



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.

JUNE 200

ANNUAL SALARII

MEAN

\$

42,226

55,408

63,443

77,510

97,377

CHANGE IN

MEAN

05 - 06

10.7%

7.0%

4.1%

5.2%

6.9%

119

97

33

ENGINEERS — ALL INDUSTRIES

\$

37,856

50,376

58,000

70,836

88,900

78,

D1

\$

35,520

45,760

52,200

64,573

81,510

TABLE 1

MEMBERS

416

1,009

1,168

1,750

2,583

2007

2008

2009

LEVEL

A-

Α

В

C

D

MANAGERIAL

F Senior Management Engineer, Geologist, Geophysicist

Has authority over several interrelated professional groups in different fields, each under a MANAGEMENT E.G.G.



Management Engineer, Geologist, Geophysicist

Has authority over SUPERVISORY E.G.G. or a large group containing both professionals and non-professionals



Supervisory Engineer, Geologist, Geophysicist

First level of direct and sustained supervision over E.G.G.s

Some Jobs May Combine Managerial & Technical

Functions

Some Jobs May Combine Managerial & Technical **Functions**

Project Engineer, Geologist, Geophysicist

Independently puts out responsible & varied E.G.G. assignments. Work not generally supervised in detail. May give guidance to 1 or 2 other E.G.G.s but supervision of other E.G.G.s is not usually a continuing responsibility.

> **B** Assistant Project Engineer, Geologist, Geophysicist

E.G.G. assignments of limited scope & complexity. Work supervised in detail. May give guidance to members-in-training, technicians, technologists, contractor employees, etc.



🔼 Co-op Intern/Student

On-the-Job Training Assignments.

TECHNICAL

Senior Specialist Engineer, Geologist, Geophysicist

Recognized authority in a field of major importance and generally excercises authority over a group of highly qualified professionals engaged in complex eng. geol. or geoph. applications

Management Engineer, Geologist, Geophysicist

In addition to specialization, generally exercise authority over a group of highly qualified professionals engaged in complex eng. geol. or geoph. applications

> Specialist Engineer, Geologist, Geophysicist

First level of full specialization in complex eng. geol. or geoph.

Ε 1,992 5.7% 118,806 97,680 108,498 1,188 4.9% 141,769 116,000 129,760 F+ 363 172,017 132,435 150,000 162 TABLE 4 SUMMER, CO-OP AND INTERN STUDI **ALL PROFESSIONS** ANTICIPATED # OF MEAN **GRAD YEAR** MEMBERS \$/HOUR \$/HOUR \$/HOUR \$/H0 2006 26 25.07 18.18 20.05

22.07

20.70

18.53

17.95

17.09

16.55

20

18

17.25

22.5

20.5

19.0

TABLE 5-C RESOURCE EXPLOITATION (EXCEPT OIL CHANGE IN # OF MEAN LEVEL MEAN **MEMBERS** \$ 05 - 06 -2.9% 40,500 INSUFFICIENT RESPO Α 11 4.6% 57,059 54,000 55,370 В 11 2.9% 61,414 60,000 60,000 C 11 1% 74,030 69,900 69,900 73, D 21 3.1% 93,149 84,500 88,500 Ε 14 105,800 110,000 111 4.8% 111,546 F 11 9.1% 132 133,513 123,250 125,678 F+ 2 INSUFFICIENT RESPO

2006 EMPLOYER SALARY SURVEY HIGHLIGHTS

APEGGA extends special thanks to the 156 employers who supplied 11,818 salary data points for our annual survey of engineering, geological and geophysical positions. In response to requests from employers to obtain survey information earlier in the budgeting process, the Survey was conducted one month earlier than in previous years (salaries reported are as of May 31 instead of June 30). This shift, along with a general increased interest in professional salaries, has made this year's Survey our largest ever, with 16 per cent more companies reporting 30 per cent more salaries than in 2005.

Participating organizations provided salary information based on the level of responsibility of each employee's position, data on year of graduation and gender of the employee (if available), and information on the industry and size of the organization. The average base salary for all members (including students) based on the responses received increased by 4.8 per cent over 2005, to \$97,467. Selected highlights from this year's survey are given in the tables and figures that follow. New this year is a breakdown of salaries paid to Co-op, summer, and intern students, reported as an hourly wage, and based on the expected year of graduation.

The complete results of the survey will be published in the 2006 Value of Professional Services booklet which will be available to members later this month. Contact the Calgary or Edmonton APEGGA office to request a copy, or you can

download a PDF copy for free 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
- 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 levelof-responsibility concept.

