



# The Association of Professional Engineers and Geoscientists of British Columbia

Professional Engineers  
and Geoscientists of BC  
www.apeg.bc.ca

## 2002 REPORT ON MEMBERS' COMPENSATION AND BENEFITS

### INTRODUCTION

This report presents the findings of the biennial compensation survey of APEGBC members undertaken by the Association in April 2002. Recent surveys were undertaken previously in 2000 and 1998. The information provided reflects the total annual compensation and benefits earned by APEGBC members employed in full-time positions in BC and illustrates the effects of factors such as responsibility level, year of graduation, industry and region.

The prediction of compensation based on any one factor is difficult due to market forces and general economic conditions. The exhibits included should provide the reader with general benchmarks for comparing his or her compensation with overall industry values.

### RECOMMENDED COMPENSATION RANGES

The Association of Professional Engineers and Geoscientists of British Columbia publishes compensation recommendations stratified by responsibility point levels as described in the Employment Evaluation Guide (available in the Compensation section of the APEGBC website: [www.apeg.bc.ca/library/compsurvey.html](http://www.apeg.bc.ca/library/compsurvey.html)). These ranges are intended to act as a guide for employees and employers to help compare compensation levels within the industry.

The forecast reflects the latest compensation information available from the 2002 Compensation Survey and other publicly available sources, trends in the cost of living, provincial and national reports on compensation paid by employers, and recent recommendations of the Association.

<b>Exhibit 1 - Recommended 2002/2003 total annual compensation for professional engineers and geoscientists by responsibility level</b>					
<b>Responsibility Level</b>		<b>Median Reported April 2002</b>	<b>Recommended Compensation Range</b>		
<b>Point Range</b>	<b>Nominal Points</b>		<b>Low Quartile</b>	<b>Median</b>	<b>High Quartile</b>
200 - 249	225	\$45,500	\$43,102	\$46,850	\$52,472
250 - 299	275	\$51,750	\$48,685	\$53,500	\$60,455
300 - 349	325	\$60,000	\$55,890	\$62,100	\$70,794
350 - 399	375	\$70,000	\$63,368	\$71,200	\$81,880
400 - 449	425	\$76,800	\$69,696	\$79,200	\$91,872
450 - 499	475	\$83,975	\$74,994	\$86,200	\$100,854
500 - 549	525	\$90,000	\$79,464	\$92,400	\$109,032
550 - 599	575	\$98,250	\$85,510	\$100,600	\$119,714
600 - 649	625	\$102,900	\$90,384	\$107,600	\$129,120
650 - 699	675	\$104,500	\$95,118	\$114,600	\$138,666
700 - 749	725	\$126,500	\$106,406	\$128,200	\$155,122

## **SURVEY METHODOLOGY**

Practising professional engineers, professional geoscientists, engineers-in-training and geoscientists-in-training residing in British Columbia were e-mailed and invited to participate in an Internet survey of APEGBC members' compensation. After removing out of province, retired and non-practising life members, as well as incomplete responses, a total of 1,096 completed questionnaires were analyzed and form the basis for this compensation and benefits report.

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 job evaluation points were also removed. The remaining compensation subset is comprised of 981 valid surveys.

Total annual compensation as defined in this report includes base salary plus additional 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 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.

The size of the 2002 return sample is considerably lower than that obtained in previous years (2249 respondents in 2000). Caution should be exercised when comparing the values in this report with year 2000 results. While a sufficiently large sample was obtained to validate the analyses, again, caution should be exercised when examining data subsets of the entire sample.

**RESULTS****DEMOGRAPHICS****Employment Status**

Exhibit 2 illustrates the employment status of this year's respondents as of April 2002. As online surveys were taken by practising members only, responses reflect the distribution of full-time, part-time, students and unemployed members in the active workforce. Full-time salaried/contract workers account for 90.8% of respondents, while under 2% indicated that they are employed part-time. Owners/partners comprise just over 4% of the sample, while just under 3% of respondents are self-employed. Unemployed members make up 0.27% of the respondents.

**Exhibit 2 - Employment status as of February 2002**

Employment Status	Gender				Row Percent
	Male	Female	Not Given	Total	
Full-time Salary	854	111	2	967	88.23%
Full-time Contract	27	1	0	28	2.55%
Part-time Salary	5	6	0	11	1.00%
Part-time Contract	5	3	0	8	0.73%
Owner	40	1	0	41	3.74%
Partner	3	1	0	4	0.36%
Self-employed	25	7	0	32	2.92%
Student	1	0	0	1	0.09%
Retired	0	0	0	0	0.00%
Unemployed	3	0	0	3	0.27%
Not Given	1	0	0	1	0.09%
<b>Total</b>	<b>964</b>	<b>130</b>	<b>2</b>	<b>1096</b>	<b>100.00%</b>
<b>Column Percent</b>	<b>87.96%</b>	<b>11.86%</b>	<b>0.18%</b>	<b>100.00%</b>	

**Region and Gender**

Of the 981 valid compensation responses, 88.8% were male, 11.1% were female and 0.1% chose not to indicate their gender. Exhibit 3 provides a detailed distribution of the respondents by branch and gender.

