

The Association of Professional Engineers and Geoscientists of British Columbia

2000 REPORT ON MEMBERS' COMPENSATION AND BENEFITS

INTRODUCTION

This report presents the findings of the biennial compensation survey of APEGBC members undertaken by the Association in February 2000. Recent surveys were undertaken previously in 1998 and 1996. The information provided reflects the total annual compensation and benefits earned by APEGBC members employed in full-time positions in BC and illustrates the effects of factors such as responsibility level, year of graduation, industry and region.

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

FORECAST COMPENSATION RANGES

The Association of Professional Engineers and Geoscientists of British Columbia publishes compensation range recommendations, stratified by responsibility point levels as described in the Employment Evaluation Guide (available in the Compensation Report section of the APEGBC web site: www.apeg.bc.ca). These ranges are intended to act as a guide for employees and employers to help compare compensation levels within the industry.

The forecast reflects the latest compensation information available from the 2000 Compensation Survey and other publicly available sources, trends in the cost of living, provincial and national reports on compensation paid by employers, and recent recommendations of the Association.

Exhibit 1 - Forecast 2000 total annual compensation for professional engineers and geoscientists by responsibility level				
Responsibility Level		Compensation Range		
Point Range	Nominal Points	Low Quartile	Median	High Quartile
200 - 249	225	\$41,253	\$44,840	\$50,221
250 - 299	275	\$47,356	\$52,040	\$58,805
300 - 349	325	\$54,149	\$60,165	\$68,588
350 - 399	375	\$60,533	\$68,015	\$78,217
400 - 449	425	\$66,101	\$75,115	\$87,133
450 - 499	475	\$71,614	\$82,315	\$96,309
500 - 549	525	\$76,639	\$89,115	\$105,156
550 - 599	575	\$80,848	\$95,115	\$113,187
600 - 649	625	\$86,449	\$102,915	\$123,498
650 - 699	675	\$93,242	\$112,340	\$135,931
700 - 749	725	\$101,667	\$122,490	\$148,213

SURVEY METHODOLOGY

The 2000 compensation survey was sent to practising professional engineers, professional geoscientists, engineers-in-training and geoscientists-in-training residing in British Columbia. Retired members and non-practising life members were excluded from the survey mailing. After removing incomplete responses, a total of 2,249 returned questionnaires were analyzed and form the basis for this report.

As in previous years, the analyses dealing with compensation use a subset of the total respondents; members who indicated that they were full-time students, retired, employed part-time or unemployed were removed from the data set. All respondents who did not indicate both compensation data and job evaluation points were also removed. The remaining compensation subset is comprised of 2,000 valid surveys.

Total annual compensation as defined in this report includes base salary plus additional cash compensation such as bonuses, commissions, profit sharing and paid overtime.

Compensation definitions are as follows:

- Mean – numerical average of compensation values;
- Median – 50% of values are below and 50% of values are above this compensation;
- Low Decile – 10% of values are below and 90% of values are above this compensation;
- Low Quartile – 25% of values are below and 75% of values are above this compensation;
- High Quartile – 75% of values are below and 25% of values are above this compensation;
- High Decile – 90% of values are below and 10% of values are above this compensation.

In many tables, both median and mean compensation information is provided. Median figures are a better indicator of compensation changes and ranges since median values are less affected by very high and very low responses. However, mean values provide a true arithmetic average, which may be of interest to some readers.

RESULTS**Exhibit 2 - Employment status as of February 2000****DEMOGRAPHICS****Employment Status**

Exhibit 2 illustrates the employment status of this year's respondents as of February 2000. As surveys were mailed to practising members only, responses reflect the distribution of full-time, part-time, student and unemployed members in the active workforce. Full-time salaried/contract workers account for 80% of respondents, while just under 2% indicated that they are employed part-time. Owners/partners comprise 8% of the sample, while just under 5% of respondents are self-employed. Unemployed members make up 2.6 % of the respondents.

Employment Status	Gender				Row Percent
	Male	Female	Not Given	Total	
Full-time Salary	1525	133	65	1723	76.6%
Full-time Contract	59	8	2	69	3.1%
Part-time Salary	13	9	0	22	1.0%
Part-time Contract	17	1	3	21	0.9%
Owner	138	2	11	151	6.7%
Partner	30	1	1	32	1.4%
Self-employed	95	11	5	111	4.9%
Student	0	0	10	10	0.4%
Retired	0	0	47	47	2.1%
Unemployed	0	1	58	59	2.6%
Not Given	1	0	3	4	0.2%
Total	1878	166	205	2249	100.0%
Column Percent	83.5%	7.4%	9.1%	100.0%	

Region and Gender

Of the 2000 valid compensation responses, 88.5% were male, 7.7% were female and 3.9% chose not to indicate their gender. Exhibit 3 provides a detailed distribution of the respondents by branch and gender.

