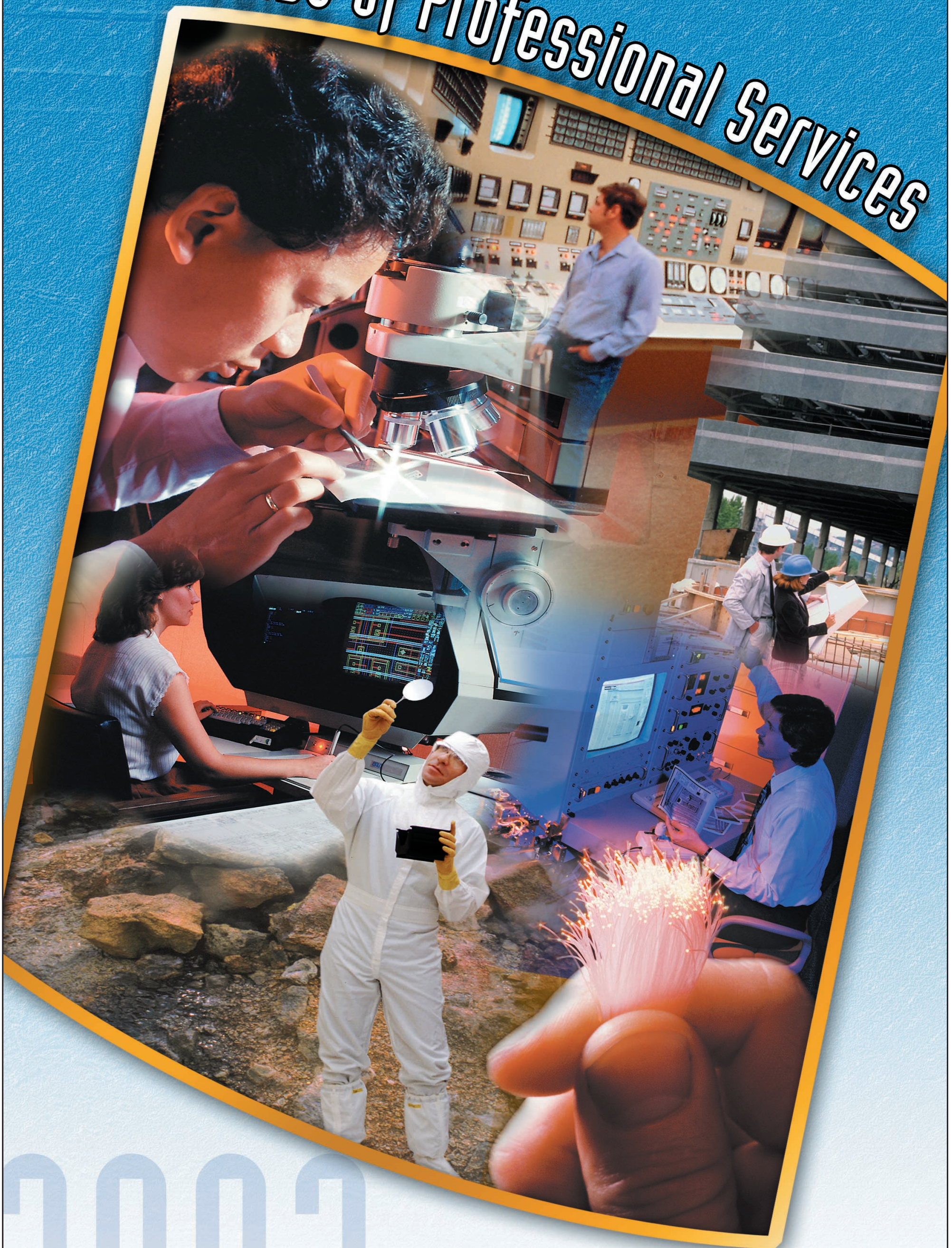
Value of Professional Services



2002

APEGGA

The Association of Professional Engineers, Geologists and Geophysicists of Alberta

JUNE 2002 EMPLOYER SALARY SURVEY

ANNUAL SALARIES BY LEVEL OF RESPONSIBILITY

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.

