

2004 EMPLOYER SALARY SURVEY HIGHLIGHTS

APEGGA extends special thanks to the 138 employers who supplied 9145 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 most of the organizations provide benefits packages which include health care beyond Alberta Health Care (83%), long-term disability (90%), life/accident insurance (91%), drug (90%), and dental (91%) coverage. The average salary increase for all professions was 3.2%. Approximately 72% of the employers offer some type of retirement plan, consisting of a pension plan (42%), RRSP contributions (43%) or both. Further information on other compensation will be made available through the 2004 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 2004 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.
- 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 2004. 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	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	318	0.7%	38,375	31,200	34,846	38,961	42,000	43,800
A	747	3.2%	50,455	44,000	46,992	50,294	54,060	56,952
B	942	2.8%	58,595	49,200	54,034	58,948	63,600	67,368
C	1,438	3.9%	71,128	59,500	65,856	72,228	76,212	80,880
D	1,709	3.4%	87,838	74,400	81,003	88,000	94,265	100,152
E	1,579	3.7%	106,152	88,900	98,291	107,800	115,000	120,480
F	983	3.2%	126,442	101,816	116,400	126,750	136,166	150,000
F+	288	1.4%	150,459	120,494	131,456	143,829	161,110	189,779

Table 2**GEOLOGISTS - ALL INDUSTRIES**

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	17	5.4%	47,259	36,900	40,800	51,000	53,400	55,200
A	50	-0.1%	52,434	41,500	48,000	55,200	57,000	58,000
B	101	4.0%	59,947	47,000	56,511	62,500	65,000	68,062
C	114	7.7%	74,775	65,000	70,500	74,457	79,413	82,020
D	128	5.1%	97,881	81,783	89,428	98,018	104,000	114,816
E	177	3.5%	115,110	102,319	112,000	117,300	120,200	123,900
F	164	1.2%	131,035	117,193	127,100	132,500	138,000	144,000
F+	41	1.8%	157,233	133,536	139,200	144,930	162,596	180,000

Table 3**GEOPHYSICISTS - ALL INDUSTRIES**

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	7	NO DATA REPORTED AT THIS LEVEL						
A	9	-0.3%	52,554	32,000	51,500	53,000	55,800	62,648
B	28	-8.1%	55,330	38,952	43,848	60,191	64,000	64,200
C	44	0.3%	72,115	49,598	70,000	74,000	78,000	82,764
D	58	0.5%	96,915	70,546	90,000	98,000	102,260	117,000
E	91	4.2%	118,880	109,818	117,000	121,000	123,600	127,700
F	97	3.5%	135,432	124,900	131,000	135,200	138,500	144,000
F+	33	-0.9%	153,397	136,415	138,247	150,000	160,980	172,000

Table 4-A CONSULTING SERVICE

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	32	5.8%	32,044	25,800	28,980	31,200	32,200	39,000
A	178	5.4%	44,902	40,560	42,608	45,000	47,500	50,000
B	215	3.2%	50,906	43,000	46,020	50,000	54,690	60,682
C	212	5.7%	59,721	50,000	55,494	59,987	64,896	68,224
D	205	4.5%	75,117	64,500	68,058	74,900	81,000	88,900
E	245	6.1%	90,462	76,003	84,494	90,000	98,000	103,018
F	170	1.4%	104,051	86,507	93,000	103,500	113,002	123,730
F+	60	11.0%	132,636	110,000	119,995	128,340	138,000	152,499

Table 4-B ENGINEERING, PROCUREMENT AND CONSTRUCTION

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	28	0.4%	37,993	31,200	36,400	38,400	40,560	43,200
A	170	-0.3%	50,478	45,760	48,000	50,398	52,941	55,526
B	194	0.7%	59,257	52,000	55,200	58,835	63,128	67,200
C	300	2.4%	72,323	62,040	67,200	72,000	76,960	83,000
D	397	1.7%	89,995	77,000	84,000	90,000	96,000	102,000
E	387	3.1%	108,971	96,949	102,000	108,000	115,200	123,600
F	351	5.4%	129,997	112,800	119,995	126,900	136,080	151,813
F+	91	5.0%	154,301	130,000	137,729	146,652	164,800	192,960

Table 4-C RESOURCE EXPLOITATION (EXCEPT OIL & GAS)

