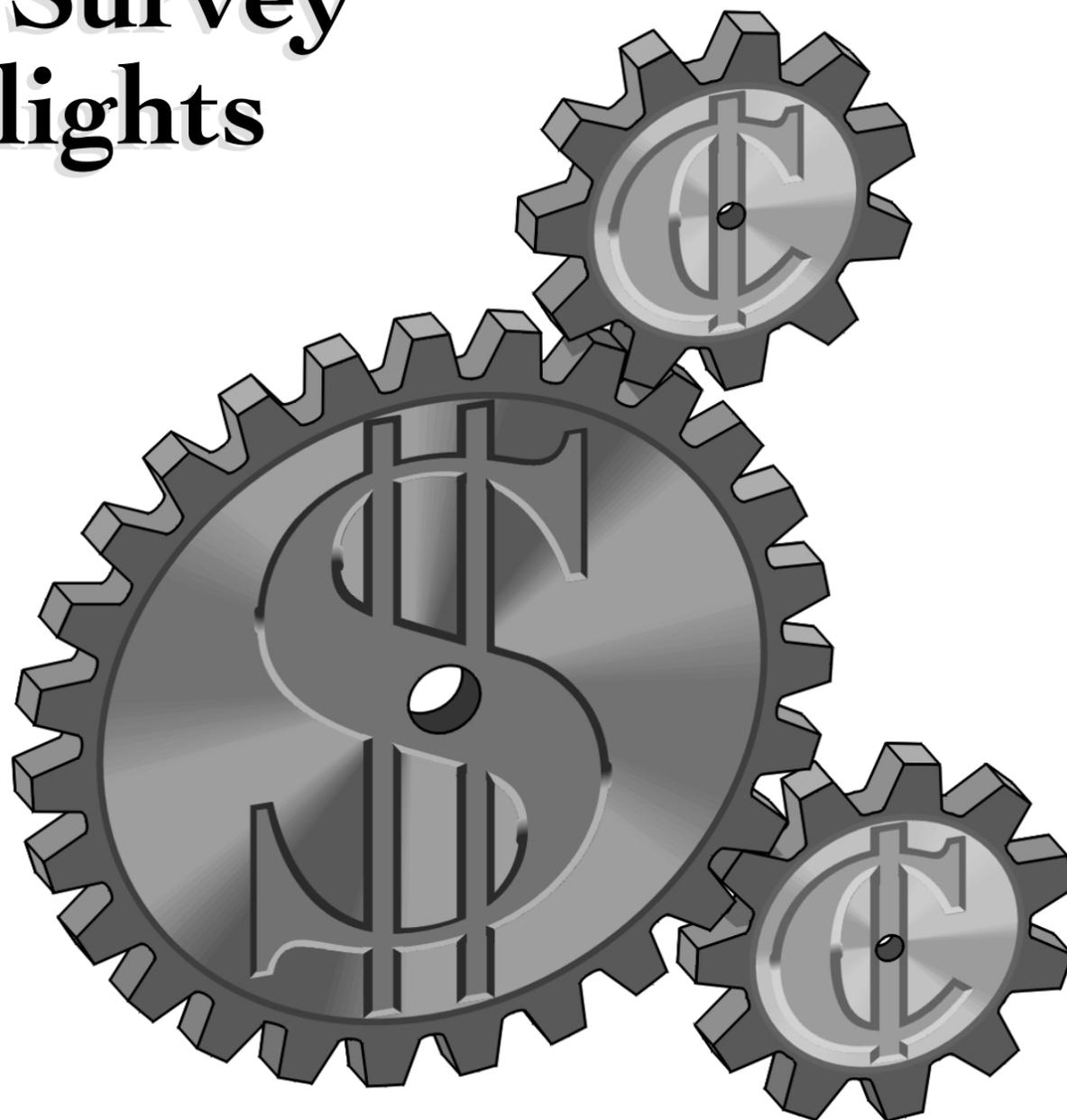


The Value of Professional Services

Employer Salary Survey Highlights



1999

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The Professional Development Committee extends special thanks to the 76 employers who supplied 5,897 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 2.2%. More than 60% of the employers offer some type of retirement plan. Further information on other compensation will be made available through the 1999 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 1999 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 1999. 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.