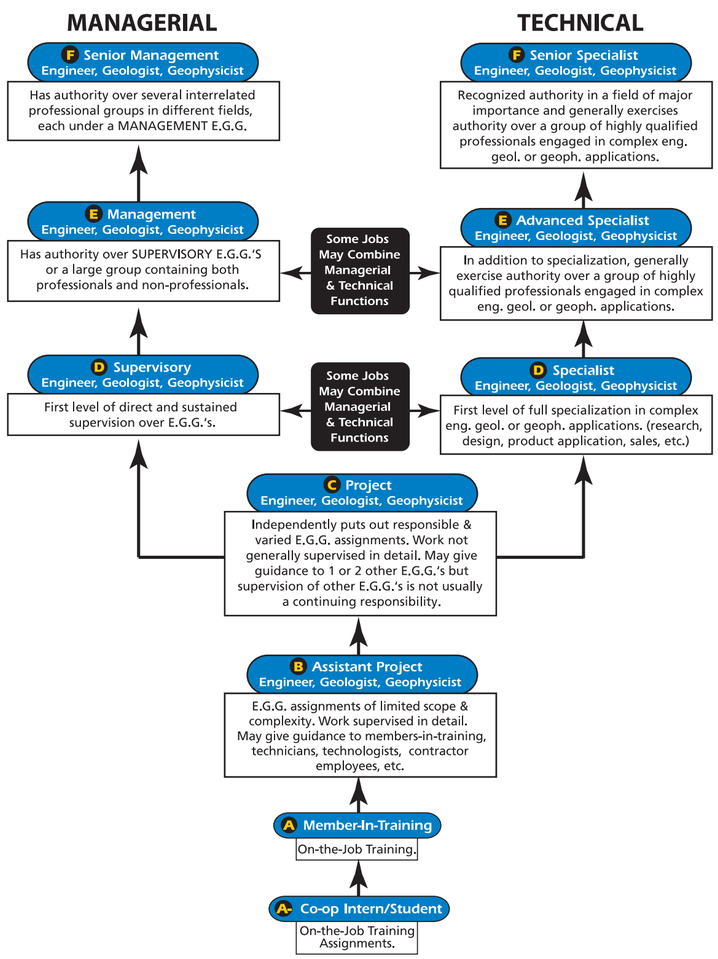


Table 1

ENGINEERS - ALL INDUSTRIES

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	204	N/A	35,816	30,000	33,192	36,672	39,000	41,400
A	519	5.9	48,122	40,912	44,357	48,600	51,960	55,200
B	598	4.2	56,101	48,000	52,152	55,900	59,976	63,900
C	1,193	2.6	67,795	57,720	63,000	68,100	72,800	75,755
D	1,561	7.9	82,849	70,500	75,765	82,438	89,000	96,000
E	1,448	2.2	98,336	81,952	89,772	100,000	106,600	111,900
F	853	4.5	117,936	95,992	108,072	118,800	126,200	137,000
F+	259	4.1	138,814	115,000	126,000	133,800	145,600	165,000

Table 2

GEOLOGISTS - ALL INDUSTRIES

Level	# of Geols.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	29	N/A	37,309	30,225	33,600	37,800	40,800	43,200
A	37	(3.0)	57,156	38,600	42,994	48,993	51,650	53,608
B	90	1.3	53,873	47,000	51,224	54,000	57,000	60,000
C	118	(1.5)	67,268	57,460	63,000	66,600	71,820	76,728
D	110	(0.8)	87,226	70,224	81,596	90,500	93,250	99,372
E	170	1.6	106,337	95,400	102,780	108,399	112,000	115,524
F	157	4.1	125,922	115,200	120,240	126,000	130,500	145,000
F+	37	(1.7)	142,124	126,480	132,000	139,000	155,000	160,000

