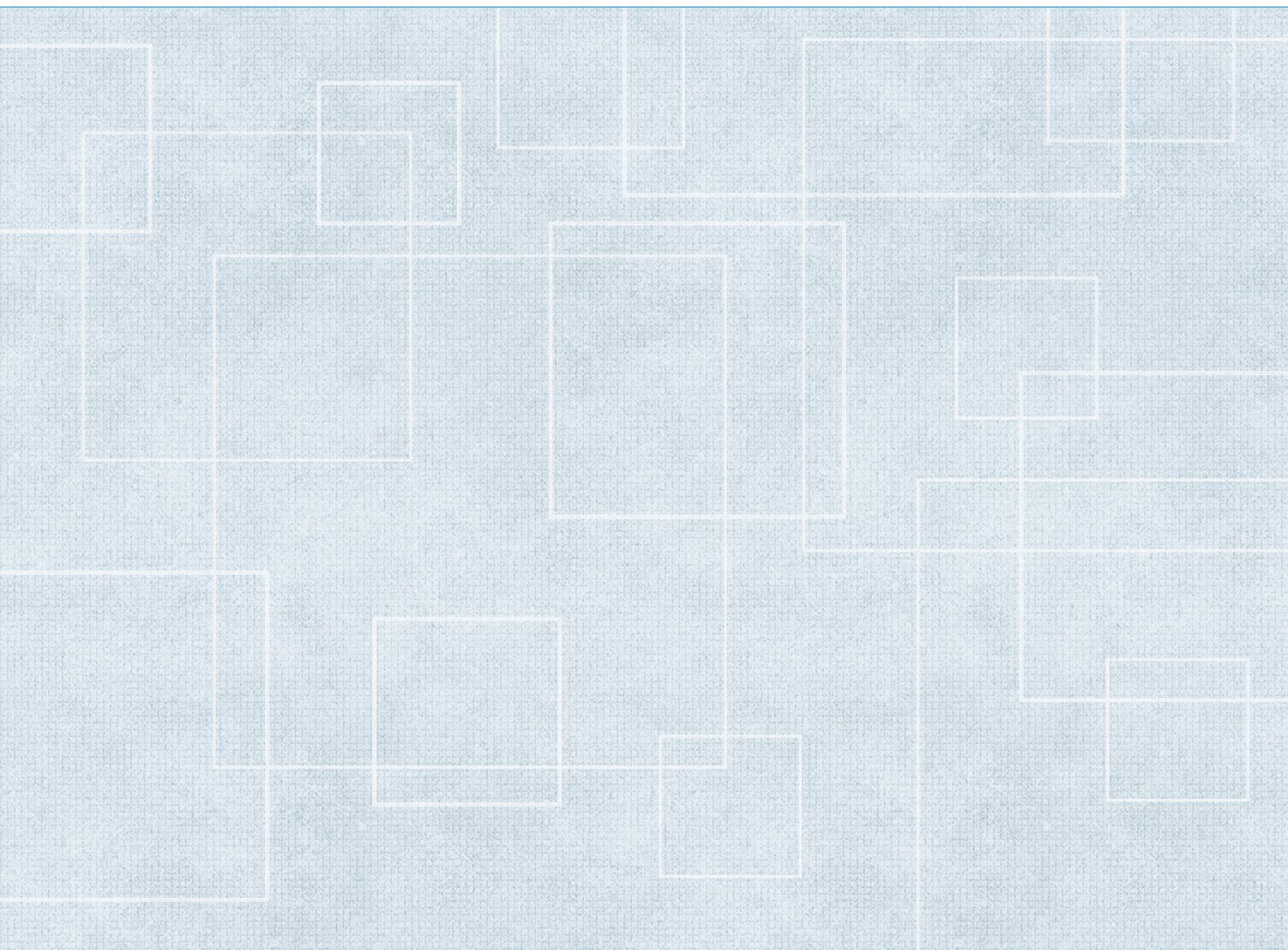


2014



REPORT ON MEMBERS' COMPENSATION AND BENEFITS



INTRODUCTION

Presented in this report are the findings of a comprehensive compensation and benefits survey of the Association of Professional Engineers and Geoscientists of BC members undertaken by APEGBC in May 2014. The most recent member compensation survey was carried out in May 2012.

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 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. Therefore, 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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SURVEY METHODOLOGY

Practising APEGBC members were invited to participate in an online survey of members' compensation by email in May 2014. A total of 3,050 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. Also, respondents with reported base salary and total compensation of less than \$25,000 were removed. Where reported total compensation was lower than reported base salary, the total compensation is calculated by adding stated values in different categories of compensation to the base salary. The remaining British Columbia-only compensation subset is comprised of 2,467 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 2014 return sample (3,050) increased over that obtained in 2012 (2,424 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 \$91,000, and ranges from a low of \$59,500 at 200-249 point to \$167,500 at the 800+ point level. Compared to 2012 median base salary values, most point level ranges have recorded an increase, and the median base salary for the entire sample has increased 4% over the two-year period.

Exhibit 1a — Reported Base Salary by Responsibility Level May 2014

| RESPONSIBILITY POINT RANGE | TOTAL JOBS | MEDIAN POINTS | MEAN(\$) | LOW DECILE(\$) | LOW QUARTILE(\$) | 2014 MEDIAN(\$) | HIGH QUARTILE(\$) | HIGH DECILE(\$) | 2012 MEDIAN(\$) | INCREASE 2014/2012 MEDIAN |
|----------------------------|--------------|---------------|----------------|----------------|------------------|-----------------|-------------------|-----------------|-----------------|---------------------------|
| Less than 200 | 141 | 166 | 71,834 | 47,700 | 55,200 | 61,000 | 80,000 | 105,000 | 58,000 | 5.2% |
| 200-249 | 166 | 221 | 60,684 | 50,000 | 55,000 | 59,500 | 65,000 | 74,060 | 57,250 | 3.9% |
| 250-299 | 237 | 273 | 68,951 | 55,000 | 60,000 | 67,000 | 74,000 | 88,102 | 66,000 | 1.5% |
| 300-349 | 335 | 321 | 77,944 | 61,633 | 69,000 | 75,000 | 85,280 | 97,000 | 75,000 | 0.0% |
| 350-399 | 293 | 373 | 87,863 | 69,000 | 76,000 | 85,000 | 98,000 | 110,000 | 85,400 | -0.5% |
| 400-449 | 259 | 422 | 97,655 | 73,000 | 83,500 | 94,797 | 110,000 | 124,000 | 91,520 | 3.6% |
| 450-499 | 237 | 472 | 105,136 | 80,000 | 90,000 | 101,000 | 116,000 | 136,566 | 100,500 | 0.5% |
| 500-549 | 211 | 523 | 116,950 | 83,193 | 95,000 | 110,000 | 125,000 | 149,800 | 106,000 | 3.8% |
| 550-599 | 163 | 575 | 121,878 | 86,954 | 100,000 | 120,000 | 135,000 | 171,260 | 114,000 | 5.3% |
| 600-649 | 144 | 623 | 136,751 | 87,770 | 105,000 | 120,421 | 149,000 | 180,000 | 120,000 | 0.4% |
| 650-699 | 120 | 677 | 141,272 | 100,000 | 112,400 | 130,000 | 162,500 | 190,000 | 127,563 | 1.9% |
| 700-749 | 78 | 720 | 161,598 | 104,500 | 124,000 | 148,293 | 183,000 | 225,300 | 140,000 | 5.9% |
| 750-799 | 57 | 775 | 174,950 | 100,800 | 135,000 | 167,000 | 215,000 | 250,000 | 165,000 | 1.2% |
| 800+* | 26 | 814 | 223,859 | 111,800 | 143,168 | 167,500 | 260,000 | 432,500 | 187,500 | -10.7% |
| TOTAL | 2,467 | 406 | 100,605 | 59,500 | 72,000 | 91,000 | 117,000 | 149,490 | 87,500 | 4.0% |

