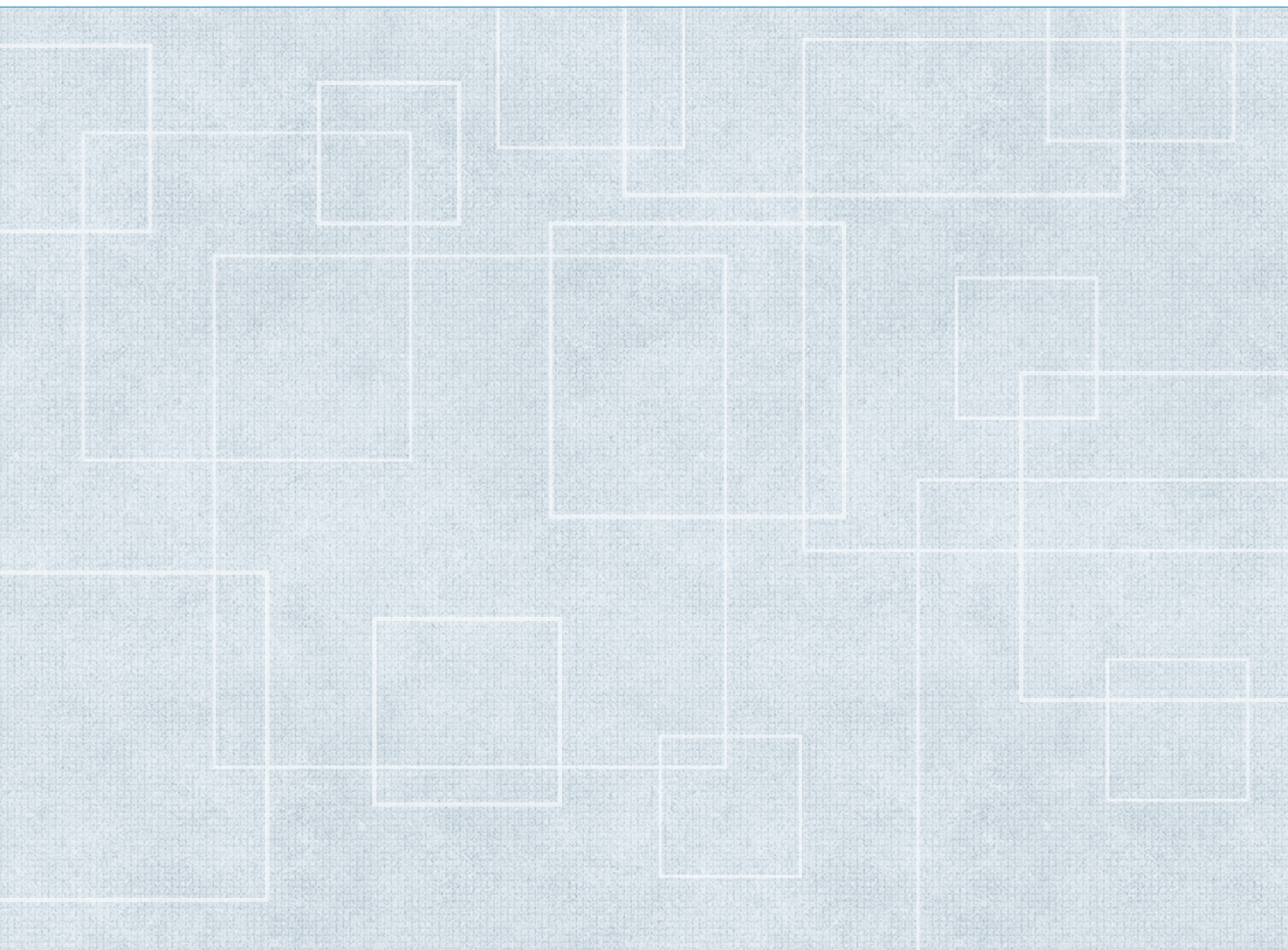


2016



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 May 2016. The last member compensation survey was undertaken in May 2014.

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 can 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.

TABLE OF CONTENTS

Survey Methodology	4
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SECTION A — RESULTS

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
Vacation Entitlements	10

SECTION B — SURVEY DEMOGRAPHICS AND OTHER COMPENSATION TABLES

Employment Status	10
Reported Base Salary and Total Annual Compensation by Responsibility Level and Gender	11
Reported Base Salary by Bachelor's Degree	11
Reported Base Salary by Graduate Degree Received	13
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	15
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 2016. A total of 2,106 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 1,736 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 2016 return sample (2,106) declined compared to that obtained in 2014 (3,050 respondents). While a sufficient sample was obtained to validate many of the analyses, 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 \$94,000, and ranges from a low of \$60,000 at 200-249 point to \$165,000 at the 800+ point level. The median base salary for the entire sample has increased 3% over the two-year period. Compared to 2014 median base salary values, some point level ranges recorded a decline while others have increased or remained stable.

