

Member Salary Survey Report 2006



Professional Engineers and Geoscientists of
Newfoundland and Labrador



The Association of Professional Engineers and
Geoscientists of New Brunswick



The Association of Professional Engineers of
Nova Scotia



The Association of Professional Engineers of
Prince Edward Island

Prepared by:



TABLE OF CONTENTS

1.0 STUDY BACKGROUND AND METHODOLOGY	3
2.0 SURVEY RESULTS.....	5
2.1. BASE SALARY.....	5
Salary.....	5
Salary by Membership Status.....	6
Salary by Membership Status: Comparison Between 2003 and 2006.....	7
Salary by Gender.....	8
Salary by Gender: Comparison Between 2003 and 2006.....	8
Salary by Year of Graduation.....	10
Salary by Year of Graduation and Gender.....	12
Salary by Post-Graduate Studies.....	13
Salary by Discipline.....	14
Salary by Years of Experience.....	17
Salary by Job Position	21
Salary by Sector of Employment.....	22
Salary by Sector of Employment: Comparison Between 2003 and 2006	24
2.2 BENEFITS AND OTHER REMUNERATION	26
Vacation by Employment Sector.....	26
Overtime Compensation	29
Benefits.....	30
2.3 OVERALL SATISFACTION WITH REMUNERATION	32
APPENDIX: QUESTIONNAIRE.....	33

1.0 Study Background and Methodology

On behalf of the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), the Association of Professional Engineers of Nova Scotia (APENS), the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), and the Association of Professional Engineers of Prince Edward Island (APEPEI), during the Spring of 2006, Market Quest Research conducted the 2006 Member Salary Survey. This survey was conducted in response to requests for current statistics on engineering salaries in the Atlantic region. The last salary survey was conducted in 2003 via a telephone survey. Comparisons between data for 2003 and 2006 are made for salary by membership status, gender and sector of employment.

To identify differences between 2003 and 2006 data, statistical tests of significance have been completed at the 95% confidence level. Essentially, when comparing two values obtained from different populations, a statistical test will guide us to be confident that any apparent difference between the values is statistically *real* or *significant*.¹ Throughout this report, significant differences between 2003 and 2006 are shaded within the tables. Where this occurs, we can say that we are 95% confident that the difference between the values in question exists in the population and is not simply due to uncontrollable sampling error. It is important to note that the term 'significant' is used to denote *statistically significant* differences, and it is not synonymous with 'important'.

For PEGNL, APENS, and APEGNB, a sample of resident members, including Professional Engineers (P.Eng) and Engineers-in-Training (EIT), was randomly selected to participate in the survey. Due to the small membership base for APEPEI, a census of resident P.Eng and EIT members was conducted.² To ensure the sample is representative of the population, weights were designed for analysis by designation, discipline and gender at the overall and provincial levels.

A quantitative telephone survey was completed with a total of 1393 members who are employed full-time or at least 30 hours per week. However, 21 completed surveys were removed from analysis because the respondents did not report salary. In addition, to minimize the effect of outliers on salary statistics, a formula was used to determine an upper cut-off for base salary.³ The upper cut-off salary was \$186,000. This process resulted in the exclusion of 10 completed surveys. The table below presents the final sample sizes and margins of error⁴ by province of registration. Margin of error, or the level of precision, refers to the range, above or below the sample-based value, in which the true population value is estimated to fall.

Province of Registration	Sample Size	Margin of Error
PEGNL	413	± \$1,842
APENS	434	± \$1,985
APEGNB	395	± \$2,093
APEPEI	120	± \$3,004
All Associations	1362	± \$1,105

¹ What may seem to be a difference between percentages may simply be the result of sampling error or the margin of error associated with the sample size, and not a real or significant difference in the population.

² The census resulted in a response rate of 54% for APEPEI.

³ Upper cut off = Upper quartile + (3 x Inter-quartile range). Lower cut off = Lower quartile – (3 x Inter-quartile range). Inter-quartile range = Upper quartile – Lower Quartile. The lower cut off was negative in magnitude and thus did not apply.

⁴ Margins of error were determined based on the formula: $n = (Z^2 s^2) / (C^2 + Z^2 s^2 / N - 1)$, where: n=sample size; s=standard deviation; C = confidence interval or margin of error; Z=1.96 or 95% confidence level; and N=population size.

Explanatory Notes

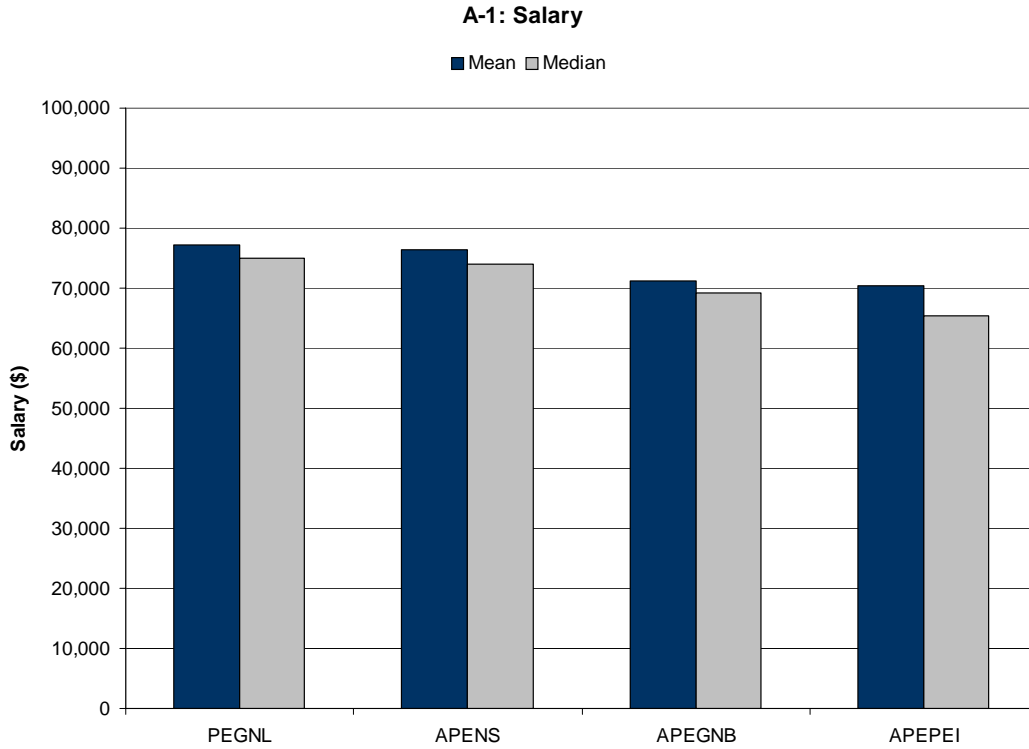
1. **Salary** refers to base salary excluding bonuses and overtime for full-time employees who work 30 or more hours per week.
2. The **mean** refers to the numerical average.
3. The **median** refers to the midpoint of the distribution – 50% of salaries fell above the median and 50% fell below it.
4. **Upper Quartile** – 25% of salaries fell above this point and 75% were below it. **Lower Quartile** – 75% of salaries fell above this point and 25% were below it.
5. Greater consideration should be given to the median than to the mean when sample sizes are small. Medians are less likely to be influenced by a few very low or very high salaries.

It is important to note that while the overall sample size provides an acceptable margin of error, the format of the survey resulted in low sample sizes throughout specific sections of the study. Findings should be interpreted with caution for instances where sample sizes are less than 30.

2.0 Survey Results

2.1. BASE SALARY

Salary⁵

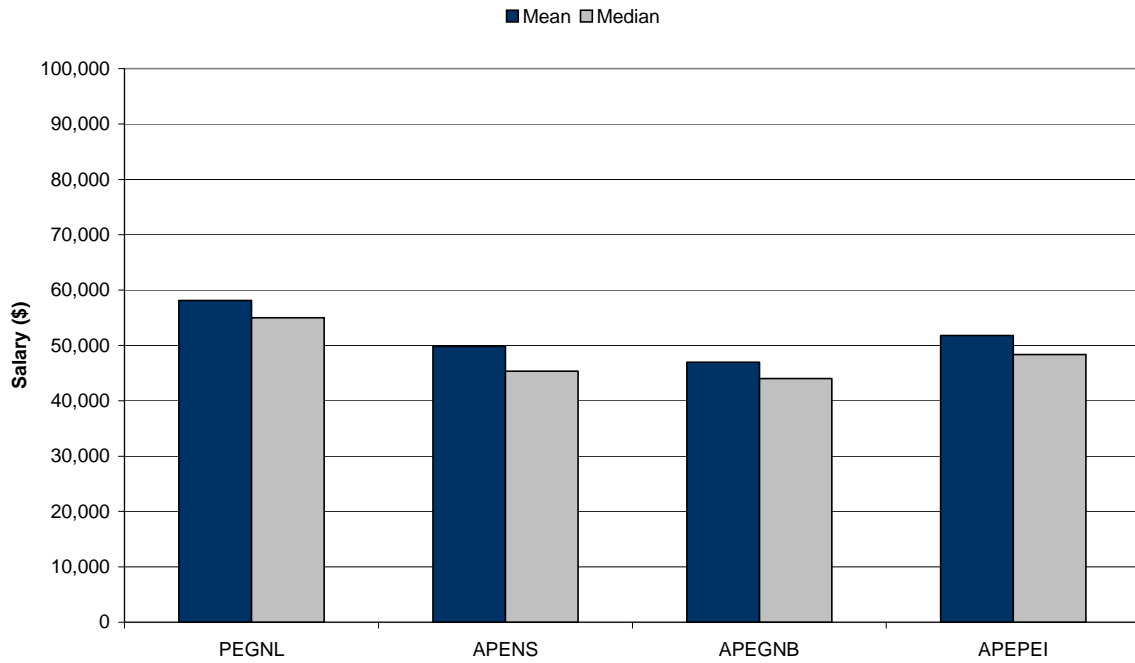


	Mean	Median	Lower Quartile	Upper Quartile
All Associations	74,563	73,000	58,000	90,000
PEGNL	77,156	75,000	62,000	90,000
APENS	76,401	74,000	60,000	90,000
APEGNB	71,219	69,290	54,000	85,000
APEPEI	70,402	65,450	54,628	82,000

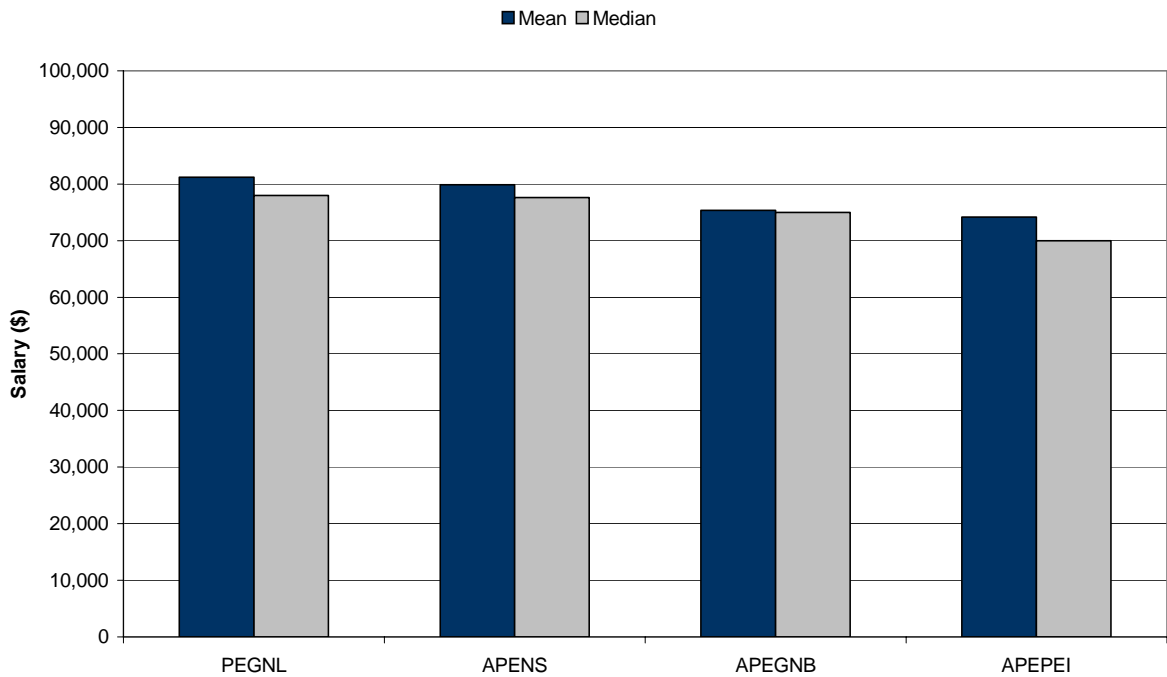
⁵ Includes Professional Engineers and Engineers-in-Training.

