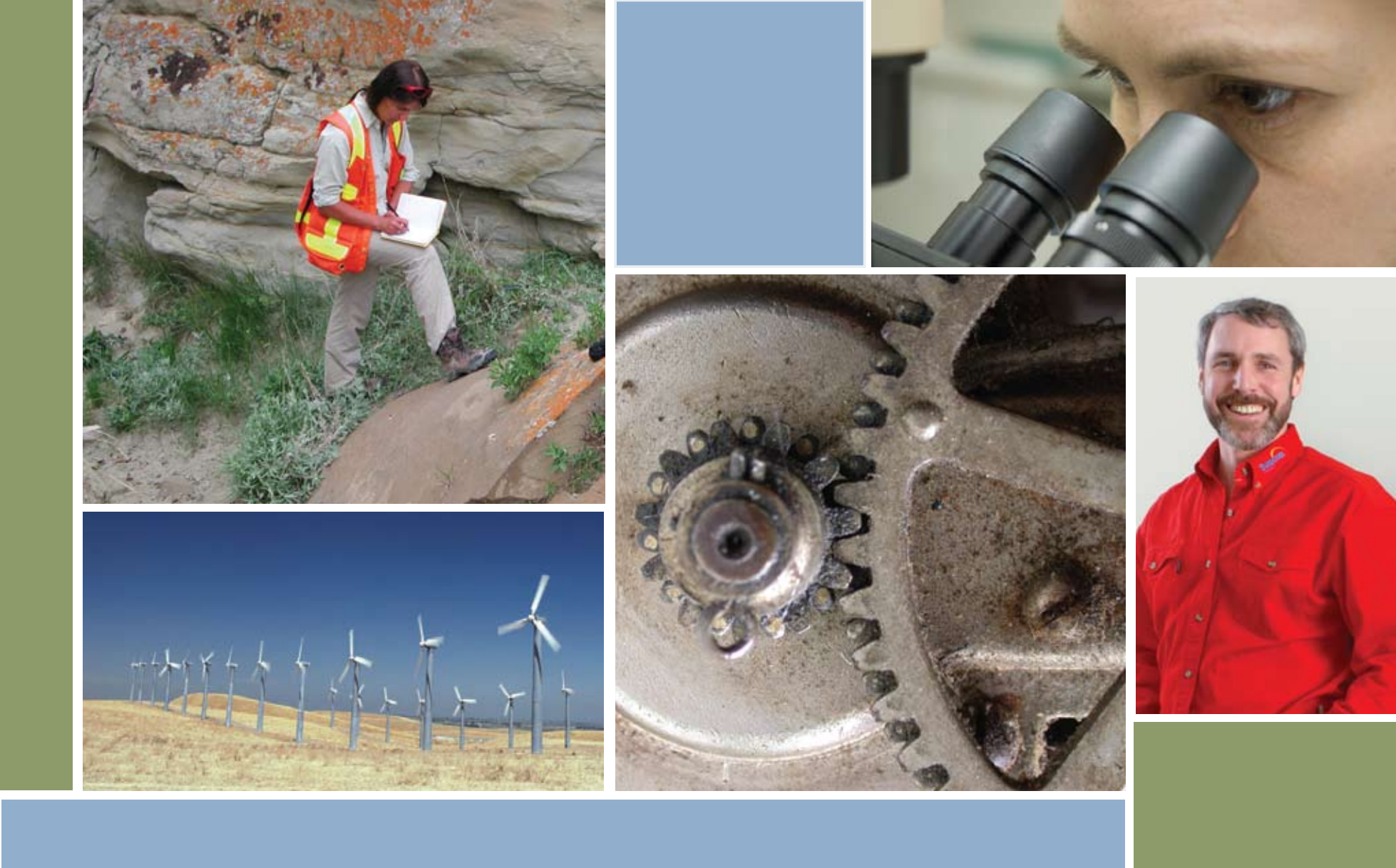


# 2008 Value of Professional Services



The Association of Professional Engineers,  
Geologists and Geophysicists of Alberta

## 2008 EMPLOYER SALARY SURVEY HIGHLIGHTS

The 2008 Value of Professional Services would like to thank all those that have contributed in the past and to the 164 employers that took part this year. This year the survey experienced growth in participation of employers by nearly 25% from 2007. A total of 12,296 individual salary data points were collected from Alberta's engineers, geologists and geophysicists, an increase in data point by nearly 11% over 2007, this in-turn represents nearly 20% of registered APEGGA members.

