

# Member Salary Survey Report 2009



Prepared by:



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## 1.0 Study Background and Methodology

On behalf of the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), Engineers Nova Scotia, the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), and Engineers PEI, during February and March 2009, MarketQuest Research conducted the 2009 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 2006. To identify differences between years, comparisons between 2006 and 2009 results are made throughout the report by membership status, gender and sector of employment.

To identify differences between 2006 and 2009 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*.<sup>1</sup> Throughout this report, significant differences between 2006 and 2009 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, Engineers Nova Scotia, 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 Engineers PEI, a census of resident P.Eng and EIT members was conducted.<sup>2</sup> 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 1,374 members who are employed full-time or at least 30 hours per week. However, 25 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.<sup>3</sup> The upper cut-off salary was \$197,000. This process resulted in the exclusion of 14 completed surveys. The table below presents the final sample sizes and margins of error<sup>4</sup> 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	387	± \$2,504
Engineers NS	389	± \$2,148
APEGNB	390	± \$2,201
Engineers PEI	169	± \$2,403
All Associations	1,335	± \$1,244

<sup>1</sup> 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.

<sup>2</sup> The census resulted in a response rate of 61% for Engineers PEI.

<sup>3</sup> 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.

<sup>4</sup> 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**

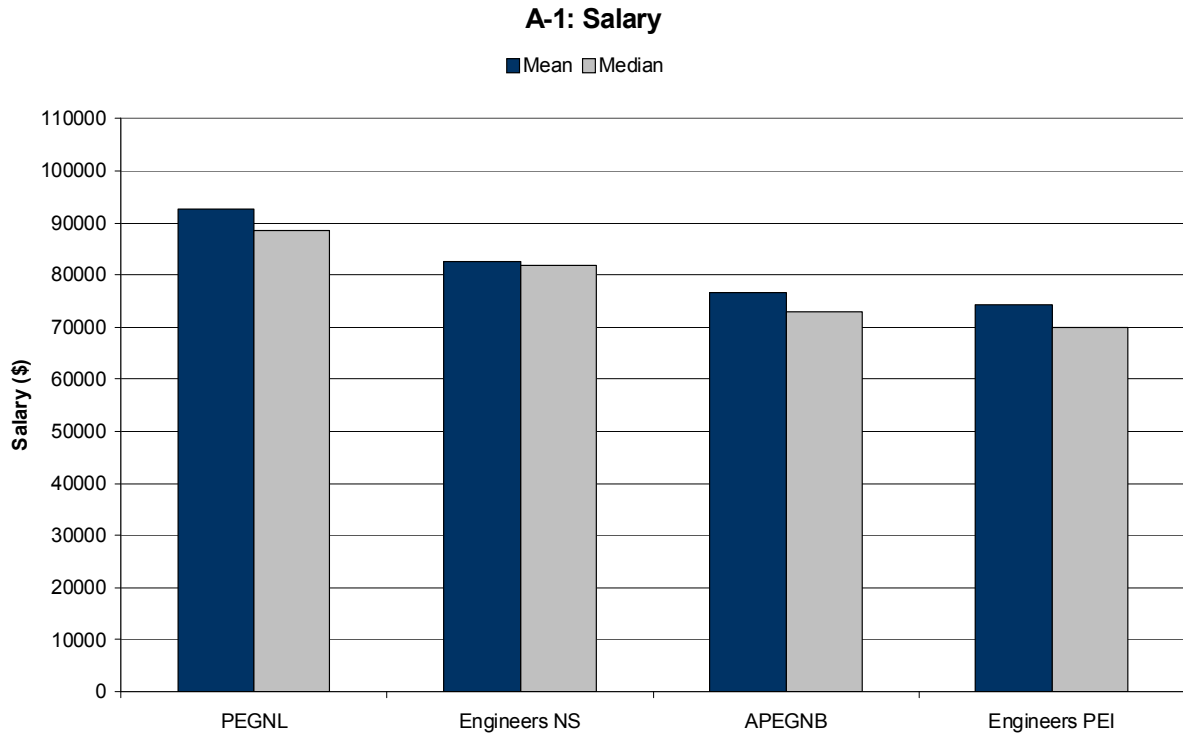
1. **Salary** refers to base salary excluding bonuses and overtime for full-time employees who work 30 or more hours per week.
2. The **mean** refers to the numerical average.
3. The **median** refers to the midpoint of the distribution – 50% of salaries fell above the median and 50% fell below it.
4. **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. As well, due to rounding, percentages may not always total 100%.

## 2.0 Survey Results

### 2.1. BASE SALARY

#### Salary<sup>5</sup>

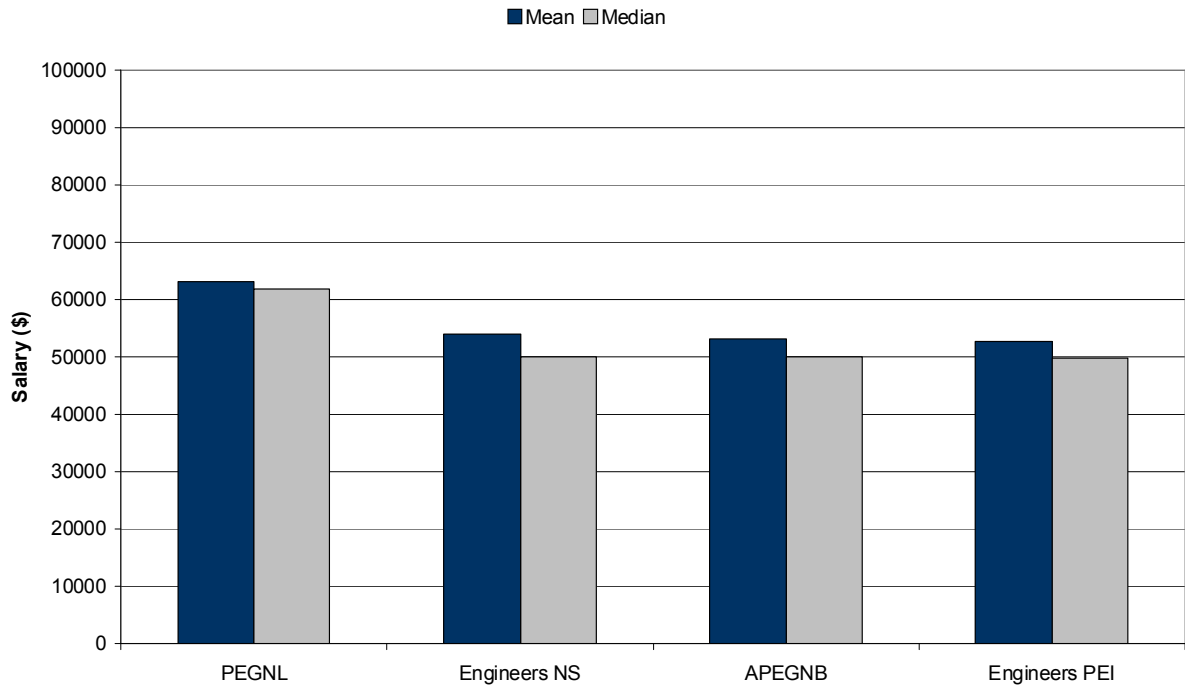


	Mean	Median	Lower Quartile	Upper Quartile
<b>All Associations</b>	<b>82,369</b>	<b>80,000</b>	<b>65,000</b>	<b>97,000</b>
PEGNL	92,592	88,600	72,960	107,229
Engineers NS	82,644	81,801	66,000	98,000
APEGNB	76,595	73,000	59,000	90,000
Engineers PEI	74,356	70,000	58,906	84,000

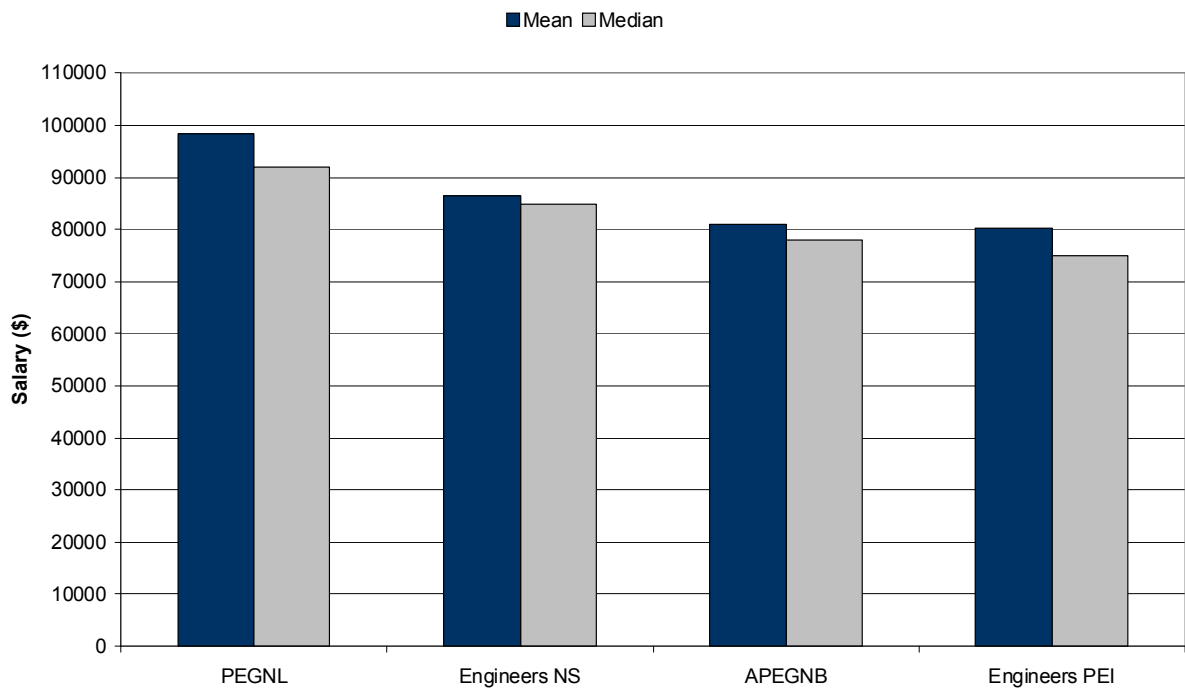
<sup>5</sup> Includes Professional Engineers and Engineers-in-Training.

