50% are lower. The Q3 salary is the salary at which 25% of the respondent salaries are higher and 75% are lower. The D9 salary has 10% of the salaries higher and 90% lower.

ANNUAL BASE SALARIES BY LEVEL OF RESPONSIBILITY

TABLE 2

GEOLOGISTS — ALL INDUSTRIES								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	15	3.9%	52,943	40,071	45,937	51,600	53,400	67,200
A	35	6.9%	69,317	64,000	66,000	70,500	73,025	74,600
B	96	0.0%	76,402	66,960	72,638	77,000	81,000	86,750
C	172	-0.4%	92,002	80,017	87,880	91,000	96,000	102,275
D	148	-3.6%	112,912	98,100	105,000	113,000	119,600	127,000
E	183	1.2%	147,083	130,000	140,000	148,000	155,240	161,000
F	123	1.6%	171,386	153,000	164,000	169,500	178,000	190,000
F+	28	7.5%	219,349	181,000	189,000	213,037	235,000	255,000

TABLE 3

GEOPHYSICISTS — ALL INDUSTRIES								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	INSUFFICIENT RESPONSES AT THIS LEVEL							
A	47	-10.7%	63,697	48,300	58,000	62,856	72,000	73,000
B	68	-2.6%	74,560	58,000	64,800	76,800	81,000	88,500
C	83	-3.7%	91,148	75,000	83,000	92,000	96,000	105,660
D	71	-2.3%	113,419	95,000	105,000	111,000	123,100	132,138
E	71	2.3%	155,487	135,000	149,500	156,000	165,000	169,000
F	63	2.0%	174,157	160,020	165,000	170,980	179,350	190,000
F+	16	3.4%	198,435	168,166	175,500	181,900	230,000	236,500

TABLE 1

ENGINEERS — ALL INDUSTRIES								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	266	4.4%	47,820	40,560	44,152	48,000	52,032	55,029
A	1,175	5.8%	65,215	55,900	60,132	65,000	71,019	73,500
B	1,417	3.5%	74,474	64,400	69,500	74,880	79,439	84,660
C	1,772	2.2%	89,389	75,900	82,656	88,504	95,010	104,000
D	2,312	0.7%	109,996	91,620	100,694	110,000	118,112	126,500
E	2,008	-1.2%	131,024	105,888	118,677	130,764	142,600	151,900
F	1,275	-1.0%	158,100	129,896	141,072	156,000	171,540	189,000
F+	382	0.1%	200,276	150,000	169,200	185,000	216,100	260,054

TABLE 4-B

ENGINEERING, PROCUREMENT AND CONSTRUCTION								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	15	5.0%	49,468	34,632	43,680	48,269	49,296	65,000
A	204	-1.7%	62,221	54,812	57,600	61,890	65,330	70,000
B	202	-0.8%	73,976	65,265	68,796	73,200	78,790	82,000
C	330	-1.6%	89,423	77,900	82,500	88,452	95,398	103,200
D	400	-3.2%	113,415	95,361	102,600	111,600	120,120	130,000
E	357	-1.8%	137,425	116,400	123,948	133,500	146,070	160,200
F	240	-0.6%	164,890	139,776	148,512	162,162	176,800	193,200
F+	98	-6.0%	177,822	135,000	160,705	176,400	195,984	215,592

TABLE 4-C

RESOURCE EXPLOITATION (EXCEPT OIL & GAS)								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	12	6.4%	49,600	44,400	44,400	52,800	52,800	52,800
A	40	12.2%	71,944	66,646	70,500	73,300	76,100	76,100
B	27	7.6%	81,289	75,500	76,272	81,600	81,700	87,200
C	19	-1.1%	91,857	84,200	87,200	92,800	92,800	97,520
D	12	-4.3%	105,168	98,300	98,300	105,000	109,510	110,158
E	28	-12.7%	118,023	100,000	105,000	110,900	132,467	142,404
F	14	-12.5%	134,686	115,910	120,700	125,500	145,235	155,178
F+	INSUFFICIENT RESPONSES AT THIS LEVEL							