SURVEY NOTES

The salaries quoted are BASE salaries in effect as of May 31, 2006. The salaries include cost-of-living allowances and bonuses which have a continuing relationship to

TABLE 5-F

_							
			MA	NUFACTL	JRING (N	ON DURA	BLE
	LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	WEI
	Α-	12	-1.1%	38,373	35,640	35,640	38,
	А	15	1.2%	56,826	55,000	55,200	55,
	В	43	0.0%	67,108	60,864	62,700	65,
	C	59	1.3%	79,544	70,836	74,760	78,
	D	101	3.9%	93,793	86,316	91,068	95,
	Е	100	2.4%	109,203	100,032	101,352	109
	F	47	-6.1%	127,677	116,628	116,628	122
	F+	14	5.0%	167,478	147,048	161,400	166

salary. Commissions, fringe benefits, profit included. Total cash compensation figures in the full report, The Value of Professional

 The statistical measures used in compiling to median, quartiles (Q3, Q1), deciles (D9, D The median salary is the salary at which 50 respondent salaries are higher and 50 per c The Q3 salary is the salary at which 25 per respondent salaries are higher and 75 per c The D9 salary has 10 per cent of the salarie per cent lower.

6 EMPLOYER SALARY SURVEY

ES BY LEVEL OF RESPONSIBILITY

IAN	Q3	D9	
	\$	\$	
00	46,320	49,338	
00	60,000	64,159	
00	69,225	73,756	
85	84,012	88,958	
64	105,492	113,880	
000	129,600	136,800	
000	153,267	165,240	
900	183,030	214,152	

TAB	SLE 2									
	GEOLOGISTS — ALL INDUSTRIES									
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$		
A-	31	6.2%	50,131	43,800	43,800	48,649	56,400	57,304		
A	82	6.9%	57,930	45,000	55,200	60,000	63,000	65,000		
В	108	6.2%	67,731	57,200	65,500	69,000	72,108	74,564		
C	147	7.3%	81,763	69,600	77,400	82,000	86,000	90,000		
D	144	6.8%	105,168	89,600	95,000	104,040	115,891	124,620		
E	216	4.7%	129,721	112,358	126,394	132,000	137,760	142,000		
F	165	7.8%	147,958	120,732	143,119	149,000	154,700	170,000		
F+	60	-4.1%	170,558	130,000	155,000	161,248	180,400	200,100		

TAI	BLE 3										
	GEOPHYSICISTS — ALL INDUSTRIES										
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$			
A-	19	3.9%	49,387	42,600	45,600	48,000	53,352	56,400			
Α	18	7.1%	58,599	50,336	59,000	60,500	61,500	63,200			
В	31	0.6%	64,802	50,000	65,040	67,000	70,000	73,000			
C	49	2.0%	81,311	66,000	74,460	82,100	89,000	93,504			
D	51	1.3%	104,190	86,587	95,264	102,000	111,250	117,000			
E	113	3.8%	134,915	120,000	130,000	136,000	140,300	146,765			
F	93	5.2%	150,656	140,640	146,200	150,000	154,000	158,400			
F+	22	-2.8%	163,559	145,800	150,000	155,000	166,700	194,300			

NT:	5		
AN UR	Q3 \$/HOUR	D9 \$/HOUR	
2	28.41	29	
57	24.23	24.62	
0	23.65	24.04	
)4	19.90	20.51	

I A	RFF 2-Y							
	ENGINEE	RING, GE	OLOGICA	L, GEOPI	HYSICAL	CONSULT	ING SERV	/ICE
LEVE	L # OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
Α-	20	14.0%	36,806	31,200	31,200	36,000	41,600	42,000
А	239	5.3%	50,019	42,003	45,006	49,200	53,000	56,998
В	274	4.2%	55,705	47,014	50,790	55,965	60,002	65,000
C	263	5.1%	66,259	56,992	61,006	66,000	70,610	76,380
D	271	4.1%	82,951	70,005	75,296	83,000	89,484	96,200
E	280	5.2%	101,403	85,904	92,250	100,526	109,392	118,352
F	171	2.9%	120,106	95,400	105,008	116,002	131,000	149,000
F+	57	4.7%	140,083	115,024	120,557	132,000	145,800	165,729

IAB	LE 5-B							
	El	NGINEERI	NG, PRO	CUREMEI	NT AND C	ONSTRU	CTION	
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	68	6.6%	41,103	34,560	37,300	40,000	45,760	46,320
Α	270	6.5%	54,788	48,000	51,600	54,180	57,600	61,200
В	298	3.5%	64,336	56,000	59,600	63,600	68,400	73,200
C	396	1.9%	78,738	67,600	72,600	78,000	84,000	91,200
D	544	4.3%	100,966	86,400	93,000	100,000	108,000	114,890
Е	549	5.1%	121,516	105,200	112,800	120,640	129,419	136,800
F	413	6.4%	145,214	125,000	132,000	142,158	155,000	168,000
F+	114	0.2%	167,100	138,408	150,500	160,200	178,214	200,000