**Salary by Membership Status**

**A-2: Engineer-in-Training**



**A-3: Professional Engineer**



**Salary by Membership Status: Comparison Between 2006 and 2009<sup>6</sup>**

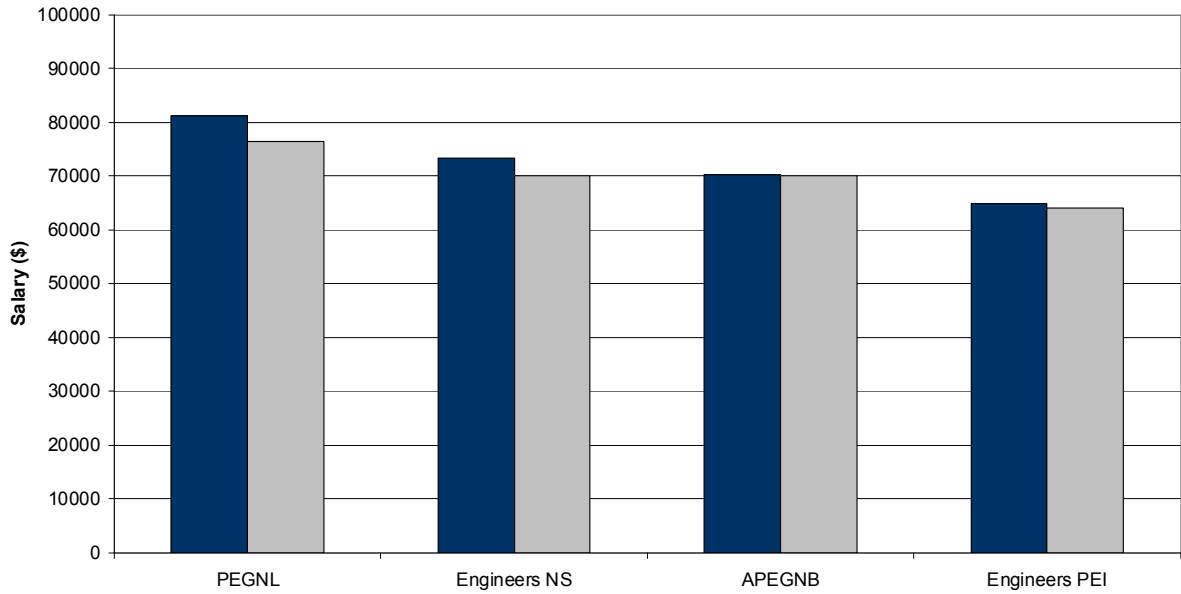
	2009					2006				
	# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
<b>Engineer-in-Training</b>										
<b>All Associations</b>	<b>344</b>	<b>55,708</b>	<b>53,000</b>	<b>47,000</b>	<b>62,500</b>	<b>290</b>	<b>51,017</b>	<b>47,780</b>	<b>42,000</b>	<b>57,215</b>
PEGNL	101	63,146	62,000	51,706	72,000	104	58,124	55,000	45,338	66,372
Engineers NS	104	54,079	50,000	47,000	61,022	104	49,830	45,365	42,000	55,000
APEGNB	99	53,259	50,000	44,722	59,000	64	46,961	44,000	40,000	51,804
Engineers PEI	40	52,659	49,755	42,279	59,532	18	51,784	48,350	40,278	54,323
<b>Professional Engineer</b>										
<b>All Associations</b>	<b>985</b>	<b>86,826</b>	<b>84,000</b>	<b>70,000</b>	<b>100,000</b>	<b>1,072</b>	<b>78,255</b>	<b>76,000</b>	<b>62,500</b>	<b>90,000</b>
PEGNL	284	98,310	92,000	80,000	110,155	309	81,214	78,000	68,460	92,800
Engineers NS	282	86,431	84,842	73,000	100,000	330	79,889	77,645	63,000	92,000
APEGNB	290	80,948	78,000	65,000	94,000	331	75,353	75,000	60,000	89,535
Engineers PEI	129	80,344	75,000	65,000	90,000	102	74,156	70,000	60,000	86,425

<sup>6</sup> Shading indicates significant differences between 2006 and 2009 for the mean and/or median salaries.

**Salary by Gender<sup>7</sup>**

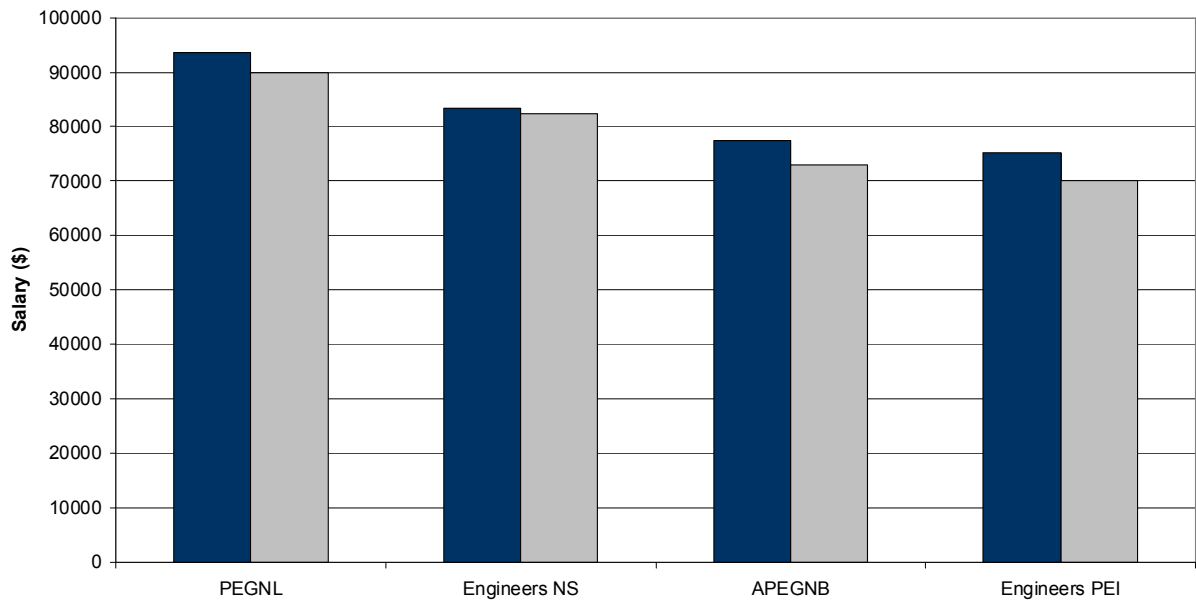
**A-4: Female**

■ Mean □ Median



**A-5: Male**

■ Mean □ Median



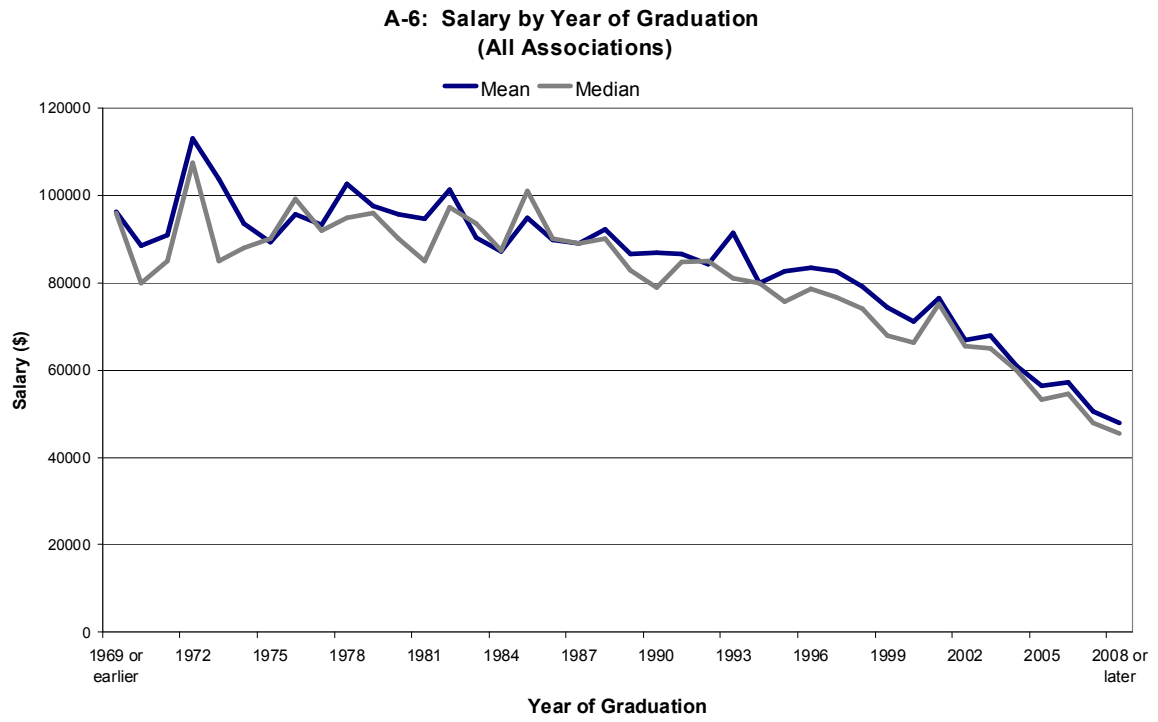
<sup>7</sup> Gender differences in salary may be attributable to differences in years of experience.

**Salary by Gender: Comparison Between 2006 and 2009<sup>8</sup>**

	2009					2006				
	# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
<b>Female</b>										
<b>All Associations</b>	<b>368</b>	<b>73,691</b>	<b>72,000</b>	<b>61,400</b>	<b>83,000</b>	<b>368</b>	<b>65,151</b>	<b>63,574</b>	<b>51,458</b>	<b>77,000</b>
PEGNL	100	81,237	76,377	65,000	91,000	99	67,332	64,000	53,070	77,335
Engineers NS	139	73,380	70,000	61,031	82,907	136	68,722	67,807	56,000	80,000
APEGNB	113	70,285	70,000	57,337	81,150	118	59,680	56,028	46,955	70,000
Engineers PEI	16	64,809	64,000	57,498	73,195	15	60,443	60,000	52,905	70,000
<b>Male</b>										
<b>All Associations</b>	<b>962</b>	<b>83,212</b>	<b>80,000</b>	<b>65,000</b>	<b>98,000</b>	<b>994</b>	<b>76,129</b>	<b>75,000</b>	<b>60,000</b>	<b>90,000</b>
PEGNL	286	93,624	90,000	74,000	109,960	314	78,752	76,000	65,000	90,940
Engineers NS	247	83,402	82,252	67,177	100,000	298	77,561	75,000	61,000	91,000
APEGNB	276	77,322	73,000	59,104	90,000	277	73,342	72,000	56,000	86,000
Engineers PEI	153	75,211	70,000	58,490	84,957	105	71,451	68,115	53,835	85,715

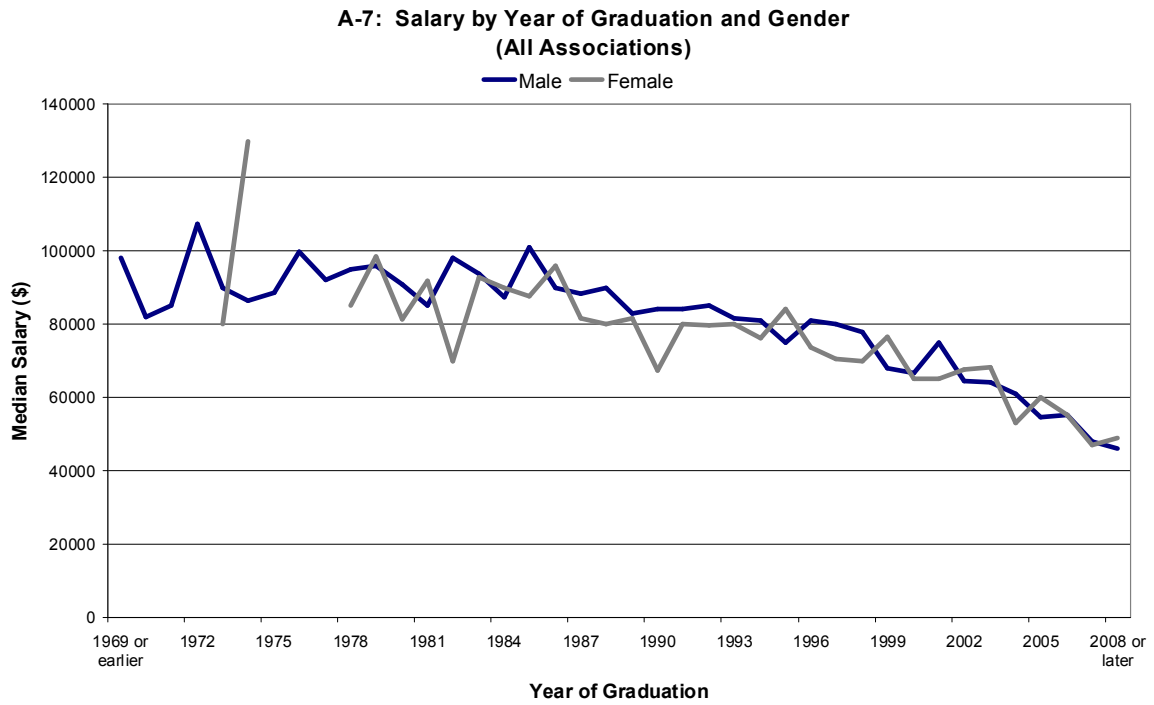
<sup>8</sup> Shading indicates significant differences between 2006 and 2009 for the mean and/or median salaries.

