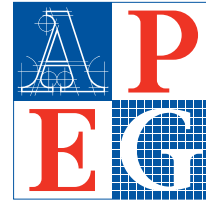


The Association of Professional Engineers  
and Geoscientists of British Columbia



**2008**

Professional Engineers  
and Geoscientists of BC

# Report On Members' Compensation And Benefits



## Introduction

We are pleased to present the findings of a comprehensive compensation and benefits survey of APEGBC members undertaken by the Association in June 2008. The most previous member compensation survey was undertaken in June 2006.

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

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

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

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

# 2008

## Report On Members' Compensation And Benefits

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## SURVEY METHODOLOGY

Practicing APEGBC members were invited to participate in an online survey of members' compensation by email in May 2008. A total of 2,391 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 the report present information for this subset of the entire sample. Some exhibits contain selected reports for the entire valid data set including respondents from the rest of Canada and around the world.

As in previous years, the analyses dealing with compensation use a subset of the total respondents; members who indicated that they were full-time students, retired, employed part-time or unemployed were removed from the data set. All respondents who did not indicate both compensation data and responsibility point level were also removed. The remaining British Columbia-only compensation subset is comprised of 1,733 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 have not been reported for samples sizes that are less than five.

The size of the 2008 return sample (2,391) increased over that obtained in 2006 (2,107 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

### TOTAL ANNUAL COMPENSATION & BASE SALARY BY RESPONSIBILITY LEVEL

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

The median total annual compensation for all respondents and all responsibility point levels is \$90,246 and ranges from a low of \$54,000 at the less than 200 point level to \$200,000 at the more than 800-849 point level. Compared to 2006 median compensation values, all point level ranges have recorded an increase, and the median salary for the entire sample has increased 7.4% over the two-year period.

**Exhibit 1a - Reported total annual compensation by responsibility level – June 2008**

Responsibility Point Range	Total Jobs	Median Points	Mean	Low Decile	Low Quartile	Median	High Quartile	High Decile	2006 Median	Increase 2008/2006 Median
Less than 200	45	180	\$58,215	\$42,400	\$51,900	\$54,000	\$60,025	\$66,210	\$50,000	8.0%
200 - 249	139	222	\$59,273	\$48,648	\$52,500	\$58,000	\$63,000	\$73,000	\$53,500	8.4%
250 - 299	191	274	\$66,416	\$52,000	\$57,000	\$64,000	\$70,700	\$81,836	\$61,000	4.9%
300 - 349	201	324	\$78,591	\$57,880	\$67,000	\$76,000	\$87,000	\$101,880	\$69,550	9.3%
350 - 399	199	374	\$85,939	\$65,000	\$73,500	\$83,000	\$93,500	\$107,500	\$81,000	2.5%
400 - 449	199	424	\$99,101	\$74,500	\$84,000	\$94,500	\$108,113	\$127,000	\$90,000	5.0%
450 - 499	189	472	\$113,545	\$79,480	\$90,000	\$102,500	\$123,335	\$150,000	\$99,500	3.0%
500 - 549	145	522	\$127,586	\$84,060	\$95,750	\$112,500	\$130,540	\$158,880	\$100,000	12.5%
550 - 599	118	571	\$136,728	\$86,950	\$100,000	\$118,363	\$150,000	\$183,250	\$109,260	8.3%
600 - 649	111	622	\$141,549	\$87,800	\$103,000	\$129,000	\$165,000	\$200,000	\$125,000	3.2%
650 - 699	70	672	\$160,651	\$91,200	\$116,500	\$148,300	\$192,000	\$241,130	\$117,500	26.2%
700 - 749	66	721	\$170,139	\$95,490	\$115,000	\$150,500	\$198,250	\$266,500	\$145,000	3.8%
750 - 799	44	772	\$191,513	\$91,570	\$135,000	\$180,100	\$224,750	\$341,500	\$171,000	5.3%
800 - 849	13	813	\$225,133	\$128,400	N/S	\$200,000	N/S	\$322,040	\$179,185	11.6%
More than 849	3	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/A	N/A
All Points	1,733	421	\$105,078	\$57,000	\$70,000	\$90,246	\$120,000	\$160,000	\$84,000	7.4%

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

**Exhibit 1b - Reported base salary by responsibility level – June 2008**

Responsibility Point Range	Total Jobs	Median Points	Mean	Low Decile	Low Quartile	Median	High Quartile	High Decile
Less than 200	45	180	\$56,146	\$46,800	\$50,000	\$53,000	\$58,000	\$65,400
200 - 249	139	222	\$55,427	\$47,500	\$50,000	\$55,000	\$59,356	\$64,900
250 - 299	191	274	\$61,011	\$50,000	\$54,000	\$60,000	\$66,000	\$73,800
300 - 349	201	324	\$70,828	\$55,000	\$61,309	\$69,000	\$79,500	\$89,480
350 - 399	199	374	\$77,740	\$61,000	\$68,250	\$77,000	\$86,000	\$96,000
400 - 449	199	424	\$87,956	\$69,000	\$78,000	\$87,500	\$96,000	\$110,000
450 - 499	189	472	\$99,815	\$74,000	\$84,998	\$94,000	\$106,000	\$123,000
500 - 549	145	522	\$110,284	\$80,000	\$90,000	\$100,000	\$114,500	\$126,000
550 - 599	118	571	\$110,513	\$82,800	\$95,000	\$108,000	\$121,500	\$136,400
600 - 649	111	622	\$115,205	\$80,800	\$98,000	\$114,577	\$130,000	\$155,000
650 - 699	70	672	\$119,899	\$83,100	\$99,750	\$120,000	\$135,325	\$159,800
700 - 749	66	721	\$133,087	\$86,700	\$104,500	\$130,000	\$151,000	\$185,600
750 - 799	44	772	\$147,582	\$81,570	\$127,750	\$142,500	\$165,000	\$216,667
800 - 849	13	813	\$164,031	\$121,600	N/S	\$150,000	N/S	\$230,000
More than 849	3	N/S	N/S	N/S	N/S	N/S	N/S	N/S
All Points	1,733	421	\$89,946	\$54,365	\$65,000	\$84,000	\$105,000	\$130,000

