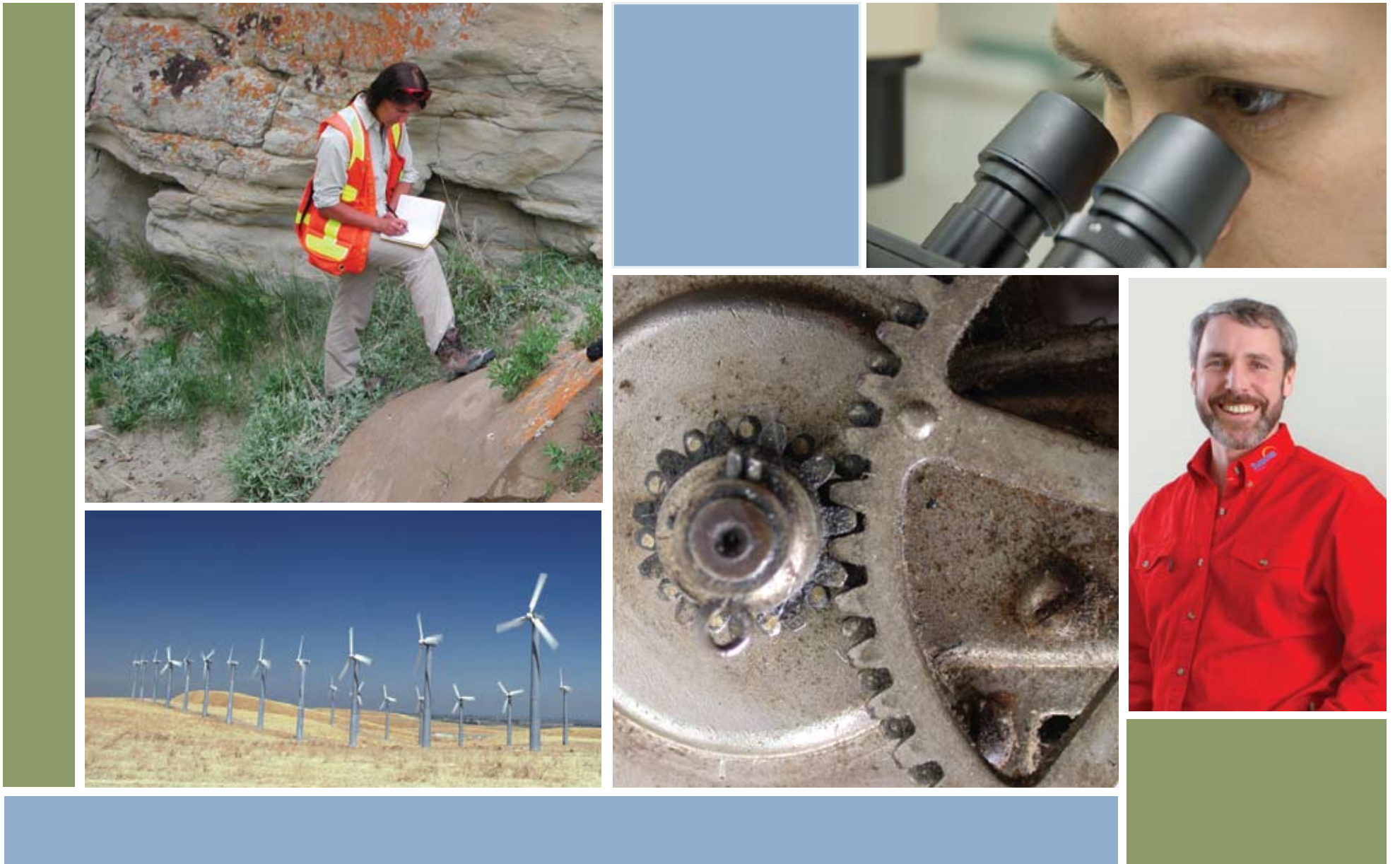


2008 Value of Professional Services



The Association of Professional Engineers,
Geologists and Geophysicists of Alberta

2008 EMPLOYER SALARY SURVEY HIGHLIGHTS

The 2008 Value of Professional Services would like to thank all those that have contributed in the past and to the 164 employers that took part this year. This year the survey experienced growth in participation of employers by nearly 25% from 2007. A total of 12,296 individual salary data points were collected from Alberta's engineers, geologists and geophysicists, an increase in data point by nearly 11% over 2007, this in-turn represents nearly 20% 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 5.4% over 2007. 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 2008* booklet which will be available to members later this month. Contact the Calgary or Edmonton APEGGA office to request a copy, or you can download a PDF copy for free off the APEGGA Web Site 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 year of graduation (Figure 2) should only be used as a check on career progress relative to others of an equivalent age. Employers and members consistently want and use this information as a check on the more basic level-of-responsibility concept.