Exhibit 1a — Reported Base Salary by Responsibility Level — May 2016

RESPONSIBILITY POINT RANGE	TOTAL JOBS	MEDIAN POINTS	MEAN(\$)	LOW DECILE (\$)	LOW QUARTILE (\$)	2016 MEDIAN (\$)	HIGH QUARTILE (\$)	HIGH DECILE (\$)	2014 MEDIAN (\$)	CHANGE 2016/2014 MEDIAN
Less than 200	26	187	67,092	50,000	59,000	63,500	67,500	89,080	61,000	4.1%
200-249	68	225	61,433	50,000	55,500	60,000	65,222	73,135	59,500	0.8%
250-299	133	273	66,127	51,000	58,000	65,000	70,000	81,800	67,000	-3.0%
300-349	224	322	74,485	58,000	64,538	72,393	83,200	95,000	75,000	-3.5%
350-399	236	373	83,913	62,630	72,000	81,800	94,175	109,790	85,000	-3.8%
400-449	199	420	93,612	71,000	80,000	91,500	105,000	121,000	94,797	-3.5%
450-499	183	474	104,851	80,000	90,000	101,500	116,000	135,000	101,000	0.5%
500-549	157	522	112,524	84,000	93,000	113,000	128,300	142,600	110,000	2.7%
550-599	128	574	114,799	84,500	97,250	110,000	125,500	153,200	120,000	-8.3%
600-649	129	625	128,470	88,200	105,000	122,500	152,000	181,977	120,421	1.7%
650-699	85	672	132,609	90,000	109,000	130,000	150,000	178,080	130,000	0.0%
700-749	65	720	179,414	85,900	130,000	150,000	178,700	228,100	148,293	1.2%
750-799	54	776	170,975	105,500	135,000	155,000	190,000	272,500	167,000	-7.2%
800+*	49	831	171,398	105,000	131,000	165,000	200,000	280,000	167,500	-1.5%
TOTAL	1,736	443	102,834	61,468	74,000	94,000	120,000	150,000	91,000	3.3%

*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 2016

RESPONSIBILITY POINT RANGE	TOTAL JOBS	MEDIAN POINTS	MEAN (\$)	LOW DECILE (\$)	LOW QUARTILE (\$)	2016 MEDIAN (\$)	HIGH QUARTILE (\$)	HIGH DECILE (\$)	2014 MEDIAN (\$)	INCREASE 2016/2014 MEDIAN
Less than 200	26	187	73,013	56,400	60,000	68,234	76,000	102,445	63,000	8.3%
200-249	68	225	64,732	52,900	58,120	63,323	68,820	79,310	63,000	0.5%
250-299	133	273	71,754	53,000	59,000	67,394	77,000	91,420	70,000	-3.7%
300-349	224	322	82,079	62,000	69,962	78,221	92,060	107,000	82,500	-5.2%
350-399	236	373	95,749	68,350	76,891	90,232	107,750	125,432	93,000	-3.0%
400-449	199	420	103,841	75,000	85,000	100,555	120,000	138,000	105,000	-4.2%
450-499	183	474	121,718	85,120	98,000	113,000	132,000	166,983	114,000	-0.9%
500-549	157	522	128,432	87,740	104,315	125,000	143,665	170,898	123,000	1.6%
550-599	128	574	139,760	90,180	106,010	125,000	155,500	201,800	132,000	-5.3%
600-649	129	625	149,499	90,000	118,500	141,000	173,000	209,000	140,514	0.3%
650-699	85	672	166,067	98,000	120,000	157,868	188,000	245,400	154,000	2.5%
700-749	65	720	237,134	93,000	148,938	180,000	238,000	450,000	185,272	-2.8%
750-799	54	776	286,208	110,250	145,000	181,500	275,000	578,000	188,000	-3.5%
800+*	49	831	301,151	107,500	160,000	212,000	350,000	480,000	286,500	-26.0%
TOTAL	1,736	443	124,910	65,000	79,212	104,000	137,000	187,300	100,000	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+.

REPORTED BASE SALARY BY INDUSTRY

Exhibit 2 presents the distribution of reported base salary by industry. Consulting Services comprises the largest sector with 45.7% of the respondents. The next largest reporting sector was Construction and Manufacturing at 12.8% of respondents followed closely by Utilities/Communication at 12.4%.

A comparison of median base salary by industry sector to the overall median for all sectors yields the following: Management Consulting +6.4%, Engineering/Geoscience Consulting -5.3%, Utilities/Communication +9.7%, Government +5.4%, Primary and Resource Industries +17.9%, Construction and Manufacturing -8.2%, High Technology -4.3%, and Other +5.7%.