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 5.4% over 2007. 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 *Value of Professional Services 2008* 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](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.
- Total Cash 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.

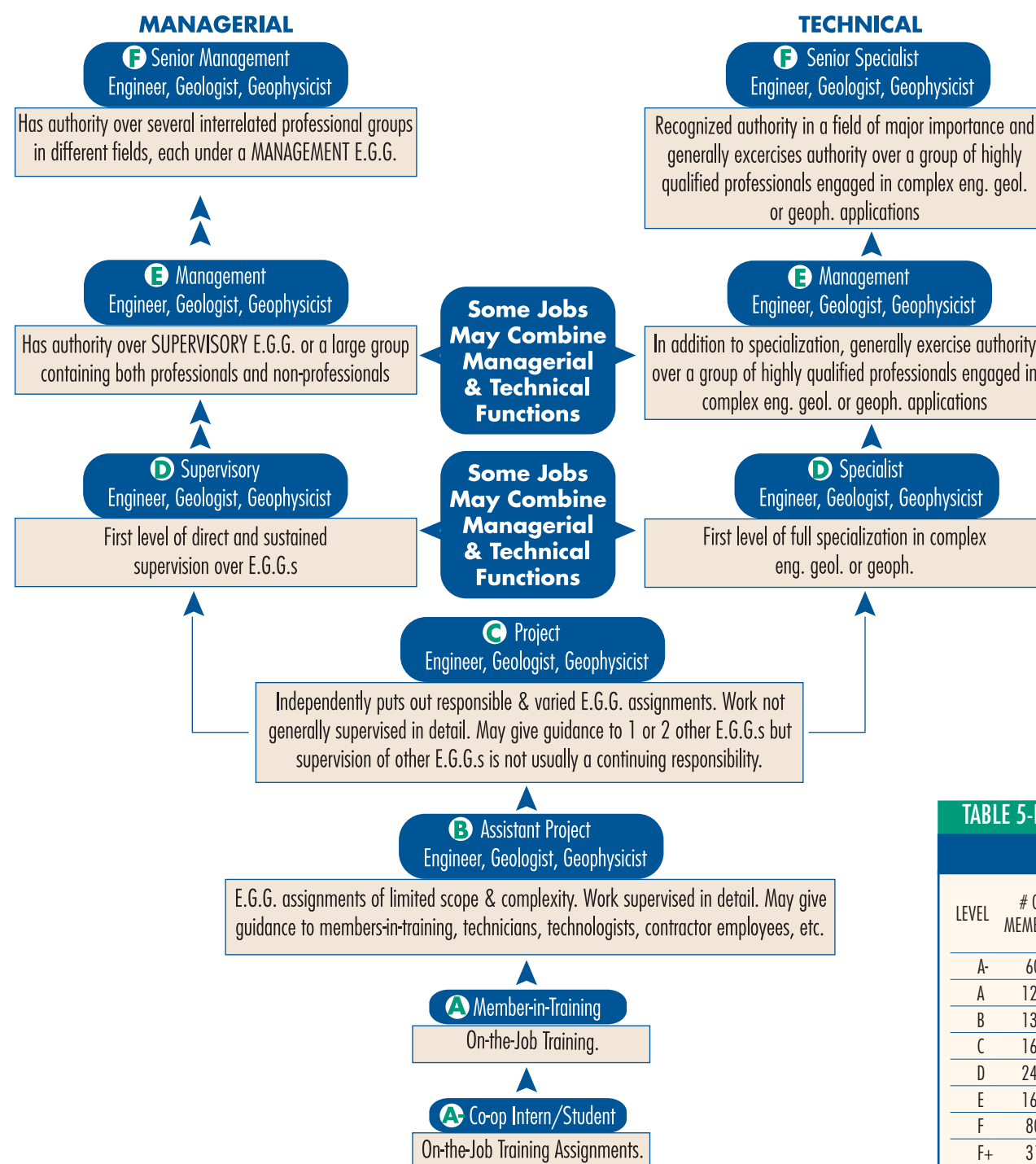
### SURVEY NOTES

- The salaries quoted in the charts are **BASE salaries in effect as of May 31, 2008**. The salaries include cost-of-living allowances and bonuses which have a continuing relationship to salary. Commissions, fringe benefits, profit sharing are not included. Several total cash compensation figures are captured in figures 2, 3 and 4, with the full report available in *The Value of Professional Services 2008*.
- 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.

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.



# 2008 EMPLOYER SALARY SURVEY

## ANNUAL BASE SALARIES BY LEVEL OF RESPONSIBILITY

TABLE 1

ENGINEERS — ALL INDUSTRIES								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	447	2.9%	45,821	39,000	42,058	45,760	49,444	52,853
A	1,278	2.5%	61,621	51,012	57,200	62,400	67,500	71,017
B	1,478	3.9%	71,944	60,024	66,008	72,800	77,520	82,649
C	1,829	3.6%	87,482	72,700	80,018	87,600	94,500	100,527
D	2,331	5.2%	109,189	88,800	99,216	108,930	119,038	128,880
E	2,006	3.8%	132,663	107,100	120,804	135,000	144,400	153,920
F	1,185	6.4%	159,656	125,000	144,900	160,500	173,116	190,000
F+	471	8.8%	200,144	147,000	169,000	185,320	213,484	264,600

TABLE 2

GEOLOGISTS — ALL INDUSTRIES								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	39	4.1%	50,950	39,000	46,200	51,600	54,600	66,000