Table 3

GEOPHYSICISTS - ALL INDUSTRIES

Level	# of Geophs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	20	N/A	36,800	31,000	33,600	36,200	39,000	41,400
A	8	(5.2)	47,845	30,500	49,860	50,000	52,000	53,000
B	17	(1.3)	55,444	53,000	53,500	55,200	55,800	58,500
C	27	(1.9)	69,825	63,000	64,300	68,000	70,224	76,620
D	42	2.3	90,971	80,000	87,000	92,000	95,500	100,000
E	107	3.9	109,269	100,200	105,800	110,300	115,000	117,705
F	77	3.8	127,627	120,000	122,300	125,700	130,000	136,740
F+	9	5.6	143,798	123,000	137,700	140,000	145,860	177,500

Table 4

ANNUAL SALARIES BY INDUSTRY - ENGINEERS

CONSULTING SERVICE

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	16	N/A	29,789	24,000	25,200	30,160	31,200	32,136
A	95	3.2	41,429	37,003	39,600	42,000	44,000	45,986
B	96	3.7	48,938	43,992	46,010	48,900	52,000	55,078
C	96	1.1	57,640	51,000	53,970	57,325	61,776	65,000
D	103	0.9	69,310	59,010	63,000	70,304	74,648	80,288
E	153	5.8	83,829	72,000	77,724	83,000	88,525	95,014
F	100	3.4	98,142	84,000	91,200	96,000	105,498	115,000
F+	23	3.1	126,119	108,546	115,000	123,000	130,042	145,000

Table 4-A

ENGINEERING, PROCUREMENT AND CONSTRUCTION

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	43	N/A	38,532	35,100	37,170	39,000	40,560	42,000
A	141	6.0	49,262	43,200	45,820	49,596	52,200	55,120
B	178	24.3	57,780	51,000	53,472	56,514	61,800	64,800
C	312	(0.3)	70,299	60,240	64,580	69,000	73,840	79,200
D	441	6.0	90,187	77,100	81,600	87,720	96,000	105,600
E	321	11.6	101,721	90,540	96,000	101,640	107,400	112,200
F	243	(0.2)	116,906	105,240	110,400	116,100	122,700	127,800
F+	86	2.6	137,900	121,580	128,280	132,600	143,196	159,900

Table 4-B

RESOURCE EXPLOITATION - EXCEPT OIL & GAS

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	8	N/A	35,100		34,944	35,776	35,984	
A	13	(11.3)	42,861	38,120	40,000	43,000	46,350	46,430
B	23	(4.4)	50,714	45,150	47,720	51,400	53,240	54,060
C	36	0.1	60,851	56,000	57,200	60,010	64,190	66,000
D	27	3.3	74,626	65,970	70,967	74,800	78,000	79,570
E	22	(3.4)	92,305	81,410	86,930	94,130	96,690	97,740
F	11	(10.6)	106,835	95,130	101,900	106,090	110,760	122,060
F+	5	N/A	153,174		114,400	124,360	205,000	

Table 4-C

RESOURCE EXPLOITATION - OIL & GAS

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	115	N/A	36,997	30,225	34,125	37,800	40,100	41,760
A	153	6.7	52,135	48,240	50,160	52,020	55,080	55,428
B	206	6.8	58,186	53,500	55,600	58,080	60,590	64,044
C	372	9.3	69,208	62,400	65,040	69,330	72,000	75,737
D	442	1.4	86,980	77,760	82,000	87,400	92,000	97,044
E	774	2.4	106,148	96,464	101,300	106,500	111,858	115,000
F	582	5.3	128,119	115,900	121,000	126,000	132,200	146,880
F+	144	0.4	145,762	128,304	132,000	140,000	155,000	168,100

Table 4-D

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

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-								
A								
B								
C			NO DATA REPORTED AT THESE LEVELS					
D								
E								
F								
F+								

