

# 2010

## Value of Professional Services

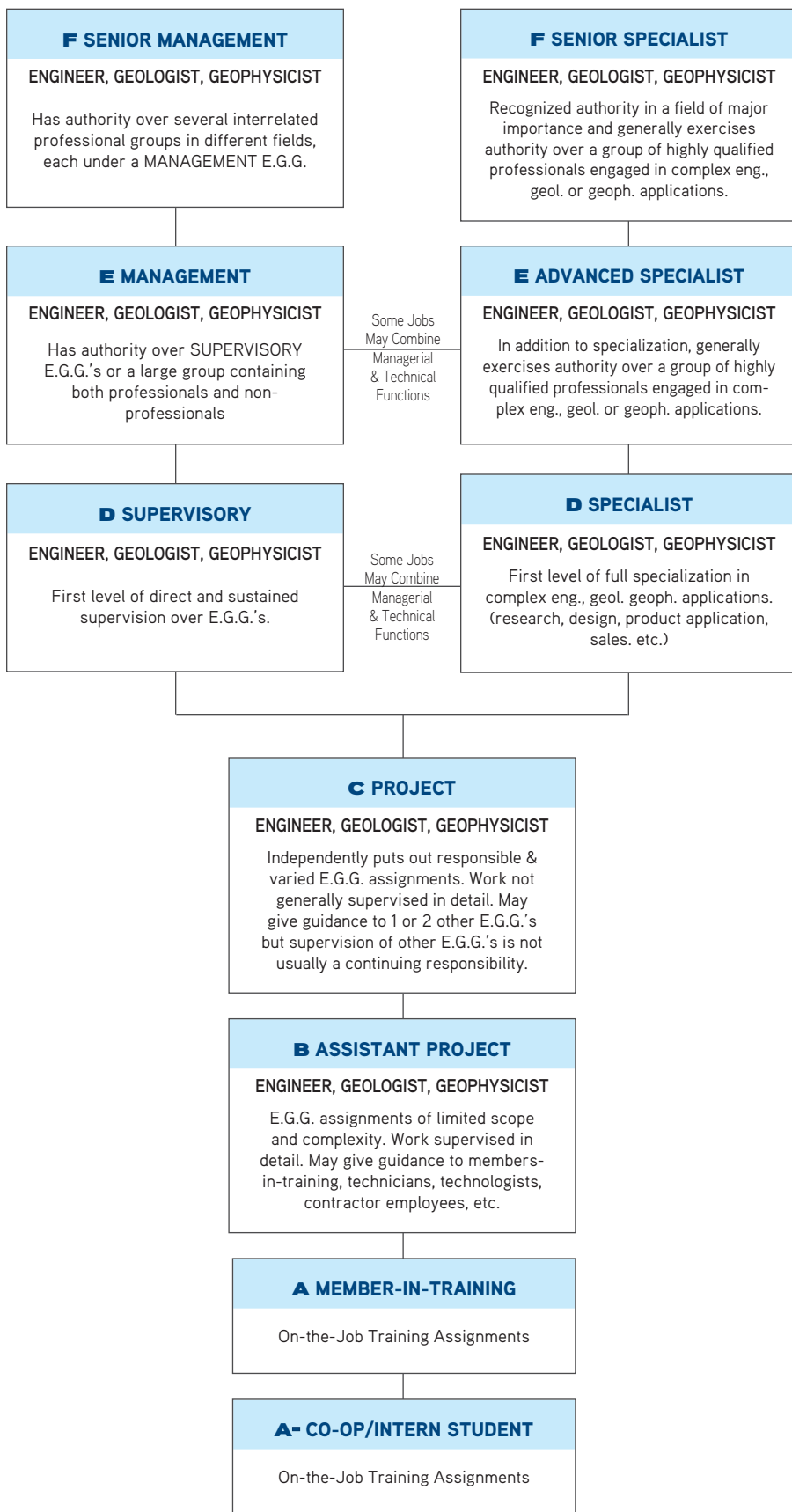


-photo courtesy Ray Steinke, CustomSpace - Cohos Evamy Calgary Studios



The Association of Professional Engineers,  
Geologists and Geophysicists of Alberta

**JOB CLASSIFICATION FLOWCHART**



**2010 EMPLOYER SALARY**

To the APEGGA permit holders and other employers who contributed to this year's Salary Survey we thank you for once again making APEGGA's salary survey such a valuable and practical document. And a special thanks to Cohos Evamy integratedesign for supplying the picture for our cover this year.