*Due to the very few number of respondents in the 800-849 and 850+ point levels, these groups are combined together as 800+.

Exhibit 1b — Reported Total Annual Compensation by Responsibility Level May 2014

| RESPONSIBILITY POINT RANGE | TOTAL JOBS | MEDIAN POINTS | MEAN(\$) | LOW DECILE(\$) | LOW QUARTILE(\$) | 2014 MEDIAN(\$) | HIGH QUARTILE(\$) | HIGH DECILE(\$) | 2012 MEDIAN(\$) | INCREASE 2014/2012 MEDIAN |
|----------------------------|--------------|---------------|----------------|----------------|------------------|-----------------|-------------------|-----------------|-----------------|---------------------------|
| Less than 200 | 141 | 166 | 78,531 | 50,000 | 56,160 | 63,000 | 84,000 | 119,800 | 58,500 | 7.7% |
| 200-249 | 166 | 221 | 65,260 | 51,653 | 57,000 | 63,000 | 70,000 | 84,474 | 59,000 | 6.8% |
| 250-299 | 237 | 273 | 77,197 | 56,920 | 62,000 | 70,000 | 81,000 | 103,000 | 71,063 | -1.5% |
| 300-349 | 335 | 321 | 85,295 | 65,000 | 73,000 | 82,500 | 95,000 | 109,175 | 82,040 | 0.6% |
| 350-399 | 293 | 373 | 97,165 | 73,200 | 82,016 | 93,000 | 107,300 | 132,000 | 92,000 | 1.1% |
| 400-449 | 259 | 422 | 110,635 | 77,000 | 88,000 | 105,000 | 124,000 | 146,000 | 102,000 | 2.9% |
| 450-499 | 237 | 472 | 118,405 | 84,770 | 97,000 | 114,000 | 133,000 | 157,780 | 109,000 | 4.6% |
| 500-549 | 211 | 523 | 135,875 | 92,400 | 105,000 | 123,000 | 146,340 | 199,207 | 120,000 | 2.5% |
| 550-599 | 163 | 575 | 144,423 | 90,756 | 106,000 | 132,000 | 164,891 | 215,400 | 125,000 | 5.6% |
| 600-649 | 144 | 623 | 163,968 | 93,250 | 112,099 | 140,514 | 175,500 | 227,500 | 133,000 | 5.6% |
| 650-699 | 120 | 677 | 165,477 | 106,000 | 125,000 | 154,000 | 189,950 | 247,000 | 150,000 | 2.7% |
| 700-749 | 78 | 720 | 215,153 | 114,800 | 126,000 | 185,272 | 234,000 | 363,985 | 170,000 | 9.0% |
| 750-799 | 57 | 775 | 226,084 | 124,000 | 150,000 | 188,000 | 274,000 | 322,400 | 184,000 | 2.2% |
| 800+* | 26 | 814 | 402,861 | 127,800 | 150,000 | 286,500 | 403,000 | 800,000 | 260,000 | 10.2% |
| TOTAL | 2,467 | 406 | 117,464 | 61,487 | 76,400 | 100,000 | 133,000 | 180,000 | 95,950 | 4.2% |

*Due to the very few number of respondents in the 800-849 and 850+ point levels, these groups are combined together as 800+.

REPORTED BASE SALARY BY INDUSTRY

Exhibit 2 presents the distribution of reported base salary by industry. Consulting Services comprises the largest sector with 43.8% of the respondents. The next largest reporting sector was Construction and Manufacturing at 11.8% of respondents followed by Utilities, Communication, Transportation at 11.5%.

A comparison of median base salary by industry sector to the overall median for all sectors yields the following: Management Consulting -21.4%, Engineering/Geoscience Consulting -3.8%, Utilities, Communication, Transportation +7.7%, Government +1.9%, Primary and Resource Industries +20.9%, Construction and Manufacturing -4.1%, High Technology -3.0%, and Other -1.1%.

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 is advised when interpreting the numbers.

