



# The Association of Professional Engineers and Geoscientists of British Columbia

---

## 2006 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 2006. The most previous member compensation survey was undertaken in April 2002.

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.

#### **Section A:**

Provides 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, and 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, 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.

**SURVEY METHODOLOGY**

Practicing APEGBC members were e-mailed in May 2006 and invited to participate in an Internet survey of members' compensation. A total of 2107 responses were received.

The primary intent of this compensation survey is to provide data for BC-based APEGBC professionals. As such the majority of tables in the report present information for this subset of the entire sample. Total annual compensation presented by industry for the entire valid sample (both within and outside of BC) is presented in Section B.

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 1,681 valid responses.

The survey asked respondents to provide information on their base annual compensation, defined as base salary plus taxable benefits such as medical, insurance and pension contributions paid by the employer. The majority of tables in this report provide total annual compensation values defined as base annual compensation 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 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. Similarly, mean, median as well as low and high quartile information is not provided when a sample is less than five respondents. Responses have been rounded to the nearest five dollars.

The size of the 2006 return sample (2107) increased considerably over that obtained in 2002 (1096 respondents). While a sufficiently large sample was obtained to validate many of the analyses, again, caution should be exercised when examining smaller data subsets of the entire sample.

**SECTION A - RESULTS****TOTAL ANNUAL COMPENSATION BY RESPONSIBILITY LEVEL**

Total annual compensation by responsibility point level is illustrated in **Exhibit 1**. 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 total annual compensation for all BC respondents and all responsibility point levels is \$84,000 and ranges from a low of \$50,000 at the less than 200 point level to almost \$180,000 at the more than 800 - 849 point level. Compared to 2002 median compensation values, all point level ranges have recorded an increase, and the median salary for the entire sample has increased 14% over the four-year period.

**Exhibit 1 - Reported total annual compensation by responsibility level – May 2006 (BC respondents only)**

Responsibility Point Range	Total Jobs	Median Points	2006 Total Compensation							2002 Median	Increase 2006/2002 Median
			Mean	Low Decile	Low Quartile	Median	High Quartile	High Decile			
Less than 200	61	188	\$52,125	\$42,400	\$45,000	\$50,000	\$55,000	\$59,950	\$42,600	17.4%	
200 - 249	141	225	\$54,845	\$43,435	\$48,000	\$53,500	\$60,000	\$67,675	\$46,440	15.2%	
250 - 299	181	275	\$63,870	\$49,285	\$53,225	\$61,000	\$71,620	\$82,305	\$52,000	17.3%	
300 - 349	200	322	\$72,145	\$55,520	\$61,750	\$69,550	\$80,000	\$90,000	\$60,800	14.4%	
350 - 399	234	376	\$84,520	\$64,375	\$71,525	\$81,000	\$92,600	\$107,250	\$70,000	15.7%	
400 - 449	205	421	\$98,250	\$69,500	\$78,000	\$90,000	\$101,180	\$117,440	\$77,000	16.9%	
450 - 499	169	475	\$106,290	\$75,000	\$84,000	\$99,500	\$112,675	\$131,500	\$83,475	19.2%	
500 - 549	150	520	\$112,540	\$71,100	\$87,000	\$100,000	\$120,000	\$149,400	\$87,250	14.6%	
550 - 599	97	573	\$131,415	\$74,800	\$93,000	\$109,260	\$148,120	\$188,400	\$104,500	4.6%	
600 - 649	88	623	\$132,500	\$84,900	\$100,000	\$125,000	\$148,530	\$197,100	\$100,000	25.0%	
650 - 699	51	671	\$126,250	\$74,880	\$10,000	\$117,500	\$150,000	\$172,400	\$108,000	8.8%	
700 - 749	49	723	\$159,135	\$91,000	\$107,000	\$145,000	\$180,475	\$260,000	\$125,000	16.0%	
750 - 799	41	768	\$177,115	\$88,400	\$101,500	\$171,000	\$206,100	\$287,950	\$145,000	17.9%	
800 - 849	13	813	\$195,400	\$83,600	\$132,500	\$179,185	\$239,500	\$350,000	\$168,500	6.3%	
More than 849	1	863	N/S	N/S	N/S	N/S	N/S	N/S	N/S	N/S	
All Points	1681	404	\$95,375	\$52,300	\$65,000	\$84,000	\$106,000	\$144,000	\$73,700	14.0%	

**TOTAL ANNUAL COMPENSATION BY INDUSTRY**

**Exhibit 2** presents the distribution of Total Annual Compensation by Industry. Engineering/Geoscience Consulting comprises the largest sector with just over 47% of the respondents. The next largest reporting sector was High Technology at 12.5 % of respondents followed by Government at 11.8%

A comparison of median total annual compensation by industry sector to the overall median for all sectors yields the following: Management Consulting +34%, Eng/Geo Consulting – 8.3%, Utilities/Communications +5.4%, Government –1.2%, Primary and Resource Industries +11.2%, Construction and Manufacturing +5.1%, High Technology +1.2%, and Service +50%.