Table 4-E

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

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	8	N/A	35,655		32,400	37,200	37,200	
A	20	9.0	51,845	45,980	49,590	49,620	57,342	57,702
B	22	12.1	59,852	53,600	53,952	56,256	61,293	68,094
C	36	1.7	70,877	62,400	63,792	67,900	78,754	82,914
D	60	3.6	82,395	75,432	77,016	80,056	86,595	94,484
E	88	6.6	97,099	86,460	88,272	93,744	105,492	109,716
F	19	12.9	119,355	100,212	107,604	122,916	122,916	129,060
F+	6	24.9	150,522		137,316	155,916	160,548	

Table 4-F

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

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	9	N/A	28,030		24,770	27,318	30,103	
A	59	9.7	46,917	44,117	44,424	47,410	48,648	50,868
B	88	6.4	53,097	47,315	50,323	53,184	55,608	58,176
C	278	6.3	67,405	57,512	63,696	68,800	73,632	73,632
D	381	5.0	76,386	68,808	72,338	75,938	81,276	83,580
E	208	4.4	86,104	75,825	80,256	86,928	89,772	93,964
F	72	3.5	101,918	87,555	92,092	100,260	111,253	119,000
F+	14	9.7	122,224	109,728	112,462	118,245	128,300	132,500

Table 4-G

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	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	14	N/A	35,811	31,105	33,192	36,852	37,080	38,064
A	25	3.6	43,407	39,933	40,520	41,949	46,217	48,048
B	3		NO DATA REPORTED AT THIS LEVEL					
C	36	6.0	60,847	53,694	56,807	60,540	62,601	68,916
D	52	8.0	74,544	64,620	69,002	74,502	80,004	83,916
E	15	(0.3)	86,249	81,072	82,344	85,404	88,128	91,872
F	7	3.9	110,986		99,228	106,272	120,000	
F+	0		NO DATA REPORTED AT THIS LEVEL					

Table 4-H

UTILITY - RATE CONTROLLED

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	35	N/A	36,054	32,184	34,269	36,672	37,594	37,884
A	32	2.5	47,500	42,000	45,000	48,840	49,716	50,640
B	27	7.7	56,361	53,568	55,164	56,500	57,660	59,976
C	44	7.2	69,412	64,032	64,620	68,100	70,248	80,000
D	98	5.9	83,372	76,428	80,196	83,052	87,360	89,796
E	96	7.7	101,733	92,000	98,500	102,552	105,876	108,444
F	41	5.7	112,369	101,112	108,700	111,900	118,800	121,800
F+	19	(3.8)	125,144	110,000	114,816	121,000	135,600	145,000

Table 4-I

ADVANCED TECHNOLOGIES

Level	# of Engs.	Change in Mean 2001/02 %	Mean $	D1 $	Q1 $	Median $	Q3 $	D9 $
A-	5	N/A	30,960		30,000	33,600	33,600	
A	25	2.7	47,570	43,900	45,600	48,000	48,300	52,000
B	62	8.4	56,839	50,500	52,100	56,000	59,740	64,000
C	127	11.1	68,562	58,500	63,000	69,484	74,077	76,587
D	105	12.7	85,966	71,700	78,000	88,000	92,751	98,000
E	48	17.0	103,705	88,000	96,400	106,000	110,438	113,298
F	11	1.7	104,300	95,000	95,700	108,000	113,000	115,000
F+	8	73.3	124,750		100,000	108,000	153,000	

2002 EMPLOYER SALARY SURVEY HIGHLIGHTS

APEGGA extends special thanks to the 84 employers who supplied 7,690 salary statistics 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. A new job classification – Co-op and Intern Students – was added where applicable to the salary survey data.

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 91% 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 2.3%. More than 83% of the employers offer some type of retirement plan. Further information on other compensation will be made available through the 2002 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 2002 Value of Professional Services booklet which will be available to members in November. Contact the Calgary or Edmonton APEGGA office to request a copy, or you can download 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, among regions within the province, and among various sizes of organizations.
- 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 2002. 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.