Salary by Membership Status

A-2: Engineer-in-Training



A-3: Professional Engineer

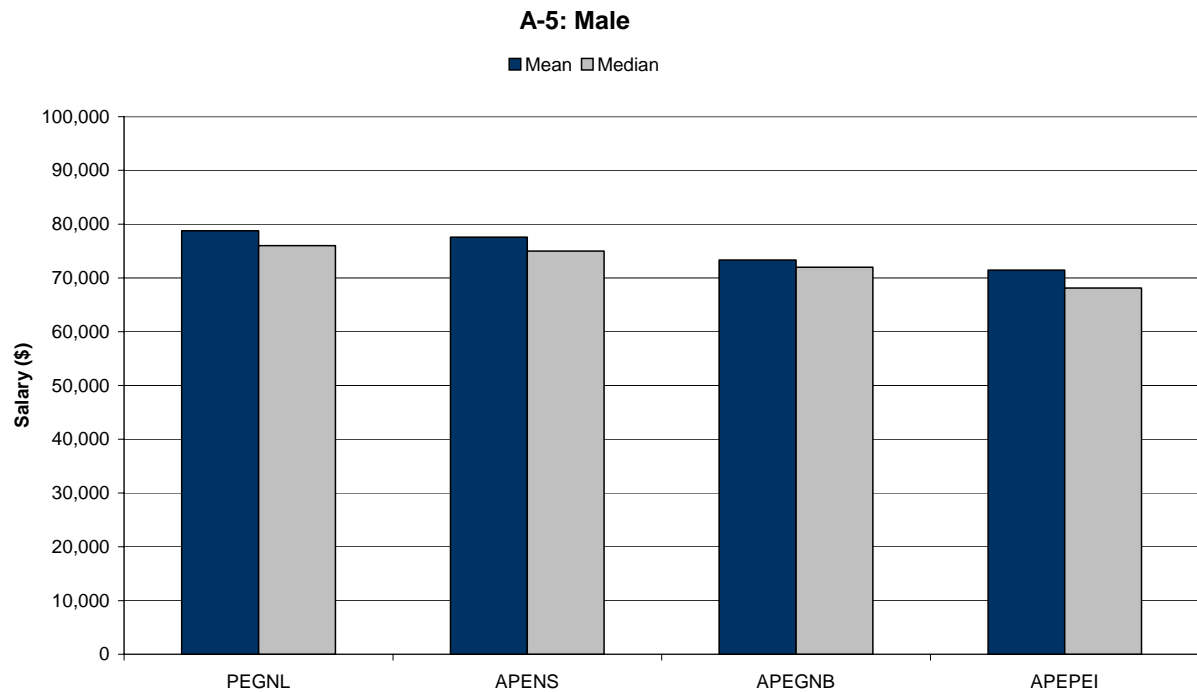
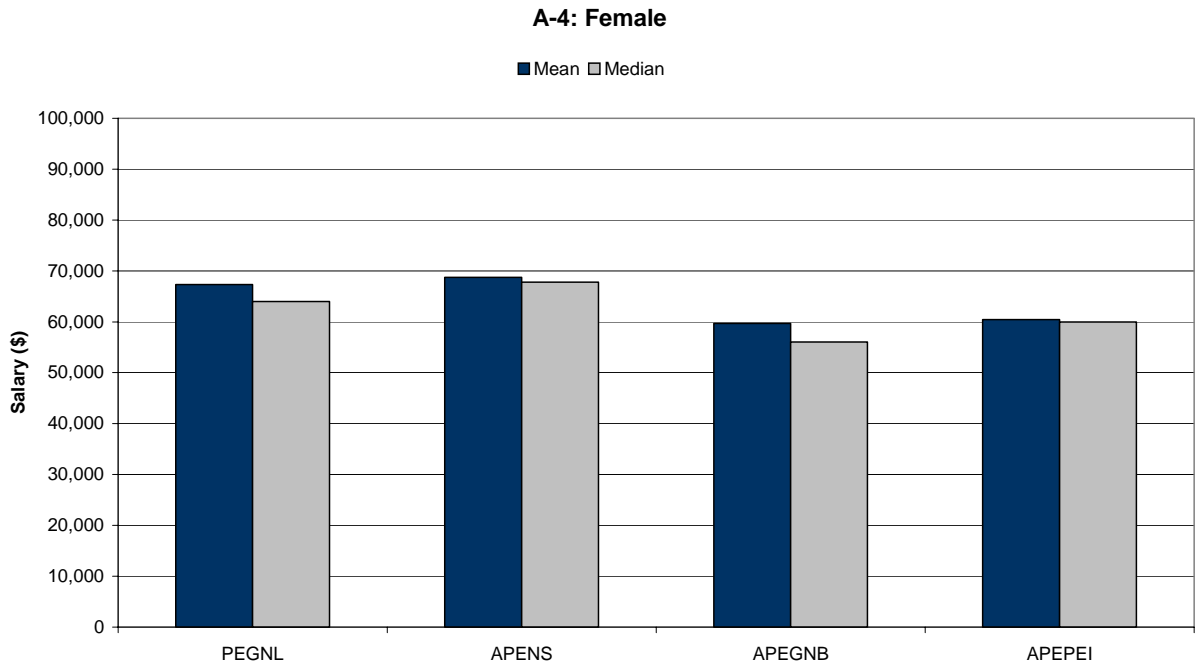


Salary by Membership Status: Comparison Between 2003 and 2006⁶

	2006					2003				
	# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Engineer-in-Training										
All Associations	290	51,017	47,780	42,000	57,215	299	46,835	45,000	39,000	53,000
PEGNL	104	58,124	55,000	45,338	66,372	99	51,561	50,000	44,118	57,279
APENS	104	49,830	45,365	42,000	55,000	80	46,163	45,025	38,000	51,354
APEGNB	64	46,961	44,000	40,000	51,804	97	44,057	41,295	36,000	49,000
APEPEI	18	51,784	48,350	40,278	54,323	23	44,948	43,301	36,000	49,988
Professional Engineer										
All Associations	1,072	78,255	76,000	62,500	90,000	1063	72,655	70,000	60,000	85,000
PEGNL	309	81,214	78,000	68,460	92,800	309	77,169	75,000	65,000	90,000
APENS	330	79,889	77,645	63,000	92,000	327	72,878	68,000	60,000	85,000
APEGNB	331	75,353	75,000	60,000	89,535	312	70,943	68,456	57,148	83,000
APEPEI	102	74,156	70,000	60,000	86,425	114	63,681	60,000	51,000	72,446

⁶ Shading indicates significant differences between 2003 and 2006 for the mean and/or median salaries.

Salary by Gender⁷



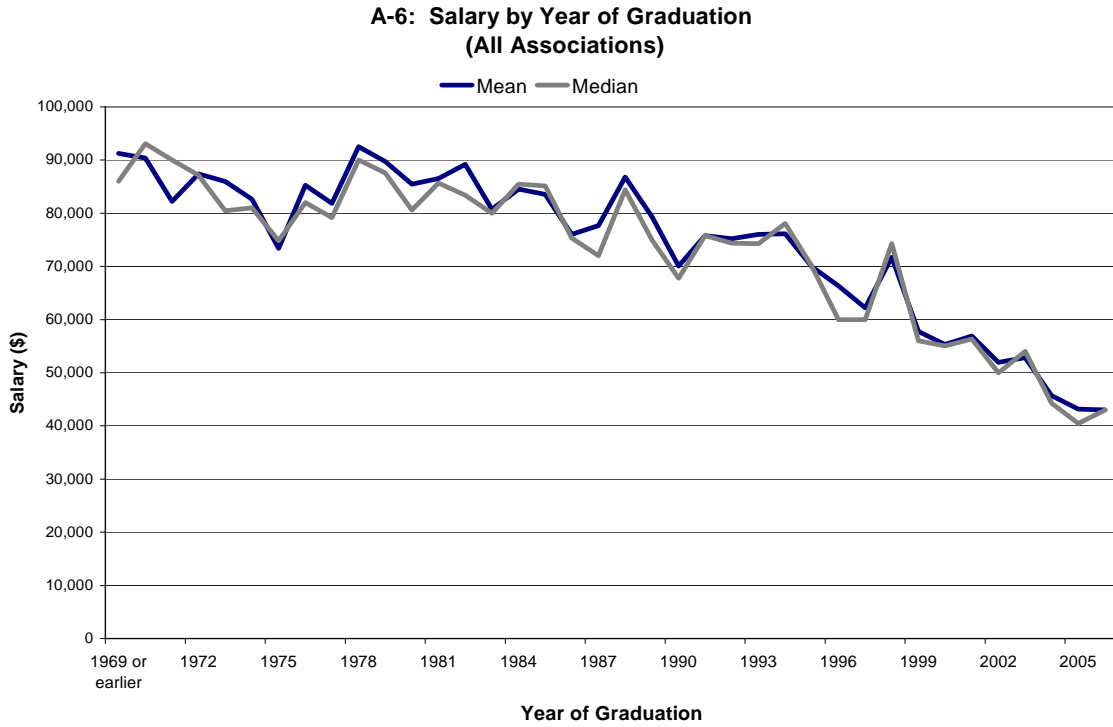
⁷Gender differences in salary may be attributable to differences in years of experience.