Exhibit 2 — Reported Base Salary by Industry May 2014

| | TOTAL JOBS | % OF TOTAL | MEAN(\$) | LOWER DECILE(\$) | LOWER QUANTILE(\$) | MEDIAN(\$) | UPPER QUANTILE(\$) | UPPER DECILE(\$) |
|--------------------------|------------|------------|----------|------------------|--------------------|------------|--------------------|------------------|
| All Sectors | 2,467 | 100.0% | 100,605 | 59,500 | 72,000 | 91,000 | 117,000 | 149,490 |
| Consulting Services | 1,081 | 43.8% | 96,568 | 57,000 | 66,560 | 85,000 | 114,728 | 150,000 |
| Management Consulting | 25 | 1.0% | 95,984 | 36,000 | 52,000 | 71,500 | 129,000 | 194,000 |
| Engineering Consulting | 980 | 39.7% | 96,072 | 57,500 | 67,000 | 85,000 | 114,000 | 149,573 |
| Biomedical | 3 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Building Science | 33 | 1.3% | 82,500 | 51,880 | 57,000 | 68,000 | 105,000 | 138,000 |
| Chemical | 14 | 0.6% | 106,628 | 67,000 | N/S | 103,000 | N/S | 150,893 |
| Civil | 112 | 4.5% | 87,065 | 57,650 | 65,000 | 78,035 | 100,288 | 122,700 |
| Construction | 8 | 0.3% | 65,284 | N/S | N/S | 65,850 | N/S | N/S |
| Electrical/Electronic | 85 | 3.4% | 91,159 | 57,008 | 71,000 | 85,000 | 104,000 | 138,000 |
| Energy Audits/LEED | 12 | 0.5% | 70,583 | 55,000 | N/S | 71,000 | N/S | 88,500 |
| Engineering Physics | 1 | 0.0% | N/S | N/S | N/S | N/S | N/S | N/S |
| Environmental | 49 | 2.0% | 117,394 | 45,000 | 58,500 | 88,000 | 115,000 | 170,000 |
| Fire Protection | 10 | 0.4% | 97,577 | 51,200 | N/S | 92,500 | N/S | 154,500 |
| Forest | 7 | 0.3% | 76,989 | N/S | N/S | 75,920 | N/S | N/S |
| Geological | 7 | 0.3% | 82,000 | N/S | N/S | 75,000 | N/S | N/S |
| Geotechnical | 116 | 4.7% | 93,449 | 59,350 | 66,500 | 80,000 | 101,500 | 150,270 |
| Groundwater | 4 | 0.2% | N/S | N/S | N/S | N/S | N/S | N/S |
| Industrial/Manufacturing | 15 | 0.6% | 115,092 | 56,000 | N/S | 120,000 | N/S | 190,400 |
| Land Development | 10 | 0.4% | 123,407 | 62,630 | N/S | 108,000 | N/S | 204,500 |
| Marine/Naval | 16 | 0.6% | 99,505 | 58,455 | N/S | 81,500 | N/S | 172,700 |
| Materials Handling | 11 | 0.4% | 102,689 | 55,520 | N/S | 87,568 | N/S | 241,600 |
| Mechanical | 70 | 2.8% | 80,566 | 52,100 | 62,200 | 73,000 | 94,000 | 120,000 |
| Mechatronics | 2 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Metallurgical/Materials | 17 | 0.7% | 109,730 | 60,900 | N/S | 95,000 | N/S | 184,200 |
| Mining | 57 | 2.3% | 117,757 | 70,300 | 94,000 | 104,000 | 142,000 | 181,800 |
| Municipal | 25 | 1.0% | 99,598 | 57,441 | 70,000 | 100,776 | 125,000 | 157,200 |
| Petroleum (Energy) | 32 | 1.3% | 121,728 | 57,750 | 85,640 | 105,500 | 157,500 | 195,800 |
| Power (Energy) | 23 | 0.9% | 110,235 | 62,100 | N/S | 105,000 | N/S | 185,400 |
| Project Management | 18 | 0.7% | 131,975 | 58,550 | N/S | 130,027 | N/S | 201,800 |
| Pulp and Paper | 4 | 0.2% | N/S | N/S | N/S | N/S | N/S | N/S |
| Seismic Engineering | 1 | 0.0% | N/S | N/S | N/S | N/S | N/S | N/S |
| Structural | 117 | 4.7% | 85,679 | 56,800 | 63,000 | 73,840 | 102,000 | 132,600 |
| Surveying/Geomatics | 3 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |

Exhibit 2 — Reported Base Salary by Industry (continued)

| | TOTAL JOBS | % OF TOTAL | MEAN(\$) | LOWER DECILE(\$) | LOWER QUARTILE(\$) | MEDIAN(\$) | UPPER QUARTILE(\$) | UPPER DECILE(\$) |
|--|------------|--------------|----------------|------------------|--------------------|----------------|--------------------|------------------|
| Transportation | 37 | 1.5% | 83,087 | 59,575 | 68,058 | 83,500 | 91,000 | 117,000 |
| Water Resources | 25 | 1.0% | 96,001 | 56,794 | 63,800 | 90,000 | 110,000 | 150,560 |
| Other | 35 | 1.4% | 104,097 | 66,840 | 85,000 | 100,000 | 120,000 | 146,400 |
| Geoscience Consulting | 80 | 3.2% | 102,792 | 55,200 | 72,500 | 90,000 | 121,000 | 165,400 |
| Environmental | 49 | 2.0% | 117,394 | 45,000 | 58,500 | 88,000 | 115,000 | 170,000 |
| Geochemistry | 7 | 0.3% | 90,399 | N/S | N/S | 90,000 | N/S | N/S |
| Geology | 9 | 0.4% | 122,167 | N/S | N/S | 100,000 | N/S | N/S |
| Geophysics | 4 | 0.2% | N/S | N/S | N/S | N/S | N/S | N/S |
| Geotechnics | 8 | 0.3% | 78,638 | N/S | N/S | 80,500 | N/S | N/S |
| Hydrogeology | 8 | 0.3% | 92,656 | N/S | N/S | 83,500 | N/S | N/S |
| Hydrology | 3 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Mineral Exploration | 16 | 0.6% | 127,125 | 60,000 | N/S | 93,000 | N/S | 297,000 |
| Other | 3 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Utilities, Communications, Transportation | 283 | 11.5% | 101,983 | 64,421 | 78,000 | 98,000 | 117,461 | 141,200 |
| Communication and Telecommunication (including publishing, radio and TV) | 24 | 1.0% | 83,380 | 63,750 | N/S | 82,252 | N/S | 100,500 |
| Electric Power and Gas Utilities (including BC Hydro) | 181 | 7.3% | 102,408 | 64,003 | 76,000 | 98,000 | 120,000 | 145,000 |
| Facilities Management | 3 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Pipelines | 10 | 0.4% | 105,474 | 79,800 | N/S | 102,369 | N/S | 143,800 |
| Transportation (air, land, rail and water) | 34 | 1.4% | 103,138 | 65,000 | 78,000 | 98,000 | 118,000 | 148,000 |
| Water Supply | 13 | 0.5% | 103,543 | 67,800 | N/S | 105,000 | N/S | 133,497 |
| Other | 16 | 0.6% | 115,886 | 70,833 | N/S | 107,000 | N/S | 169,800 |
| Government (including education, excluding utilities) | 263 | 10.7% | 95,622 | 67,000 | 77,500 | 92,700 | 109,296 | 125,807 |
| Crown Corporations (except BC Hydro) | 13 | 0.5% | 95,905 | 74,000 | N/S | 95,370 | N/S | 130,200 |
| Education | 32 | 1.3% | 98,697 | 68,630 | 78,000 | 87,000 | 119,200 | 157,000 |
| Federal | 18 | 0.7% | 96,198 | 68,831 | N/S | 101,289 | N/S | 121,138 |
| First Nations | 4 | 0.2% | N/S | N/S | N/S | N/S | N/S | N/S |
| Health Care (including hospitals) | 8 | 0.3% | 88,313 | N/S | N/S | 90,000 | N/S | N/S |
| Military | 7 | 0.3% | 88,754 | N/S | N/S | 94,451 | N/S | N/S |
| Provincial/Territorial | 84 | 3.4% | 79,916 | 61,780 | 67,119 | 79,121 | 89,000 | 100,500 |
| Regional, Municipal and Local | 92 | 3.7% | 107,399 | 75,705 | 93,062 | 108,021 | 116,000 | 143,400 |
| Other | 5 | 0.2% | 136,600 | N/S | N/S | 120,000 | N/S | N/S |
| Primary and Resource Industries | 267 | 10.8% | 130,327 | 77,740 | 90,800 | 110,000 | 139,795 | 191,000 |
| Agriculture | 1 | 0.0% | N/S | N/S | N/S | N/S | N/S | N/S |
| Aquaculture | 2 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Chemical | 2 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Forestry | 8 | 0.3% | 95,125 | N/S | N/S | 97,500 | N/S | N/S |
| Mining | 205 | 8.3% | 134,379 | 80,000 | 93,000 | 111,464 | 144,750 | 200,000 |
| Oil and gas | 29 | 1.2% | 135,201 | 72,000 | 90,000 | 124,900 | 146,000 | 171,000 |
| Pulp and Paper | 4 | 0.2% | N/S | N/S | N/S | N/S | N/S | N/S |
| Other | 10 | 0.4% | 112,720 | 41,500 | N/S | 101,050 | N/S | 221,000 |
| Construction and Manufacturing | 290 | 11.8% | 95,838 | 57,140 | 69,670 | 87,250 | 116,000 | 140,000 |
| Concrete and Pre-cast | 9 | 0.4% | 104,405 | N/S | N/S | 117,335 | N/S | N/S |
| Construction | 71 | 2.9% | 101,496 | 57,600 | 68,000 | 90,000 | 125,000 | 149,000 |
| Design/Building | 40 | 1.6% | 93,239 | 50,000 | 64,500 | 86,250 | 99,000 | 147,600 |
| Fabrication | 11 | 0.4% | 94,727 | 53,600 | N/S | 85,000 | N/S | 203,200 |
| Manufacturing, heavy | 109 | 4.4% | 88,543 | 55,620 | 65,000 | 84,000 | 108,000 | 133,000 |
| Manufacturing, light | 27 | 1.1% | 106,423 | 62,066 | 85,000 | 95,500 | 118,128 | 180,200 |
| Other | 21 | 0.9% | 103,625 | 69,620 | N/S | 98,885 | N/S | 153,700 |

