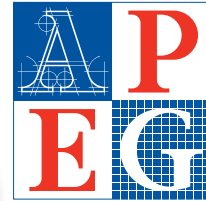


The Association of Professional Engineers
and Geoscientists of British Columbia



Professional Engineers
and Geoscientists of BC

2010

Report On Members' Compensation And Benefits



Introduction

We are pleased to present the findings of a comprehensive compensation and benefits survey of APEGBC members undertaken by the Association in June 2010. The most recent member compensation survey was undertaken in June 2008.

The primary intent of this report is to provide information on base annual compensation, total annual compensation and other non-monetary benefits earned by APEGBC members employed in full-time positions in British Columbia.

The best indicator of professional compensation is obtained through an Employment Responsibility Evaluation. Members can refer to the Benchmark Employment Descriptions to confirm the accuracy of their responsibility point level assessment. Both can be found at www.apeg.bc.ca/compensationsurvey.

Section A provides base salary and total annual compensation values by responsibility point level for the overall dataset and by industry sector. Section A also includes information on total other compensation, working hours, benefits and perquisites.

Section B provides secondary demographic and other informational tables that may be of interest to some readers, including compensation reports presented by degree received, year of graduation, member status, size of organization and gender.

Note: The compensation survey data and exhibits included within this report are intended to provide the reader with general benchmarks and be used as a guideline for comparing his or her compensation with overall industry values. Compensation values should be determined and calculated by the level of responsibility for the position and as such, the prediction of compensation based on any one factor is difficult due to market forces and general economic conditions and caution should be exercised.

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2010

Report On Members' Compensation And Benefits

Table of Contents

<i>Survey Methodology</i>	4
<i>Section A – Results</i>	
Reported Base Salary and Total Annual Compensation by Responsibility Level.....	5
Reported Base Salary by Industry	6
Working Hours and Other Compensation	8
Employee Benefits and Perquisites.....	9
<i>Section B – Survey Demographics and Other Compensation Tables</i>	
Employment Status	10
Reported Base Salary and Total Annual Compensation by Responsibility Level and Gender	10
Reported Base Salary by Bachelor’s Degree	11
Reported Base Salary by Graduate Degree Received.....	12
Reported Base Salary and Responsibility Level by Year of Graduation	13
Compensation by Size of Organization.....	14
Reported Base Salary by Member Status and Gender	14
Compensation by Region and Gender Including Non-BC Respondents.....	15

SURVEY METHODOLOGY

Practising APEGBC members were invited to participate in an online survey of members' compensation by email in May 2010. A total of 4,897 responses were received.

The primary intent of this compensation survey is to provide data for BC-based APEGBC members. As such the majority of tables in this report present information for this subset of the entire sample. Section B also contains selected reports for the entire valid data set including respondents from the rest of Canada and around the world.

As in previous years, the analyses dealing with compensation use a subset of the total respondents; members who indicated that they were full-time students, retired, employed part-time or unemployed were removed from the data set. All respondents who did not indicate both compensation data and responsibility point level were also removed. The remaining British Columbia-only compensation subset is comprised of 3,349 valid responses.

The survey asked respondents to provide information on their base annual compensation, defined strictly as base salary. A number of tables in this report also provide total annual compensation values defined as base annual compensation plus taxable benefits such as medical, insurance and pension contributions paid by the employer as well as cash compensation such as bonuses, commission, profit sharing and paid overtime.

Compensation definitions are as follows:

- Mean – numerical average of compensation values;
- Median – 50% of values are below and 50% of values are above this compensation;
- Low Decile – 10% of values are below and 90% of values are above this compensation;
- Low Quartile – 25% of values are below and 75% of values are above this compensation;
- High Quartile – 75% of values are below and 25% of values are above this compensation;
- High Decile – 90% of values are below and 10% of values are above this compensation.

In many tables, both median and mean compensation information is provided. Median figures are often a better indicator of compensation changes and ranges since median values are less affected by very high and very low responses. However, mean values provide a true arithmetic average, which may be of interest to some readers. Low and high decile information is not provided when a response sample is less than 10. Additionally, low and high quartile information is not provided when a sample is less than 25 respondents. Similarly, mean and median values have not been reported for samples sizes that are less than five.

The size of the 2010 return sample (4,897) increased over that obtained in 2008 (2,391 respondents). While a sufficient sample was obtained to validate many of the analyses, again, caution should be exercised when examining smaller data subsets of the entire sample.

SECTION A - RESULTS

REPORTED BASE SALARY AND TOTAL ANNUAL COMPENSATION BY RESPONSIBILITY LEVEL

Reported base salary and total annual compensation by responsibility point level is illustrated in **Exhibit 1a and Exhibit 1b** respectively. These analyses provide both low and high, decile and quartile values to illustrate the range of base salary and total annual compensation paid to individuals within the same responsibility point range.

The median base salary for all respondents and all responsibility point levels is \$85,000, and ranges from a low of \$53,500 at less than 200 points to \$171,000 at the more than 800-849 point level. Compared to 2008 median base salary values, most point level ranges have recorded an increase, and the median base salary for the entire sample has increased 1.2% over the two-year period.