A	39	2.5%	64,864	50,018	62,400	67,100	70,500	72,000
B	114	5.2%	76,366	67,765	72,966	76,730	80,000	83,340
C	178	4.6%	92,337	79,000	85,450	90,500	96,000	101,000
D	171	4.4%	117,083	100,980	108,000	116,000	124,750	136,000
E	198	6.5%	145,288	127,618	140,000	146,000	152,500	164,000
F	134	5.8%	168,623	145,600	160,000	166,900	173,585	195,000
F+	58	6.6%	204,126	172,037	180,200	196,800	225,000	240,000

TABLE 3

GEOPHYSICISTS — ALL INDUSTRIES								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	11	16.3%	52,970	49,200	49,200	51,600	55,101	58,800
A	15	8.5%	71,369	70,000	70,000	71,400	71,751	72,268
B	30	6.6%	76,536	70,320	73,000	75,500	79,125	82,020
C	46	1.4%	94,624	83,000	88,935	91,266	96,900	100,000
D	55	3.1%	116,127	100,000	107,500	115,000	123,090	130,650
E	87	5.0%	151,919	133,000	145,000	153,000	160,000	165,000
F	73	6.5%	170,678	157,000	163,544	167,000	172,268	182,500
F+	23	5.2%	191,844	176,100	178,000	180,800	196,800	214,338

TABLE 4

SUMMER, CO-OP AND INTERN STUDENTS ALL PROFESSIONS								
ANTICIPATED GRAD YEAR	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$/HOUR	D1 \$/HOUR	Q1 \$/HOUR	MEDIAN \$/HOUR	Q3 \$/HOUR	D9 \$/HOUR
2008	8	-3.49%	\$24.36	\$18.90	\$19.74	\$24.37	\$27.55	\$29.93
2009	173	3.72%	\$23.79	\$20.42	\$22.00	\$23.65	\$25.46	\$27.15
2010	129	0.20%	\$21.53	\$18.70	\$20.00	\$21.87	\$23.77	\$23.77
2011	44	-1.55%	\$19.45	\$18.93	\$18.93	\$18.93	\$20.25	\$20.87

Note: Salaries were reported as annualized salaries — i.e. how much would the person earn if they worked a full year at the reported rate. Hourly wages were calculated based on the companies' reported normal work week.