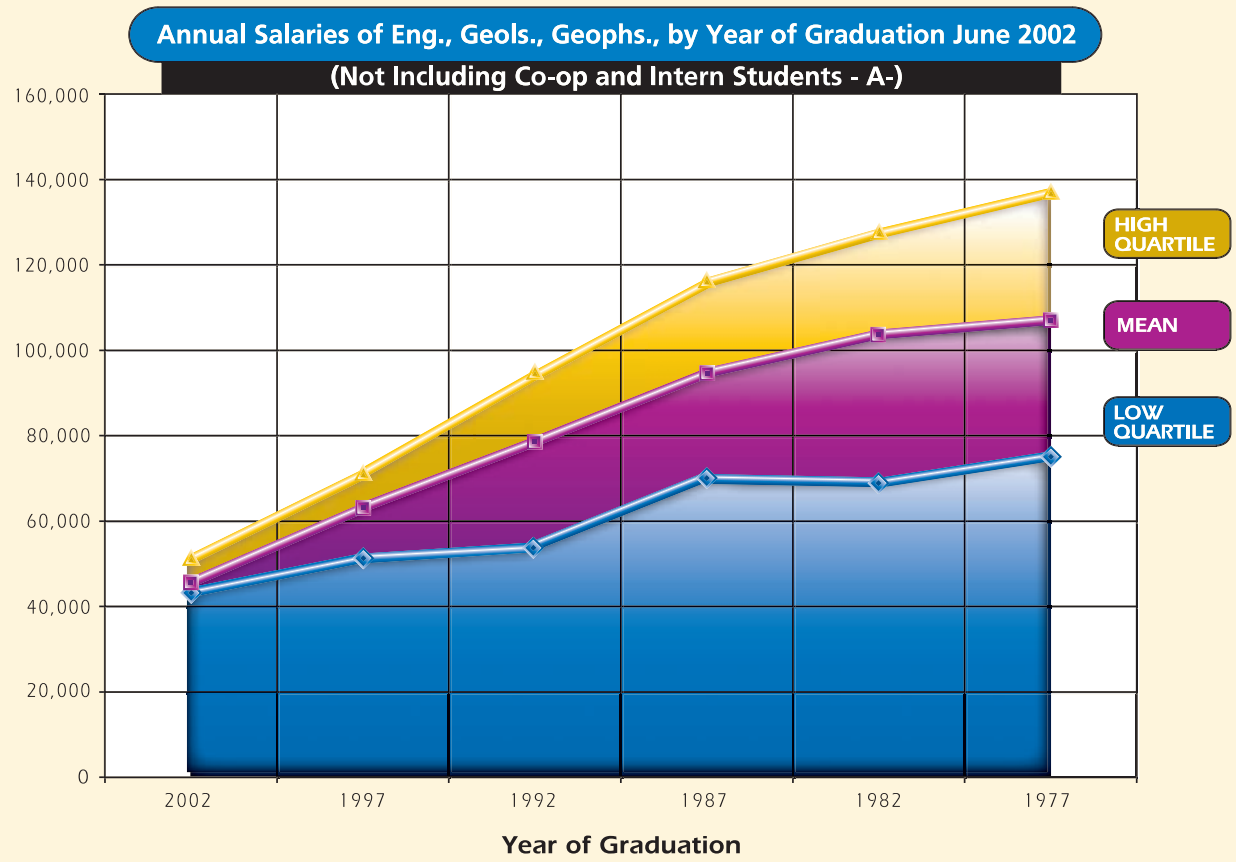


Figure 2