SURVEY NOTES

- **The salaries quoted in the charts are BASE salaries in effect as of May 31, 2008.** The salaries include cost-of-living allowances and bonuses which have a continuing relationship to salary. Commissions, fringe benefits, profit sharing are not included. Several total cash compensation figures are captured in figures 2, 3 and 4, with the full report available in *The Value of Professional Services 2008*.
- 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.

Note: Salaries were reported as annualized salaries — i.e. how much would the person earn if they worked a full year at the reported rate. Hourly wages were calculated based on the companies' reported normal work week.

Interrelated professional groups in different fields, each under a MANAGEMENT E.G.G.



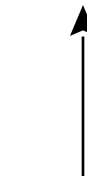
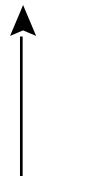
Recognized authority in a field of major importance and generally exercises authority over a group of highly qualified professionals engaged in complex eng. geol. or geoph. applications



Has authority over SUPERVISORY E.G.G. or a large group containing both professionals and non-professionals



First level of direct and sustained supervision over E.G.G.s



Includes machinery, equipment, tools, furniture, wood, concrete, steel and plastic products.

Includes food products, beverages, rubber, leather, textiles, pharmaceuticals, chemicals, plants, and pulp & paper.

Includes governments and their controlled R & D organizations, regulatory agencies, educational and health care organizations, and Crown corporations.

Includes transportation companies (pipeline, truck, etc.), storage, computer sales/maintenance, financial services, general sales and supply/wholesale or retail/manufacturers' associations.



TABLE 5-1

UTILITY (RATE CONTROLLED)

LEVEL	# OF MEMBERS	CHANGE IN MEAN 07 - 08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	60	0.5%	45,611	40,170	42,552	45,610	49,647	50,860
A	121	8.7%	63,929	59,500	61,200	63,200	66,420	69,450
B	138	10.5%	71,394	62,553	67,020	71,964	76,000	78,240
C	168	9.0%	87,499	75,875	81,708	86,256	90,850	104,808
D	248	10.7%	108,672	90,624	98,500	106,944	115,764	132,500
E	166	15.5%	134,872	117,708	123,732	135,432	144,912	154,000
F	80	14.4%	159,995	136,356	146,676	157,000	167,988	188,000
F+	31	24.9%	227,020	149,112	156,852	185,004	261,560	323,000

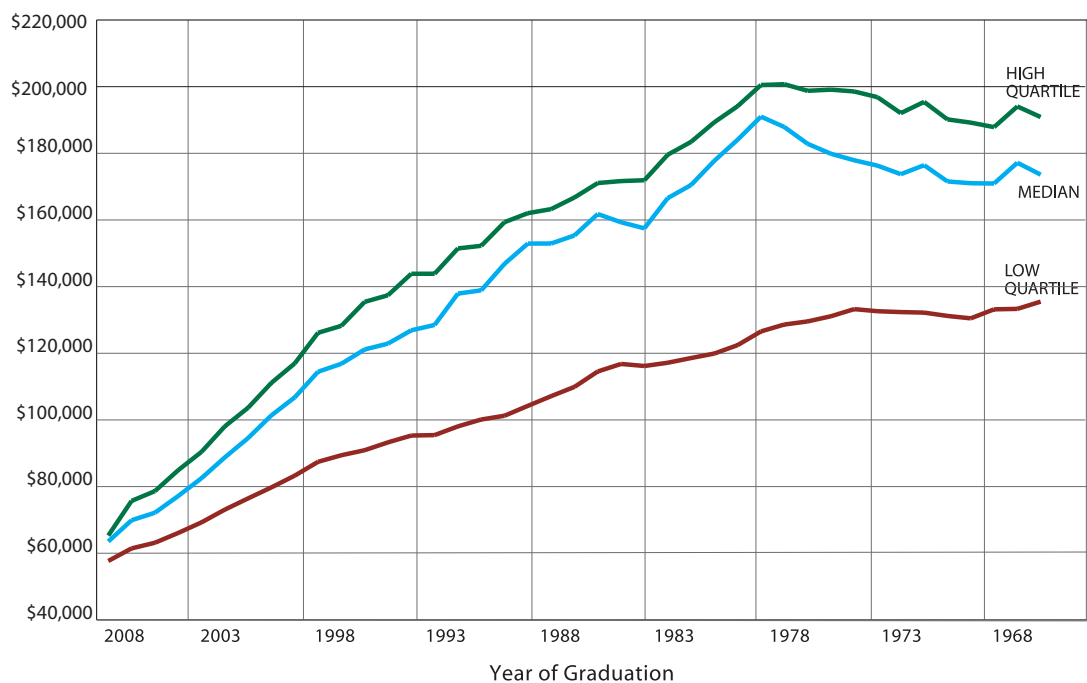


Figure 2
 MEAN TOTAL CASH ANNUAL SALARIES OF
 ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS
 BY YEAR OF GRADUATION
 MAY 2008