& GAS)									
IAN	Q3 \$	D9 \$							
NSES	AT THIS LEVEL								
310	58,810	58,810							
000	62,307	63,100							
100	76,340	80,110							
700	97,150	100,263							
671	113,705	115,000							
010	136,056	137,800							
NSES	AT THIS LEVEL								

IAI	DLE D-D							
		RESOU	RCE EXPI	OITATIO	N (OIL &	GAS ONL	.Y)	
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
Α-	254	4.0%	45,346	37,178	41,323	45,600	49,200	52,202
A	326	8.6%	61,442	57,000	60,000	61,400	64,000	66,525
В	433	6.8%	69,896	63,000	66,500	70,000	73,069	76,389
C	585	5.5%	83,430	75,000	78,920	82,516	86,740	92,000
D	947	7.9%	105,564	91,400	97,000	104,911	112,814	121,727
E	983	5.1%	130,135	116,000	124,000	130,800	136,700	142,845
F	645	4.3%	151,692	136,000	144,000	150,000	157,930	170,520
F+	233	-0.8%	180,254	150,000	156,500	170,898	187,430	215,000

IAB	Lt 5-t								
MANUFACTURING (DURABLES)									
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$	
A-	3	-25.3%	37,620	INSUFI	FICIENT RESPO	NSES AT THIS	S LEVEL		
Α	11	-10.2%	52,205	48,880	49,200	50,800	52,200	54,000	
В	7	-23.2%	55,304	50,000	52,000	53,000	60,000	62,204	
C	19	-16.6%	70,364	60,000	63,840	65,573	72,000	87,605	
D	12	-18.9%	83,607	67,400	72,010	84,000	94,075	95,977	
E	17	_	99,193	82,000	91,059	100,000	104,897	110,224	
F	9	_	115,982	90,600	109,100	115,200	125,500	138,000	
F+	1	_	INSUFFICIENT RESPONSES AT THIS LEVEL						

S)		
DIAN Ş	Q3 \$	D9 \$
400	39,600	39,900
392	58,600	60,000
800	68,496	72,132
696	85,000	90,156
599	95,904	106,400
,536	111,144	123,000
,460	135,888	139,968
,320	167,880	176,500

IABI	LE 5-G							
		SERVI	CE AND (CONTROL	(NOT FO	R PROFI	Γ)	
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
Α-	19	15.3%	36,471	29,774	31,694	36,116	40,370	42,812
A	97	13.3%	57,021	50,000	52,704	56,784	61,512	64,944
В	63	-0.3%	59,904	51,764	53,556	55,963	65,784	73,008
C	323	6.3%	77,216	64,573	70,500	80,500	84,012	84,012
D	440	5.9%	89,357	73,889	82,623	90,885	95,880	105,492
E	133	11.7%	103,796	86,736	94,766	100,737	111,491	126,132
F	54	10.3%	123,745	104,244	108,541	120,406	135,068	145,000
F+	6	36.6%	164,621		INSUFFICIENT	RESPONSES	AT THIS LEVEL	

SERVICE (FOR PROFIT)								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	11	_	40,332	36,000	36,936	40,872	41,000	46,764
Α	38	18.9%	53,363	43,200	43,200	56,112	56,928	60,288
В	35	_	60,904	47,652	50,052	64,224	67,232	67,608
C	58	_	80,334	72,444	75,040	77,880	87,120	92,208
D	105	15.8%	101,446	86,496	93,168	101,592	105,684	117,000
E	103	11.1%	122,861	108,474	116,880	124,440	129,900	133,09
F	35	33.0%	147,881	140,016	143,712	148,740	152,900	156,900
F+	7	_	195,293	116,790	128,544	157,000	270,000	286,00

sharing are not will be available Services 2006.

the tables are the 1) and average. per cent of the ent are lower. cent of the ent are lower. s higher and 90

TABLE 5-I									
UTILITY (RATE CONTROLLED)									
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$	
Α-	59	3.7%	42,730	37,340	40,779	42,680	44,010	46,690	
Α	54	4.0%	54,092	49,500	51,600	53,640	56,424	58,584	
В	52	-1.3%	61,097	53,088	56,400	60,700	66,768	69,000	
C	78	2.0%	73,898	65,300	70,044	73,000	78,312	80,400	
D	163	3.9%	94,183	83,304	87,000	93,200	99,600	107,600	
E	56	-0.5%	111,823	101,200	102,900	111,972	118,440	121,500	
F	37	0.7%	132,073	116,028	126,660	130,728	137,000	141,700	
F+	3	4.9%	250,000	000 INSUFFICIENT RESPONSES AT THIS LEVEL					