TABLE 1
ENGINEERS
ALL INDUSTRIES

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	433	0.6	42,732	36,240	40,732	43,600	45,720	47,736
B	575	(0.5)	49,523	43,680	46,464	50,000	52,700	55,008
C	1,022	2.5	61,013	53,460	57,420	60,898	63,952	68,100
D	1,311	3.6	74,799	64,152	68,500	74,160	80,500	85,717
E	1,156	2.8	89,199	74,314	82,260	90,100	96,000	102,000
F	598	4.6	105,907	88,056	97,800	104,900	113,339	123,083
F+	178	5.1	125,404	100,000	111,240	120,000	135,500	150,000

TABLE 2
GEOLOGISTS
ALL INDUSTRIES

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	25	1.3	44,464	39,744	42,600	45,000	46,620	47,400
B	32	2.5	49,352	43,416	45,600	49,100	52,700	56,262
C	52	1.9	62,121	52,800	55,488	62,000	65,400	70,260
D	80	(2.5)	75,254	66,756	69,300	75,659	81,200	83,000
E	130	(0.7)	95,070	85,100	90,540	95,000	99,360	105,900
F	94	(0.1)	110,689	98,800	104,000	109,200	115,400	120,000
F+	17	0.9	138,238	110,200	118,200	128,300	148,800	156,000

TABLE 3
GEOPHYSICISTS
ALL INDUSTRIES

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	9	0.9	44,749	43,320		45,000	45,600	
B	11	(0.6)	50,589	45,000	47,500	50,400	52,140	55,260
C	21	5.1	63,629	56,200	57,000	64,560	69,180	70,740
D	21	0.3	78,581	67,300	74,148	82,200	84,768	87,150
E	79	1.7	96,787	87,500	92,300	97,200	101,880	105,000
F	41	1.1	111,288	102,800	105,900	112,080	115,560	120,000
F+	12	(1.6)	121,052	114,200	116,300	120,000	122,000	128,900

TABLE 4
ANNUAL SALARIES BY INDUSTRY
ENGINEERS CONSULTING SERVICE

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	219	1.0	41,936	33,600	39,000	43,000	46,500	48,000
B	225	1.9	49,068	41,000	45,000	50,400	53,400	55,200
C	294	7.5	62,859	52,800	58,000	62,520	68,000	72,900
D	380	7.8	78,017	62,000	70,720	79,290	85,200	91,200
E	311	0.9	87,350	72,592	79,000	89,400	94,500	98,400
F	213	5.5	101,505	87,152	96,000	102,001	106,200	110,864
F+	79	2.8	118,897	100,000	109,800	115,000	126,720	139,200

CONSTRUCTION

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	17	(4.7)	42,678	31,200	41,995	43,300	46,600	47,736
B	27	N/C	52,688	47,400	49,100	52,790	54,400	57,000
C	22	5.5	62,571	56,785	59,405	60,653	65,998	67,371
D	26	0.9	78,481	71,300	73,174	77,400	83,400	85,862
E	37	2.2	92,292	85,480	88,920	92,800	95,000	99,450
F	22	5.3	104,073	97,947	98,600	103,960	104,998	107,800
F+	13	0.2	118,850	109,429	114,920	117,800	121,200	121,222