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; caution is advised when interpreting the numbers.

Exhibit 2 — Reported Base Salary by Industry — May 2016

	TOTAL JOBS	% OF TOTAL	MEAN (\$)	LOWER DECILE (\$)	LOWER QUARTILE (\$)	MEDIAN (\$)	UPPER QUARTILE (\$)	UPPER DECILE (\$)
All Sectors	1,736	100.0%	102,834	61,468	74,000	94,000	120,000	150,000
Consulting Services	793	45.7%	100,588	60,000	70,000	89,000	115,577	154,200
General Management Consulting	27	1.6%	117,269	45,222	70,000	100,000	140,000	206,400
Engineering Consulting	717	41.3%	100,057	61,000	70,000	88,000	115,000	153,000
Biomedical	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Building Science	32	1.8%	97,736	60,810	66,250	84,500	122,500	154,200
Chemical	8	0.5%	125,091	N/S	N/S	116,500	N/S	N/S
Civil	85	4.9%	97,764	62,400	68,640	88,000	118,000	150,000
Computer	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Construction	6	0.3%	77,359	N/S	N/S	73,178	N/S	N/S
Electrical/Electronic	49	2.8%	104,561	60,840	80,000	100,000	119,000	150,000
Energy Audits/LEED	7	0.4%	80,571	N/S	N/S	74,000	N/S	N/S
Environmental	37	2.1%	92,399	50,800	65,000	75,000	115,500	156,000
Fire Protection	7	0.4%	85,571	N/S	N/S	85,000	N/S	N/S
Food/Beverage	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Forest	6	0.3%	74,999	N/S	N/S	73,997	N/S	N/S
Geological	7	0.4%	86,536	N/S	N/S	80,000	N/S	N/S
Geotechnical	74	4.3%	93,091	62,500	72,426	87,060	105,000	134,000
Groundwater	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Industrial/Manufacturing	13	0.7%	101,827	56,296	N/S	95,000	N/S	180,000
Land Development	9	0.5%	97,262	N/S	N/S	87,360	N/S	N/S
Marine/Naval	12	0.7%	85,142	53,600	N/S	79,500	N/S	151,494
Materials Handling	8	0.5%	98,437	N/S	N/S	76,750	N/S	N/S
Mechanical	46	2.6%	87,695	60,224	70,000	80,000	102,000	133,000
Metallurgical/Materials	9	0.5%	121,222	N/S	N/S	121,000	N/S	N/S
Mining	29	1.7%	122,223	70,000	80,000	110,000	148,750	175,000
Municipal	29	1.7%	92,026	61,393	70,500	83,061	105,000	135,000
Petroleum (Energy)	31	1.8%	122,689	63,552	90,000	115,000	150,000	199,200
Power (Energy)	24	1.4%	113,235	65,000	N/S	90,500	N/S	202,500
Project Management	14	0.8%	136,295	82,064	N/S	131,000	N/S	184,500
Pulp and Paper	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Safety	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Seismic Engineering	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Structural	82	4.7%	88,168	53,300	65,000	79,312	103,500	152,420

Exhibit 2 — Reported Base Salary by Industry (continued)