IABLE 5-J										
ADVANCED TECHNOLOGIES										
LEVEL	# OF MEMBERS	CHANGE IN MEAN 05 - 06	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$		
Α-	16	1.1%	38,539	36,000	36,000	37,966	39,507	41,086		
Α	48	-2.0%	50,012	43,000	47,000	49,500	53,820	55,844		
В	91	4.3%	62,572	55,000	59,808	62,484	66,657	70,298		
С	154	4.3%	78,077	69,525	73,976	78,996	82,056	84,838		
D	174	4.2%	96,865	84,708	92,809	98,092	102,968	105,760		
E	86	4.1%	116,388	98,000	109,581	118,039	124,372	128,642		
F	24	20.8%	134,755	115,142	124,901	131,820	144,900	152,089		
F+	8	17.1%	171,254	132,435	149,994	177,606	195,000	220,000		

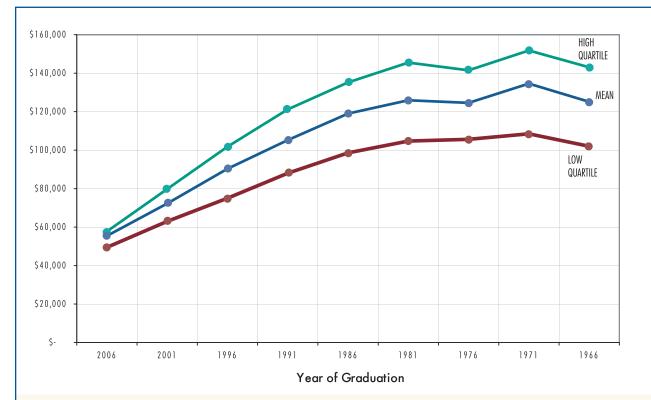


FIGURE 2

ANNUAL SALARIES OF ENGINEERS, GEOLOGISTS
AND GEOPHYSICISTS BY YEAR OF GRADUATION
MAY 2006

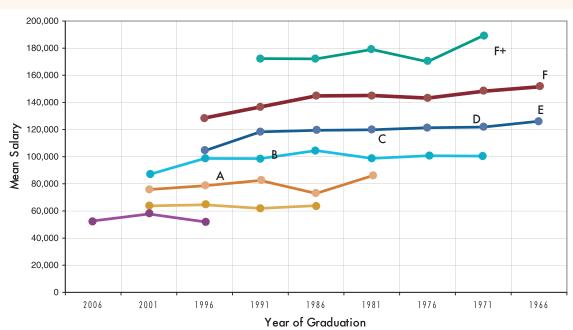


FIGURE 3

MEAN SALARIES BY YEAR OF GRADUATION
AND LEVEL OF RESPONSIBILITY
ALL PROFESSIONS (ENGINEERS,
GEOLOGISTS AND GEOPHYSICISTS
MAY 2006

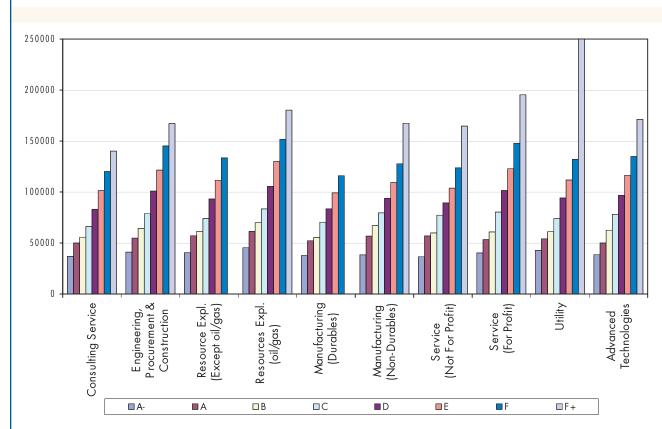


FIGURE 4

MEAN ANNUAL BASE SALARIES OF ENGINEERS,
GEOLOGISTS AND GEOPHYSICISTS BY INDUSTRY TYPE
MAY 2006

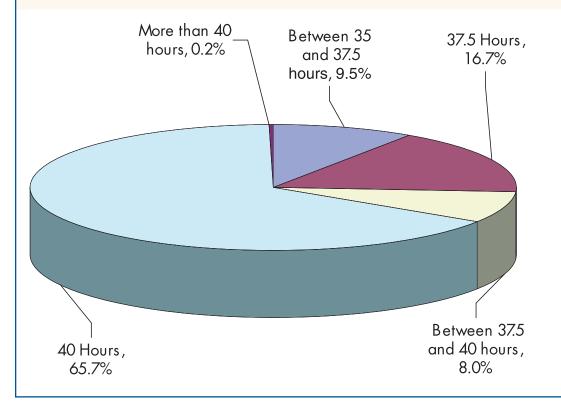


FIGURE 5

WEEKLY HOURS OF WORK
MAY 2006