Value of Professional Services



2003



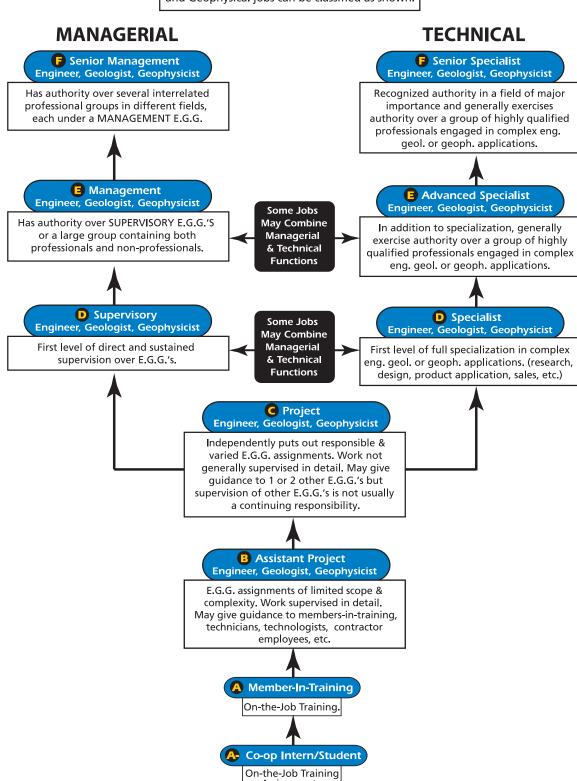
APEGGA

The Association of Professional Engineers, Geologists and Geophysicists of Alberta

JUNE 2003 EMPLOYER SALARY SURVEY

FIGURE 1

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



ANNUAL SALARIES BY LEVEL OF RESPONSIBILITY

Tab	ole 1							
		ENG	INEE	RS - Al	LL IND	USTRI	ES	
Level	# of Members	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A -	266	6.4%	38,109.00	31,800.00	35,275.00	38,400.00	41,995.00	42,600.00
A	642	1.6%	48,912.00	42,003.00	45,600.00	49,704.00	53,000.00	55,620.00
В	790	1.6%	56,973.00	49,000.00	52,998.00	57,456.00	61,311.00	65,025.00
C	1,296	1.0%	68,483.00	57,018.00	63,792.00	69,489.00	73,632.00	77,300.00
D	1,749	2.6%	84,969.00	71,900.00	78,000.00	84,400.00	91,550.00	98,475.00
E	1,461	4.1%	102,356.00	85,030.00	93,650.00	104,087.00	111,000.00	117,000.00
F	871	3.8%	122,470.00	100,200.00	114,416.00	122,400.00	130,800.00	140,000.00
F+	307	6.9%	148,392.00	119,400.00	130,000.00	141,128.00	158,400.00	183,600.00

Tak	ole 2							
		GEOL	.ogis	TS - A	LL IN	DUSTI	RIES	
		Change in						
Level	# of Members	Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A -	16	20.2%	44,828.00	37,918.00	41,400.00	44,400.00	49,800.00	50,546.00
A	41	-8.2%	52,465.00	45,600.00	51,000.00	53,100.00	55,440.00	57,000.00
В	87	7.0%	57,631.00	45,000.00	55,200.00	58,609.00	61,920.00	65,208.00
C	102	3.2%	69,423.00	57,000.00	67,000.00	70,740.00	74,740.00	77,400.00
D	141	6.7%	93,090.00	81,120.00	87,480.00	94,180.00	100,000.00	105,480.00
E	185	4.6%	111,201.00	100,003.00	108,000.00	113,000.00	116,160.00	120,000.00
F	148	2.9%	129,541.00	120,000.00	123,600.00	129,300.00	134,992.00	141,900.00
F+	58	8.7%	154,439.00	131,500.00	137,988.00	150,150.00	162,500.00	172,000.00