**Exhibit 3 - Distribution by branch and gender**

Employment Status	Gender				Row Percent
	Male	Female	Not Given	Total	
Vancouver Island	50	2	0	52	5.30%
Victoria	54	4	0	58	5.91%
Lower Mainland	601	85	0	686	69.93%
Okanagan	31	3	0	34	3.47%
West Kootenay	19	2	0	21	2.14%
East Kootenay	10	2	1	13	1.33%
South Central	31	4	0	35	3.57%
Central Interior	23	3	0	26	2.65%
Peace River	13	1	0	14	1.43%
Northern	14	1	0	15	1.53%
Missing/Other	25	2	0	27	2.75%
<b>Total</b>	<b>871</b>	<b>109</b>	<b>1</b>	<b>981</b>	<b>100.00%</b>
<b>Column Percent</b>	<b>88.80%</b>	<b>11.11%</b>	<b>0.10%</b>	<b>100.00%</b>	

**Present Job Function**

The survey indicated that 83.6% of respondents are presently working in engineering or geoscience related occupations, while 13.3% are in unrelated occupations. Just over 46% of respondents indicated that their position is at the management level. Exhibit 4 illustrates the detailed results.

**Exhibit 4 - Job function classification**

Engineering/ Geoscience related	Management				Row Percent
	Yes	No	Not Given	Total	
Yes	343	475	2	820	83.59%
No	101	29	0	130	13.25%
Not Given	11	10	10	31	3.16%
<b>Total</b>	<b>455</b>	<b>514</b>	<b>12</b>	<b>981</b>	<b>100.00%</b>
<b>Column Percent</b>	<b>46.38%</b>	<b>52.40%</b>	<b>1.22%</b>	<b>100.00%</b>	

**TOTAL ANNUAL COMPENSATION BY BACHELOR'S DEGREE**

Exhibit 5 presents total annual compensation by bachelor's degree received and the distribution of the sample. The median annual compensation for all disciplines is \$73,700. The median annual compensation values for surveying graduates was the highest at \$109,569 followed by mining graduates at \$98,000 and industrial graduates at \$88,020.

**TOTAL ANNUAL COMPENSATION BY HIGHEST DEGREE RECEIVED**

Post graduate degrees are held by just over 31% of respondents. Exhibit 6 illustrates the effect of higher education on compensation. The 2002 survey results suggest that there is no increased income from post graduate study at the Masters level, which differs from the results of the 2000 survey, where a 2.7% increase was noted. This is thought to be an anomaly in the response to the survey due to the move to Internet reporting.

**DISTRIBUTION OF INCOME**

The distribution of total annual compensation for BC members is provided in Exhibit 7. Almost one third of members reported total compensation of between \$60,000 and \$80,000, followed by 27.1% who receive between \$40,000 and \$60,000. Only 2.3% of the survey sample report annual compensation of less than \$40,000, while 42% indicate that they receive over \$80,000 annually

**TOTAL ANNUAL COMPENSATION BY YEAR OF GRADUATION**

**Analysis by Registration Status**

The total annual compensation results by year of graduation are presented for the entire member population as well as separately for professional engineers and professional geoscientists. These values are presented in Exhibit 8 (see next page). The median compensation and responsibility point level for all years and members combined is \$73,700/406 points. The median total annual compensation was reported as \$75,000 for professional engineers and \$62,541 for professional geoscientists.

**Exhibit 5 - Total annual compensation by bachelor's degree**

Bachelor's Degree	Number of Responses	% of Total	Compensation		Median Points
			Median	Mean	
<b>Geoscience</b>					
Geology	30	3.06%	\$70,000	\$75,011	453
Geochemistry	2	0.20%	N/S	N/S	N/S
Geophysics	4	0.41%	\$69,000	\$71,750	455
Geotechnics	13	1.33%	\$55,000	\$61,461	365
Other	8	0.82%	\$65,600	\$67,536	381
<b>Engineering</b>					
Agriculture/Bioresource	13	1.33%	\$61,703	\$61,744	398
Biomedical	2	0.20%	N/S	N/S	N/S
Chemical	77	7.85%	\$80,000	\$82,694	391
Civil/Structural	275	28.03%	\$68,000	\$77,547	408
Computer	12	1.22%	\$79,500	\$81,254	374
Electrical/Electronic	153	15.60%	\$85,700	\$89,308	440
Forestry	8	0.82%	\$65,075	\$63,525	374
Geological	43	4.38%	\$60,000	\$67,889	335
Industrial	3	0.31%	\$88,020	\$81,461	496
Mechanical	249	25.38%	\$74,984	\$84,263	408
Metallurgical	21	2.14%	\$65,326	\$79,711	403
Mining	17	1.73%	\$98,000	\$108,656	500
Surveying/Geomatics	4	0.41%	\$109,569	\$104,534	513
Other Engineering	46	4.69%	\$82,900	\$86,003	428
Non Eng/Geo Degree/Not Reported	1	0.10%	N/S	N/S	N/S
<b>Total</b>	<b>981</b>	<b>100.00%</b>	<b>\$73,700</b>	<b>\$81,542</b>	<b>406</b>
N/S – Insufficient Sample Size					

**Exhibit 6 - Total annual compensation by highest degree received**

Highest Degree Received	Number	Median Points	Median	Mean
Bachelor's Degree	673	403	\$72,000	\$79,872
MASc/MEng/MSc/MA	223	405	\$72,000	\$78,928
MBA	48	507	\$98,650	\$102,927
PhD	36	512	\$79,324	\$98,793

**Exhibit 7 - Distribution of total annual compensation**

Total Annual Compensation	Number	Percent
\$20,000 - \$39,999	23	2.34%
\$40,000 - \$59,999	266	27.12%
\$60,000 - \$79,999	280	28.54%
\$80,000 - \$99,999	209	21.30%
\$100,000 - \$149,999	162	16.51%
\$150,000 - \$199,999	28	2.85%
Over \$200,000	13	1.33%

Due to the smaller numbers of geoscientists reporting, 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 two or fewer respondents.