TABLE 4-A

ENGINEERING CONSULTING SERVICE								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	27	0.6%	43,805	34,950	43,875	45,000	46,509	47,840
A	278	4.8%	60,643	52,513	57,200	60,499	64,000	68,328
B	350	7.6%	70,206	60,450	65,000	70,012	74,621	78,000
C	299	5.7%	82,106	67,801	75,088	81,003	88,504	94,494
D	325	5.8%	102,690	84,288	90,400	98,007	108,600	120,640
E	336	6.4%	125,368	97,760	110,073	120,190	133,575	146,239
F	175	8.5%	148,446	117,600	129,580	141,453	159,993	196,267
F+	86	11.6%	188,720	136,500	154,980	175,000	200,000	256,006

TABLE 4-D

RESOURCE EXPLOITATION (OIL & GAS ONLY)								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	118	5.0%	49,916	43,747	45,937	49,613	52,800	56,760
A	337	1.8%	69,281	60,536	65,000	71,400	73,025	75,060
B	486	1.3%	78,153	70,740	75,000	77,640	81,000	85,500
C	542	0.0%	92,343	82,084	86,400	90,500	96,100	104,120
D	890	-0.7%	114,307	100,427	106,658	114,400	120,700	128,040
E	790	-6.2%	134,240	110,308	123,604	137,000	145,000	152,000
F	592	-5.3%	162,935	137,716	146,640	162,000	174,200	190,000
F+	136	2.3%	221,413	174,400	180,000	200,000	245,800	280,000

TABLE 4-E

MANUFACTURING (DURABLES)								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	5	2.9%	45,440	34,560	47,840	47,840	48,000	48,960
A	INSUFFICIENT RESPONSES AT THIS LEVEL							
B	24	24.2%	69,638	58,000	62,700	69,420	73,138	77,500
C	20	5.6%	80,512	63,400	74,100	81,948	85,000	91,976
D	50	15.6%	104,654	82,500	90,000	107,000	112,994	124,300
E	19	7.2%	123,641	87,744	112,272	125,000	135,413	149,700
F	13	3.9%	136,453	113,300	117,660	127,620	154,875	157,096
F+	INSUFFICIENT RESPONSES AT THIS LEVEL							

TABLE 4-F

MANUFACTURING (NON-DURABLES)								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	7	11.5%	51,143	41,280	50,000	52,000	56,160	56,160
A	39	1.3%	65,480	60,168	60,168	68,000	69,900	71,100
B	51	1.7%	73,354	65,724	70,488	73,500	76,000	78,200
C	83	6.2%	92,733	81,276	85,548	93,300	102,000	107,100
D	105	2.0%	105,663	95,220	99,996	104,244	109,200	122,144
E	112	4.4%	122,741	110,208	114,768	120,804	124,670	143,600
F	56	2.2%	139,288	124,920	131,484	132,552	150,828	159,508
F+	11	-1.8%	189,214	138,996	166,836	193,488	207,100	214,200

TABLE 4-G

SERVICE (NOT FOR PROFIT)								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	36	4.6%	42,846	35,690	39,000	41,420	44,152	49,090
A	64	6.6%	64,518	56,750	59,400	65,000	69,329	71,476
B	82	4.9%	77,000	63,591	68,214	77,000	85,000	89,000
C	138	1.8%	90,468	73,140	83,001	93,000	101,000	104,000
D	176	2.9%	99,188	80,073	86,510	97,482	113,000	115,000
E	107	3.6%	114,870	96,831	103,500	115,894	122,945	132,948
F	62	3.1%	139,633	113,537	125,960	134,633	148,320	169,000
F+	9	0%	174,104	81,539	161,500	194,000	194,000	194,000