Exhibit 1a - Reported Base Salary by Responsibility Level – June 2010

Responsibility Point Range	Total Jobs	Median Points	Mean	Low Decile	Low Quartile	2010 Median	High Quartile	High Decile	2008 Median	Increase 2010/2008 Median
Less than 200	119	183	\$52,743	\$38,400	\$47,000	\$53,500	\$59,500	\$65,000	\$53,000	0.9%
200 - 249	269	225	\$57,594	\$45,000	\$51,000	\$58,000	\$63,000	\$70,500	\$55,000	5.5%
250 - 299	350	273	\$64,326	\$51,000	\$56,750	\$62,350	\$71,000	\$79,000	\$60,000	3.9%
300 - 349	447	323	\$74,010	\$59,456	\$65,000	\$72,000	\$81,600	\$91,530	\$69,000	4.3%
350 - 399	399	373	\$85,856	\$63,000	\$72,000	\$82,000	\$92,000	\$106,000	\$77,000	6.5%
400 - 449	365	418	\$90,928	\$69,776	\$78,000	\$90,000	\$101,250	\$115,996	\$87,500	2.9%
450 - 499	321	473	\$99,740	\$75,000	\$87,000	\$98,800	\$110,900	\$129,600	\$94,000	5.1%
500 - 549	277	521	\$102,745	\$75,000	\$89,000	\$102,000	\$120,000	\$135,220	\$100,000	2.0%
550 - 599	214	571	\$114,782	\$85,000	\$95,000	\$110,000	\$125,000	\$148,500	\$108,000	1.9%
600 - 649	185	620	\$122,551	\$81,800	\$100,000	\$118,000	\$140,000	\$164,630	\$114,577	3.0%
650 - 699	147	670	\$124,756	\$80,000	\$102,000	\$122,000	\$143,325	\$168,400	\$120,000	1.7%
700 - 749	110	717	\$133,658	\$82,560	\$105,000	\$124,250	\$158,515	\$200,000	\$130,000	-4.4%
750 - 799	93	765	\$139,290	\$72,000	\$95,500	\$140,000	\$165,000	\$202,940	\$142,500	-1.8%
800 - 849	39	813	\$184,143	\$80,000	\$143,500	\$171,000	\$225,000	\$291,000	\$150,000	14.0%
More than 849	14	860	\$158,316	\$58,250	N/S	\$120,000	N/S	\$365,000	N/A	N/A
All Points	3,349	406	\$91,943	\$55,000	\$65,634	\$85,000	\$108,000	\$135,000	\$84,000	1.2%

N/A - Not Available, N/S - Insufficient Sample Size

Exhibit 1b - Reported Total Annual Compensation by Responsibility Level – June 2010

Responsibility Point Range	Total Jobs	Median Points	Mean	Low Decile	Low Quartile	2010 Median	High Quartile	High Decile	2008 Median	Increase 2010/2008 Median
Less than 200	119	183	\$55,596	\$39,300	\$48,000	\$55,000	\$62,000	\$72,000	\$54,000	1.9%
200 - 249	269	225	\$62,442	\$45,000	\$53,900	\$61,000	\$70,050	\$80,400	\$58,000	5.2%
250 - 299	350	273	\$70,638	\$54,319	\$60,000	\$67,000	\$79,012	\$92,000	\$64,000	4.7%
300 - 349	447	323	\$80,997	\$63,580	\$69,500	\$77,000	\$90,000	\$103,600	\$76,000	1.3%
350 - 399	399	373	\$93,735	\$67,300	\$77,000	\$87,700	\$101,200	\$120,000	\$83,000	5.7%
400 - 449	365	418	\$102,261	\$74,000	\$87,163	\$98,000	\$112,000	\$130,000	\$94,500	3.7%
450 - 499	321	473	\$116,517	\$80,040	\$93,150	\$108,000	\$130,000	\$160,200	\$102,500	5.4%
500 - 549	277	521	\$120,477	\$80,000	\$95,950	\$114,000	\$135,000	\$167,400	\$112,500	1.3%
550 - 599	214	571	\$136,888	\$94,413	\$105,400	\$124,549	\$152,000	\$190,000	\$118,363	5.2%
600 - 649	185	620	\$153,143	\$93,000	\$107,282	\$133,000	\$174,100	\$247,000	\$129,000	3.1%
650 - 699	147	670	\$154,765	\$89,843	\$113,000	\$140,000	\$180,000	\$250,400	\$148,300	-5.6%
700 - 749	110	717	\$179,997	\$91,500	\$120,000	\$160,594	\$215,250	\$275,000	\$150,500	6.7%
750 - 799	93	765	\$184,473	\$83,100	\$115,000	\$158,625	\$225,000	\$296,426	\$180,100	-11.9%
800 - 849	39	813	\$286,390	\$125,000	\$175,000	\$225,000	\$350,000	\$500,000	\$200,000	12.5%
More than 849	14	860	\$175,663	\$62,250	N/S	\$130,000	N/S	\$400,000	N/A	N/A
All Points	3,349	406	\$107,734	\$59,000	\$72,000	\$93,574	\$122,135	\$168,020	\$90,246	3.7%

N/A - Not Available, N/S - Insufficient Sample Size

REPORTED BASE SALARY BY INDUSTRY

Exhibit 2 presents the distribution of reported base salary by industry. Consulting comprises the largest sector with just over 43% of the respondents. The next largest reporting sector was Government at 12.4% of respondents followed by Utilities/Communications at 12.2%

A comparison of median base salary by industry sector to the overall median for all sectors yields the following: Management Consulting +28.2%, Eng/Geo Consulting-8.8%, Utilities/Communications +5.9%, Government +3.5%, Primary and Resource Industries +17.7%, Construction and Manufacturing -3.4%, High Technology +2.4%, and Other -5.9%.

