

Member Salary Survey Final Report 2012



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 April and May of 2012, MQO Research conducted the 2012 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 2009. To identify differences between years, comparisons between 2009 and 2012 results are made throughout the report by membership status, gender and sector of employment.

To identify differences between 2009 and 2012 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 2009 and 2012 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.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 1,413 members who are employed full-time or at least 30 hours per week. However, 58 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 \$215,000. This process resulted in the exclusion of 20 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
All Associations	1335	± \$1,435
PEGNL	374	± \$2,758
Engineers NS	428	± \$2,761
APEGNB	383	± \$2,312
Engineers PEI	150	± \$3,042

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 52% for Engineers PEI.

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

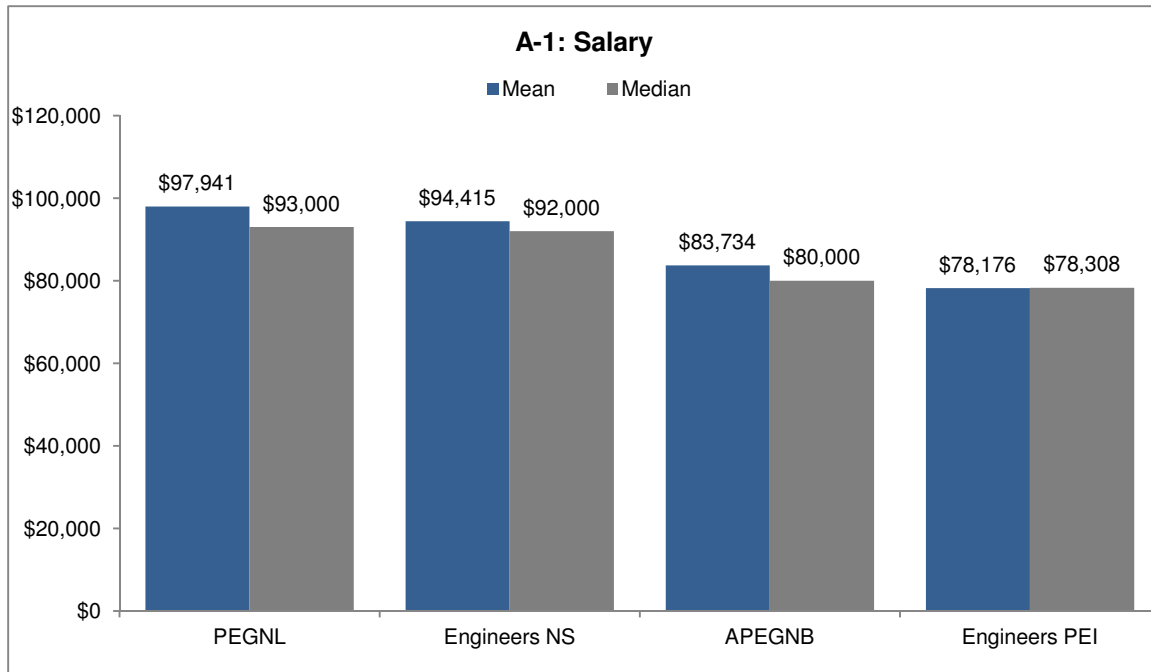
1. **Salary** refers to base salary excluding bonuses and overtime for full-time employees who work 30 or more hours per week.
2. The **mean** refers to the numerical average.
3. The **median** refers to the midpoint of the distribution – 50% of salaries fell above the median and 50% fell below it.
4. **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

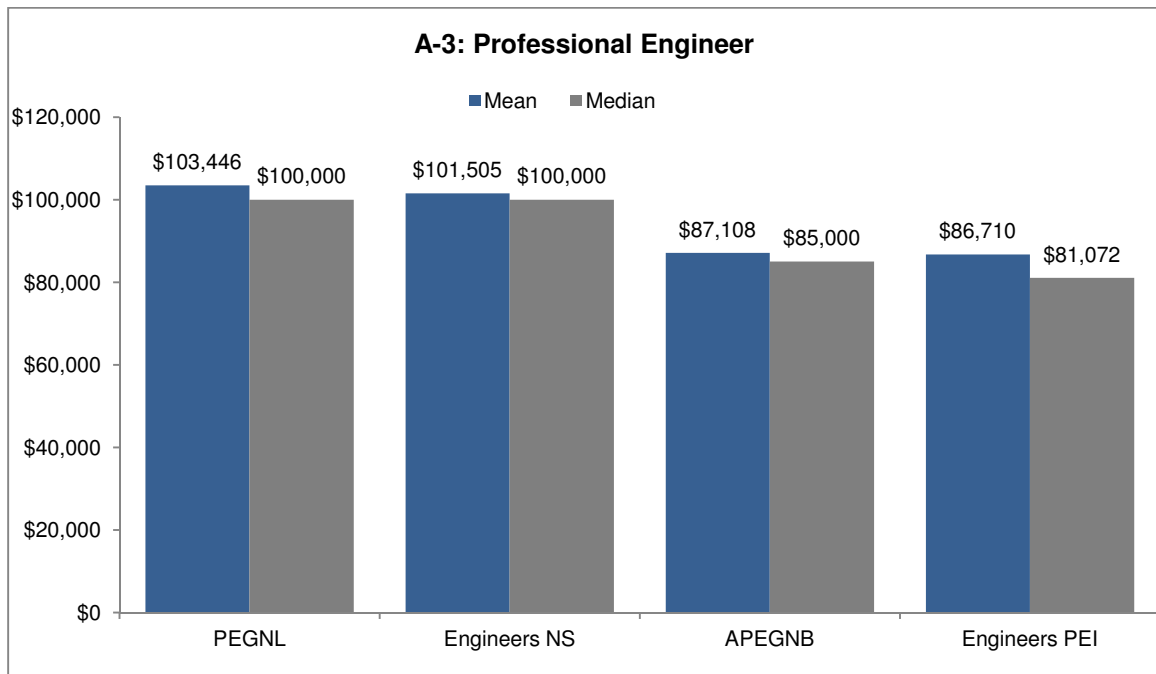
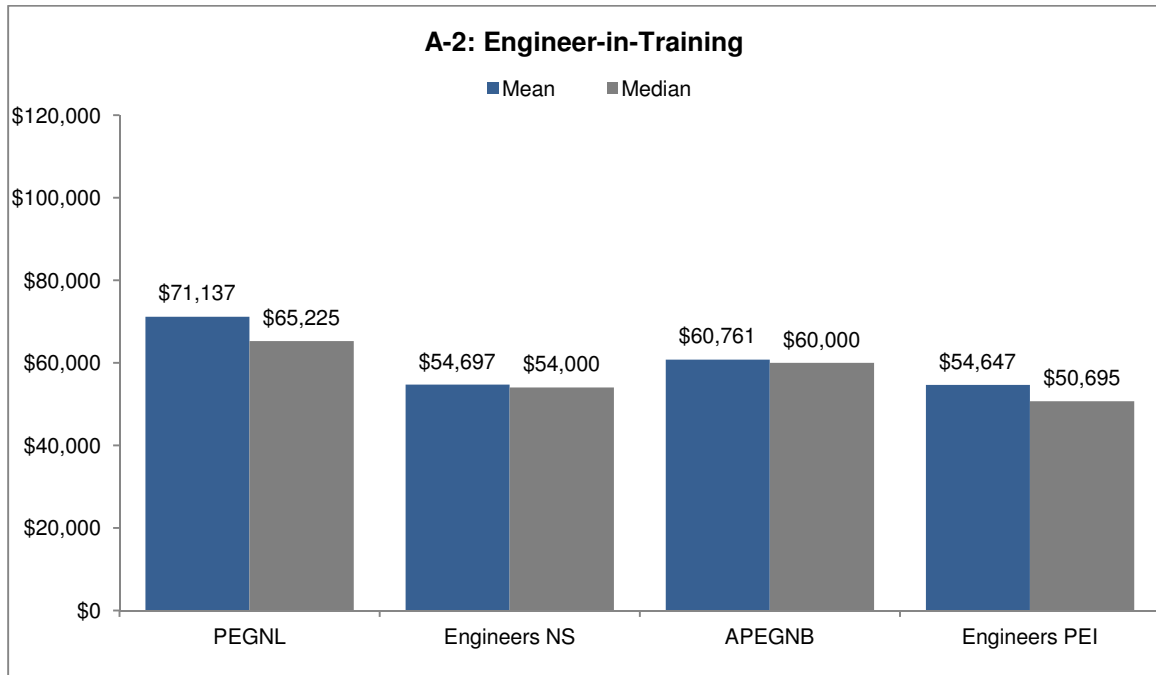
Salary⁵



	Mean	Median	Lower Quartile	Upper Quartile
All Associations	\$91,127	\$88,000	\$70,000	\$107,000
PEGNL	\$97,941	\$93,000	\$76,000	\$115,000
Engineers NS	\$94,415	\$92,000	\$72,470	\$111,000
APEGNB	\$83,734	\$80,000	\$65,000	\$96,000
Engineers PEI	\$78,176	\$78,308	\$58,761	\$90,982

⁵ Includes Professional Engineers and Engineers-in-Training.

