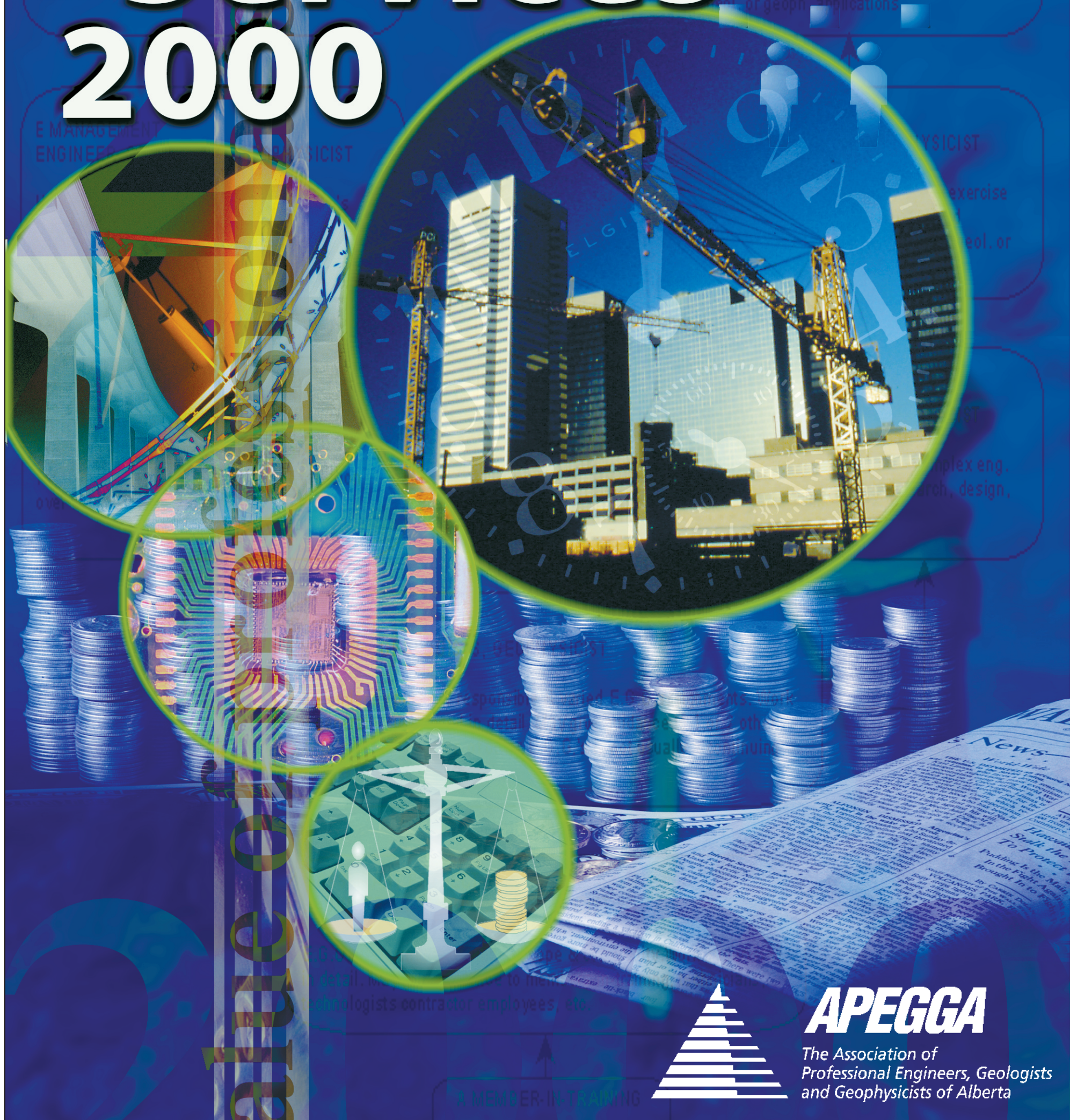


Value of Professional Services 2000



APEGGA

The Association of
Professional Engineers, Geologists
and Geophysicists of Alberta

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2000 EMPLOYER SALARY SURVEY HIGHLIGHTS

APEGGA extends special thanks to the 81 employers who supplied 6,925 salary stats for its annual June survey of engineering, geological and geophysical positions.