Exhibit 2 - Reported Base Salary by Industry

Industry	Total Jobs	% of Total	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
All Sectors	3,349	100.0%	\$91,943	\$55,000	\$65,634	\$85,000	\$108,000	\$135,000
All Consulting	1,456	43.5%	\$89,872	\$54,000	\$62,000	\$80,000	\$108,000	\$135,000
Management Consulting	50	1.5%	\$148,718	\$55,500	\$71,750	\$109,000	\$171,250	\$248,000
Engineering Consulting	1,300	38.8%	\$87,661	\$54,000	\$62,000	\$80,000	\$105,000	\$130,000
Aeronautics/Aerospace	3	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Agriculture	0	0.0%	N/S	N/S	N/S	N/S	N/S	N/S
Biomedical	1	0.0%	N/S	N/S	N/S	N/S	N/S	N/S
Building Science	51	1.5%	\$77,467	\$46,800	\$55,000	\$73,000	\$96,000	\$120,000
Chemical	16	0.5%	\$81,682	\$45,594	N/S	\$80,362	N/S	\$120,000
Civil	197	5.9%	\$86,100	\$54,816	\$61,100	\$80,000	\$102,000	\$132,440
Computer	3	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Construction	7	0.2%	\$67,857	N/S	N/S	\$65,000	N/S	N/S
Electrical/Electronics	100	3.0%	\$83,962	\$52,096	\$60,000	\$76,000	\$100,000	\$125,893
Environmental	75	2.2%	\$78,556	\$47,600	\$55,000	\$77,000	\$95,000	\$119,100
Fire Protection	15	0.4%	\$117,507	\$68,000	N/S	\$85,000	N/S	\$290,000
Food/Beverage	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Forest	4	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Geological	5	0.1%	\$97,634	N/S	N/S	\$78,000	N/S	N/S
Geotechnical	114	3.4%	\$82,006	\$55,000	\$61,000	\$73,250	\$94,625	\$124,755
Groundwater	7	0.2%	\$55,000	N/S	N/S	\$60,000	N/S	N/S
Industrial/Manufacturing	24	0.7%	\$100,367	\$58,500	N/S	\$103,000	N/S	\$140,500
Land Development	17	0.5%	\$81,197	\$51,600	N/S	\$70,000	N/S	\$116,800
Management	1	0.0%	N/S	N/S	N/S	N/S	N/S	N/S
Marine/Naval	24	0.7%	\$81,438	\$55,000	N/S	\$81,500	N/S	\$131,500
Materials Handling	20	0.6%	\$96,197	\$57,350	N/S	\$90,000	N/S	\$153,734
Mechanical	76	2.3%	\$84,298	\$49,400	\$58,060	\$68,000	\$90,000	\$125,000
Metallurgical/Materials	19	0.6%	\$92,794	\$59,000	N/S	\$93,500	N/S	\$125,000
Mining	81	2.4%	\$99,020	\$61,120	\$72,227	\$89,500	\$117,500	\$158,400
Petroleum (Energy)	29	0.9%	\$118,304	\$58,500	\$85,500	\$110,000	\$130,100	\$236,000
Power (Energy)	53	1.6%	\$90,161	\$56,200	\$62,000	\$76,000	\$108,000	\$140,000
Project Management	16	0.5%	\$100,512	\$64,700	N/S	\$100,000	N/S	\$130,320
Pulp and Paper	14	0.4%	\$109,415	\$62,800	N/S	\$116,780	N/S	\$158,875
Safety	3	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Structural	190	5.7%	\$85,370	\$54,000	\$61,510	\$76,650	\$104,250	\$125,000
Surveying/Geomatics	4	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Transportation	70	2.1%	\$85,535	\$51,840	\$62,475	\$82,000	\$100,625	\$141,288
Water Resources	40	1.2%	\$86,528	\$57,130	\$64,813	\$78,000	\$104,000	\$129,100
Other	19	0.6%	\$112,478	\$62,500	N/S	\$116,376	N/S	\$150,000
Geoscience Consulting	106	3.2%	\$89,227	\$49,515	\$60,000	\$75,000	\$117,750	\$150,000
Environmental	18	0.5%	\$77,449	\$48,366	N/S	\$65,750	N/S	\$126,400
Geochemistry	3	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Geology	13	0.4%	\$118,451	\$45,547	N/S	\$130,000	N/S	\$192,000
Geotechnics	17	0.5%	\$92,156	\$54,122	N/S	\$89,000	N/S	\$141,000
Hydrogeology	22	0.7%	\$77,114	\$48,000	N/S	\$70,500	N/S	\$118,800
Hydrology	5	0.1%	\$69,000	N/S	N/S	\$70,000	N/S	N/S
Mineral Exploration	23	0.7%	\$98,109	\$47,000	N/S	\$72,000	N/S	\$198,600
Other	5	0.1%	\$75,792	N/S	N/S	\$75,000	N/S	N/S

N/S - Insufficient Sample Size

Note: Caution should be exercised when small samples are used to calculate median and mean compensation values. Median values have not been provided for samples of less than five respondents. Additionally, compensation values should be determined and calculated by the level of responsibility for the position and as such, the prediction of compensation based on any one factor is difficult due to market forces and general economic conditions and caution should be exercised.

Exhibit 2 - Reported Base Salary by Industry (continued)