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	3	NO DATA REPORTED AT THIS LEVEL						
A	4	NO DATA REPORTED AT THIS LEVEL						
B	11	-0.8%	57,489	53,600	55,500	58,995	59,696	60,600
C	13	2.4%	71,573	64,800	69,000	72,100	76,176	76,176
D	16	0.3%	85,780	79,050	79,200	85,500	88,285	90,293
E	13	-0.2%	102,894	93,200	99,500	105,500	107,315	107,660
F	7	-7.7%	119,096	111,990	115,500	116,500	124,620	130,790
F+		NO DATA REPORTED AT THIS LEVEL						

Table 4-D RESOURCE EXPLOITATION (OIL & GAS ONLY)

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	165	1.1%	41,015	34,331	37,133	41,400	43,797	50,400
A	227	3.1%	55,232	50,156	53,040	55,600	57,100	59,619
B	338	2.7%	62,759	57,299	60,000	63,000	65,434	68,544
C	406	5.6%	75,654	68,527	71,727	74,900	78,200	82,712
D	587	2.4%	95,322	83,098	88,500	94,140	100,840	108,054
E	798	3.7%	114,984	104,000	109,000	115,000	120,000	124,000
F	556	3.5%	136,436	124,400	129,000	135,000	140,400	152,250
F+	171	2.0%	158,732	135,800	140,000	149,978	165,000	195,000

Table 4-E MANUFACTURING (DURABLES)

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

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	0	NO DATA REPORTED AT THIS LEVEL						
A	12	3.9%	49,428	40,426	41,413	48,000	54,072	54,432
B	24	0.6%	56,840	47,256	48,936	57,680	64,200	64,920
C	33	5.4%	70,215	60,770	66,300	69,600	74,000	78,000
D	17	-3.5%	80,973	64,800	72,312	84,000	87,360	91,000
E	10	-5.9%	97,184	87,975	90,750	93,600	101,982	105,888
F	2	NO DATA REPORTED AT THIS LEVEL						
F+	2	NO DATA REPORTED AT THIS LEVEL						

Table 4-F MANUFACTURING (NON-DURABLES)

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

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	18	-0.3%	37,147	31,980	34,800	38,400	38,640	40,740
A	15	3.7%	51,332	48,420	48,420	52,000	53,600	54,000
B	40	0.3%	57,959	52,644	52,644	57,252	59,700	67,055
C	42	2.8%	70,331	62,256	65,500	70,100	72,246	79,740
D	70	5.5%	84,633	78,456	80,112	83,192	88,000	91,511
E	95	4.5%	98,748	89,916	92,748	96,540	104,508	109,956
F	26	3.8%	122,780	110,509	115,900	123,048	126,852	130,656
F+	6	-8.1%	139,919	128,000	128,553	143,544	146,472	150,864

Table 4-G SERVICE AND CONTROL (NOT FOR PROFIT)

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

Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	5	-3.9%	27384	24770	27318	27318	28756	28756
A	86	9.7%	50194	45984	47114	49500	52989	55000
B	112	11.6%	61865	53329	56495	62000	67301	70666
C	333	7.0%	72853	61908	69589	75456	76212	80600
D	219	6.6%	84412	74313	80769	85620	86730	92000
E	80	2.7%	92202	80866	85819	90606	96852	105000
F	47	2.1%	111422	92898	101013	101816	126500	132000
F+	13	-1.0%	126295	111250	118700	119603	137400	145000

Table 4-H SERVICE AND CONTROL (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 Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	4	NO DATA REPORTED AT THIS LEVEL						
A	4	NO DATA REPORTED AT THIS LEVEL						
B	5	-10.6%	49,921	43,260	47,600	51,572	52,225	54,950
C	7	-11.4%	64,792	49,200	57,300	66,432	72,100	73,668
D	8	0.3%	88,823	75,391	80,808	88,050	94,008	115,000
E	9	-1.1%	101,279	79,800	90,000	110,000	112,766	120,400
F	5	-1.3%	118,087	110,000	120,000	120,000	120,000	120,433
F+	4	NO DATA REPORTED AT THIS LEVEL						

Table 4-I UTILITY (RATE CONTROLLED)