Participating organizations provided salary information based on the level of responsibility of each employee's position, data on year of graduation, if available, and information on the type of organization. This year's survey also captured more salary data for master's and doctorate degrees and salary trends.

Additional information was again collected on other compensation provided to employees. The preliminary results are similar to those of last year with the data indicating that approximately 90% of the organizations provide a comprehensive benefits package which includes dental, drug, long-term disability, and medical plans. The average salary increase for all professions was 3.7%. More than 80% of the employers offer some type of retirement plan. Further information on other compensation will be made available through the 2000 Value of Professional Services booklet.

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 2000 Value of Professional Services booklet which will be available to members in November. Contact the Calgary or Edmonton APEGGA office to request a copy.

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.
- Salaries 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 are BASE salaries in effect as of June 2000. 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 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.

JUNE 2000 EMPLOYER SALARY SURVEY ANNUAL SALARIES BY LEVEL OF RESPONSIBILITY

TABLE 1									
ENGINEERS									
ALL INDUSTRIES									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999		%							
Level	# of Engrs.	%	\$	\$	\$	\$	\$	\$	\$
A	426	4.2	44,542	38,500	42,000	45,000	47,880	49,725	
B	629	1.9	50,472	42,500	48,000	51,552	54,240	56,500	
C	1,247	2.8	62,699	53,001	57,997	63,000	67,428	71,400	
D	1,596	2.6	76,757	65,500	71,027	76,050	82,900	88,260	
E	1,400	4.6	93,275	79,218	86,520	94,200	100,173	105,600	
F+	187	0.6	126,106	105,000	113,922	122,000	133,920	150,000	

TABLE 2									
GEOLOGISTS									
ALL INDUSTRIES									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999		%							
Level	# of Geols.	%	\$	\$	\$	\$	\$	\$	\$
A	19	1.1	44,947	37,000	44,700	46,620	47,400	50,000	
B	45	1.6	50,164	42,324	48,500	51,660	54,000	55,080	
C	60	2.0	63,390	54,696	57,600	63,000	68,220	70,560	
D	104	4.6	78,713	68,280	72,400	78,420	84,660	89,500	
E	149	4.5	99,352	87,540	95,000	99,400	105,000	110,000	
F	124	5.5	116,744	106,030	111,240	115,440	121,300	127,860	
F+	15	(0.7)	137,261	118,300	120,200	125,004	132,000	144,000	

TABLE 3									
GEOPHYSICISTS									
ALL INDUSTRIES									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999		%							
Level	# of Geophys.	%	\$	\$	\$	\$	\$	\$	\$
A	7	1.7	45,508		44,760	45,000	47,400		
B	21	3.2	52,206	49,140	50,000	51,024	54,240	56,000	
C	17	5.2	66,949	60,000	62,000	67,159	70,000	72,600	
D	31	4.5	82,083	71,000	75,000	82,704	87,150	91,200	
E	97	5.7	102,305	93,240	98,040	103,000	106,800	109,200	
F	54	4.3	116,090	106,800	110,000	114,660	120,840	127,000	
F+	10	15.5	139,860	111,100	121,200	125,700	142,200	180,000	

TABLE 4									
ANNUAL SALARIES BY INDUSTRY									
ENGINEERS									
CONSULTING SERVICE									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999		%							
Level	# of Engrs.	%	\$	\$	\$	\$	\$	\$	\$
A	83	(8.7)	38,308	34,000	36,000	38,844	41,000	42,000	
B	137	(13.1)	42,653	34,416	39,120	43,500	46,056	49,405	
C	212	(14.0)	54,030	47,502	50,100	54,000	57,600	61,200	
D	232	(10.7)	69,691	59,000	62,580	67,958	76,572	83,752	
E	162	(7.4)	80,867	70,000	74,464	79,248	85,000	95,268	
F	158	(4.5)	96,894	71,292	83,988	93,960	108,000	120,000	
F+	45	(1.0)	117,728	97,128	106,200	113,496	133,260	146,390	