TABLE 4-H

SERVICE (FOR PROFIT)								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	INSUFFICIENT RESPONSES AT THIS LEVEL							
A	21	12.7%	67,010	65,000	65,232	66,612	68,664	68,664
B	48	4.5%	75,212	71,844	73,404	74,184	76,524	80,436
C	49	2.8%	88,921	85,008	86,136	87,996	90,768	93,552
D	54	3.9%	109,021	103,104	105,708	110,208	117,000	118,404
E	77	9.1%	138,169	128,484	134,004	139,536	145,056	149,196
F	22	15.3%	166,046	154,716	163,032	166,812	171,276	178,008
F+	13	-5.2%	176,522	163,704	172,500	176,016	183,060	188,340

TABLE 4-I

UTILITY (RATE CONTROLLED)								
LEVEL	# OF ENGINEERS	CHANGE IN MEAN 08-09	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	41	5.7%	48,212	42,511	44,869	48,629	52,045	52,851
A	140	9.3%	69,844	62,740	65,016	68,784	72,720	78,120
B	75	8.3%	77,287	69,500	73,000	76,500	81,096	85,776
C	164	9.4%	95,748	82,548	86,590	90,840	105,960	113,999
D	147	4.2%	113,212	98,720	103,824	113,688	119,052	129,500
E	115	-2.0%	132,128	116,844	123,660	130,764	139,100	150,864
F	83	0.4%	160,706	140,510	146,976	156,684	169,730	190,000
F+	17	18.0%	267,835	176,640	189,880	208,140	274,400	412,000

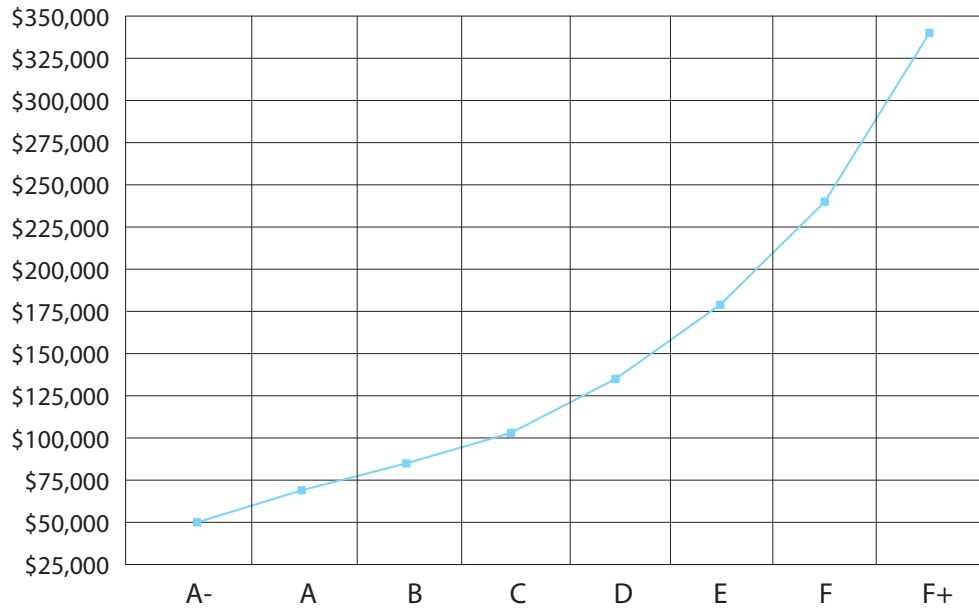


Figure 2
 MEAN TOTAL CASH COMPENSATION BY LEVEL OF RESPONSIBILITY ALL PROFESSIONS (ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS)
 MAY 2009