*N/S - Insufficient Sample Size*

## TOTAL ANNUAL COMPENSATION BY INDUSTRY

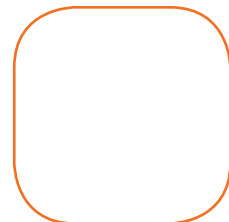
Exhibit 2 presents the distribution of total annual compensation by industry. Consulting comprises the largest sector with just over 44% of the respondents. The next largest reporting sector was Construction and Manufacturing at 12.3 % of respondents followed by Utilities/Communications at 11.0%

A comparison of median total annual compensation by industry sector to the overall median for all sectors yields the following: Management Consulting +21.4%, Eng/Geo Consulting -3.6%, Utilities/Communications +6.5%, Government -4.9%, Primary and Resource Industries +21.2%, Construction and Manufacturing +3.0%, High Technology +0.2%, and Service +7.5%.

Exhibit 2 - Total annual compensation by industry

Industry	Total Jobs	% of Total	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
<b>All Sectors</b>	<b>1733</b>	<b>100.0%</b>	<b>\$105,078</b>	<b>\$57,000</b>	<b>\$70,000</b>	<b>\$90,246</b>	<b>\$120,000</b>	<b>\$160,000</b>
<b>All Consulting</b>	<b>763</b>	<b>44.0%</b>	<b>\$102,623</b>	<b>\$55,000</b>	<b>\$65,000</b>	<b>\$86,000</b>	<b>\$120,000</b>	<b>\$163,818</b>
<b>Management Consulting</b>	<b>18</b>	<b>1.0%</b>	<b>\$111,375</b>	<b>\$60,430</b>	<b>\$73,500</b>	<b>\$109,550</b>	<b>\$150,263</b>	<b>\$176,300</b>
<b>Engineering Consulting</b>	<b>662</b>	<b>38.2%</b>	<b>\$103,132</b>	<b>\$55,000</b>	<b>\$64,500</b>	<b>\$85,000</b>	<b>\$120,000</b>	<b>\$164,700</b>
Aeronautics/Aerospace	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Agriculture	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Biomedical	0	0.0%	N/S	N/S	N/S	N/S	N/S	N/S
Building Science	22	1.3%	\$140,566	\$48,750	N/S	\$89,250	N/S	\$235,170
Chemical	6	0.3%	\$96,370	N/S	N/S	\$109,000	N/S	N/S
Civil	94	5.4%	\$106,609	\$54,190	\$63,450	\$81,700	\$119,500	\$205,200
Computer	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Construction	6	0.3%	\$88,417	N/S	N/S	\$93,500	N/S	N/S
Electrical/Electronics	64	3.7%	\$96,407	\$54,000	\$60,000	\$81,500	\$121,500	\$150,000
Environmental	56	3.2%	\$95,790	\$49,260	\$58,125	\$83,300	\$108,125	\$150,000
Fire Protection	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Forest	6	0.3%	\$67,792	N/S	N/S	\$72,900	N/S	N/S
Geological	6	0.3%	\$68,423	N/S	N/S	\$66,250	N/S	N/S
Geotechnical	73	4.2%	\$114,911	\$52,850	\$61,250	\$84,000	\$150,625	\$213,798
Industrial/Manufacturing	12	0.7%	\$89,008	\$67,300	N/S	\$87,300	N/S	\$115,950
Land Development	10	0.6%	\$87,152	\$58,746	N/S	\$82,500	N/S	\$154,229
Marine/Naval	12	0.7%	\$94,025	\$67,346	N/S	\$88,500	N/S	\$126,400
Materials Handling	14	0.8%	\$93,305	\$58,620	N/S	\$90,000	N/S	\$138,259
Mechanical	43	2.5%	\$97,847	\$51,840	\$61,156	\$85,000	\$12,000	\$137,940
Metallurgical/Materials	7	0.4%	\$108,471	N/S	N/S	\$107,500	N/S	N/S
Mining	44	2.5%	\$114,577	\$60,500	\$77,375	\$101,300	\$142,863	\$199,000
Petroleum (Energy)	14	0.8%	\$101,213	\$53,785	N/S	\$111,080	N/S	\$142,500
Project Management	11	0.6%	\$145,426	\$56,720	N/S	\$108,000	N/S	\$410,492
Pulp and Paper	9	0.5%	\$111,973	N/S	N/S	\$111,000	N/S	\$158,134
Structural	89	5.1%	\$102,395	\$59,000	\$70,900	\$89,400	\$114,000	\$150,000
Surveying/Geomatics	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Transportation	26	1.5%	\$84,976	\$56,201	\$61,354	\$71,500	\$95,875	\$140,900
Water Resources	26	1.5%	\$83,112	\$50,580	\$65,400	\$82,700	\$94,350	\$119,500
Other	6	0.3%	\$126,190	N/S	N/S	\$140,000	N/S	\$190,000
<b>Geoscience Consulting</b>	<b>83</b>	<b>4.8%</b>	<b>\$95,395</b>	<b>\$55,040</b>	<b>\$65,000</b>	<b>\$89,000</b>	<b>\$114,000</b>	<b>\$144,760</b>
Environmental	28	1.6%	\$94,073	\$54,590	\$62,125	\$93,750	\$122,600	\$154,100
Geochemistry	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Geology	6	0.3%	\$111,750	N/S	N/S	\$119,000	N/S	N/S
Geotechnics	16	0.9%	\$87,052	\$47,150	N/S	\$80,309	N/S	\$155,350
Hydrogeology	15	0.9%	\$81,967	\$51,040	N/S	\$72,000	N/S	\$117,200
Hydrology	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Mineral Exploration	12	0.7%	\$108,583	\$54,500	N/S	\$87,500	N/S	\$229,000