	TOTAL JOBS	% OF TOTAL	MEAN (\$)	LOWER DECILE (\$)	LOWER QUARTILE (\$)	MEDIAN (\$)	UPPER QUARTILE (\$)	UPPER DECILE (\$)
Surveying/Geomatics	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Transportation	33	1.9%	129,630	56,112	70,000	85,000	111,000	130,800
Water Resources	25	1.4%	84,626	56,200	60,320	70,000	108,000	140,440
Other	17	1.0%	99,453	67,000	N/S	89,000	N/S	162,400
Geoscience Consulting	49	2.8%	106,095	52,500	73,011	90,059	108,000	160,000
Environmental	20	1.2%	83,061	41,250	N/S	86,595	N/S	114,619
Geochemistry	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Geology	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Geophysics	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Geotechnics	5	0.3%	74,400	N/S	N/S	80,000	N/S	N/S
Hydrogeology	8	0.5%	167,586	N/S	N/S	100,104	N/S	N/S
Hydrology	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Mineral Exploration	9	0.5%	115,333	N/S	N/S	109,000	N/S	N/S
Utilities, Communications, Transportation	216	12.4%	106,446	65,801	80,000	103,159	125,715	150,600
Communication and Telecommunication (including publishing, radio, and TV)	12	0.7%	85,937	55,725	N/S	85,500	N/S	136,500
Electric Power and Gas Utilities (including BC Hydro)	147	8.5%	105,873	66,269	80,000	103,000	125,272	150,400
Facilities Management	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Pipelines	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Transportation (air, land, rail and water)	27	1.6%	111,375	64,200	75,700	102,000	140,000	168,000
Water Supply	10	0.6%	99,604	56,464	N/S	105,000	N/S	134,173
Other	13	0.7%	115,562	81,400	N/S	115,000	N/S	152,000
Government (including education, excluding utilities)	180	10.4%	101,506	67,965	81,000	99,072	115,150	139,723
Crown Corporations (except BC Hydro)	5	0.3%	99,633	N/S	N/S	101,000	N/S	N/S
Education (all types)	20	1.2%	102,775	58,448	N/S	90,401	N/S	174,034
Federal	14	0.8%	105,389	77,614	N/S	108,039	N/S	123,250
First Nations	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Health Care (including hospitals)	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Military	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Provincial/Territorial	51	2.9%	81,977	60,200	70,000	81,544	93,000	104,060
Regional, Municipal and Local	78	4.5%	112,549	75,900	93,000	107,500	129,400	153,200
Other	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Primary and Resource Industries	150	8.6%	125,586	77,180	94,700	110,871	140,000	179,900
Aquaculture	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Chemical	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Forestry	6	0.3%	90,535	N/S	N/S	81,900	N/S	N/S
Mining (including metal and non-metal)	99	5.7%	130,569	82,000	98,500	113,000	140,000	183,000
Oil and gas (including refining and pipelines)	23	1.3%	128,840	78,149	N/S	120,000	N/S	185,000
Pulp and Paper	8	0.5%	84,968	N/S	N/S	82,350	N/S	N/S
Other	7	0.4%	114,132	N/S	N/S	115,000	N/S	N/S
Construction and Manufacturing	222	12.8%	96,153	59,000	67,000	86,250	114,316	147,400
Concrete and Pre-cast	8	0.5%	103,171	N/S	N/S	97,500	N/S	N/S
Construction (including bridges, buildings, and roads)	57	3.3%	99,422	62,000	73,000	87,500	113,000	153,000
Design/Building	32	1.8%	90,613	56,050	64,334	85,000	110,000	137,000
Fabrication	10	0.6%	97,305	55,500	N/S	86,400	N/S	150,450
Manufacturing - Heavy	83	4.8%	90,319	55,080	65,000	82,000	110,000	134,400

Exhibit 2 — Reported Base Salary by Industry (continued)

	TOTAL JOBS	% OF TOTAL	MEAN (\$)	LOWER DECILE (\$)	LOWER QUARTILE (\$)	MEDIAN (\$)	UPPER QUARTILE (\$)	UPPER DECILE (\$)
Manufacturing - Light	18	1.0%	117,194	58,600	N/S	91,000	N/S	228,100
Other	14	0.8%	98,201	60,175	N/S	91,500	N/S	147,500
High Technology	130	7.5%	96,729	58,610	74,000	90,000	120,000	140,000
High Technology/Manufacturing	19	1.1%	103,315	66,181	N/S	90,000	N/S	150,000
Instrumental/Controls	8	0.5%	89,378	N/S	N/S	88,750	N/S	N/S
Product Development	44	2.5%	102,274	65,843	78,773	95,150	122,500	149,000
Research and Development	28	1.6%	85,076	52,692	64,500	84,086	97,115	138,435
Software Development	17	1.0%	94,786	50,241	N/S	87,395	N/S	148,800
Systems Integration	12	0.7%	93,438	48,660	N/S	95,500	N/S	137,000
Other	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Other	43	2.5%	104,727	54,400	77,000	99,383	122,000	147,500
Management Consulting	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Non-Profit Association	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Service Industry	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Other	33	1.9%	100,255	53,938	75,000	92,000	107,000	147,398

N/S - Insufficient Sample Size

WORKING HOURS AND OTHER COMPENSATION

WORKING HOURS

The most commonly reported standard work week is 40 hours, indicated by 54.5% of the respondents. A 37.5-hour base week is reported by 33.3% while 7.0% have a base week of 35 hours. The average number of hours worked weekly is 43 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 — May 2016

	TOTAL JOBS	MEAN BASE SALARY (\$)	MEAN TOTAL COMPENSATION (\$)	TOTAL OTHER ANNUAL COMPENSATION (\$)	OTHER COMPENSATION AS A PERCENTAGE OF TOTAL ANNUAL COMPENSATION (%)
Less than 200	26	67,092	73,013	5,921	8.1%
200-249	68	61,433	64,732	3,299	5.1%
250-299	133	66,127	71,754	5,626	7.8%
300-349	224	74,485	82,079	7,594	9.3%
350-399	236	83,913	95,749	11,836	12.4%
400-449	199	93,612	103,841	10,229	9.9%
450-499	183	104,851	121,718	16,867	13.9%
500-549	157	112,524	128,432	15,907	12.4%
550-599	128	114,799	139,760	24,961	17.9%
600-649	129	128,470	149,499	21,029	14.1%
650-699	85	132,609	166,067	33,458	20.1%
700-749	65	179,414	237,134	57,721	24.3%
750-799	54	170,975	286,208	115,233	40.3%
800+	49	171,398	301,151	129,753	43.1%
TOTAL	1,736	102,834	124,910	22,076	17.7%