TABLE 5-A

ENGINEERING CONSULTING SERVICE								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	46	7.1%	43,556	38,938	42,640	43,680	45,427	46,800
A	271	5.5%	57,893	51,000	54,000	57,200	61,506	64,506
B	283	3.8%	65,246	57,000	60,521	64,896	69,399	74,002
C	310	1.6%	77,646	67,234	72,000	76,960	83,200	89,300
D	270	6.5%	97,086	80,122	85,010	92,700	103,376	121,875
E	288	8.3%	117,787	93,789	104,100	115,518	129,376	142,000
F	159	10.4%	136,818	102,828	115,128	132,080	149,000	178,250
F+	88	16.3%	169,164	129,002	139,000	161,656	178,880	222,300

TABLE 5-B

ENGINEERING, PROCUREMENT AND CONSTRUCTION								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	32	3.1%	47,110	41,600	43,680	46,000	49,000	50,336
A	301	4.3%	63,315	56,000	60,000	62,500	66,000	70,720
B	338	5.2%	74,555	66,000	70,000	73,200	78,098	85,280
C	452	3.6%	90,912	78,000	83,400	90,000	97,350	105,200
D	445	6.2%	117,197	100,000	107,957	115,200	125,690	135,429
E	449	3.2%	139,915	120,300	130,000	139,200	148,800	157,890
F	335	8.0%	165,958	143,500	153,000	164,000	175,700	187,200
F+	156	8.4%	189,212	157,500	172,000	185,320	202,862	221,319

TABLE 5-C

RESOURCE EXPLOITATION (EXCEPT OIL & GAS)								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	4	5.0%	46,620	42,840	47,880	47,880	47,880	47,880
A	5	7.8%	64,145	59,020	62,500	65,508	66,646	67,053
B	6	6.5%	75,571	71,839	73,903	76,272	77,052	78,691
C	8	10.9%	92,852	82,451	88,202	97,520	99,510	101,893
D	8	5.8%	109,914	105,000	106,936	110,158	114,670	115,910
E	13	8.6%	135,159	119,548	130,516	135,071	142,404	143,191
F	7	10.9%	153,887	145,235	147,473	155,178	160,297	160,551
F+								INSUFFICIENT RESPONSES AT THIS LEVEL

TABLE 5-D

RESOURCE EXPLOITATION (OIL & GAS ONLY)								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	265	0.7%	47,523	39,000	41,662	47,763	51,600	56,400
A	330	2.9%	68,057	60,950	65,000	69,000	71,000	73,020
B	520	2.0%	77,175	70,000	73,788	77,000	80,665	84,540
C	691	2.3%	92,370	81,526	86,000	90,476	96,000	105,127
D	1,046	3.1%	115,114	99,750	106,000	114,000	122,953	132,000
E	1,010	6.2%	143,146	128,500	135,000	142,000	150,000	160,000
F	627	5.2%	172,041	154,000	160,000	166,900	176,950	200,000
F+	250	4.6%	216,521	172,100	179,000	198,485	231,500	281,000

TABLE 5-E

MANUFACTURING (DURABLES)								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	9	15.0%	44,169	39,520	42,880	42,880	48,000	48,880
A	100	-26.2%	43,139	36,000	36,100	38,000	51,168	58,500
B	53	-12.4%	56,047	41,250	46,000	55,286	64,000	72,500
C	68	-6.6%	76,217	62,494	68,000	74,000	82,030	94,500
D	67	-2.9%	90,515	76,200	82,004	87,641	98,547	110,854
E	35	8.2%	115,360	90,000	99,981	114,478	128,541	144,000
F	20	12.3%	131,298	97,500	105,000	117,000	147,569	184,998
F+	5	0.0%	148,755	86,000	132,500	155,514	162,000	207,760

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

TABLE 5-F

MANUFACTURING (NON-DURABLES)								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	40	5.2%	45,866	43,080	46,200	46,200	46,200	46,200
A	71	8.7%	64,633	60,204	60,264	65,100	67,400	69,800
B	65	4.0%	72,134	66,156	68,004	72,400	73,704	77,700
C	97	3.1%	87,330	77,004	81,288	86,748	91,900	98,580
D	112	3.6%	103,605	93,828	97,932	104,244	106,176	115,000
E	130	3.6%	117,590	103,056	110,676	119,004	120,804	133,500
F	64	4.9%	136,265	119,040	124,932	131,484	150,828	159,509
F+	10	13.9%	192,719	148,800	181,400	196,800	201,000	210,000