N/S - Insufficient Sample Size



**Exhibit 2 - Total annual compensation by industry (continued)**

Industry	Total Jobs	% of Total	Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
<b>Utilities, Communications</b>	<b>191</b>	<b>11.0%</b>	<b>\$106,289</b>	<b>\$60,740</b>	<b>\$79,500</b>	<b>\$96,150</b>	<b>\$114,200</b>	<b>\$135,800</b>
Communication and Telecommunication	21	1.2%	\$93,727	\$64,400	N/S	\$91,000	N/S	\$131,134
Electric and Gas Utilities (inc. BC Hydro)	113	6.5%	\$108,936	\$57,000	\$80,004	\$100,000	\$119,100	\$135,600
Pipelines	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Transportation	36	2.1%	\$105,032	\$58,015	\$77,975	\$88,500	\$118,750	\$164,125
Water Supply	14	0.8%	\$88,194	\$68,560	N/S	\$90,150	N/S	\$101,350
Other	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
<b>Government</b>	<b>188</b>	<b>10.8%</b>	<b>\$89,886</b>	<b>\$64,979</b>	<b>\$75,525</b>	<b>\$85,800</b>	<b>\$102,500</b>	<b>\$115,500</b>
Crown Corporations (except BC Hydro)	11	0.6%	\$96,879	\$55,213	N/S	\$94,000	N/S	\$159,000
Education	21	1.2%	\$105,793	\$71,000	N/S	\$104,000	N/S	\$135,000
Federal	18	1.0%	\$88,006	\$58,890	N/S	\$87,000	N/S	\$112,792
Health Care	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Military	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Provincial/Territorial	54	3.1%	\$75,686	\$54,496	\$69,614	\$78,364	\$83,072	\$89,850
Regional, Municipal, Local	80	4.6%	\$93,408	\$66,730	\$82,050	\$89,950	\$104,910	\$120,769
Other	0	0.0%	N/S	N/S	N/S	N/S	N/S	N/S
<b>Primary and Resource Industries</b>	<b>164</b>	<b>9.5%</b>	<b>\$130,535</b>	<b>\$70,250</b>	<b>\$90,000</b>	<b>\$109,371</b>	<b>\$145,100</b>	<b>\$224,150</b>
Agricultural	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Chemical	6	0.3%	\$83,558	N/S	N/S	\$73,673	N/S	N/S
Forestry	22	1.3%	\$92,719	\$60,300	N/S	\$92,632	N/S	\$136,820
Mining	94	5.4%	\$140,921	\$78,500	\$92,263	\$112,550	\$161,250	\$260,000
Oil and Gas	20	1.2%	\$151,344	\$87,500	N/S	\$119,000	N/S	\$263,364
Pulp & Paper	15	0.9%	\$107,893	\$58,750	N/S	\$108,000	N/S	\$152,600
Other	5	0.3%	\$119,500	N/S	N/S	\$127,000	N/S	N/S
<b>Construction and Manufacturing</b>	<b>213</b>	<b>12.3%</b>	<b>\$104,295</b>	<b>\$57,000</b>	<b>\$68,030</b>	<b>\$92,926</b>	<b>\$134,000</b>	<b>\$169,600</b>
Concrete & Precast	6	0.3%	\$116,217	N/S	N/S	\$123,250	N/S	N/S
Construction	55	3.2%	\$127,000	\$61,700	\$72,000	\$105,500	\$169,000	\$208,449
Design/Build	43	2.5%	\$88,537	\$54,200	\$62,100	\$79,000	\$96,000	\$149,800
Fabrication	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Heavy Manufacturing	67	3.9%	\$102,871	\$59,400	\$69,625	\$97,500	\$120,000	\$152,600
Light Manufacturing	31	1.8%	\$92,147	\$56,320	\$63,250	\$75,900	\$108,750	\$155,342
Other	7	0.4%	\$99,873	N/S	N/S	\$85,000	N/S	N/S
<b>High Technology</b>	<b>166</b>	<b>9.6%</b>	<b>\$107,704</b>	<b>\$53,700</b>	<b>\$68,540</b>	<b>\$90,446</b>	<b>\$123,022</b>	<b>\$176,040</b>
High Technology Manufacturing	34	2.0%	\$92,123	\$56,000	\$67,781	\$86,268	\$99,244	\$147,500
Instrumental/Controls	6	0.3%	\$97,878	N/S	N/S	\$87,508	N/S	N/S
Product Development	53	3.1%	\$95,423	\$52,800	\$67,360	\$84,000	\$110,500	\$154,000
Research and Development	35	2.0%	\$136,366	\$52,000	\$68,000	\$94,000	\$154,000	\$240,148
Software Development	28	1.6%	\$111,514	\$51,600	\$66,600	\$98,500	\$130,000	\$184,250
Systems Integration	10	0.6%	\$97,003	\$51,820	N/S	\$96,665	N/S	\$183,860
Other	0	0.0%	N/S	N/S	N/S	N/S	N/S	N/S
<b>Other/Not Reported</b>	<b>47</b>	<b>2.7%</b>	<b>\$107,316</b>	<b>\$56,800</b>	<b>\$70,500</b>	<b>\$95,840</b>	<b>\$124,300</b>	<b>\$164,400</b>
Service	15	0.9%	\$104,340	\$62,600	N/S	\$97,000	N/S	\$168,300
Other	32	1.8%	\$106,867	\$55,300	\$69,000	\$90,500	\$111,500	\$197,375
Not Reported	1	0.1%	N/S	N/S	N/S	N/S	N/S	N/S