Salary by Membership Status

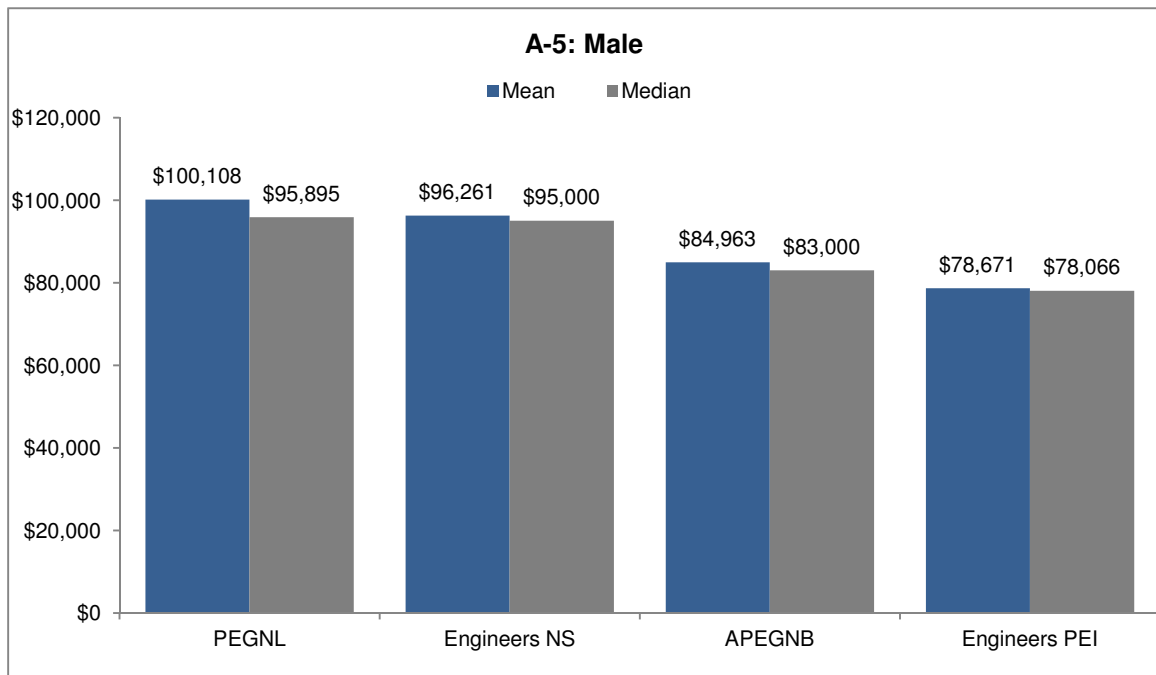
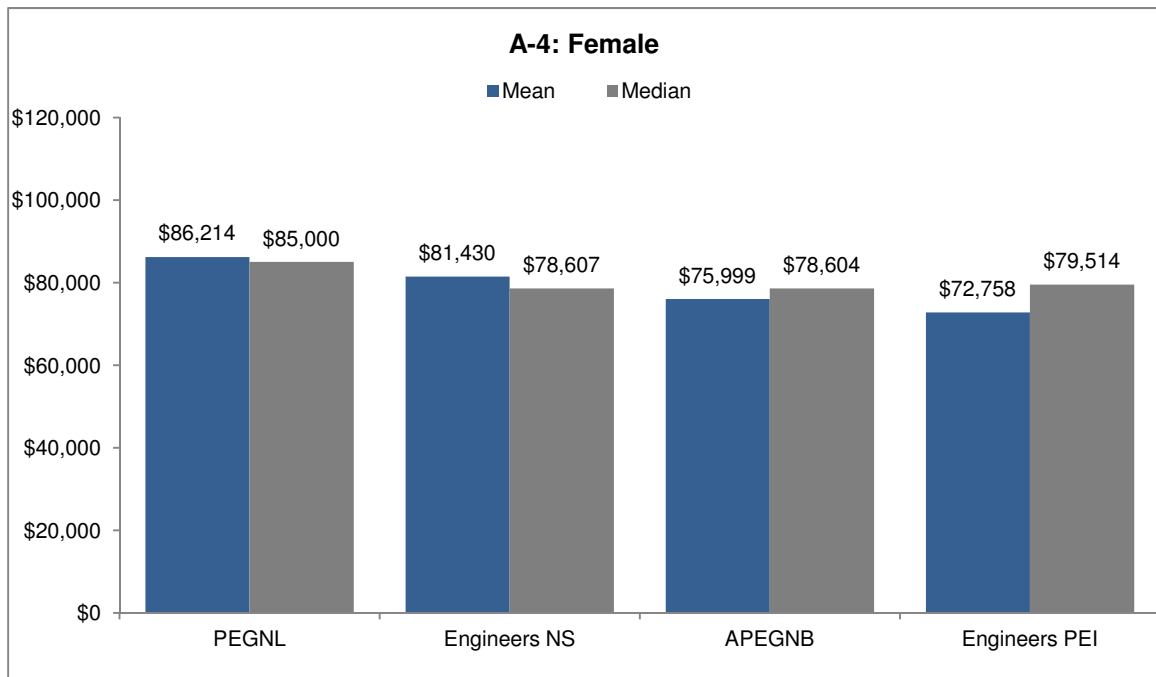


Salary by Membership Status: Comparison Between 2009 and 2012⁶

	2012					2009				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Engineer-in-Training										
All Associations	207	60,509	58,000	51,000	67,000	344	55,708	53,000	47,000	62,500
PEGNL	62	71,137	65,225	60,000	80,000	101	63,146	62,000	51,706	72,000
Engineers NS	55	54,697	54,000	\$48,944	59,584	104	54,079	50,000	47,000	61,022
APEGNB	46	60,761	60,000	50,978	70,000	99	53,259	50,000	44,722	59,000
Engineers PEI	44	54,647	50,695	46,338	62,383	40	52,659	49,755	42,279	59,532
Professional Engineer										
All Associations	1,128	96,630	92,000	77,168	110,000	991	87,335	84,000	70,000	100,000
PEGNL	312	103,446	100,000	82,000	120,000	289	100,298	92,669	80,000	114,958
Engineers NS	373	101,505	100,000	82,000	116,776	282	86,431	84,842	73,000	100,000
APEGNB	337	87,108	85,000	72,000	100,000	290	80,948	78,000	65,000	94,000
Engineers PEI	106	86,710	81,072	70,000	99,192	130	81,199	75,000	65,000	90,101

⁶ Shading indicates significant differences between 2009 and 2012 for the mean salaries.

Salary by Gender⁷



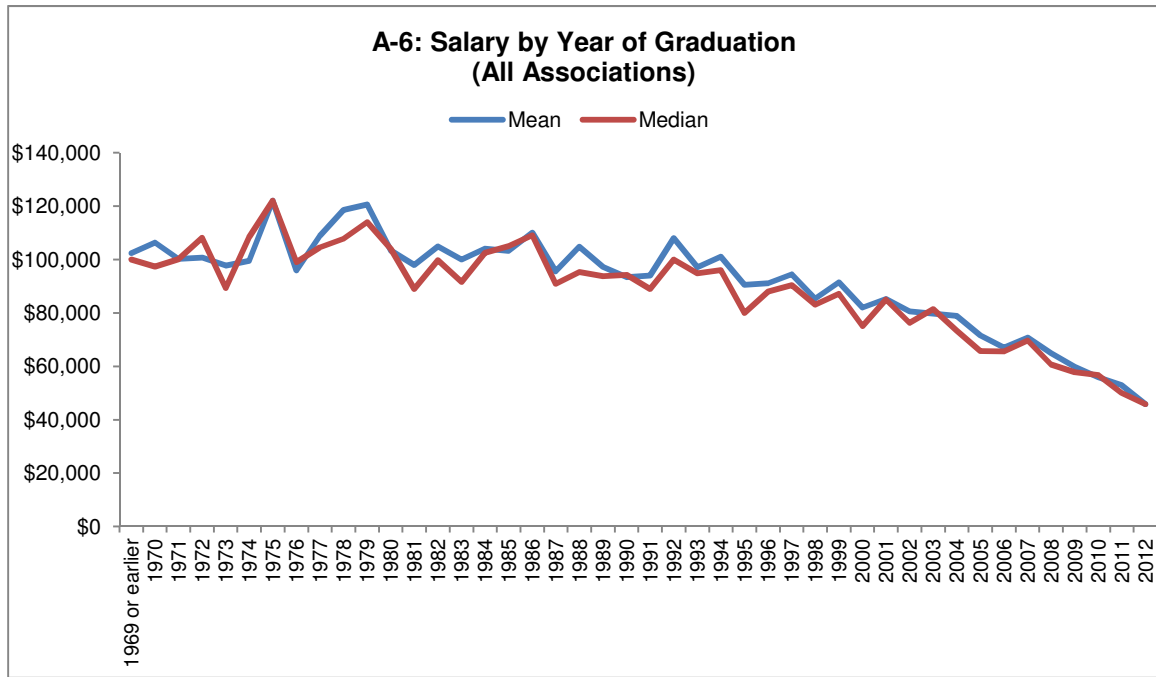
⁷Gender differences in salary may be attributable to differences in years of experience.

Salary by Gender: Comparison Between 2009 and 2012⁸

	2012					2009				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Female										
All Associations	166	80,676	80,000	67,000	92,000	368	73,691	72,000	61,400	83,000
PEGNL	57	86,214	85,000	70,000	100,000	100	81,237	76,377	65,000	91,000
Engineers NS	50	81,430	78,607	65,000	98,108	139	73,380	70,000	61,031	82,907
APEGNB	46	75,999	78,604	66,043	85,000	113	70,285	70,000	57,337	81,150
Engineers PEI	13	72,758	79,514	62,806	89,890	16	64,809	64,000	57,498	73,195
Male										
All Associations	1,169	92,747	90,000	72,000	110,000	968	83,737	80,663	65,000	99,302
PEGNL	317	100,108	95,895	77,000	118,764	291	95,551	90,000	74,021	110,000
Engineers NS	378	96,261	95,000	75,000	114,813	247	83,402	82,252	67,177	100,000
APEGNB	337	84,963	83,000	65,000	100,000	276	77,322	73,000	59,104	90,000
Engineers PEI	137	78,671	78,066	57,735	92,408	154	76,014	70,000	58,573	87,817

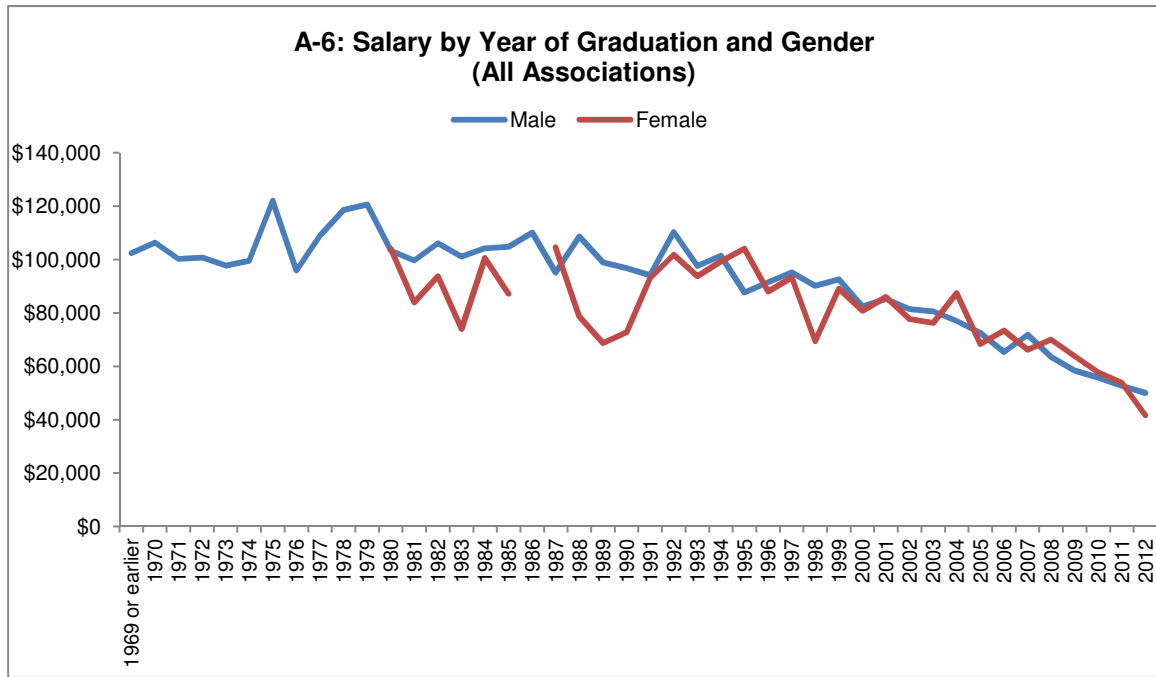
⁸ Shading indicates significant differences between 2009 and 2012 for the mean salaries.