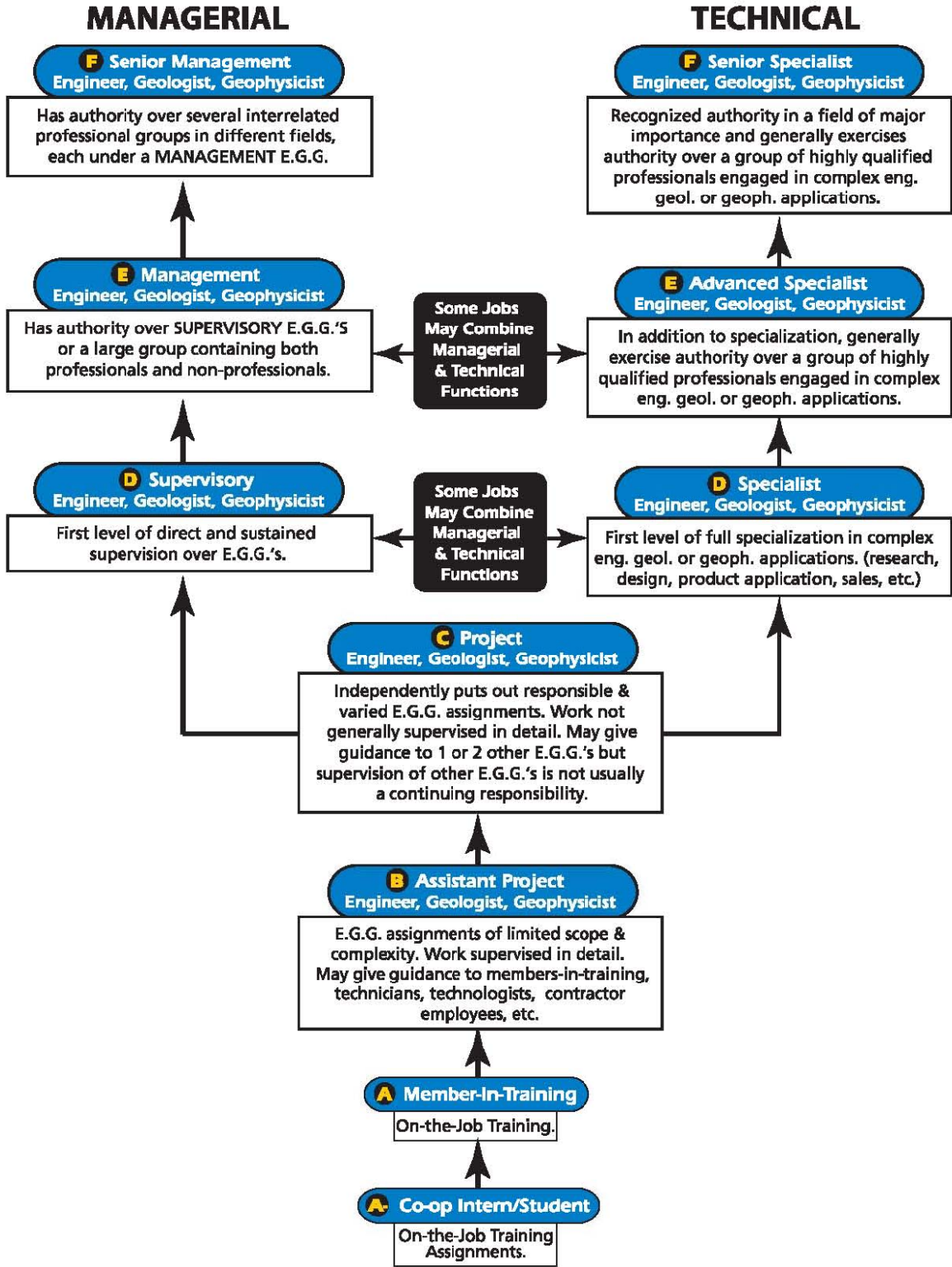
Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	60	1.7%	39,180	34,602	36,018	39,550	41,421	43,267
A	78	2.5%	51,694	46,680	48,120	52,836	54,060	56,784
B	58	0.2%	58,404	51,604	56,076	58,584	61,875	64,320
C	127	4.5%	71,360	58,901	66,046	71,508	76,080	83,892
D	224	5.9%	87,900	74,955	81,530	88,452	93,576	99,408
E	129	6.0%	107,972	91,608	100,248	110,568	114,516	117,888
F	64	3.1%	120,683	99,147	112,320	120,000	131,988	136,740
F+	11	16.7%	151,641	124,020	126,000	132,000	160,000	202,080