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 30.3% of respondents, followed by overtime paid to 18.5% of respondents, and profit sharing paid to 12.0% 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	1,736	7.6%	0.6%	18.5%	30.3%	12.0%	7.0%	12.3%
Consulting Services	793	9.1%	0.6%	23.6%	27.1%	18.4%	4.7%	10.1%
General Management Consulting	27	11.1%	0.0%	3.7%	3.7%	7.4%	0.0%	18.5%
Engineering Consulting	716	8.9%	0.7%	24.9%	28.8%	19.0%	4.9%	9.9%
Geoscience Consulting	49	10.2%	0.0%	16.3%	16.3%	14.3%	4.1%	8.2%
Utilities, Communications, Transportation	216	2.3%	0.0%	17.1%	28.2%	3.7%	5.1%	16.7%
Government (including education, excluding utilities)	180	2.2%	0.0%	15.0%	5.0%	0.0%	0.0%	12.2%
Primary and Resource Industries	150	12.0%	0.0%	14.7%	58.7%	5.3%	24.0%	15.3%
Construction and Manufacturing	222	10.4%	2.7%	14.0%	38.3%	14.4%	4.5%	14.0%
High Technology	130	6.9%	0.0%	10.0%	34.6%	10.0%	17.7%	13.1%
Other	43	2.3%	0.0%	11.6%	53.5%	2.3%	9.3%	9.3%

EMPLOYEE BENEFITS AND PERQUISITES

The majority of respondents indicated that their employer pays for, or partially subsidizes, BC basic medical coverage (74.5%), extended health benefits (91.3%), long-term disability (81.1%), dental plans (92.6%), vision plans (85.3%), and life insurance (79.7%). Some respondents also indicated their employer provides them with some benefits: 72.3% of respondents indicated that education costs are partially reimbursed, 48% participate in an employer-sponsored RRSP plan, 44.7% participate in an employer-sponsored pension plan, and 84.2% 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 PROVIDED			NOT PROVIDED	NO RESPONSE / DON'T KNOW
	100% EMPLOYER PAID	PARTIALLY EMPLOYER PAID	TOTAL PROVIDED		
Life Insurance	37.1%	42.6%	79.7%	13.8%	6.6%
Provincial Medical Plan	51.2%	23.3%	74.5%	23.0%	2.4%
Extended Health Plan	40.3%	51.0%	91.3%	6.4%	2.3%
Dental Plan	36.0%	56.6%	92.6%	6.5%	0.9%
Vision Plan	32.1%	53.2%	85.3%	11.9%	2.9%
Prescription Drug Plan	36.1%	54.4%	90.5%	7.0%	2.5%
Long-term Disability	33.7%	47.4%	81.1%	12.6%	6.4%
Life/Accident Insurance	33.8%	45.6%	79.4%	12.4%	8.2%
Pension Plan	12.4%	32.3%	44.7%	47.2%	8.1%
RRSP Plan	7.0%	41.0%	48.0%	44.5%	7.6%
Education (related)	41.7%	30.6%	72.3%	19.7%	7.9%
Education (unrelated)	2.1%	7.8%	9.9%	74.8%	15.3%
APEGBC Membership Fees	79.3%	4.9%	84.2%	13.9%	2.0%
Other Professional Membership Fees	47.9%	8.0%	55.9%	28.9%	15.2%
Company Paid Parking	39.7%		39.7%	58.0%	2.2%
Company Supplied Car	10.7%		10.7%	86.8%	2.5%

Exhibit 5 – Employee Benefits and Perquisites – continued

	BENEFIT PROVIDED			NOT PROVIDED	NO RESPONSE / DON'T KNOW
	100% EMPLOYER PAID	PARTIALLY EMPLOYER PAID	TOTAL PROVIDED		
Car Allowance	15.7%		15.7%	80.9%	3.4%
Telecommuting	38.2%		38.2%	57.7%	4.1%
Flex-time	68.1%		68.1%	29.4%	2.5%
Fitness Facility/Membership	29.6%		29.6%	67.6%	2.8%
Employee Share Ownership	25.5%		25.5%	70.0%	4.5%
Bonus or Profit Sharing Plan	41.8%		41.8%	54.5%	3.7%
Stock Options	17.1%		17.1%	78.1%	4.8%
Isolation Allowance	8.3%		8.3%	79.3%	12.4%
Parental Leave	29.0%		29.0%	47.2%	23.8%