Salary by Year of Graduation

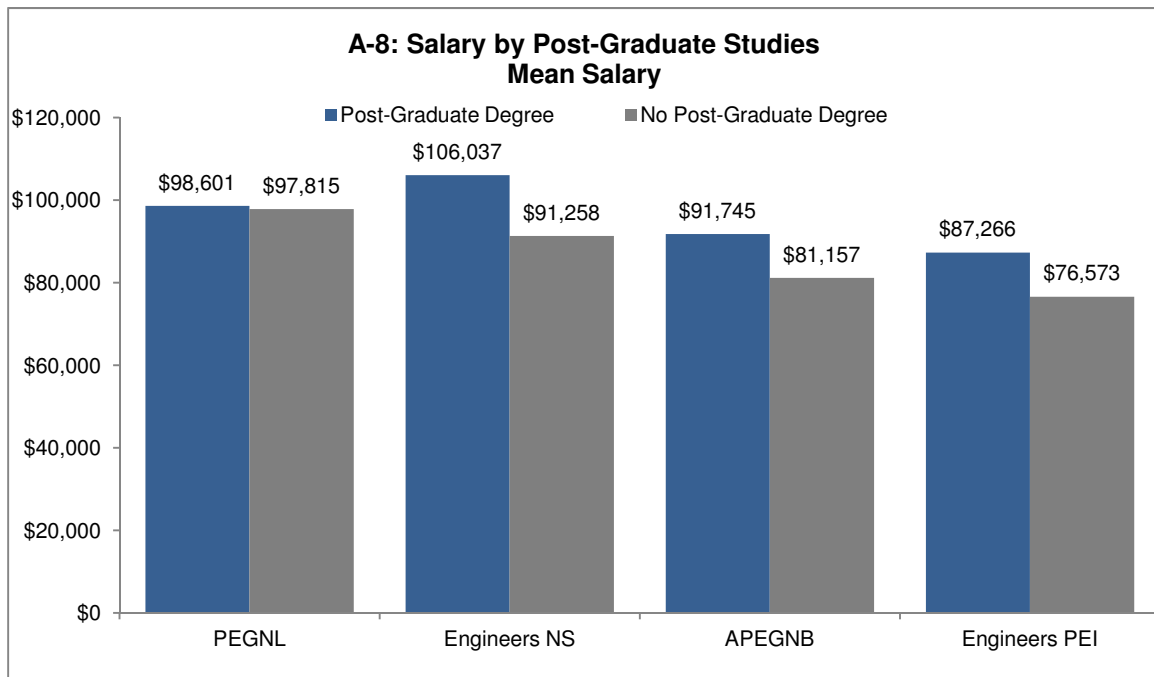


Graduation Year	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
1969 or earlier	15	102,348	100,000	87,000	121,605
1970	4	106,329	97,322	90,000	133,609
1971	8	100,268	100,160	72,809	140,000
1972	10	100,686	108,193	87,524	118,452
1973	9	97,704	89,368	72,384	118,498
1974	17	99,540	108,336	63,411	137,330
1975	22	122,051	122,000	100,098	150,000
1976	19	95,860	99,054	82,472	114,600
1977	18	108,817	104,562	88,371	121,000
1978	21	118,598	107,812	82,000	150,000
1979	25	120,654	114,000	96,527	147,000
1980	30	103,334	104,000	90,074	110,150
1981	32	97,999	89,000	84,800	110,000
1982	38	104,875	99,733	78,000	125,000
1983	30	100,002	91,580	81,131	120,000
1984	29	104,026	102,529	94,000	110,775
1985	40	103,247	105,000	85,000	121,000
1986	36	110,018	109,142	90,000	125,000
1987	56	95,584	90,880	85,000	105,000
1988	32	104,765	95,300	89,445	115,000
1989	34	97,246	93,810	80,000	110,000
1990	55	93,392	94,259	78,723	117,643
1991	33	93,963	88,986	81,055	101,385
1992	31	108,076	100,000	93,273	120,000
1993	38	97,117	94,893	85,000	101,000
1994	34	101,052	96,000	78,790	118,250
1995	31	90,530	80,000	76,000	98,014
1996	39	91,097	88,000	73,454	105,000
1997	35	94,481	90,446	76,074	105,000
1998	39	85,425	83,135	68,000	105,000
1999	45	91,518	87,139	74,933	103,597
2000	35	82,004	75,000	69,152	90,000
2001	26	85,271	85,000	71,072	100,000
2002	24	80,606	76,236	66,360	87,723
2003	42	79,680	81,415	59,242	91,308
2004	39	78,863	73,343	69,334	88,354
2005	28	71,527	65,664	61,000	87,000
2006	31	67,040	65,566	59,123	73,159
2007	41	70,749	69,680	55,365	85,780
2008	45	64,815	60,628	55,644	68,000
2009	44	59,825	57,788	51,000	65,000
2010	45	55,911	56,723	47,300	62,977
2011	26	52,899	50,000	46,000	57,882
2012	2	45,800	-	-	-