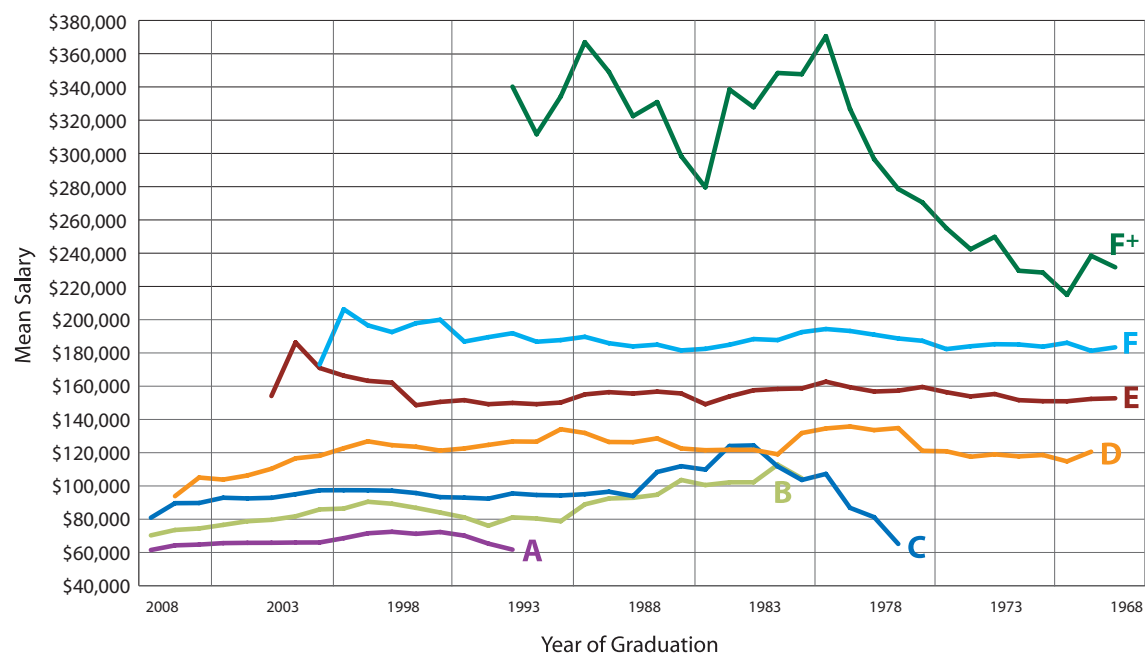


Figure 3
 MEAN TOTAL CASH COMPENSATION BY
 YEAR OF GRADUATION AND LEVEL OF
 RESPONSIBILITY,
 ALL PROFESSIONS (ENGINEERS,
 GEOLOGISTS AND GEOPHYSICISTS)
 MAY 2008