N/S – Insufficient Sample Size

## WORKING HOURS & OTHER COMPENSATION

### Working Hours

The most commonly reported standard work week is 40 hours, indicated by 53.8% of the respondents. A 37.5-hour base week is reported by 34.6% while 4.7% 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**

Responsibility Point Range	Total Jobs	Mean Base Salary	Mean Total Annual Compensation	Total Other Annual Compensation	Other Compensation as a Percentage of Total Annual Compensation
Less than 200	45	\$56,146	\$58,215	\$2,069	3.6%
200 - 249	139	\$55,427	\$59,273	\$3,846	6.5%
250 - 299	191	\$61,011	\$66,416	\$5,405	8.1%
300 - 349	201	\$70,828	\$78,591	\$7,763	9.9%
350 - 399	199	\$77,740	\$85,939	\$8,199	9.5%
400 - 449	199	\$87,956	\$99,101	\$11,145	11.2%
450 - 499	189	\$99,815	\$113,545	\$13,730	12.1%
500 - 549	145	\$110,284	\$127,586	\$17,302	13.6%
550 - 599	118	\$110,513	\$136,728	\$26,215	19.2%
600 - 649	111	\$115,205	\$141,549	\$26,344	18.6%
650 - 699	70	\$119,899	\$160,651	\$40,752	25.4%
700 - 749	66	\$133,087	\$170,139	\$37,052	21.8%
750 - 799	44	\$147,582	\$191,513	\$43,931	22.9%
800 - 849	13	\$164,031	\$225,133	\$61,102	27.1%
More than 849	3	N/S	N/S	N/S	N/S

*N/S - Insufficient Sample Size*

**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 bonus, indicated by 38.2% of respondents, followed by performance bonuses paid to 28.9% of respondents and overtime paid to 23.6% of respondents.

**Exhibit 4 - Percentage of respondents receiving bonus, commission, overtime, profit sharing or other payment**

Industry	Total Jobs	Bonus	Commission	Overtime	Performance Bonus	Profit Sharing	Other
All Sectors	1,733	38.2%	8.7%	23.6%	28.9%	23.8%	18.2%
Management Consulting	18	55.6%	16.7%	22.2%	27.8%	16.7%	22.2%
Engineering Consulting	662	39.1%	9.1%	30.4%	27.9%	34.3%	15.7%
Geoscience Consulting	83	41.0%	2.4%	13.3%	22.9%	26.5%	12.0%
Utilities, Communications	191	40.3%	8.4%	23.6%	48.2%	16.2%	19.9%
Government	188	9.0%	6.4%	25.5%	11.7%	6.4%	19.7%
Primary and Resource Industries	164	43.9%	5.5%	14.0%	36.0%	16.5%	18.9%
Construction and Manufacturing	213	43.7%	11.3%	18.3%	28.6%	25.4%	20.2%
High Technology	166	49.4%	12.0%	19.3%	28.9%	16.9%	22.9%
Service	15	46.7%	13.3%	13.3%	13.3%	26.7%	20.0%
Other	32	53.1%	12.5%	18.8%	28.1%	25.0%	31.3%
Not Reported	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%



## EMPLOYEE BENEFITS & PERQUISITES

The majority of respondents indicated that their employer pays for, or partially subsidizes, BC basic medical coverage (78.2%), extended health benefits (91.5%), long-term disability (81.3%), dental plans (92.6%), vision plans (77.3%) and life insurance (79.0%). Related education costs are at least partially reimbursed for 80.0% of respondents, 46.7% participate in an employer-sponsored pension or RRSP plan, and 74.7% 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 perquisite