**Salary by Year of Graduation**

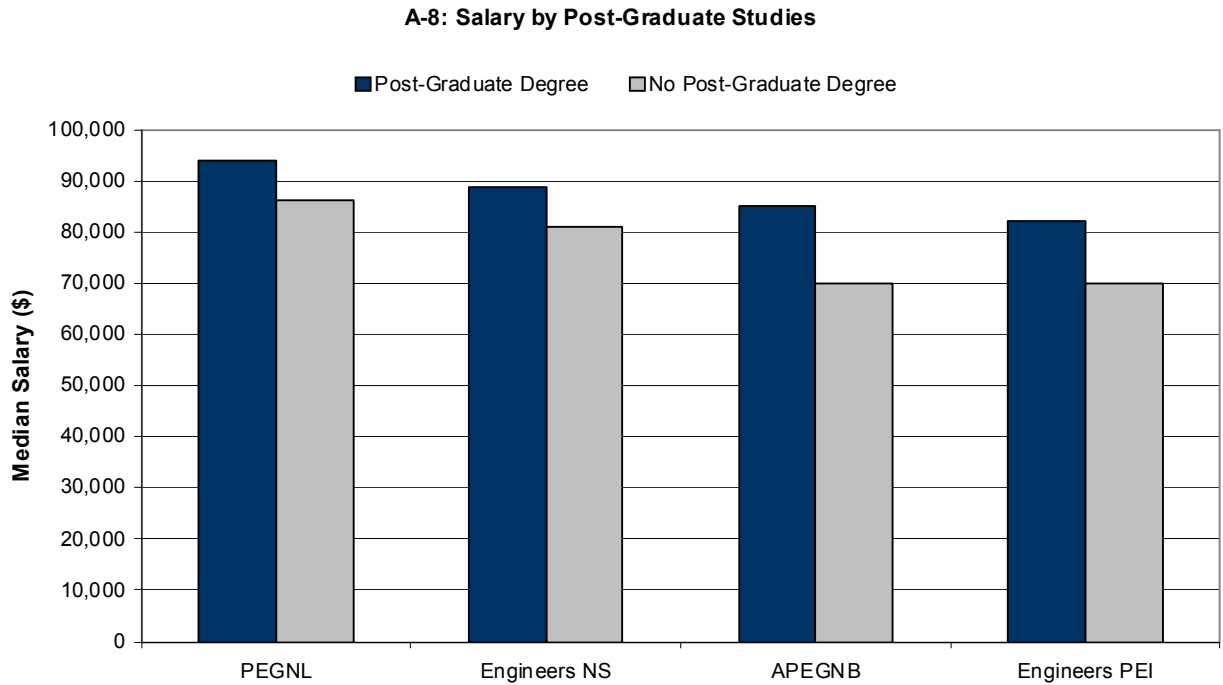


Graduation Year	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
1969 or earlier	16	96,164	95,871	80,782	119,027
1970	7	88,448	80,000	80,000	100,000
1971	20	90,809	85,000	75,000	110,000
1972	9	112,986	107,500	99,351	130,000
1973	10	103,603	85,000	80,000	120,466
1974	23	93,572	88,000	80,000	120,000
1975	29	89,383	90,000	69,557	98,583
1976	24	95,713	99,288	76,041	114,576
1977	21	93,447	92,000	85,000	97,000
1978	32	102,597	95,000	84,974	125,000
1979	42	97,673	96,000	84,000	110,000
1980	38	95,819	90,156	80,000	104,494
1981	41	94,583	85,000	72,776	106,000
1982	36	101,260	97,399	84,000	119,862
1983	33	90,385	93,625	79,911	98,000
1984	37	87,202	87,500	82,796	98,117
1985	37	94,931	101,000	81,657	110,000
1986	32	89,899	90,000	77,320	100,000
1987	54	88,918	89,040	77,920	100,000
1988	24	92,367	90,000	70,000	105,680
1989	50	86,761	83,000	70,568	100,000
1990	34	86,808	78,788	69,870	98,939
1991	32	86,680	84,905	70,566	99,907
1992	24	84,247	85,000	69,326	90,000
1993	29	91,462	81,087	73,909	119,987
1994	36	79,864	80,000	63,203	90,000
1995	32	82,567	75,600	69,334	89,840
1996	38	83,441	78,705	64,381	100,000
1997	53	82,696	76,663	70,553	99,377
1998	41	79,039	74,000	67,530	85,000
1999	41	74,358	68,000	63,521	80,000
2000	35	71,183	66,243	60,344	80,000
2001	53	76,614	75,000	64,000	84,000
2002	39	66,920	65,493	58,000	74,947
2003	33	67,810	65,000	55,101	80,000
2004	38	60,999	60,000	51,000	69,000
2005	35	56,456	53,326	47,870	62,039
2006	36	57,227	54,459	48,000	67,288
2007	36	50,617	47,801	42,899	57,487
2008 or later	40	47,879	45,563	43,000	52,042

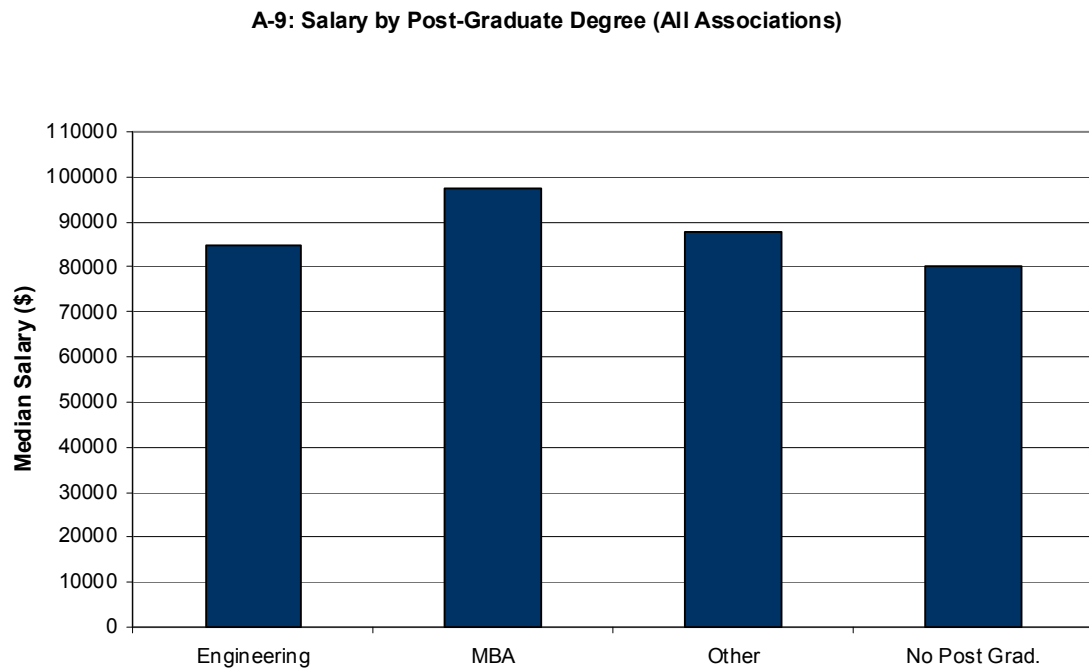
**Salary by Year of Graduation and Gender**