*Numbers may not add up to 100.0% due to rounding

VACATION ENTITLEMENTS

The most commonly reported vacation entitlement is three weeks. 68% 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	164	9.4%
3	637	36.7%
4	543	31.3%
5	187	10.8%
6	100	5.8%
7	37	2.1%
8+	38	2.2%
Other	22	1.3%
No Response	8	0.5%

SECTION B

SURVEY DEMOGRAPHICS AND OTHER COMPENSATION TABLES

EMPLOYMENT STATUS

Exhibit 7 illustrates the employment status of this year's respondents as of May 2016. 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 89.9% of respondents, while 2.4% indicated that they are employed part-time. Owners/partners comprise 4.1% of the sample, while 1.6% of respondents are self-employed. Students, retired or unemployed members make up the remainder at 2.1% of the respondents.

Exhibit 7 – Employment Status of Respondents – May 2016

	GENDER			TOTAL	ROW PERCENT
	FEMALE	MALE	NOT GIVEN		
Full-time Salaried	294	1,501	18	1,813	86.1%
Full-time Contract	6	74	0	80	3.8%
Part-time Salaried	13	17	1	31	1.5%
Part-time Contract	4	14	0	18	0.9%
Owner	2	61	0	63	3.0%
Partner	1	23	0	24	1.1%
Self-employed	2	30	1	33	1.6%
Student	4	3	0	7	0.3%
Retired	0	14	0	14	0.7%
Unemployed	2	20	1	23	1.1%
TOTAL	328	1,757	21	2,106	100.0%
Column Percent	15.6%	83.4%	1.0%	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 less than 200 and 650 to 699 when compared to the male respondents. Median base salary values are also higher for women in the same point ranges as well as in point levels 250 to 299.

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	9	66,144	72,000	71,545	17	62,400	68,000	73,791
200-249	21	60,000	61,534	62,297	47	60,000	63,820	65,819
250-299	21	65,000	66,000	67,029	109	64,000	67,394	72,151
300-349	47	72,000	76,500	83,642	174	73,007	78,676	81,584
350-399	55	81,000	90,000	103,278	178	81,007	90,916	93,357
400-449	28	84,500	92,500	96,147	167	92,000	103,600	105,457
450-499	31	90,000	93,000	105,897	152	104,422	117,103	124,944
500-549	23	108,000	124,000	127,873	132	113,715	125,000	128,145
550-599	14	107,500	117,004	125,545	113	110,000	125,000	141,298
600-649	12	112,047	129,547	131,233	114	124,000	141,500	151,559
650-699	6	140,000	172,500	194,500	79	130,000	156,000	163,908
700-749	4	N/S	N/S	N/S	61	150,000	190,000	218,816
750-799	2	N/S	N/S	N/S	52	157,500	183,900	292,005
800+	1	N/S	N/S	N/S	48	167,500	217,500	303,008

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 \$94,000 and the median responsibility point level was 443 points. Mining graduates reported the highest median base salary of \$121,350 and the highest responsibility level with a median point level of 586, followed by Geotechnics graduates with a reported median responsibility level of 569.

NOTE:

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	116	6.68%	112,152	96,500	506
Environmental	13	0.75%	83,676	78,000	435
Geochemistry	1	0.06%	N/S	N/S	N/S
Geology	69	3.97%	113,734	100,000	526
Geophysics	2	0.12%	N/S	N/S	N/S
Geotechnics	6	0.35%	120,367	120,000	569
Hydrogeology	3	0.17%	N/S	N/S	N/S
Hydrology	5	0.29%	83,801	78,522	388
Management	2	0.12%	N/S	N/S	N/S
Mineral Exploration	8	0.46%	101,688	105,500	423
Other	7	0.40%	107,280	72,359	572
Engineering	1,612	92.86%	102,198	93,550	438
Aeronautics/Aerospace	18	1.04%	85,020	71,250	389
Agriculture	6	0.35%	109,913	111,500	538
Biomedical	3	0.17%	N/S	N/S	N/S
Bioresource	6	0.35%	107,718	110,418	530
Biosystems	1	0.06%	N/S	N/S	N/S
Building Science	4	0.23%	N/S	N/S	N/S
Chemical	106	6.10%	110,790	103,100	454
Civil	423	24.35%	101,917	92,000	433
Computer	18	1.04%	108,117	105,500	493
Construction	6	0.35%	110,167	115,000	513
Electrical/Electronic	243	14.00%	104,425	96,500	436
Engineering Physics	34	1.96%	87,785	85,000	411
Environmental	45	2.59%	87,446	85,000	360
Fire Protection	1	0.06%	N/S	N/S	N/S
Food/Beverage	2	0.12%	N/S	N/S	N/S
Forest	9	0.52%	80,777	81,000	486
Geological	54	3.11%	100,073	86,810	423
Geotechnical	19	1.09%	116,129	100,300	540
Industrial/Manufacturing	10	0.58%	118,068	107,500	509
Management	2	0.12%	N/S	N/S	N/S
Marine/Naval	6	0.35%	89,867	90,000	440
Materials Handling	3	0.17%	N/S	N/S	N/S
Mechanical	392	22.57%	100,721	92,750	438
Metallurgical/Materials	23	1.32%	101,306	90,000	463
Mining	28	1.61%	150,834	121,350	586
Petroleum (Energy)	3	0.17%	N/S	N/S	N/S
Power (Energy)	22	1.27%	94,833	92,675	367
Project Management	2	0.12%	N/S	N/S	N/S
Pulp and Paper	1	0.06%	N/S	N/S	N/S
Structural	68	3.91%	99,015	90,583	438
Surveying/Geomatics	5	0.29%	119,840	114,200	431
Transportation	9	0.52%	94,556	88,000	490
Water Resources	9	0.52%	97,648	114,030	488
Other	33	1.90%	91,534	85,000	406
Not Reported	8	0.46%	95,775	98,000	427
TOTAL	1,736	100.00%	102,834	94,000	443