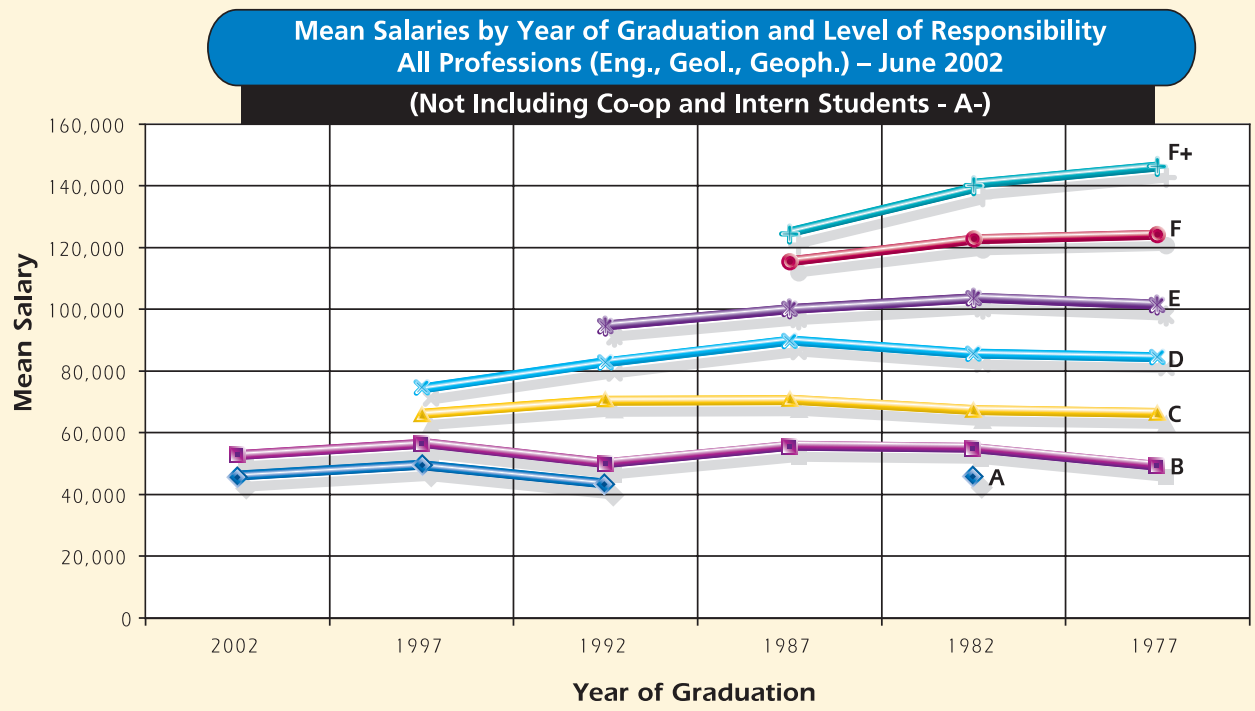


Figure 3

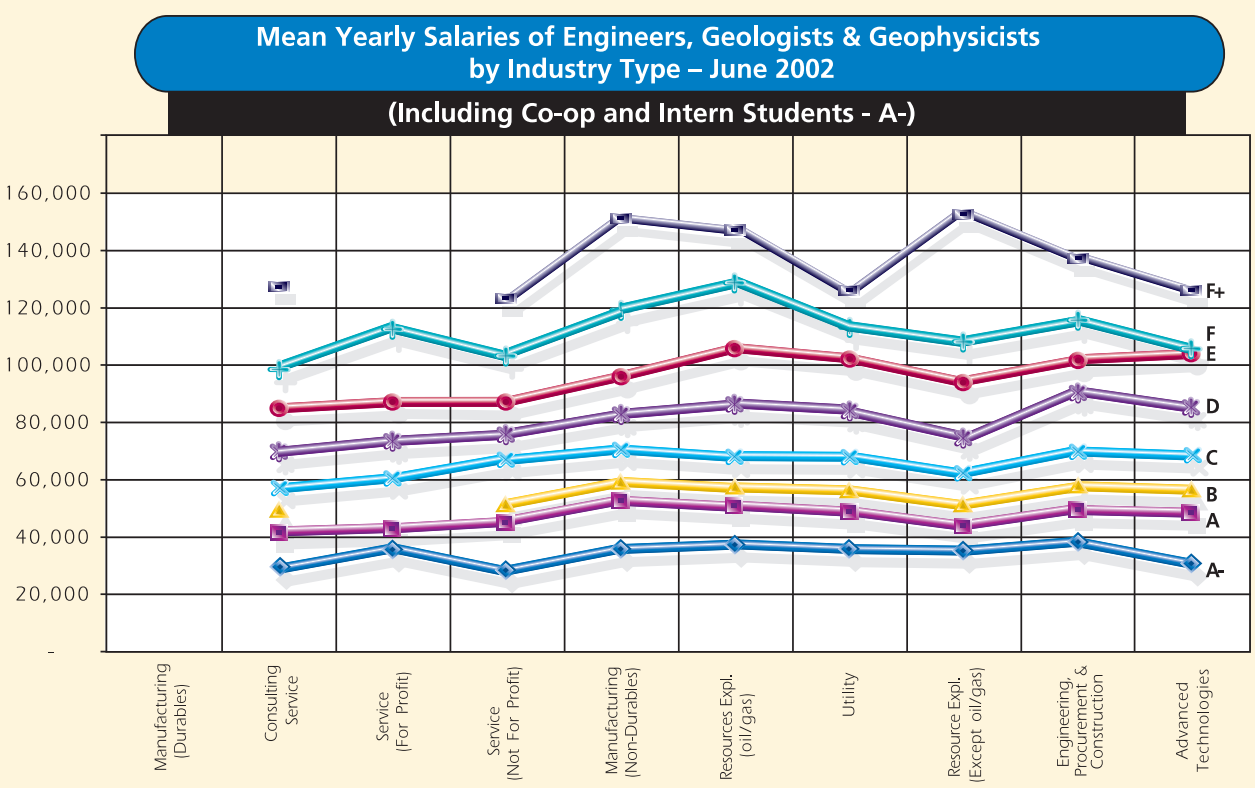