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

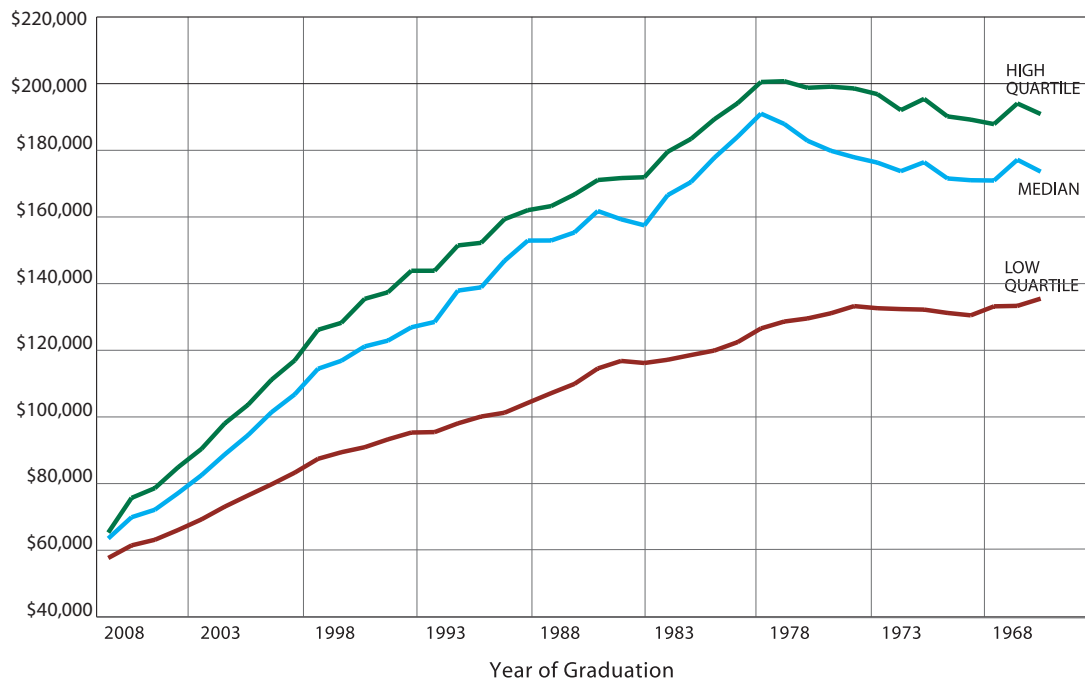
TABLE 5-G

SERVICE AND CONTROL (NOT FOR PROFIT)								
LEVEL	# OF MEMBERS	CHANGE IN MEAN 07-08	MEAN \$	D1 \$	Q1 \$	MEDIAN \$	Q3 \$	D9 \$
A-	32	12.3%	40,958	33,524	35,647	42,249	42,455	47,920
A	51	5.9%	60,541	55,000	56,250	60,000	62,415	70,000
B	95	11.5%	73,381	62,311	66,268	73,988	80,300	83,000
C	138	13.5%	88,873	74,037	82,263	90,000	98,600	99,246
D	185	6.3%	96,389	76,256	84,663	99,237	105,776	115,891
E	107	5.5%	110,836	94,496	103,046	110,068	117,874	121,748
F	62	11.2%	135,381	116,157	122,257	127,774	147,493	169,000
F+								INSUFFICIENT RESPONSES AT THIS LEVEL