Industry	Total Jobs	% of Total	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
Utilities, Communications	408	12.2%	\$92,384	\$59,000	\$71,000	\$90,000	\$108,750	\$127,750
Communication and Telecommunication	36	1.1%	\$79,805	\$57,700	\$61,250	\$75,500	\$98,750	\$114,400
Electric and Gas Utilities (incl. BC Hydro)	257	7.7%	\$94,370	\$60,000	\$72,300	\$91,500	\$113,750	\$130,000
Facilities Management	7	0.2%	\$120,613	N/S	N/S	\$111,000	N/S	N/S
Pipelines	11	0.3%	\$91,159	\$56,300	N/S	\$97,000	N/S	\$115,400
Transportation	64	1.9%	\$85,904	\$54,500	\$69,725	\$84,600	\$96,750	\$121,750
Water Supply	26	0.8%	\$95,556	\$62,145	\$75,858	\$98,500	\$111,000	\$127,080
Other	7	0.2%	\$105,300	N/S	N/S	\$105,400	N/S	N/S
Government	415	12.4%	\$89,833	\$63,700	\$74,000	\$88,000	\$102,000	\$120,000
Crown Corporations (except BC Hydro)	24	0.7%	\$83,115	\$58,500	N/S	\$83,000	N/S	\$109,000
Education	66	2.0%	\$95,123	\$68,312	\$77,750	\$89,000	\$107,750	\$134,300
Federal	34	1.0%	\$94,720	\$71,380	\$87,057	\$95,000	\$104,316	\$112,250
First Nations	3	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Health Care	9	0.3%	\$87,481	N/S	N/S	\$79,000	N/S	N/S
Military	1	0.0%	N/S	N/S	N/S	N/S	N/S	N/S
Provincial/Territorial	119	3.6%	\$76,506	\$60,000	\$68,000	\$75,000	\$84,000	\$95,900
Regional, Municipal, Local	156	4.7%	\$97,822	\$64,700	\$84,250	\$97,750	\$110,166	\$128,000
Other	3	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Primary and Resource Industries	271	8.1%	\$112,669	\$63,200	\$78,000	\$100,000	\$135,000	\$170,000
Agricultural	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Chemical	8	0.2%	\$93,125	N/S	N/S	\$94,500	N/S	N/S
Forestry	20	0.6%	\$85,114	\$46,400	N/S	\$84,500	N/S	\$106,018
Mining	186	5.6%	\$117,564	\$65,910	\$78,225	\$100,000	\$141,000	\$195,100
Oil and Gas	33	1.0%	\$115,570	\$72,000	\$99,000	\$115,000	\$140,000	\$157,989
Pulp & Paper	12	0.4%	\$110,805	\$71,040	N/S	\$109,077	N/S	\$162,800
Other	10	0.3%	\$88,249	\$45,350	N/S	\$84,000	N/S	\$155,599
Construction and Manufacturing	380	11.3%	\$88,848	\$52,050	\$65,000	\$82,100	\$106,000	\$136,090
Concrete and Precast	14	0.4%	\$112,823	\$68,262	N/S	\$109,000	N/S	\$212,500
Construction	105	3.1%	\$89,065	\$55,000	\$65,000	\$81,600	\$103,500	\$139,420
Design/Building	53	1.6%	\$82,000	\$47,700	\$60,000	\$75,000	\$101,500	\$132,600
Fabrication	10	0.3%	\$85,700	\$51,400	N/S	\$73,500	N/S	\$153,300
Heavy Manufacturing	119	3.6%	\$88,789	\$55,000	\$66,000	\$87,000	\$105,000	\$120,000
Light Manufacturing	55	1.6%	\$90,055	\$48,000	\$59,400	\$86,000	\$120,000	\$140,000
Other	24	0.7%	\$87,873	\$46,500	N/S	\$76,220	N/S	\$155,406
High Technology	321	9.6%	\$91,018	\$56,000	\$66,000	\$87,000	\$107,500	\$137,000
High Technology Manufacturing	62	1.9%	\$88,975	\$57,150	\$64,690	\$82,900	\$104,234	\$137,850
Instrumental/Controls	13	0.4%	\$78,877	\$52,600	N/S	\$75,490	N/S	\$126,400
Product Development	79	2.4%	\$97,105	\$57,600	\$70,000	\$88,000	\$120,000	\$158,000
Research and Development	81	2.4%	\$85,265	\$53,400	\$65,000	\$83,000	\$100,000	\$128,000
Software Development	59	1.8%	\$97,812	\$55,000	\$65,000	\$95,000	\$120,000	\$152,250
Systems Integration	19	0.6%	\$82,768	\$50,000	N/S	\$84,000	N/S	\$119,000
Other	8	0.2%	\$94,201	N/S	N/S	\$91,904	N/S	N/S
Other/Not Reported	98	2.9%	\$87,524	\$52,720	\$65,000	\$80,000	\$106,500	\$135,000
Management Consulting	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Non-Profit Association	8	0.2%	\$98,629	N/S	N/S	\$80,500	N/S	N/S
Service Industry	30	0.9%	\$83,147	\$45,800	\$57,250	\$71,700	\$103,119	\$139,500
Other	59	1.8%	\$86,625	\$52,000	\$65,000	\$85,000	\$106,000	\$125,000

N/S – Insufficient Sample Size

WORKING HOURS AND OTHER COMPENSATION

Working Hours

The most commonly reported standard work week is 40 hours, indicated by 52.1% of the respondents. A 37.5-hour base week is reported by 34.9% while 8.5% have a base week of 35 hours. The average number of hours worked weekly is 44 hours.

Other Financial Compensation

The amount of total other financial compensation paid as a percentage of total annual compensation is presented by responsibility point range in **Exhibit 3**. In general, other compensation forms a larger percentage of overall compensation at higher responsibility levels.

Exhibit 3 - Other Compensation as a Percentage of Total Annual Compensation

Responsibility Point Range	Total Jobs	Mean Base Salary	Mean Total Annual Compensation	Total Other Annual Compensation	Other Compensation as a Percentage of Total Annual Compensation
Less than 200	119	\$52,743	\$55,596	\$2,853	5.1%
200 - 249	269	\$57,594	\$62,442	\$4,848	7.8%
250 - 299	350	\$64,326	\$70,638	\$6,312	8.9%
300 - 349	447	\$74,010	\$80,997	\$6,987	8.6%
350 - 399	399	\$85,856	\$93,735	\$7,879	8.4%
400 - 449	365	\$90,928	\$102,261	\$11,333	11.1%
450 - 499	321	\$99,740	\$116,517	\$16,777	14.4%
500 - 549	277	\$102,745	\$120,477	\$17,732	14.7%
550 - 599	214	\$114,782	\$136,888	\$22,106	16.1%
600 - 649	185	\$122,551	\$153,143	\$30,592	20.0%
650 - 699	147	\$124,756	\$154,765	\$30,009	19.4%
700 - 749	110	\$133,658	\$179,997	\$46,339	25.7%
750 - 799	93	\$139,290	\$184,473	\$45,183	24.5%
800 - 849	39	\$184,143	\$286,390	\$102,247	35.7%
More than 849	14	\$158,316	\$175,663	\$17,347	9.9%
All Points	3,349	\$91,943	\$107,734	\$15,791	14.7%

Exhibit 4 provides the percentages of respondents by industry that receive additional compensation over base annual compensation. Additional compensation is usually in the form of a performance/merit bonus, indicated by 37.6% of respondents, followed by overtime paid to 22.5% of respondents and profit sharing paid to 20.4% of respondents.