This is the most in-depth one-of-a-kind survey of professional engineers and geoscientists undertaken in Alberta. The survey resulted in information being received from 151 employers from 15 industry sectors with over 11,938 individual salary data points from Alberta's engineers, geologists and geophysicists; this represents slightly more than 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 type of industry and the size of the organization. The average base salary for all members (including students) based on the responses received is \$113,722.50 a decrease of 2.97 from 2009. 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 2010* booklet which will be available at [www.apegga.org](http://www.apegga.org).

**How to use survey results**

To use the salary survey data as a guideline it is important to consider all reported results and to keep in mind the following:

- Salary is basically determined by the level of responsibility of the position
- Salary levels vary greatly among industry sectors
- Total cash by level of responsibility should be used by members to check that they are being compensated accordingly based upon their classification.

# SURVEY HIGHLIGHTS

## Survey Notes

- The salaries quoted in the charts are the base salaries in effect as of May 1, 2010. This is a change from last year when salaries quoted were as of May 31, 2009. The change was made to ensure that the APEGGA survey was comparable to other industry salary surveys.
- The base salaries include cost-of-living allowances and bonuses which have a continuing relationship to salary. Commissions, fringe benefits, profit sharing and other one-time compensations are not included in the base salary.
- The statistical measures used in compiling the tables are the median, quartiles (Q1, Q3), deciles (D1, D9) and average.
  - ♦ The median salary is the salary at which 50% of the salaries are higher and 50% are lower.
  - ♦ The Q1 or low quartile salary, is the salary at which 75% of the salaries are higher and 25% were lower than the quoted salary.
  - ♦ The Q3 or high quartile salary is the salary at which 25% of the salaries are higher and 75% are lower than the quoted salary.
  - ♦ The D1 or low decile salary is the salary at which 90% of the salaries are higher and 10% were lower than the quoted salary.
  - ♦ The D9 or high decile salary is the salary at which 10% of the salaries are higher and 90% were lower than the quoted salary.

## Salary Trends

The APEGGA Survey collected additional information from employers on anticipated salary adjustments over the next 12 months:

**68.2% of our 151** respondents estimated salaries will increase by an average of **3.3%**.

**30.5% of our 151** respondents estimated salaries will remain stable.

**1.3% of our 151** respondents indicated that salaries would decrease.

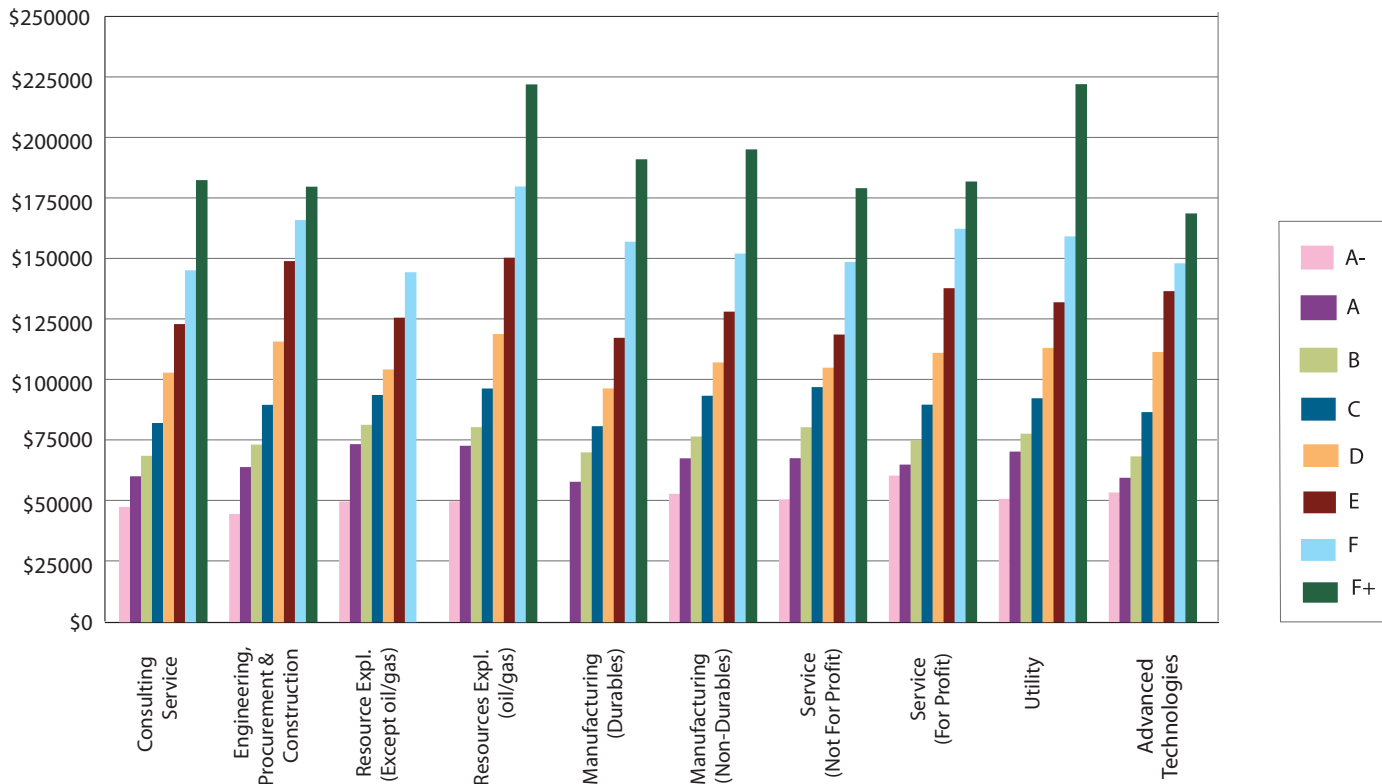
## ANNUAL BASE SALARIES BY LEVEL OF RESPONSIBILITY

Engineers – All Industries								
Level	# of Engs.	Change in Mean '09-'10	Mean \$	D <sub>1</sub> \$	Q <sub>1</sub> \$	Median \$	Q <sub>3</sub> \$	D <sub>9</sub> \$
A-	293	3.4%	49,448	41,600	44,760	49,260	52,800	55,185
A	936	1.1%	65,936	56,035	60,250	66,066	71,830	74,800
B	1,612	0.9%	75,172	64,688	69,720	75,600	80,000	85,000
C	2,094	0.7%	90,023	76,000	82,908	89,981	96,400	104,761
D	2,511	2.6%	112,804	94,266	102,844	112,117	122,000	132,443
E	2,021	7.0%	140,151	114,660	125,525	140,400	151,000	167,000
F	969	4.6%	165,430	134,000	147,038	164,000	180,000	200,000
F+	416	1.0%	202,324	153,360	171,000	187,200	218,665	261,194

Geologists – All Industries								
Level	# of Geols.	Change in Mean '09-'10	Mean \$	D <sub>1</sub> \$	Q <sub>1</sub> \$	Median \$	Q <sub>3</sub> \$	D <sub>9</sub> \$
A-	9	-8.3%	48,547	44,400	45,296	48,000	48,797	58,800
A	45	-0.3%	69,103	51,500	64,000	71,400	75,000	76,300
B	100	0.0%	76,407	62,004	73,500	78,500	82,058	85,000
C	189	1.3%	93,196	77,872	88,000	93,460	98,500	105,175
D	157	2.0%	115,136	95,534	106,905	115,500	122,700	133,500
E	185	1.3%	149,060	121,000	139,360	152,000	160,296	172,500
F	124	3.9%	178,033	146,700	165,000	175,000	187,000	214,440
F+	25	-6.0%	206,147	174,200	181,100	191,800	210,000	255,000