RESOURCE EXPLOITATION-EXCEPT OIL & GAS

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	22	0.6	44,603	43,600	43,600	44,050	45,900	46,590
B	22	(0.9)	49,913	46,900	48,710	49,400	51,600	52,630
C	29	(0.9)	61,520	53,900	56,953	62,310	66,100	66,100
D	20	(5.8)	75,213	66,362	67,460	75,263	81,300	84,900
E	29	(9.8)	88,526	77,015	80,000	85,790	97,200	107,000
F	18	15.7	109,804	90,000	94,130	100,000	119,100	138,100
F+	8	38.3	189,700		164,500	180,000	210,000	

RESOURCE EXPLOITATION-OIL & GAS

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	78	2.5	44,850	42,500	44,220	45,060	45,600	46,800
B	162	1.2	50,545	45,000	48,400	50,400	52,860	54,600
C	144	3.2	61,984	54,600	58,212	61,740	66,000	68,000
D	261	0.5	77,560	69,780	73,052	77,712	81,317	84,900
E	453	1.1	94,667	86,010	89,676	93,727	100,000	104,260
F	209	2.3	114,743	101,700	107,000	113,400	120,000	130,980
F+	56	2.2	129,825	105,500	115,456	126,794	140,000	150,000

MANUFACTURING-DURABLES (includes machinery, equipment, tools, furniture; wood, concrete, steel & plastic products)

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	14	(5.5)	40,406	37,000	40,000	40,100	42,000	44,640
B	14	(3.6)	47,398	43,000	45,200	47,600	49,824	49,824
C	52	(3.2)	56,149	51,000	52,000	57,000	59,263	60,400
D	38	0.6	72,696	64,000	67,000	70,000	78,000	85,000
E	15	(3.1)	82,662	75,200	76,811	80,975	89,600	90,100
F	6	5.4	91,922		86,400	96,600	97,000	
F+	5	20.1	122,540		96,000	112,500	130,000	

MANUFACTURING-NON-DURABLES (includes food products, beverages, rubber, leather, textiles, pharmaceuticals, chemicals, paints, pulp & paper)

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	12	2.6	46,642	43,000	46,000	46,000	48,420	48,420
B	22	(0.5)	52,292	47,762	49,059	51,200	55,080	57,480
C	44	(1.9)	63,988	55,188	58,136	65,340	67,678	71,650
D	116	1.8	76,677	68,220	70,380	77,064	82,320	85,956
E	43	8.8	93,416	80,834	89,200	95,460	100,260	100,260
F	31	10.2	114,763	97,400	111,180	113,880	119,418	129,420
F+	2							

SERVICE-NOT FOR PROFIT (includes governments and their controlled R&D organizations, regulatory agencies, educational and health care organizations, Crown corporations)

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	27	2.2	39,854	36,684	38,376	39,744	40,732	42,768
B	47	(3.4)	47,476	43,416	44,870	47,152	50,244	52,596
C	303	1.0	59,787	52,995	57,696	60,528	63,588	63,588
D	178	7.0	66,825	61,181	65,007	66,558	70,008	71,448
E	122	5.5	73,552	68,140	70,145	73,527	78,029	82,115
F	42	6.8	85,478	77,630	82,168	87,585	89,616	92,120
F+	7	13.5	106,228		96,900	104,999	115,000	

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

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	3							
B	6	(12.6)	43,592		43,236	44,292	47,000	
C	11	3.8	61,225	55,728	57,684	60,864	63,888	65,664
D	32	7.1	73,472	66,000	69,840	72,540	77,376	79,320
E	10	9.8	92,910	84,000	86,748	95,004	96,000	104,400
F	2							
F+	3							

UTILITY-RATE CONTROLLED

Level #	%	Change in Mean 1998/99						
		Mean	D1	Q1	Median	Q3	D9	
A	41	2.9	43,562	41,352	42,552	42,888	44,400	46,224
B	50	(2.8)	48,391	43,656	46,080	47,700	50,760	52,968
C	123	0.3	59,063	53,268	56,532	59,340	62,053	63,952
D	260	1.6	72,017	65,448	68,028	71,860	75,036	79,992
E	136	1.9	87,663	78,480	82,500	87,288	91,824	96,444
F	55	(8.3)	101,135	92,232	95,544	101,064	107,040	110,040
F+	5	28.3	122,983		115,800	120,708	130,008	