Exhibit 4 - Percentage of Respondents Receiving Other Compensation

Industry	Total Jobs	Project/Completion Bonus	Commission	Overtime	Performance/Merit Bonus	Profit Sharing	Other
All Sectors	3,349	17.6%	9.3%	22.5%	37.6%	20.4%	17.1%
Management Consulting	50	18.0%	10.0%	8.0%	36.0%	22.0%	14.0%
Engineering Consulting	1,300	16.3%	9.2%	27.0%	37.8%	25.8%	16.8%
Geoscience Consulting	106	17.0%	7.5%	22.6%	26.4%	23.6%	12.3%
Utilities, Communications	408	18.6%	5.9%	22.1%	55.1%	9.1%	13.0%
Government	415	9.6%	7.5%	25.1%	12.3%	8.0%	17.8%
Primary and Resource Industries	271	16.6%	7.4%	15.1%	51.3%	22.1%	18.1%
Construction and Manufacturing	380	25.0%	14.5%	19.2%	36.3%	28.2%	17.4%
High Technology	321	22.4%	11.8%	15.6%	40.8%	17.4%	21.2%
Other	98	21.4%	10.2%	17.3%	36.7%	17.3%	23.5%

EMPLOYEE BENEFITS AND PERQUISITES

The majority of respondents indicated that their employer pays for, or partially subsidizes, BC basic medical coverage (75.6%), extended health benefits (89.9%), long-term disability (79.8%), dental plans (90.7%), vision plans (77.1%) and life insurance (77.2%). Related education costs are at least partially reimbursed for 73.1% of respondents, 43.6% participate in an employer-sponsored RRSP plan, 46.7% participate in an employer-sponsored pension plan and 74% have their APEGBC Association fees paid for or partly sponsored by their employer.

Exhibit 5 provides a summary of the percentages of respondents receiving various benefits and perquisites.

Exhibit 5 - Employee Benefits and Perquisites

Benefit/Perquisite	Benefit provided			Benefit Not Provided	No Response Don't Know
	100% Paid	Partially Paid	Total Provided		
Life Insurance	38.5%	38.7%	77.2%	16.0%	6.9%
BC Provincial Medical	50.9%	24.7%	75.6%	21.1%	3.4%
Extended Health Plan	40.8%	49.1%	89.9%	8.1%	2.1%
Dental Plan	34.7%	55.9%	90.7%	7.9%	1.5%
Vision Plan	27.6%	49.5%	77.1%	17.8%	5.1%
Prescription Drug Plan	34.0%	52.3%	86.3%	9.4%	4.3%
Long-term Disability Insurance	34.4%	45.4%	79.8%	12.9%	7.3%
Life/Accident Insurance	34.7%	42.0%	76.7%	14.1%	9.2%
Pension Plan	15.2%	31.5%	46.7%	41.5%	11.8%
RRSP Plan	8.5%	35.1%	43.6%	44.5%	11.9%
Education (related)	44.9%	28.2%	73.1%	16.9%	10.0%
Education (unrelated)	3.3%	9.0%	12.4%	66.7%	21.0%
APEGBC Registration Fees	67.4%	6.6%	74.0%	22.2%	3.8%
Other Professional Fees	42.1%	7.5%	49.6%	33.4%	17.1%
Paid Parking	38.5%		38.5%	55.9%	5.6%
Company Car	11.2%		11.2%	82.9%	5.9%
Car Allowance	18.9%		18.9%	74.5%	6.6%
Telecommuting	37.5%		37.5%	54.9%	7.6%
Flex-Time	66.5%		66.5%	29.1%	4.5%
Fitness Facility/Membership	30.5%		30.5%	63.1%	6.5%
Employee Share Ownership	24.3%		24.3%	67.7%	8.0%
Bonus or Profit-sharing Plan	45.7%		45.7%	47.1%	7.2%
Stock Options	18.2%		18.2%	73.8%	8.0%
Isolation Allowance	9.0%		9.0%	75.3%	15.8%
Parental Leave Top Up	25.7%		25.7%	47.3%	27.0%

VACATION ENTITLEMENTS

The most commonly reported vacation entitlement is three weeks. Over 65% of respondents receive between three and four weeks of vacation annually and 22.9% receive five or more weeks each year. **Exhibit 6** presents the vacation entitlements of respondents.

Exhibit 6 - Vacation Entitlements

Vacation Weeks	Count	Percent
2	346	10.3%
3	1,247	37.2%
4	949	28.3%
5	381	11.4%
6	198	5.9%
7	101	3.0%
8+	86	2.6%
No Response	41	1.2%
Total	3,349	100.0%

SECTION B - SURVEY DEMOGRAPHICS AND OTHER COMPENSATION TABLES

EMPLOYMENT STATUS

Exhibit 7 illustrates the employment status of this year's respondents as of June 2010. As the survey launch notice invited participation from members with practising status only, responses do not reflect the actual distribution of full-time, part-time, students and unemployed members in the APEGBC membership and are provided for informational purposes related to this survey only. Full-time salaried/contract workers account for 85% of respondents, while 2.2% indicated that they are employed part-time. Owners/partners comprise 4.9% of the sample, while 3% of respondents are self-employed. Students, retired or unemployed members, and members who did not indicate their employment status make up the remainder at 5% of the respondents.