Exhibit 2 - 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>1681</b>	<b>100.0%</b>	<b>\$95,375</b>	<b>\$52,300</b>	<b>\$65,000</b>	<b>\$84,000</b>	<b>\$106,000</b>	<b>\$144,000</b>
<b>Management Consulting</b>	<b>27</b>	<b>1.6%</b>	<b>\$124,340</b>	<b>\$70,800</b>	<b>\$95,000</b>	<b>\$112,500</b>	<b>\$150,000</b>	<b>\$173,200</b>
<b>Engineering/Geoscience Consulting</b>	<b>792</b>	<b>47.1%</b>	<b>\$91,800</b>	<b>\$49,900</b>	<b>\$60,000</b>	<b>\$77,000</b>	<b>\$105,000</b>	<b>\$140,000</b>
Aeronautics/Aerospace	9	0.5%	\$81,760	N/S	\$62,800	\$83,945	\$92,750	N/S
Biomedical	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Building Science	14	0.8%	\$91,520	\$51,350	\$60,440	\$78,500	\$112,125	\$175,000
Chemical	9	0.5%	\$95,355	N/S	\$70,950	\$83,500	\$108,895	N/S
Civil	113	6.7%	\$90,770	\$49,670	\$56,850	\$74,640	\$103,000	\$163,000
Computer	9	0.5%	\$73,035	N/S	\$54,815	\$69,100	\$82,300	N/S
Construction	12	0.7%	\$77,805	\$47,100	\$59,725	\$71,650	\$94,750	\$131,600
Electrical	55	3.3%	\$86,385	\$48,560	\$56,000	\$82,500	\$106,000	\$131,600
Electronics	8	0.5%	\$86,225	N/S	\$60,830	\$92,000	\$104,625	N/S
Environmental	98	5.8%	\$81,755	\$44,875	\$52,590	\$70,000	\$104,250	\$135,120
Fire Protection	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Forest	8	0.5%	\$60,850	N/S	\$38,600	\$48,500	\$65,500	N/S
Geochemistry	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Geological	21	1.2%	\$119,925	\$50,920	\$62,500	\$102,000	\$150,000	\$245,000
Geophysics	5	0.3%	\$111,380	N/S	\$54,450	\$86,000	\$181,000	N/S
Geotechnical	64	3.8%	\$118,775	\$52,500	\$67,125	\$77,300	\$109,890	\$160,000
Hydrogeological	10	0.6%	\$77,225	\$51,080	\$62,825	\$74,525	\$91,550	\$104,750
Industrial/Manufacturing	18	1.1%	\$73,650	\$49,360	\$55,000	\$72,000	\$90,725	\$102,200
Marine/Naval	15	0.9%	\$77,340	\$48,515	\$52,500	\$65,000	\$89,000	\$157,750
Mechanical	65	3.9%	\$75,695	\$45,000	\$53,500	\$70,000	\$89,850	\$116,700
Metallurgical/Materials	16	1.0%	\$93,135	\$52,065	\$58,375	\$78,920	\$112,500	\$183,500
Mining	30	1.8%	\$104,570	\$55,250	\$67,060	\$93,500	\$119,750	\$168,000
Oil and Gas	10	0.6%	\$134,855	\$62,500	\$93,250	\$126,550	\$157,500	\$281,495
Pulp and Paper	22	1.3%	\$108,910	\$67,830	\$88,750	\$102,160	\$122,500	\$144,450
Structural	72	4.3%	\$95,785	\$53,610	\$60,725	\$76,900	\$104,750	\$131,265
Surveying/Geomatics	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Transportation	45	2.7%	\$84,725	\$45,790	\$54,350	\$86,500	\$107,000	\$136,200
Other	52	3.1%	\$90,620	\$52,450	\$65,515	\$86,500	\$106,970	\$131,150

Exhibit 2 - Total annual compensation by industry (continued)