Exhibit 2 — Reported Base Salary by Industry (continued)

| | TOTAL JOBS | % OF TOTAL | MEAN(\$) | LOWER DECILE(\$) | LOWER QUARTILE(\$) | MEDIAN(\$) | UPPER QUARTILE(\$) | UPPER DECILE(\$) |
|-------------------------------|------------|-------------|---------------|------------------|--------------------|---------------|--------------------|------------------|
| High Technology | 206 | 8.4% | 96,251 | 57,778 | 70,000 | 88,300 | 115,000 | 141,825 |
| High Technology/Manufacturing | 40 | 1.6% | 87,010 | 50,500 | 64,324 | 79,000 | 103,000 | 144,500 |
| Instrumental/Controls | 7 | 0.3% | 81,714 | N/S | N/S | 73,000 | N/S | N/S |
| Product Development | 59 | 2.4% | 102,204 | 61,000 | 73,248 | 99,300 | 120,000 | 150,000 |
| Research and Development | 38 | 1.5% | 100,861 | 58,900 | 70,400 | 87,595 | 107,000 | 206,000 |
| Software Development | 32 | 1.3% | 101,749 | 55,000 | 66,500 | 104,500 | 126,500 | 167,386 |
| Systems Integration | 19 | 0.8% | 85,674 | 60,300 | N/S | 82,000 | N/S | 120,000 |
| Other | 10 | 0.4% | 91,180 | 60,400 | N/S | 88,250 | N/S | 133,000 |
| Other | 69 | 2.8% | 95,466 | 62,500 | 72,000 | 90,000 | 110,000 | 144,000 |
| Management Consulting | 2 | 0.1% | N/S | N/S | N/S | N/S | N/S | N/S |
| Non-Profit Association | 4 | 0.2% | N/S | N/S | N/S | N/S | N/S | N/S |
| Service Industry | 9 | 0.4% | 97,092 | N/S | N/S | 95,000 | N/S | N/S |
| Other | 50 | 2.0% | 95,236 | 59,350 | 72,000 | 90,350 | 110,000 | 143,900 |

N/S - Insufficient Sample Size

WORKING HOURS AND OTHER COMPENSATION

WORKING HOURS

The most commonly reported standard work week is 40 hours, indicated by 54.7% of the respondents. A 37.5-hour base week is reported by 30.8% while 7.7% 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 2014

| | TOTAL JOBS | MEAN BASE SALARY(\$) | MEAN TOTAL COMPENSATION(\$) | TOTAL OTHER ANNUAL COMPENSATION(\$) | OTHER COMPENSATION AS A PERCENTAGE OF TOTAL ANNUAL COMPENSATION(\$) |
|---------------|--------------|----------------------|-----------------------------|-------------------------------------|---|
| Less than 200 | 141 | 71,834 | 78,531 | 6,697 | 8.5% |
| 200-249 | 166 | 60,684 | 65,260 | 4,576 | 7.0% |
| 250-299 | 237 | 68,951 | 77,197 | 8,247 | 10.7% |
| 300-349 | 335 | 77,944 | 85,295 | 7,352 | 8.6% |
| 350-399 | 293 | 87,863 | 97,165 | 9,302 | 9.6% |
| 400-449 | 259 | 97,655 | 110,635 | 12,980 | 11.7% |
| 450-499 | 237 | 105,136 | 118,405 | 13,269 | 11.2% |
| 500-549 | 211 | 116,950 | 135,875 | 18,925 | 13.9% |
| 550-599 | 163 | 121,878 | 144,423 | 22,545 | 15.6% |
| 600-649 | 144 | 136,751 | 163,968 | 27,218 | 16.6% |
| 650-699 | 120 | 141,272 | 165,477 | 24,205 | 14.6% |
| 700-749 | 78 | 161,598 | 215,153 | 53,555 | 24.9% |
| 750-799 | 57 | 174,950 | 226,084 | 51,134 | 22.6% |
| 800+ | 26 | 223,859 | 402,861 | 179,002 | 44.4% |
| TOTAL | 2,467 | 100,605 | 117,464 | 16,859 | 14.4% |

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 34.1% of respondents, followed by overtime paid to 18.6% of respondents and profit sharing paid to 12.4% of respondents.

