

# Value of Professional Services 2005



Photo courtesy of Stantec — Clover Creek Project



The Association of Professional Engineers,  
Geologists and Geophysicists of Alberta

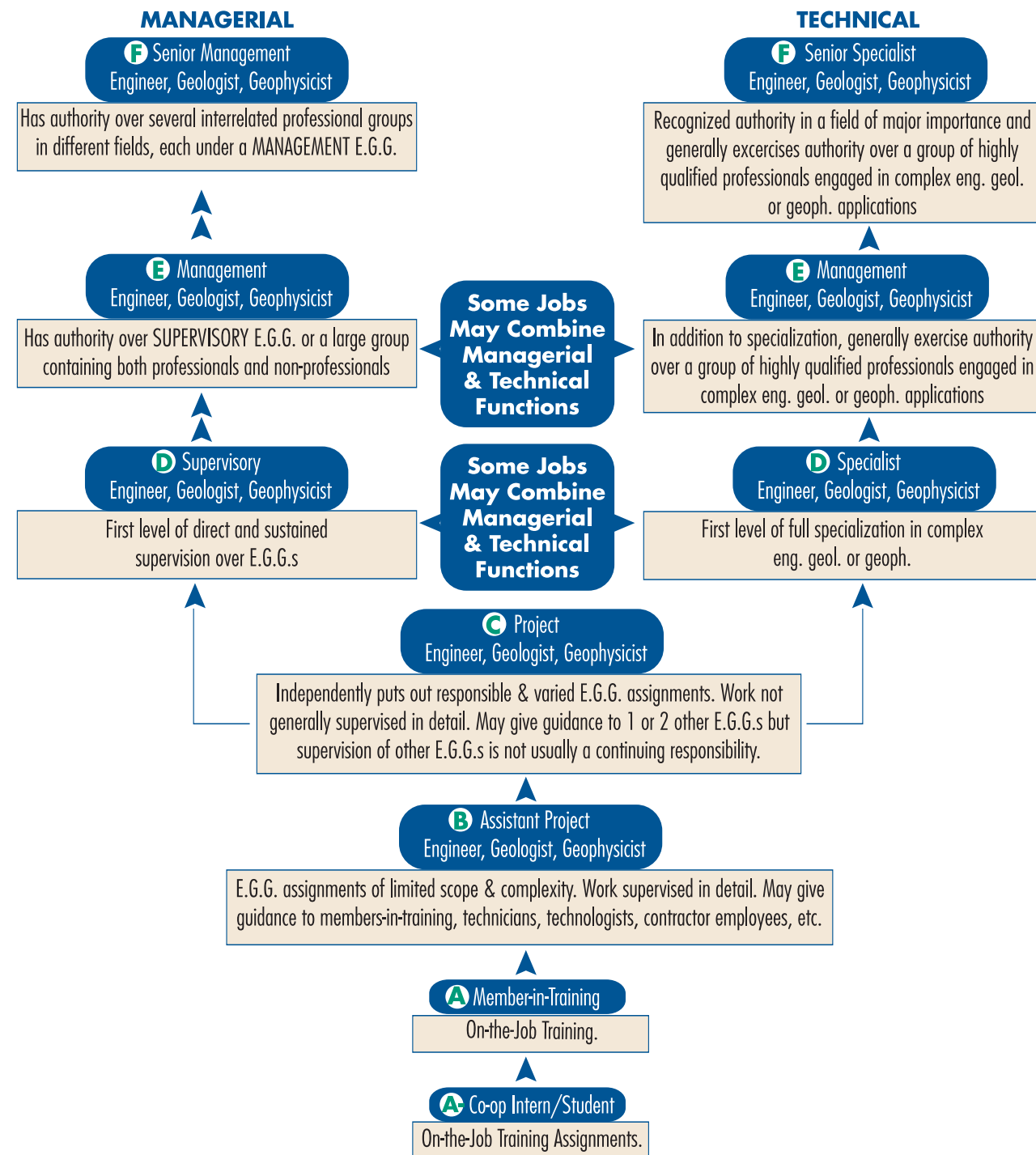


# JUNE 2005 EMPLOYER SALARY SURVEY

## 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 Members	Change in						
		Mean 03-04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	281	-0.6%	38,159	30,649	32,838	38,400	42,600	44,871
A	776	2.6%	51,765	45,000	48,300	52,016	55,200	58,300
B	895	4.0%	60,917	50,213	55,994	61,800	66,500	70,000
C	1,391	3.6%	73,711	61,395	68,000	74,112	79,211	84,432
D	1,774	3.7%	91,113	76,760	84,000	90,660	98,076	105,036
E	1,568	5.9%	112,388	93,236	102,000	113,506	121,817	130,000
F	905	6.9%	135,173	108,000	122,181	135,000	147,800	161,500
F+	251	11.9%	168,348	129,079	142,300	159,500	185,000	223,987

**Table 2**  
GEOLOGISTS - ALL INDUSTRIES

Level	# of Members	Change in						
		Mean 03-04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	35	-0.1%	47,201	41,654	42,600	45,902	50,700	52,650
A	53	3.3%	54,170	45,006	51,000	56,000	58,240	60,800
B	90	6.4%	63,794	52,624	61,400	65,300	68,420	71,000
C	140	1.9%	76,208	62,000	72,052	77,040	81,000	88,000
D	127	0.6%	98,473	80,000	89,100	99,200	107,500	118,111
E	198	7.7%	123,949	111,500	120,000	125,681	131,352	135,039
F	163	4.7%	137,210	114,525	131,871	139,080	146,110	151,980
F+	51	13.1%	177,841	140,600	147,100	167,000	188,023	233,347

**Table 3**  
GEOPHYSICISTS - ALL INDUSTRIES

Level	# of Members	Change in						