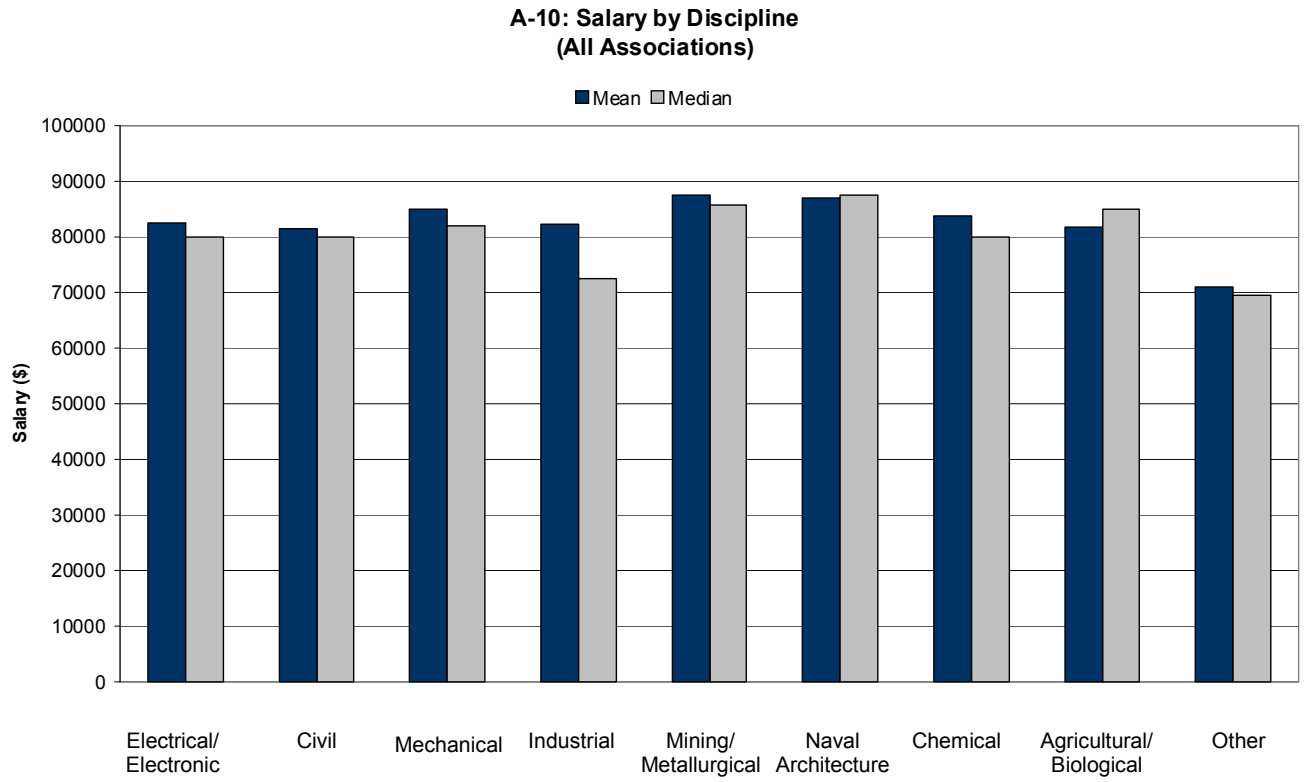
**Salary by Post-Graduate Studies**



**Salary by Post-Graduate Degree**

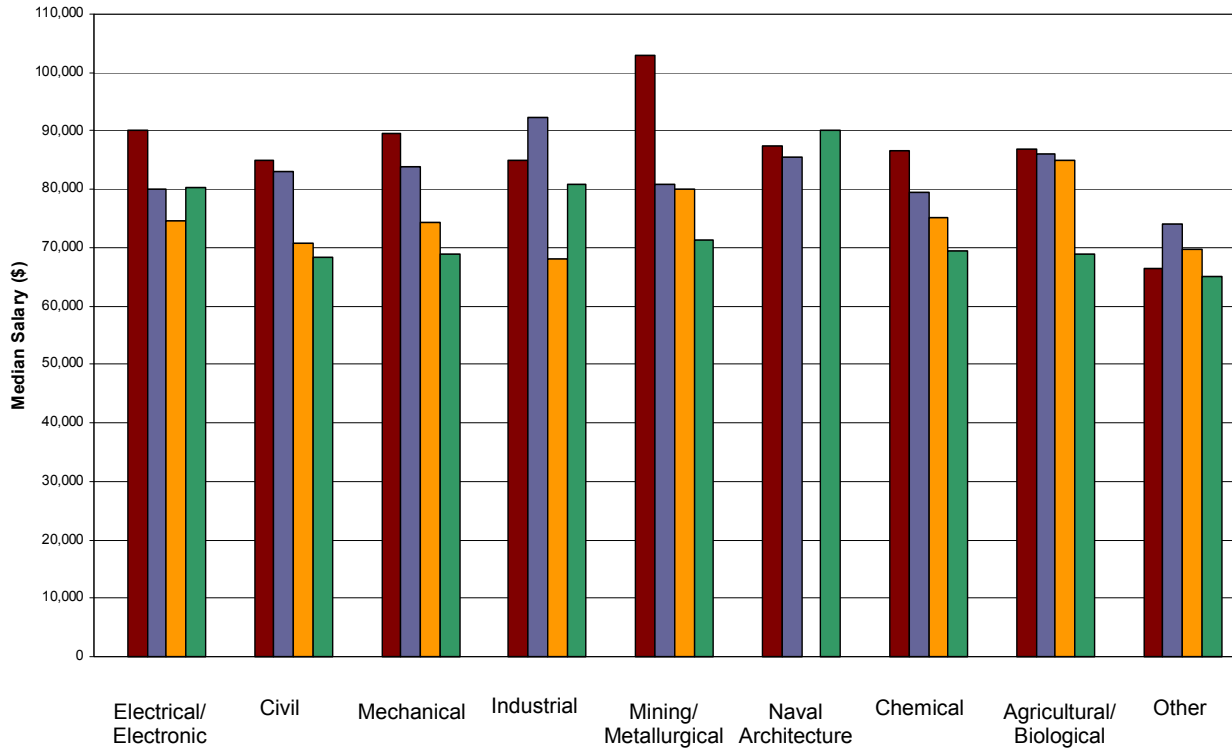


**Salary by Discipline**



**A-11: Salary by Discipline**

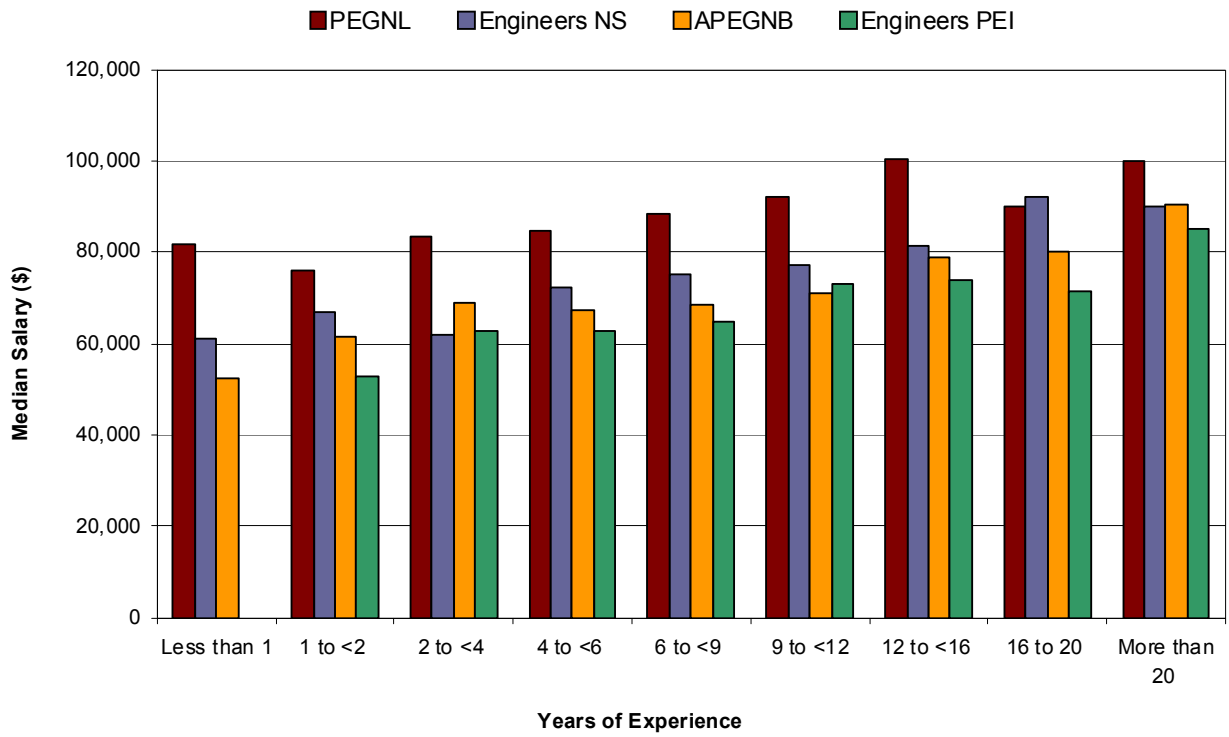
■ PEGNL ■ Engineers NS ■ APEGNB ■ Engineers PEI



Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Electrical/ Electronic	<b>All Associations</b>	<b>262</b>	<b>82,609</b>	<b>80,000</b>	<b>68,874</b>	<b>95,000</b>
	PEGNL	101	92,101	90,000	75,000	103,000
	Engineers NS	72	79,205	80,000	65,610	89,770
	APEGNB	74	77,896	74,771	64,721	85,000
	Engineers PEI	15	93,113	80,261	70,775	101,298
Civil	<b>All Associations</b>	<b>503</b>	<b>81,479</b>	<b>80,000</b>	<b>63,999</b>	<b>98,000</b>
	PEGNL	124	91,797	85,000	72,786	110,000
	Engineers NS	155	83,290	83,000	70,000	100,000
	APEGNB	153	75,141	70,924	54,094	91,018
	Engineers PEI	71	71,855	68,383	58,976	79,884
Mechanical	<b>All Associations</b>	<b>283</b>	<b>85,073</b>	<b>82,000</b>	<b>66,000</b>	<b>100,000</b>
	PEGNL	99	92,403	89,702	71,322	110,083
	Engineers NS	66	87,098	84,000	66,524	100,000
	APEGNB	68	78,399	74,347	59,546	90,000
	Engineers PEI	50	71,902	69,000	53,722	89,577
Industrial	<b>All Associations</b>	<b>46</b>	<b>82,114</b>	<b>72,515</b>	<b>65,000</b>	<b>102,000</b>
	PEGNL	4	97,333	85,000	72,000	135,000
	Engineers NS	20	88,102	92,305	65,000	113,075
	APEGNB	17	71,979	68,000	64,102	75,000
	Engineers PEI	5	77,739	80,931	66,858	85,571
Mining/ Metallurgical	<b>All Associations</b>	<b>27</b>	<b>87,509</b>	<b>85,758</b>	<b>73,006</b>	<b>95,255</b>
	PEGNL	11	102,575	103,000	89,450	116,500
	Engineers NS	7	78,040	80,990	62,500	93,941
	APEGNB	5	81,230	80,000	66,335	95,000
	Engineers PEI	4	96,177	71,441	58,463	159,143
Naval Architecture	<b>All Associations</b>	<b>24</b>	<b>86,905</b>	<b>87,590</b>	<b>71,418</b>	<b>96,000</b>
	PEGNL	16	90,123	87,363	71,533	94,469
	Engineers NS	7	82,750	85,500	41,250	121,500
	APEGNB	-	-	-	-	-
	Engineers PEI	1	90,000	90,000	90,000	90,000
Chemical	<b>All Associations</b>	<b>63</b>	<b>83,720</b>	<b>80,000</b>	<b>65,555</b>	<b>100,000</b>
	PEGNL	11	107,329	86,539	79,924	146,786
	Engineers NS	17	79,886	79,599	63,414	99,800
	APEGNB	29	81,149	75,303	64,565	100,000
	Engineers PEI	6	76,815	69,397	62,796	90,898
Agricultural/ Biological	<b>All Associations</b>	<b>38</b>	<b>81,701</b>	<b>85,000</b>	<b>67,000</b>	<b>90,000</b>
	PEGNL	6	90,418	86,925	71,207	112,221
	Engineers NS	13	81,925	85,950	67,133	89,339
	APEGNB	10	82,125	85,000	67,000	98,000
	Engineers PEI	9	63,428	68,817	36,260	82,461
Other	<b>All Associations</b>	<b>78</b>	<b>71,075</b>	<b>69,487</b>	<b>53,973</b>	<b>85,000</b>
	PEGNL	12	74,910	66,461	56,376	90,000
	Engineers NS	26	70,458	74,003	49,197	91,434
	APEGNB	32	70,796	69,759	57,324	85,000
	Engineers PEI	8	71,181	65,000	60,724	74,424