Figure 4

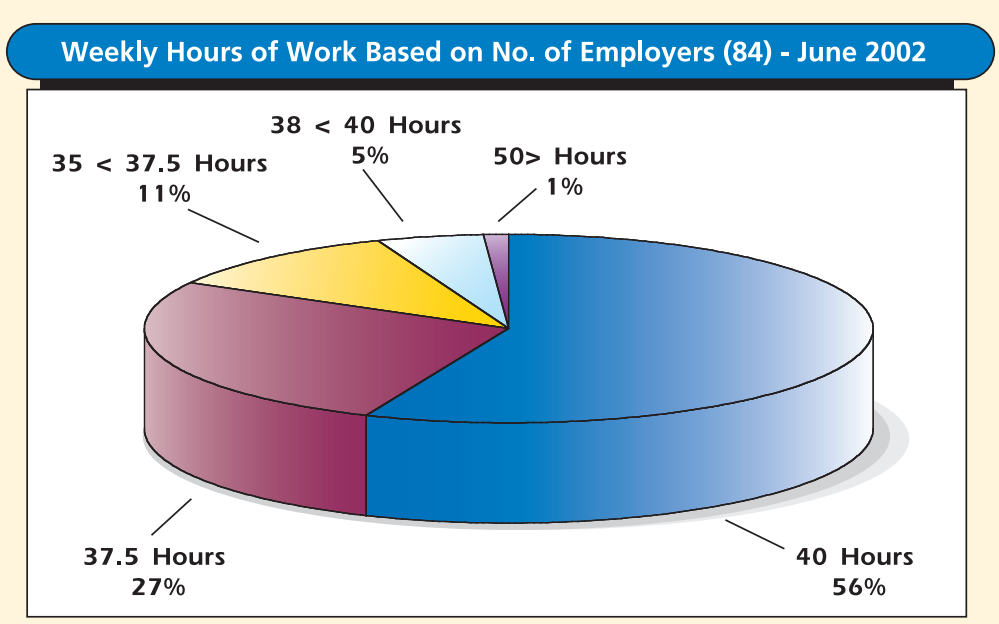


Figure 5