Industry	Total Jobs	% of Total	Total Annual Compensation					
			Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
<b>Utilities, Communications</b>	<b>159</b>	<b>9.5%</b>	<b>\$99,520</b>	<b>\$55,000</b>	<b>\$73,000</b>	<b>\$88,500</b>	<b>\$115,000</b>	<b>\$143,890</b>
Communication and Telecommunication	28	1.7%	\$102,230	\$70,280	\$78,500	\$101,500	\$118,315	\$146,900
Electric and Gas Utilities (inc. BC Hydro)	106	6.3%	\$99,840	\$54,850	\$67,890	\$86,500	\$113,275	\$138,510
Transportation	21	1.2%	\$92,830	\$54,765	\$57,605	\$87,800	\$122,400	\$148,780
Other	4	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
<b>Government</b>	<b>198</b>	<b>11.8%</b>	<b>\$84,820</b>	<b>\$61,000</b>	<b>\$72,000</b>	<b>\$83,000</b>	<b>\$94,090</b>	<b>\$107,820</b>
Crown Corporations (except BC Hydro)	10	0.6%	\$83,520	\$43,830	\$64,485	\$88,305	\$100,155	\$114,280
Federal	14	0.8%	\$88,635	\$77,000	\$80,000	\$89,140	\$94,710	\$102,630
Provincial/Territorial	50	3.0%	\$73,545	\$57,820	\$65,540	\$75,350	\$82,780	\$88,165
Regional, Municipal, Local	93	5.5%	\$87,250	\$64,850	\$75,520	\$87,000	\$98,500	\$107,600
Education	25	1.5%	\$92,015	\$62,800	\$71,250	\$86,600	\$113,000	\$129,000
Health Care	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
Other	3	0.2%	N/S	N/S	N/S	N/S	N/S	N/S
<b>Primary and Resource Industries</b>	<b>140</b>	<b>8.3%</b>	<b>\$106,295</b>	<b>\$63,660</b>	<b>\$75,500</b>	<b>\$93,375</b>	<b>\$112,375</b>	<b>\$185,900</b>
Agricultural, Aquaculture, Fishing	2	0.1%	N/S	N/S	N/S	N/S	N/S	N/S
Chemical	10	0.6%	\$104,315	\$63,170	\$74,265	\$92,000	\$120,500	\$212,300
Forestry	49	2.9%	\$91,355	\$54,400	\$68,140	\$92,635	\$105,000	\$133,000
Mining	56	3.3%	\$117,725	\$63,990	\$73,575	\$92,615	\$155,250	\$202,400
Oil and Gas	18	1.1%	\$119,830	\$69,530	\$90,375	\$104,000	\$136,750	\$208,125
Other	5	0.3%	\$90,305	N/S	\$82,010	\$92,000	\$97,750	N/S
<b>Construction and Manufacturing</b>	<b>126</b>	<b>7.5%</b>	<b>\$96,855</b>	<b>\$51,920</b>	<b>\$62,750</b>	<b>\$88,250</b>	<b>\$111,305</b>	<b>\$161,500</b>
Construction	49	2.9%	\$91,625	\$48,700	\$60,050	\$89,000	\$110,000	\$154,000
Heavy Manufacturing	49	2.9%	\$103,750	\$54,800	\$68,420	\$88,500	\$114,150	\$207,000
Light Manufacturing	19	1.1%	\$91,620	\$55,000	\$59,000	\$77,000	\$130,000	\$160,000
Other	9	0.5%	\$98,865	N/S	\$63,225	\$86,500	\$135,000	N/S
<b>High Technology</b>	<b>210</b>	<b>12.5%</b>	<b>\$97,525</b>	<b>\$50,830</b>	<b>\$68,316</b>	<b>\$85,000</b>	<b>\$105,000</b>	<b>\$143,600</b>
Research and Development	111	6.6%	\$98,215	\$56,420	\$70,000	\$88,000	\$105,800	\$148,000
High Technology Manufacturing	44	2.6%	\$91,955	\$47,700	\$57,740	\$79,250	\$97,530	\$148,505
Systems Integration	37	2.2%	\$99,690	\$50,370	\$68,500	\$93,400	\$109,500	\$158,200
Other	18	1.1%	\$102,430	\$41,630	\$58,750	\$83,400	\$108,765	\$170,100
<b>Service</b>	<b>19</b>	<b>1.1%</b>	<b>\$164,275</b>	<b>\$59,000</b>	<b>\$87,500</b>	<b>\$126,000</b>	<b>\$185,000</b>	<b>\$262,000</b>
<b>Other/Not Reported</b>	<b>10</b>	<b>0.6%</b>	<b>\$95,645</b>	<b>\$42,225</b>	<b>\$63,000</b>	<b>\$81,565</b>	<b>\$143,055</b>	<b>\$174,650</b>

N/S – Insufficient Sample Size

## WORKING HOURS AND OTHER COMPENSATION

### Working Hours

The most commonly reported standard work week for full-time salaried and contract employees is 40 hours, indicated by 54.7% of the full-time respondents. A 37.5-hour base week is reported by 32.0% while 7.9% 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 Annual Compensation	Mean Total Annual Compensation	Total Other Annual Compensation	Other Compensation as a Percentage of Total Annual Compensation
Less than 200	61	\$49,365	\$52,125	\$2,760	5.3%
200 - 249	141	\$52,470	\$54,845	\$2,375	4.3%
250 - 299	181	\$60,570	\$63,870	\$3,300	5.2%
300 - 349	200	\$66,980	\$72,145	\$5,165	7.2%
350 - 399	234	\$77,340	\$84,520	\$7,180	8.5%
400 - 449	205	\$89,520	\$98,250	\$8,730	8.9%
450 - 499	169	\$97,095	\$106,290	\$9,195	8.7%
500 - 549	150	\$103,170	\$112,540	\$9,370	8.3%
550 - 599	97	\$115,840	\$131,415	\$15,575	11.9%
600 - 649	88	\$113,805	\$132,500	\$18,695	14.1%
650 - 699	51	\$109,465	\$126,250	\$16,785	13.3%
700 - 749	49	\$134,085	\$159,135	\$25,050	15.7%
750 - 799	41	\$133,600	\$177,115	\$43,515	24.6%
800 - 849	13	\$149,705	\$195,400	\$45,695	23.4%

Exhibit 4 provides the percentages of respondents by industry that receive additional compensation over base annual compensation. Additional compensation is usually in the form of a bonus, indicated by 48% of respondents, followed by overtime paid to 14.5% of respondents and profit sharing reported by 10.5%.