Table 4-J ADVANCED TECHNOLOGIES

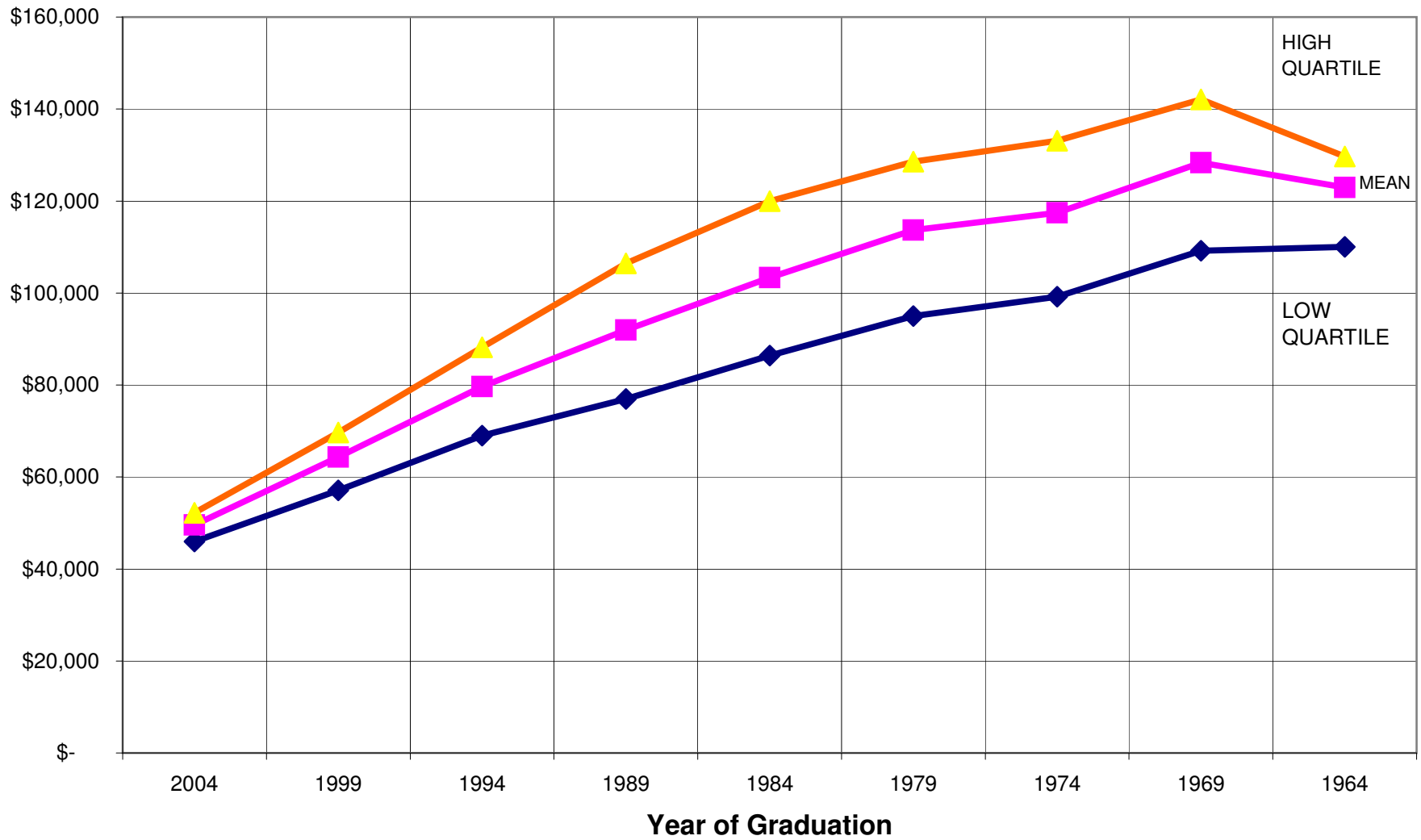
Level	# of Members	Change in Mean 03 - '04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	20	0.9%	36,535	33,600	34,846	34,846	38,400	39,600
A	32	4.6%	49,953	44,000	45,700	48,000	54,000	54,000
B	74	2.8%	57,658	50,967	55,000	57,788	60,472	64,174
C	123	3.8%	72,595	63,000	67,200	73,200	78,308	80,413
D	152	4.2%	89,638	75,920	85,160	92,000	96,140	100,000
E	81	3.5%	108,743	93,600	105,632	112,200	115,400	117,726
F	16	-2.2%	119,173	100,000	105,000	122,764	132,840	135,128
F+	4	NO DATA REPORTED AT THIS LEVEL						