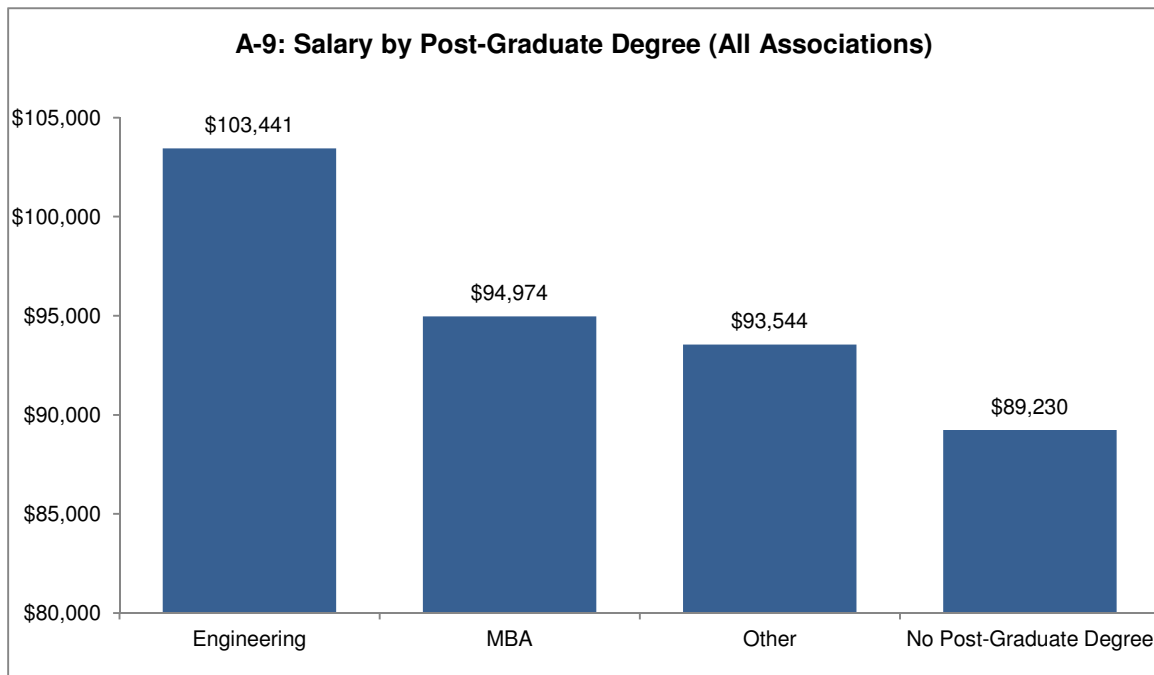
Salary by Year of Graduation and Gender



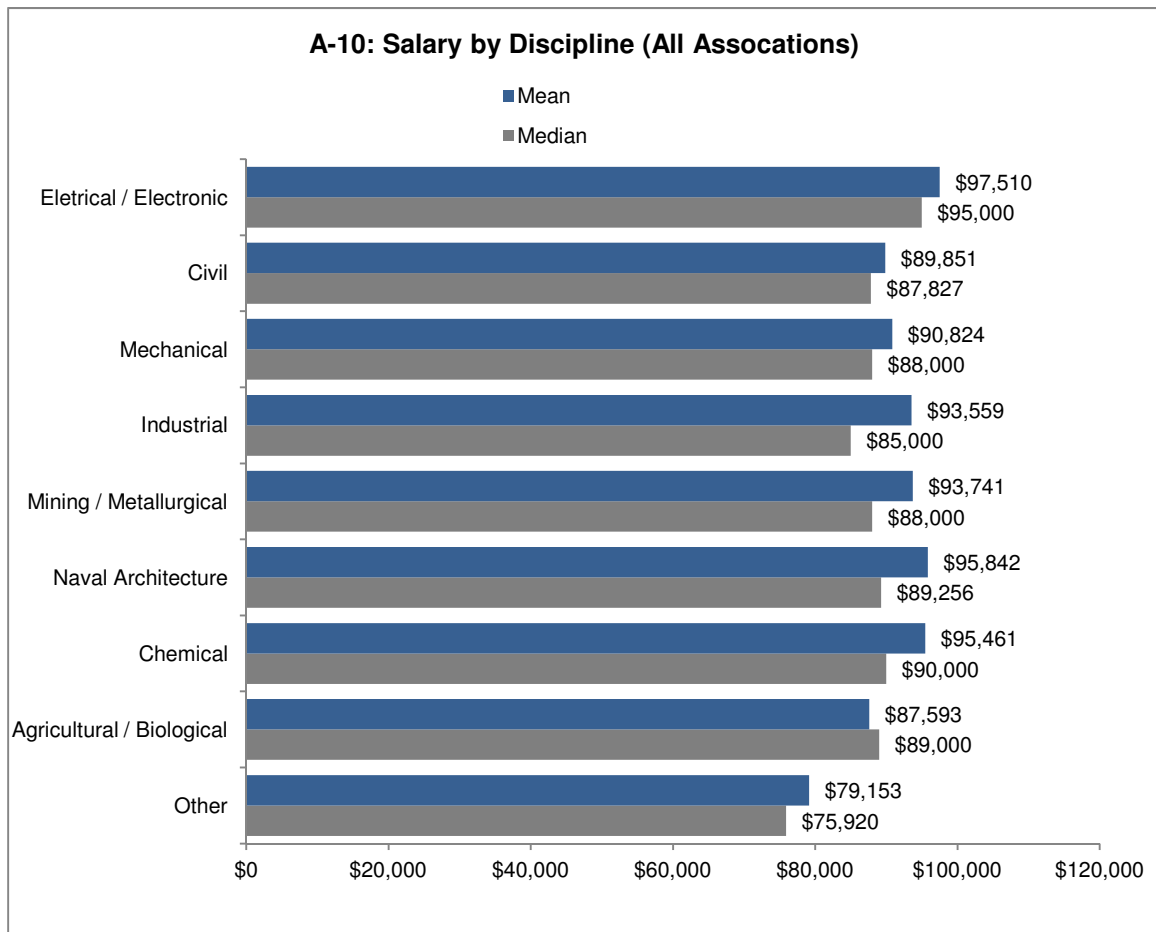
Salary by Post-Graduate Studies



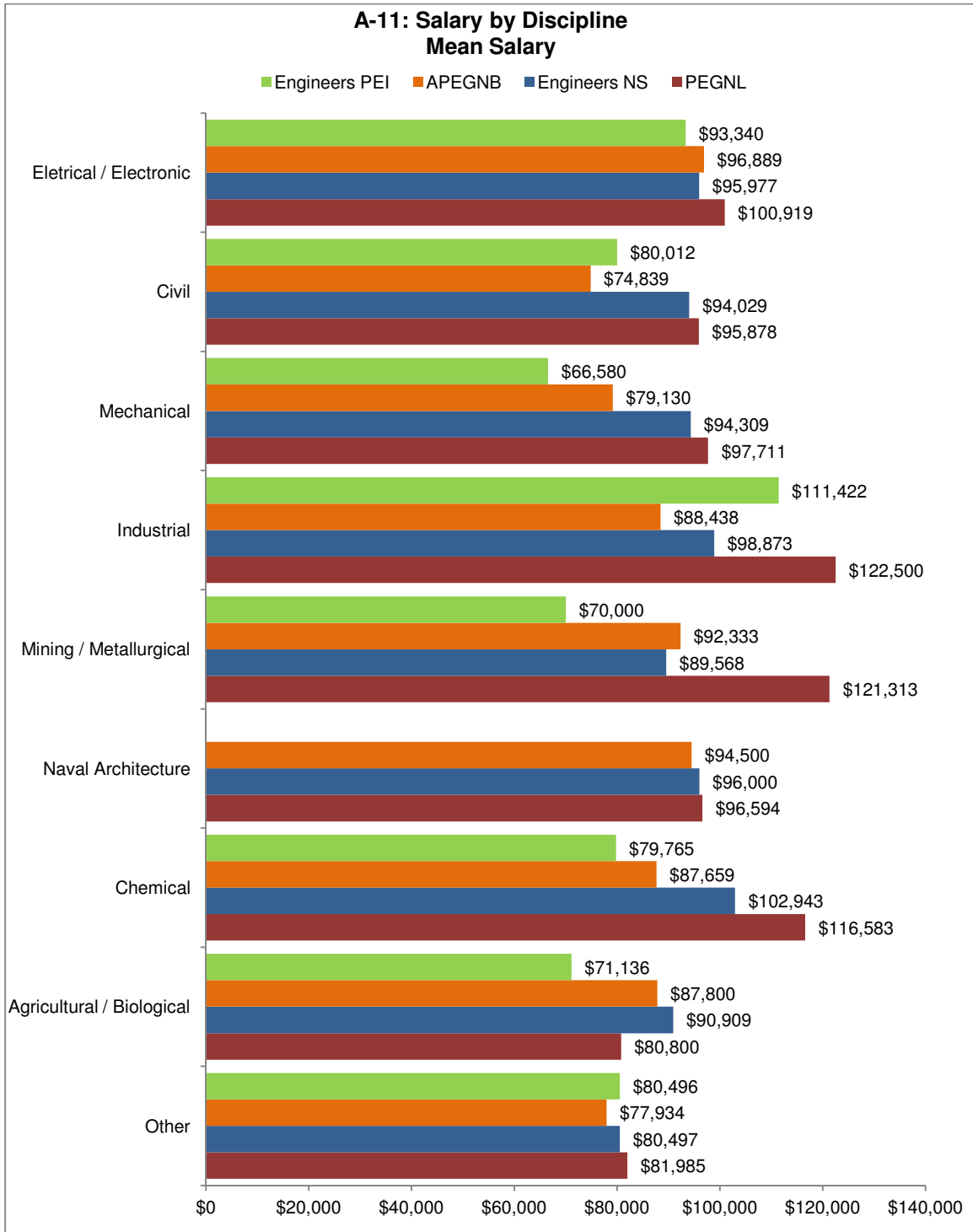
Salary by Post-Graduate Degree



Salary by Discipline⁹

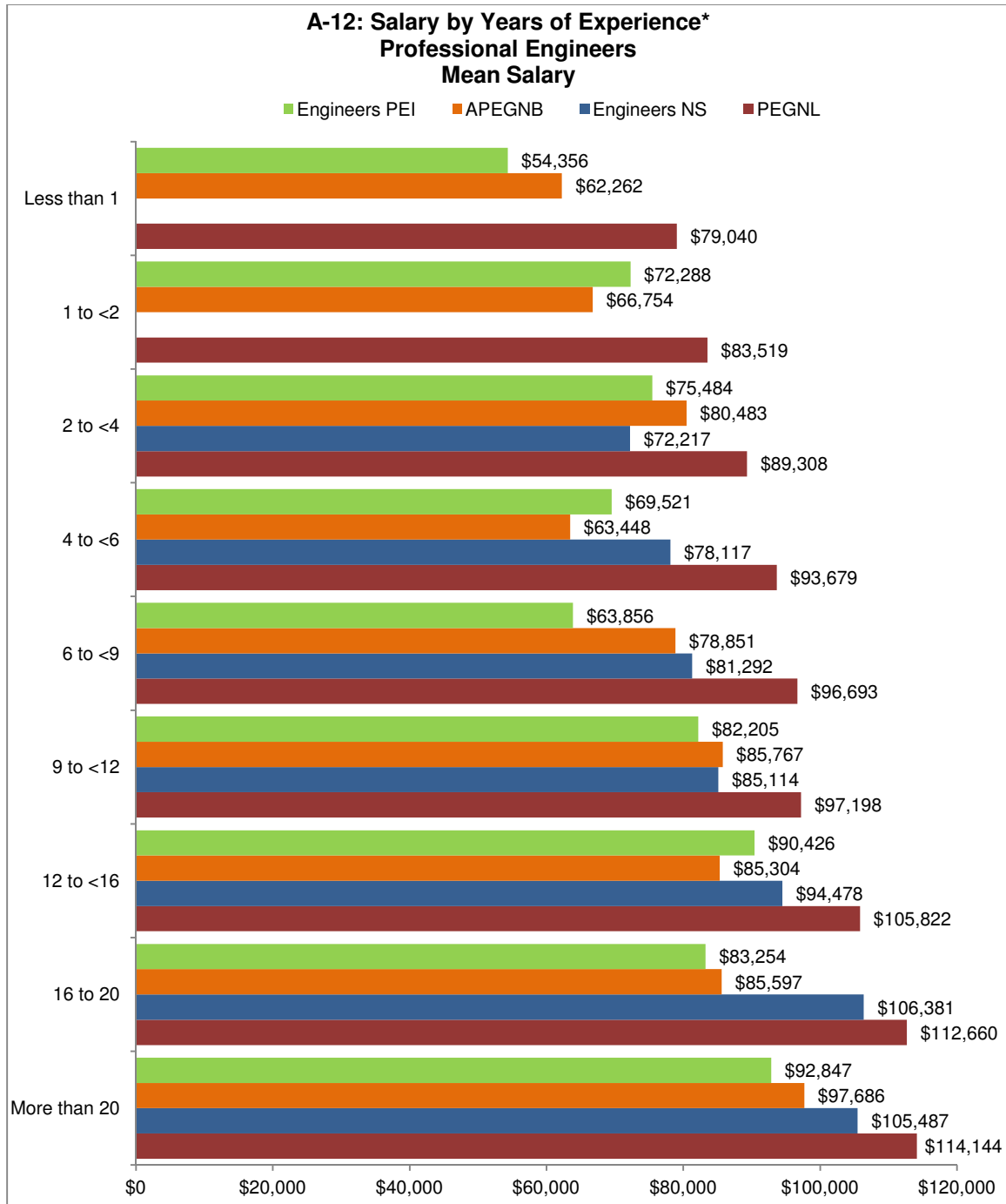


⁹ There were no respondents from PEI working in Naval Architecture therefore PEI is omitted from the graph for this discipline.



Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Electrical/ Electronic	All Associations	231	\$97,510	\$95,000	\$75,552	\$117,000
	PEGNL	81	\$100,919	\$96,452	\$76,000	\$120,000
	Engineers NS	77	\$95,977	\$99,611	\$72,436	\$116,028
	APEGNB	56	\$96,889	\$90,110	\$80,000	\$109,724
	Engineers PEI	17	\$93,340	\$88,039	\$73,701	\$126,940
Civil	All Associations	465	\$89,851	\$87,827	\$68,000	\$107,000
	PEGNL	120	\$95,878	\$90,000	\$74,559	\$111,204
	Engineers NS	145	\$94,029	\$92,000	\$72,122	\$110,000
	APEGNB	147	\$74,839	\$70,000	\$60,000	\$88,501
	Engineers PEI	53	\$80,012	\$79,718	\$66,110	\$94,606
Mechanical	All Associations	360	\$90,824	\$88,000	\$68,976	\$107,000
	PEGNL	112	\$97,711	\$96,000	\$78,387	\$113,666
	Engineers NS	101	\$94,309	\$90,000	\$71,309	\$112,000
	APEGNB	98	\$79,130	\$74,613	\$60,000	\$94,000
	Engineers PEI	49	\$66,580	\$62,715	\$49,658	\$82,247
Industrial	All Associations	61	\$93,559	\$85,000	\$72,500	\$105,000
	PEGNL	2	\$122,500	-	-	-
	Engineers NS	32	\$98,873	\$92,000	\$79,920	\$117,396
	APEGNB	21	\$88,438	\$83,865	\$72,000	\$99,433
	Engineers PEI	6	\$111,422	\$128,365	\$86,597	-
Mining/ Metallurgical	All Associations	28	\$93,741	\$88,000	\$76,109	\$110,000
	PEGNL	6	\$121,313	\$131,959	\$75,419	\$161,222
	Engineers NS	12	\$89,568	\$87,000	\$75,120	\$111,437
	APEGNB	6	\$92,333	\$88,000	\$87,000	\$110,000
	Engineers PEI	4	\$70,000	\$72,496	\$66,874	.
Naval Architecture	All Associations	18	\$95,842	\$89,256	\$75,000	\$114,000
	PEGNL	13	\$96,594	\$91,613	\$77,721	\$116,657
	Engineers NS	3	\$96,000	-	-	-
	APEGNB	2	\$94,500	-	-	-
	Engineers PEI	-	-	-	-	-
Chemical	All Associations	70	\$95,461	\$90,000	\$73,725	\$110,000
	PEGNL	15	\$116,583	\$102,491	\$90,633	\$150,349
	Engineers NS	26	\$102,943	\$100,000	\$79,092	\$126,899
	APEGNB	22	\$87,659	\$83,000	\$68,564	\$100,000
	Engineers PEI	7	\$79,765	\$84,853	\$61,308	.
Agricultural/ Biological	All Associations	26	\$87,593	\$89,000	\$76,500	\$96,000
	PEGNL	4	\$80,800	\$86,414	\$58,750	\$98,575
	Engineers NS	11	\$90,909	\$94,000	\$76,500	\$100,000
	APEGNB	5	\$87,800	\$89,000	\$85,000	\$94,000
	Engineers PEI	6	\$71,136	\$79,126	\$56,566	-
Other	All Associations	76	\$79,153	\$75,920	\$61,000	\$100,000
	PEGNL	21	\$81,985	\$77,822	\$69,000	\$94,591
	Engineers NS	21	\$80,497	\$75,123	\$52,000	\$101,015
	APEGNB	26	\$77,934	\$75,000	\$61,564	\$90,000
	Engineers PEI	8	\$80,496	\$82,424	\$71,602	-