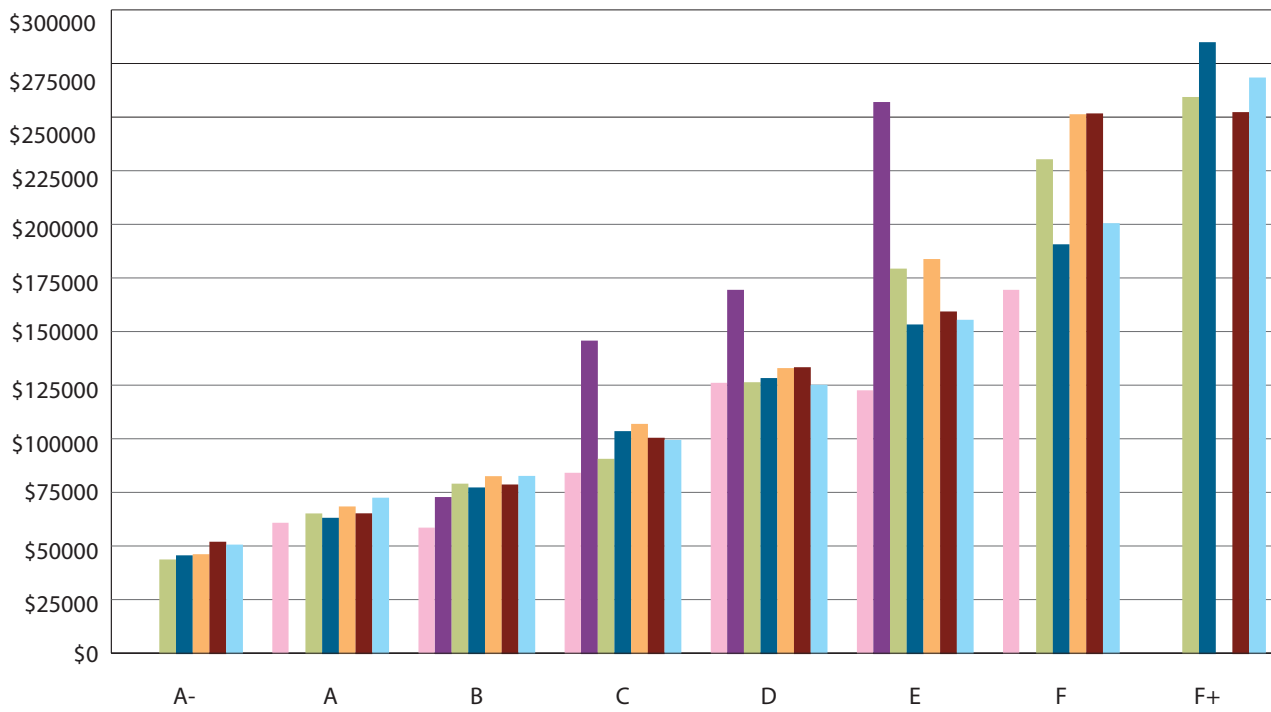


Figure 3
 ANNUAL TOTAL CASH COMPENSATION BY FIRM SIZE AND RESPONSIBILITY LEVEL
 MAY 2009

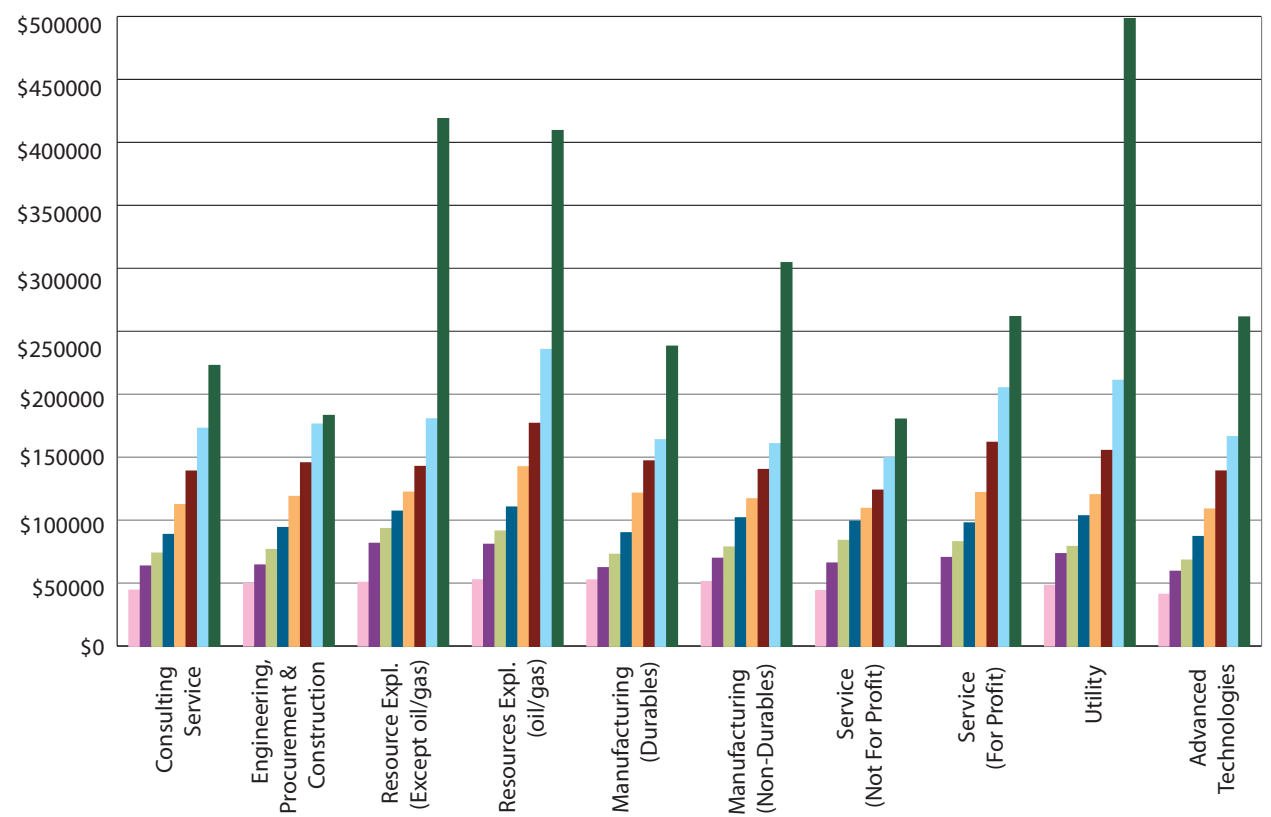


Figure 4