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

Industry	Total Jobs	Bonus	Commission	Overtime	Profit Sharing	Other
All Sectors	1681	48.0%	1.1%	14.5%	10.5%	7.4%
Management Consulting	27	29.6%	3.7%	7.4%	11.1%	7.4%
Engineering/Geoscience Consulting	792	49.0%	0.4%	16.0%	14.1%	6.7%
Utilities, Communications	159	74.8%	3.1%	18.2%	5.7%	8.2%
Government	198	7.6%	0.0%	17.2%	0.0%	8.6%
Primary and Resource Industries	140	60.7%	0.7%	10.7%	15.7%	7.1%
Construction and Manufacturing	126	62.7%	1.6%	8.7%	8.7%	5.6%
High Technology	210	46.7%	0.5%	11.9%	8.6%	10.0%
Service	19	36.8%	21.1%	5.3%	5.3%	5.3%
Other/Not Reported	10	80.0%	10.0%	0.0%	0.0%	0.0%

## EMPLOYEE BENEFITS AND PERQUISITES

The majority of respondents indicated that their employer pays for, or partially subsidizes, BC basic medical coverage (75.3%), extended health benefits (91.7%), long-term disability (83.4%), dental plans (91.8%) and life insurance (82.4%). Related education costs are at least partially reimbursed for 82.4% of respondents, 69.8% participate in an employer-sponsored pension or RRSP plan, and 74.8% have their Association fees paid for or partly sponsored by their employer.

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

#### Exhibit 5 - Employee benefits and perquisites

Benefit/Perquisite	Benefit Provided			Benefit Not Provided	No Response Don't Know
	100% Paid	Partially Paid	Total Provided		
Life Insurance	45.2%	37.2%	82.4%	14.4%	3.2%
BC Basic Medical	53.8%	21.5%	75.3%	23.2%	1.6%
Extended Health Plan	46.1%	45.7%	91.7%	7.5%	0.7%
Dental Plan	39.4%	52.4%	91.8%	7.8%	0.4%
Prescription Drug Plan	36.8%	50.9%	87.7%	9.7%	2.7%
Long-term Disability Insurance	40.2%	43.2%	83.4%	13.4%	3.3%
Pension/RRSP Plan	18.1%	51.8%	69.8%	29.4%	0.8%
Education (related)	54.4%	28.0%	82.4%	13.8%	3.8%
Education (unrelated)	3.9%	12.3%	16.1%	75.1%	8.8%
APEGBC Registration Fees	70.1%	4.7%	74.8%	24.1%	1.2%
Other Professional Fees	47.3%	8.2%	55.5%	34.8%	9.7%
Paid Parking	49.2%		49.2%	49.7%	1.1%
Company Car	12.0%		12.0%	87.7%	0.3%
Car Allowance	22.4%		22.4%	76.1%	1.5%
Telecommuting	32.0%		32.0%	64.7%	3.2%
Flex-time	68.8%		68.8%	30.4%	0.8%
Fitness Facility/Membership	28.7%		28.7%	69.6%	1.7%
Employee Share Ownership	27.3%		27.3%	70.7%	2.0%
Bonus or Profit-sharing Plan	55.3%		55.3%	42.9%	1.8%
Stock Options	19.1%		19.1%	79.3%	1.6%
Isolation Allowance	9.3%		9.3%	81.7%	9.0%

#### Vacation Entitlements

The most commonly reported vacation entitlement is three weeks. Over 79% of respondents receive between three and four weeks of vacation annually. Just over 18% receive five or more weeks each year. Exhibit 6 presents the vacation responses.

#### Exhibit 6 - Vacation entitlements

Vacation Weeks	Count	Percent
2	201	12.4%
3	627	38.5%
4	499	30.7%
5	166	10.2%
6	85	5.2%
7	33	2.0%
>7	16	1.0%

**SECTION B - SURVEY DEMOGRAPHICS AND OTHER COMPENSATION TABLES****EMPLOYMENT STATUS**

**Exhibit 7** illustrates the employment status of this year's respondents as of May 2006. As the survey launch e-mail was sent to 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 89.3% of respondents, while 1.5% indicated that they are employed part-time. Owners/partners comprise 4.4% of the sample, while 3.0% of respondents are self-employed. Students, retired, unemployed and members who did not indicate their employment status make up the remainder at 1.8% of the respondents.