Exhibit 7 - Employment Status of Respondents June 2010

Employment Status	Gender			Total	Row Percent
	Male	Female	Not Given		
Full-time Salary	2,982	448	483	3,913	80.6%
Full-time Contract	158	13	41	212	4.4%
Part-time Salary	32	18	9	59	1.2%
Part-time Contract	33	6	8	47	1.0%
Owner	157	10	31	198	4.1%
Partner	33	1	7	41	0.8%
Self-employed	99	12	33	144	3.0%
Student	0	0	101	101	2.1%
Retired	0	0	44	44	0.9%
Unemployed	0	0	88	88	1.8%
Not Reported			10	10	0.2%
Total	3,494	508	855	4,857	100.0%
Column Percent	71.9%	10.5%	17.6%	100.0%	

REPORTED BASE SALARY AND TOTAL ANNUAL COMPENSATION BY RESPONSIBILITY LEVEL AND GENDER

Exhibit 8 presents mean and median base salary and total annual compensation for male and female respondents by responsibility point level. At all responsibility point levels above 200 points, the calculated median total annual compensation is lower for women when compared to the male respondents. Median base salary values are higher for women in the point ranges less than 200, 200-249, and 700-749 when compared to the male respondents.

Exhibit 8 - Reported Base Salary & Total Annual Compensation by Responsibility Level and Gender

Responsibility Point Range	Male Respondents				Female Respondents			
	Total Jobs	Median Base Salary	Median Total Annual Compensation	Mean Total Annual Compensation	Total Jobs	Median Base Salary	Median Total Annual Compensation	Mean Total Annual Compensation
Less than 200	94	\$53,400	\$54,870	\$56,278	25	\$54,000	\$55,000	\$53,033
200 - 249	214	\$58,000	\$61,000	\$62,186	52	\$58,250	\$60,295	\$63,410
250 - 299	269	\$63,000	\$67,760	\$71,353	78	\$62,200	\$65,000	\$68,296
300 - 349	361	\$72,000	\$78,000	\$81,507	80	\$71,214	\$74,950	\$78,808
350 - 399	334	\$82,000	\$88,077	\$94,957	62	\$80,442	\$84,500	\$87,721
400 - 449	315	\$91,000	\$100,000	\$103,712	43	\$83,722	\$92,268	\$93,204
450 - 499	287	\$100,000	\$109,000	\$117,597	25	\$92,000	\$102,000	\$102,107
500 - 549	251	\$102,000	\$115,000	\$121,887	24	\$95,000	\$104,000	\$105,693
550 - 599	199	\$111,000	\$125,000	\$138,510	13	\$95,668	\$102,500	\$111,542
600 - 649	174	\$118,250	\$135,000	\$155,291	10	\$100,988	\$112,000	\$115,679
650 - 699	131	\$125,000	\$144,000	\$158,533	13	\$100,000	\$115,000	\$124,526
700 - 749	99	\$124,000	\$165,000	\$181,493	8	\$131,500	\$150,954	\$182,356
750 - 799	86	\$144,000	\$167,500	\$188,512	5	\$110,198	\$115,000	\$131,800
800 - 849	39	\$171,000	\$225,000	\$286,390	0	N/S	N/S	N/S
More than 849	14	\$120,000	\$130,000	\$175,663	0	N/S	N/S	N/S

N/S - Insufficient Sample Size

REPORTED BASE SALARY BY BACHELOR'S DEGREE

Exhibit 9 presents reported base salary by bachelor's degree received. The median base salary for all disciplines is \$85,000 and the median responsibility point level was 406 points. Mining and mineral exploration graduates reported the highest median base salary of \$100,000 each. Respondents reporting a bachelor's degree in agriculture reported the highest responsibility level with a median point level of 565.

Note: Caution should be exercised when small samples are used to calculate median and mean compensation values. Median values have not been provided for samples of less than five respondents. Additionally, compensation values should be determined and calculated by the level of responsibility for the position and as such, the prediction of compensation based on any one factor is difficult due to market forces and general economic conditions and caution should be exercised.

Exhibit 9 - Reported Base Salary by Bachelor's Degree

Bachelor's Degree	Number of Responses	% of Total	Base Salary		Median Points
			Mean	Median	
Geoscience	231	6.90%	\$99,070	\$85,000	465
Environmental Geoscience	24	0.72%	\$78,698	\$71,214	393
Geochemistry	1	0.03%	N/S	N/S	N/S
Geology	136	4.06%	\$109,184	\$94,950	503
Geophysics	6	0.18%	N/S	N/S	419
Geotechnics	15	0.45%	\$86,407	\$75,000	415
Hydrogeology	16	0.48%	\$74,844	\$72,250	382
Hydrology	6	0.18%	\$57,193	\$64,080	331
Mineral Exploration	23	0.69%	\$103,261	\$100,000	530
Other Geoscience	4	0.12%	N/S	N/S	N/S
Engineering	3,113	92.95%	\$91,427	\$85,000	405
Aeronautics/Aerospace	25	0.75%	\$78,739	\$77,036	356
Agriculture	13	0.39%	\$98,958	\$95,000	565
Biomedical	4	0.12%	N/S	N/S	N/S
Bioresource	23	0.69%	\$85,340	\$86,530	420
Building Science	3	0.09%	N/S	N/S	N/S
Chemical	197	5.88%	\$93,128	\$90,500	408
Civil	794	23.71%	\$91,018	\$86,000	416
Computer	56	1.67%	\$86,688	\$86,000	367
Construction	9	0.27%	\$106,383	\$95,000	480
Electrical/Electronic	490	14.63%	\$91,240	\$86,000	405
Engineering Physics	66	1.97%	\$82,106	\$78,500	379
Environmental	62	1.85%	\$76,293	\$72,714	334
Fire Protection	2	0.06%	N/S	N/S	N/S
Forestry	14	0.42%	\$84,432	\$77,040	425
Geological	81	2.42%	\$97,037	\$80,000	395
Geotechnical	60	1.79%	\$92,234	\$88,000	439
Groundwater	3	0.09%	N/S	N/S	N/S
Industrial/Manufacturing	22	0.66%	\$92,267	\$86,250	434
Integrated	13	0.39%	\$64,654	\$58,500	254
Land Development	2	0.06%	N/S	N/S	N/S
Marine/Naval	15	0.45%	\$94,639	\$86,280	504
Materials Handling	1	0.03%	N/S	N/S	N/S
Mechanical	699	20.87%	\$91,010	\$93,033	400
Metallurgical/Materials	64	1.91%	\$90,706	\$80,000	377
Mining	93	2.78%	\$112,198	\$100,000	433
Petroleum (Energy)	5	0.15%	\$102,340	\$72,000	319
Power (Energy)	30	0.90%	\$86,054	\$84,500	398
Project Management	9	0.27%	\$85,585	\$80,000	360
Safety	1	0.03%	N/S	N/S	N/S
Software	3	0.09%	N/S	N/S	N/S
Structural	164	4.90%	\$92,891	\$86,000	408
Surveying/Geomatics	12	0.36%	\$91,917	\$89,500	456
Transportation	36	1.07%	\$83,554	\$80,216	416
Water Resources	27	0.81%	\$96,429	\$94,000	448
Other Engineering	15	0.45%	\$115,305	\$88,700	485
Not Reported	2	0.06%	N/S	N/S	N/S
Other	3	0.09%	N/S	N/S	N/S
Total	3,349	100.00%	\$91,943	\$85,000	406