FIGURE 1
Job Classification Guide

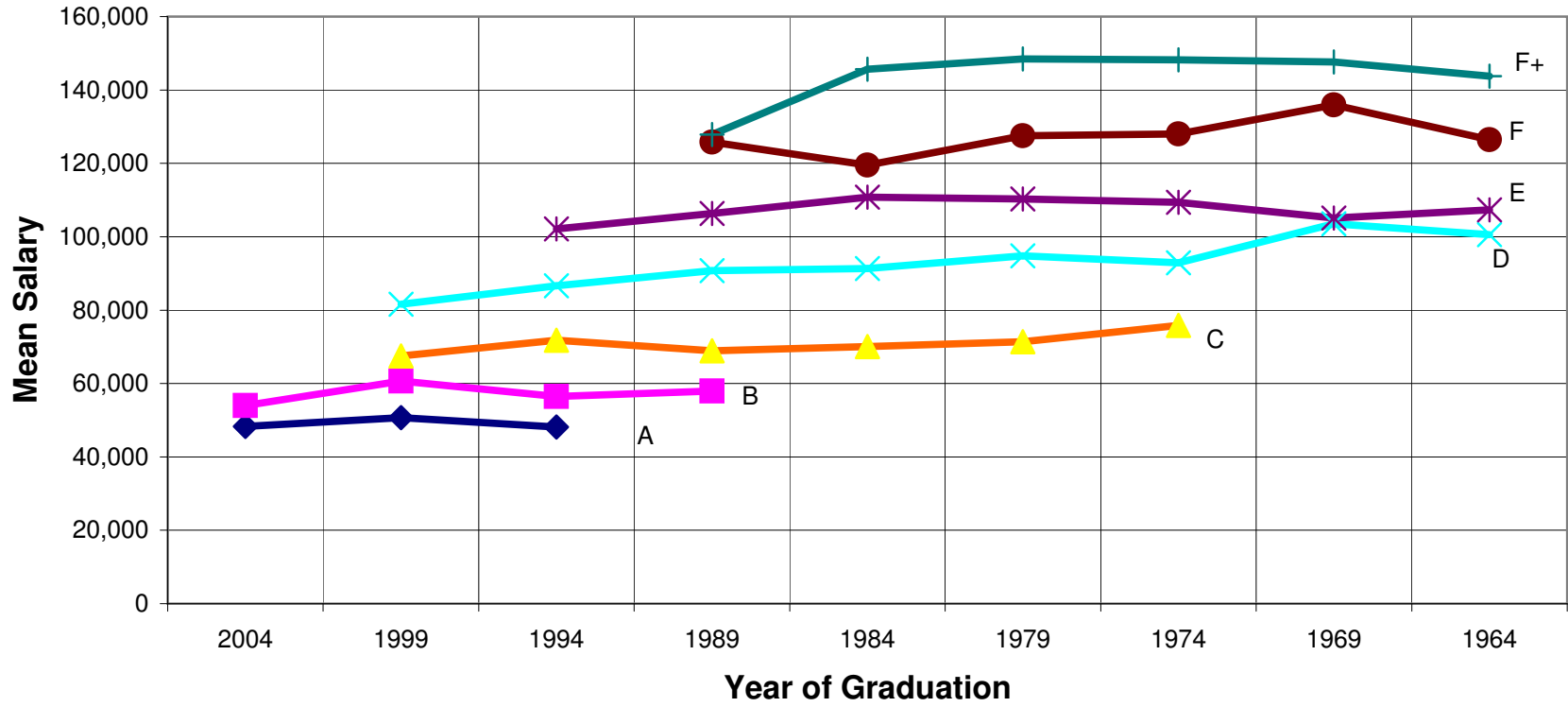
Note: Ideally this Classification Guide applies to large and medium sized corporations or government agencies. However, with some extrapolation, most Engineering, Geological and Geophysical jobs can be classified as shown.