		Mean 03-04	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	8	-	47,529	39,300	41,106	53,400	53,400	57,120
A	23	4.1%	54,691	36,960	54,000	56,000	59,834	61,000
B	22	16.5%	64,440	55,000	60,000	66,910	70,000	70,740
C	43	10.5%	79,709	64,374	77,000	82,000	86,000	89,247
D	45	6.1%	102,833	80,922	92,000	104,000	110,200	120,000
E	121	9.4%	130,028	117,650	125,177	130,000	135,475	145,182
F	73	5.7%	143,179	133,944	138,000	142,610	146,542	156,000
F+	35	9.7%	168,208	137,500	145,300	164,390	182,000	189,107

**Table 4-A**  
CONSULTING SERVICE

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	24	0.7%	32,277	27,600	29,250	32,175	32,176	36,000
A	210	5.8%	47,506	39,507	43,689	47,014	50,752	55,000
B	199	5.0%	53,449	45,896	48,745	53,040	56,992	61,116
C	234	5.6%	63,048	52,000	58,500	63,852	68,000	73,080
D	248	6.0%	79,649	66,300	72,000	80,000	86,400	93,450
E	251	6.6%	96,402	81,600	88,800	95,004	103,350	110,725
F	169	12.1%	116,681	93,600	103,500	114,400	126,750	139,080
F+	43	0.9%	133,816	113,880	118,446	132,990	142,123	157,837

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

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	6	-	41,710	36,000	38,542	40,955	45,771	48,191
A	7	-	54,535	50,000	52,000	55,370	56,820	56,820
B	8	3.8%	59,659	56,820	58,000	60,200	62,095	62,209
C	13	2.5%	73,330	67,716	69,880	72,690	76,105	77,250
D	18	5.4%	90,381	81,123	83,473	90,856	93,950	98,325
E	10	3.5%	106,447	96,900	103,500	107,120	109,721	110,476
F	10	2.7%	122,354	113,580	117,150	121,993	123,990	130,000