**Exhibit 7 - Employment status of respondents as of May 2006**

Employment Status	Gender				Row
	Male	Female	Not Given	Total	Percent
Full-time Salary	1562	241	5	1808	85.8%
Full-time Contract	69	4	0	73	3.5%
Part-time Salary	9	10	0	19	0.9%
Part-time Contract	11	2	0	13	0.6%
Owner	71	5	1	77	3.7%
Partner	15	0	0	15	0.7%
Self-employed	62	2	0	64	3.0%
Student	2	0	4	6	0.3%
Retired	2	0	4	6	0.3%
Unemployed	7	1	5	13	0.6%
Not Given	11	2	0	13	0.6%
<b>Total</b>	1821	267	19	2107	100.0%
<b>Column Percent</b>	86.4%	12.7%	0.9%	100.0%	

**REGION AND GENDER**

Of the 1925 valid responses received from within and outside of BC, 86.55% were male, 13.25% were female and 0.2% 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				Row
	Male	Female	Not Given	Total	Percent
Vancouver Island	75	9	0	84	4.4%
Victoria	88	11	0	99	5.1%
Lower Mainland	1088	187	2	1277	66.3%
Okanagan	65	7	0	72	3.7%
West Kootenay	43	11	0	54	2.8%
East Kootenay	18	6	0	24	1.2%
South Central	33	4	0	37	1.9%
Central Interior	39	3	0	42	2.2%
Peace River	11	1	0	12	0.6%
Northern	22	4	0	26	1.4%
Elsewhere in Canada	124	7	2	133	6.9%
Outside of Canada	59	5	0	64	3.3%
Not Reported	1	0	0	1	0.1%
<b>Total</b>	1666	255	4	1925	100.0%
<b>Column Percent</b>	86.5%	13.2%	0.2%	100.0%	



**TOTAL ANNUAL COMPENSATION BY RESPONSIBILITY LEVEL AND GENDER**

**Exhibit 9** presents mean and median total annual compensation for male and female respondents by responsibility point level. At all levels up to 550 - 599 points, the calculated mean total annual compensation is lower for women respondents. Median total annual compensation values are also lower for women, except in the point ranges 450 - 499, 500 - 549, and 550 - 599, where women respondents show higher median values.

**Exhibit 9 - Reported total annual compensation by responsibility level and gender**

Responsibility Point Range	Male Respondents			Female Respondents		
	Total Jobs	Mean Total Annual Compensation	Median Total Annual Compensation	Total Jobs	Mean Total Annual Compensation	Median Total Annual Compensation
Less than 200	42	\$53,775	\$51,280	19	\$48,480	\$46,800
200 - 249	113	\$55,190	\$54,000	28	\$53,460	\$52,250
250 - 299	133	\$65,050	\$63,000	48	\$60,610	\$58,755
300 - 349	170	\$72,680	\$70,950	30	\$69,135	\$66,200
350 - 399	198	\$85,465	\$82,050	35	\$75,470	\$74,000
400 - 449	179	\$100,430	\$90,635	26	\$83,250	\$81,850
450 - 499	159	\$106,505	\$99,000	9	\$103,285	\$103,000
500 - 549	138	\$113,560	\$100,000	12	\$100,840	\$104,000
550 - 599	91	\$131,905	\$109,260	6	\$124,035	\$122,100
600 - 649	84	\$134,780	\$126,000	4	N/S	N/S
650 - 699	47	\$129,430	\$121,340	4	N/S	N/S
700 - 749	46	\$158,490	\$146,500	3	N/S	N/S
750 - 799	39	\$181,125	\$180,000	2	N/S	N/S
800 - 849	12	\$196,750	\$181,500	1	N/S	N/S

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

**Exhibit 10** presents total annual compensation by bachelor's degree received and the distribution of the sample. The median annual compensation for all disciplines is \$84,000 and the median responsibility point level was 404 points. Mining graduates reported the highest mean total annual compensation at \$122,785 as well as median annual compensation at \$115,590. Mining respondents also reported the highest median point level at 510, supporting the higher total compensation values reported (see page 10).

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

Bachelor's Degree	Number of Responses	% of Total	Compensation		Median Points
			Mean	Median	
Geoscience					
Geology	71	4.22%	\$106,360	\$87,900	475
Geochemistry	2	0.12%	N/S	N/S	N/S
Geophysics	4	0.24%	N/S	N/S	N/S
Environmental Geoscience	16	0.95%	\$56,290	\$58,000	297
Other Geoscience	13	0.77%	\$82,965	\$75,000	360
Engineering					
Agriculture/Bioresource	20	1.19%	\$85,470	\$84,000	421
Biomedical	3	0.18%	N/S	N/S	N/S
Chemical	120	7.14%	\$94,380	\$87,500	422
Civil/Structural	477	28.38%	\$93,400	\$83,000	406
Computer	16	0.95%	\$72,530	\$67,050	283
Electrical/Electronic	246	14.63%	\$102,605	\$94,000	426
Engineering Physics	38	2.26%	\$96,485	\$84,100	367
Environmental	31	1.84%	\$70,180	\$68,500	353
Forestry	9	0.54%	\$69,240	\$65,500	303
Geological	73	4.34%	\$122,020	\$83,000	433
Integrated	2	0.12%	N/S	N/S	N/S
Mechanical	384	22.84%	\$87,820	\$80,000	389
Metallurgical	28	1.67%	\$97,630	\$86,650	395
Mining	23	1.37%	\$122,785	\$115,590	510
Naval Architecture	3	0.18%	N/S	N/S	N/S
Petroleum	2	0.12%	N/S	N/S	N/S
Software	3	0.18%	N/S	N/S	N/S
Surveying/Geomatics	8	0.48%	\$107,070	\$87,988	417
Other Engineering	44	2.62%	\$94,415	\$85,300	421
Non Eng/Geo Degree	28	1.67%	\$117,330	\$98,500	467
Not Reported	17	1.01%	\$87,600	\$86,235	385
Total	1681	100.00%	\$95,375	\$84,000	404