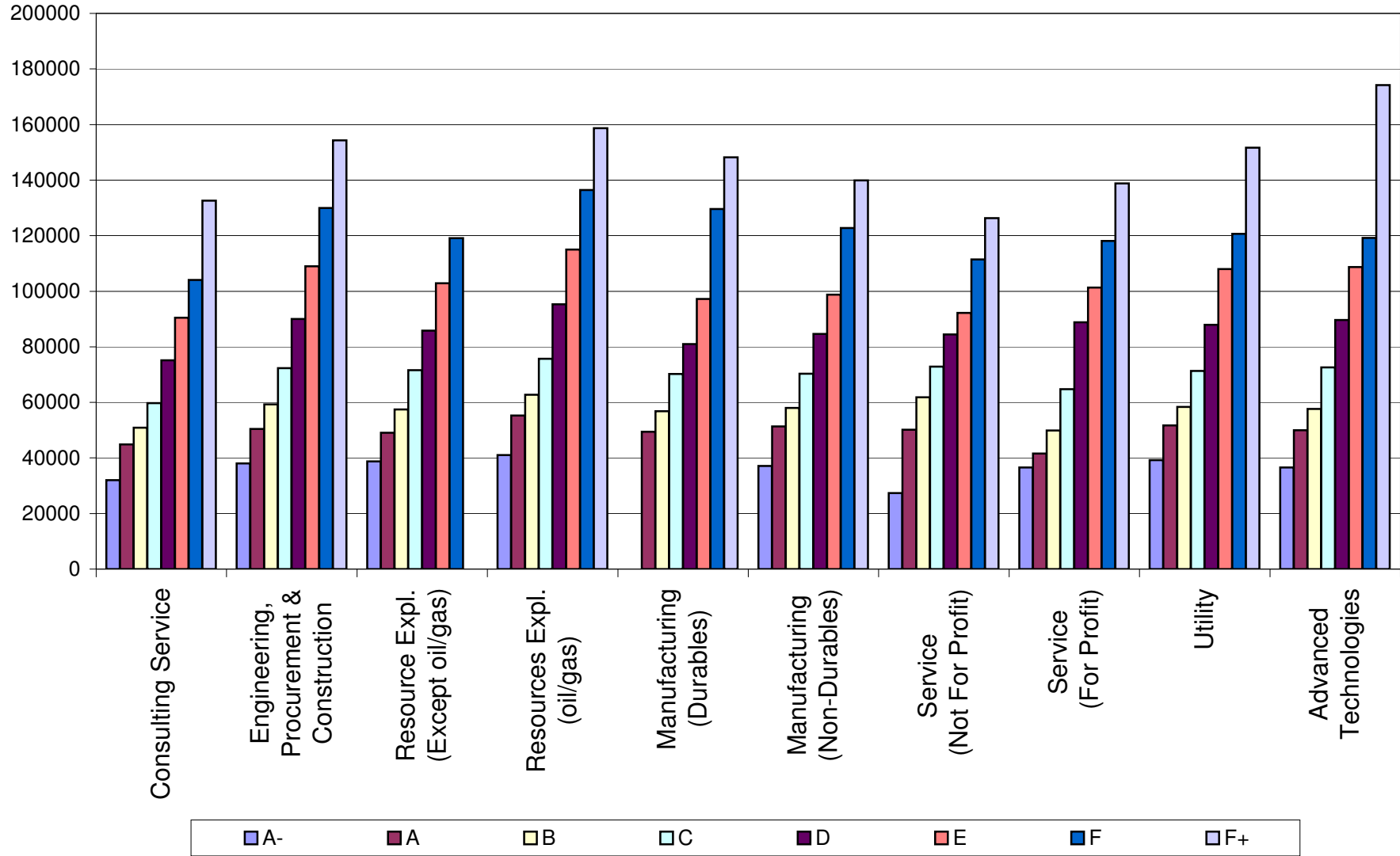
(Figure 2)
Annual Salaries of Eng., Geols., Geophs., by Year of Graduation June 2004



(Figure 3)
Mean Salaries by Year of Graduation and Level of Responsibility
All Professions (Eng., Geol., Geoph.) June 2004



Mean Yearly Salaries of Engineers, Geologists & Geophysicists by Industry Type June 2004



Weekly Hours of Work June 2004