Tak	ole 3							
	G	EOPH	IYSICI	STS -	ALL	NDUS	TRIE	S
Level	# of Members	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A -	7	13.2%	41,661.00	30,000.00	39,600.00	42,000.00	46,200.00	47,426.00
A	15	10.2%	52,738.00	48,420.00	50,700.00	52,800.00	53,337.00	56,400.00
В	22	8.6%	60,200.00	55,800.00	58,000.00	60,000.00	62,000.00	64,584.00
C	30	3.0%	71,898.00	63,750.00	68,800.00	70,000.00	76,440.00	80,000.00
D	51	6.0%	96,427.00	86,500.00	91,017.00	96,990.00	99,000.00	105,300.00
E	101	4.4%	114,108.00	107,570.00	112,300.00	116,500.00	120,000.00	122,385.00
F	102	2.5%	130,854.00	123,000.00	126,788.00	130,290.00	133,380.00	138,000.00
F+	17	7.7%	154,804.00	125,800.00	135,400.00	146,000.00	160,000.00	165,000.00

SERVICE (NOT FOR PROFIT) (includes governments and their

45,746.00 39,760.00 44,424.00 46,200.00 48,312.00 50,592.00

88,574.00 75,132.00 83,640.00 88,020.00 92,760.00 103,644.00

102,380.00 87,924.00 90,780.00 100,680.00 113,400.00 120,000.00 119,697.00 96,420.00 100,020.00 120,000.00 133,440.00 133,500.00

NO DATA REPORTED AT THIS LEVEL

27,318.00 28,683.00 34,403.00

28,498.00 24,770.00 27,318.00

of Mean

Tal	ole 4	ANNU	AL SAL	ARIES I	BY IND	USTRY	- ENGII	NEERS		
				Table	4-A					
	CONSULTING SERVICE									
Level	# of Members	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$		
A-	18	1.7%	30,283.00	24,146.00	25,200.00	29,800.00	31,200.00	36,400.00		
A	136	2.9%	42,609.00	36,550.00	40,000.00	43,035.00	45,760.00	48,000.00		
В	165	0.8%	49,334.00	42,640.00	46,000.00	49,901.00	53,000.00	55,200.00		
C	157	-2.0%	56,514.00	46,000.00	52,000.00	57,000.00	60,996.00	65,640.00		
D	189	3.7%	71,880.00	60,996.00	65,520.00	72,020.00	77,400.00	84,000.00		
E	211	1.7%	85,264.00	72,498.00	79,209.00	85,020.00	91,728.00	98,000.00		
F	132	4.5%	102,597.00	88,000.00	94,200.00	100,200.00	110,000.00	121,187.00		
F+	46	-5.3%	119,477.00	100,000.00	107,078.00	120,000.00	125,000.00	131,295.00		
				Table	4.0					

F+	46	-5.3%	119,477.00	100,000.00	107,078.00	120,000.00	125,000.00	131,295.00
					4.5			
	CINE	EDING	· DD0/	Table		ID COL	ICTDLL	CTION
EN		Change in	a, PROC	JUREM	ENI A	ND CON	ISTRU	CHOR
Level	# of Members	Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A -	30	-1.8%	37,846.00	31,800.00	35,275.00	37,440.00	42,000.00	42,000.00
A	128	2.7%	50,610.00	45,600.00	48,000.00	50,400.00	53,160.00	55,203.00
В	163	1.9%	58,868.00	52,000.00	54,136.00	57,600.00	63,600.00	67,200.00
C	283	0.5%	70,642.00	59,592.00	64,870.00	70,600.00	75,608.00	81,216.00
D	418	-1.9%	88,456.00	75,712.00	81,603.00	87,607.00	94,200.00	103,200.00
E	358	3.9%	105,674.00	92,940.00	98,400.00	104,652.00	112,320.00	119,433.00
F	255	5.5%	123,287.00	112,299.00	116,200.00	121,104.00	129,200.00	136,015.00
F+	74	6.5%	146,921.00	126,655.00	132,600.00	138,496.00	159,120.00	182,282.00

Table 4-C											
RE	RESOURCE EXPLOITATION (EXCEPT OIL & GAS)										
Level	# of Members	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$			
A -	18	17.8%	41,331.00	36,600.00	38,688.00	41,250.00	43,920.00	43,920.00			
A	7	25.8%	53,923.00	52,740.00	53,100.00	53,600.00	55,128.00	55,400.00			
В	30	14.3%	57,957.00	49,430.00	55,860.00	57,400.00	61,700.00	62,820.00			
C	34	14.9%	69,906.00	63,636.00	66,130.00	70,000.00	73,600.00	73,600.00			
D	32	14.6%	85,490.00	78,000.00	81,372.00	83,500.00	90,600.00	92,840.00			
E	35	11.7%	103,117.00	90,000.00	98,000.00	103,520.00	107,300.00	119,300.00			
F	13	20.7%	128,993.00	110,130.00	113,870.00	126,010.00	134,000.00	140,970.00			
F+	5	44.8%	221,840.00	154,200.00	208,000.00	221,500.00	221,500.00	304,000.00			