**TOTAL ANNUAL COMPENSATION BY HIGHEST DEGREE RECEIVED**

Postgraduate degrees are held by just over 32% of the 1681 valid BC respondents. **Exhibit 11** illustrates the effect of higher education on compensation.

**Exhibit 11 - Total annual compensation by highest degree received**

Highest Degree Received	Number	Median Points	Compensation	
			Mean	Median
Bachelor's Degree	1099	380	\$90,239	\$79,890
MASc/MEng/MSc/MA	402	429	\$92,792	\$85,672
MBA	78	540	\$133,820	\$115,295
PhD	64	542	\$138,689	\$97,821

**TOTAL ANNUAL COMPENSATION BY YEAR OF GRADUATION**

The total annual compensation results by year of graduation are presented for the entire member population in **Exhibit 12**. The median total annual compensation and responsibility point level for all years and members combined is \$84,000/404 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 four or fewer respondents.

Exhibit 12 - Total annual compensation and responsibility level by year of graduation

Year of Bachelor's Degree	Total Jobs	2006 Median Annual Compensation	2002 Median Annual Compensation	2006/2002 Change in Median Annual Compensation	2006 Median Points	2002 Median Points	2006/2002 Change in Median Points
2006	4	N/S	N/A	N/A	N/S	N/A	N/A
2005	67	\$51,200	N/A	N/A	203	N/A	N/A
2004	74	\$52,350	N/A	N/A	227	N/A	N/A
2003	86	\$57,530	N/A	N/A	248	N/A	N/A
2002	72	\$58,885	N/A	N/A	281	N/A	N/A
2001	62	\$64,750	\$45,000	43.9%	291	235	23.8%
2000	68	\$70,500	\$46,800	50.6%	318	248	28.2%
1999	63	\$76,000	\$50,100	51.7%	363	270	34.4%
1998	67	\$76,300	\$51,025	49.5%	370	280	32.1%
1997	51	\$80,000	\$55,000	45.5%	373	300	24.3%
1996	63	\$80,000	\$55,000	45.5%	377	311	21.2%
1995	45	\$92,000	\$60,900	51.1%	413	334	23.7%
1994	62	\$81,500	\$66,000	23.5%	407	377	8.0%
1993	54	\$90,700	\$72,000	26.0%	408	384	6.3%
1992	48	\$87,850	\$67,060	31.0%	451	383	17.8%
1991	43	\$98,500	\$73,000	34.9%	491	403	21.8%
1990	49	\$99,500	\$81,000	22.8%	478	413	15.7%
1989	37	\$92,600	\$78,250	18.3%	436	440	-0.9%
1988	50	\$100,000	\$75,000	33.3%	478	425	12.5%
1987	53	\$110,000	\$79,175	38.9%	531	439	21.0%
1986	39	\$90,000	\$82,415	9.2%	500	486	2.9%
1985	39	\$106,000	\$84,750	25.1%	516	449	14.9%
1984	38	\$99,850	\$77,000	29.7%	510	461	10.6%
1983	40	\$97,690	\$96,250	1.5%	503	555	-9.4%
1982	34	\$95,150	\$79,000	20.4%	453	428	5.8%
1981	31	\$102,340	\$90,000	13.7%	513	528	-2.8%
1980	25	\$103,000	\$87,500	17.7%	543	525	3.4%
1979	30	\$106,750	\$82,700	29.1%	483	515	-6.2%
1978	28	\$113,250	\$96,750	17.1%	510	545	-6.4%
1977	20	\$94,750	\$85,000	11.5%	608	460	32.2%
1976	25	\$105,000	\$86,000	22.1%	565	483	17.0%
1975	19	\$133,200	\$100,500	32.5%	555	491	13.0%
1974	25	\$103,000	\$93,000	10.8%	530	563	-5.9%
1973	19	\$110,000	\$100,000	10.0%	537	578	-7.1%
1972	20	\$110,095	\$93,000	18.4%	556	550	1.1%
1971	7	\$99,000	\$92,000	7.6%	640	538	19.0%
1970	14	\$126,500	\$92,350	37.0%	516	518	-0.4%
1969	14	\$106,575	\$91,081	17.0%	573	565	1.4%
1968	5	\$105,000	\$107,400	-2.2%	590	620	-4.8%
1967	8	\$105,500	\$107,600	-2.0%	536	606	-11.6%
1966	7	\$90,000	\$105,000	-14.3%	488	631	-22.7%
1965 & earlier	13	\$92,000	\$92,514	-0.6%	579	531	9.0%
No Degree/Not Reported	63	\$95,000	\$72,000	31.9%	443	410	8.0%

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

**TOTAL ANNUAL COMPENSATION BY INDUSTRY INCLUDING NON-BC RESPONDENTS**

In 2006, almost 200 APEGBC members from outside of British Columbia participated in the compensation survey. While the intent of the survey and this report is to provide information to assist BC employers in setting BC compensation levels, and all previous compensation analyses use the valid sample of 1681 BC respondents only, Exhibit 13 reports Total Annual Compensation by Industry for the larger worldwide sample of 1874 valid respondents.