Present Job Function

The survey indicated that 78.8% of respondents are presently working in engineering or geoscience related occupations, while 15.1% are in unrelated occupations. Forty six percent of respondents indicated that their position is at the management level. Exhibit 4 illustrates the detailed results.

Exhibit 3 - Distribution by branch and gender

Branch/Region	Gender				Row Percent
	Male	Female	Not Given	Total	
Vancouver Island	94	9	10	113	5.7%
Victoria	106	14	3	123	6.2%
Lower Mainland	1230	109	56	1395	69.8%
Okanagan	71	3	2	76	3.8%
West Kootenay	39	3	1	43	2.2%
East Kootenay	30	2	0	32	1.6%
South Central	53	5	1	59	3.0%
Central Interior	61	5	1	67	3.4%
Peace River	17	1	0	18	0.9%
Northern	33	2	2	37	1.9%
Missing/Other	36	0	1	37	1.9%
Total	1770	153	77	2000	1
Column Percent	88.5%	7.7%	3.9%	100.0%	

Education

Civil/Structural engineering forms the largest discipline group with 33.7% of the respondents, followed by mechanical engineering with 21.9% and electrical/electronic engineering at 14.3%. Over 30% of respondents hold one or more postgraduate degrees, distributed as follows:

- MAsc/MEng/MSc/MA 25.6%
- MBA 4.7%
- PhD or DSc 3.8%

Exhibit 4 - Job function classification

Engineering/ Geoscience related	Management				Row Percent
	Yes	No	Not Given	Total	
Yes	608	683	285	1576	78.8%
No	223	39	40	302	15.1%
Not Given	89	12	21	122	6.1%
Total	920	734	346	2000	100.0%
Column Percent	46.0%	36.7%	17.3%	100.0%	

TOTAL ANNUAL COMPENSATION BY BACHELOR'S DEGREE**Exhibit 5 - Total annual compensation by bachelor's degree**

Exhibit 5 presents total annual compensation by bachelor's degree received and the distribution of the sample. The median annual compensation for all disciplines is \$73,000. The median annual compensation values for mining graduates was the highest at \$86,250 followed by metallurgical engineering graduates at \$83,000 and geochemistry graduates at \$82,700.

Bachelor's Degree	Number of Responses	% of Total	Compensation		Median Points
			Median	Mean	
Geoscience					
Geology	107	5.4%	\$67,000	\$74,870	453
Geochemistry	2	0.1%	\$82,700	\$82,700	515
Geotechnics	22	1.1%	\$55,500	\$70,030	389
Other	11	0.6%	\$65,405	\$75,665	395
Engineering					
Agriculture/Bioresource	36	1.8%	\$57,250	\$66,045	340
Biomedical	3	0.2%	\$59,000	\$66,665	463
Chemical	135	6.8%	\$79,750	\$82,024	425
Civil/Structural	674	33.7%	\$70,000	\$79,445	455
Computer	21	1.1%	\$80,000	\$82,815	403
Electrical/Electronic	285	14.3%	\$82,000	\$87,760	436
Engineering Physics	23	1.2%	\$80,000	\$76,565	410
Forestry	16	0.8%	\$61,350	\$72,835	384
Geological	74	3.7%	\$64,000	\$70,670	435
Industrial	12	0.6%	\$63,450	\$75,905	375
Mechanical	438	21.9%	\$72,590	\$81,055	424
Metallurgical	39	2.0%	\$83,000	\$87,935	453
Mining	54	2.7%	\$86,250	\$126,465	486
Surveying	7	0.4%	\$62,000	\$63,885	455
Other Engineering	21	1.1%	\$54,000	\$65,432	345
Non Eng-Geo Degree/Not Reported	20	1.0%	\$76,200	\$79,650	471
Total	2000	100.0%	\$73,000	\$81,370	440

TOTAL ANNUAL COMPENSATION BY HIGHEST DEGREE RECEIVED**Exhibit 6 - Total annual compensation by highest degree received**

Postgraduate degrees are held by just over 30% of respondents. Exhibit 6 illustrates the effect of higher education on compensation. The median total annual compensation for respondents with master's degrees (\$74,000) is just 2.7% higher than for those who hold undergraduate degrees only (\$72,040), but mean salaries are 5.5% higher, indicating greater compensation at higher responsibility levels for master's degree holders. The median salary for PhD holders of \$83,000 is \$9,000 more than master's respondents while those holding both engineering and business master's degrees reported median compensation of \$85,000. Members holding MBA's only reported the highest median salary at \$89,400.