Geophysicists – All Industries								
Level	# of Geophs.	Change in Mean '09-'10	Mean \$	D <sub>1</sub> \$	Q <sub>1</sub> \$	Median \$	Q <sub>3</sub> \$	D <sub>9</sub> \$
A-	1		Insufficient Data					
A	11	6.9%	68,096	55,000	55,236	71,000	72,800	76,100
B	32	1.5%	75,687	57,000	70,964	79,300	83,000	84,900
C	46	7.0%	97,484	85,417	92,000	94,200	100,250	109,034
D	41	8.2%	122,707	105,175	116,867	123,000	130,000	140,000
E	59	3.1%	160,309	140,000	156,200	161,000	169,200	174,100
F	45	2.5%	178,436	153,120	171,100	175,000	187,000	196,000
F+	17	-4.4%	189,704	175,000	178,000	180,500	189,000	217,400

**MEAN ANNUAL BASE SALARY COMPENSATION OF ENGINEERS, GEOLOGISTS & GEOPHYSICISTS BY INDUSTRY – MAY 2010**



**RELATIVE MEAN BASE SALARY LEVELS BY INDUSTRY**

Level	All Industries (Baseline)	Consulting Service	Engineering, Procurement & Construction	Resource Exploitation. (not Oil & Gas)	Resource Exploitation (Oil & Gas)	Manufacturing (Durables)	Manufacturing (Non-Durables)	Service (Not for Profit)	Service (For Profit)	Utility (Rate-Controlled)	Advanced Technologies
A-	100.0	92.7	87.2	97.4	97.5	-	102.5	99.0	118.5	99.5	104.7
A	100.0	91.3	97.1	111.6	110.6	87.8	90.4	102.8	98.7	106.9	90.4
B	100.0	91.2	97.4	108.3	107.1	93.1	93.4	107.0	99.7	103.4	90.9
C	100.0	91.0	99.4	104.0	106.9	89.6	93.5	107.6	99.5	102.4	96.0
D	100.0	94.7	106.6	96.0	109.5	88.7	91.3	96.6	102.3	104.2	102.6
E	100.0	93.2	113.1	95.3	114.1	88.9	87.6	90.0	104.5	100.1	103.6
F	100.0	92.9	106.2	92.4	115.1	100.5	86.9	95.1	103.9	101.9	94.7
F+	100.0	95.3	93.9	-	116.1	99.8	86.2	93.6	95.0	116.1	88.1

Note: The overall average for all responses was used as the baseline, which was then given a value of 100. Each industry was then compared to the baseline. For example, an "C" level employee in the Consulting industry would make 9.0% less than the overall average for that level, while the same level employee in the Oil and Gas sector would make 6.9% more than the average.

For detailed information on mean base salary of engineers, geologists and geophysicists by industry, please see [www.apegga.org](http://www.apegga.org) salary survey

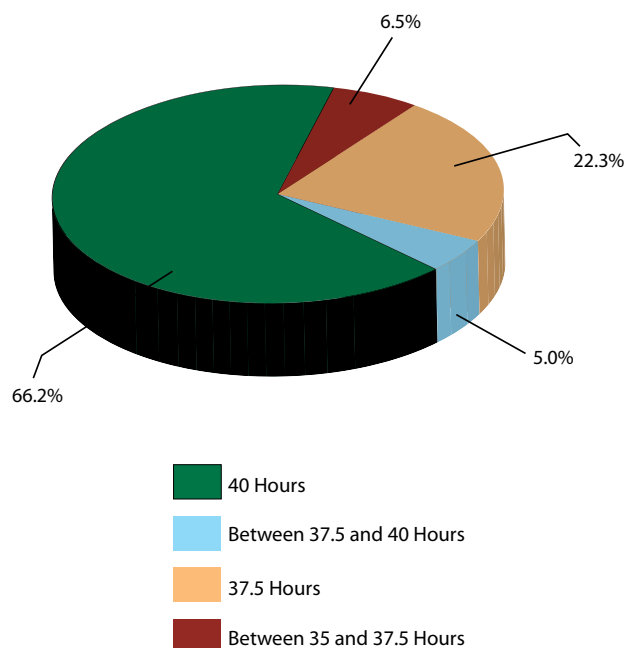
**COMPARATIVE SALARY INDEX FOR ENGINEERS – MEAN BASE SALARIES BY LOCATION – MAY 2010**