**Exhibit 13 - Total annual compensation by industry (All respondents)**

Industry	Total Jobs	% of Total	Total Annual Compensation					
			Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
<b>All Sectors</b>	<b>1874</b>	<b>100.00%</b>	<b>\$102,150</b>	<b>\$53,225</b>	<b>\$67,000</b>	<b>\$86,000</b>	<b>\$111,810</b>	<b>\$153,430</b>
<b>Management Consulting</b>	<b>29</b>	<b>1.55%</b>	<b>\$124,835</b>	<b>\$75,000</b>	<b>\$95,500</b>	<b>\$115,000</b>	<b>\$149,620</b>	<b>\$165,000</b>
<b>Engineering/Geoscience Consulting</b>	<b>883</b>	<b>47.12%</b>	<b>\$95,920</b>	<b>\$50,000</b>	<b>\$61,000</b>	<b>\$80,600</b>	<b>\$110,000</b>	<b>\$150,000</b>
Aeronautics/Aerospace	10	0.53%	\$81,280	\$55,100	\$66,205	\$80,860	\$91,875	\$117,450
Biomedical	2	0.11%	N/S	N/S	N/S	N/S	N/S	N/S
Building Science	14	0.75%	\$91,520	\$51,350	\$60,440	\$78,500	\$112,125	\$175,000
Chemical	9	0.48%	\$95,355	N/S	\$70,950	\$83,500	\$108,895	N/S
Civil	121	6.46%	\$93,575	\$49,935	\$58,600	\$75,720	\$109,500	\$164,400
Computer	12	0.64%	\$75,280	\$46,150	\$53,285	\$72,550	\$83,150	\$124,200
Construction	13	0.69%	\$79,205	\$47,800	\$61,450	\$76,300	\$98,000	\$127,800
Electrical	63	3.36%	\$90,085	\$49,895	\$60,000	\$86,380	\$110,500	\$136,510
Electronics	8	0.43%	\$86,225	N/S	\$60,830	\$92,000	\$104,625	N/S
Environmental	104	5.55%	\$83,350	\$45,365	\$52,775	\$70,350	\$105,750	\$135,600
Fire Protection	4	0.21%	N/S	N/S	N/S	N/S	N/S	N/S
Forest	8	0.43%	\$60,850	N/S	\$38,600	\$48,500	\$65,500	N/S
Geochemistry	3	0.16%	N/S	N/S	N/S	N/S	N/S	N/S
Geological	21	1.12%	\$119,925	\$50,920	\$62,500	\$102,000	\$150,000	\$245,000
Geophysics	7	0.37%	\$127,285	N/S	\$70,900	\$92,500	\$197,000	N/S
Geotechnical	73	3.90%	\$118,780	\$54,680	\$67,550	\$80,000	\$115,650	\$165,080
Hydrogeological	12	0.64%	\$80,855	\$52,240	\$65,250	\$74,525	\$98,850	\$123,900
Industrial/Manufacturing	20	1.07%	\$78,210	\$50,100	\$55,810	\$74,500	\$92,175	\$119,800
Marine/Naval	15	0.80%	\$77,340	\$48,515	\$52,500	\$65,000	\$89,000	\$157,750
Mechanical	72	3.84%	\$80,715	\$45,750	\$55,000	\$75,725	\$93,875	\$120,000
Metallurgical/Materials	17	0.91%	\$91,655	\$53,275	\$58,750	\$72,240	\$110,000	\$179,000
Mining	35	1.87%	\$114,735	\$56,505	\$68,000	\$96,000	\$138,000	\$224,000
Oil and Gas	27	1.44%	\$157,225	\$84,000	\$100,000	\$140,000	\$165,000	\$298,550
Pulp and Paper	22	1.17%	\$108,910	\$67,830	\$88,750	\$102,160	\$122,500	\$144,450
Structural	78	4.16%	\$98,835	\$53,830	\$60,910	\$79,750	\$105,000	\$135,560
Surveying/Geomatics	3	0.16%	N/S	N/S	N/S	N/S	N/S	N/S
Transportation	53	2.83%	\$89,485	\$47,130	\$56,530	\$90,000	\$110,000	\$138,800
Other	57	3.04%	\$93,380	\$54,270	\$69,000	\$87,000	\$108,500	\$142,400

Exhibit 13 - Total annual compensation by industry (continued)