Benefit/Perquisite	100% Paid	Partially Paid	Total Provided	Benefit Not Provided	No Response Don't Know
Life Insurance	40.6%	38.4%	79.0%	15.0%	6.0%
BC Basic Medical	54.1%	24.1%	78.2%	19.1%	2.7%
Extended Health Plan	45.0%	46.5%	91.5%	6.4%	2.1%
Dental Plan	37.8%	54.8%	92.6%	6.1%	1.3%
Vision Plan	29.5%	47.7%	77.3%	17.8%	5.0%
Prescription Drug Plan	36.1%	50.4%	86.4%	8.5%	5.1%
Long-term Disability Insurance	36.9%	44.3%	81.3%	12.2%	6.5%
Life/Accident Insurance	38.8%	39.8%	78.5%	12.9%	8.6%
Pension Plan	14.5%	30.5%	45.0%	42.5%	12.5%
RRSP Plan	10.2%	36.5%	46.7%	41.6%	11.7%
Education (related)	51.8%	28.3%	80.0%	12.5%	7.5%
Education (unrelated)	2.5%	12.0%	14.5%	64.5%	21.0%
APEGBC Registration Fees	69.8%	4.9%	74.7%	22.6%	2.7%
Other Professional Fees	45.6%	7.3%	52.9%	30.0%	17.1%
Paid Parking	43.2%		43.2%	51.5%	5.3%
Company Car	12.2%		12.2%	81.3%	6.5%
Car Allowance	20.9%		20.9%	72.7%	6.5%
Telecommuting	34.0%		34.0%	57.4%	8.6%
Flex-Hours	65.8%		65.8%	28.9%	5.3%
Fitness Facility/Membership	29.6%		29.6%	63.9%	6.5%
Employee Share Ownership	30.1%		30.1%	62.6%	7.3%
Bonus or Profit-sharing Plan	52.1%		52.1%	41.9%	6.1%
Stock Options	18.0%		18.0%	73.3%	8.7%
Isolation Allowance	11.1%		11.1%	73.0%	15.9%
Paid Parental Leave	24.4%		24.4%	45.9%	29.7%

### Vacation Entitlements

The most commonly reported vacation entitlement is three weeks. Over 67% of respondents receive between three and four weeks of vacation annually. Just over 21% receive five or more weeks each year. **Exhibit 6** presents the vacation responses.

### Exhibit 6 - Vacation entitlements

Vacation Weeks	Count	Percent
2	176	10.2%
3	642	37.0%
4	527	30.4%
5	210	12.1%
6	92	5.3%
7	34	2.0%
8+	40	2.3%
No Response	12	0.7%
<b>Total</b>	<b>1,733</b>	<b>100.0%</b>

## SECTION B - SURVEY DEMOGRAPHICS & OTHER COMPENSATION TABLES

### EMPLOYMENT STATUS

**Exhibit 7** illustrates the employment status of this year's respondents as of June 2008. As the survey launch notice invited participation from members with practicing 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 90.9% of respondents, while 1.6% indicated that they are employed part-time. Owners/partners comprise 5.2% of the sample, while 1.8% of respondents are self-employed. Students, retired, unemployed and members who did not indicate their employment status make up the remainder at 0.6% of the respondents.

**Exhibit 7 - Employment status of respondents June 2008**

Employment Status	Gender			Total	Row Percent
	Male	Female	Not Given		
Full-time Salary	1,540	240	315	2,095	87.6%
Full-time Contract	59	10	9	78	3.3%
Part-time Salary	11	10	7	28	1.2%
Part-time Contract	6	0	4	10	0.4%
Owner	74	2	26	102	4.3%
Partner	18	0	3	21	0.9%
Self-employed	27	2	14	43	1.8%
Student	0	0	5	5	0.2%
Retired	0	0	3	3	0.1%
Unemployed	0	0	2	2	0.1%
Not Given	4	0	0	4	0.2%
<b>Total</b>	<b>1,739</b>	<b>264</b>	<b>388</b>	<b>2,391</b>	<b>100.0%</b>
Column Percent	72.7%	11.0%	16.2%	100.0%	

### REGION & GENDER

Of the 2,391 valid responses received from within and outside of BC, 72.7% were male, 11.0% were female and 16.2% chose not to indicate their gender. **Exhibit 8** provides a detailed distribution of the respondents by branch/region and gender.

**Exhibit 8 - Distribution by branch and gender**

Branch/Region	Gender			Total	Row Percent
	Male	Female	Not Given		
Vancouver Island	87	11	1	99	4.1%
Victoria	84	18	1	103	4.3%
Lower Mainland	1,067	183	22	1,272	53.2%
Okanagan	69	9	0	78	3.3%
West Kootenay	49	8	0	57	2.4%
East Kootenay	23	3	1	27	1.1%
South Central	48	4	2	54	2.3%
Central Interior	47	4	0	51	2.1%
Peace River	20	2	0	22	0.9%
Northern	25	2	0	27	1.1%
Elsewhere in Canada	155	16	0	171	7.2%
Outside of Canada	63	4	0	67	2.8%
Not Reported	2	0	361	363	15.2%
<b>Total</b>	<b>1,739</b>	<b>264</b>	<b>388</b>	<b>2,391</b>	<b>100.0%</b>
Column Percent	72.7%	11.0%	16.2%	100.0%	

## TOTAL ANNUAL COMPENSATION BY RESPONSIBILITY LEVEL & GENDER

**Exhibit 9** presents mean and median total annual compensation for male and female respondents by responsibility point level. At all responsibility point levels, the calculated mean total annual compensation is lower for women when compared to the male respondents. For median total annual compensation, values are higher for women in the point ranges less than 200, 200-249, 250-299, 350-399, and 550-599 when compared to the male respondents.