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

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	57	15.5%	31,622	30,649	30,649	30,649	32,838	35,027
A	56	0.3%	50,330	46,189	48,331	51,000	51,677	53,747
B	47	-2.8%	60,112	53,615	55,818	58,881	65,000	67,500
C	268	-0.3%	72,610	60,000	66,909	75,355	79,211	79,211
D	247	0.0%	84,386	72,331	80,032	84,224	88,982	94,181
E	71	0.8%	92,925	81,000	87,353	93,413	94,782	108,000
F	50	0.7%	112,213	99,521	103,087	105,380	118,918	134,000
F+	12	-4.6%	120,514	100,750	100,750	115,000	131,134	131,134

**Table 4-B**  
ENGINEERING, PROCUREMENT AND CONSTRUCTION

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	16	1.5%	38,574	33,280	35,360	39,000	40,560	42,120
A	194	1.9%	51,454	45,600	49,130	51,600	54,000	56,400
B	186	4.9%	62,177	53,400	57,595	62,400	66,780	70,800
C	286	6.8%	77,251	66,000	70,800	76,800	82,200	88,750
D	361	7.5%	96,759	82,700	89,891	95,992	103,210	111,600
E	443	6.1%	115,605	99,600	105,840	113,400	123,000	131,328
F	270	5.0%	136,503	117,600	124,093	133,560	144,286	162,518
F+	49	8.1%	166,735	135,648	143,400	163,560	181,000	195,000

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

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	126	6.3%	43,581	35,400	40,800	43,504	45,600	51,376
A	243	2.5%	56,590	51,786	54,535	56,500	58,710	61,000
B	352	4.3%	65,447	59,800	62,520	66,000	68,300	70,740
C	454	4.6%	79,112	70,510	74,000	78,000	82,860	88,178
D	592	2.6%	97,843	85,200	89,337	96,500	104,611	111,420
E	805	7.6%	123,765	110,330	116,900	124,000	130,558	136,616
F	542	6.6%	145,433	130,260	137,100	143,700	151,875	165,000
F+	203	14.5%	181,689	145,000	151,000	168,000	200,000	235,000

**Table 4-H**  
SERVICE (FOR PROFIT)

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	4	-	NO DATA REPORTED AT THIS LEVEL					
A	5	-	44,880	43,200	43,200	43,200	46,800	48,000
B	3	-	NO DATA REPORTED AT THIS LEVEL					
C	3	-	NO DATA REPORTED AT THIS LEVEL					
D	5	-1.4%	87,620	82,200	84,000	87,600	91,100	93,200
E	5	9.2%	110,560	96,000	110,400	110,400	113,000	123,000
F	6	-5.9%	111,167	108,000	108,000	108,000	115,000	120,000
F+	3	-	NO DATA REPORTED AT THIS LEVEL					

## 2005 EMPLOYER SALARY SURVEY HIGHLIGHTS

APEGGA extends special thanks to the 134 employers who supplied 9,067 salary data points 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 (90 per cent), long-term disability (87 per cent), life/accident insurance (94 per cent), drug (95 per cent), and dental (94 per cent) coverage. The average salary increase for all professions was 4.9 per cent. Approximately 64 per cent of the employers offer some type of retirement plan, consisting of a pension plan (38 per cent), RRSP contributions (42 per cent) or both.

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 2005 *Value of Professional Services* booklet which will be available to members later this month. In addition to continuing the analysis into total cash compensation, gender equity and the aging of the workforce, this year we will be looking closely at the relationship between the size of an organization and the compensation offered. Contact the Calgary or Edmonton APEGGA office to request a copy, or you can download off the APEGGA Website at [www.apegga.org](http://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 30, 2005. 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 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.