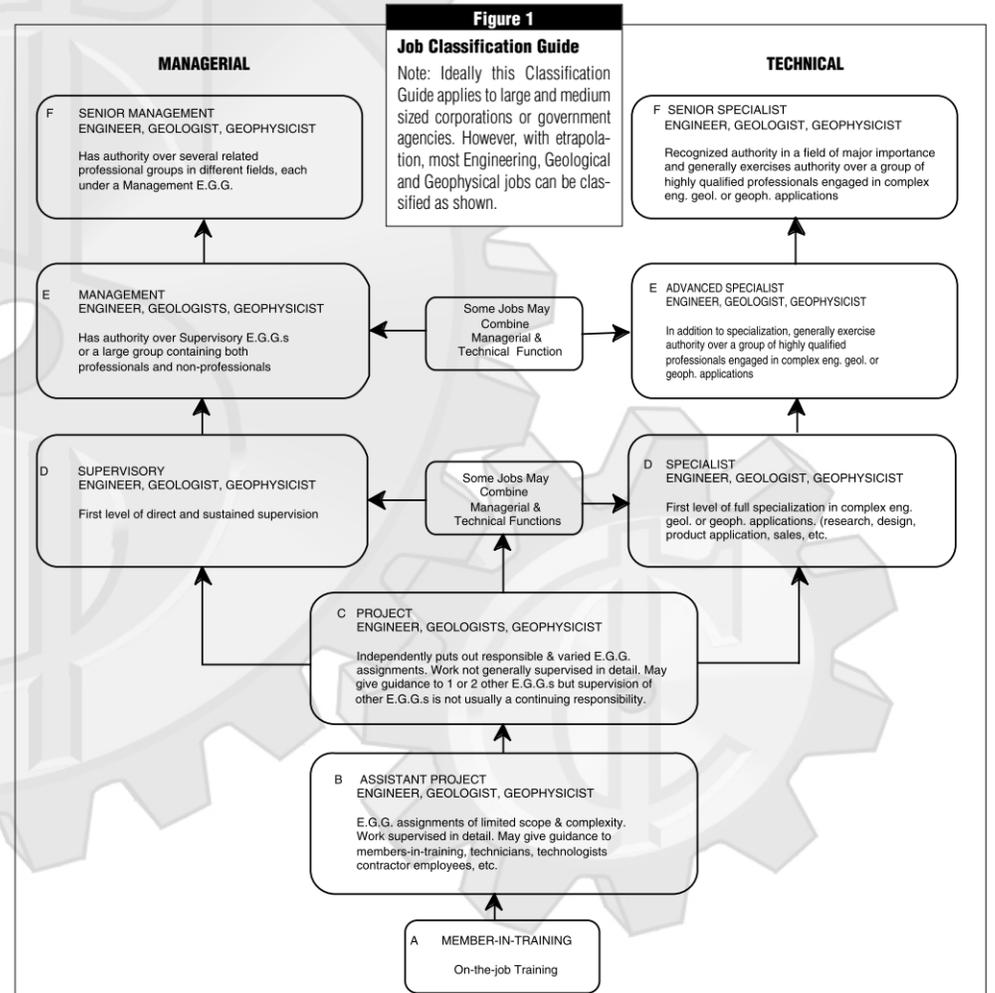


Figure 2

Annual Salaries of Engineers, Geologists & Geophysicists by Year of Graduation

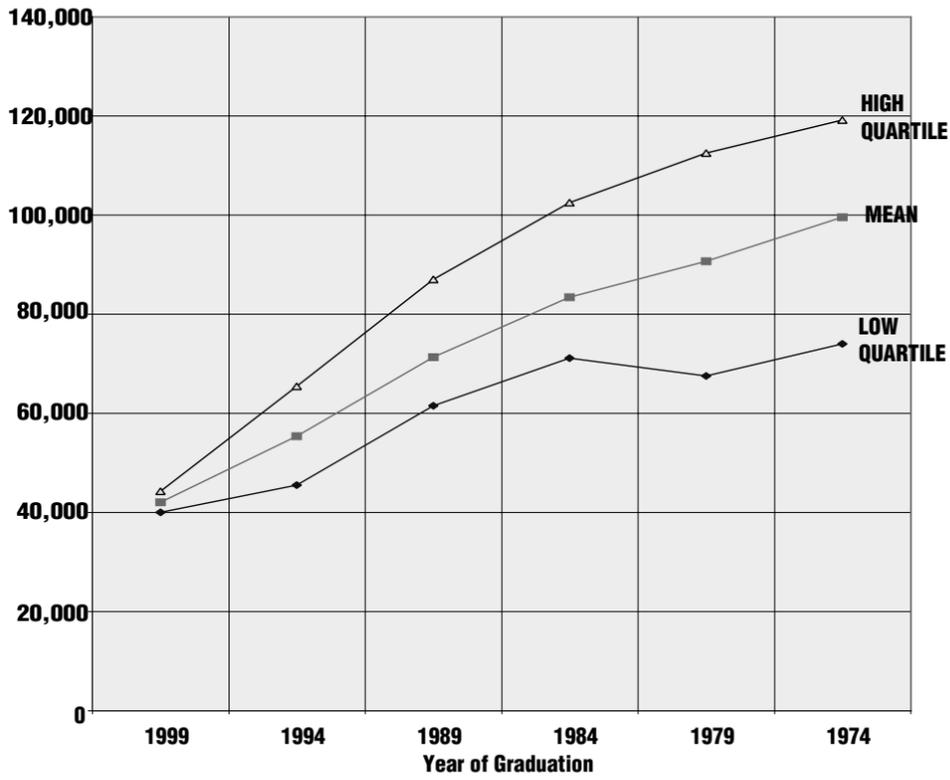