Salary by Gender: Comparison Between 2003 and 2006⁸

	2006					2003				
	# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Female										
All Associations	368	65,151	63,574	51,458	77,000	365	60,249	58,000	47,000	71,000
PEGNL	99	67,332	64,000	53,070	77,335	79	68,076	60,000	50,000	80,246
APENS	136	68,722	67,807	56,000	80,000	140	60,916	59,000	49,626	70,807
APEGNB	118	59,680	56,028	46,955	70,000	132	57,021	56,000	42,162	67,000
APEPEI	15	60,443	60,000	52,905	70,000	14	48,545	47,758	35,643	59,316
Male										
All Associations	994	76,129	75,000	60,000	90,000	977	70,959	68,000	56,000	84,000
PEGNL	314	78,752	76,000	65,000	90,940	329	73,781	71,153	60,000	85,849
APENS	298	77,561	75,000	61,000	91,000	267	71,747	67,870	58,000	85,000
APEGNB	277	73,342	72,000	56,000	86,000	277	69,237	66,000	55,000	82,163
APEPEI	105	71,451	68,115	53,835	85,715	123	61,553	58,067	50,000	69,741

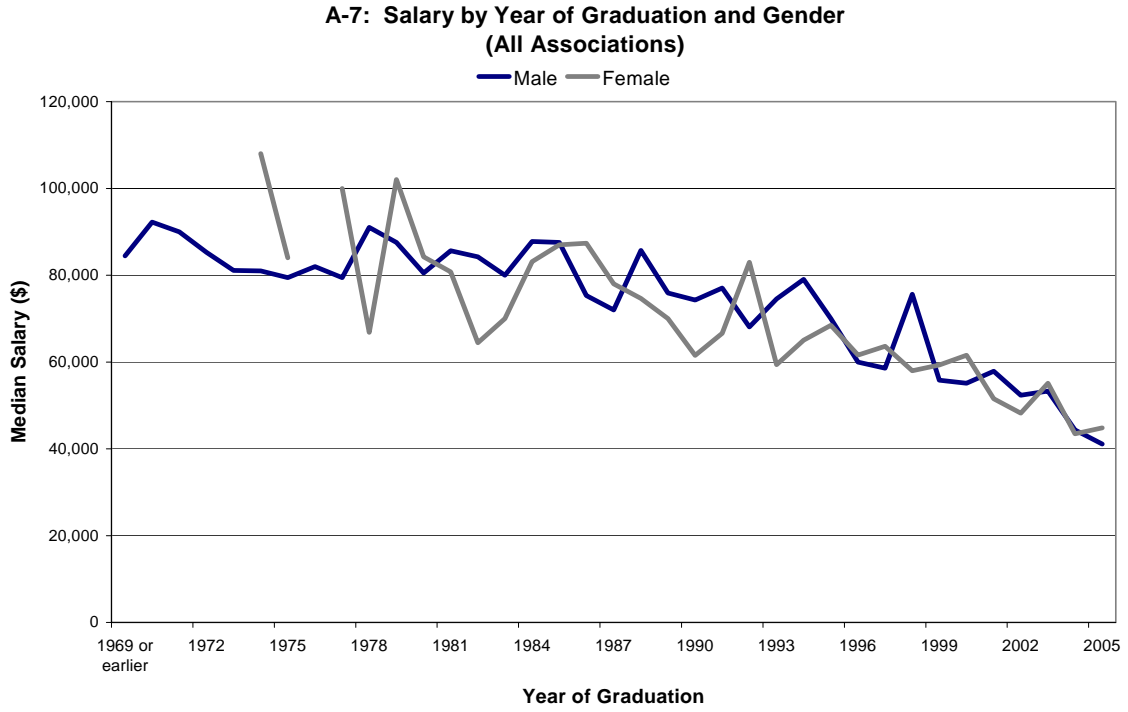
⁸ Shading indicates significant differences between 2003 and 2006 for the mean and/or median salaries.

Salary by Year of Graduation

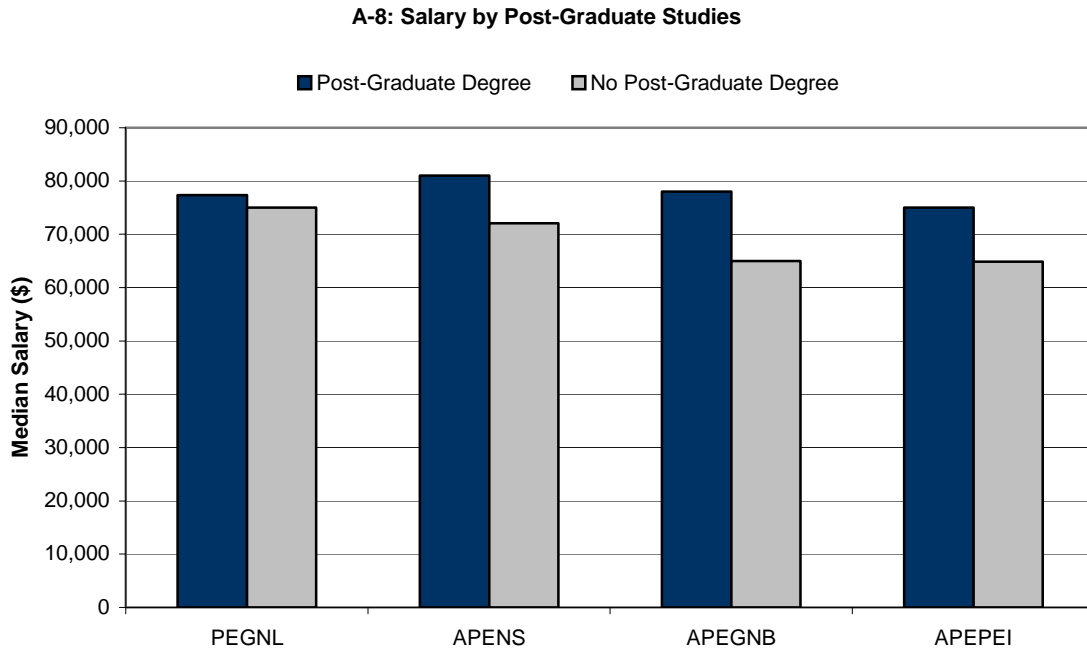


Graduation Year	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
1969 or earlier	26	91,251	86,000	71,651	105,029
1970	13	90,334	93,050	70,000	112,000
1971	18	82,231	90,000	75,000	91,000
1972	25	87,382	87,150	75,590	100,000
1973	13	85,987	80,473	73,000	93,368
1974	25	82,612	81,000	70,000	91,115
1975	26	73,387	74,785	57,000	89,315
1976	25	85,277	82,000	74,730	95,709
1977	19	81,852	79,160	63,460	89,609
1978	26	92,493	90,000	75,000	100,000
1979	22	89,705	87,550	75,125	97,918
1980	31	85,467	80,600	65,000	100,000
1981	29	86,522	85,685	76,061	96,690
1982	31	89,197	83,365	70,363	105,198
1983	32	80,751	80,000	69,796	89,438
1984	38	84,533	85,440	63,784	95,000
1985	38	83,507	85,125	72,849	95,000
1986	38	76,017	75,302	62,091	87,082
1987	47	77,645	72,000	65,000	91,000
1988	35	86,791	84,398	70,913	99,280
1989	49	79,359	75,000	66,000	95,428
1990	38	70,047	67,793	60,054	79,925
1991	43	75,760	75,780	64,210	85,000
1992	28	75,221	74,360	58,000	87,000
1993	38	76,017	74,283	56,891	92,305
1994	44	76,143	78,045	62,469	85,000
1995	48	69,947	70,000	58,000	75,000
1996	41	66,340	60,000	54,095	75,000
1997	50	62,230	60,000	54,810	65,000
1998	66	71,710	74,265	59,480	80,698
1999	41	57,744	56,000	53,000	61,000
2000	47	55,323	55,055	48,999	61,578
2001	57	56,903	56,340	48,737	60,000
2002	55	51,937	50,000	44,000	55,000
2003	53	52,856	54,000	43,215	60,000
2004	57	45,698	44,300	40,000	47,853
2005 or later	50	43,114	40,395	39,141	44,000