**Salary by Years of Experience**

**A-12: Salary by Years of Experience\*  
Professional Engineers**

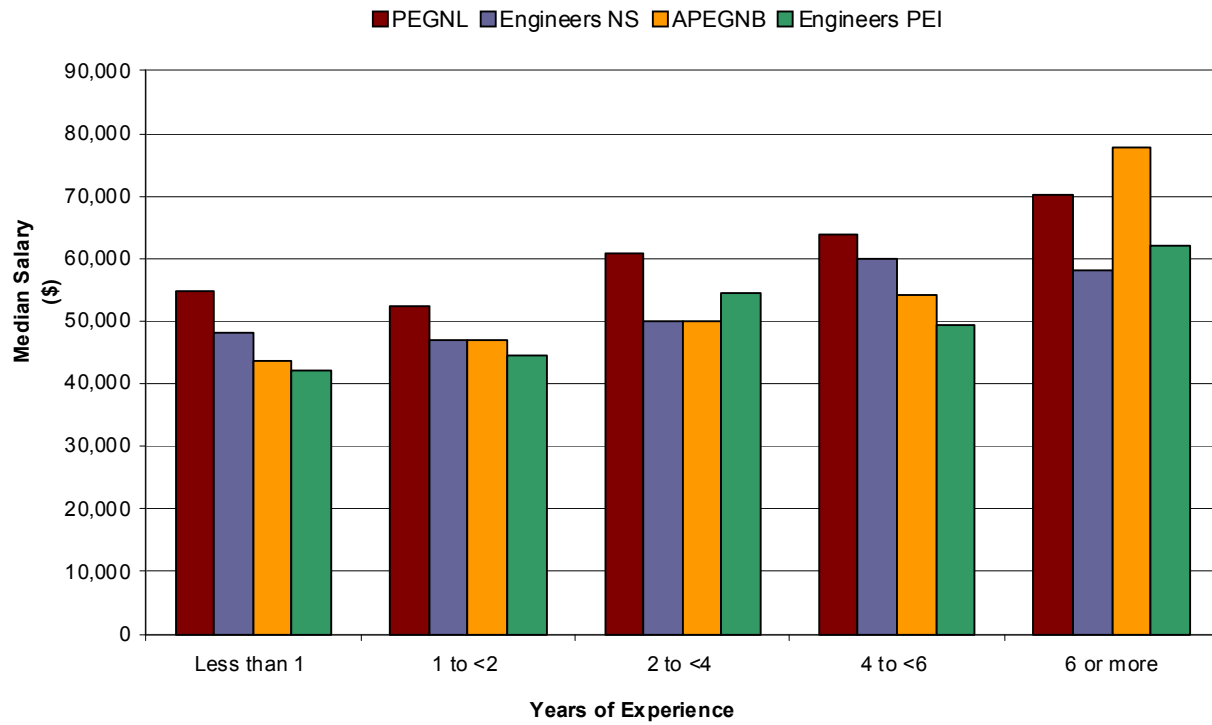


\* Years of full-time work experience since receiving professional designation

## Professional Engineers

Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	<b>All Associations</b>	<b>24</b>	<b>64,757</b>	<b>61,007</b>	<b>51,000</b>	<b>80,283</b>
	PEGNL	11	77,686	81,782	62,260	87,781
	Engineers NS	3	58,209	61,000	55,444	-
	APEGNB	10	57,731	52,226	46,410	70,480
	Engineers PEI	-	-	-	-	-
1 - <2	<b>All Associations</b>	<b>32</b>	<b>66,821</b>	<b>65,821</b>	<b>59,143</b>	<b>73,562</b>
	PEGNL	7	79,245	75,925	61,175	92,662
	Engineers NS	10	68,260	67,060	63,820	73,505
	APEGNB	10	61,157	61,372	52,516	71,291
	Engineers PEI	5	54,635	52,850	48,287	62,505
2 - <4	<b>All Associations</b>	<b>42</b>	<b>69,658</b>	<b>69,447</b>	<b>58,000</b>	<b>84,019</b>
	PEGNL	13	82,746	83,435	68,763	92,000
	Engineers NS	9	65,747	62,080	59,108	72,000
	APEGNB	17	66,002	68,968	53,175	81,090
	Engineers PEI	3	60,075	62,613	52,000	65,944
4 - <6	<b>All Associations</b>	<b>48</b>	<b>77,076</b>	<b>72,379</b>	<b>64,386</b>	<b>85,000</b>
	PEGNL	11	99,093	84,771	76,647	122,488
	Engineers NS	10	75,904	72,406	67,000	80,799
	APEGNB	23	71,454	67,169	59,775	84,339
	Engineers PEI	4	63,982	62,672	55,430	73,960
6 - <9	<b>All Associations</b>	<b>99</b>	<b>79,501</b>	<b>75,806</b>	<b>65,487</b>	<b>85,000</b>
	PEGNL	31	94,210	88,559	77,808	101,863
	Engineers NS	24	78,041	75,300	70,000	84,000
	APEGNB	35	73,093	68,390	61,882	80,000
	Engineers PEI	9	68,918	64,788	59,159	80,461
9 - <12	<b>All Associations</b>	<b>91</b>	<b>80,502</b>	<b>76,000</b>	<b>68,000</b>	<b>89,000</b>
	PEGNL	31	95,725	91,983	75,000	112,704
	Engineers NS	16	79,179	77,092	74,303	87,526
	APEGNB	31	72,379	71,000	65,750	81,252
	Engineers PEI	13	75,518	72,941	66,607	79,039
12 - <16	<b>All Associations</b>	<b>103</b>	<b>89,944</b>	<b>82,002</b>	<b>70,964</b>	<b>100,322</b>
	PEGNL	36	111,133	100,515	82,000	137,235
	Engineers NS	21	83,051	81,385	70,000	90,000
	APEGNB	24	80,647	78,748	67,638	91,005
	Engineers PEI	22	75,377	74,086	64,936	80,000
16 - 20	<b>All Associations</b>	<b>132</b>	<b>87,164</b>	<b>87,500</b>	<b>70,000</b>	<b>100,000</b>
	PEGNL	41	90,276	90,112	79,560	100,000
	Engineers NS	31	91,603	92,089	80,025	108,000
	APEGNB	40	82,445	80,000	69,970	95,000
	Engineers PEI	20	76,015	71,626	64,967	80,000
More than 20	<b>All Associations</b>	<b>410</b>	<b>94,913</b>	<b>91,004</b>	<b>80,000</b>	<b>105,000</b>
	PEGNL	101	104,738	99,852	85,000	120,000
	Engineers NS	156	91,748	90,000	80,000	103,000
	APEGNB	99	94,921	90,213	82,157	110,000
	Engineers PEI	54	91,607	85,000	71,672	101,286

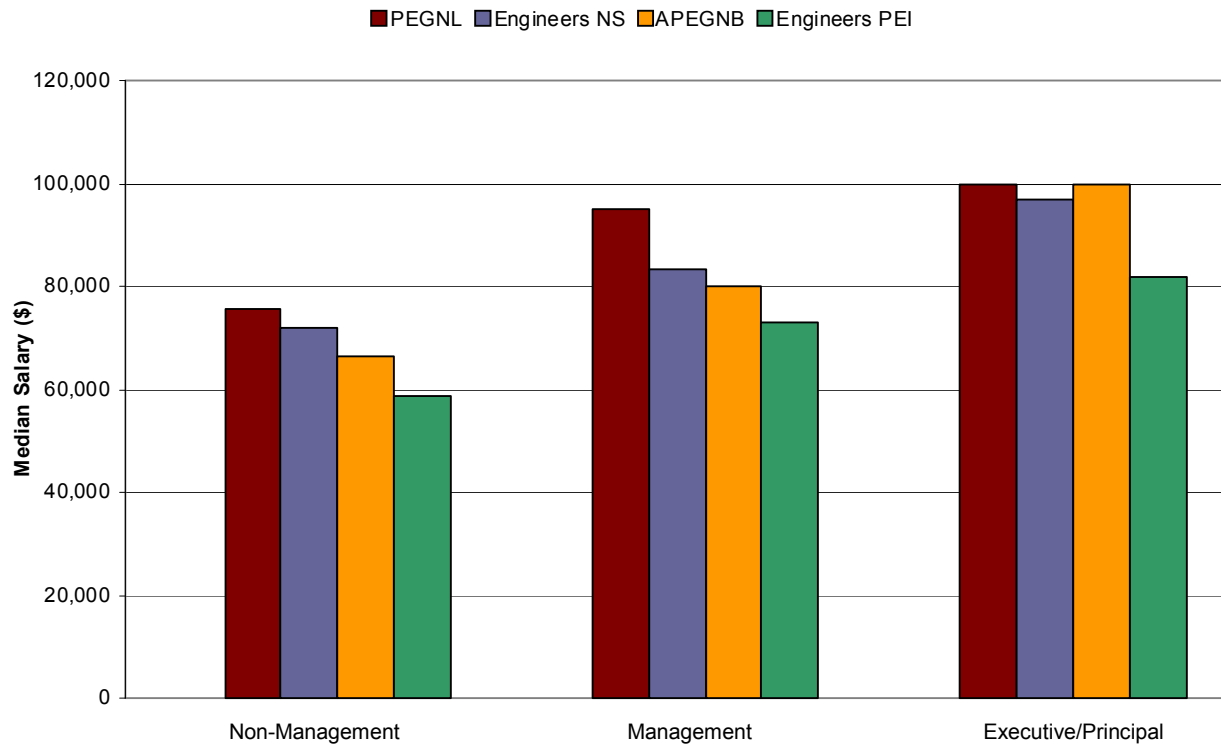
### A-13: Salary by Years of Experience\* Engineers-in-Training