Figure 3

Mean Salaries by Year of Graduation and Level of Responsibility All professions

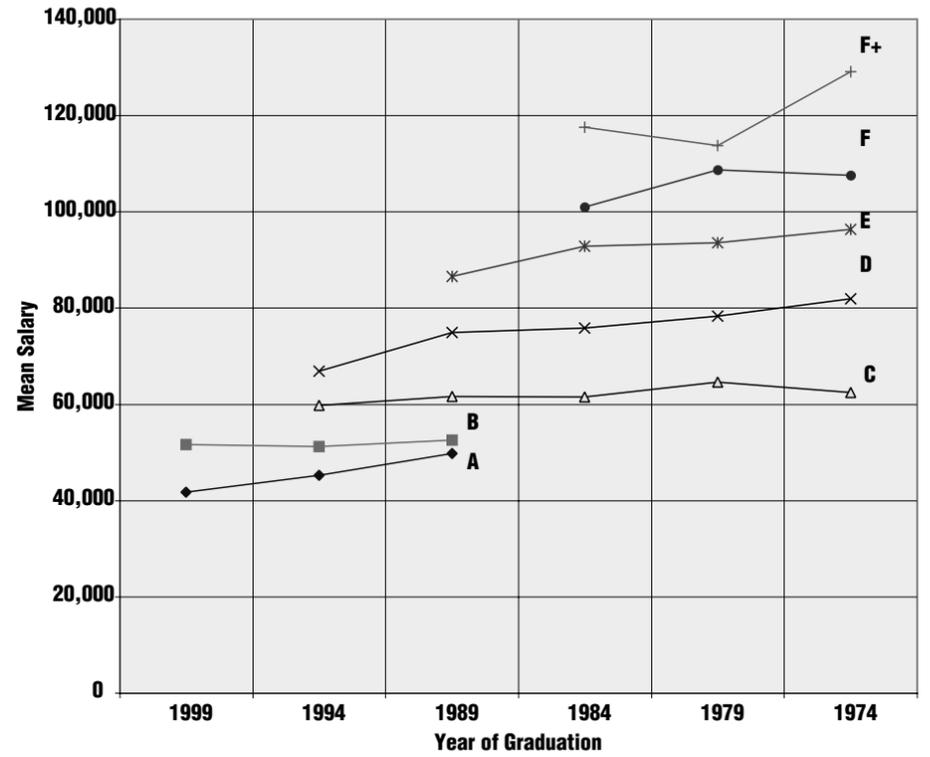


Figure 4