RES	sou	IDCE						
		MOL	EXPL	OITAT	ION (OIL &	GAS C	NLY)
Level M	# of	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	138	9.7%	40,569.00	35,066.00	37,800.00	40,800.00	42,600.00	45,011.00
A	217	2.7%	53,565.00	50,160.00	51,900.00	53,550.00	55,620.00	56,775.00
В	283	5.0%	61,121.00	55,860.00	58,629.00	61,000.00	64,000.00	65,800.00
C	366	3.5%	71,632.00	66,528.00	68,200.00	71,000.00	75,000.00	77,500.00
D	587	7.0%	93,064.00	81,757.00	86,904.00	92,160.00	98,400.00	103,956.00
E	767	4.5%	110,889.00	99,906.00	106,000.00	111,000.00	115,852.00	120,000.00
F	567	2.9%	131,798.00	120,000.00	124,700.00	130,000.00	135,000.00	145,680.00
F+	204	6.7%	155,572.00	131,904.00	138,500.00	150,540.00	164,800.00	173,000.00

Γ+	204	0.1%0	133,372.00	131,804.00	100,000.00	130,340.00	104,000.00	11,9,000,00		
				T. I. I.	4.5					
Table 4-E										
MANUFACTURING (DURABLES) (includes machinery, equipment, tools, furniture; wood, concrete, steel & plastic products)										
Level	# of Members	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$		
A-	4		29,422.00		27,900.00	30,690.00	31,200.00			
A	6	No	47,573.00	42,000.00	48,000.00	48,000.00	49,440.00	50,000.00		
В	15	Data	56,474.00	53,703.00	54,312.00	57,600.00	57,600.00	58,800.00		
C	17	Reported	66,602.00	59,000.00	62,400.00	66,156.00	70,500.00	74,500.00		
D	8	in	83,876.00	73,790.00	77,256.00	88,500.00	91,200.00	92,000.00		
E	10	2002	103,330.00	90,000.00	97,000.00	105,600.00	107,340.00	110,880.00		
F	5		126,308.00	115,750.00	121,540.00	125,000.00	131,250.00	138,000.00		
F+	3	NO	DATA	REPOF	RTED A	T THIS	LEVE	L		

				Table	4-F							
	MANUFACTURING (NON-DURABLES) (includes food products, beverages, rubber, leather, textiles, pharmaceuticals, chemicals, paints, pulp & paper)											
Change in												
Level	# of Members	Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$				
A -	11	4.5%	37,245.00	34,800.00	34,800.00	38,000.00	38,400.00	38,400.00				
A	18	-4.5%	49,524.00	47,580.00	47,580.00	47,580.00	49,300.00	52,000.00				
В	39	-3.5%	57,777.00	51,744.00	53,500.00	58,668.00	61,170.00	62,380.00				
C	36	-3.4%	68,436.00	63,792.00	65,000.00	67,100.00	70,700.00	74,120.00				
D	57	-2.6%	80,257.00	75,432.00	76,100.00	79,404.00	84,059.00	86,947.00				
E	83	-2.7%	94,517.00	86,460.00	88,272.00	91,920.00	100,200.00	106,548.00				
F	20	-0.9%	118,309.00	106,800.00	114,900.00	119,232.00	122,916.00	122,916.00				
F+	7	1.2%	152,251.00	135,888.00	137,316.00	144,468.00	160,548.00	190,000.00				