Salary by Years of Experience¹⁰

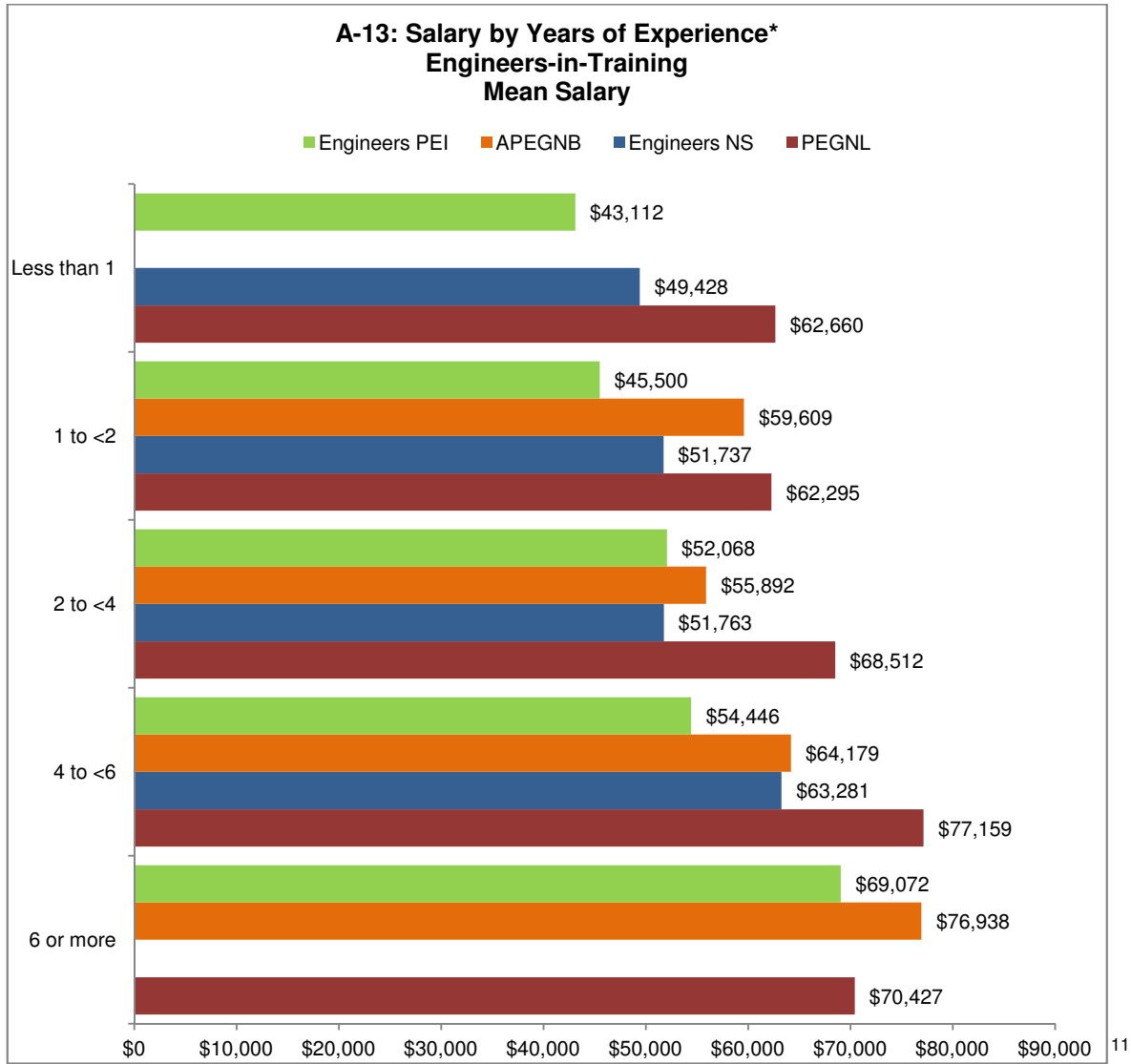


* Years of full-time work experience since receiving professional designation

¹⁰ There was 1 respondent from NS with less than 1 years experience and just 1 with 1 to less than 2 years of experience therefore NS is omitted from the graph for these two levels.

Professional Engineers

Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	All Associations	27	\$71,626	\$69,728	\$55,880	\$84,678
	PEGNL	13	\$79,040	\$76,245	\$67,214	\$93,990
	Engineers NS	1	\$51,000	-	-	-
	APEGNB	11	\$62,262	\$58,015	\$55,000	\$76,775
	Engineers PEI	2	\$54,356	-	-	-
1 - <2	All Associations	27	\$77,169	\$77,090	\$60,000	\$90,000
	PEGNL	16	\$83,519	\$85,380	\$74,410	\$94,850
	Engineers NS	-	-	-	-	-
	APEGNB	9	\$66,754	\$57,156	\$55,000	\$83,209
	Engineers PEI	2	\$72,288	-	-	-
2 - <4	All Associations	56	\$81,521	\$74,660	\$65,000	\$96,000
	PEGNL	16	\$89,308	\$79,571	\$70,000	\$108,166
	Engineers NS	4	\$72,217	\$70,656	\$61,517	\$83,455
	APEGNB	30	\$80,483	\$74,000	\$65,000	\$96,000
	Engineers PEI	6	\$75,484	\$86,478	\$60,103	.
4 - <6	All Associations	57	\$79,401	\$75,000	\$60,000	\$89,000
	PEGNL	25	\$93,679	\$87,984	\$75,683	\$106,307
	Engineers NS	6	\$78,117	\$73,602	\$60,000	\$91,404
	APEGNB	21	\$63,448	\$63,223	\$44,000	\$75,000
	Engineers PEI	5	\$69,521	\$77,003	\$62,199	-
6 - <9	All Associations	86	\$85,464	\$83,000	\$68,000	\$92,018
	PEGNL	41	\$96,693	\$88,972	\$80,000	\$108,000
	Engineers NS	11	\$81,292	\$82,000	\$72,247	\$88,000
	APEGNB	32	\$78,851	\$79,105	\$65,000	\$90,000
	Engineers PEI	2	\$63,856	-	-	-
9 - <12	All Associations	84	\$87,874	\$85,000	\$72,908	\$105,000
	PEGNL	23	\$97,198	\$99,058	\$77,102	\$113,330
	Engineers NS	24	\$85,114	\$84,167	\$75,000	\$91,512
	APEGNB	29	\$85,767	\$85,940	\$71,825	\$105,000
	Engineers PEI	8	\$82,205	\$84,504	\$73,144	-
12 - <16	All Associations	126	\$94,396	\$88,252	\$76,000	\$105,000
	PEGNL	36	\$105,822	\$104,626	\$83,620	\$120,000
	Engineers NS	35	\$94,478	\$90,000	\$75,000	\$105,000
	APEGNB	38	\$85,304	\$80,000	\$76,000	\$90,000
	Engineers PEI	17	\$90,426	\$87,994	\$70,000	\$102,277
16 - 20	All Associations	141	\$99,571	\$96,000	\$82,000	\$113,000
	PEGNL	34	\$112,660	\$109,040	\$95,679	\$129,213
	Engineers NS	46	\$106,381	\$100,000	\$90,000	\$120,000
	APEGNB	47	\$85,597	\$85,000	\$75,000	\$96,000
	Engineers PEI	14	\$83,254	\$83,277	\$79,062	\$93,254
More than 20	All Associations	523	\$104,410	\$100,000	\$85,000	\$120,000
	PEGNL	108	\$114,144	\$111,669	\$94,072	\$134,405
	Engineers NS	246	\$105,487	\$102,000	\$87,000	\$120,000
	APEGNB	119	\$97,686	\$92,000	\$81,000	\$110,386
	Engineers PEI	50	\$92,847	\$87,162	\$76,913	\$108,295



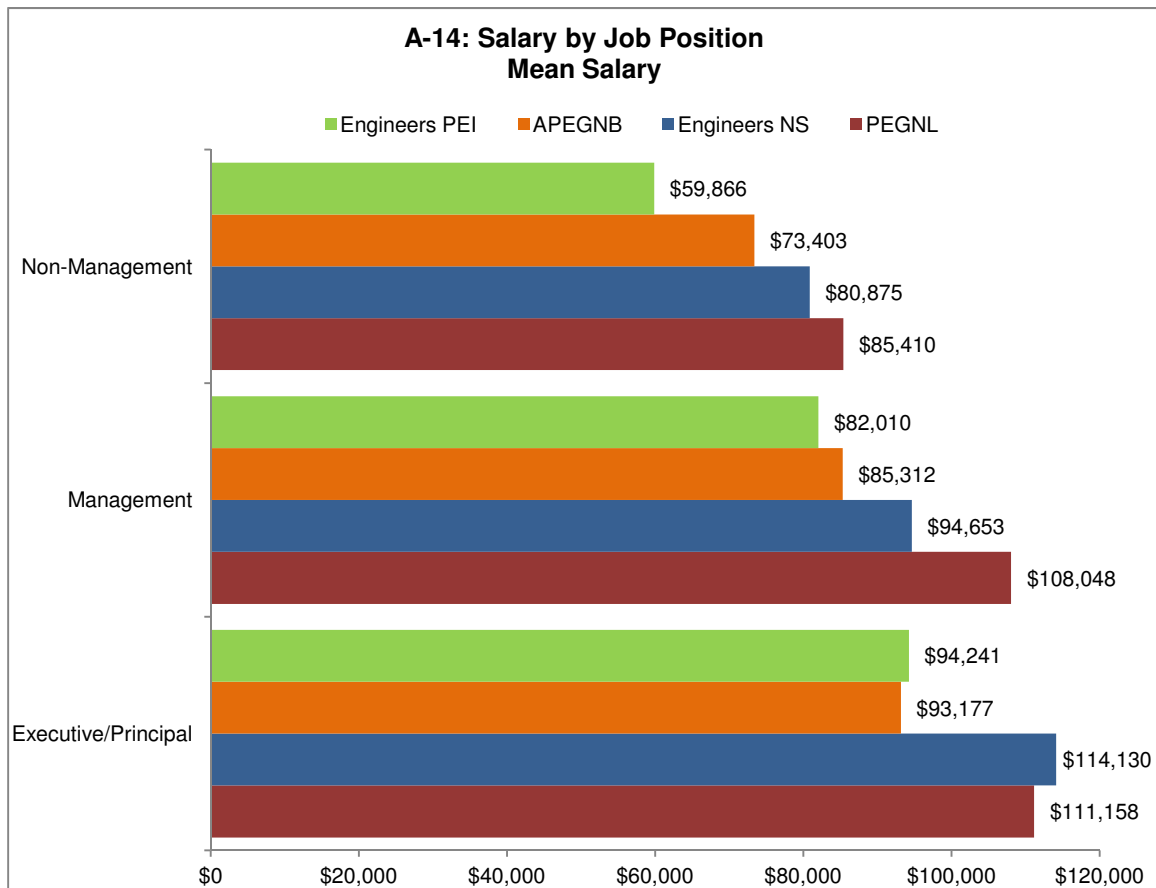
* Years of full-time work experience as an Engineer-in-Training

¹¹ Groups with only one respondent reporting for a particular age group are not shown in the graph