**Exhibit 8 - Total annual compensation and responsibility level by year of graduation and registration**

Year of Bachelor's Degree	All Members					Engineering			Geoscience		
	Total Jobs	2002 Median	Median Points	2000 Median	02/00 Increase	Total Jobs	2002 Median	Median Points	Total Jobs	2002 Median	Median Points
2001	37	\$45,000	235	N/A	N/A	37	\$45,000	235	0	N/S	N/S
2000	41	\$46,800	248	N/A	N/A	39	\$46,800	248	2	N/S	N/S
1999	37	\$50,100	270	\$41,325	21.23%	37	\$50,100	270	0	N/S	N/S
1998	44	\$51,025	280	\$44,747	14.03%	42	\$52,000	282	2	N/S	N/S
1997	39	\$55,000	300	\$47,000	17.02%	37	\$56,000	300	2	N/S	N/S
1996	28	\$55,000	311	\$54,000	1.85%	27	\$55,000	311	1	N/S	N/S
1995	32	\$60,900	334	\$53,500	13.83%	32	\$60,900	334	0	N/S	N/S
1994	42	\$66,000	377	\$55,950	17.96%	39	\$67,000	376	3	\$55,500	398
1993	38	\$72,000	384	\$58,780	22.49%	37	\$72,000	385	1	N/S	N/S
1992	32	\$67,060	383	\$60,000	11.77%	31	\$67,620	385	1	N/S	N/S
1991	30	\$73,000	403	\$63,200	15.51%	29	\$73,000	403	1	N/S	N/S
1990	24	\$81,000	413	\$68,000	19.12%	23	\$85,000	418	1	N/S	N/S
1989	24	\$78,250	440	\$67,800	15.41%	23	\$79,000	431	1	N/S	N/S
1988	35	\$75,000	425	\$70,750	6.01%	31	\$76,000	431	4	\$58,350	384
1987	42	\$79,175	439	\$75,000	5.57%	37	\$80,000	450	5	\$62,081	375
1986	42	\$82,415	486	\$74,500	10.62%	38	\$86,415	486	4	\$58,498	569
1985	32	\$84,750	449	\$76,000	11.51%	31	\$86,500	449	1	N/S	N/S
1984	30	\$77,000	461	\$78,250	-1.60%	26	\$76,500	457	4	\$78,750	477
1983	18	\$96,250	555	\$85,060	13.16%	17	\$96,000	566	1	N/S	N/S
1982	24	\$79,000	428	\$75,000	5.33%	23	\$79,000	430	1	N/S	N/S
1981	31	\$90,000	528	\$82,150	9.56%	31	\$90,000	528	0	N/S	N/S
1980	20	\$87,500	525	\$89,600	-2.34%	19	\$87,000	525	1	N/S	N/S
1979	24	\$82,700	515	\$78,400	5.48%	21	\$86,000	513	3	\$55,000	516
1978	16	\$96,750	545	\$90,000	7.50%	14	\$99,650	559	2	N/S	N/S
1977	15	\$85,000	460	\$89,000	-4.49%	14	\$87,000	469	1	N/S	N/S
1976	15	\$86,000	483	\$84,500	1.78%	14	\$89,500	483	1	N/S	N/S
1975	14	\$100,500	491	\$84,850	18.44%	12	\$100,500	491	2	N/S	N/S
1974	13	\$93,000	563	\$90,000	3.33%	13	\$93,000	563	0	N/S	N/S
1973	21	\$100,000	578	\$96,000	4.17%	19	\$103,000	588	2	N/S	N/S
1972	13	\$93,000	550	\$82,800	12.32%	12	\$93,000	565	1	N/S	N/S
1971	17	\$92,000	538	\$78,080	17.83%	17	\$92,000	538	0	N/S	N/S
1970	17	\$92,350	518	\$93,450	-1.18%	15	\$92,350	508	1	N/S	N/S
1969	14	\$91,081	565	\$88,236	3.22%	13	\$93,000	573	1	N/S	N/S
1968	11	\$107,400	620	\$92,855	15.66%	11	\$107,400	620	0	N/S	N/S
1967	7	\$107,600	606	\$97,700	10.13%	7	\$107,600	606	0	N/S	N/S
1966	8	\$105,000	631	\$89,500	17.32%	8	\$105,000	631	0	N/S	N/S
1965 & earlier	29	\$92,514	531	N/A	N/A	28	\$96,057	545	1	N/S	N/S
No Degree/Not Reported	24	\$72,000	410	\$79,000	-8.86%	23	\$75,000	396	1	N/S	N/S

N/S - Insufficient Sample Size

Analysis by Gender

Exhibit 9 - Total annual compensation and responsibility level by year and gender

Exhibit 9 presents median compensation and point levels for male and female respondents graduating between 1981 and 2001. In most years, the median points reported by females are lower than those reported by males. With the exception of 1997, 1992 and 1988, female median total annual compensation values are also less than the male values for the same reporting year. Again, caution should be exercised when examining individual years where small samples are used to calculate median and mean compensation values.