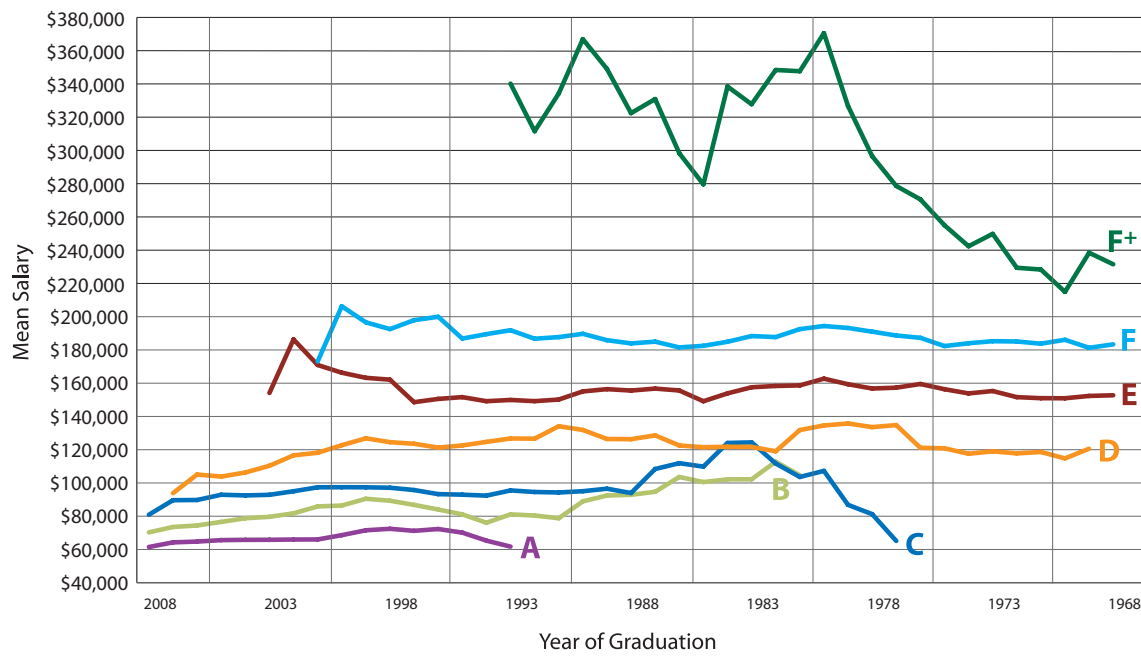
Includes governments and their controlled R & D organizations, regulatory agencies, educational and health care organizations, and Crown corporations.