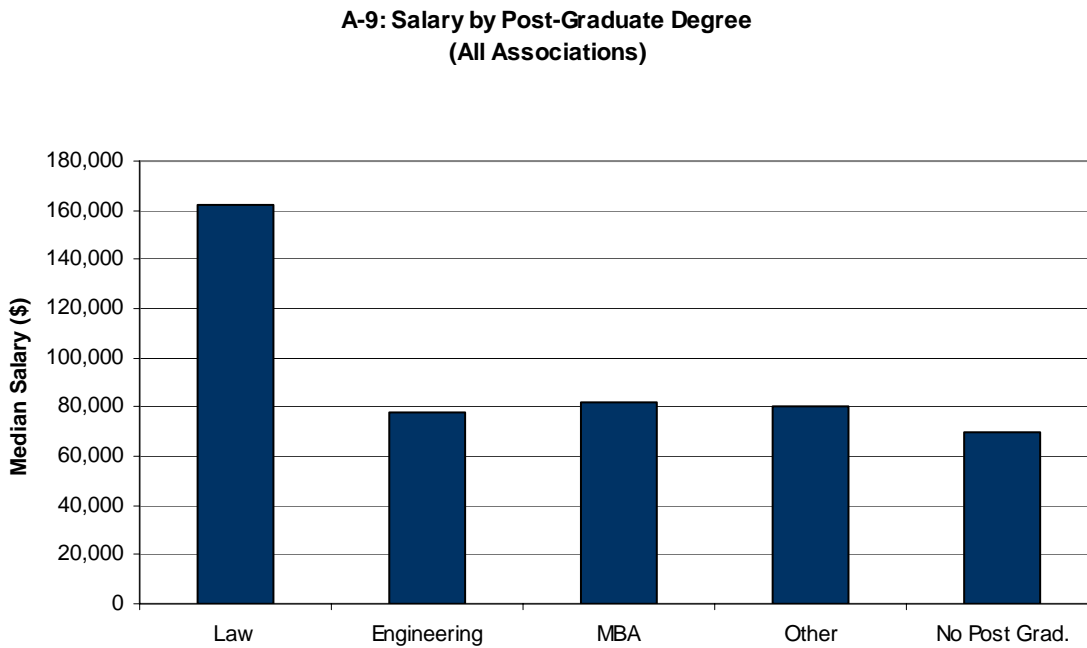
Salary by Year of Graduation and Gender



Salary by Post-Graduate Studies

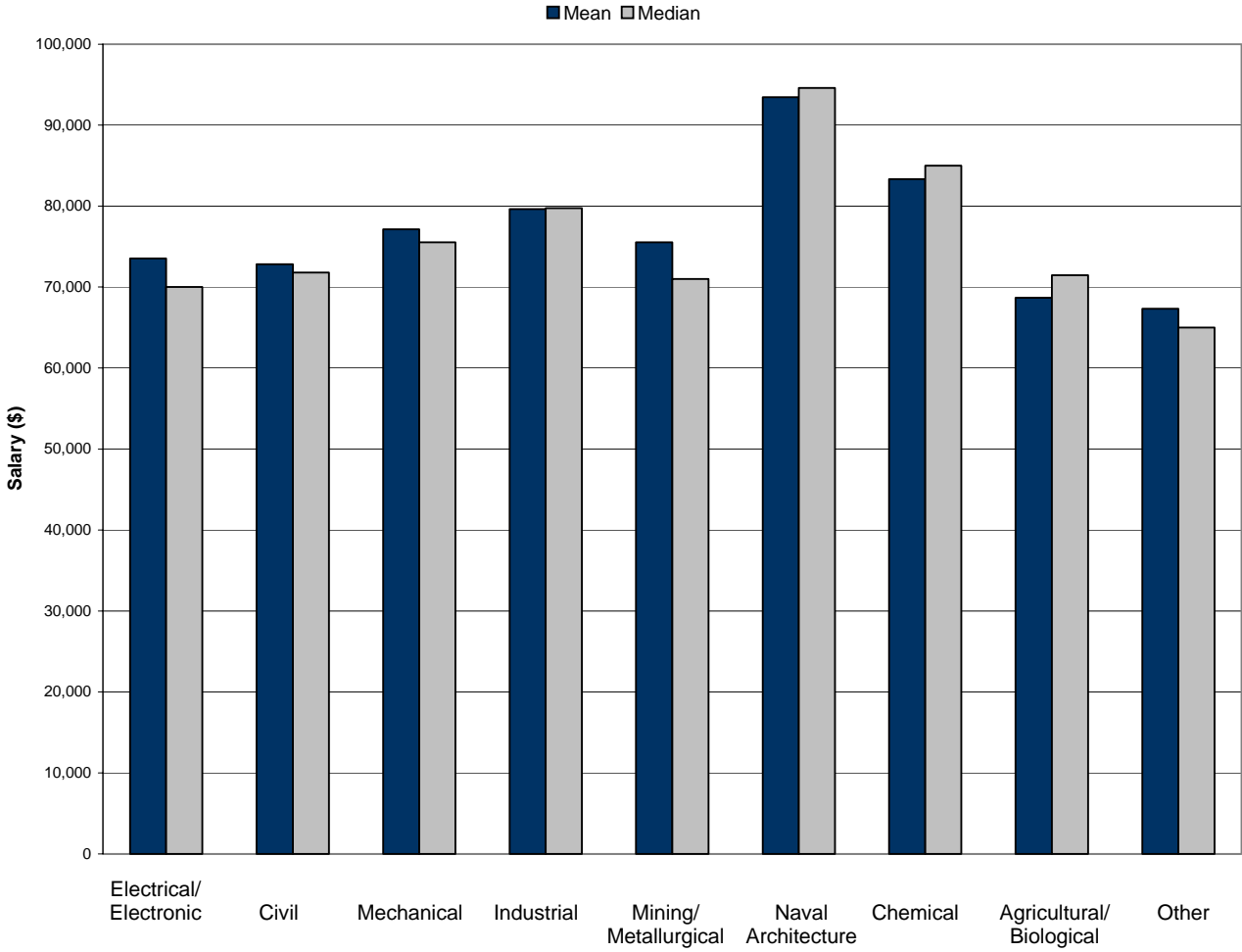


Salary by Post-Graduate Degree

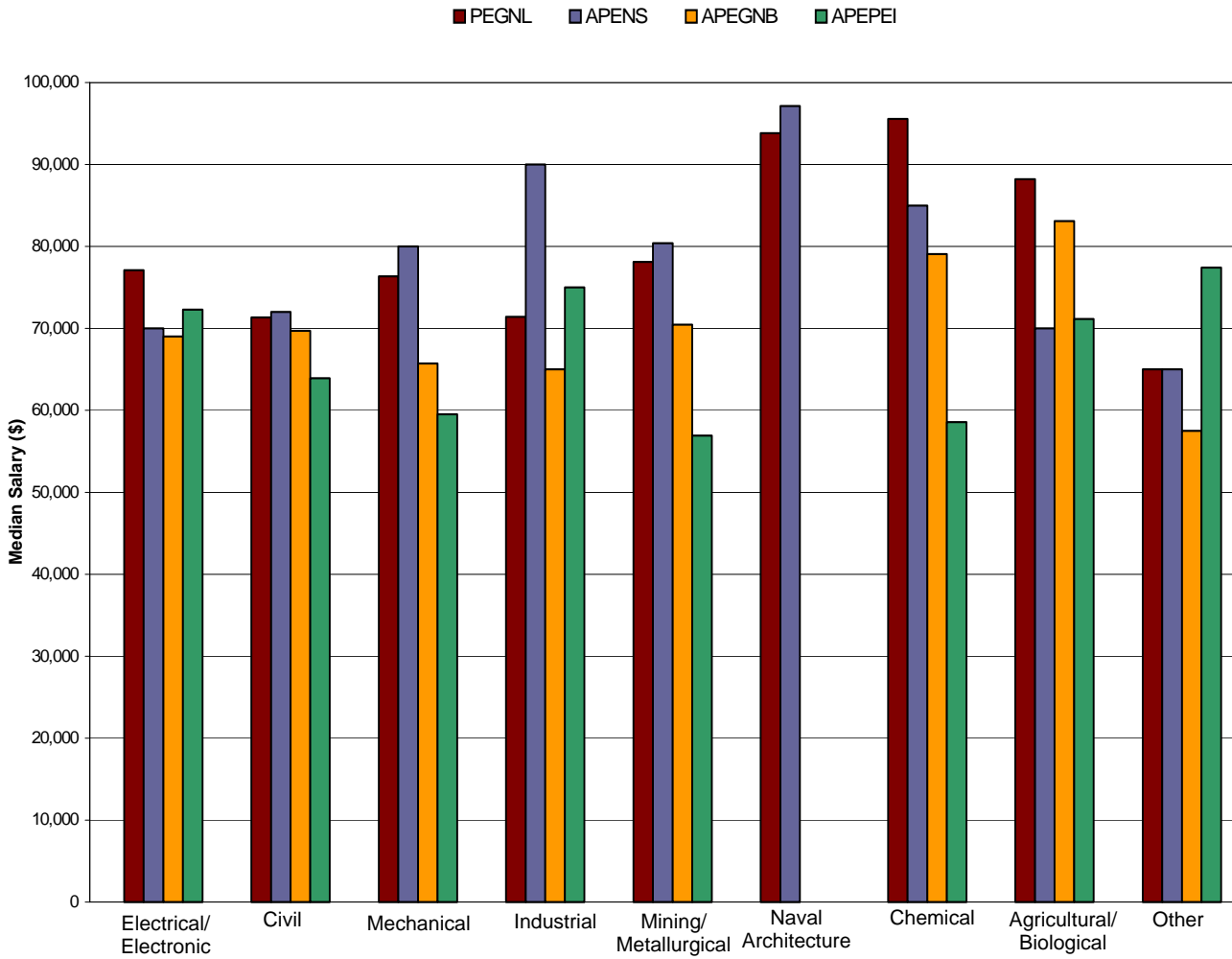


Salary by Discipline

**A-10: Salary by Discipline
(All Associations)**

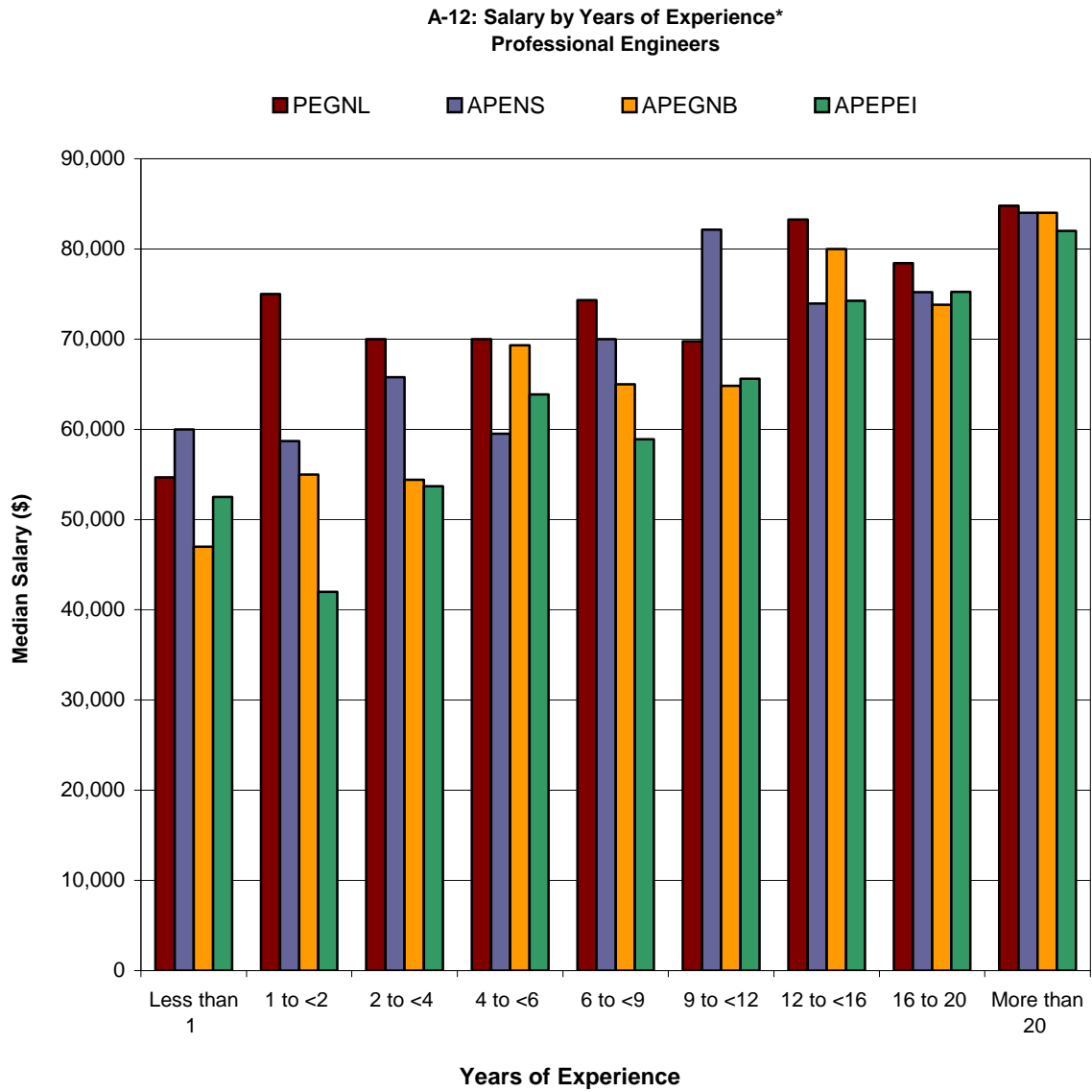


A-11: Salary by Discipline



Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Electrical/ Electronic	All Associations	247	73,541	70,020	60,000	86,000
	PEGNL	98	78,347	77,104	63,049	90,000
	APENS	74	73,211	70,000	60,000	85,725
	APEGNB	59	69,402	69,000	58,000	84,104
	APEPEI	16	79,886	72,275	62,164	98,725
Civil	All Associations	518	72,839	71,813	57,029	84,998
	PEGNL	142	72,336	71,320	59,428	86,000
	APENS	154	75,288	72,000	60,000	87,323
	APEGNB	173	71,002	69,691	55,000	84,383
	APEPEI	49	68,285	63,938	54,438	78,988
Mechanical	All Associations	283	77,124	75,540	59,000	90,100
	PEGNL	112	79,981	76,340	64,792	90,950
	APENS	80	80,376	80,000	63,000	92,000
	APEGNB	63	71,185	65,705	49,995	85,618
	APEPEI	28	66,364	59,500	49,100	84,850
Industrial	All Associations	53	79,629	79,742	60,434	95,000
	PEGNL	5	66,290	71,395	55,686	79,593
	APENS	29	85,354	90,000	65,958	98,830
	APEGNB	13	70,750	65,000	54,000	83,564
	APEPEI	6	72,549	75,000	60,000	82,600
Mining/ Metallurgical	All Associations	29	75,548	71,000	60,000	85,000
	PEGNL	5	80,545	78,100	69,010	93,650
	APENS	13	77,369	80,400	59,900	100,000
	APEGNB	8	69,031	70,450	64,344	77,840
	APEPEI	3	67,726	56,925	36,350	106,288
Naval Architecture	All Associations	14	93,457	94,582	76,743	119,111
	PEGNL	11	90,986	93,820	58,940	130,000
	APENS	3	98,012	97,120	92,000	113,929
	APEGNB	-	-	-	-	-
	APEPEI	-	-	-	-	-
Chemical	All Associations	94	83,341	84,982	64,075	100,000
	PEGNL	15	90,388	95,550	72,645	100,038
	APENS	34	83,891	85,000	63,000	99,825
	APEGNB	40	82,105	79,061	58,000	100,000
	APEPEI	5	63,079	58,568	52,656	76,625
Agricultural/ Biological	All Associations	37	68,669	71,453	51,197	84,000
	PEGNL	3	87,021	88,200	70,660	90,100
	APENS	19	64,372	70,000	50,000	80,420
	APEGNB	6	76,159	83,092	57,410	96,625
	APEPEI	9	71,720	71,130	64,350	78,695
Other	All Associations	87	67,335	65,000	50,000	83,832
	PEGNL	22	73,669	65,000	49,619	95,375
	APENS	28	69,086	65,000	52,213	83,538
	APEGNB	33	63,022	57,550	45,655	78,830
	APEPEI	4	76,676	77,415	56,199	97,693