**TOTAL ANNUAL COMPENSATION BY RESPONSIBILITY LEVEL**

Total annual compensation by responsibility point level is illustrated in Exhibit 10. This analysis provides both low and high, decile and quartile values to illustrate the range of total annual compensation paid to individuals within the same responsibility point range.

The median compensation level for all respondents and all responsibility point levels is \$73,700 and ranges from a low of \$39,510 at the less than 200 point level to \$202,000 at the 800-849 point level. Compared to 2000 median compensation values, almost all point level ranges have recorded an increase, and the median salary has increased 5.1% over the two-year period.

Year of Bachelor's Degree	Male			Female		
	Total Jobs	Median	Median Points	Total Jobs	Median	Median Points
2001	26	\$45,850	247	11	\$43,500	210
2000	31	\$47,787	250	10	\$42,875	233
1999	32	\$50,950	272	5	\$43,000	255
1998	33	\$52,000	283	11	\$48,000	263
1997	26	\$55,000	295	13	\$56,000	310
1996	21	\$55,500	316	7	\$48,500	280
1995	28	\$61,500	338	4	\$53,425	273
1994	35	\$67,500	385	7	\$55,500	370
1993	35	\$72,000	385	3	\$67,000	365
1992	28	\$66,890	379	4	\$68,750	417
1991	23	\$73,000	403	7	\$62,000	435
1990	21	\$77,000	408	3	\$93,000	418
1989	23	\$79,000	448	1	N/S	N/S
1988	29	\$75,000	431	6	\$77,375	385
1987	40	\$79,499	439	2	N/S	N/S
1986	39	\$82,830	485	3	\$66,300	508
1985	27	\$90,000	449	5	\$75,800	383
1984	28	\$78,000	477	2	N/S	N/S
1983	17	\$96,500	566	1	N/S	N/S
1982	23	\$79,000	430	1	N/S	N/S
1981	31	\$90,000	528	0	N/S	N/S
N/S – Insufficient Sample Size						

Exhibit 10 - Reported total annual compensation by responsibility level - February 2002

Responsibility Point Range	Total Jobs	Median Points	Total Annual Compensation						2000 Median	Increase 02/00 Median
			Mean	Low Decile	Low Quartile	Median	High Quartile	High Decile		
Less than 200	6	196	\$40,070	N/S	\$36,500	\$39,510	\$44,150	N/S	\$43,000	-8.12%
200 - 249	71	230	\$48,093	\$40,000	\$42,600	\$45,500	\$51,700	\$57,680	\$43,335	5.00%
250 - 299	108	274	\$54,010	\$43,172	\$46,000	\$51,750	\$59,300	\$65,570	\$49,415	4.73%
300 - 349	125	323	\$62,888	\$48,540	\$52,970	\$60,000	\$70,000	\$81,400	\$58,985	1.72%
350 - 399	144	375	\$70,559	\$49,750	\$58,500	\$70,000	\$79,894	\$94,050	\$66,000	6.06%
400 - 449	128	423	\$78,458	\$55,724	\$65,000	\$76,800	\$88,280	\$103,020	\$72,650	5.71%
450 - 499	108	475	\$88,545	\$64,438	\$74,174	\$83,975	\$97,725	\$110,000	\$80,000	4.97%
500 - 549	94	524	\$94,099	\$65,650	\$78,125	\$90,500	\$105,150	\$128,500	\$88,200	2.61%
550 - 599	58	567	\$111,278	\$67,512	\$79,679	\$98,250	\$119,250	\$151,000	\$90,000	9.17%
600 - 649	56	620	\$108,409	\$66,300	\$87,440	\$102,900	\$132,725	\$152,539	\$100,000	2.90%
650 - 699	40	671	\$121,557	\$76,260	\$90,500	\$104,500	\$120,750	\$146,800	\$115,880	-9.82%
700 - 749	22	733	\$121,814	\$83,066	\$101,425	\$126,500	\$139,000	\$159,237	\$112,000	12.95%
750 - 799	15	765	\$190,407	\$100,200	\$116,000	\$145,000	\$210,000	\$450,880	\$133,195	8.86%
800 - 849	5	825	\$178,144	N/S	\$127,500	\$202,000	\$216,860	N/S	\$161,400	25.15%
More than 849	1	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/S
N/S – Insufficient Sample Size										



### Analysis by Gender

A comparative analysis of male and female median total annual compensation by responsibility point level is provided in Exhibit 11. In the eight point ranges where male and female reported compensation can be compared, male respondents have reported higher compensation than female respondents in five of the ranges — female respondents have reported higher salaries than their male counterparts at the less than 200, 300-349 and 500-549 point ranges. Again, caution should be exercised when examining individual years where small samples are used to calculate median compensation values.