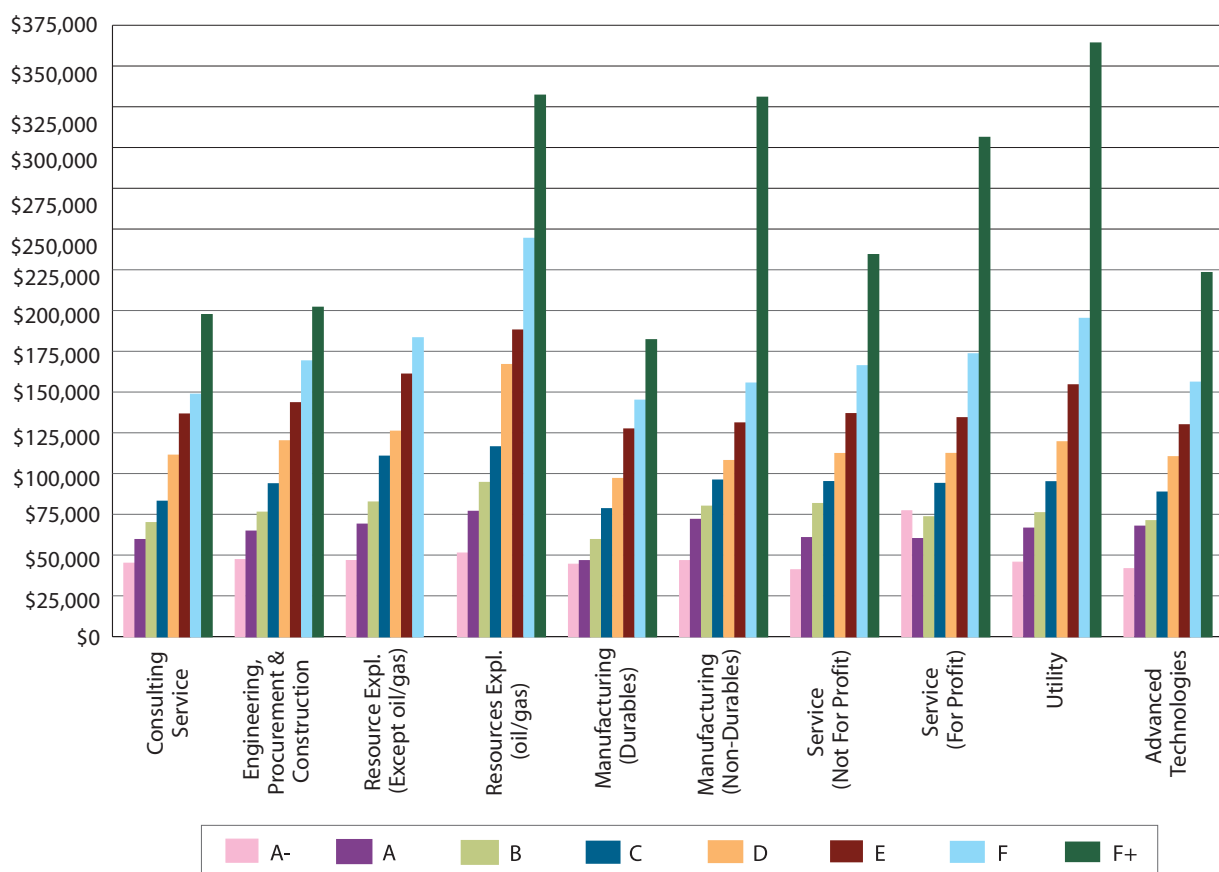


Figure 4
 MEAN ANNUAL TOTAL CASH OF
 ENGINEERS, GEOLOGISTS AND
 GEOPHYSICISTS BY INDUSTRY TYPE
 MAY 2008

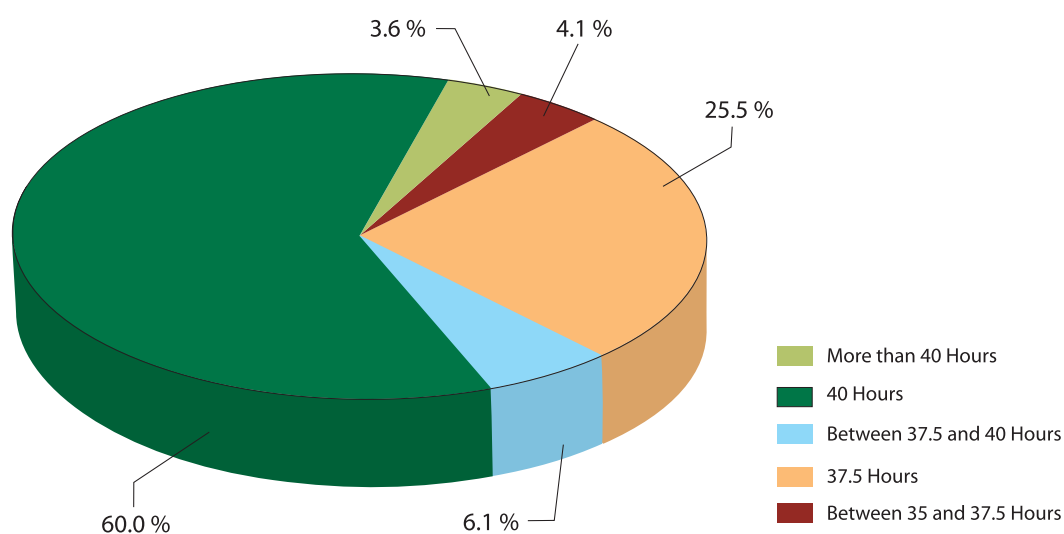


Figure 5
 WEEKLY HOURS OF WORK
 MAY 2008