N/S - Insufficient Sample Size

REPORTED BASE SALARY BY GRADUATE DEGREE RECEIVED

Respondents who have reported obtaining postgraduate degrees represent just over 35.7% of the 3,349 valid BC respondents. **Exhibit 10** illustrates the effect of higher education on compensation.

Exhibit 10 - Reported Base Salary by Graduate Degree Received

Graduate Degree Received	Number	Median Points	Base Salary	
			Mean	Median
MASc/Meng	571	430	\$94,194	\$89,500
MSc	285	478	\$97,491	\$90,000
MBA	148	541	\$125,638	\$111,000
Other Master Degrees	44	515	\$102,472	\$89,125
PhD/DSc	146	523	\$103,368	\$100,250

REPORTED BASE SALARY AND RESPONSIBILITY LEVEL BY YEAR OF GRADUATION

The reported median base salary results by year of graduation are presented for the survey respondents in **Exhibit 11**. The largest increase in responsibility level was reported by respondents who received their degree in 2007 with an increase of 22.1% from 2008 to 2010.

Note: Caution should be exercised when examining individual years where small samples are used to calculate median and mean compensation values. Median values have not been provided for samples of less than five respondents. Additionally, compensation values should be determined and calculated by the level of responsibility for the position and as such, the prediction of compensation based on any one factor is difficult due to market forces and general economic conditions and caution should be exercised.

Exhibit 11 - Reported Base Salary and Responsibility Level by Year of Graduation

Year of Bachelor's Degree	Total Jobs		Median Points			2010 Median Base Salary	2008 Median Base Salary	2010/2008 Change in Median Base Salary
	2010	2008	2010	2008	% Change			
2010	17	N/A	213	N/A	N/A	\$54,000	N/A	N/A
2009	95	N/A	210	N/A	N/A	\$55,000	N/A	N/A
2008	140	8	223	262	-14.89%	\$57,500	\$62,450	-7.93%
2007	166	80	265	217	22.12%	\$60,000	\$54,000	11.11%
2006	141	80	265	245	8.16%	\$62,000	\$55,000	12.73%
2005	156	69	307	270	13.70%	\$67,500	\$58,800	14.80%
2004	139	79	316	286	10.49%	\$70,000	\$60,000	16.67%
2003	147	63	330	303	8.91%	\$72,500	\$64,500	12.40%
2002	119	72	346	330	4.85%	\$76,524	\$70,000	9.32%
2001	113	57	376	370	1.62%	\$82,000	\$74,000	10.81%
2000	95	58	388	368	5.43%	\$85,000	\$78,300	8.56%
1999	82	44	415	375	10.67%	\$83,000	\$77,000	7.79%
1998	79	56	429	400	7.25%	\$86,000	\$79,310	8.44%
1997	90	49	460	410	12.20%	\$90,300	\$87,500	3.20%
1996	79	48	441	446	-1.12%	\$94,000	\$90,500	3.87%
1995	57	32	435	461	-5.64%	\$90,000	\$86,500	4.05%
1994	86	48	465	452	2.88%	\$95,500	\$89,780	6.37%
1993	86	48	467	453	3.09%	\$100,537	\$92,500	8.69%
1992	105	42	458	465	-1.51%	\$94,000	\$87,500	7.43%
1991	77	41	515	505	1.98%	\$100,000	\$98,793	1.22%
1990	79	42	493	491	0.41%	\$100,000	\$97,000	3.09%
1989	71	32	498	500	-0.40%	\$99,500	\$95,500	4.19%
1988	78	32	488	533	-8.44%	\$106,346	\$97,750	8.79%
1987	75	47	578	588	-1.70%	\$108,000	\$108,000	0.00%
1986	83	36	548	531	3.20%	\$105,000	\$100,000	5.00%
1985	69	27	526	533	-1.31%	\$110,000	\$100,000	10.00%
1984	81	38	515	539	-4.45%	\$103,200	\$104,000	-0.77%
1983	62	26	554	587	-5.62%	\$106,500	\$103,000	3.40%
1982	75	34	521	497	4.83%	\$107,178	\$99,000	8.26%
1981	62	30	588	633	-7.11%	\$110,146	\$103,000	6.94%
1980	69	28	549	557	-1.44%	\$112,000	\$115,000	-2.61%
1979	45	18	562	553	1.63%	\$120,000	\$97,014	23.69%
1978	34	21	566	550	2.91%	\$118,500	\$105,200	12.64%
1977	43	27	573	550	4.18%	\$120,000	\$105,000	14.29%
1976	44	17	558	510	9.41%	\$119,000	\$108,058	10.13%
1975 and Earlier	205	N/A	579	N/A	N/A	\$113,500	\$115,000	-1.30%
Not Reported	105	199	400	465	-13.98%	\$77,852	\$92,261	-15.62%

N/A - Not Available

COMPENSATION BY SIZE OF ORGANIZATION

Median base salary and total annual compensation by size of organization is presented in **Exhibit 12**. Members in organizations of more than 500 employees reported the highest median base salary and total annual compensation of \$90,000 and \$98,123 respectively.