**Exhibit 11 - Total annual compensation by responsibility point level and gender**

Responsibility Point Range	Male		Female	
	Total Jobs	Median	Total Jobs	Median
Less than 200	3	\$36,500	3	\$41,520
200 - 249	47	\$48,000	24	\$43,500
250 - 299	87	\$52,000	21	\$48,500
300 - 349	104	\$60,000	21	\$64,000
350 - 399	130	\$70,000	14	\$58,875
400 - 449	117	\$78,000	11	\$63,340
450 - 499	103	\$84,000	5	\$79,150
500 - 549	88	\$90,000	6	\$96,500
550 - 599	56	\$100,000	2	N/S
600 - 649	54	\$103,750	1	N/S
650 - 699	39	\$105,000	1	N/S
700 - 749	22	\$126,500		
750 - 799	15	\$145,000		
800 - 849	5	\$202,000		
More than 849	1	N/S		

N/S – Insufficient Sample Size

### TOTAL ANNUAL COMPENSATION BY REGION

Exhibit 12 presents the median annual compensation and responsibility level values for respondents based on their location of work in the province. The results are provided by geographical region/branch. The highest median compensation of \$90,000 was reported by West Kootenay respondents, followed by Vancouver Island at \$78,300, the Lower Mainland and East Kootenay Branches at \$75,000. Peace River Branch respondents reported the lowest median compensation of \$63,050 but also had the lowest reported responsibility point median of 342, which accounts for the lower compensation reported.

**Exhibit 12 - Total compensation by geographic region**

Branch/Region	Total Jobs		Compensation		Median Points
	Number	Percent	Mean	Median	
Vancouver Island	52	5.45%	\$82,526	\$78,300	426
Victoria	58	6.08%	\$72,796	\$68,015	433
Lower Mainland	686	71.91%	\$82,714	\$75,000	410
Okanagan	34	3.56%	\$67,948	\$69,000	425
West Kootenay	21	2.20%	\$93,788	\$90,000	418
East Kootenay	13	1.36%	\$71,963	\$75,000	397
South Central	35	3.67%	\$65,422	\$63,770	375
Central Interior	26	2.73%	\$72,581	\$67,300	390
Peace River	14	1.47%	\$82,933	\$63,050	342
Northern	15	1.57%	\$73,074	\$69,000	369

**TOTAL ANNUAL COMPENSATION BY INDUSTRY**

Exhibit 13 illustrates the distribution of respondents by industry. Engineering/geoscience consulting makes up the largest component of the responses at 46.7%. The next largest employer group is government at

11.4%, followed by high technology at 10.9%. The engineering/geoscience consulting group reported a median annual compensation of \$70,000, which is 5% less than the median for all sectors

(\$73,700). The oil and gas sector of the primary and resource industry reported the highest median compensation of all industry categories at \$107,000 (20 respondents).