Engineer-in-Training

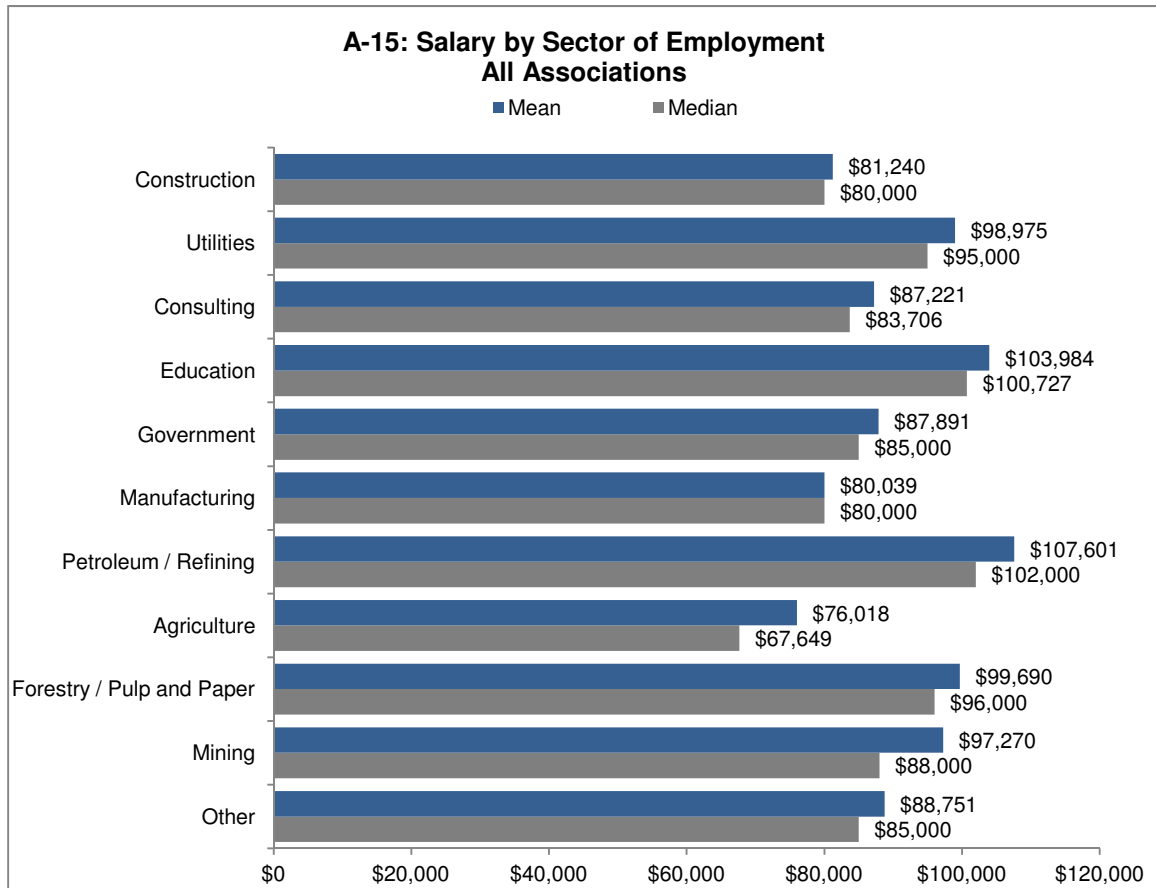
Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	All Associations	20	\$52,623	\$50,417	\$46,000	\$58,009
	PEGNL	5	\$62,660	\$60,766	\$54,891	\$73,494
	Engineers NS	8	\$49,428	\$47,144	\$45,321	\$55,000
	APEGNB	1	\$60,000	-	-	-
	Engineers PEI	6	\$43,112	\$46,123	\$40,476	-
1 - <2	All Associations	30	\$55,818	\$57,395	\$48,880	\$62,558
	PEGNL	7	\$62,295	\$61,519	\$57,049	\$62,810
	Engineers NS	11	\$51,737	\$49,000	\$45,519	\$58,202
	APEGNB	9	\$59,609	\$58,000	\$49,000	\$65,083
	Engineers PEI	3	\$45,500	-	-	-
2 - <4	All Associations	82	\$56,718	\$55,364	\$50,244	\$65,000
	PEGNL	21	\$68,512	\$65,000	\$59,939	\$75,000
	Engineers NS	21	\$51,763	\$52,000	\$49,111	\$57,699
	APEGNB	23	\$55,892	\$54,000	\$49,192	\$60,000
	Engineers PEI	17	\$52,068	\$52,179	\$46,280	\$63,996
4 - <6	All Associations	46	\$66,690	\$65,000	\$56,598	\$75,865
	PEGNL	16	\$77,159	\$77,380	\$67,103	\$84,971
	Engineers NS	14	\$63,281	\$60,797	\$51,857	\$68,463
	APEGNB	9	\$64,179	\$61,594	\$60,000	\$70,000
	Engineers PEI	7	\$54,446	\$51,829	\$49,599	-
6 or more	All Associations	24	\$71,506	\$71,750	\$55,000	\$80,000
	PEGNL	9	\$70,427	\$69,865	\$54,294	\$82,741
	Engineers NS	1	\$55,000	-	-	-
	APEGNB	4	\$76,938	\$80,000	\$71,750	\$87,000
	Engineers PEI	10	\$69,072	\$72,647	\$57,578	\$94,502

Salary by Job Position



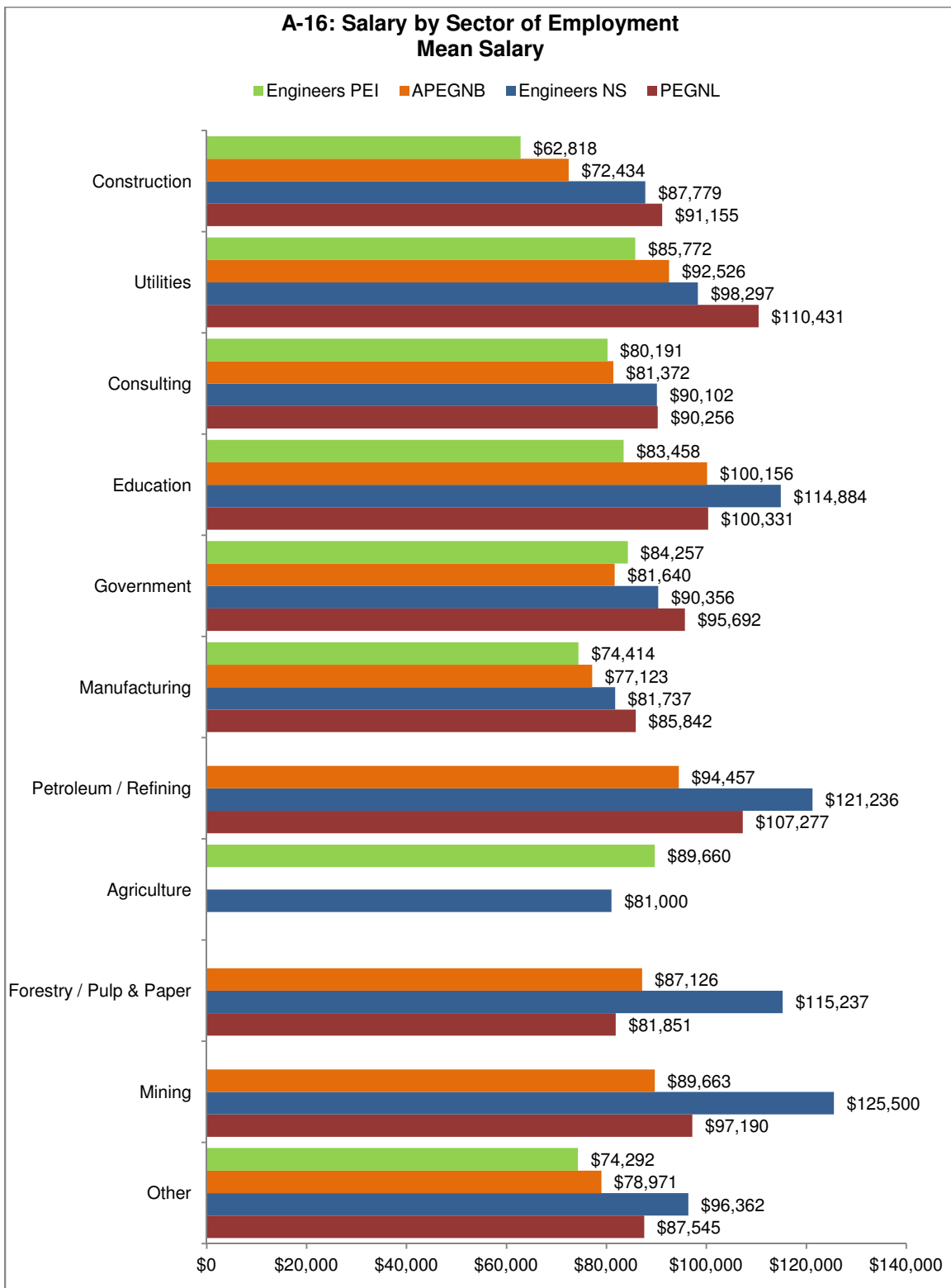
Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non-Management	All Associations	490	\$79,351	\$75,150	\$60,000	\$91,375
	PEGNL	168	\$85,410	\$80,000	\$69,000	\$98,378
	Engineers NS	141	\$80,875	\$75,270	\$56,939	\$95,270
	APEGNB	135	\$73,403	\$71,672	\$58,656	\$88,000
	Engineers PEI	46	\$59,866	\$55,912	\$47,825	\$73,987
Management	All Associations	589	\$94,229	\$91,000	\$79,000	\$106,088
	PEGNL	170	\$108,048	\$105,000	\$85,261	\$125,000
	Engineers NS	181	\$94,653	\$95,000	\$84,451	\$105,000
	APEGNB	165	\$85,312	\$85,000	\$71,645	\$98,745
	Engineers PEI	73	\$82,010	\$80,000	\$70,000	\$93,320
Executive/ Principal	All Associations	237	\$105,406	\$105,000	\$80,000	\$125,000
	PEGNL	33	\$111,158	\$110,141	\$92,478	\$128,130
	Engineers NS	101	\$114,130	\$115,000	\$89,879	\$130,000
	APEGNB	74	\$93,177	\$85,000	\$75,000	\$110,000
	Engineers PEI	29	\$94,241	\$91,506	\$73,621	\$118,222
Other	All Associations	16	\$107,059	\$115,000	\$72,000	\$138,776
	PEGNL	2	\$100,000	-	-	-
	Engineers NS	5	\$108,500	\$115,000	\$73,527	\$137,455
	APEGNB	8	\$108,104	\$120,000	\$72,000	\$140,000
	Engineers PEI	1	\$64,000	-	-	-

Salary by Sector of Employment¹²¹³



¹² There were no respondents from PEI working in the Forestry/Pulp and Paper and Mining sectors therefore PEI is omitted from the graph for these sectors.

¹³ Groups with only one respondent reporting for a particular age group are not shown in the graph