Exhibit 4 — Percentage of Respondents Receiving Other Compensation

| | TOTAL JOBS | PROJECT/ COMPLETION BONUS | COMMISSION | OVERTIME | PERFORMANCE/ MERIT BONUS | PROFIT SHARING | STOCK OPTIONS | OTHER |
|--|------------|------------------------------|------------|----------|-----------------------------|-------------------|------------------|-------|
| All Sectors | 2,467 | 8.1% | 0.6% | 18.6% | 34.1% | 12.4% | 7.7% | 13.3% |
| Consulting Services | 1,081 | 6.6% | 0.5% | 24.5% | 29.0% | 17.1% | 5.3% | 12.3% |
| Management Consulting | 25 | 4.0% | 12.0% | 20.0% | 36.0% | 4.0% | 0.0% | 20.0% |
| Engineering Consulting | 980 | 6.9% | 0.2% | 24.8% | 28.7% | 17.2% | 5.4% | 12.3% |
| Geoscience Consulting | 80 | 2.5% | 0.0% | 22.5% | 28.8% | 18.8% | 5.0% | 10.0% |
| Utilities, Communications, Transportation | 283 | 7.8% | 0.4% | 16.3% | 45.9% | 2.8% | 6.0% | 9.9% |
| Government (including education, excluding utilities) | 263 | 0.4% | 0.0% | 21.7% | 7.6% | 0.4% | 0.0% | 11.4% |
| Primary and Resource Industries | 267 | 9.4% | 0.0% | 13.9% | 61.8% | 18.4% | 22.1% | 19.9% |
| Construction and Manufacturing | 290 | 12.4% | 1.0% | 10.7% | 38.6% | 16.9% | 6.6% | 13.8% |
| High Technology | 206 | 15.0% | 1.5% | 7.3% | 39.8% | 4.9% | 17.0% | 13.1% |
| Other | 69 | 20.3% | 5.8% | 10.1% | 27.5% | 5.8% | 2.9% | 21.7% |

EMPLOYEE BENEFITS AND PERQUISITES

The majority of respondents indicated that their employer pays for, or partially subsidizes, BC basic medical coverage (75.3%), extended health benefits (91.6%), long-term disability (82%), dental plans (92.7%), vision plans (85.2%) and life insurance (78.4%). Related education costs are at least partially reimbursed for 71.6% of respondents, 45.8% participate in an employer-sponsored RRSP plan, 46.1% participate in an employer-sponsored pension plan and 79.6% have their APEGBC membership 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 PROVIDED | | | NOT PROVIDED | NO RESPONSE / DON'T KNOW |
|------------------------------------|--------------------|-------------------------|----------------|--------------|-----------------------------|
| | 100% EMPLOYER PAID | PARTIALLY EMPLOYER PAID | TOTAL PROVIDED | | |
| Life Insurance | 39.0% | 39.4% | 78.4% | 15.7% | 5.9% |
| Provincial Medical Plan | 51.3% | 24.0% | 75.3% | 21.6% | 3.1% |
| Extended Health Plan | 40.7% | 50.9% | 91.6% | 6.2% | 2.2% |
| Dental Plan | 35.5% | 57.2% | 92.7% | 6.2% | 1.2% |
| Vision Plan | 31.3% | 53.9% | 85.2% | 11.4% | 3.4% |
| Prescription Drug Plan | 34.6% | 54.8% | 89.4% | 7.1% | 3.5% |
| Long-term Disability | 35.7% | 46.3% | 82.0% | 10.9% | 7.0% |
| Life/Accident Insurance | 35.4% | 42.6% | 78.0% | 12.8% | 9.2% |
| Pension Plan | 12.8% | 33.3% | 46.1% | 44.9% | 9.0% |
| RRSP Plan | 7.9% | 37.9% | 45.8% | 45.9% | 8.3% |
| Education (related) | 41.3% | 30.3% | 71.6% | 19.0% | 9.5% |
| Education (unrelated) | 2.1% | 7.9% | 10.1% | 73.5% | 16.4% |
| APEGBC Membership Fees | 75.5% | 4.1% | 79.6% | 18.3% | 2.1% |
| Other Professional Membership Fees | 46.5% | 7.8% | 54.3% | 31.9% | 13.9% |
| Company Paid Parking | 40.7% | | 40.7% | 55.7% | 3.6% |
| Company Supplied Car | 10.7% | | 10.7% | 86.1% | 3.2% |
| Car Allowance | 17.6% | | 17.6% | 78.2% | 4.3% |
| Telecommuting | 35.8% | | 35.8% | 58.2% | 6.0% |
| Flex-time | 66.4% | | 66.4% | 30.6% | 3.0% |

Exhibit 5 — Employee Benefits and Perquisites – continued

| | BENEFIT PROVIDED | | | NOT PROVIDED | NO RESPONSE / DON'T KNOW |
|------------------------------|--------------------|-------------------------|----------------|--------------|--------------------------|
| | 100% EMPLOYER PAID | PARTIALLY EMPLOYER PAID | TOTAL PROVIDED | | |
| Fitness Facility/Membership | 30.9% | | 30.9% | 65.5% | 3.6% |
| Employee Share Ownership | 26.5% | | 26.5% | 68.7% | 4.9% |
| Bonus or Profit Sharing Plan | 45.0% | | 45.0% | 50.4% | 4.6% |
| Stock Options | 19.3% | | 19.3% | 75.2% | 5.5% |
| Isolation Allowance | 8.9% | | 8.9% | 78.4% | 12.7% |
| Parental Leave | 28.5% | | 28.5% | 45.3% | 26.1% |

VACATION ENTITLEMENTS

The most commonly reported vacation entitlement is three weeks. 67.3% of respondents receive between three and four weeks of vacation annually and 20.9% receive five or more weeks each year. Exhibit 6 presents the vacation entitlements of respondents.

Exhibit 6 — Vacation Entitlements

| VACATION WEEKS | COUNT | PERCENT |
|----------------|-------|---------|
| 2 | 238 | 9.6% |
| 3 | 916 | 37.1% |
| 4 | 746 | 30.2% |
| 5 | 272 | 11.0% |
| 6 | 128 | 5.2% |
| 7 | 73 | 3.0% |
| 8+ | 42 | 1.7% |
| Other | 31 | 1.3% |
| No Response | 21 | 0.9% |

SECTION B

SURVEY DEMOGRAPHICS AND OTHER COMPENSATION TABLES

EMPLOYMENT STATUS

Exhibit 7 illustrates the employment status of this year's respondents as of May 2014. 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 91.3% of respondents, while 2.0% indicated that they are employed part time. Owners/partners comprise 3.6% of the sample, while 1.9% of respondents are self-employed. Students, retired or unemployed members make up the remainder at 1.2% of the respondents.