 MEAN ANNUAL TOTAL CASH COMPENSATION OF ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS BY INDUSTRY TYPE
 MAY 2009

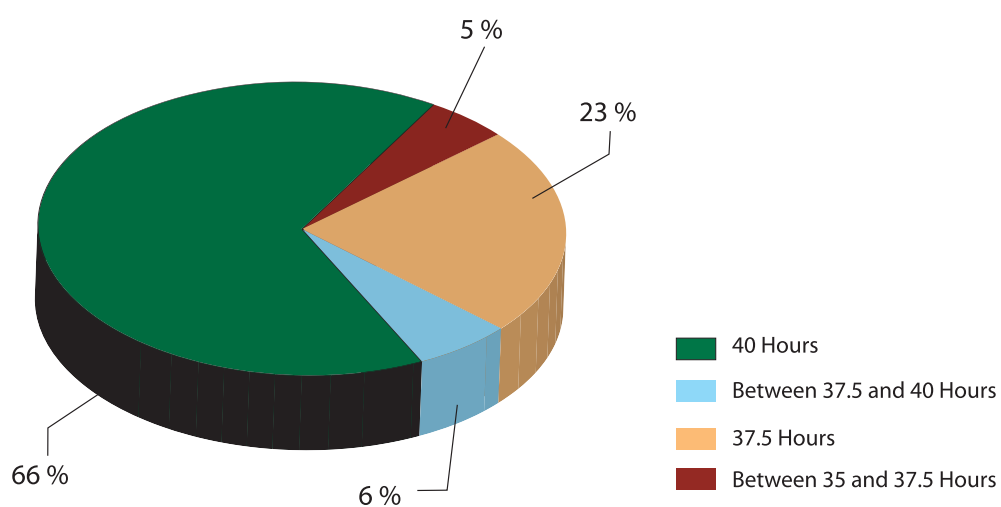


Figure 5
 WEEKLY HOURS OF WORK
 MAY 2009