### Exhibit 9 - Reported base salary & total annual compensation by responsibility level and gender

Responsibility Point Range	Male Respondents				Female Respondents			
	Total Jobs	Median Base Salary	Median Total Annual Compensation	Mean Total Annual Compensation	Total Jobs	Median Base Salary	Median Total Annual Compensation	Mean Total Annual Compensation
Less than 200	37	\$53,000	\$53,500	\$58,482	7	\$54,000	\$55,500	\$56,007
200 - 249	104	\$55,100	\$57,775	\$59,576	30	\$55,000	\$59,375	\$59,298
250 - 299	144	\$60,000	\$64,200	\$66,493	37	\$60,000	\$64,216	\$66,271
300 - 349	166	\$69,560	\$76,250	\$79,119	31	\$67,000	\$74,000	\$76,044
350 - 399	165	\$77,000	\$83,000	\$86,546	31	\$77,000	\$85,800	\$83,731
400 - 449	173	\$87,444	\$94,500	\$99,447	22	\$86,724	\$90,750	\$95,884
450 - 499	174	\$95,000	\$103,200	\$115,023	14	\$90,000	\$90,900	\$99,714
500 - 549	131	\$101,000	\$114,000	\$130,032	12	\$93,810	\$102,168	\$104,930
550 - 599	97	\$106,000	\$117,000	\$137,611	12	\$111,178	\$120,528	\$130,021
600 - 649	96	\$117,500	\$131,575	\$145,961	12	\$101,500	\$116,500	\$112,575
650 - 699	63	\$120,000	\$154,000	\$165,549	3	N/S	N/S	N/S
700 - 749	58	\$130,000	\$152,500	\$174,386	5	\$135,000	\$150,000	\$137,083
750 - 799	36	\$145,000	\$182,138	\$196,623	5	\$135,000	\$142,000	\$163,200
800 - 849	11	\$141,000	\$199,000	\$218,484	1	N/S	N/S	N/S
More than 849	3	N/S	N/S	N/S	0	N/S	N/S	N/S

*N/S - Insufficient Sample Size*

## TOTAL ANNUAL COMPENSATION BY BACHELOR'S DEGREE

Exhibit 10 presents total annual compensation by bachelor's degree received. The median annual compensation for all disciplines is \$90,246 and the median responsibility point level was 421 points. Construction graduates reported the highest mean total annual compensation of \$179,500 as well as median annual compensation of \$152,000. Respondents reporting a bachelor's degree in mineral exploration reported the highest responsibility level with a median point level of 680.

**Exhibit 10 - Total reported annual compensation by bachelor's degree**

Bachelor's Degree	Number of Responses	% of Total	Compensation		Median Points
			Mean	Median	
<b>Geoscience</b>	<b>149</b>	<b>8.60%</b>	<b>\$109,369</b>	<b>\$92,954</b>	<b>443</b>
Environmental Geoscience	19	1.10%	\$79,473	\$69,500	420
Geochemistry	2	0.12%	N/S	N/S	N/S
Geology	76	4.39%	\$118,196	\$102,600	469
Geophysics	1	0.06%	N/S	N/S	N/S
Geotechnics	8	0.46%	\$75,962	\$77,309	341
Hydrogeology	15	0.87%	\$80,989	\$67,300	378
Hydrology	3	0.17%	N/S	N/S	N/S
Mineral Exploration	11	0.63%	\$151,364	\$135,000	680
Other Geoscience	14	0.81%	\$129,988	\$92,500	408
<b>Engineering</b>	<b>1,571</b>	<b>90.65%</b>	<b>\$104,544</b>	<b>\$90,000</b>	<b>420</b>
Aeronautics/Aerospace	11	0.63%	\$74,536	\$68,000	303
Agriculture	3	0.17%	N/S	N/S	N/S
Biomedical	1	0.06%	N/S	N/S	N/S
Bioresource	17	0.98%	\$78,512	\$82,666	370
Building Science	1	0.06%	N/S	N/S	N/S
Chemical	106	6.12%	\$113,316	\$99,800	462
Civil	380	21.93%	\$111,116	\$89,780	421
Computer	20	1.15%	\$97,515	\$86,000	378
Construction	7	0.40%	\$179,500	\$152,000	549
Electrical/Electronic	248	14.31%	\$108,077	\$96,957	423
Engineering Physics	38	2.19%	\$112,897	\$88,880	418
Environmental	37	2.14%	\$86,003	\$85,000	380
Fire Protection	1	0.06%	N/S	N/S	N/S
Forestry	16	0.92%	\$73,816	\$72,900	358
Geological	58	3.35%	\$97,332	\$85,100	390
Geotechnical	47	2.71%	\$108,113	\$88,700	430
Industrial/Manufacturing	13	0.75%	\$97,914	\$80,000	353
Integrated	5	0.29%	\$66,400	\$68,500	255
Marine/Naval	7	0.40%	\$99,714	\$104,000	460
Materials Handling	1	0.06%	N/S	N/S	N/S
Mechanical	371	21.41%	\$97,333	\$89,000	423
Metallurgical/Materials	33	1.90%	\$106,229	\$92,000	440
Mechatronics	3	0.17%	N/S	N/S	N/S
Mining	37	2.14%	\$143,370	\$117,000	525
Petroleum (Energy)	2	0.12%	N/S	N/S	N/S
Project Management	4	0.23%	N/S	N/S	N/S
Pulp & Paper	3	0.17%	N/S	N/S	N/S
Software	1	0.06%	N/S	N/S	N/S
Structural	63	3.64%	\$95,625	\$89,000	410
Surveying/Geomatics	4	0.23%	N/S	N/S	N/S
Transportation	19	1.10%	\$81,461	\$72,000	340
Water Resources	11	0.63%	\$106,596	\$96,500	400
Other Engineering	3	0.17%	N/S	N/S	N/S
Not Reported	13	0.75%	\$120,504	\$120,000	458
<b>Total</b>	<b>1,733</b>	<b>100.00%</b>	<b>\$105,078</b>	<b>\$90,246</b>	<b>421</b>