Salary by Years of Experience

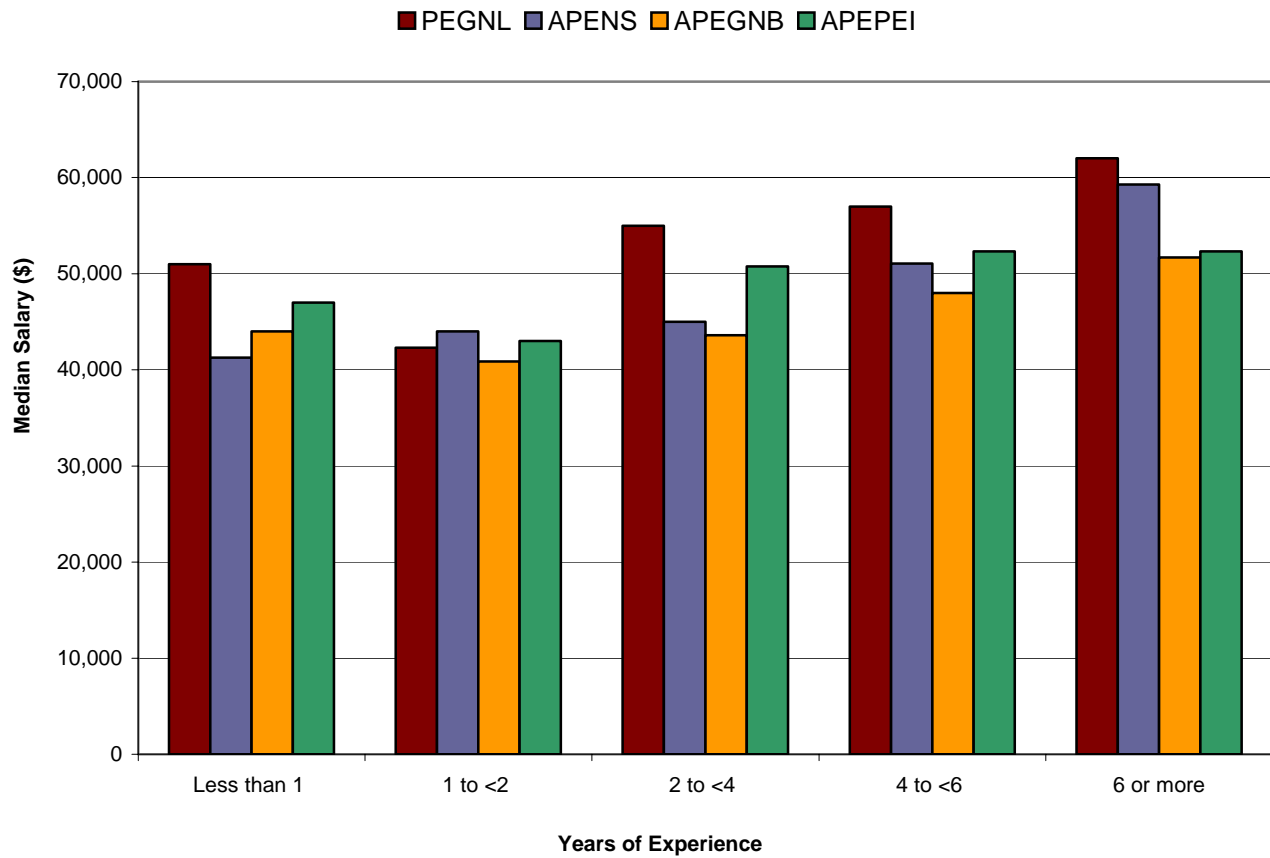


* Years of full-time work experience since receiving professional designation

Professional Engineers

Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	All Associations	32	59,005	57,500	47,632	65,000
	PEGNL	9	58,704	54,673	54,000	71,488
	APENS	9	68,124	60,000	57,500	85,000
	APEGNB	13	50,416	47,000	43,000	58,000
	APEPEI	1	-	-	-	-
1 - <2	All Associations	45	61,570	58,000	51,865	75,087
	PEGNL	19	71,295	75,000	54,936	84,149
	APENS	6	59,604	58,700	56,155	62,000
	APEGNB	19	56,042	55,000	47,820	59,000
	APEPEI	1	-	-	-	-
2 - <4	All Associations	69	63,970	60,000	53,259	73,946
	PEGNL	20	71,017	70,000	63,926	76,000
	APENS	22	68,916	65,761	55,000	87,888
	APEGNB	23	57,574	54,400	51,000	61,735
	APEPEI	4	52,844	53,700	50,153	53,134
4 - <6	All Associations	81	66,299	60,490	55,000	75,000
	PEGNL	27	72,167	70,000	56,400	83,225
	APENS	28	61,170	59,500	55,182	69,980
	APEGNB	20	70,666	69,306	53,555	92,740
	APEPEI	6	52,131	63,875	7,000	77,490
6 - <9	All Associations	100	70,375	67,906	56,276	82,000
	PEGNL	26	76,305	74,300	56,925	93,590
	APENS	32	68,980	70,000	56,000	80,995
	APEGNB	31	69,933	65,000	56,650	79,650
	APEPEI	11	59,279	58,915	51,295	65,540
9 - <12	All Associations	93	73,656	70,000	60,000	86,000
	PEGNL	24	77,975	69,745	62,910	88,170
	APENS	28	80,015	82,125	67,813	96,000
	APEGNB	25	65,597	64,824	55,000	77,135
	APEPEI	16	68,254	65,590	58,645	79,502
12 - <16	All Associations	133	80,331	78,000	65,000	91,000
	PEGNL	39	86,343	83,255	74,505	92,000
	APENS	46	79,900	73,954	65,000	96,900
	APEGNB	37	78,233	80,000	62,000	88,421
	APEPEI	11	74,170	74,250	62,500	84,900
16 - 20	All Associations	164	80,062	75,971	66,315	91,000
	PEGNL	48	84,224	78,425	70,515	93,355
	APENS	52	80,892	75,213	63,000	95,050
	APEGNB	46	77,078	73,803	65,000	86,207
	APEPEI	18	78,107	75,240	68,950	82,650
More than 20	All Associations	353	85,792	84,000	73,000	97,756
	PEGNL	97	86,352	84,790	75,000	96,120
	APENS	105	86,883	84,000	74,000	100,000
	APEGNB	117	84,384	84,000	72,000	96,585
	APEPEI	34	85,947	82,000	64,318	100,000

A-13: Salary by Years of Experience* Engineers-in-Training



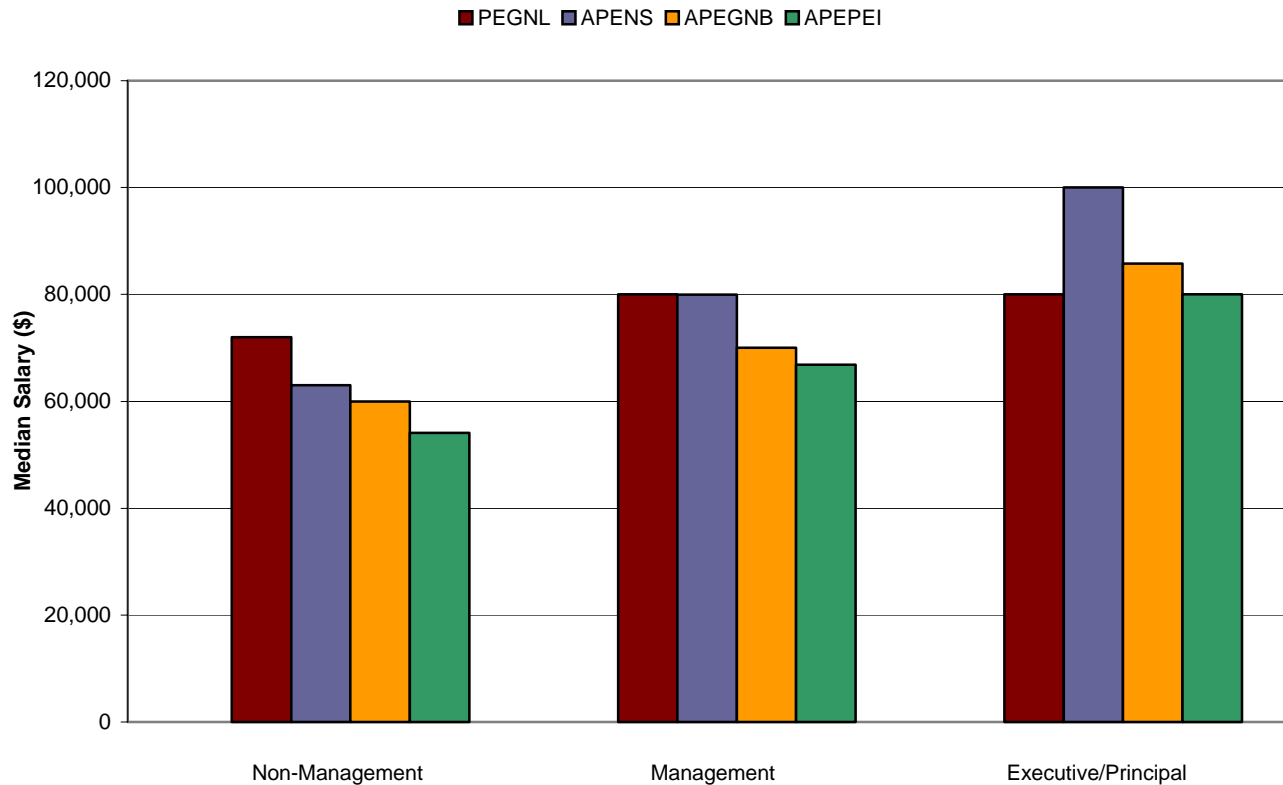
* Years of full-time work experience as an Engineer-in-Training

Engineer-in-Training

Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	All Associations	26	46,764	41,540	40,000	55,000
	PEGNL	9	52,366	51,000	40,718	61,713
	APENS	10	45,229	41,262	40,000	55,000
	APEGNB	6	47,567	44,000	39,960	60,000
	APEPEI	1	-	-	-	-
1 - <2	All Associations	51	43,803	42,000	39,500	44,648
	PEGNL	12	49,476	42,321	38,240	63,820
	APENS	20	43,531	44,000	40,134	44,493
	APEGNB	18	42,196	40,865	39,000	44,849
	APEPEI	1	-	-	-	-
2 - <4	All Associations	113	50,397	47,545	42,000	55,093
	PEGNL	45	57,072	55,000	45,944	63,768
	APENS	37	48,753	45,000	42,000	52,985
	APEGNB	28	47,286	43,597	40,000	52,032
	APEPEI	3	48,429	50,760	46,854	47,083
4 - <6	All Associations	49	55,473	52,000	48,000	64,048
	PEGNL	18	59,287	57,000	48,598	69,763
	APENS	17	55,333	51,050	48,500	65,000
	APEGNB	6	51,654	48,000	45,000	62,000
	APEPEI	8	48,754	52,323	38,685	56,528
6 or more	All Associations	40	63,430	58,550	51,000	71,400
	PEGNL	17	68,772	62,000	54,800	88,460
	APENS	12	63,792	59,266	55,000	72,078
	APEGNB	6	54,244	51,705	50,047	57,417
	APEPEI	5	48,754	52,323	38,685	56,578