Exhibit 7 — Employment Status of Respondents May 2014

| | GENDER | | | TOTAL | ROW PERCENT |
|--------------------|------------|--------------|-----------|--------------|---------------|
| | FEMALE | MALE | NOT GIVEN | | |
| Full-time Salaried | 408 | 2,211 | 47 | 2,666 | 87.4% |
| Full-time Contract | 10 | 109 | 0 | 119 | 3.9% |
| Part-time Salaried | 15 | 23 | 1 | 39 | 1.3% |
| Part-time Contract | 3 | 16 | 3 | 22 | 0.7% |
| Owner | 4 | 68 | 3 | 75 | 2.5% |
| Partner | 1 | 32 | 2 | 35 | 1.1% |
| Self-employed | 4 | 50 | 4 | 58 | 1.9% |
| Student | 0 | 2 | 0 | 2 | 0.1% |
| Retired | 1 | 13 | 1 | 15 | 0.5% |
| Unemployed | 5 | 13 | 1 | 19 | 0.6% |
| TOTAL | 451 | 2,537 | 62 | 3,050 | 100.0% |
| Column Percent | 14.8% | 83.2% | 2.0% | 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. Median total annual compensation is higher for women at the responsibility point levels 250 to 350 when compared to the male respondents. Median base salary values are also higher for women in the same point ranges.

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

| | FEMALE RESPONDENTS | | | | MALE 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 | 30 | 61,200 | 61,200 | 67,508 | 109 | 61,484 | 66,322 | 81,990 |
| 200-249 | 31 | 59,000 | 60,000 | 64,663 | 132 | 59,850 | 63,000 | 65,074 |
| 250-299 | 51 | 68,000 | 72,000 | 73,300 | 181 | 66,000 | 69,000 | 78,016 |
| 300-349 | 66 | 77,250 | 86,627 | 88,288 | 260 | 75,000 | 82,085 | 84,794 |
| 350-399 | 41 | 84,000 | 92,000 | 92,145 | 247 | 85,000 | 93,000 | 98,026 |
| 400-449 | 35 | 88,000 | 94,750 | 99,729 | 219 | 95,000 | 108,000 | 112,606 |
| 450-499 | 39 | 100,000 | 106,000 | 111,623 | 193 | 101,038 | 115,000 | 119,686 |
| 500-549 | 29 | 102,000 | 113,000 | 114,648 | 177 | 112,000 | 124,824 | 139,682 |
| 550-599 | 16 | 99,250 | 100,750 | 116,348 | 144 | 120,000 | 134,000 | 147,440 |
| 600-649 | 9 | 118,000 | 135,000 | 134,556 | 131 | 124,000 | 142,000 | 158,536 |
| 650-699 | 10 | 113,048 | 125,000 | 133,310 | 106 | 132,000 | 157,871 | 168,690 |
| 700-749 | 6 | 140,125 | 147,125 | 155,292 | 71 | 155,000 | 190,000 | 220,988 |
| 750-799 | 2 | N/S | N/S | N/S | 55 | 170,000 | 190,000 | 231,378 |
| 800+ | 3 | N/S | N/S | N/S | 23 | 175,000 | 313,000 | 429,401 |

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 \$91,000 and the median responsibility point level was 406 points. Project Management graduates reported the highest median base salary of \$129,000 and the second highest responsibility level with a median point level of 548. Geotechnics graduates reported the highest median responsibility level of 588.

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

| | NUMBER OF RESPONDENTS | % OF TOTAL | BASE SALARY (\$) | | MEDIAN POINTS |
|--------------------------|--------------------------|----------------|------------------|----------------|---------------|
| | | | MEAN | MEDIAN | |
| Geoscience | 191 | 7.74% | 105,704 | 91,000 | 478 |
| Environmental | 11 | 0.45% | 73,529 | 78,500 | 333 |
| Geochemistry | 1 | 0.04% | N/S | N/S | N/S |
| Geology | 134 | 5.43% | 111,104 | 97,500 | 479 |
| Geophysics | 3 | 0.12% | N/S | N/S | N/S |
| Geotechnics | 7 | 0.28% | 93,589 | 87,000 | 588 |
| Hydrogeology | 7 | 0.28% | 80,703 | 72,000 | 358 |
| Hydrology | 6 | 0.24% | 73,339 | 72,500 | 498 |
| Mineral Exploration | 12 | 0.49% | 119,138 | 121,500 | 517 |
| Other | 8 | 0.32% | 107,225 | 93,500 | 489 |
| Engineering | 2,262 | 91.69% | 100,168 | 91,000 | 403 |
| Aeronautics/Aerospace | 16 | 0.65% | 79,261 | 75,875 | 323 |
| Agriculture | 8 | 0.32% | 98,058 | 98,000 | 509 |
| Biomedical | 5 | 0.20% | 80,400 | 80,000 | 378 |
| Bioresource | 16 | 0.65% | 92,897 | 93,650 | 435 |
| Biosystems | 4 | 0.16% | N/S | N/S | N/S |
| Building Science | 3 | 0.12% | N/S | N/S | N/S |
| Chemical | 124 | 5.03% | 105,198 | 101,000 | 439 |
| Civil | 554 | 22.46% | 98,305 | 90,000 | 396 |
| Computer | 27 | 1.09% | 97,177 | 94,000 | 475 |
| Construction | 7 | 0.28% | 98,214 | 85,000 | 520 |
| Electrical/Electronic | 328 | 13.30% | 97,968 | 90,015 | 405 |
| Engineering Physics | 53 | 2.15% | 84,592 | 84,000 | 338 |
| Environmental | 58 | 2.35% | 108,369 | 80,000 | 335 |
| Fire Protection | 2 | 0.08% | N/S | N/S | N/S |
| Forest | 11 | 0.45% | 81,799 | 81,710 | 380 |
| Geological | 88 | 3.57% | 103,973 | 97,200 | 394 |
| Geotechnical | 41 | 1.66% | 120,568 | 111,000 | 500 |
| Groundwater | 1 | 0.04% | N/S | N/S | N/S |
| Industrial/Manufacturing | 19 | 0.77% | 91,516 | 93,600 | 425 |
| Land Development | 1 | 0.04% | N/S | N/S | N/S |
| Management | 5 | 0.20% | 101,200 | 92,000 | 540 |
| Marine/Naval | 7 | 0.28% | 98,529 | 90,000 | 420 |
| Materials Handling | 2 | 0.08% | N/S | N/S | N/S |
| Mechanical | 559 | 22.66% | 97,882 | 92,000 | 409 |
| Metallurgical/Materials | 50 | 2.03% | 108,525 | 98,500 | 410 |
| Mining | 66 | 2.68% | 144,629 | 115,050 | 447 |
| Nuclear | 3 | 0.12% | N/S | N/S | N/S |
| Petroleum (Energy) | 2 | 0.08% | N/S | N/S | N/S |
| Power (Energy) | 26 | 1.05% | 97,243 | 80,000 | 362 |
| Project Management | 6 | 0.24% | 169,833 | 129,000 | 548 |
| Structural | 93 | 3.77% | 97,665 | 85,000 | 373 |
| Surveying/Geomatics | 9 | 0.36% | 91,992 | 84,000 | 388 |
| Transportation | 11 | 0.45% | 87,325 | 83,500 | 425 |
| Water Resources | 17 | 0.69% | 115,542 | 108,000 | 533 |
| Other | 48 | 1.95% | 89,274 | 81,806 | 365 |
| Not Reported | 14 | 0.57% | 101,668 | 100,000 | 401 |
| TOTAL | 2,467 | 100.00% | 100,605 | 91,000 | 406 |