В	86	4.4%	55,411.00	49,608.00	52,908.00	55,311.00	58,176.00	60,00
C	287	1.0%	68,056.00	57,312.00	63,982.00	70,092.00	73,632.00	73,63
D	300	3.7%	79,192.00	69,196.00	74,857.00	78,600.00	82,728.00	88,68
E	66	4.3%	89,811.00	80,988.00	84,448.00	87,418.00	96,161.00	102,0
F	50	7.1%	109,130.00	90,763.00	96,205.00	103,900.00	121,442.00	123,5
F+	15	4.4%	127,625.00	108,181.00	108,727.00	121,793.00	137,100.00	149,9
				Table	4-H			
		naintenance, fina		OFIT) (ir general sales an				
compi		<mark>naintenance, fina</mark> Change in Mean						associat D:
compi	uter sales/n # of	<mark>naintenance, fina</mark> Change in Mean	ncial services, Mean	general sales an D1	<mark>d supply - whol</mark> Q1	esale or retail - i Median	manufacturers' a Q3	
compi	uter sales/n # of Members	naintenance, fina Change in Mean 2002/03	Mean \$	general sales an D1 \$	d supply - whol Q1 \$	esale or retail - 1 Median \$	manufacturers' a Q3 \$	D: \$ 42,38
Level	# of Members 13	naintenance, fina Change in Mean 2002/03 5.0%	Mean \$ 37,609.00	D1 \$ 32,532.00	d supply - whol Q1 \$ 34,548.00	Median \$ 36,852.00	Q3 \$ 42,384.00	associat D: \$
Level A-	# of Members 13	naintenance, fina Change in Mean 2002/03 5.0% 11.2%	Mean \$ 37,609.00 48,253.00	D1 \$ 32,532.00 46,020.00	Q1 \$ 34,548.00 46,020.00	Median \$ 36,852.00 48,300.00	Q3 \$ 42,384.00 49,752.00	D : \$ 42,38 49,70

				Table	e 4-I						
	UTILITY (RATE CONTROLLED)										
Level	# of Members	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$			
A -	35	6.9%	38,529.00	34,620.00	35,112.00	38,396.00	41,995.00	41,995.00			
A	60	6.2%	50,456.00	47,280.00	48,793.00	50,297.00	52,308.00	53,868.00			
В	42	3.4%	58,284.00	54,060.00	55,212.00	57,475.00	59,304.00	63,600.00			
C	59	-1.6%	68,272.00	64,080.00	65,472.00	68,400.00	70,356.00	72,108.00			
D	164	-0.4%	83,042.00	74,550.00	77,998.00	83,676.00	87,864.00	91,068.00			
E	125	0.1%	101,842.00	89,280.00	94,500.00	104,136.00	109,284.00	111,636.00			
F	52	4.2%	117,034.00	105,939.00	111,124.00	115,812.00	123,612.00	126,636.00			
F+	20	3.8%	129,920.00	119,014.00	120,000.00	125,000.00	135,200.00	148,836.00			
				Table	11						

				Table	4-J						
	ADVANCED TECHNOLOGIES										
Level	# of Members	Change in Mean 2002/03	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$			
A -	17	17.0%	36,208.00	27,000.00	35,280.00	37,200.00	39,000.00	40,800.00			
A	33	0.4%	47,762.00	43,953.00	45,000.00	46,750.00	50,903.00	54,080.00			
В	65	-1.3%	56,113.00	50,400.00	52,500.00	56,000.00	59,700.00	62,000.00			
C	137	2.0%	69,904.00	59,400.00	63,500.00	71,264.00	76,081.00	78,000.00			
D	142	0.0%	85,988.00	71,760.00	80,000.00	87,750.00	92,704.00	96,926.00			
E	75	1.3%	105,073.00	84,600.00	101,350.00	108,000.00	113,198.00	115,539.00			
F	15	16.8%	121,792.00	105,000.00	110,000.00	123,000.00	131,000.00	135,000.00			
F+	6	94.7%	242,923.00	150,000.00	204,000.00	253,536.00	300,000.00	330,000.00			

2003 EMPLOYER SALARY SURVEY HIGHLIGHTS

APEGGA extends special thanks to the 93 employers Selected highlights from this year's survey are given who supplied 8,505 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.

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 98 per cent of the organizations provide a comprehensive benefits package including dental, drug, long-term disability and medical plans. The average salary increase for all professions was 3.1 per cent. Approximately 74 per cent of the employers offer some type of retirement plan. Further information on other compensation will be made available through the 2003 Value of Professional Services booklet.

in the tables and figures within this special section.

Complete results of the survey will be published in the 2003 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 it off the APEGGA Web site at www.apegga.org, once it's

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.