Salary by Job Position

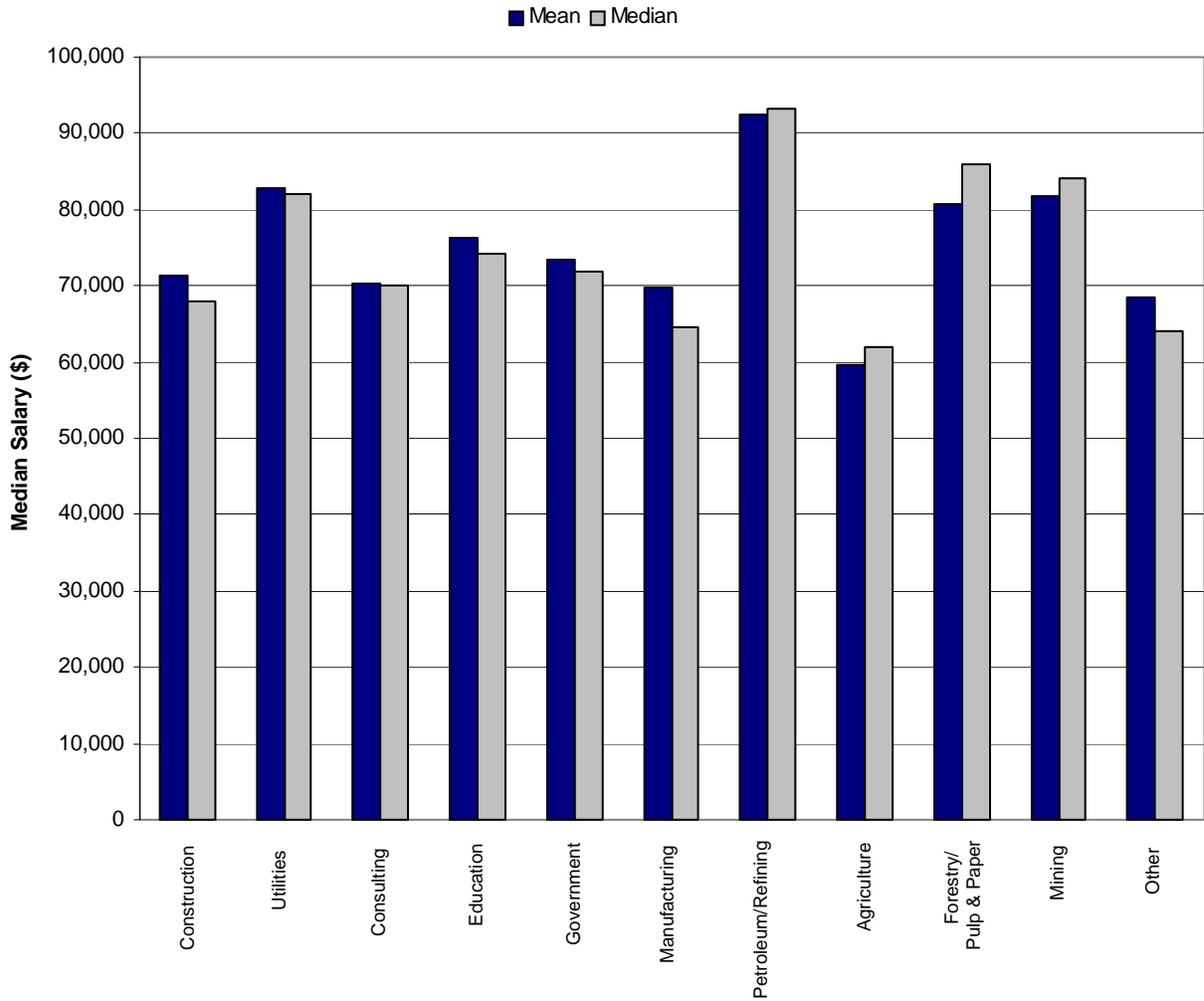
A-14: Salary by Job Position



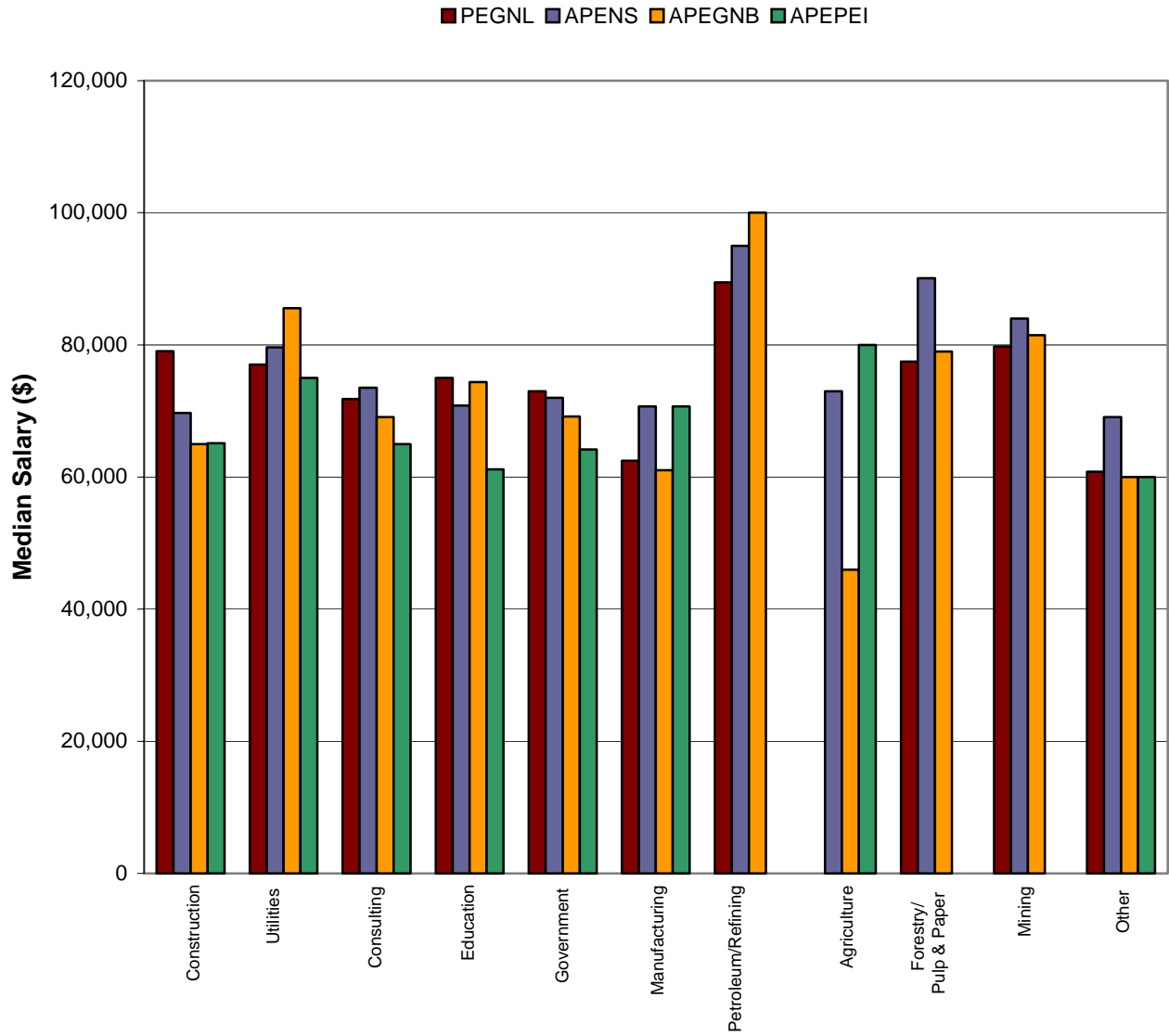
Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non-Management	All Associations	589	65,416	64,090	52,000	76,000
	PEGNL	198	71,289	72,000	55,439	82,178
	APENS	201	65,874	63,000	55,000	75,000
	APEGNB	159	61,534	60,000	46,000	75,000
	APEPEI	31	56,803	54,115	47,000	62,000
Management	All Associations	589	78,100	77,000	62,358	91,000
	PEGNL	173	80,219	80,000	65,000	93,115
	APENS	184	80,707	79,983	67,484	92,368
	APEGNB	178	74,355	70,000	59,015	89,852
	APEPEI	54	68,874	66,860	56,617	80,750
Executive/ Principal	All Associations	169	88,211	88,575	75,000	100,000
	PEGNL	38	83,644	80,000	65,000	94,050
	APENS	41	93,212	100,000	75,000	100,000
	APEGNB	56	85,640	85,755	75,000	100,000
	APEPEI	34	84,617	80,000	65,000	100,000

Salary by Sector of Employment

**A-15: Salary by Sector of Employment
(All Associations)**



A-16: Salary by Sector of Employment



Salary by Sector of Employment: Comparison Between 2003 and 2006⁹

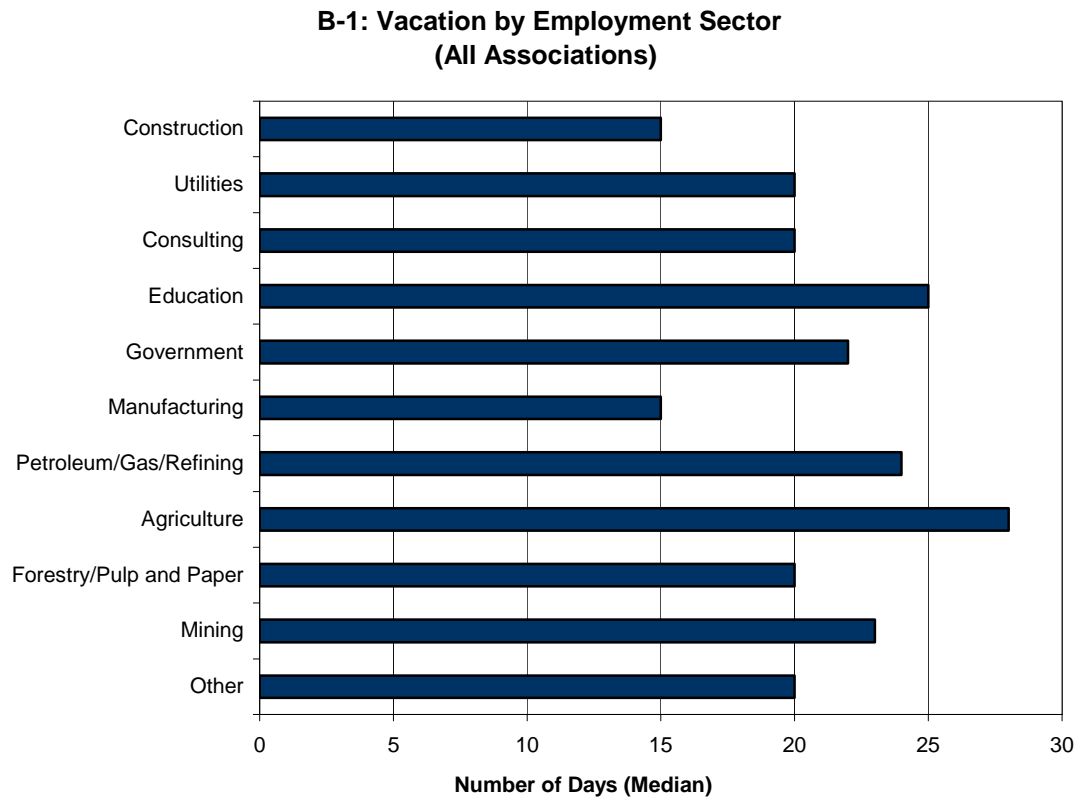
Sector of Employment	Association	2006					2003				
		# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Construction	All Associations	115	71,368	68,000	55,000	80,000	123	61,558	57,200	47,661	70,990
	PEGNL	15	81,423	79,030	70,000	100,480	25	57,129	57,546	50,000	65,000
	APENS	47	72,206	69,960	55,336	80,000	35	60,887	57,000	51,771	68,484
	APEGNB	38	67,670	65,000	45,000	80,000	48	63,899	63,000	45,000	76,000
	APEPEI	15	70,209	65,118	49,466	100,000	15	54,720	52,000	45,000	59,036
Utilities	All Associations	122	82,875	82,000	72,640	91,590	139	76,498	73,159	60,000	89,084
	PEGNL	52	81,402	77,000	73,838	91,590	59	78,174	75,114	65,000	85,049
	APENS	21	84,328	79,643	73,553	90,000	24	77,346	68,979	60,000	97,055
	APEGNB	32	83,085	85,560	68,600	94,310	43	73,310	71,319	56,597	90,709
	APEPEI	17	80,283	75,000	49,225	109,225	12	81,370	85,699	66,874	100,000
Consulting	All Associations	273	70,227	70,004	53,694	83,725	279	64,333	60,000	48,302	78,486
	PEGNL	64	71,726	71,805	55,000	88,750	73	68,086	66,622	50,782	81,264
	APENS	87	73,243	73,500	55,000	85,000	94	66,529	61,815	49,950	82,631
	APEGNB	98	67,057	69,050	51,445	82,000	85	59,954	59,200	42,000	75,000
	APEPEI	24	67,819	65,000	56,913	78,133	27	59,844	51,303	44,627	78,098
Education	All Associations	75	76,284	74,123	65,003	84,368	79	72,670	68,000	61,500	80,524
	PEGNL	23	76,581	75,000	70,000	80,590	29	76,430	71,262	65,037	85,000
	APENS	24	76,272	70,829	65,000	85,000	17	71,932	68,000	61,718	74,921
	APEGNB	24	76,478	74,385	66,038	82,429	32	71,445	65,000	60,000	90,000
	APEPEI	4	66,683	61,158	57,125	86,238	1	-	-	-	-
Government	All Associations	217	73,540	72,000	60,000	85,592	235	68,045	66,694	57,000	80,000
	PEGNL	54	72,685	73,000	59,168	82,000	47	69,602	69,540	59,705	79,938
	APENS	78	76,138	72,000	61,848	90,000	78	68,719	67,896	58,000	80,305
	APEGNB	63	70,736	69,174	55,000	85,034	70	67,313	65,000	56,703	80,000
	APEPEI	22	67,665	64,158	57,320	76,470	40	61,786	61,000	54,415	68,297
Manufacturing	All Associations	89	69,844	64,500	52,000	78,080	104	64,775	62,000	54,000	75,746
	PEGNL	12	70,571	62,490	50,046	70,000	14	62,811	62,176	49,628	78,271
	APENS	31	71,950	70,670	59,540	84,000	44	67,699	63,000	59,086	78,000
	APEGNB	32	67,806	61,020	50,000	81,100	32	62,501	59,980	44,520	75,593
	APEPEI	14	69,891	70,675	55,138	78,963	14	54,161	55,413	45,629	61,816

⁹ Shading indicates significant differences between 2003 and 2006 for the mean and/or median salaries.