N/S - Insufficient Sample Size

REPORTED BASE SALARY BY GRADUATE DEGREE RECEIVED

Respondents who have reported obtaining postgraduate degrees represent 35.8% of the 1,736 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
M.A.Sc./M.Eng.	291	445	101,150	94,000
M.Sc.	148	512	110,754	105,000
MBA	74	583	139,355	129,500
Other Master's Degree	24	527	107,916	95,850
Ph.D./D.Sc.	85	573	125,476	106,000

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 1982 with an increase of 46.2% from 2014 to 2016, followed by 2012 graduates with an increase of 35.2% over the same period.

NOTE:

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 cautiousness is advised when interpreting the numbers.

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

	TOTAL JOBS		MEDIAN POINTS			2016 MEDIAN BASE SALARY (\$)	2014 MEDIAN BASE SALARY (\$)	2016/2014 CHANGE IN MEDIAN BASE SALARY
	2016	2014	2016	2014	% CHANGE			
2014 and Later	104	N/A	258.5	N/A	N/A	60,000	N/A	N/A
2013	79	N/A	296	N/A	N/A	65,000	N/A	N/A
2012	67	86	311	230	35.2%	67,000	61,500	8.9%
2011	88	105	333	263	26.4%	70,000	62,000	12.9%
2010	74	111	345	278	24.1%	75,000	68,000	10.3%
2009	80	117	364	300	21.2%	80,407	72,000	11.7%
2008	99	145	393	320	22.8%	85,000	74,000	14.9%
2007	81	124	419	348	20.6%	89,804	78,000	15.1%
2006	54	91	429	370	15.9%	89,975	83,000	8.4%
2005	69	108	450	386	16.7%	98,000	86,160	13.7%
2004	55	75	440	400	10.0%	101,000	88,000	14.8%
2003	69	97	482	416	15.9%	100,000	96,000	4.2%
2002	57	54	503	413	21.8%	107,000	94,000	13.8%

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

	TOTAL JOBS		MEDIAN POINTS			2016 MEDIAN BASE SALARY (\$)	2014 MEDIAN BASE SALARY (\$)	2016/2014 CHANGE IN MEDIAN BASE SALARY
	2016	2014	2016	2014	% CHANGE			
2001	35	68	491	463	6.0%	105,876	103,500	2.3%
2000	41	65	503	445	13.0%	110,000	100,000	10.0%
1999	34	56	501	456	9.8%	109,000	99,000	10.1%
1998	33	60	531	455	16.7%	108,000	105,500	2.4%
1997	23	54	481	495	-2.7%	105,000	106,500	-1.4%
1996	32	41	550	501	9.8%	113,707	105,000	8.3%
1995	29	51	573	490	16.9%	115,000	105,000	9.5%
1994	39	54	593	521	13.9%	120,000	108,000	11.1%
1993	31	38	521	488	6.8%	119,000	113,000	5.3%
1992	37	51	550	521	5.6%	127,050	110,000	15.5%
1991	33	31	635	560	13.4%	132,301	110,000	20.3%
1990	27	51	628	548	14.6%	130,000	117,291	10.8%
1989	19	45	590	551	7.1%	115,577	123,600	-6.5%
1988	21	43	608	561	8.4%	140,000	120,000	16.7%
1987	22	53	533	561	-5.0%	124,500	125,503	-0.8%
1986	32	45	652	550	18.5%	142,500	120,000	18.8%
1985	30	47	600	576	4.1%	122,500	116,000	5.6%
1984	32	44	637	582	9.5%	123,750	120,000	3.1%
1983	23	34	608	600	1.3%	122,000	114,475	6.6%
1982	11	36	753	515	46.2%	138,000	122,000	13.1%
1981	16	27	645	633	1.9%	124,500	125,000	-0.4%
1980	17	25	585	618	-5.3%	130,000	120,000	8.3%
1979	17	12	638	675	-5.4%	101,810	147,900	-31.2%
1978	12	24	636	601	5.8%	145,000	131,000	10.7%
1977	10	15	611	625	-2.3%	150,000	135,000	11.1%
1976	12	16	589	575	2.5%	110,600	126,624	-12.7%
1975 and Earlier	27	88	635	618	2.8%	147,000	127,000	15.7%
Not Reported	65	81	378	408	-7.4%	78,950	88,000	-10.3%

