

The Association of Professional Engineers, APEGGA Geologists and Geophysicists of Alberta


## 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 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 May 31, 2006. The salaries include cost-of-living allowances and bonuses which have a continuing relationship to

| TABLE 1 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ENGINEERS - ALL INDUSTRIES |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | $\begin{aligned} & \text { CHANGE IN } \\ & \text { MEAN } \\ & 05.06 \end{aligned}$ | $\stackrel{\text { MEAN }}{\$}$ | $\begin{aligned} & \text { DI } \\ & \$ \end{aligned}$ | $\begin{aligned} & \text { Q1 } \\ & \$ \end{aligned}$ | MEI |
| A. | 416 | 10.7\% | 42,226 | 35,520 | 37,856 | 42, |
| A | 1,009 | 7.0\% | 55,408 | 45,760 | 50,376 | 55, |
| B | 1,168 | 4.1\% | 63,443 | 52,200 | 58,000 | 63, |
| C | 1,750 | 5.2\% | 77,510 | 64,573 | 70,836 | 78 |
| D | 2,583 | 6.9\% | 97,377 | 81,510 | 88,900 | 96, |
| E | 1,992 | 5.7\% | 118,806 | 97,680 | 108,498 | 120 |
| F | 1,188 | 4.9\% | 141,769 | 116,000 | 129,760 | 142 |
| F+ | 363 | 2.2\% | 172,017 | 132,435 | 150,000 | 162 |


| TABLE 4 |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | SUMMER, CO-OP AND INTERN STUDI |  |  |  |  |  |  |  |
|  | ALL PROFESSIONS |  |  |  |  |  |  |  |


| TABLE 5-C |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| RESOURCE EXPLOITATION (EXCEPT OIL |  |  |  |  |  |
| LEVEL | $\begin{aligned} & \text { \# OF } \\ & \text { MEMBERS } \end{aligned}$ | $\begin{gathered} \text { CHANGE IN } \\ \text { MEAN } \\ 05-06 \end{gathered}$ | $\stackrel{\text { MEAN }}{\$}$ | $\begin{aligned} & \text { DI } \\ & \$ \end{aligned}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ |
| A. | 4 | -2.9\% | 40,500 |  | INSUFFIIIENT RESP |
| A | 11 | 4.6\% | 57,059 | 54,000 | 55,370 |
| B | 11 | 2.9\% | 61,414 | 60,000 | 60,000 |
| C | 11 | 1\% | 74,030 | 69,900 | 69,900 |
| D | 21 | 3.1\% | 93,149 | 84,500 | 88,500 |
| E | 14 | 4.8\% | 111,546 | 105,800 | 110,000 |
| F | 11 | 9.1\% | 133,513 | 123,250 | 125,678 132 |
| F+ | 2 | - |  |  | INSUFFICIENT RE |


| TABLE 5-F |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| MANUFACTURING (NON DURABLE |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | $\begin{aligned} & \text { CHANGE IN } \\ & \text { MEAN } \\ & 05.06 \end{aligned}$ | $\begin{gathered} \text { Meav } \\ \$ \end{gathered}$ | $\begin{aligned} & 01 \\ & \$ \end{aligned}$ | $\begin{aligned} & \text { Q1 } \\ & \$ \end{aligned}$ | MEL |
| A. | 12 | -1.1\% | 38,373 | 35,640 | 35,640 | 38, |
| A | 15 | 1.2\% | 56,826 | 55,000 | 55,200 | 55, |
| B | 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, |
| E | 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 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

## S BY LEVEL OF RESPONSIBILITY

|  |  |  |
| :---: | :---: | :---: |
|  |  |  |
| IAN | Q3 | D9 |
|  | $\$$ | $\$$ |
| 000 | 46,320 | 49,338 |
| 200 | 60,000 | 64,159 |
| 600 | 69,225 | 73,756 |
| 285 | 84,012 | 88,958 |
| 864 | 105,492 | 113,880 |
| 000 | 129,600 | 136,800 |
| 000 | 153,267 | 165,240 |
| 900 | 183,030 | 214,152 |


| TABLE 2 |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| GEOLOGISTS - ALL INDUSTRIES |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{aligned} & \text { \# OF } \\ & \text { MEMBERS } \end{aligned}$ | CHANGE IN MEAN 05-06 | $\stackrel{\text { MEAN }}{\$}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | MEDIAN \$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| 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 |
| B | 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 |