Sector of Employment	Association	2006					2003				
		# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Petroleum/ Gas/ Refining	All Associations	153	92,555	93,162	75,000	110,000	141	83,104	80,000	63,657	101,608
	PEGNL	104	90,895	89,450	73,818	109,000	96	82,706	78,767	60,386	104,130
	APENS	34	90,794	95,000	73,735	110,000	34	84,835	91,994	65,735	99,445
	APEGNB	15	104,299	100,000	92,593	125,000	11	79,185	74,000	59,575	103,325
	APEPEI	-	-	-	-	-	-	-	-	-	-
Agriculture	All Associations	7	59,693	61,875	45,828	73,000	11	55,787	63,817	41,000	68,421
	PEGNL	-	-	-	-	-	-	-	-	-	-
	APENS	1	-	-	-	-	3	51,983	51,224	41,000	65,000
	APEGNB	3	45,848	46,000	44,290	47,140	3	60,738	64,584	48,869	46,334
	APEPEI	3	64,000	80,000	25,000	87,000	5	60,600	66,112	45,624	73,135
Forestry/Pulp and Paper	All Associations	44	80,648	86,000	67,903	92,498	40	79,460	82,546	66,015	89,106
	PEGNL	11	75,085	77,480	65,000	86,870	11	83,977	85,105	61,820	93,005
	APENS	11	87,333	90,071	76,895	97,780	7	92,689	101,541	75,000	106,000
	APEGNB	22	78,966	79,000	64,503	94,313	22	74,369	81,574	65,000	85,670
	APEPEI	-	-	-	-	-	-	-	-	-	-
Mining	All Associations	34	81,787	84,000	66,094	96,000	15	77,818	77,734	63,943	89,161
	PEGNL	18	79,230	79,750	63,830	93,000	6	67,813	63,404	60,000	75,219
	APENS	7	82,201	84,000	64,792	98,520	2	94,908	100,000	80,383	81,618
	APEGNB	9	84,086	81,460	71,130	102,000	7	76,682	80,418	65,971	86,648
	APEPEI	-	-	-	-	-	-	-	-	-	-
Other	All Associations	230	68,451	64,000	50,000	82,000	196	69,752	66,500	50,000	82,000
	PEGNL	58	62,742	60,800	49,000	75,000	48	66,779	69,163	48,000	80,000
	APENS	93	74,214	69,055	58,000	91,138	69	71,846	68,071	59,639	82,000
	APEGNB	58	61,329	60,000	46,000	74,401	56	69,736	64,828	50,000	85,434
	APEPEI	21	67,715	59,980	51,000	85,635	23	57,217	50,000	43,000	67,569

2.2 BENEFITS AND OTHER REMUNERATION

Vacation by Employment Sector



Sector	# of Responses	Mean	Median	Number of Vacation Days ¹⁰					
				0-5	6-10	11-15	16-20	21-25	>25
Construction	108	17	15	3%	15%	45%	19%	9%	9%
Utilities	122	22	20	<1%	2%	25%	24%	18%	31%
Consulting	264	17	16	-	12%	37%	39%	10%	2%
Education	73	30	25	-	-	4%	32%	27%	37%
Government	216	21	20	-	1%	26%	29%	30%	14%
Manufacturing	88	16	15	-	25%	34%	27%	11%	3%
Petroleum/Gas/ Refining	145	21	20	-	2%	38%	28%	14%	18%
Agriculture	7	21	28	-	29%	14%	-	6%	51%
Forestry/Pulp and Paper	42	21	20	-	5%	28%	25%	22%	20%
Mining	32	22	22	-	3%	32%	13%	27%	25%
Other	225	19	20	-	9%	35%	31%	16%	9%

¹⁰ Respondents reporting "Don't Know" were excluded from analysis.

Vacation by Employment Sector^{11, 12}

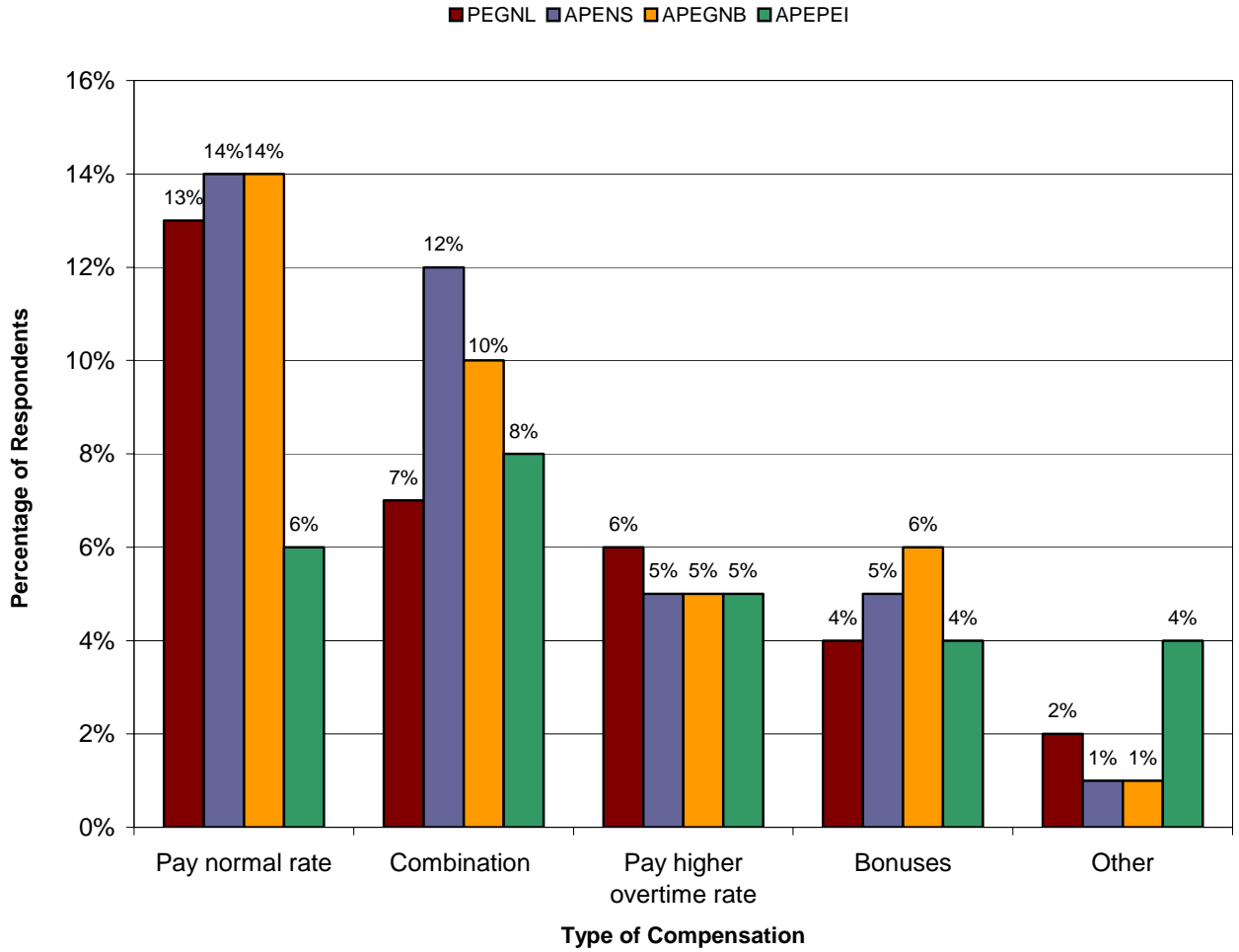
	Association	Number of Responses	Number of Vacation Days					
			0-5	6-10	11-15	16-20	21-25	>25
Construction	All Associations	108	3%	15%	45%	19%	9%	9%
	PEGNL	13	-	13%	54%	24%	-	9%
	APENS	44	1%	10%	52%	16%	7%	14%
	APEGNB	38	6%	23%	34%	20%	14%	3%
	APEPEI	13	9%	13%	43%	26%	9%	-
Utilities	All Associations	122	<1%	2%	25%	24%	18%	31%
	PEGNL	52	-	1%	18%	7%	24%	50%
	APENS	21	-	-	29%	32%	4%	35%
	APEGNB	32	-	5%	24%	30%	25%	16%
	APEPEI	17	3%	5%	35%	19%	28%	10%
Consulting	All Associations	264	-	12%	37%	39%	10%	2%
	PEGNL	63	-	7%	42%	37%	12%	2%
	APENS	84	-	12%	34%	39%	13%	2%
	APEGNB	95	-	13%	39%	40%	7%	1%
	APEPEI	22	-	17%	48%	26%	6%	3%
Government	All Associations	216	-	1%	26%	29%	30%	14%
	PEGNL	54	-	-	26%	32%	18%	24%
	APENS	77	-	-	26%	24%	36%	14%
	APEGNB	63	-	2%	28%	35%	27%	8%
	APEPEI	22	-	-	23%	30%	28%	19%
Manufacturing	All Associations	88	-	25%	34%	27%	11%	3%
	PEGNL	12	-	17%	45%	28%	-	10%
	APENS	31	-	14%	39%	21%	22%	4%
	APEGNB	31	-	38%	26%	33%	3%	-
	APEPEI	14	-	13%	53%	22%	12%	-
Petroleum/Gas/ Refining	All Associations	145	-	2%	38%	28%	14%	18%
	PEGNL	99	-	2%	50%	25%	7%	16%
	APENS	32	-	3%	23%	36%	15%	23%
	APEGNB	14	-	3%	24%	18%	42%	13%
	APEPEI	-	-	-	-	-	-	-

¹¹ Employment Sectors with less than 100 respondents excluded from table.

¹² Respondents reporting "Don't Know" were excluded from analysis.