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

**Engineer-in-Training**

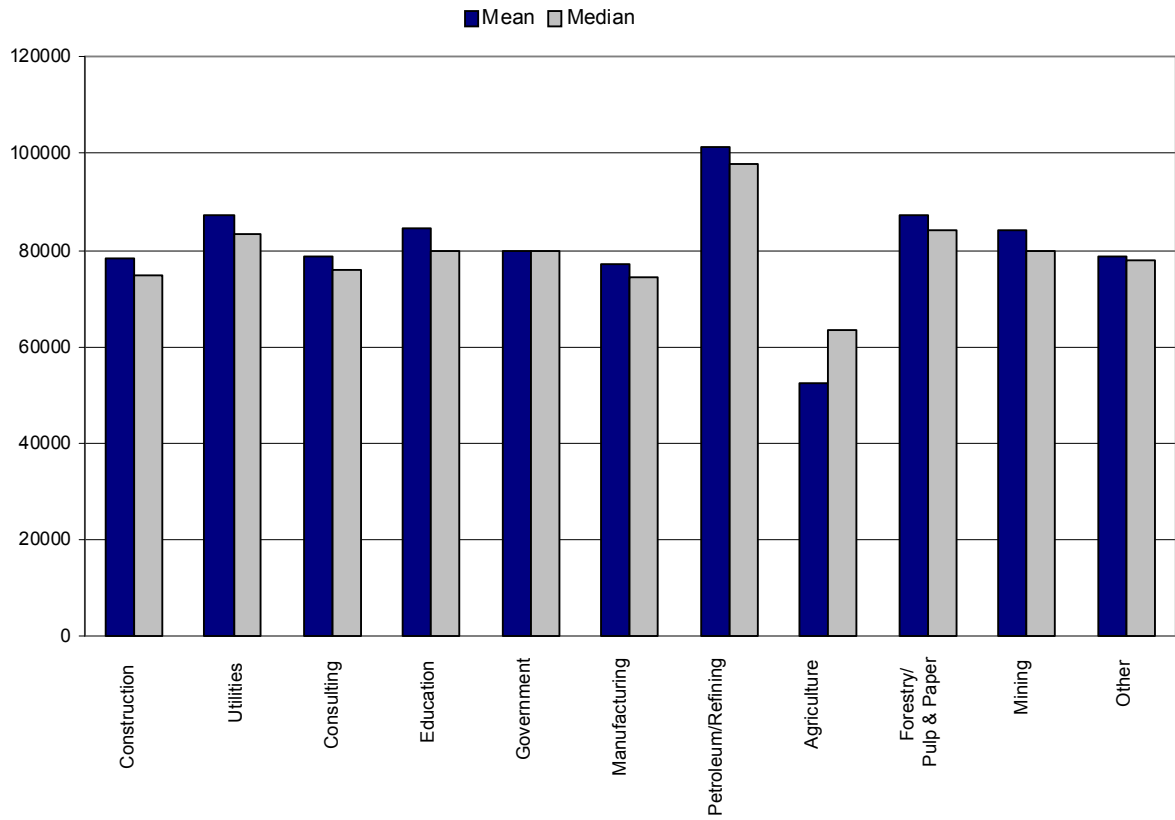
<b>Years of Experience</b>	<b>Association</b>	<b># of Responses</b>	<b>Mean</b>	<b>Median</b>	<b>Lower Quartile</b>	<b>Upper Quartile</b>
Less than 1	<b>All Associations</b>	<b>68</b>	<b>49,114</b>	<b>48,000</b>	<b>42,002</b>	<b>55,329</b>
	PEGNL	18	56,745	54,708	45,000	66,499
	Engineers NS	21	48,475	48,000	43,062	50,162
	APEGNB	23	46,527	43,731	39,267	55,403
	Engineers PEI	6	41,075	42,000	38,000	42,310
1 - <2	<b>All Associations</b>	<b>51</b>	<b>52,043</b>	<b>48,063</b>	<b>44,115</b>	<b>56,129</b>
	PEGNL	18	57,685	52,444	49,866	69,225
	Engineers NS	10	51,647	47,116	46,478	56,942
	APEGNB	17	49,205	47,000	42,023	51,198
	Engineers PEI	6	44,547	44,414	43,225	45,383
2 - <4	<b>All Associations</b>	<b>115</b>	<b>54,689</b>	<b>53,347</b>	<b>47,500</b>	<b>61,577</b>
	PEGNL	33	61,258	60,826	56,623	70,926
	Engineers NS	42	53,294	50,000	47,500	60,727
	APEGNB	32	52,930	50,135	45,965	58,000
	Engineers PEI	8	50,186	54,466	39,409	59,176
4 - <6	<b>All Associations</b>	<b>58</b>	<b>60,962</b>	<b>59,000</b>	<b>51,000</b>	<b>65,000</b>
	PEGNL	12	71,603	63,911	57,559	86,659
	Engineers NS	21	61,397	60,000	50,871	71,075
	APEGNB	18	56,907	54,265	50,000	64,000
	Engineers PEI	7	48,931	49,420	43,648	53,557
6 or more	<b>All Associations</b>	<b>51</b>	<b>66,285</b>	<b>63,000</b>	<b>54,653</b>	<b>74,981</b>
	PEGNL	20	71,882	70,079	60,000	75,856
	Engineers NS	10	56,176	58,000	45,363	64,881
	APEGNB	9	72,353	77,842	56,664	83,000
	Engineers PEI	12	66,272	62,157	54,025	77,583

**Salary by Job Position****A-14: Salary by Job Position**

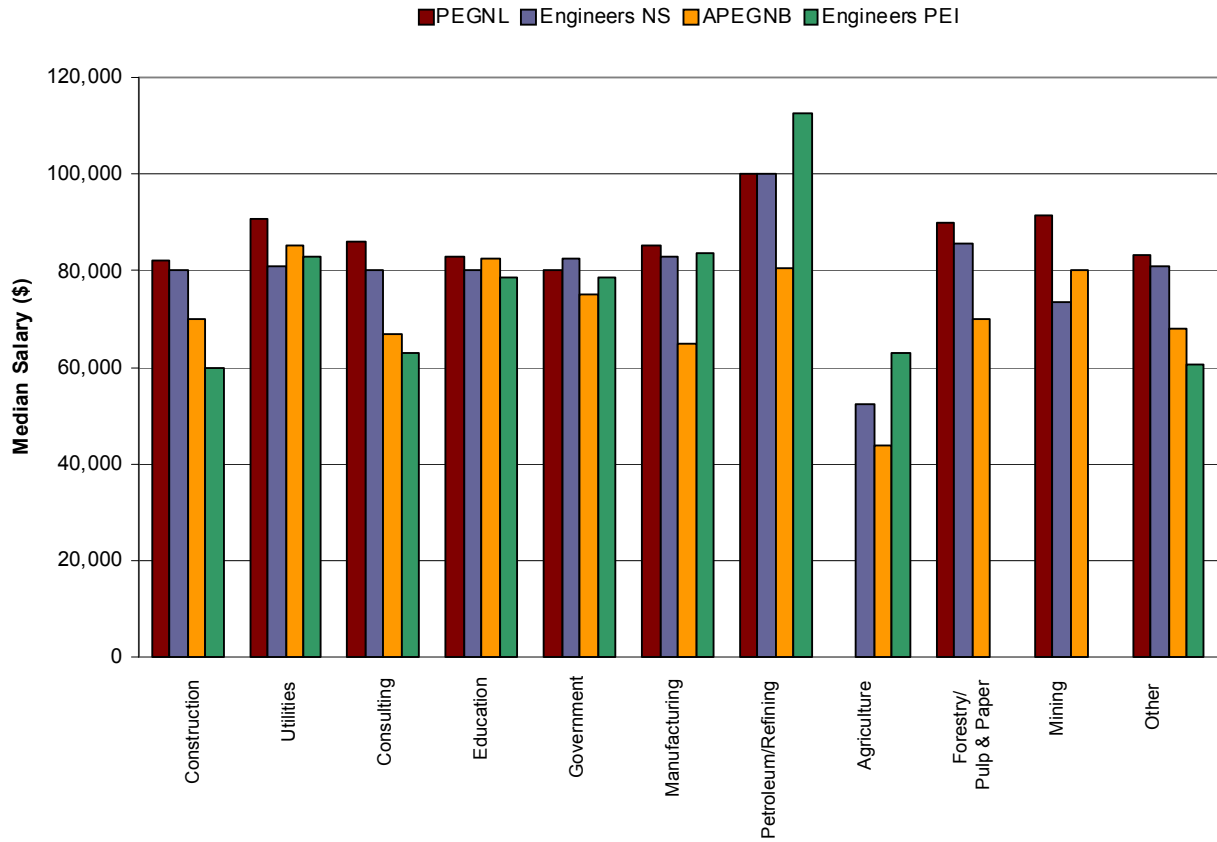
Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non-Management	<b>All Associations</b>	<b>493</b>	<b>70,714</b>	<b>70,000</b>	<b>57,000</b>	<b>82,459</b>
	PEGNL	144	78,347	75,663	62,000	90,000
	Engineers NS	134	71,555	72,000	60,000	83,000
	APEGNB	169	66,579	66,426	53,129	80,000
	Engineers PEI	46	59,371	58,914	45,028	69,000
Management	<b>All Associations</b>	<b>595</b>	<b>87,350</b>	<b>84,203</b>	<b>70,000</b>	<b>100,000</b>
	PEGNL	193	99,914	95,000	80,000	118,749
	Engineers NS	157	86,279	83,224	70,000	100,000
	APEGNB	167	80,873	80,000	65,000	95,000
	Engineers PEI	78	74,651	73,000	62,000	80,000
Executive/ Principal	<b>All Associations</b>	<b>213</b>	<b>96,385</b>	<b>97,000</b>	<b>80,000</b>	<b>110,322</b>
	PEGNL	40	109,287	100,000	87,133	130,000
	Engineers NS	80	94,019	97,000	82,400	106,000
	APEGNB	50	96,012	100,000	68,856	120,000
	Engineers PEI	43	88,684	82,000	65,000	100,000
Other	<b>All Associations</b>	<b>22</b>	<b>83,304</b>	<b>90,000</b>	<b>60,000</b>	<b>101,381</b>
	PEGNL	6	88,572	90,000	75,000	99,219
	Engineers NS	10	82,995	90,000	60,000	102,711
	APEGNB	4	77,510	80,289	56,394	99,962
	Engineers PEI	2	94,000	94,000	68,000	-