**Table 4-E**  
MANUFACTURING (DURABLES)

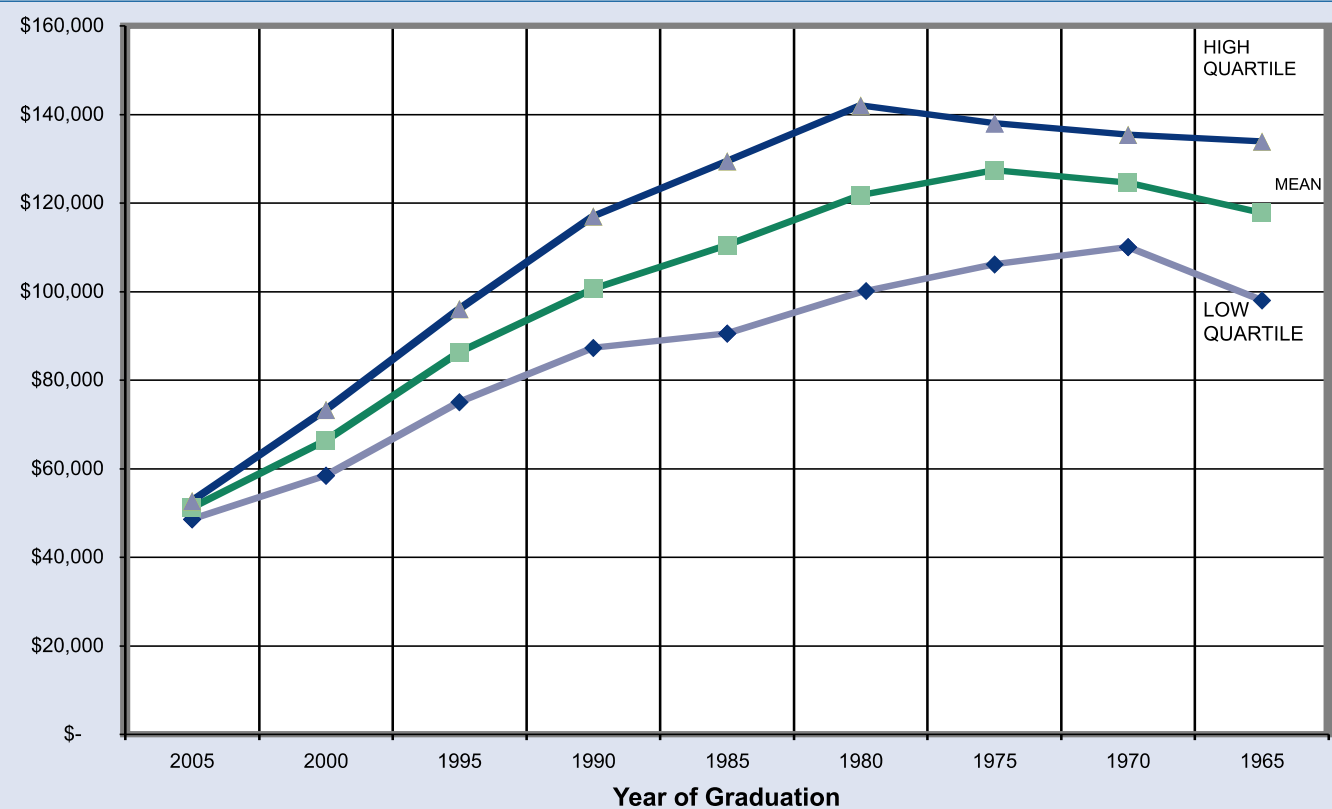
Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A	13	1.9%	50,381	45,900	47,250	50,000	55,000	55,000
B	27	2.3%	58,127	47,000	50,820	57,780	64,000	68,860
C	38	2.6%	72,043	65,000	68,000	72,000	76,000	79,560
D	22	4.2%	84,392	75,560	80,340	84,915	87,000	93,750
E	14	6.1%	103,123	80,000	95,500	103,512	109,262	118,000
F	3	-	NO DATA REPORTED AT THIS LEVEL					
F+	1	-	NO DATA REPORTED AT THIS LEVEL					