Exhibit 12 - Compensation by Size of Organization

Size of Organization (# of employees)	Count	Median Points	2010 Median Base Salary	2010 Median Total Compensation
1-10	296	509	\$82,250	\$91,394
11-20	176	376	\$72,000	\$77,250
21-50	344	366	\$75,908	\$83,361
51-100	277	391	\$80,000	\$87,405
101-250	438	385	\$82,250	\$92,954
251-500	359	405	\$84,000	\$91,200
More than 500	1,445	413	\$90,000	\$98,123
Not Reported	14	360	\$88,500	\$98,000

REPORTED BASE SALARY BY MEMBER STATUS AND GENDER

Exhibit 13 presents reported base salary by member status and gender. Analysis suggests that obtaining professional engineer and professional geoscientist status pays. The change in median responsibility level from EIT to P.Eng. increases 76.6% which also correlates to an increase in median base salary of 60%. For GIT to P.Geo., the change in median responsibility level increases 77% with a median base salary increase of 46.5%.

Exhibit 13 - Reported Base Salary by Member Status and Gender

Employment Status	Count	Median Points	2010 Median Base Salary	Male			Female		
				Count	Median Points	Median Base Salary	Count	Median Points	Median Base Salary
P.Eng.	2,189	468	\$96,000	1,924	478	\$98,000	231	395	\$85,000
P.Geo.	182	524	\$93,000	148	534	\$100,000	3	405	\$76,000
P.Eng./P.Geo.	27	523	\$96,000	22	531	\$105,500	4	N/S	N/S
Limited Licence	16	461	\$98,750	14	461	\$98,70	2	N/S	N/S
Provisional Member	10	237	\$59,000	10	237	\$59,000	0	N/S	N/S
EIT	876	265	\$60,000	721	268	\$60,000	148	250	\$60,000
GIT	40	296	\$63,500	23	298	\$65,000	17	283	\$62,400
Not Reported	9	198	\$52,800	N/A	N/A	N/A	N/A	N/A	N/A

N/A - Not Available, N/S - Insufficient Sample Size

COMPENSATION BY REGION AND GENDER INCLUDING NON-BC RESPONDENTS

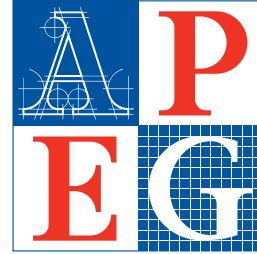
The 2010 compensation survey received responses from 603 APEGBC members outside of British Columbia. While the intent of the survey and this report is to provide information to assist members and BC employers in setting BC compensation levels, and all previous compensation analyses use the valid sample of 3,349 BC respondents only. **Exhibit 14** reports base salary and total annual compensation by region and gender for the larger worldwide sample of 3,973 valid respondents.

Exhibit 14 - Compensation by Region and Gender Including Non-BC Respondents

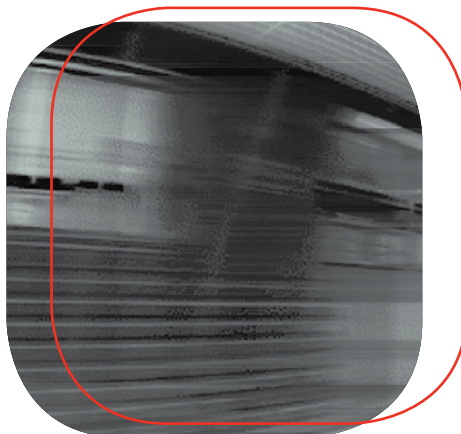
Branch/Region	Count	Median Points	2010 Median Base Salary	2010 Median Total Compensation	Male			Female		
					Count	Median Points	2010 Median Base Salary	Count	Median Points	2010 Median Base Salary
Vancouver Island	182	432	\$82,857	\$92,000	158	436	\$86,250	21	405	\$70,000
Victoria	226	400	\$78,000	\$84,000	191	415	\$79,912	32	334	\$71,095
Lower Mainland	2,435	403	\$86,000	\$94,297	2,080	417	\$89,000	325	328	\$72,000
Okanagan	146	445	\$83,250	\$91,664	137	450	\$85,000	9	396	\$56,850
West Kootenay	77	403	\$85,566	\$98,500	63	415	\$90,000	13	370	\$78,000
East Kootenay	57	398	\$91,500	\$110,000	44	404	\$95,800	10	347	\$79,350
South Central	95	433	\$86,775	\$94,000	82	434	\$86,000	11	408	\$91,000
Central Interior	63	390	\$78,000	\$88,000	55	400	\$80,000	8	265	\$65,500
Peace River	37	388	\$106,000	\$120,000	31	390	\$111,000	6	248	\$83,750
Northern	31	410	\$80,000	\$86,000	26	403	\$80,725	3	N/S	N/S
Elsewhere in Canada	471	518	\$111,268	\$129,000	433	529	\$115,000	36	387	\$81,200
Outside of Canada	132	538	\$120,500	\$141,728	123	550	\$123,614	9	379	\$72,500
Not Reported	21	425	\$69,642	\$79,000	3	N/S	N/S	6	408	\$87,700
Total	3,973	425	\$89,000	\$98,000	3,426	443	\$91,000	483	341	\$73,500
<i>N/S – Insufficient Sample Size</i>										

2010

Report On Members' Compensation And Benefits



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