TABLE 4 (continued)									
ENGINEERING, PROCUREMENT AND CONSTRUCTION									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999*		%							
Level	# of Engrs.	%	\$	\$	\$	\$	\$	\$	\$
A	126	N/A	45,931	41,500	43,560	46,197	48,300	49,620	
B	190	N/A	53,827	49,200	51,600	53,760	56,400	58,500	
C	319	N/A	67,214	59,259	62,213	66,456	71,400	75,900	
D	414	N/A	82,129	73,980	77,230	82,260	86,999	91,000	
E	299	N/A	96,639	89,400	92,810	97,080	100,280	103,200	
F	169	N/A	108,701	101,000	104,624	108,020	111,274	117,562	
F+	74	N/A	121,881	111,600	115,200	120,060	126,660	131,820	
*new category for 2000									

FIGURE 1
Job Classification Guide

Note: Ideally this Classification Guide applies to large and medium sized corporations or government agencies. However, with some extrapolation, most Engineering, Geological and Geophysical jobs can be classified as shown.

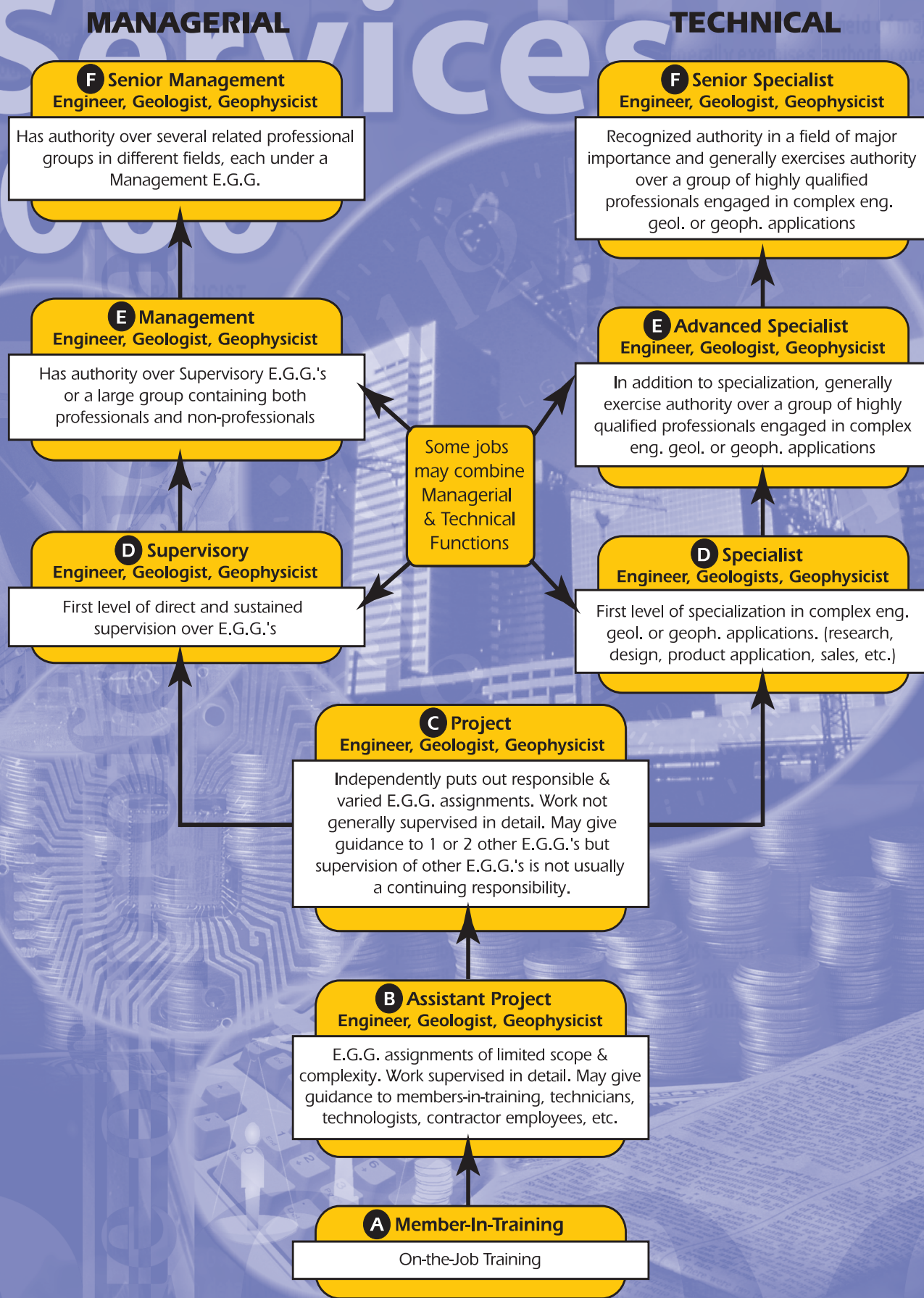


TABLE 4 (continued)									
MANUFACTURING - DURABLES (includes machinery, equipment, tools, furniture; wood, concrete, steel & plastic products)									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999		%							
Level	# of Engrs.	%	\$	\$	\$	\$	\$	\$	\$
A	6	6.8	43,142		42,000	44,000	44,000		
B	12	3.1	48,855	44,900	45,000	49,200	51,000	51,000	
C	11	5.9	59,461	55,000	55,000	60,000	65,920	68,000	
D	19	(1.2)	71,791	59,776	63,600	69,930	78,000	84,000	
E	12	13.1	93,481	79,000	81,588	95,000	97,000	104,000	