| TABLE 3 |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| GEOPHYSICISTS - ALL INDUSTRIES |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | $\begin{gathered} \text { CHANGE IN } \\ \text { MEAN } \\ 05-06 \end{gathered}$ | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{aligned} & \text { Q1 } \\ & \$ \end{aligned}$ | MEDIAN \$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} D 9 \\ \$ \end{gathered}$ |
| A- | 19 | 3.9\% | 49,387 | 42,600 | 45,600 | 48,000 | 53,352 | 56,400 |
| A | 18 | 7.1\% | 58,599 | 50,336 | 59,000 | 60,500 | 61,500 | 63,200 |
| B | 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 |


| TABLE 5-A |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | ENGINEERING, GEOLOGICAL, GEOPHYSICAL CONSULTING SERVICE |  |  |  |  |  |  |  |


| TABLE 5-B |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ENGINEERING, PROCUREMENT AND CONSTRUCTION |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | CHANGE IN MEAN 05-06 | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | MEDIAN \$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| A- | 68 | 6.6\% | 41,103 | 34,560 | 37,300 | 40,000 | 45,760 | 46,320 |
| A | 270 | 6.5\% | 54,788 | 48,000 | 51,600 | 54,180 | 57,600 | 61,200 |
| B | 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 |
| E | 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 |


| TABLE 5-D |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| RESOURCE EXPLOITATION (OIL \& GAS ONLY) |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | CHANGE IN MEAN 05-06 | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | MEDIAN \$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| A. | 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 |
| B | 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 |


| TABLE 5-E |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| MANUFACTURING (DURABLES) |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | CHANGE IN MEAN 05-06 | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { DI } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { MEDIAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| A- | 3 | -25.3\% | 37,620 | INSUF | CIENT RESP | NSES AT THIS | LEVEL |  |
| A | 11 | -10.2\% | 52,205 | 48,880 | 49,200 | 50,800 | 52,200 | 54,000 |
| B | 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 | - |  | INSUF | CIENT RESP | NSES AT THS | LEVEL |  |


| TABLE 5-G |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| SERVICE AND CONTROL (NOT FOR PROFIT) |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | CHANGE IN MEAN 05-06 | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { MEDIAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| A- | 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 |
| B | 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 |  | INSUFFICIEN | RESPONSES | T THIS LEVE |  |


| TABLE 5-H |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| SERVICE (FOR PROFIT) |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | CHANGE IN MEAN $05-06$ | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | MEDIAN \$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| A- | 11 | - | 40,332 | 36,000 | 36,936 | 40,872 | 41,000 | 46,764 |
| A | 38 | 18.9\% | 53,363 | 43,200 | 43,200 | 56,112 | 56,928 | 60,288 |
| B | 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 | 133,092 |
| 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 | 286,000 |


| TABLE 5-I |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| UTILITY (RATE CONTROLLED) |  |  |  |  |  |  |  |  |
| LEVEL | \# OF MEMBERS | CHANGE IN MEAN 05-06 | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | MEDIAN \$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| A- | 59 | 3.7\% | 42,730 | 37,340 | 40,779 | 42,680 | 44,010 | 46,690 |
| A | 54 | 4.0\% | 54,092 | 49,500 | 51,600 | 53,640 | 56,424 | 58,584 |
| B | 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 |  | INSUFFIIIENT | RESPONSES | THIS LEVE |  |


| TABLE 5-J |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ADVANCED TECHNOLOGIES |  |  |  |  |  |  |  |  |
| LEVEL | $\begin{gathered} \text { \# OF } \\ \text { MEMBERS } \end{gathered}$ | CHANGE IN MEAN 05-06 | $\begin{gathered} \text { MEAN } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D1 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { Q1 } \\ \$ \end{gathered}$ | MEDIAN \$ | $\begin{gathered} \text { Q3 } \\ \$ \end{gathered}$ | $\begin{gathered} \text { D9 } \\ \$ \end{gathered}$ |
| A. | 16 | 1.1\% | 38,539 | 36,000 | 36,000 | 37,966 | 39,507 | 41,086 |
| A | 48 | -2.0\% | 50,012 | 43,000 | 47,000 | 49,500 | 53,820 | 55,844 |
| B | 91 | 4.3\% | 62,572 | 55,000 | 59,808 | 62,484 | 66,657 | 70,298 |
| C | 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 RESPONSIBLIITY ALL PROFESSIONS (ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS MAY 2006

FIGURE 4
MEAN ANNUAL BASE SALARIES OF ENGINEERS, GEOLOGISTS AND GEOPHYSIIISTS BY INDUSTRY TYPE

MAY 2006

FIGURE 5 WEEKLY HOURS OF WORK

## MAY 2006

Between 37.5
and 40 hours, 8.0\%