**Exhibit 13 - Total annual compensation by industry**

Industry	Total Jobs	% of Total	Total Annual Compensation					
			Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
<b>All Sectors</b>	<b>981</b>	<b>100.0%</b>	<b>\$81,452</b>	<b>\$46,040</b>	<b>\$56,000</b>	<b>\$73,700</b>	<b>\$94,000</b>	<b>\$120,000</b>
<b>Management Consulting</b>	<b>19</b>	<b>1.9%</b>	<b>\$106,009</b>	<b>\$60,000</b>	<b>\$82,140</b>	<b>\$100,000</b>	<b>\$133,000</b>	<b>\$145,000</b>
<b>Engineering/Geoscience Consulting</b>	<b>458</b>	<b>46.7%</b>	<b>\$78,727</b>	<b>\$44,000</b>	<b>\$51,604</b>	<b>\$70,000</b>	<b>\$93,000</b>	<b>\$122,150</b>
Building Envelope	2	0.2%	\$69,600	N/S	N/S	\$69,600	N/S	N/S
Chemical	14	1.4%	\$85,021	\$46,750	\$61,000	\$82,500	\$106,500	\$130,500
Civil	87	8.9%	\$80,379	\$43,240	\$51,000	\$64,250	\$83,000	\$115,680
Electrical	41	4.2%	\$100,029	\$63,880	\$74,218	\$91,000	\$122,500	\$160,400
Environmental	62	6.3%	\$72,728	\$40,360	\$45,763	\$63,050	\$90,675	\$124,350
Forest	20	2.0%	\$65,227	\$46,899	\$51,075	\$60,823	\$76,525	\$82,900
Geological	10	1.0%	\$71,743	\$38,450	\$49,423	\$57,250	\$85,500	\$166,200
Geophysical	3	0.3%	\$41,967	N/S	N/S	\$42,500	N/S	N/S
Geotechnical	46	4.7%	\$71,096	\$44,985	\$48,750	\$59,500	\$78,250	\$122,200
Industrial	10	1.0%	\$85,410	\$56,380	\$69,174	\$89,800	\$101,250	\$105,990
Mechanical	53	5.4%	\$72,339	\$45,400	\$55,500	\$69,000	\$82,915	\$108,000
Metallurgical	10	1.0%	\$76,553	\$46,180	\$59,125	\$76,500	\$95,500	\$105,100
Structural	41	4.2%	\$68,843	\$40,000	\$45,750	\$64,800	\$91,000	\$105,880
Other	40	4.1%	\$85,388	\$41,470	\$52,500	\$83,500	\$108,620	\$137,990
<b>Utilities, Communications</b>	<b>106</b>	<b>10.8%</b>	<b>\$77,946</b>	<b>\$46,116</b>	<b>\$56,375</b>	<b>\$74,992</b>	<b>\$94,325</b>	<b>\$113,050</b>
Communication and Telecommunication	17	1.7%	\$80,046	\$54,120	\$60,000	\$83,950	\$94,257	\$104,800
Electric and Gas Utilities (inc. BC Hydro)	58	5.9%	\$79,611	\$50,160	\$56,025	\$79,824	\$95,325	\$115,950
Transportation	31	3.2%	\$73,678	\$43,600	\$47,000	\$67,500	\$83,000	\$117,200
<b>Government</b>	<b>112</b>	<b>11.4%</b>	<b>\$72,364</b>	<b>\$52,880</b>	<b>\$60,250</b>	<b>\$70,035</b>	<b>\$81,952</b>	<b>\$92,700</b>
Crown Corporations (except BC Hydro)	3	0.3%	\$67,048	N/S	N/S	\$63,880	N/S	N/S
Federal	12	1.2%	\$81,937	\$65,798	\$74,424	\$79,499	\$90,853	\$102,672
Provincial	33	3.4%	\$63,261	\$47,550	\$58,200	\$62,000	\$69,500	\$77,885
Regional, Municipal, Local	46	4.7%	\$75,844	\$51,032	\$60,375	\$75,000	\$88,005	\$100,720
Education	14	1.4%	\$76,094	\$52,532	\$59,761	\$77,500	\$90,500	\$100,500
Health Care	4	0.4%	\$69,657	N/S	N/S	\$71,815	N/S	N/S
<b>Primary and Resource Industries</b>	<b>102</b>	<b>10.4%</b>	<b>\$95,520</b>	<b>\$62,110</b>	<b>\$73,250</b>	<b>\$89,081</b>	<b>\$109,025</b>	<b>\$136,430</b>
Chemical	8	0.8%	\$96,913	N/S	\$67,075	\$92,500	\$128,750	N/S
Forestry	44	4.5%	\$92,616	\$54,350	\$72,125	\$89,081	\$105,075	\$132,750
Mining	30	3.1%	\$89,129	\$53,200	\$74,000	\$78,450	\$99,622	\$134,285
Oil and Gas	20	2.0%	\$110,936	\$66,780	\$85,900	\$107,000	\$126,750	\$154,961
<b>Construction and Manufacturing</b>	<b>66</b>	<b>6.7%</b>	<b>\$83,815</b>	<b>\$45,251</b>	<b>\$53,335</b>	<b>\$66,250</b>	<b>\$87,375</b>	<b>\$116,500</b>
Construction	13	1.3%	\$76,896	\$39,100	\$51,000	\$73,000	\$103,200	\$129,000
Heavy Manufacturing	40	4.1%	\$91,167	\$50,190	\$53,550	\$66,250	\$82,300	\$123,300
Light Manufacturing	13	1.3%	\$68,111	\$42,500	\$50,250	\$60,000	\$88,250	\$96,800
<b>High Technology</b>	<b>107</b>	<b>10.9%</b>	<b>\$87,828</b>	<b>\$48,240</b>	<b>\$60,000</b>	<b>\$76,600</b>	<b>\$98,300</b>	<b>\$119,800</b>
Research and Design	82	8.4%	\$88,167	\$48,090	\$60,000	\$77,098	\$100,456	\$116,850
High Technology Manufacturing	25	2.5%	\$86,718	\$49,680	\$57,353	\$76,000	\$98,150	\$166,000
<b>Service</b>	<b>5</b>	<b>0.5%</b>	<b>\$95,309</b>	<b>N/S</b>	<b>\$67,522</b>	<b>\$95,000</b>	<b>\$123,250</b>	<b>N/S</b>
<b>Other/Not Reported</b>	<b>25</b>	<b>2.5%</b>	<b>\$93,264</b>	<b>\$51,300</b>	<b>\$55,000</b>	<b>\$91,000</b>	<b>\$116,250</b>	<b>\$159,488</b>

N/S – Insufficient Sample Size



**WORKING HOURS, OVERTIME AND OTHER COMPENSATION****Working Hours**

The most commonly reported standard work week for full-time salaried and contract employees is 40 hours, indicated by 52.6% of the full-time respondents. A 37.5 hour base week is reported by 33.3% while 10.2% have a base week of 35 hours. The average number of hours worked weekly is 43.5 hours.

**Bonuses and Overtime Pay**

Almost 43% of respondents indicated that they receive additional compensation in the form of a bonus. Just under 55% of respondents indicated that they receive some form of compensation for overtime worked. Of this group, just over 48% receive cash or time in lieu, 9.8% receive cash only and 24.5% receive time in lieu only, while 17% receive bonuses or some other form of payment for overtime. Of those who receive cash compensation for overtime, 5.6% receive straight time and 4.2% receive time-and-a-half.