**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 2006 and 2009<sup>9</sup>**

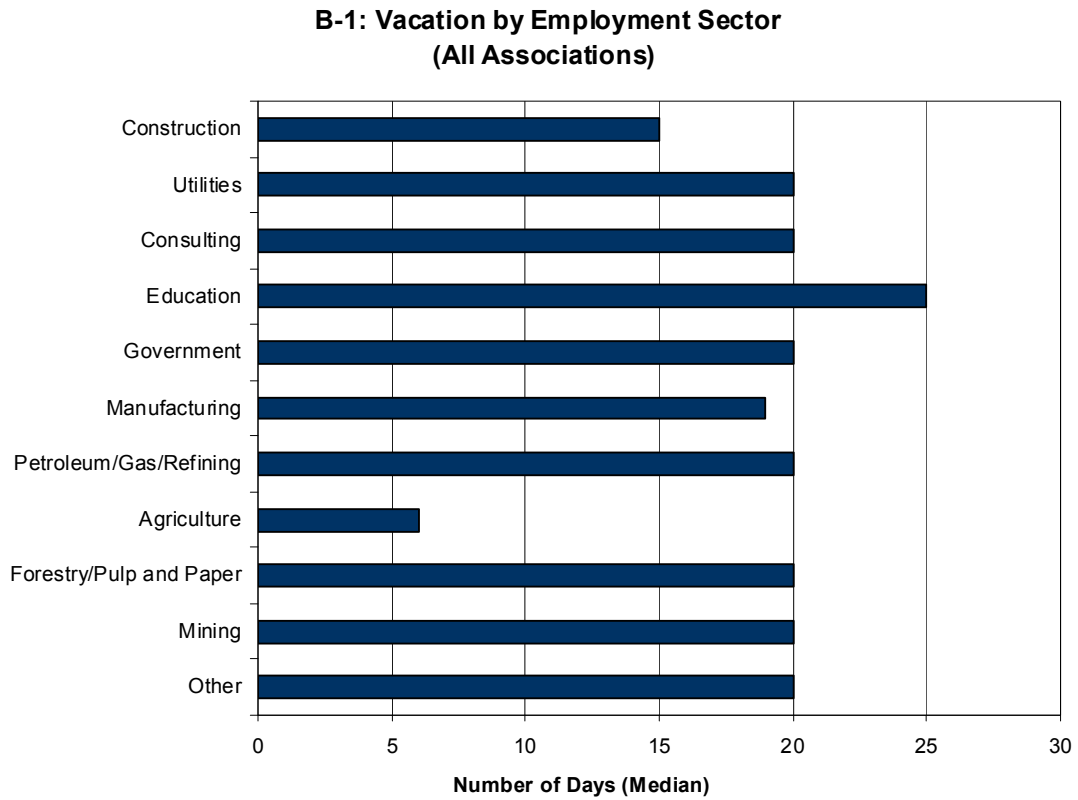
Sector of Employment	Association	2009					2006				
		# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Construction	<b>All Associations</b>	<b>96</b>	<b>78,207</b>	<b>75,000</b>	<b>57,000</b>	<b>97,000</b>	<b>115</b>	<b>71,368</b>	<b>68,000</b>	<b>55,000</b>	<b>80,000</b>
	PEGNL	9	95,883	82,000	65,312	123,220	15	81,423	79,030	70,000	100,480
	Engineers NS	32	81,038	80,000	63,859	100,000	47	72,206	69,960	55,336	80,000
	APEGNB	30	74,304	69,848	50,000	92,924	38	67,670	65,000	45,000	80,000
	Engineers PEI	25	62,606	60,000	52,000	73,279	15	70,209	65,118	49,466	100,000
Utilities	<b>All Associations</b>	<b>129</b>	<b>87,395</b>	<b>83,487</b>	<b>72,000</b>	<b>98,500</b>	<b>122</b>	<b>82,875</b>	<b>82,000</b>	<b>72,640</b>	<b>91,590</b>
	PEGNL	42	89,459	90,800	73,000	102,080	52	81,402	77,000	73,838	91,590
	Engineers NS	22	86,986	81,000	64,238	98,686	21	84,328	79,643	73,553	90,000
	APEGNB	48	85,723	85,000	74,000	96,277	32	83,085	85,560	68,600	94,310
	Engineers PEI	17	96,877	82,743	67,605	118,227	17	80,283	75,000	49,225	109,225
Consulting	<b>All Associations</b>	<b>250</b>	<b>78,854</b>	<b>76,000</b>	<b>57,907</b>	<b>98,000</b>	<b>273</b>	<b>70,227</b>	<b>70,004</b>	<b>53,694</b>	<b>83,725</b>
	PEGNL	63	89,501	85,852	70,203	106,963	64	71,726	71,805	55,000	88,750
	Engineers NS	80	81,604	80,000	62,173	100,000	87	73,243	73,500	55,000	85,000
	APEGNB	74	71,126	67,000	52,000	86,642	98	67,057	69,050	51,445	82,000
	Engineers PEI	33	64,737	62,946	45,549	70,680	24	67,819	65,000	56,913	78,133
Education	<b>All Associations</b>	<b>76</b>	<b>84,419</b>	<b>80,000</b>	<b>70,000</b>	<b>98,000</b>	<b>75</b>	<b>76,284</b>	<b>74,123</b>	<b>65,003</b>	<b>84,368</b>
	PEGNL	21	86,207	82,898	69,006	100,261	23	76,581	75,000	70,000	80,590
	Engineers NS	22	78,109	80,000	67,648	89,910	24	76,272	70,829	65,000	85,000
	APEGNB	25	89,671	82,500	70,000	115,440	24	76,478	74,385	66,038	82,429
	Engineers PEI	8	88,619	78,662	66,490	114,125	4	66,683	61,158	57,125	86,238
Government	<b>All Associations</b>	<b>248</b>	<b>79,831</b>	<b>80,000</b>	<b>66,437</b>	<b>90,000</b>	<b>217</b>	<b>73,540</b>	<b>72,000</b>	<b>60,000</b>	<b>85,592</b>
	PEGNL	51	83,952	80,000	71,556	96,000	54	72,685	73,000	59,168	82,000
	Engineers NS	84	80,689	82,400	68,498	94,543	78	76,138	72,000	61,848	90,000
	APEGNB	72	77,152	75,000	63,981	85,790	63	70,736	69,174	55,000	85,034
	Engineers PEI	41	77,370	78,395	65,000	89,057	22	67,665	64,158	57,320	76,470
Manufacturing	<b>All Associations</b>	<b>91</b>	<b>77,163</b>	<b>74,405</b>	<b>60,000</b>	<b>92,430</b>	<b>89</b>	<b>69,844</b>	<b>64,500</b>	<b>52,000</b>	<b>78,080</b>
	PEGNL	6	97,056	85,000	72,000	137,281	12	70,571	62,490	50,046	70,000
	Engineers NS	33	82,981	83,000	68,661	105,000	31	71,950	70,670	59,540	84,000
	APEGNB	38	68,151	65,000	55,000	79,728	32	67,806	61,020	50,000	81,100
	Engineers PEI	14	88,530	83,517	73,714	100,000	14	69,891	70,675	55,138	78,963

<sup>9</sup> Shading indicates significant differences between 2006 and 2009 for the mean and/or median salaries.

Sector of Employment	Association	2009					2006				
		# of Responses	Mean	Median	Lower Quartile	Upper Quartile	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Petroleum/ Gas/ Refining	<b>All Associations</b>	<b>144</b>	<b>101,253</b>	<b>98,000</b>	<b>76,216</b>	<b>120,000</b>	<b>153</b>	<b>92,555</b>	<b>93,162</b>	<b>75,000</b>	<b>110,000</b>
	PEGNL	102	105,818	100,000	83,213	134,857	104	90,895	89,450	73,818	109,000
	Engineers NS	16	104,690	100,000	94,919	110,000	34	90,794	95,000	73,735	110,000
	APEGNB	24	85,997	80,538	66,000	105,000	15	104,299	100,000	92,593	125,000
	Engineers PEI	2	112,500	112,511	110,000	-	-	-	-	-	-
Agriculture	<b>All Associations</b>	<b>9</b>	<b>52,428</b>	<b>63,326</b>	<b>30,000</b>	<b>75,000</b>	<b>7</b>	<b>59,693</b>	<b>61,875</b>	<b>45,828</b>	<b>73,000</b>
	PEGNL	-	-	-	-	-	-	-	-	-	-
	Engineers NS	4	52,500	52,500	30,000	75,000	1	-	-	-	-
	APEGNB	1	43,680	43,680	43,680	43,680	3	45,848	46,000	44,290	47,140
	Engineers PEI	4	58,090	62,856	35,083	77,546	3	64,000	80,000	25,000	87,000
Forestry/Pulp and Paper	<b>All Associations</b>	<b>35</b>	<b>87,185</b>	<b>84,000</b>	<b>74,197</b>	<b>102,000</b>	<b>44</b>	<b>80,648</b>	<b>86,000</b>	<b>67,903</b>	<b>92,498</b>
	PEGNL	11	91,436	90,000	82,168	100,000	11	75,085	77,480	65,000	86,870
	Engineers NS	14	93,887	85,533	81,220	105,976	11	87,333	90,071	76,895	97,780
	APEGNB	10	72,688	70,000	59,418	84,000	22	78,966	79,000	64,503	94,313
	Engineers PEI	-	-	-	-	-	-	-	-	-	-
Mining	<b>All Associations</b>	<b>40</b>	<b>84,092</b>	<b>80,000</b>	<b>67,729</b>	<b>95,000</b>	<b>34</b>	<b>81,787</b>	<b>84,000</b>	<b>66,094</b>	<b>96,000</b>
	PEGNL	25	91,620	91,490	72,153	112,308	18	79,230	79,750	63,830	93,000
	Engineers NS	5	71,083	73,337	60,000	85,000	7	82,201	84,000	64,792	98,520
	APEGNB	10	80,375	80,000	64,000	95,000	9	84,086	81,460	71,130	102,000
	Engineers PEI	-	-	-	-	-	-	-	-	-	-
Other	<b>All Associations</b>	<b>203</b>	<b>78,723</b>	<b>78,000</b>	<b>61,000</b>	<b>90,000</b>	<b>230</b>	<b>68,451</b>	<b>64,000</b>	<b>50,000</b>	<b>82,000</b>
	PEGNL	50	83,941	83,463	63,919	95,202	58	62,742	60,800	49,000	75,000
	Engineers NS	69	81,932	81,000	67,406	93,828	93	74,214	69,055	58,000	91,138
	APEGNB	59	72,907	68,063	50,186	84,237	58	61,329	60,000	46,000	74,401
	Engineers PEI	25	64,375	60,612	49,402	73,234	21	67,715	59,980	51,000	85,635

## 2.2 BENEFITS AND OTHER REMUNERATION

### Vacation by Employment Sector



Sector	# of Responses	Mean	Median	Number of Vacation Days <sup>10</sup>					
				0-5	6-10	11-15	16-20	21-25	>25
Construction	83	16	15	3%	13%	53%	24%	4%	3%
Utilities	129	21	20	1%	1%	32%	21%	19%	27%
Consulting	242	18	20	1%	9%	34%	41%	10%	5%
Education	78	33	25	-	-	1%	35%	17%	47%
Government	247	23	20	-	1%	24%	26%	27%	23%
Manufacturing	97	19	19	-	10%	38%	22%	21%	8%
Petroleum/Gas/ Refining	140	19	20	1%	5%	30%	41%	17%	8%
Agriculture	4	9	6	61%	-	33%	6%	-	-
Forestry/Pulp and Paper	40	21	20	-	-	33%	27%	27%	13%
Mining	38	21	20	-	-	34%	30%	16%	21%
Other	206	20	20	-	10%	25%	39%	15%	12%

<sup>10</sup> Respondents reporting "Don't Know" were excluded from analysis.

**Vacation by Employment Sector<sup>11, 12</sup>**

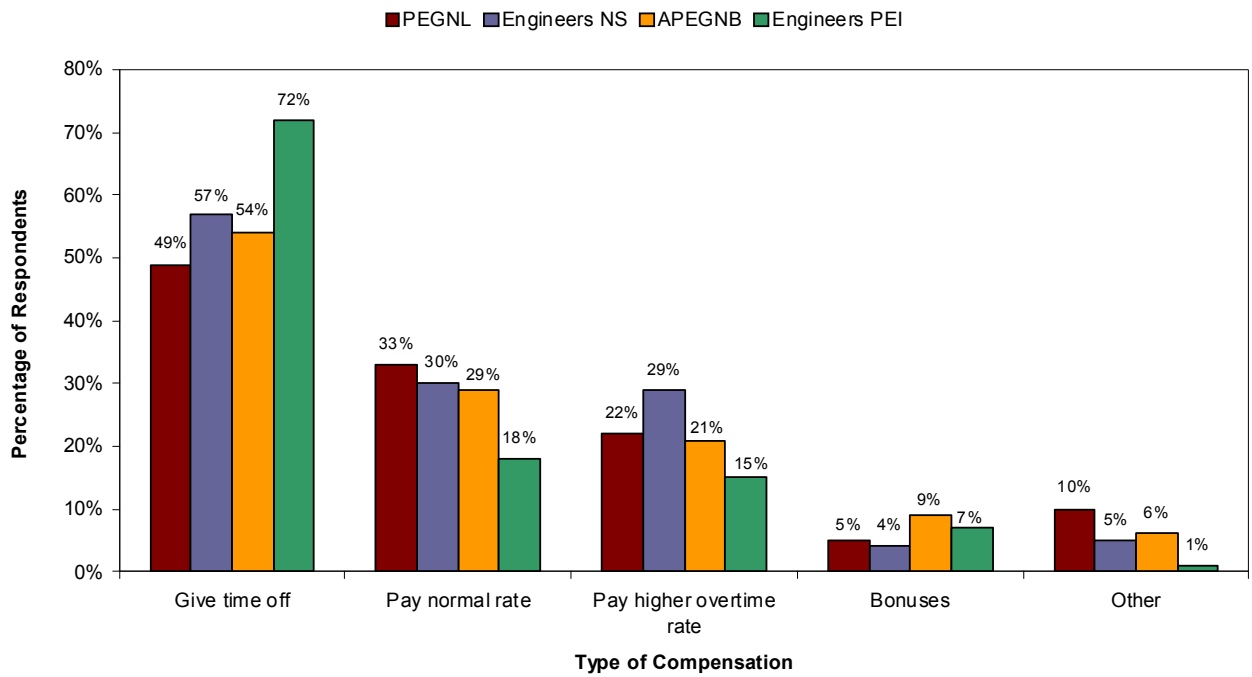
	Association	Number of Responses	Number of Vacation Days					
			0-5	6-10	11-15	16-20	21-25	>25
Utilities	<b>All Associations</b>	<b>129</b>	<b>1%</b>	<b>1%</b>	<b>32%</b>	<b>21%</b>	<b>19%</b>	<b>27%</b>
	PEGNL	42	-	-	27%	8%	22%	42%
	Engineers NS	22	-	-	35%	30%	9%	26%
	APEGNB	48	1%	1%	32%	22%	24%	19%
	Engineers PEI	17	-	-	28%	46%	7%	20%
Consulting	<b>All Associations</b>	<b>242</b>	<b>1%</b>	<b>9%</b>	<b>34%</b>	<b>41%</b>	<b>10%</b>	<b>5%</b>
	PEGNL	58	-	11%	31%	41%	16%	2%
	Engineers NS	78	2%	6%	28%	53%	7%	5%
	APEGNB	74	-	9%	43%	28%	12%	8%
	Engineers PEI	32	-	34%	39%	23%	4%	-
Government	<b>All Associations</b>	<b>247</b>	<b>-</b>	<b>1%</b>	<b>24%</b>	<b>26%</b>	<b>27%</b>	<b>23%</b>
	PEGNL	50	-	-	19%	20%	35%	26%
	Engineers NS	84	-	1%	17%	29%	18%	35%
	APEGNB	72	-	2%	37%	24%	33%	4%
	Engineers PEI	41	-	2%	10%	18%	39%	31%
Petroleum/Gas/ Refining	<b>All Associations</b>	<b>140</b>	<b>1%</b>	<b>5%</b>	<b>30%</b>	<b>41%</b>	<b>17%</b>	<b>8%</b>
	PEGNL	98	1%	3%	31%	40%	20%	5%
	Engineers NS	16	-	-	29%	43%	1%	26%
	APEGNB	24	-	13%	27%	40%	20%	-
	Engineers PEI	2	-	-	50%	50%	-	-