N/S - Insufficient Sample Size

## TOTAL ANNUAL COMPENSATION BY YEAR OF GRADUATION

The total annual compensation results by year of graduation are presented for the survey respondents in **Exhibit 11**. The median total annual compensation and responsibility point level for all years and members combined is \$90,246 and 421 points. 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.

**Exhibit 11 - Total annual compensation and responsibility level by year of graduation**

Year of Bachelor's Degree	Total Jobs		Median Points			2008 Median Total Annual Compensation	2006 Median Total Annual Compensation	2008/2006 Change In Median Total Annual Compensation
	2008	2006	2008	2006	% Change			
2008	8	N/A	262	N/A	N/A	\$65,450	N/A	N/A
2007	80	N/A	217	N/A	N/A	\$56,450	N/A	N/A
2006	80	4	245	N/S	N/S	\$57,000	N/S	N/S
2005	69	67	270	203	33.00%	\$62,592	\$51,200	22.25%
2004	79	74	286	227	25.99%	\$64,800	\$52,350	23.78%
2003	63	86	303	248	22.18%	\$67,400	\$57,530	17.16%
2002	72	72	330	281	17.44%	\$82,000	\$58,885	39.25%
2001	57	62	370	291	27.15%	\$79,500	\$64,750	22.78%
2000	58	68	368	318	15.72%	\$84,750	\$70,500	20.21%
1999	44	63	375	363	3.31%	\$82,600	\$76,000	8.68%
1998	56	67	400	370	8.11%	\$86,900	\$76,300	13.89%
1997	49	51	410	373	9.92%	\$90,000	\$80,000	12.50%
1996	48	63	446	377	18.30%	\$100,500	\$80,000	25.63%
1995	32	45	461	413	11.62%	\$91,355	\$92,000	-0.70%
1994	48	62	452	407	11.06%	\$94,750	\$81,500	16.26%
1993	48	54	453	408	11.03%	\$101,450	\$90,700	11.85%
1992	42	48	465	451	3.10%	\$95,700	\$87,850	8.94%
1991	41	43	505	491	2.85%	\$105,000	\$98,500	6.60%
1990	42	49	491	478	2.72%	\$103,350	\$99,500	3.87%
1989	32	37	500	436	14.68%	\$102,000	\$92,600	10.15%
1988	32	50	533	478	11.51%	\$120,500	\$100,000	20.50%
1987	47	53	588	531	10.73%	\$122,400	\$110,000	11.27%
1986	36	39	531	500	6.20%	\$110,000	\$90,000	22.22%
1985	27	39	533	516	3.29%	\$108,859	\$106,000	2.70%
1984	38	38	539	510	5.69%	\$114,100	\$99,850	14.27%
1983	26	40	587	503	16.70%	\$120,700	\$97,690	23.55%
1982	34	34	497	453	9.71%	\$115,500	\$95,150	21.39%
1981	30	31	633	513	23.39%	\$119,500	\$102,340	16.77%
1980	28	25	557	543	2.58%	\$119,500	\$103,000	16.02%
1979	18	30	553	483	14.49%	\$99,764	\$106,750	-6.54%
1978	21	28	550	510	7.84%	\$117,000	\$113,250	3.31%
1977	27	20	550	608	-9.54%	\$128,000	\$94,750	35.09%
1976	17	25	510	565	-9.73%	\$120,000	\$105,000	14.29%
1975	17	19	628	555	13.15%	\$140,000	\$133,200	5.11%
1974	22	25	558	530	5.28%	\$127,000	\$103,000	23.30%
1973	13	19	640	537	19.18%	\$137,500	\$110,000	25.00%
1972	10	20	550	556	-1.08%	\$135,000	\$110,095	22.62%
1971	9	7	528	640	-17.50%	\$116,400	\$99,000	17.58%
1970	5	14	603	516	16.86%	\$124,600	\$126,500	-1.50%
1969	9	14	531	573	-7.33%	\$110,000	\$106,575	3.21%
1968	3	5	N/S	590	N/S	N/S	\$105,000	N/S
1967	3	8	N/S	536	N/S	N/S	\$105,500	N/S
1966	6	7	622	488	27.46%	\$122,528	\$90,000	36.14%
1965 & earlier	8	13	659	579	13.82%	\$146,000	\$92,000	58.70%
No Degree/Not Reported	199	63	465	443	4.97%	\$150,000	\$95,000	57.89%

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

## TOTAL ANNUAL COMPENSATION BY GRADUATE DEGREE RECEIVED

Postgraduate degrees are held by just over 37% of the 1,733 valid BC respondents. **Exhibit 12** illustrates the effect of higher education on compensation.