Industry	Total Jobs	% of Total	Total Annual Compensation					
			Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
<b>Utilities, Communications</b>	<b>175</b>	<b>9.35%</b>	<b>\$110,030</b>	<b>\$57,200</b>	<b>\$73,200</b>	<b>\$91,440</b>	<b>\$118,750</b>	<b>\$152,000</b>
Communication and Telecommunication	31	1.66%	\$102,755	\$70,580	\$78,000	\$100,000	\$118,750	\$157,000
Electric and Gas Utilities (inc. BC Hydro)	113	6.04%	\$101,250	\$55,880	\$69,750	\$87,600	\$115,500	\$142,900
Transportation	26	1.39%	\$154,245	\$54,910	\$68,125	\$96,015	\$124,850	\$189,700
Other	5	0.27%	\$123,725	N/S	\$85,315	\$102,000	\$173,000	N/S
<b>Government</b>	<b>211</b>	<b>11.28%</b>	<b>\$85,545</b>	<b>\$63,860</b>	<b>\$72,800</b>	<b>\$83,000</b>	<b>\$94,410</b>	<b>\$108,080</b>
Crown Corporations (except BC Hydro)	10	0.53%	\$83,520	\$43,830	\$64,485	\$88,305	\$100,155	\$114,280
Federal	16	0.86%	\$86,835	\$73,320	\$79,320	\$87,190	\$93,835	\$99,980
Provincial/Territorial	52	2.78%	\$73,890	\$57,860	\$65,995	\$75,750	\$83,195	\$88,060
Regional, Municipal, Local	98	5.24%	\$88,500	\$64,975	\$77,085	\$87,500	\$99,670	\$108,590
Education	27	1.44%	\$92,705	\$63,400	\$72,500	\$86,600	\$120,000	\$127,000
Health Care	3	0.16%	N/S	N/S	N/S	N/S	N/S	N/S
Other	5	0.27%	\$115,235	N/S	\$84,500	\$98,000	\$154,590	N/S
<b>Primary and Resource Industries</b>	<b>181</b>	<b>9.67%</b>	<b>\$142,180</b>	<b>\$65,340</b>	<b>\$79,745</b>	<b>\$100,335</b>	<b>\$136,415</b>	<b>\$203,650</b>
Agricultural, Aquaculture, Fishing	4	0.21%	N/S	N/S	N/S	N/S	N/S	N/S
Chemical	12	0.64%	\$112,280	\$63,510	\$77,590	\$100,000	\$141,405	\$204,280
Forestry	50	2.67%	\$91,420	\$54,560	\$68,195	\$92,820	\$105,000	\$131,000
Mining	71	3.79%	\$180,745	\$65,940	\$79,300	\$106,900	\$170,000	\$218,600
Oil and Gas	37	1.98%	\$160,520	\$76,900	\$101,450	\$130,000	\$187,500	\$222,000
Other	7	0.37%	\$91,310	N/S	\$79,015	\$92,000	\$103,000	N/S
<b>Construction and Manufacturing</b>	<b>141</b>	<b>7.54%</b>	<b>\$97,315</b>	<b>\$52,960</b>	<b>\$65,250</b>	<b>\$89,000</b>	<b>\$111,975</b>	<b>\$159,600</b>
Construction	52	2.78%	\$92,315	\$49,360	\$62,475	\$89,000	\$110,000	\$153,400
Heavy Manufacturing	57	3.05%	\$102,550	\$54,960	\$69,920	\$88,500	\$111,650	\$185,400
Light Manufacturing	22	1.18%	\$94,045	\$55,150	\$60,125	\$87,760	\$119,875	\$153,465
Other	10	0.53%	\$100,660	\$44,435	\$64,090	\$92,150	\$130,100	\$197,900
<b>High Technology</b>	<b>222</b>	<b>11.87%</b>	<b>\$97,260</b>	<b>\$52,000</b>	<b>\$67,803</b>	<b>\$85,000</b>	<b>\$105,365</b>	<b>\$142,800</b>
Research and Development	118	6.31%	\$98,160	\$56,975	\$69,875	\$88,000	\$106,500	\$151,290
High Technology Manufacturing	44	2.35%	\$91,955	\$47,700	\$57,740	\$79,250	\$97,530	\$148,505
Systems Integration	41	2.19%	\$97,735	\$50,460	\$68,500	\$90,000	\$108,530	\$142,200
Other	19	1.02%	\$102,930	\$42,000	\$61,000	\$86,800	\$112,000	\$144,000
<b>Service</b>	<b>22</b>	<b>1.18%</b>	<b>\$173,000</b>	<b>\$63,950</b>	<b>\$90,875</b>	<b>\$133,500</b>	<b>\$198,550</b>	<b>\$351,600</b>
<b>Other/Not Reported</b>	<b>10</b>	<b>0.53%</b>	<b>\$95,645</b>	<b>\$42,225</b>	<b>\$63,000</b>	<b>\$81,565</b>	<b>\$143,055</b>	<b>\$174,650</b>

N/S – Insufficient Sample Size