F	2		NO DATA REPORTED AT THIS LEVEL						
F+	1		NO DATA REPORTED AT THIS LEVEL						

TABLE 4 (continued)									
MANUFACTURING - NON-DURABLES (includes food products, beverages, rubber, leather, textiles, pharmaceuticals, chemicals, paints, pulp & paper)									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999		%							
Level	# of Engrs.	%	\$	\$	\$	\$	\$	\$	\$
A	24	(0.7)	46,303	43,000	43,000	44,592	48,073	50,400	
B	32	(0.9)	51,809	48,768	50,160	50,820	53,400	54,600	
C	72	6.4	68,093	57,504	60,736	64,800	75,500	79,000	
D	113	(0.3)	76,450	70,620	72,120	75,468	79,656	84,916	
E	110	(3.1)	90,498	80,840	84,552	87,780	97,980	103,680	
F	21	(1.7)	112,806	99,756	105,000	115,080	120,840	121,082	
F+	5	(10.7)	133,056	127,200	133,920	133,920			

TABLE 4 (continued)									
SERVICE - NOT FOR PROFIT (includes governments and their controlled R&D organizations, regulatory agencies, educational and health care organizations, crown corporations)									
Change in Mean			Mean	D1	Q1	Median	Q3	D9	D9
2000/1999		%							
Level	# of Engrs.	%	\$	\$	\$	\$	\$	\$	\$
A	35	6.4	42,419	38,904	40,680	42,144	44,049	44,544	
B	57	5.4	50,027	43,416	46,584	50,928	53,549	55,776	
C	308	4.3	62,350	55,295	58,941	63,689	67,428	67,428	
D	234	5.5	70,497	63,689	67,827	71,211	74,630	75,756	
E	88	6.9	78,614	68,549	74,304	79,218	82,202	83,208	
F	55	4.5	89,355	80,370	84,627	90,024	91,956	97,344	
F+	9	1.8	108,087		99,628	99,628	117,301		