Engineers											
Level	All	Calgary	Edmonton	Fort McMurray	Lethbridge	Lakeland	Medicine Hat	Peace River	Central Alberta	Vermilion River	Yellowhead
A-	100.0	96.7	103.9	95.4	-	105.4	-	98.3	108.6	102.3	100.8
A	100.0	99.3	98.3	107.1	90.4	111.9	93.7	104.4	93.1	101.4	103.9
B	100.0	99.3	98.7	105.3	91.5	112.8	102.7	101.4	93.0	102.0	108.8
C	100.0	100.0	100.8	102.6	91.9	114.3	77.6	97.5	93.3	101.4	100.4
D	100.0	101.0	96.5	102.4	94.6	116.5	100.3	92.9	91.9	101.9	92.8
E	100.0	102.0	94.1	101.9	91.7	114.5	77.7	84.3	87.8	100.2	94.1
F	100.0	102.3	91.1	96.0	94.4	112.6	-	91.7	81.6	108.8	73.8
F+	100.0	102.7	84.5	92.7	-	107.2	-	94.1	-	160.5	-

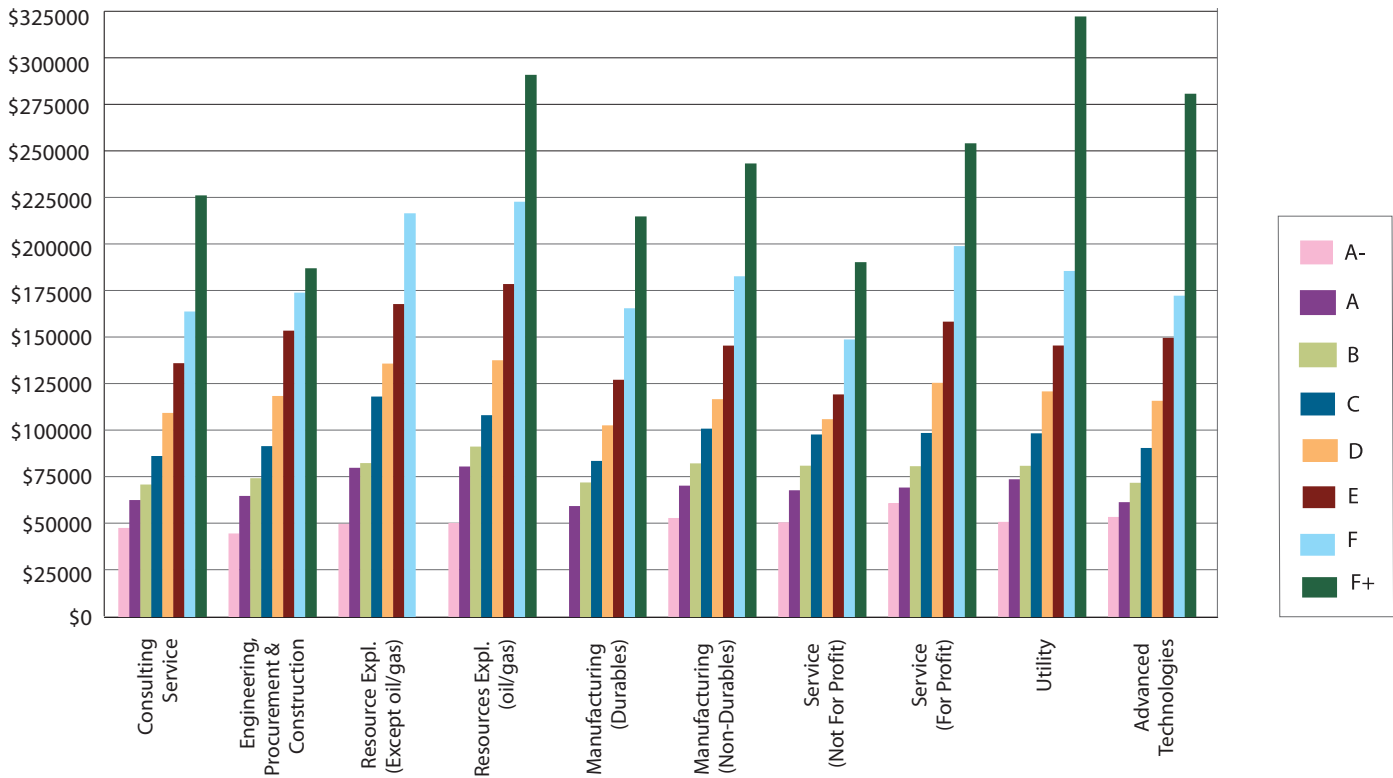
**COMPARATIVE SALARY INDEX FOR GEOLOGISTS – MEAN BASE SALARIES BY LOCATION – MAY 2010**