**Table 4-I**  
UTILITY (RATE CONTROLLED)

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	61	5.1%	41,194	35,912	37,377	41,037	44,377	44,871
A	74	0.7%	52,031	47,000	49,800	52,296	54,036	55,847
B	57	6.0%	61,921	56,976	59,532	61,368	64,956	66,500
C	110	1.5%	72,444	62,209	68,000	72,330	76,406	83,358
D	216	3.1%	90,650	76,636	82,572	91,416	97,368	103,236
E	121	4.1%	112,401	96,576	104,824	113,880	119,316	124,752
F	53	8.7%	131,158	118,524	121,548	130,896	141,800	145,440
F+	5	57.2%	238,420	186,000	205,200	210,180	255,720	335,000

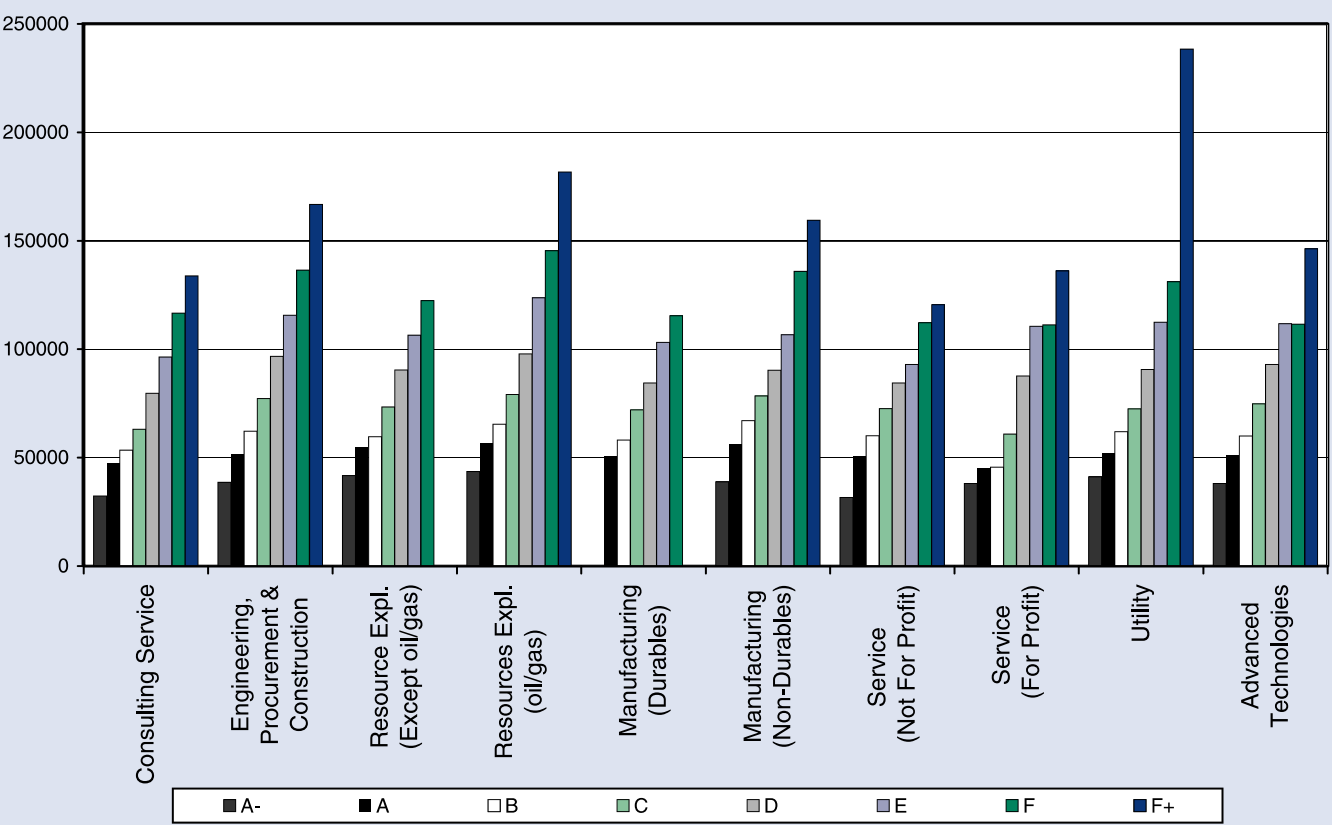
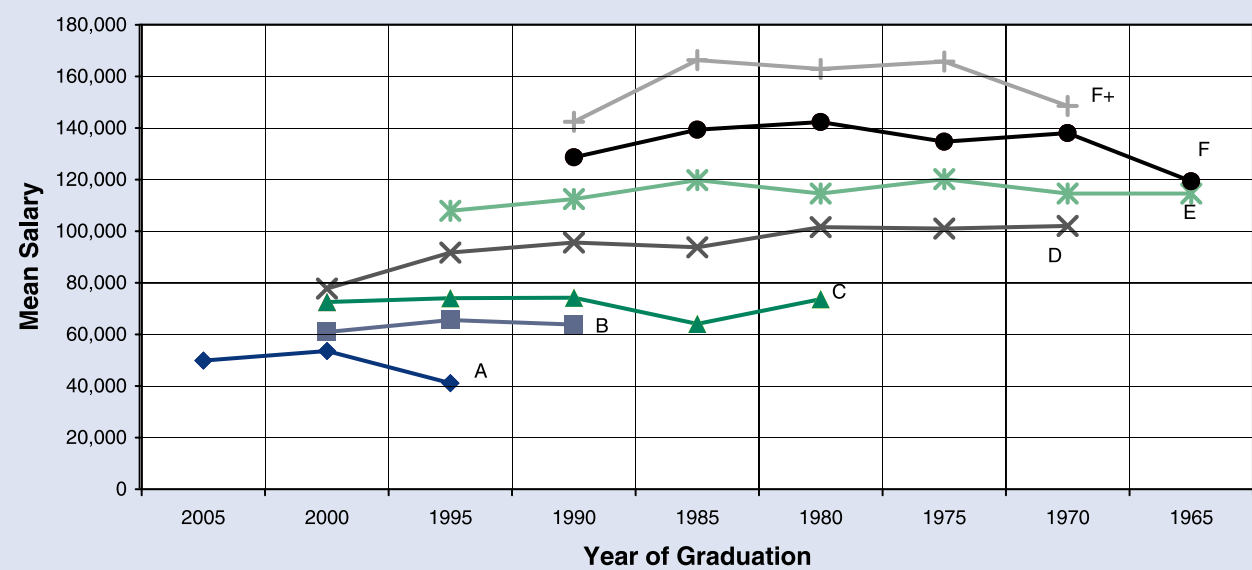
**Table 4-F**  
MANUFACTURING (NON DURABLES)

Level	# of Members	Change in						
		Mean 04-05	Mean \$	D1 \$	Q1 \$	Median \$	Q3 \$	D9 \$
A-	10	4.5%	38,812	34,200	34,200	36,000	39,120	48,688
A	22	9.4%	56,170	52,344	53,600	55,200	57,096	60,500
B	41	15.8%	67,115	59,640	62,292	66,700	71,500	74,900
C	21	11.6%	78,514	70,968	71,662	77,200	83,800	89,700
D								



**FIGURE 2**  
Annual Base Salaries of Engineers, Geologists and Geophysicists, by Year of Graduation June 2005

**FIGURE 3**  
Mean Base Salaries by Year of Graduation and Level of Responsibility All Professions (Engineers, Geologists and Geophysicists) June 2005



**FIGURE 4**  
Mean Base Salaries of Engineers, Geologists and Geophysicists by Industry Type June 2005

**FIGURE 5**  
Weekly Hours of Work June 2005