Salary by Sector of Employment: Comparison Between 2009 and 2012¹⁴

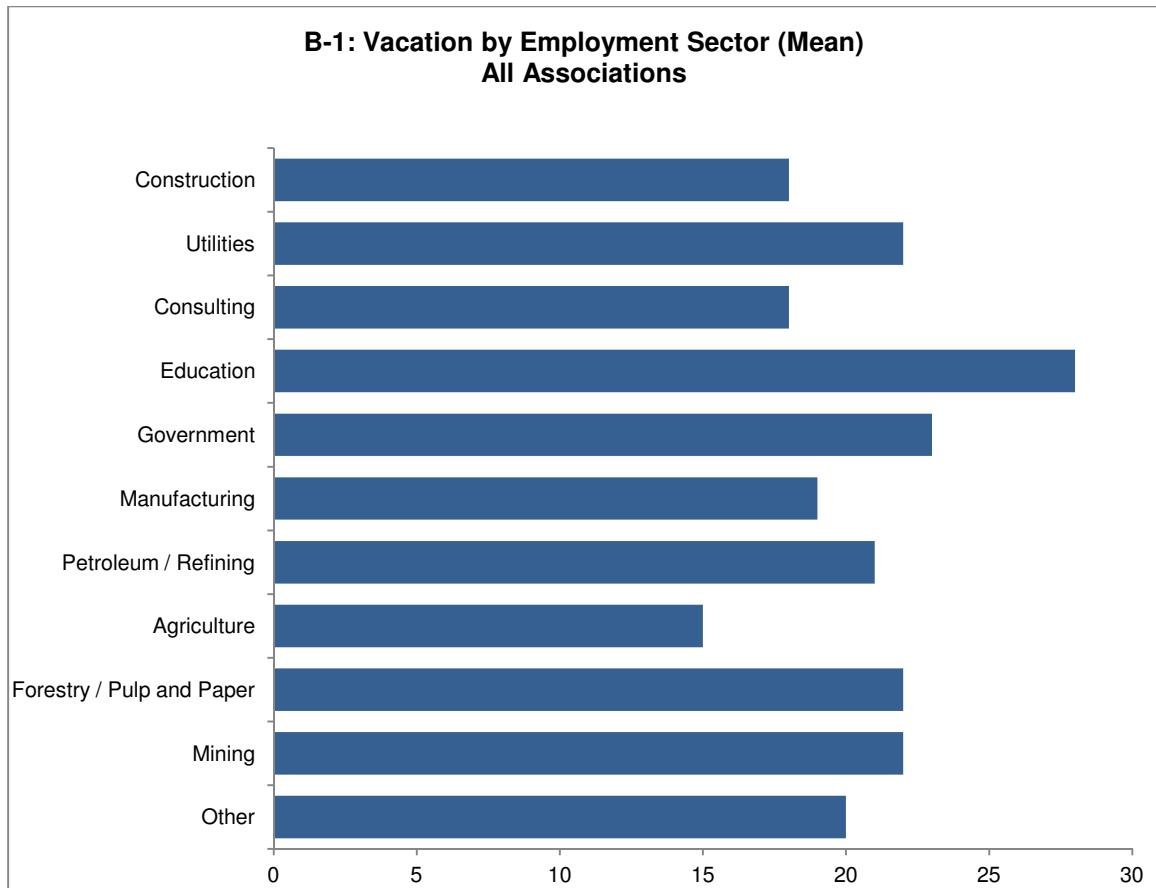
Sector of Employment	Association	2012					2009				
		#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Construction	All Associations	149	81,240	80,000	59,750	95,955	90	71,414	68,413	47,000	88,104
	PEGNL	31	91,155	90,000	67,188	107,747	9	95,883	82,000	65,312	123,220
	Engineers NS	38	87,779	86,274	58,393	105,331	32	81,038	80,000	63,859	100,000
	APEGNB	57	72,434	66,770	56,352	89,900	24	52,673	47,000	44,523	55,000
	Engineers PEI	23	62,818	58,826	48,474	78,287	25	62,606	60,000	52,000	73,279
Utilities	All Associations	139	98,975	95,000	80,000	108,000	141	77,991	70,720	59,000	89,481
	PEGNL	42	110,431	108,026	89,412	130,665	44	94,698	93,673	73,106	104,205
	Engineers NS	42	98,297	95,151	78,000	106,778	22	86,986	81,000	64,238	98,686
	APEGNB	44	92,526	90,641	74,658	100,000	58	64,638	59,750	50,804	73,520
	Engineers PEI	11	85,772	78,087	67,182	149,570	17	96,877	82,743	67,605	118,227
Consulting	All Associations	279	87,221	83,706	61,000	110,000	244	73,035	67,000	48,000	90,158
	PEGNL	76	90,256	84,000	70,676	105,000	65	91,848	86,828	70,889	111,123
	Engineers NS	98	90,102	89,097	60,000	120,000	80	81,604	80,000	62,173	100,000
	APEGNB	72	81,372	70,000	60,000	100,000	66	50,298	47,250	43,000	50,400
	Engineers PEI	33	80,191	78,965	56,834	97,398	33	64,737	62,946	45,549	70,680
Education	All Associations	62	103,984	100,727	80,000	125,000	60	81,055	80,000	70,000	91,465
	PEGNL	16	100,331	95,794	78,759	114,138	21	86,207	82,898	69,006	100,261
	Engineers NS	15	114,884	115,000	87,000	126,000	22	78,109	80,000	67,648	89,910
	APEGNB	24	100,156	100,000	80,000	130,000	9	80,269	72,000	71,369	90,600
	Engineers PEI	7	83,458	88,714	77,178	.	8	88,619	78,662	66,490	114,125
Government	All Associations	217	87,891	85,000	75,000	100,472	241	74,330	75,000	59,000	88,000
	PEGNL	43	95,692	95,092	81,648	108,386	51	83,952	80,000	71,556	96,000
	Engineers NS	78	90,356	90,000	76,173	104,435	84	80,689	82,400	68,498	94,543
	APEGNB	62	81,640	81,000	65,000	89,247	65	59,512	50,568	45,000	74,421
	Engineers PEI	34	84,257	83,693	75,008	95,716	41	77,370	78,395	65,000	89,057
Manufacturing	All Associations	101	80,039	80,000	65,000	92,000	101	68,379	61,500	49,634	85,000
	PEGNL	5	85,842	82,343	66,913	110,585	6	97,056	85,000	72,000	137,281
	Engineers NS	49	81,737	80,302	67,000	97,554	33	82,981	83,000	68,661	105,000
	APEGNB	31	77,123	80,000	65,000	85,000	48	52,809	51,000	46,000	55,044
	Engineers PEI	16	74,414	76,830	59,910	96,405	14	88,530	83,517	73,714	100,000
Petroleum / Gas / Refining	All Associations	137	107,601	102,000	82,000	121,000	144	97,929	95,000	70,838	120,000
	PEGNL	96	107,277	102,249	80,000	125,000	103	107,068	100,000	84,000	135,000
	Engineers NS	23	121,236	120,000	100,000	137,448	16	104,690	100,000	94,919	110,000
	APEGNB	17	94,457	90,000	80,000	110,000	23	66,832	64,000	58,837	75,000
	Engineers PEI	1	135,000	-	-	-	2	112,500	-	-	-

¹⁴ Shading indicates significant differences between 2009 and 2012 for the mean salaries.

Sector of Employment	Association	2012					2009				
		#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Agriculture	All Associations	7	76,018	67,649	62,073	94,000	12	49,242	43,680	31,146	74,165
	PEGNL	1	59,800	-	-	-	-	-	-	-	-
	Engineers NS	2	81,000	-	-	-	4	52,500	52,500	30,000	75,000
	APEGNB	1	62,500	-	-	-	4	43,680	43,680	43,680	43,680
	Engineers PEI	3	89,660	-	-	-	4	58,090	62,856	35,083	77,546
Forestry / Pulp and Paper	All Associations	29	99,690	96,000	75,000	120,000	46	81,255	80,000	61,400	100,000
	PEGNL	4	81,851	83,731	71,475	90,000	13	103,313	90,389	83,197	110,813
	Engineers NS	12	115,237	120,000	102,462	130,000	14	93,887	85,533	81,220	105,976
	APEGNB	13	87,126	80,313	64,046	96,000	19	61,127	61,400	55,000	68,000
	Engineers PEI	-	-	-	-	-	-	-	-	-	-
Mining	All Associations	38	97,270	88,000	82,576	113,842	44	78,406	79,771	59,000	91,120
	PEGNL	22	97,190	102,935	69,873	119,046	25	91,620	91,490	72,153	112,308
	Engineers NS	4	125,500	101,000	100,000	175,500	5	71,083	73,337	60,000	85,000
	APEGNB	12	89,663	85,838	80,296	88,000	14	66,535	59,000	56,000	80,000
	Engineers PEI	-	-	-	-	-	-	-	-	-	-
Other	All Associations	177	88,751	85,000	70,000	104,466	205	72,919	72,502	50,000	88,000
	PEGNL	38	87,545	82,000	70,000	96,828	50	83,941	83,463	63,919	95,202
	Engineers NS	67	96,362	92,000	75,035	111,454	69	81,932	81,000	67,406	93,828
	APEGNB	50	78,971	75,000	67,000	95,460	60	55,224	50,000	42,000	65,000
	Engineers PEI	22	74,292	71,357	52,994	89,848	26	69,635	62,115	50,311	74,622

2.2 BENEFITS AND OTHER REMUNERATION

Vacation by Employment Sector



Sector	# of Responses	Mean	Median	Number of Vacation Days ¹⁵					
				0-5	6-10	11-15	16-20	21-25	>25
Construction	159	18	15	3%	13%	35%	25%	14%	11%
Utilities	140	22	20	2%	0%	24%	27%	23%	25%
Consulting	288	18	18	0%	8%	39%	40%	7%	6%
Education	65	28	25	1%	0%	8%	23%	31%	37%
Government	223	23	21	0%	2%	22%	24%	30%	22%
Manufacturing	106	19	20	4%	6%	31%	23%	26%	10%
Petroleum/Gas/ Refining	155	21	20	6%	2%	28%	35%	18%	11%
Agriculture	7	15	15	24%	0%	40%	6%	30%	0%
Forestry/Pulp and Paper	29	22	24	3%	0%	32%	12%	32%	22%
Mining	38	22	24	9%	0%	26%	13%	20%	32%
Other	180	20	20	3%	3%	26%	31%	23%	14%

¹⁵ Respondents reporting "Don't Know" were excluded from analysis.