<sup>11</sup> Employment Sectors with less than 100 respondents excluded from table.

<sup>12</sup> Respondents reporting "Don't Know" were excluded from analysis.

**Overtime Compensation**

**B-2: Compensation Provided for Overtime**

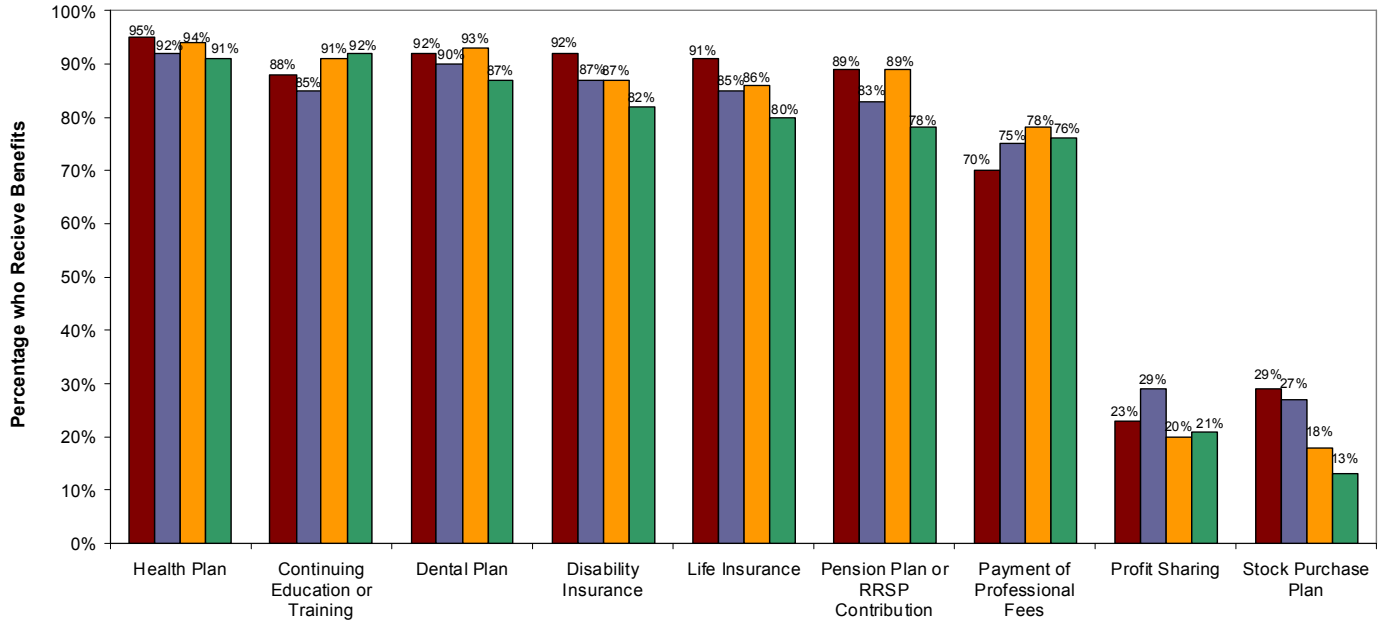


\* Multiple responses allowed

**Benefits**

**B-3: Benefits Provided by Employer**

■ PEGNL ■ Engineers NS ■ APEGNB ■ Engineers PEI



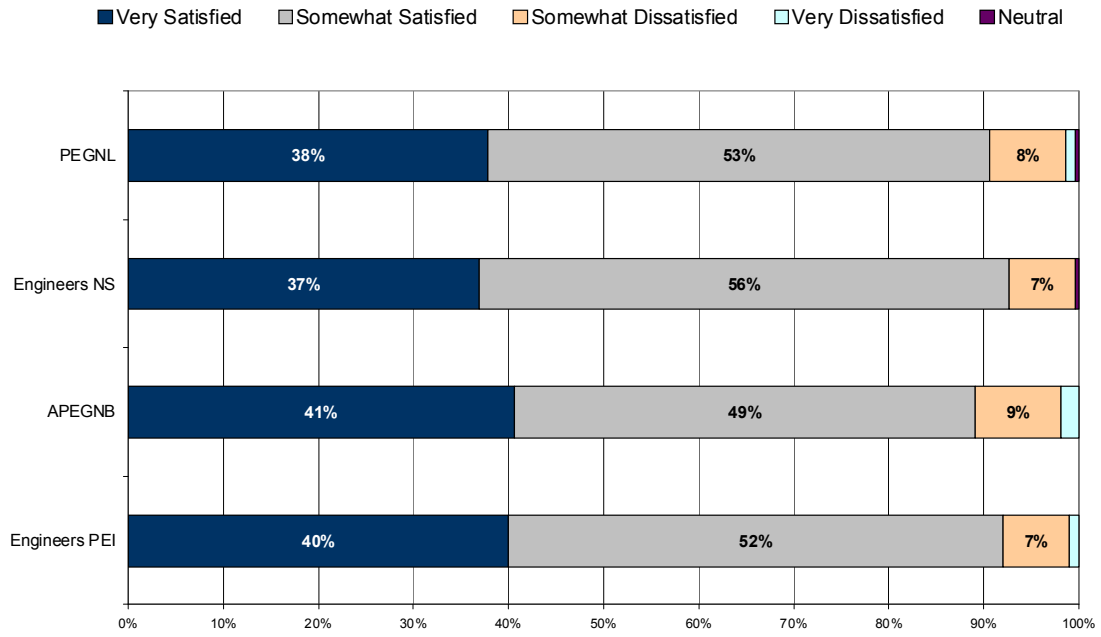
\* Multiple responses allowed

Benefit <sup>13</sup>	Association	Number of Responses	Provided/ Cost Shared	Provided/ Not Cost Shared	Not Provided
Continuing Education or Training	<b>All Associations</b>	<b>1,300</b>	<b>26%</b>	<b>62%</b>	<b>12%</b>
	PEGNL	376	20%	68%	12%
	Engineers NS	370	31%	54%	15%
	APEGNB	387	24%	67%	9%
	Engineers PEI	167	24%	69%	8%
Payment of Professional Fees	<b>All Associations</b>	<b>1,320</b>	<b>12%</b>	<b>63%</b>	<b>25%</b>
	PEGNL	380	7%	63%	31%
	Engineers NS	381	17%	58%	25%
	APEGNB	390	9%	69%	22%
	Engineers PEI	169	13%	63%	24%
Stock Purchase Plan	<b>All Associations</b>	<b>1,307</b>	<b>13%</b>	<b>9%</b>	<b>77%</b>
	PEGNL	376	16%	11%	73%
	Engineers NS	378	17%	9%	74%
	APEGNB	384	9%	9%	83%
	Engineers PEI	169	7%	6%	87%
Profit Sharing	<b>All Associations</b>	<b>1,299</b>	<b>7%</b>	<b>15%</b>	<b>78%</b>
	PEGNL	377	6%	15%	78%
	Engineers NS	372	9%	17%	73%
	APEGNB	384	6%	13%	81%
	Engineers PEI	166	9%	11%	80%
Dental Plan	<b>All Associations</b>	<b>1,302</b>	<b>72%</b>	<b>19%</b>	<b>9%</b>
	PEGNL	371	64%	28%	8%
	Engineers NS	380	73%	17%	10%
	APEGNB	384	76%	16%	7%
	Engineers PEI	167	71%	15%	14%
Health Plan	<b>All Associations</b>	<b>1,300</b>	<b>74%</b>	<b>19%</b>	<b>7%</b>
	PEGNL	372	69%	25%	5%
	Engineers NS	378	73%	19%	8%
	APEGNB	382	76%	17%	7%
	Engineers PEI	168	77%	14%	9%
Disability Insurance	<b>All Associations</b>	<b>1,260</b>	<b>62%</b>	<b>25%</b>	<b>13%</b>
	PEGNL	369	60%	32%	9%
	Engineers NS	369	61%	25%	13%
	APEGNB	359	65%	22%	14%
	Engineers PEI	163	58%	24%	19%
Life Insurance	<b>All Associations</b>	<b>1,260</b>	<b>63%</b>	<b>22%</b>	<b>14%</b>
	PEGNL	369	64%	27%	9%
	Engineers NS	366	62%	22%	16%
	APEGNB	365	65%	19%	15%
	Engineers PEI	160	58%	21%	21%
Pension Plan or RRSP	<b>All Associations</b>	<b>1,310</b>	<b>79%</b>	<b>7%</b>	<b>14%</b>
	PEGNL	380	77%	12%	11%
	Engineers NS	380	77%	6%	17%
	APEGNB	381	84%	5%	11%
	Engineers PEI	169	74%	4%	22%

<sup>13</sup> 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 2009**

Hello, may I please speak with \_\_\_\_\_?

My name is \_\_\_\_\_ and I am calling from MarketQuest 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	<b>Skip to Q.5</b>

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
- 04 Retired

**Thank & Terminate**  
**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

Vol.

- 05 Neither
- 98 Don't know

#### RECORD GENDER OF RESPONDENT

- 1 Male
- 2 Female

Thank you. Have a great day/evening!