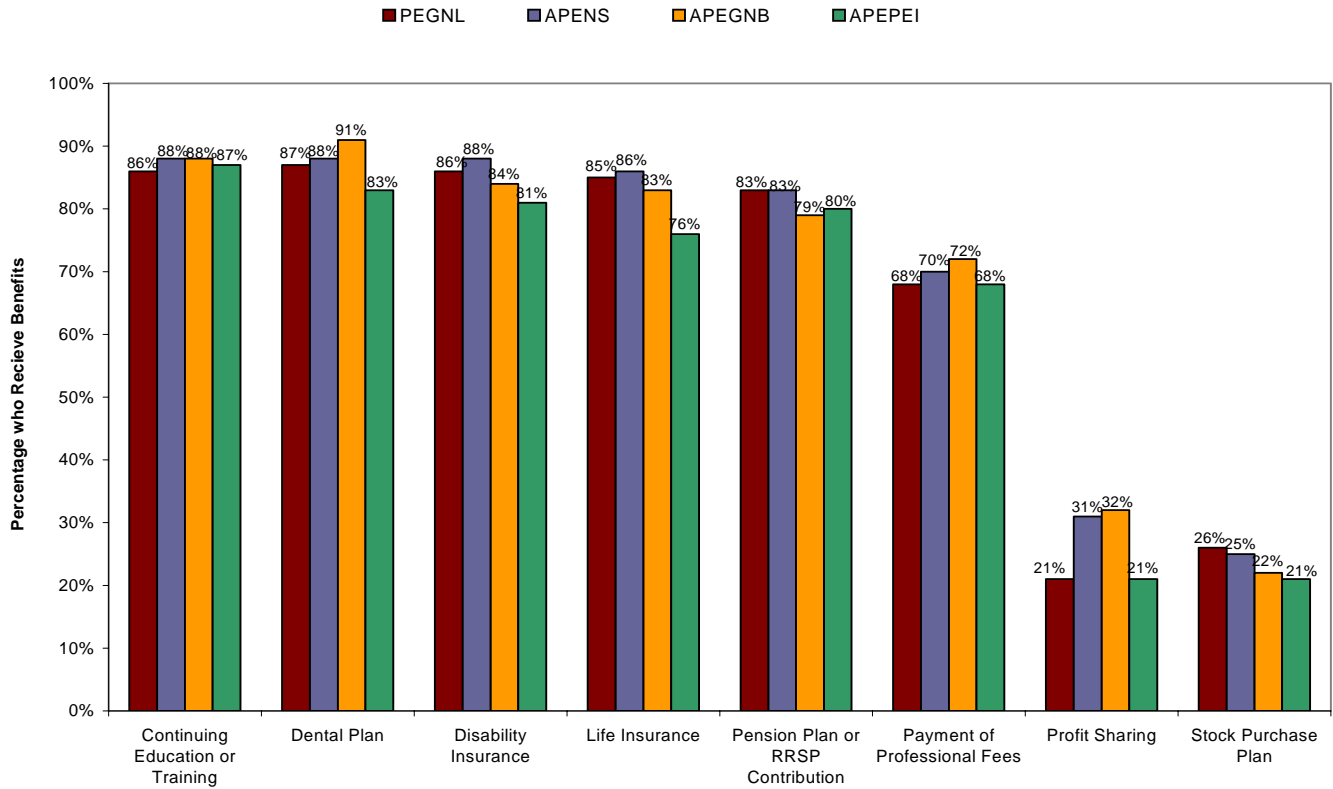
Overtime Compensation

B-2: Compensation Provided for Overtime



Benefits

B-3: Benefits Provided by Employer



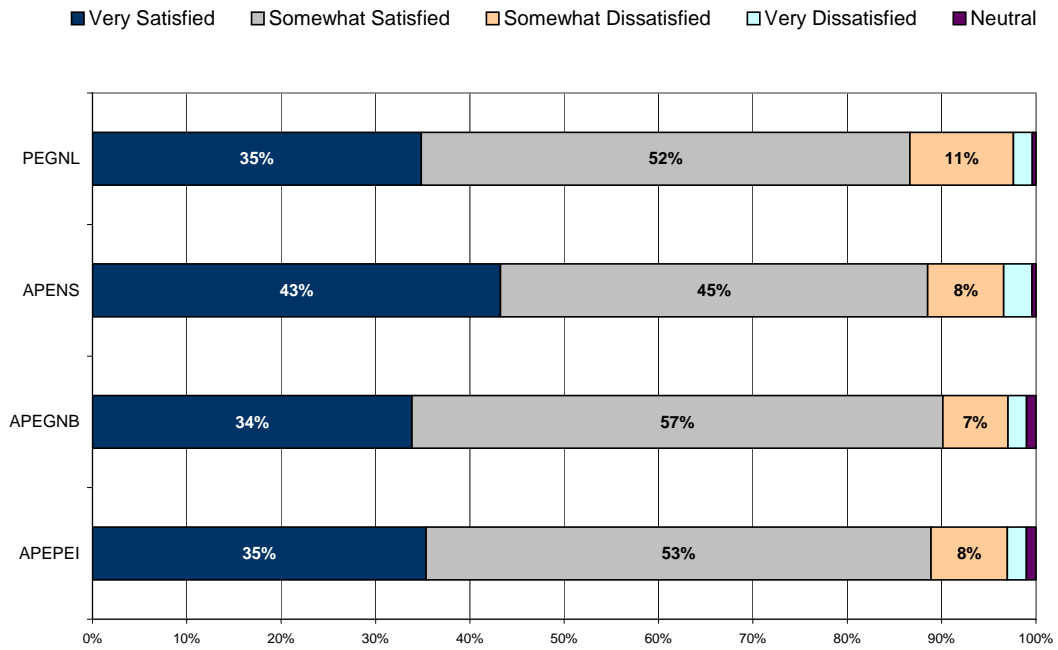
* Multiple responses allowed

Benefit ¹³	Association	Number of Responses	Provided/ Cost Shared	Provided/ Not Cost Shared	Not Provided
Continuing Education or Training	All Associations	1284	23%	66%	11%
	PEGNL	396	24%	64%	12%
	APENS	399	23%	66%	11%
	APEGNB	374	22%	67%	11%
	APEPEI	115	19%	70%	11%
Payment of Professional Fees	All Associations	1332	10%	61%	29%
	PEGNL	411	8%	60%	32%
	APENS	423	10%	61%	29%
	APEGNB	383	10%	63%	27%
	APEPEI	115	8%	62%	30%
Stock Purchase Plan	All Associations	1300	14%	9%	77%
	PEGNL	403	17%	8%	75%
	APENS	406	16%	8%	76%
	APEGNB	378	9%	11%	80%
	APEPEI	113	8%	11%	81%
Profit Sharing	All Associations	1298	8%	19%	73%
	PEGNL	399	5%	13%	82%
	APENS	410	12%	18%	70%
	APEGNB	377	6%	24%	70%
	APEPEI	112	8%	12%	80%
Dental Plan	All Associations	1328	69%	20%	11%
	PEGNL	410	65%	22%	13%
	APENS	423	66%	22%	12%
	APEGNB	379	74%	17%	9%
	APEPEI	116	76%	10%	14%
Health Plan	All Associations	1321	72%	20%	8%
	PEGNL	408	70%	22%	8%
	APENS	419	71%	22%	7%
	APEGNB	379	76%	16%	8%
	APEPEI	115	78%	12%	10%
Disability Insurance	All Associations	1259	61%	26%	13%
	PEGNL	397	60%	27%	13%
	APENS	395	61%	27%	12%
	APEGNB	358	62%	23%	15%
	APEPEI	109	63%	23%	14%
Life Insurance	All Associations	1258	61%	24%	15%
	PEGNL	391	63%	23%	14%
	APENS	395	62%	25%	13%
	APEGNB	363	60%	23%	17%
	APEPEI	109	61%	19%	20%
Pension Plan or RRSP	All Associations	1335	74%	7%	19%
	PEGNL	408	74%	9%	17%
	APENS	425	72%	11%	17%
	APEGNB	386	77%	3%	20%
	APEPEI	116	77%	5%	18%

¹³ Respondents reporting "Don't Know" were excluded from analysis.

2.3 OVERALL SATISFACTION WITH REMUNERATION

C-1: Level of Satisfaction with Remuneration



Appendix: Questionnaire

**Atlantic Associations of Professional Engineers
Member Salary Survey 2006**

Hello, may I please speak with _____?

My name is _____ and I am calling from Market Quest Research, a professional marketing research firm. We are currently conducting a salary survey on behalf of [Insert association name]. All survey responses are kept strictly confidential. Your response to this survey would be very valuable... Do you have time to answer a few questions....it will take less than 5 minutes?

- | | | |
|-----|---|---|
| Yes | 1 | - CONTINUE |
| No | 2 | - ASK FOR CALL BACK TIME, THANK & TERMINATE |

Before we begin, I would like to assure you that your answers are strictly confidential, and will only be used in aggregate with all other responses.

1. In what year did you graduate with your first Engineering degree or equivalent?
2. What is the discipline of your first Engineering degree or equivalent? **[Do not read]**

- 01 Electrical/Electronic
- 02 Civil
- 03 Mechanical
- 04 Industrial
- 05 Mining/Metallurgical
- 06 Naval Architecture
- 07 Chemical
- 08 Agricultural/Biological
- 08 Other _____

3. Do you have a post-graduate degree?

- 01 Yes
- 02 No **Skip to Q.5**

4. In what field of study is your post-graduate degree? **[Do not read]**

- 01 Engineering
- 02 MBA (Master of Business Administration)
- 03 Law
- 04 Other _____

5. What is your status...Engineer in training (EIT) or Professional Engineer (P.Eng)?

- 01 Engineer in training (EIT)
- 02 Professional Engineer (P.Eng) **Skip to Q.7**

6. How many months and years of full-time work experience do you have as an engineer in training?

Skip to Q.8

7. How many years of full-time work experience do you have since receiving your P.Eng or professional designation?

- 01 Less than 1 year
- 02 1 to < 2 years
- 03 2 - <4 years
- 04 4 - <6 years
- 05 6 - < 9 years
- 06 9 - <12 years
- 07 12 - <16 years
- 08 16 - 20 years
- 09 More than 20 years

8. Are you currently [read list]:

- 01 Employed
- 02 Self-employed
- 03 Unemployed **Thank & Terminate**
- 04 Retired **Thank & Terminate**

9. Are you employed full-time, that is 30 or more hours per week, or part-time, less than 30 hours per week?

- 01 Full-time
- 02 Part-time **Thank & Terminate**

10. Excluding overtime, how many hours do you work in a regular week? [Record number]

11. Which of the following best describes the level of your current job position:

- 01 Non-Management
- 02 Manager (supervises others)
- 03 Executive/Principal (e.g., director, vice-president, president, owner, etc.)

Vol.

- 04 Other _____

12. In what industry sector are you employed?

- 01 Mining
- 02 Forestry/Pulp & Paper
- 03 Agriculture
- 04 Petroleum/Gas/Refining
- 05 Manufacturing
- 06 Government
- 07 Education
- 08 Consulting
- 09 Utilities
- 10 Construction
- 11 Other _____

13. What is your current annual **base** salary, excluding overtime and bonuses? [**Probe for approximation**]

14. How does your employer compensate for overtime? [**Read. Record all that apply**]

- 01 Pay normal rate
- 02 Pay higher overtime rate
- 03 Give time off
- Vol.
- 04 Other _____
- 05 Does not compensate for overtime

15. How many vacation days are you entitled to annually? [**Probe for approximation**]

16. Does your employer provide the following benefits?

	Q.16 Provided?			Q.17 Cost-Shared?		
	Yes	No	DK	Yes	No	DK
Pension Plan or RRSP contribution	1	2	98	1	2	98
Life Insurance	1	2	98	1	2	98
Disability Insurance	1	2	98	1	2	98
Health Plan	1	2	98	1	2	98
Dental Plan	1	2	98	1	2	98
Profit Sharing	1	2	98	1	2	98
Stock Purchase Plan	1	2	98	1	2	98
Payment of Professional Fees	1	2	98	1	2	98
Continuing Education or training	1	2	98	1	2	98

17. *If benefit is provided, ask:* Is the cost of [Insert benefit] shared between you and your employer?

18. Are you very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with the level of remuneration for your job?

01	Very satisfied
02	Somewhat satisfied
03	Somewhat dissatisfied
04	Very dissatisfied
05	Neither
98	Don't know

RECORD GENDER OF RESPONDENT

1 Male 2 Female