N/S - Insufficient Sample Size

REPORTED BASE SALARY BY GRADUATE DEGREE RECEIVED

Respondents who have reported obtaining postgraduate degrees represent just 36.0% of the 2,467 valid BC respondents. Exhibit 10 illustrates the effect of higher education on compensation.

Exhibit 10 — Reported Base Salary by Graduate Degree Received

| | NUMBER | MEDIAN POINTS | BASE SALARY (\$) | |
|-----------------------|--------|---------------|------------------|---------|
| | | | MEAN | MEDIAN |
| MASc/MEng | 422 | 441 | 104,399 | 96,500 |
| MSc | 233 | 475 | 106,389 | 98,000 |
| MBA | 102 | 600 | 129,406 | 125,000 |
| Other Master's Degree | 33 | 488 | 107,809 | 97,000 |
| PhD/DSc | 99 | 558 | 118,230 | 110,000 |

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 2011 with an increase of 28.3% from 2012 to 2014.

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 is advised when interpreting the numbers.

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

| | TOTAL JOBS | | MEDIAN POINTS | | | 2014 MEDIAN BASE SALARY(\$) | 2012 MEDIAN BASE SALARY(\$) | 2014/2012 CHANGE IN MEDIAN BASE SALARY |
|----------------|------------|------|---------------|------|----------|-----------------------------|-----------------------------|--|
| | 2014 | 2012 | 2014 | 2012 | % CHANGE | | | |
| 2013 and Later | 99 | N/A | 206 | N/A | N/A | 58,000 | N/A | N/A |
| 2012 | 86 | N/A | 230 | N/A | N/A | 61,500 | N/A | N/A |
| 2011 | 105 | 42 | 263 | 205 | 28.3% | 62,000 | 57,800 | 7.3% |
| 2010 | 111 | 74 | 278 | 232 | 19.8% | 68,000 | 57,598 | 18.1% |
| 2009 | 117 | 56 | 300 | 257 | 16.7% | 72,000 | 60,000 | 20.0% |
| 2008 | 145 | 56 | 320 | 277 | 15.5% | 74,000 | 62,755 | 17.9% |
| 2007 | 124 | 68 | 348 | 312 | 11.4% | 78,000 | 70,000 | 11.4% |
| 2006 | 91 | 44 | 370 | 316 | 17.1% | 83,000 | 72,563 | 14.4% |
| 2005 | 108 | 52 | 386 | 350 | 10.1% | 86,160 | 80,000 | 7.7% |
| 2004 | 75 | 38 | 400 | 339 | 18.0% | 88,000 | 77,850 | 13.0% |
| 2003 | 97 | 49 | 416 | 349 | 19.2% | 96,000 | 80,000 | 20.0% |
| 2002 | 54 | 36 | 413 | 364 | 13.5% | 94,000 | 89,000 | 5.6% |
| 2001 | 68 | 29 | 463 | 398 | 16.3% | 103,500 | 89,000 | 16.3% |
| 2000 | 65 | 33 | 445 | 416 | 7.0% | 100,000 | 90,000 | 11.1% |
| 1999 | 56 | 28 | 456 | 439 | 3.9% | 99,000 | 90,000 | 10.0% |
| 1998 | 60 | 35 | 455 | 468 | -2.8% | 105,500 | 96,000 | 9.9% |
| 1997 | 54 | 18 | 495 | 405 | 22.1% | 106,500 | 104,500 | 1.9% |
| 1996 | 41 | 31 | 501 | 500 | 0.2% | 105,000 | 100,000 | 5.0% |
| 1995 | 51 | 36 | 490 | 472 | 3.8% | 105,000 | 95,450 | 10.0% |

Exhibit 11 — Reported Base Salary and Responsibility Level by Year of Graduation – continued

| | TOTAL JOBS | | MEDIAN POINTS | | | 2014 MEDIAN BASE SALARY(\$) | 2012 MEDIAN BASE SALARY(\$) | 2014/2012 CHANGE IN MEDIAN BASE SALARY |
|------------------|------------|------|---------------|------|----------|-----------------------------|-----------------------------|--|
| | 2014 | 2012 | 2014 | 2012 | % CHANGE | | | |
| 1994 | 54 | 36 | 521 | 474 | 9.8% | 108,000 | 98,750 | 9.4% |
| 1993 | 38 | 21 | 488 | 440 | 10.9% | 113,000 | 102,500 | 10.2% |
| 1992 | 51 | 28 | 521 | 488 | 6.8% | 110,000 | 113,250 | -2.9% |
| 1991 | 31 | 26 | 560 | 533 | 5.1% | 110,000 | 116,500 | -5.6% |
| 1990 | 51 | 24 | 548 | 501 | 9.4% | 117,291 | 112,500 | 4.3% |
| 1989 | 45 | 22 | 551 | 516 | 6.8% | 123,600 | 120,000 | 3.0% |
| 1988 | 43 | 21 | 561 | 578 | -2.9% | 120,000 | 115,000 | 4.3% |
| 1987 | 53 | 29 | 561 | 513 | 9.4% | 125,503 | 107,000 | 17.3% |
| 1986 | 45 | 17 | 550 | 508 | 8.3% | 120,000 | 100,000 | 20.0% |
| 1985 | 47 | 21 | 576 | 509 | 13.2% | 116,000 | 113,000 | 2.7% |
| 1984 | 44 | 28 | 582 | 526 | 10.6% | 120,000 | 111,500 | 7.6% |
| 1983 | 34 | 24 | 600 | 603 | -0.5% | 114,475 | 139,000 | -17.6% |
| 1982 | 36 | 18 | 515 | 511 | 0.8% | 122,000 | 114,565 | 6.5% |
| 1981 | 27 | 13 | 633 | 543 | 16.6% | 125,000 | 104,000 | 20.2% |
| 1980 | 25 | 16 | 618 | 601 | 2.8% | 120,000 | 115,919 | 3.5% |
| 1979 | 12 | 13 | 675 | 608 | 10.9% | 147,900 | 120,000 | 23.3% |
| 1978 | 24 | 20 | 601 | 476 | 26.2% | 131,000 | 113,065 | 15.9% |
| 1977 | 15 | 9 | 625 | 525 | 19.0% | 135,000 | 150,000 | -10.0% |
| 1976 | 16 | 16 | 575 | 609 | -5.7% | 126,624 | 123,563 | 2.5% |
| 1975 and Earlier | 88 | 65 | 618 | 596 | 3.6% | 127,000 | 125,000 | 1.6% |