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 \$101,000 and \$110,338 respectively.

Exhibit 12 — Compensation by Size of Organization

	COUNT	MEDIAN POINTS	2016 MEDIAN BASE SALARY (\$)	2016 MEDIAN TOTAL COMPENSATION (\$)
1 - 10	125	511	85,000	90,000
11 - 20	80	383	78,000	88,175
21 - 50	168	442	87,060	94,500
51 - 100	164	414	85,000	90,829
101 - 250	212	443	90,000	100,004
251 - 500	187	440	92,000	100,000
Over 500	784	449	101,000	110,338
Not Reported	16	495	94,500	111,250

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 65.3% which also correlates to an increase in median base salary of 61.5%. For GIT to P.Geo., the change in median responsibility level increases 68.1% with a median base salary increase of 58.5%.

Exhibit 13 — Reported Base Salary by Member Status and Gender

EMPLOYMENT STATUS	COUNT	MEDIAN POINTS	2016 MEDIAN BASE SALARY (\$)	FEMALE			MALE		
				COUNT	MEDIAN POINTS	MEDIAN BASE SALARY (\$)	COUNT	MEDIAN POINTS	MEDIAN BASE SALARY (\$)
P.Eng.	1,158	498	105,000	154	436	92,702	991	510	107,000
P.Geo.	95	538	103,000	22	490	93,100	72	561	104,750
P.Eng./P.Geo.	9	573	115,000	3	N/S	N/S	6	551	137,500
Eng.L.	17	628	128,000	0	N/S	N/S	17	628	128,000
Geo.L.	2	307	98,050	0	N/S	N/S	2	N/S	N/S
EIT	432	301	65,000	87	300	65,444	341	303	65,000
GIT	19	320	65,000	7	326	65,000	12	318	65,750
Not Reported	4	544	125,010	1	N/S	N/S	2	N/S	N/S

N/S - Insufficient Sample Size

COMPENSATION BY REGION AND GENDER INCLUDING NON-BC RESPONDENTS

The 2016 compensation survey received responses from 252 APEGBC members outside of British Columbia. While the intent of the survey and this report is to provide information on BC compensation levels, all previous compensation analyses use the valid sample of 1,736 BC respondents only. Exhibit 14 reports base salary and total annual compensation by region and gender for the larger worldwide sample of 1,988 valid respondents.

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

	COUNT	MEDIAN POINTS	2016 MEDIAN BASE SALARY (\$)	2016 MEDIAN TOTAL COMPENSATION (\$)	FEMALE			MALE		
					COUNT	MEDIAN POINTS	2016 MEDIAN BASE SALARY (\$)	COUNT	MEDIAN POINTS	2016 MEDIAN BASE SALARY (\$)
Vancouver Island	84	448	90,000	95,000	7	438	86,049	76	462	90,000
Victoria	122	452	85,532	92,000	23	405	77,292	98	460	91,000
Lower Mainland	1,249	439	93,175	103,550	200	384	82,250	1,039	451	95,750
Okanagan	88	503	100,500	111,802	11	388	66,040	76	539	104,604
West Kootenay	44	469	104,500	122,732	7	373	99,300	36	503	107,500
East Kootenay	30	406	109,300	125,339	8	368	108,200	22	410	113,641
South Central	44	496	94,955	100,074	7	505	85,000	35	493	99,400
Central Interior	40	432	87,200	96,850	4	N/S	N/S	34	438	89,700
Peace River	16	364	107,500	135,500	4	N/S	N/S	12	369	110,000
Northern	16	359	85,000	105,375	3	N/S	N/S	13	356	88,000
Elsewhere in Canada	192	569	128,380	150,000	23	483	108,730	169	576	133,000
Outside of Canada	60	585	150,000	179,050	5	491	102,520	55	589	160,000
Not Reported	3	N/S	N/S	N/S	0	N/S	N/S	2	N/S	N/S
Total	1,988	459	98,000	108,000	302	390	85,000	1,667	475	100,000

N/S - Insufficient Sample Size



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