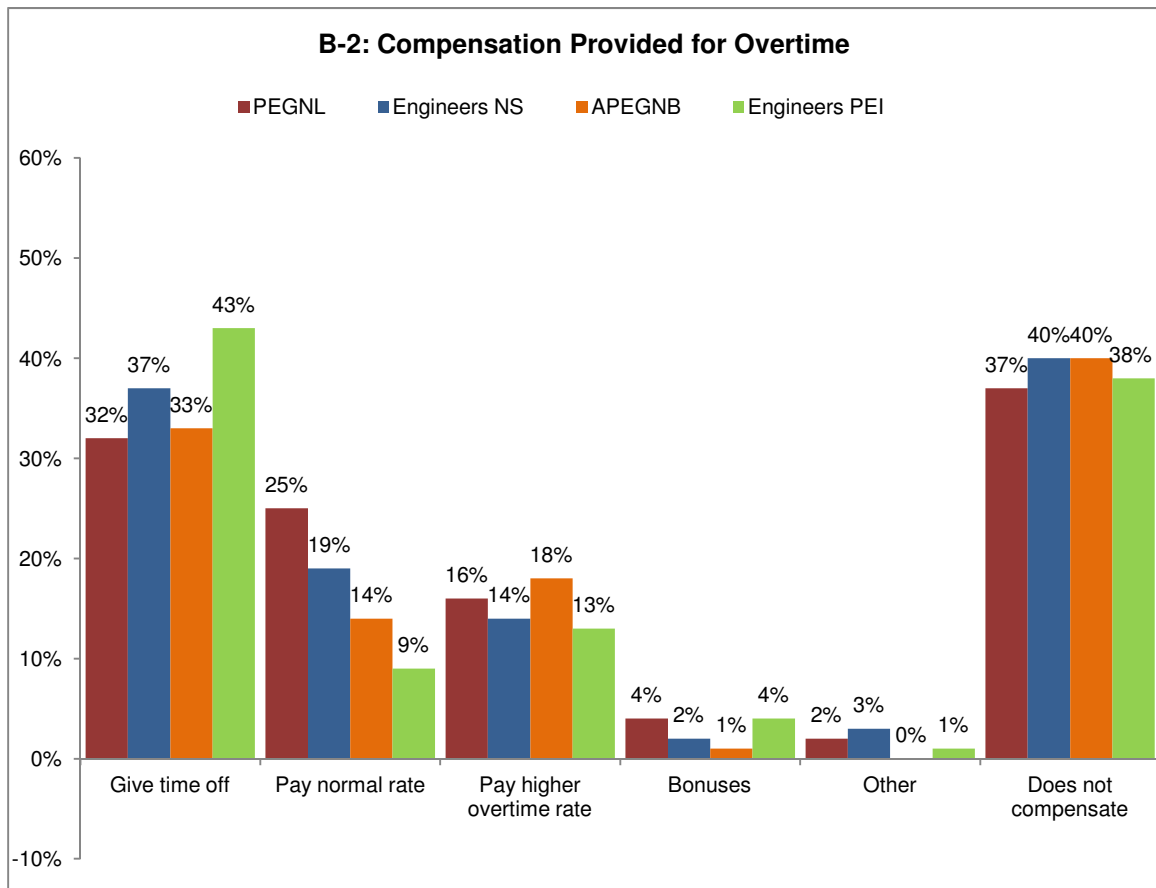
Vacation by Employment Sector^{16, 17}

	Association	Number of Responses	Number of Vacation Days					
			0-5	6-10	11-15	16-20	21-25	>25
Utilities	All Associations	140	2%	0%	24%	27%	23%	25%
	PEGNL	43	0%	0%	14%	23%	22%	42%
	Engineers NS	42	2%	0%	19%	32%	29%	17%
	APEGNB	43	2%	0%	37%	23%	14%	25%
	Engineers PEI	12	0%	0%	25%	41%	25%	8%
Consulting	All Associations	288	0%	8%	39%	40%	7%	6%
	PEGNL	79	1%	4%	44%	41%	3%	8%
	Engineers NS	101	0%	9%	36%	35%	12%	8%
	APEGNB	74	0%	10%	40%	45%	3%	2%
	Engineers PEI	34	0%	10%	37%	47%	2%	4%
Government	All Associations	223	0%	2%	22%	24%	30%	22%
	PEGNL	43	0%	0%	21%	22%	32%	25%
	Engineers NS	83	1%	2%	14%	29%	25%	29%
	APEGNB	63	0%	3%	35%	18%	36%	8%
	Engineers PEI	34	0%	2%	8%	29%	25%	36%
Construction	All Associations	159	3%	13%	35%	25%	14%	11%
	PEGNL	34	3%	9%	30%	35%	14%	9%
	Engineers NS	42	2%	19%	23%	25%	19%	12%
	APEGNB	59	3%	8%	48%	21%	8%	12%
	Engineers PEI	24	4%	24%	48%	11%	9%	4%
Manufacturing	All Associations	106	4%	6%	31%	23%	26%	10%
	PEGNL	5	0%	0%	60%	40%	0%	0%
	Engineers NS	52	7%	5%	28%	18%	24%	17%
	APEGNB	33	0%	6%	35%	27%	32%	1%
	Engineers PEI	16	0%	30%	21%	43%	6%	0%
Petroleum / Gas / Refining	All Associations	155	6%	2%	28%	35%	18%	11%
	PEGNL	109	8%	1%	34%	32%	14%	11%
	Engineers NS	27	8%	7%	19%	40%	15%	11%
	APEGNB	18	0%	0%	20%	39%	31%	10%
	Engineers PEI	1	0%	0%	0%	100%	0%	0%

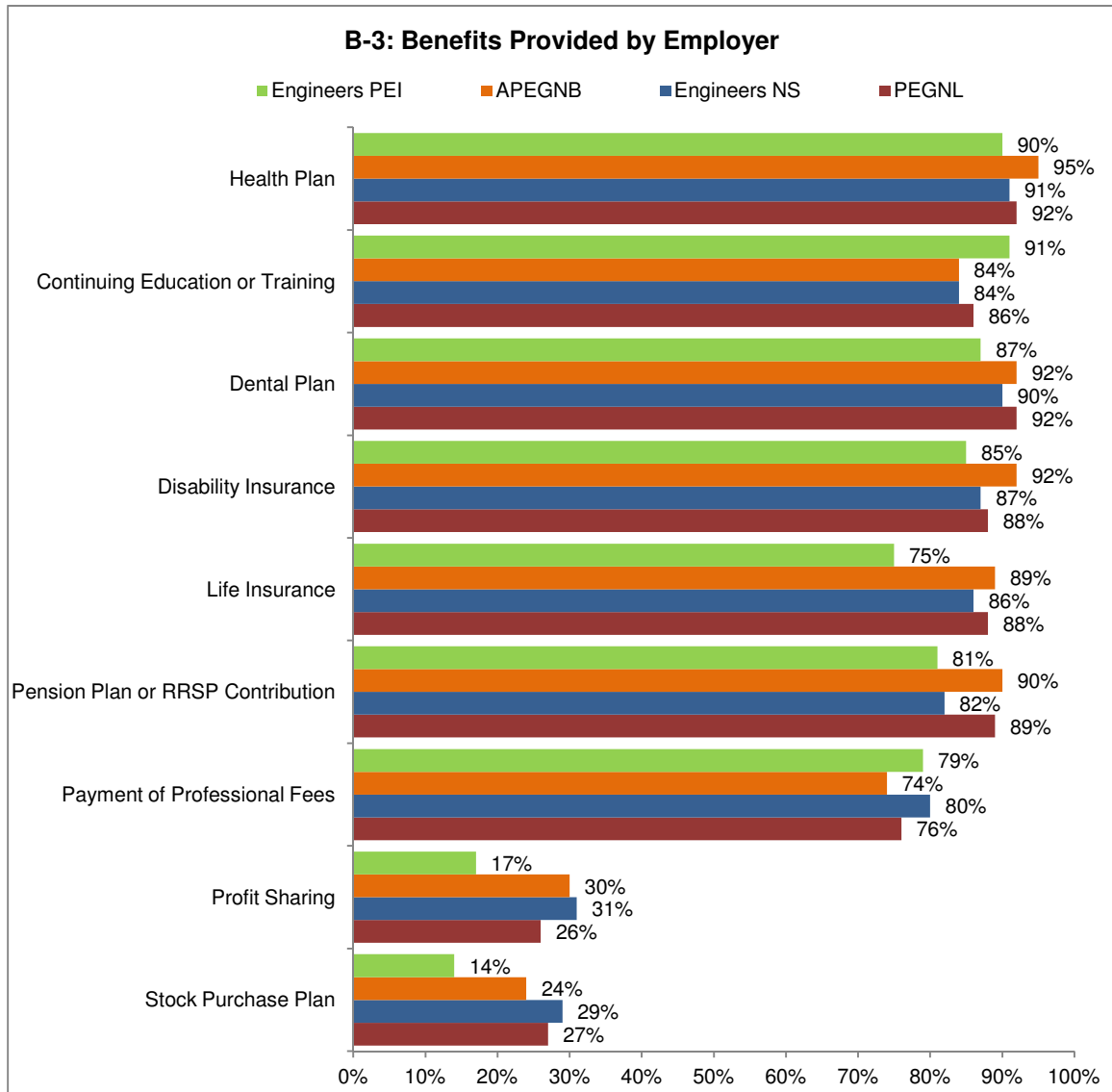
¹⁶ Employment Sectors with less than 100 respondents across Atlantic Canada excluded from table.

¹⁷ Respondents reporting "Don't Know" were excluded from analysis.

Overtime Compensation



Benefits

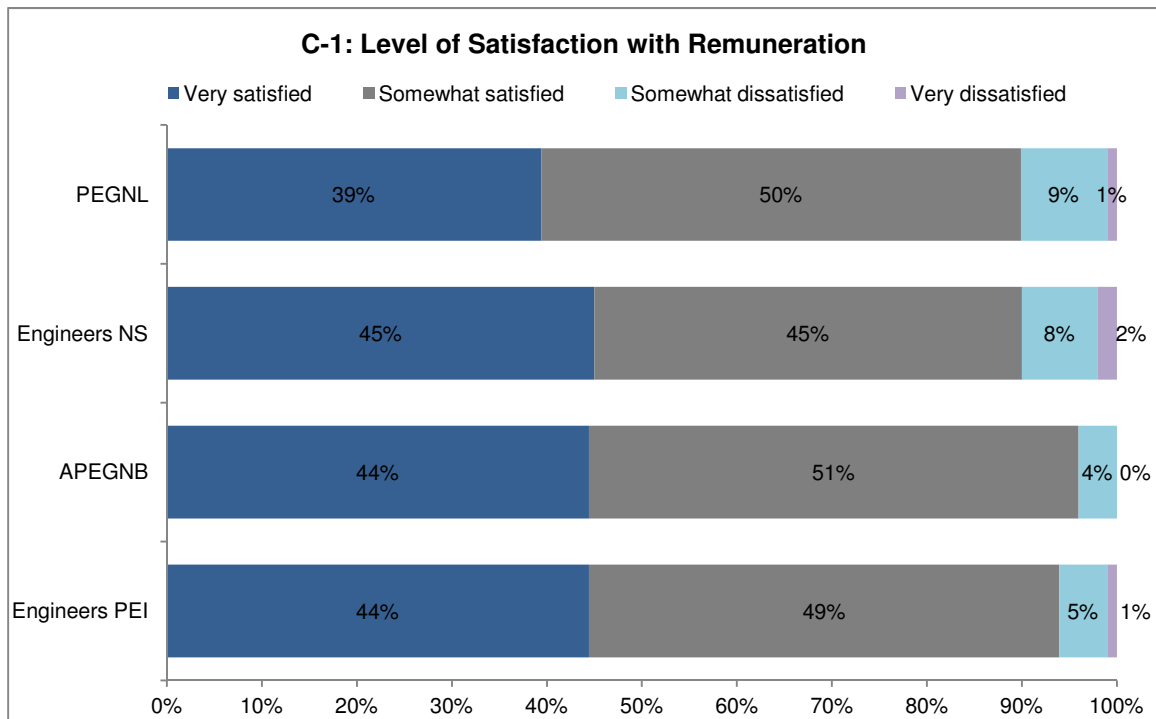


* Multiple responses allowed

Benefit ¹⁸	Association	Number of Responses	Provided/ Cost Shared	Provided/ Not Cost Shared	Not Provided
Continuing Education or Training	All Associations	1,363	24%	59%	17%
	PEGNL	379	25%	59%	16%
	Engineers NS	448	24%	58%	18%
	APEGNB	388	24%	58%	17%
	Engineers PEI	148	15%	76%	10%
Payment of Professional Fees	All Associations	1,407	12%	63%	24%
	PEGNL	398	11%	64%	25%
	Engineers NS	458	12%	67%	21%
	APEGNB	398	14%	57%	29%
	Engineers PEI	153	6%	73%	21%
Stock Purchase Plan	All Associations	1,396	18%	7%	75%
	PEGNL	393	19%	6%	75%
	Engineers NS	454	19%	8%	72%
	APEGNB	397	16%	7%	77%
	Engineers PEI	152	9%	4%	87%
Profit Sharing	All Associations	1,380	13%	14%	73%
	PEGNL	392	10%	13%	77%
	Engineers NS	452	13%	16%	71%
	APEGNB	383	16%	12%	72%
	Engineers PEI	153	9%	8%	83%
Dental Plan	All Associations	1,388	71%	19%	9%
	PEGNL	392	69%	23%	9%
	Engineers NS	454	69%	20%	11%
	APEGNB	392	76%	16%	8%
	Engineers PEI	150	66%	19%	14%
Health Plan	All Associations	1,384	73%	20%	8%
	PEGNL	391	70%	22%	8%
	Engineers NS	454	72%	19%	9%
	APEGNB	390	76%	19%	5%
	Engineers PEI	149	69%	20%	10%
Disability Insurance	All Associations	1,325	62%	25%	13%
	PEGNL	375	57%	29%	14%
	Engineers NS	431	62%	23%	15%
	APEGNB	371	66%	24%	10%
	Engineers PEI	148	58%	24%	19%
Life Insurance	All Associations	1,363	60%	26%	14%
	PEGNL	384	59%	29%	13%
	Engineers NS	444	59%	26%	15%
	APEGNB	384	64%	23%	13%
	Engineers PEI	151	51%	23%	26%
Pension Plan or RRSP	All Associations	1,391	77%	9%	14%
	PEGNL	392	81%	8%	11%
	Engineers NS	453	71%	10%	18%
	APEGNB	394	83%	7%	10%
	Engineers PEI	152	78%	3%	19%

¹⁸ Respondents reporting "Don't Know" were excluded from analysis.

2.3 OVERALL SATISFACTION WITH REMUNERATION



Appendix: Questionnaire



**Atlantic Associations of Professional Engineers
Member Salary Survey 2012**

Hello, may I please speak with _____?

My name is _____ and I am calling from MQO 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
- 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!