The amount of overtime or bonus paid as a percentage of total annual compensation is presented by responsibility point range in Exhibit 15. In general, bonus and/or overtime payments form a larger percentage of overall compensation at higher responsibility levels.

**Exhibit 15 - Bonuses, overtime, profit sharing and other compensation as a percentage of total annual compensation**

Responsibility Point Range	All Consulting Services	Utilities, Communications & Transportation	Government	Primary & Resource Industries	Construction & Manufacturing	High Technology	Service/ Other	All Sectors
200 - 249	3.5%	3.1%	N/S	2.7%	4.3%	11.1%	N/S	4.0%
250 - 299	5.7%	6.9%	3.7%	7.3%	2.0%	3.6%	N/S	5.3%
300 - 349	5.0%	7.7%	2.9%	5.9%	8.3%	8.0%	4.3%	5.9%
350 - 399	4.3%	11.8%	4.2%	8.9%	6.7%	6.5%	12.5%	6.3%
400 - 449	9.7%	9.4%	2.3%	7.6%	10.9%	6.3%	1.1%	8.2%
450 - 499	13.8%	9.4%	5.1%	13.0%	6.3%	20.2%	10.9%	12.9%
500 - 549	11.1%	9.8%	2.8%	15.2%	1.4%	16.8%	11.3%	10.6%
550 - 599	15.5%	12.7%	1.7%	32.6%	5.0%	24.4%	N/S	16.2%
600 - 649	14.1%	N/S	1.4%	15.1%	N/S	7.1%	N/S	13.7%
650 - 699	31.0%	N/S	1.6%	6.8%	N/S	N/S	N/S	20.9%
700 - 749	1.7%	9.0%	0.6%	19.2%	N/S	1.1%	N/S	11.1%
750 - 799	46.6%	N/S	0.0%	N/S	N/S	N/S	N/S	33.0%
800 - 849	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/S

N/S – Insufficient Sample Size

Exhibit 16 provides the percentages of respondents by industry who receive additional compensation over annual base salary. For all employment sectors, 64.5% of respondents indicated that they receive some form of additional compensation. This is usually in the form of a bonus, indicated by 42.9% of respondents,

followed by overtime paid to 18% of respondents. On a broad sectoral basis, a majority of respondents receive some form of additional compensation over base salary, ranging from 42.9% in the government sector to 85.3% in the primary and resource industry sector.

**Exhibit 16 - Percentage of respondents receiving bonus, commission, overtime, profit sharing or other payment**

Industry	Total Jobs	Bonus	Commission	Overtime	Profit Sharing	Other	All Categories
<b>All Sectors</b>	<b>981</b>	<b>42.9%</b>	<b>0.8%</b>	<b>18.0%</b>	<b>10.0%</b>	<b>15.1%</b>	<b>64.5%</b>
<b>Management Consulting</b>	<b>19</b>	<b>31.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>15.8%</b>	<b>15.8%</b>	<b>52.6%</b>
<b>Engineering/Geoscience Consulting</b>	<b>458</b>	<b>41.0%</b>	<b>0.2%</b>	<b>20.1%</b>	<b>12.7%</b>	<b>10.5%</b>	<b>62.9%</b>
Building Envelope	2	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%
Chemical	14	35.7%	0.0%	28.6%	7.1%	0.0%	50.0%
Civil	87	41.4%	0.0%	12.6%	8.0%	6.9%	54.0%
Electrical	41	48.8%	0.0%	34.1%	7.3%	12.2%	68.3%
Environmental	62	46.8%	0.0%	24.2%	17.7%	6.5%	67.7%
Forest	20	40.0%	0.0%	25.0%	0.0%	10.0%	60.0%
Geological	10	40.0%	0.0%	10.0%	0.0%	20.0%	50.0%
Geophysical	3	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Geotechnical	46	50.0%	0.0%	26.1%	19.6%	10.9%	73.9%
Industrial	10	50.0%	0.0%	30.0%	20.0%	10.0%	90.0%
Mechanical	53	43.4%	0.0%	17.0%	3.8%	7.5%	60.4%
Metallurgical	10	50.0%	0.0%	30.0%	20.0%	10.0%	70.0%
Structural	41	26.8%	0.0%	22.0%	24.4%	14.6%	65.9%
Other	40	32.5%	2.5%	15.0%	17.5%	22.5%	67.5%
<b>Utilities, Communications</b>	<b>108</b>	<b>58.5%</b>	<b>0.9%</b>	<b>17.0%</b>	<b>7.5%</b>	<b>18.9%</b>	<b>72.6%</b>
Communication and Telecommunication	17	58.8%	5.9%	11.8%	5.9%	11.8%	70.6%
Electric and Gas Utilities (inc. BC Hydro)	58	74.1%	0.0%	15.5%	5.2%	25.9%	86.2%
Transportation	31	29.0%	0.0%	22.6%	12.9%	9.7%	48.4%
<b>Government</b>	<b>115</b>	<b>8.0%</b>	<b>0.0%</b>	<b>19.6%</b>	<b>0.9%</b>	<b>17.9%</b>	<b>42.9%</b>
Crown Corporations (except BC Hydro)	3	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%
Federal	12	25.0%	0.0%	8.3%	0.0%	58.3%	83.3%
Provincial	33	0.0%	0.0%	39.4%	0.0%	21.2%	54.5%
Regional, Municipal, Local	46	10.9%	0.0%	15.2%	2.2%	10.9%	37.0%
Education	14	7.1%	0.0%	0.0%	0.0%	7.1%	14.3%
Health Care	4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Primary and Resource Industries</b>	<b>102</b>	<b>63.7%</b>	<b>0.0%</b>	<b>17.6%</b>	<b>20.6%</b>	<b>21.6%</b>	<b>85.3%</b>
Chemical	8	87.5%	0.0%	25.0%	12.5%	12.5%	100.0%
Forestry	44	59.1%	0.0%	25.0%	18.2%	15.9%	86.4%
Mining	30	53.3%	0.0%	10.0%	20.0%	20.0%	80.0%
Oil and Gas	20	80.0%	0.0%	10.0%	30.0%	40.0%	85.0%
<b>Construction and Manufacturing</b>	<b>66</b>	<b>40.9%</b>	<b>3.0%</b>	<b>12.1%</b>	<b>4.5%</b>	<b>13.6%</b>	<b>60.6%</b>
Construction	13	46.2%	0.0%	0.0%	0.0%	15.4%	53.8%
Heavy Manufacturing	40	42.5%	5.0%	17.5%	7.5%	15.0%	70.0%
Light Manufacturing	13	30.8%	0.0%	7.7%	0.0%	7.7%	38.5%
<b>High Technology</b>	<b>109</b>	<b>55.1%</b>	<b>0.9%</b>	<b>16.8%</b>	<b>5.6%</b>	<b>21.5%</b>	<b>69.2%</b>
Research and Design	82	54.9%	0.0%	19.5%	3.7%	20.7%	67.1%
High Technology Manufacturing	25	56.0%	4.0%	8.0%	12.0%	24.0%	76.0%
<b>Service</b>	<b>5</b>	<b>40.0%</b>	<b>40.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>80.0%</b>
<b>Other/Not Reported</b>	<b>25</b>	<b>36.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>20.0%</b>	<b>60.0%</b>