Mean Yearly Salaries of Engineers, Geologists & Geophysicists by Industry Type

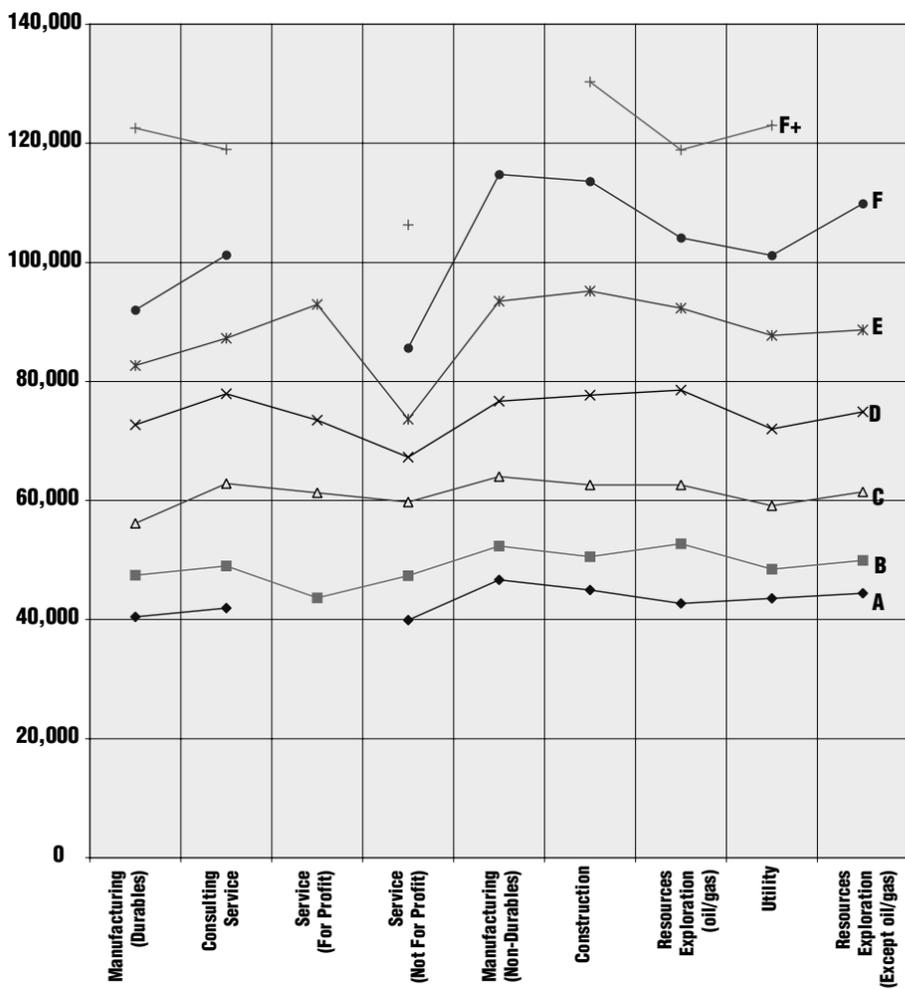


Figure 5

Weekly Hours of Work Based on No. of Employers (76)