### Exhibit 12 - Total annual compensation by graduate degree received

Graduate Degree Received	Number	Median Points	Compensation	
			Mean	Median
MASc/MEng	283	458	\$111,684	\$94,500
MSc	163	473	\$114,809	\$98,000
MA	98	532	\$140,113	\$117,500
MBA	24	517	\$109,528	\$100,300
PhD/DSc	74	533	\$119,945	\$101,915

## COMPENSATION BY SIZE OF ORGANIZATION

Median base salary and total annual compensation by size of organization is presented in **Exhibit 13**. The highest median total annual compensation of \$98,413 was reported for members in organizations of 11-20 employees representing a 6.3% difference from the second highest median total annual compensation of \$92,575 reported for the largest organization of 500 or more employees.

### Exhibit 13 - Compensation by Size of Organization

Size of Organization (# of employees)	Count	Median Points	2008 Median Base Salary	2008 Median Total Compensation
1-10	120	478	\$80,000	\$86,500
11-20	92	442	\$88,500	\$98,413
21-50	174	410	\$81,000	\$89,700
51-100	147	431	\$80,000	\$90,000
101-250	236	377	\$78,000	\$86,500
251-500	245	418	\$82,000	\$90,000
More than 500	708	425	\$86,000	\$92,575
Not Reported	11	455	\$80,000	\$85,000

## TOTAL ANNUAL COMPENSATION BY MEMBER STATUS & GENDER

**Exhibit 14** presents total annual compensation 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 PEng increases 77.7% which also correlates to an increase in median total annual compensation of 65.6%. For GIT to PGeo, the change in median responsibility level increases 59% with a median total annual compensation increase of 55.4%.

**Exhibit 14 - Total Annual Compensation by Member Status & Gender**

Employment Status	Count	Median Points	2008 Median Total Compensation	Male			Female		
				Count	Median Points	Median Total Compensation	Count	Median Points	Median Total Compensation
PEng	1,115	480	\$102,700	968	480	\$104,000	114	453	\$91,750
PGeo	114	477	\$100,264	100	482	\$100,814	10	443	\$104,000
PEng/PGeo	18	535	\$120,730	16	535	\$120,730	1	N/S	N/S
Limited Licence	4	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/S
Provisional Member	0	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/S
EIT	454	270	\$62,000	350	270	\$61,275	89	270	\$64,216
GIT	27	300	\$64,500	19	306	\$65,500	8	261	\$60,000
Not Reported	1	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/S

*N/S - Insufficient Sample Size*

## COMPENSATION BY REGION & GENDER INCLUDING NON-BC RESPONDENTS

The 2008 compensation survey received responses from 264 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 1,733 BC respondents only.

**Exhibit 15** reports base salary and total annual compensation by region and gender for the larger worldwide sample of 1,997 valid respondents.

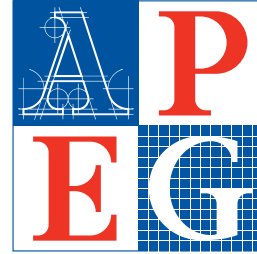
**Exhibit 15 - Compensation by Region and gender (all respondents)**

Branch/Region	Count	Median Points	2008 Median Base Salary	2008 Median Total Compensation	Male			Female		
					Count	Median Points	Median Total Compensation	Count	Median Points	Median Total Compensation
Vancouver Island	95	430	\$80,000	\$88,000	84	417	\$87,000	10	432	\$81,550
Victoria	100	397	\$72,000	\$79,750	89	413	\$81,000	7	291	\$58,128
Lower Mainland	1,228	430	\$85,800	\$92,075	1031	438	\$95,400	163	369	\$84,000
Okanagan	75	433	\$82,000	\$91,500	62	436	\$94,000	9	330	\$66,000
West Kootenay	56	423	\$88,450	\$94,000	45	428	\$97,461	7	425	\$85,000
East Kootenay	27	363	\$80,000	\$87,021	22	434	\$94,300	4	275	N/S
South Central	54	398	\$76,850	\$84,500	44	398	\$90,500	9	343	\$71,155
Central Interior	50	374	\$73,750	\$82,410	39	416	\$87,432	8	333	\$80,683
Peace River	22	400	\$91,250	\$95,516	21	400	\$96,840	0	N/A	N/A
Northern	26	389	\$76,895	\$88,100	21	440	\$100,100	5	252	\$71,620
Elsewhere in Canada	161	518	\$110,000	\$129,470	138	514	\$125,000	17	505	\$120,000
Outside of Canada	66	557	\$127,650	\$148,500	57	563	\$150,000	8	485	\$129,500
No Region Reported	37	398	\$80,000	\$90,000	29	439	\$90,000	6	408	\$87,700
Total	1,997	436	\$86,000	\$94,500	1682	446	\$96,343	253	370	\$83,142

*N/S - Insufficient Sample Size*

# 2008

## Report On Members' Compensation And Benefits



Professional Engineers  
and Geoscientists of BC

Association of Professional Engineers  
and Geoscientists of BC

Suite 200 - 4010 Regent Street  
Burnaby, BC V5C 6N2

Tel: 604-430-8035

Fax: 604-430-8085

Toll Free: 1-888-430-8035

[www.apeg.bc.ca](http://www.apeg.bc.ca)