TABLE 4 (continued)									
SERVICE - FOR PROFIT (includes transportation companies (pipeline, truck, etc.) storage, computer sales/maintenance, financial services, general sales and supply - wholesale or retail - manufacturers' associations).									
Change in Mean									
2000/1999			Mean	D1	Q1	Median	Q3	D9	
Level	# of Engrs.	%	\$	\$	\$	\$	\$	\$	\$
A	7	6.8	44,988		43,980	45,240	45,900		
B	29	18.0	51,434	48,720	49,968	51,432	52,956	54,000	
C	27	3.6	63,402	57,540	59,808	64,320	67,128	68,724	
D	57	1.0	74,234	69,000	71,076	73,800	76,320	79,452	
E	25	(7.5)	85,938	78,996	81,120	82,800	90,000	95,400	
F	11	(6.9)	94,410	89,748	90,000	90,672	98,700	99,000	
F+	1		NO DATA REPORTED ON THIS LEVEL						

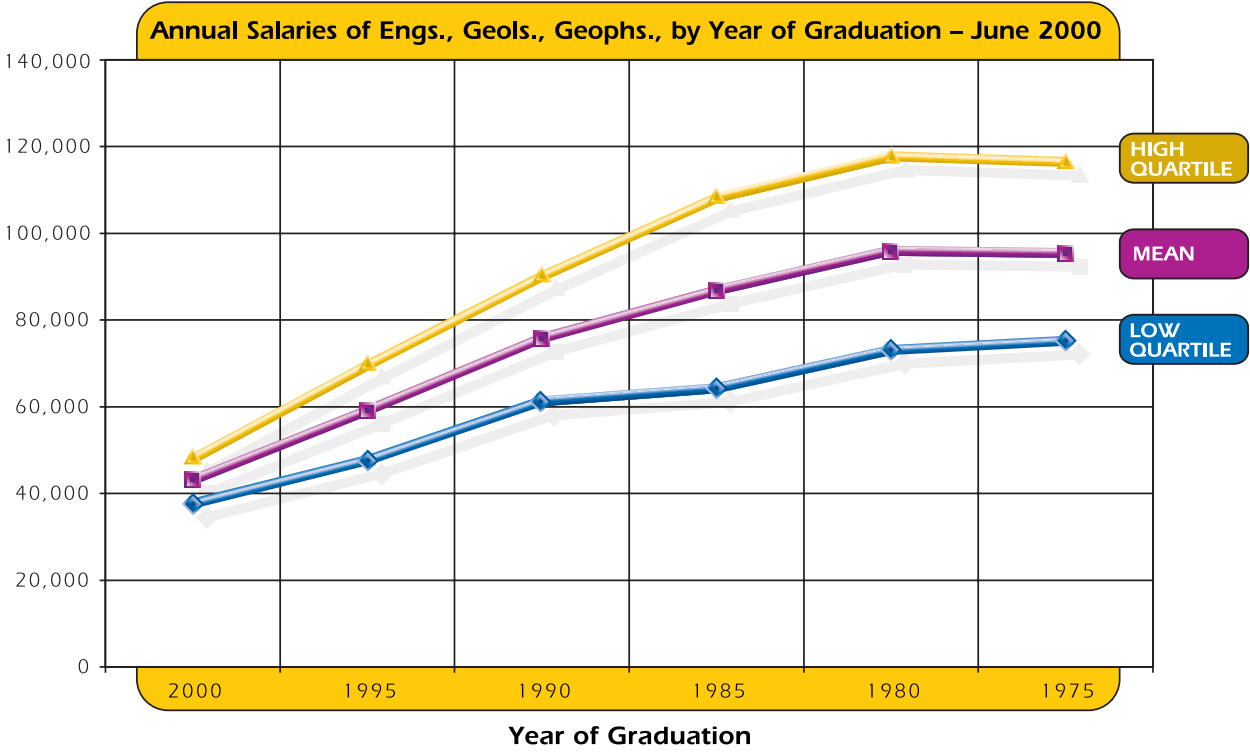


Figure 2

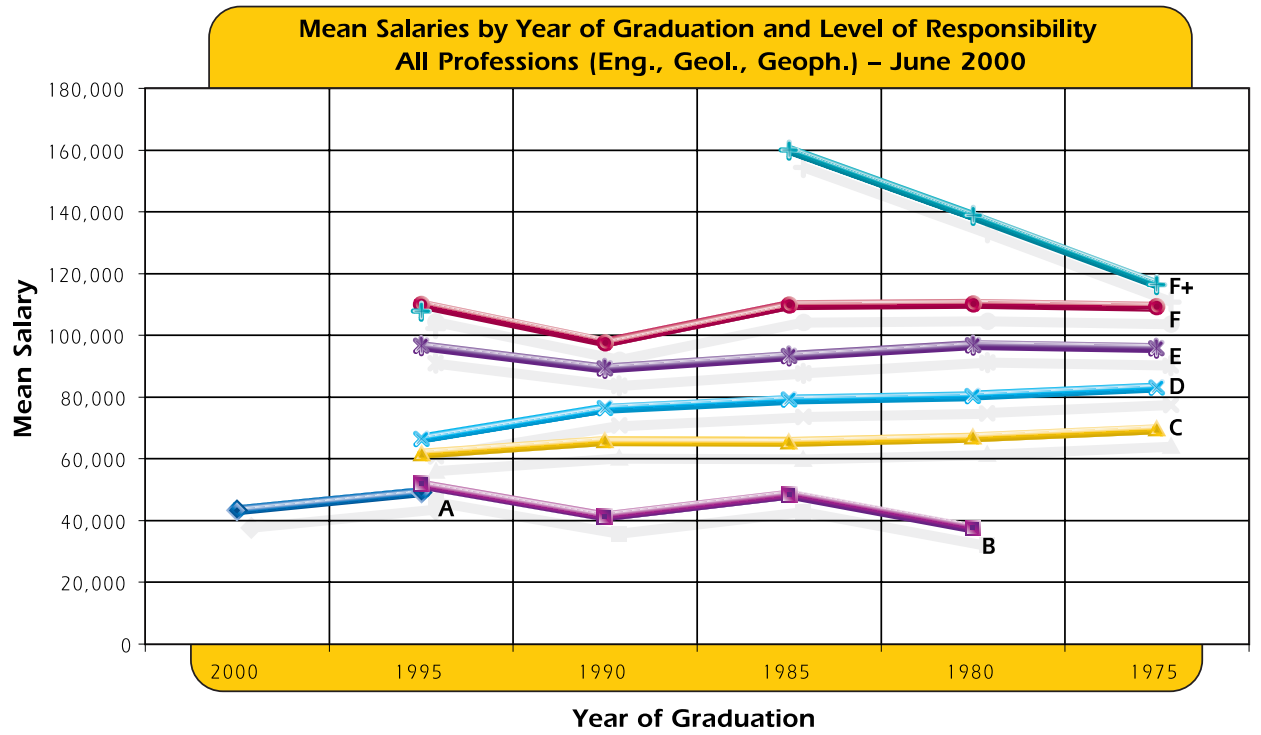


Figure 3

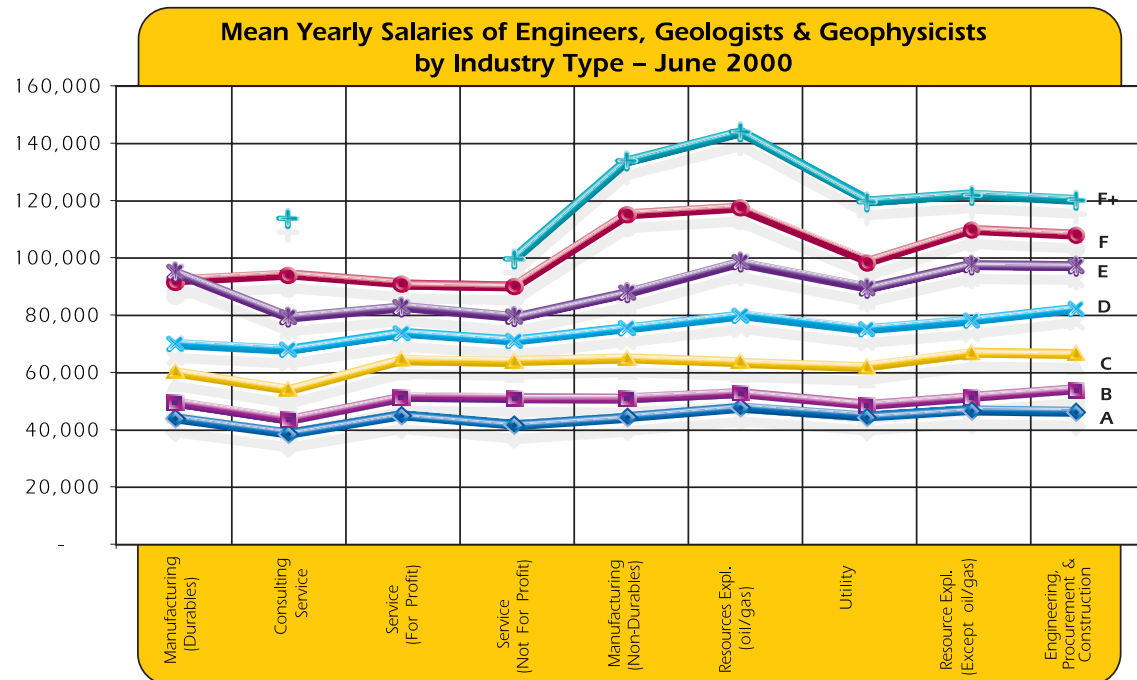


Figure 4

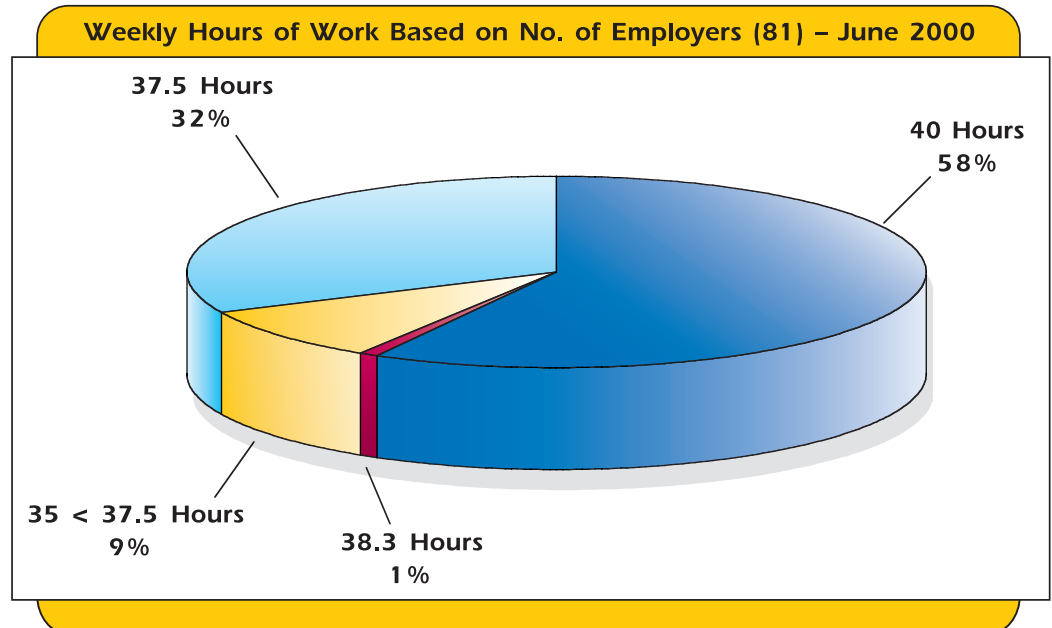


Figure 5