**EMPLOYEE BENEFITS AND PERQUISITES**

Only full-time salaried and contract employees were asked to respond to this section of the survey.

The majority of respondents indicated that their employer pays for, or partially subsidizes, BC basic medical coverage (77.57%), extended health benefits (88.99%), long-term disability (81.76%), dental plans (89.81%) and life insurance (83.18%). Related education costs are reimbursed for 81.34% of respondents, 70.65% participate in an employer-sponsored pension or RRSP plan, and 70.13% have their Association fees paid for or partly sponsored by their employer.

Exhibit 17 provides a summary of the percentages of respondents receiving various benefits and perquisites.

**Exhibit 17 - Employee benefits and perquisites**

Benefit/Perquisite	Benefit Provided			Benefit Not Provided	No Response
	100% Paid	Partially Paid	Total Provided		
Life Insurance	45.97%	37.21%	83.18%	10.60%	6.22%
BC Basic Medical	52.70%	24.87%	77.57%	16.72%	5.71%
Extended Health Plan	47.30%	41.69%	88.99%	5.50%	5.50%
Dental Plan	41.59%	48.22%	89.81%	4.89%	5.30%
Prescription Drug Plan	37.72%	44.34%	82.06%	11.11%	6.83%
Long-term Disability Insurance	44.04%	37.72%	81.76%	11.72%	6.52%
Pension/RRSP Plan	21.41%	49.24%	70.65%	21.41%	7.95%
Education (related)	51.78%	29.56%	81.34%	10.91%	7.75%
Education (unrelated)	2.65%	11.82%	14.47%	71.15%	14.37%
APEGBC Registration Fees	63.30%	6.83%	70.13%	23.75%	6.12%
Other Professional Fees	39.35%	9.07%	48.42%	40.77%	10.81%
Paid Parking	47.71%		47.71%	43.32%	8.97%
Company Car	11.01%		11.01%	79.71%	9.28%
Car Allowance	22.22%		22.22%	67.69%	10.09%
Telecommuting	22.73%		22.73%	67.58%	9.68%
Flex-time	60.35%		60.35%	32.21%	7.44%
Fitness Facility/Membership	25.28%		25.28%	65.65%	9.17%
Employee Share Ownership	28.34%		28.34%	61.98%	9.68%
Bonus or Profit-sharing Plan	51.07%		51.07%	41.49%	7.44%
Stock Options	22.02%		22.02%	68.30%	9.68%
Isolation Allowance	10.19%		10.19%	78.49%	11.31%
Paid Parental Leave	17.23%		17.23%	70.74%	12.03%

**Vacation Entitlements**

The most commonly reported vacation entitlement is three weeks. Almost 75% of respondents receive between three and four weeks of vacation annually. Just under 15% receive five or more weeks each year. Exhibit 18 presents the vacation responses.

**Exhibit 18 - Vacation Entitlements**

Weeks of Vacation	Number	Percent
2	91	9.28%
3	415	42.30%
4	278	28.34%
5	78	7.95%
6	33	3.36%
7	12	1.22%
>7	14	1.43%