Geologists				
Level	All	Calgary	Edmonton	Fort McMurray
A-	Insufficient Data			
A	100.0	104.2	68.7	111.9
B	100.0	96.2	89.6	103.6
C	100.0	101.2	93.6	101.3
D	100.0	114.7	107.8	110.5
E	100.0	112.1	95.9	104.3
F	100.0	113.9	89.1	-
F+	100.0	78.5	-	-

**WEEKLY HOURS OF WORK BASED ON NUMBER OF EMPLOYEES (N=11,938) – MAY 2010**



**MEAN ANNUAL TOTAL CASH COMPENSATION OF ENGINEERS, GEOLOGISTS & GEOPHYSICISTS BY INDUSTRY - MAY 2010**



**RELATIVE MEAN TOTAL CASH COMPENSATION LEVELS BY INDUSTRY**

Level	All Industries (Baseline)	Consulting Service	Engineering, Procurement & Construction	Resource Exploitation. (not Oil & Gas)	Resource Exploitation (Oil & Gas)	Manufacturing (Durables)	Manufacturing (Non-Durables)	Service (Not for Profit)	Service (For Profit)	Utility (Rate-Controlled)	Advanced Technologies
A-	100.0	92.6	87.0	97.2	98.0	-	102.1	98.8	119.1	99.3	104.5
A	100.0	90.6	93.9	116.0	117.0	85.9	85.5	98.3	100.5	107.0	89.0
B	100.0	89.9	94.3	104.7	116.0	91.3	86.2	102.9	102.5	102.8	91.1
C	100.0	88.5	93.9	121.5	111.1	85.7	90.0	100.4	101.3	101.0	92.9
D	100.0	91.9	99.6	114.3	115.8	86.3	86.3	89.1	105.6	101.7	97.4
E	100.0	91.8	103.6	113.3	120.6	85.8	82.9	80.4	106.9	98.2	101.0
F	100.0	89.4	95.0	118.3	121.7	90.4	82.1	81.2	108.7	101.4	94.1
F+	100.0	92.1	76.1	-	118.5	87.5	84.4	77.5	103.5	131.3	114.4

Note: The overall average for all responses was used as the baseline, which was then given a value of 100. Each industry was then compared to the baseline. For example, an "C" level employee in the Consulting industry would make 11.5% less than the overall average for that level, while the same level employee in the Oil and Gas sector would make 11.1% more than the average.

For detailed information on total cash compensation levels for engineers, geologists and geophysicists by industry, please see [www.APEGGA.org](http://www.APEGGA.org) salary survey