TABLE 5-H

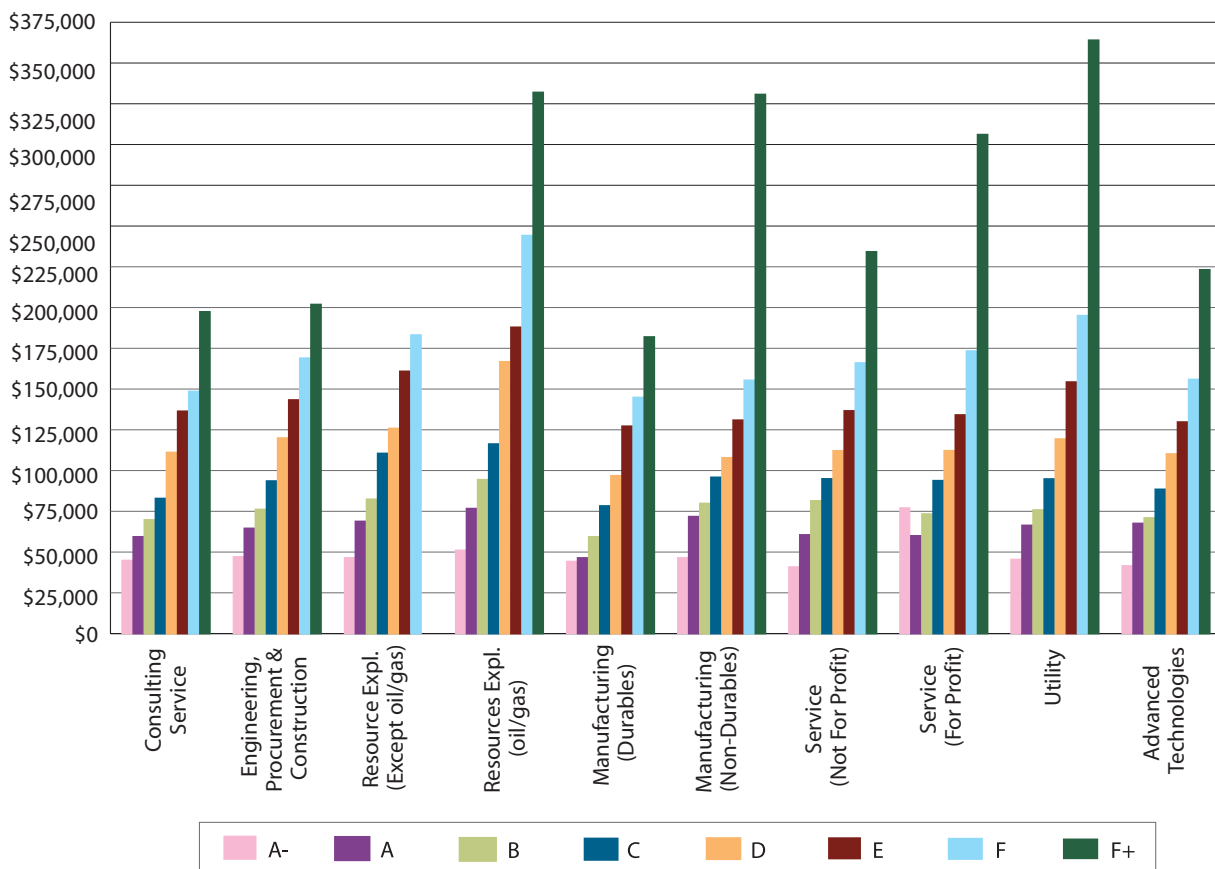
||
||
||



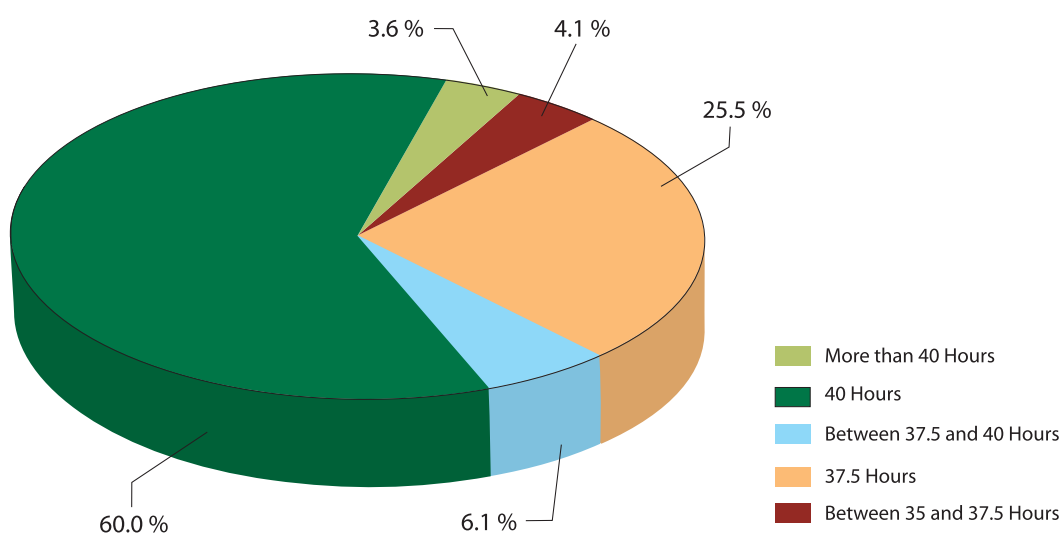
**FIGURE 2**  
MEAN TOTAL CASH ANNUAL SALARIES OF ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS BY YEAR OF GRADUATION  
MAY 2008



**FIGURE 3**  
MEAN TOTAL CASH COMPENSATION BY YEAR OF GRADUATION AND LEVEL OF RESPONSIBILITY, ALL PROFESSIONS (ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS)  
MAY 2008



**FIGURE 4**  
MEAN ANNUAL TOTAL CASH OF ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS BY INDUSTRY TYPE  
MAY 2008



**FIGURE 5**  
WEEKLY HOURS OF WORK  
MAY 2008