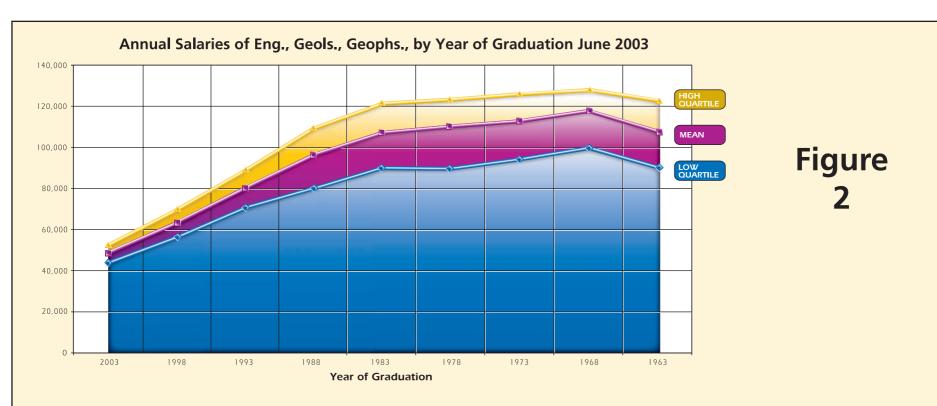
on the more basic level-of-responsibility concept. **SURVEY NOTES** • The salaries quoted are base salaries in effect as

consistently want and use this information as a check

Salaries by year of graduation (Figure 2) should only

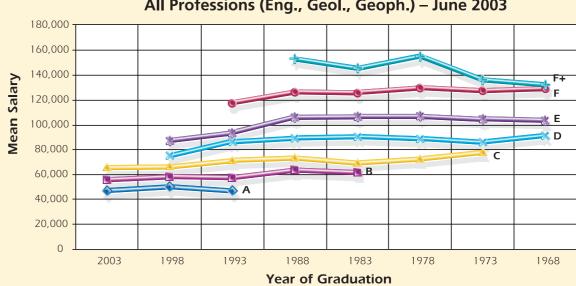
be used as a check on career progress relative to others of an equivalent age. Employers and members

- of June 2003. The salaries include cost-of-living allowances and bonuses, which have a continuing relationship to salary. Commissions, fringe benefits and/or 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 per cent of the respondent salaries are higher and 50 per cent are lower. The Q3 salary is the salary at which 25 per cent of the respondent salaries are higher and 75 per cent are lower. The D9 salary has 10 per cent of the salaries higher and 90 per cent lower.

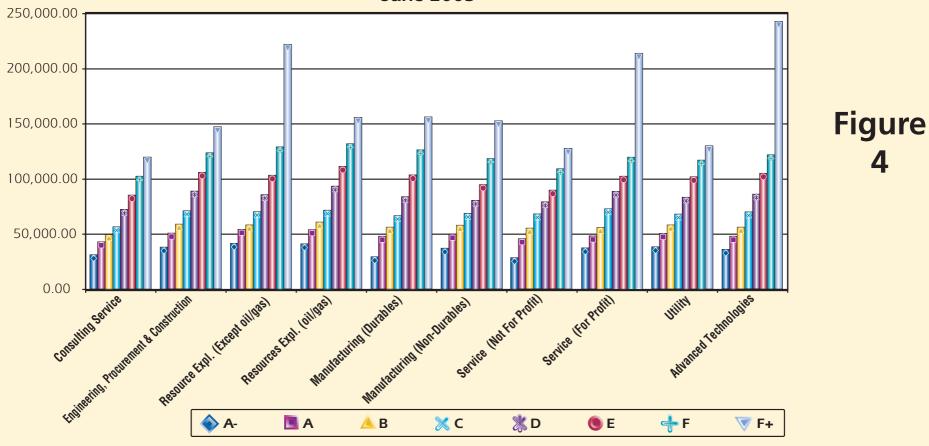


Mean Salaries by Year of Graduation and Level of Responsibility All Professions (Eng., Geol., Geoph.) – June 2003

Figure 3



Mean Yearly Salaries of Engineers, Geologists & Geophysicists by Industry Type
June 2003



Weekly Hours of Work Based on No. of Employers (93) - June 2003

Figure 5