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 over 500 employees reported the highest median base salary and total annual compensation of \$98,000 and \$106,000 respectively.

Exhibit 12 — Compensation by Size of Organization

| | COUNT | MEDIAN POINTS | 2014 MEDIAN BASE SALARY(\$) | 2014 MEDIAN TOTAL COMPENSATION(\$) |
|--------------|-------|---------------|-----------------------------|------------------------------------|
| 1 - 10 | 168 | 447 | 82,000 | 89,350 |
| 11 - 20 | 109 | 378 | 85,000 | 92,000 |
| 21 - 50 | 217 | 388 | 85,000 | 92,500 |
| 51 - 100 | 238 | 392 | 84,000 | 92,250 |
| 101 - 250 | 276 | 385 | 85,140 | 93,500 |
| 251 - 500 | 290 | 400 | 88,250 | 99,000 |
| Over 500 | 1,152 | 420 | 98,000 | 106,000 |
| Not Reported | 17 | 400 | 102,000 | 102,000 |

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 77.2% which also correlates to an increase in median base salary of 59.7%. For GIT to P.Geo., the change in median responsibility level increases 76.9% with a median base salary increase of 44.7%.

Exhibit 13 — Reported Base Salary by Member Status and Gender

| EMPLOYMENT STATUS | COUNT | MEDIAN POINTS | 2014 MEDIAN BASE SALARY(\$) | FEMALE | | | MALE | | |
|-------------------|-------|---------------|-----------------------------|--------|---------------|------------------------|-------|---------------|------------------------|
| | | | | COUNT | MEDIAN POINTS | MEDIAN BASE SALARY(\$) | COUNT | MEDIAN POINTS | MEDIAN BASE SALARY(\$) |
| P.Eng. | 1,619 | 466 | 103,000 | 207 | 408 | 94,000 | 1377 | 475 | 105,000 |
| P.Geo. | 151 | 513 | 101,000 | 34 | 488 | 97,500 | 116 | 537 | 105,050 |
| P.Eng./P.Geo. | 20 | 548 | 91,681 | 5 | 535 | 80,000 | 15 | 561 | 117,597 |
| Limited Licence | 14 | 434 | 98,500 | 1 | N/S | N/S | 13 | 440 | 102,000 |
| EIT | 620 | 263 | 64,490 | 113 | 253 | 62,000 | 496 | 266 | 65,000 |
| GIT | 37 | 290 | 69,795 | 8 | 350 | 72,398 | 29 | 285 | 65,000 |
| Not Reported | 6 | 450 | 93,250 | 0 | N/S | N/S | 2 | N/S | N/S |

N/S - Insufficient Sample Size

COMPENSATION BY REGION AND GENDER INCLUDING NON-BC RESPONDENTS

The 2014 compensation survey received responses from 349 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 2,467 BC respondents only. Exhibit 14 reports base salary and total annual compensation by region and gender for the larger worldwide sample of 2,816 valid respondents.

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

| | COUNT | MEDIAN POINTS | 2014 MEDIAN BASE SALARY(\$) | 2014 MEDIAN TOTAL COMPENSATION(\$) | FEMALE | | | MALE | | |
|---------------------|-------|---------------|-----------------------------|------------------------------------|--------|---------------|------------------------|-------|---------------|------------------------|
| | | | | | COUNT | MEDIAN POINTS | MEDIAN BASE SALARY(\$) | COUNT | MEDIAN POINTS | MEDIAN BASE SALARY(\$) |
| Vancouver Island | 100 | 458 | 90,000 | 99,400 | 7 | 473 | 95,000 | 93 | 455 | 90,000 |
| Victoria | 172 | 413 | 82,000 | 87,531 | 35 | 425 | 77,599 | 135 | 410 | 82,500 |
| Lower Mainland | 1,766 | 406 | 92,000 | 100,000 | 264 | 348 | 80,000 | 1,469 | 418 | 94,600 |
| Okanagan | 111 | 448 | 88,000 | 96,000 | 10 | 423 | 69,320 | 98 | 457 | 93,500 |
| West Kootenay | 56 | 387 | 96,150 | 101,655 | 9 | 333 | 95,000 | 46 | 404 | 96,150 |
| East Kootenay | 50 | 363 | 103,500 | 118,817 | 9 | 320 | 103,000 | 40 | 366 | 103,450 |
| South Central | 76 | 444 | 97,200 | 112,950 | 11 | 403 | 86,000 | 62 | 444 | 99,300 |
| Central Interior | 62 | 358 | 85,000 | 94,500 | 13 | 311 | 82,873 | 48 | 362 | 89,000 |
| Peace River | 35 | 368 | 100,000 | 112,000 | 4 | N/S | N/S | 31 | 368 | 100,000 |
| Northern | 30 | 422 | 89,000 | 99,000 | 4 | N/S | N/S | 23 | 430 | 88,000 |
| Elsewhere in Canada | 269 | 515 | 123,900 | 135,000 | 30 | 422 | 110,200 | 235 | 528 | 127,550 |
| Outside of Canada | 80 | 533 | 132,915 | 149,200 | 4 | N/S | N/S | 76 | 541 | 136,915 |
| Not Reported | 9 | 520 | 110,000 | 135,000 | 2 | N/S | N/S | 3 | N/S | N/S |
| Total | 2,816 | 425 | 95,000 | 104,000 | 402 | 368 | 83,345 | 2,359 | 436 | 97,700 |

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



ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF BRITISH COLUMBIA

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