Highest Degree Received	Number	Median Points	Median	Mean
Bachelor's Degree	1385	428	\$72,040	\$79,335
MASc/MEng/MSc/MA	511	460	\$74,000	\$83,740
MBA	93	513	\$89,400	\$99,740
Master's and MBA	15	490	\$85,000	\$98,785
PhD	76	533	\$83,000	\$93,305

Exhibit 7 - Distribution of total annual compensation

Total Annual Compensation	Number	Percent
\$20,000 - \$39,999	70	3.5%
\$40,000 - \$59,999	462	23.1%
\$60,000 - \$79,999	649	32.5%
\$80,000 - \$99,999	415	20.8%
\$100,000 - \$149,999	311	15.6%
\$150,000 - \$199,999	60	3.0%
Over \$200,000	33	1.7%

DISTRIBUTION OF INCOME

The distribution of total annual compensation for BC members is provided in Exhibit 7. Almost one third of members reported total compensation of between \$60,000 and \$80,000, followed by 23.1% who receive between \$40,000 and \$60,000. Only 6% of the survey sample report annual compensation of less than \$40,000, while 41.1% indicate that they receive over \$80,000 annually.

TOTAL ANNUAL COMPENSATION BY YEAR OF GRADUATION**Analysis by Registration Status**

The total annual compensation results by year of graduation are presented for the entire member population as well as separately for professional engineers and professional geoscientists. These values are presented in Exhibit 8 (see next page). The median compensation

and responsibility point level for all years and members combined is \$73,000/440 points. The median total annual compensation was reported as \$74,000 for professional Engineers and \$64,000 for professional geoscientists.

Due to the smaller numbers of geoscientists reporting, caution should be exercised when examining individual years where small samples are used to calculate median and mean compensation values. Median and mean values have not been provided for samples of three or fewer respondents.

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

Year of Bachelor's Degree	All Members					Engineering			Geoscience		
	Total Jobs	2000 Median	Median Points	1998 Median	00/98 Increase	Total Jobs	2000 Median	Median Points	Total Jobs	2000 Median	Median Points
All Years	2000	\$73,000	440	\$68,310	6.9%	1865	\$74,000	439	128	\$64,000	443
1999	30	\$41,325	249	N/A	N/A	29	\$41,650	250	1	N/S	N/S
1998	51	\$44,747	245	N/A	N/A	49	\$43,680	245	2	N/S	N/S
1997	56	\$47,000	257	\$40,000	17.5%	55	\$47,000	258	1	N/S	N/S
1996	61	\$54,000	286	\$40,800	32.4%	60	\$54,220	286	1	N/S	N/S
1995	61	\$53,500	315	\$45,000	18.9%	58	\$53,250	313	3	N/S	N/S
1994	76	\$55,950	324	\$48,325	15.8%	73	\$56,000	321	3	N/S	N/S
1993	68	\$58,780	340	\$48,935	20.1%	67	\$58,885	340	1	N/S	N/S
1992	71	\$60,000	348	\$52,565	14.1%	65	\$60,420	349	6	\$47,659	317
1991	71	\$63,200	370	\$54,790	15.3%	66	\$64,250	375	5	\$60,000	326
1990	48	\$68,000	391	\$60,000	13.3%	47	\$68,000	388	0	----	----
1989	65	\$67,800	401	\$59,250	14.4%	61	\$67,800	401	4	\$69,000	410
1988	78	\$70,750	404	\$64,900	9.0%	72	\$73,500	409	5	\$60,000	330
1987	85	\$75,000	436	\$64,950	15.5%	74	\$77,250	440	10	\$60,000	392
1986	77	\$74,500	435	\$65,000	14.6%	72	\$75,700	428	5	\$66,000	463
1985	64	\$76,000	443	\$68,500	10.9%	62	\$77,230	449	2	N/S	N/S
1984	60	\$78,250	479	\$75,000	4.3%	52	\$79,825	479	7	\$60,105	495
1983	56	\$85,060	483	\$66,000	28.9%	49	\$86,000	490	7	\$76,130	473
1982	54	\$75,000	459	\$73,600	1.9%	51	\$75,000	459	3	N/S	N/S
1981	68	\$82,150	457	\$75,930	8.2%	63	\$82,000	455	5	\$95,000	583
1980	50	\$89,600	489	\$76,750	16.7%	47	\$90,000	491	3	N/S	N/S
1979	49	\$78,400	502	\$72,490	8.2%	46	\$80,000	505	3	N/S	N/S
1978	61	\$90,000	503	\$80,000	12.5%	55	\$91,000	528	5	\$64,000	383
1977	37	\$89,000	535	\$86,210	3.2%	33	\$90,000	565	4	\$69,634	508
1976	42	\$84,500	508	\$78,000	8.3%	39	\$84,000	510	3	N/S	N/S
1975	50	\$84,850	546	\$82,000	3.5%	46	\$84,850	546	3	N/S	N/S
1974	57	\$90,000	501	\$85,000	5.9%	50	\$90,950	515	7	\$90,000	491
1973	45	\$96,000	546	\$95,000	1.1%	42	\$96,000	547	3	N/S	N/S
1972	57	\$82,800	545	\$82,390	0.5%	51	\$84,000	548	6	\$64,150	447
1971	38	\$78,080	509	\$75,790	3.0%	37	\$78,160	510	1	N/S	N/S
1970	34	\$93,450	575	\$83,000	12.6%	30	\$98,850	558	4	\$72,500	662
1969	46	\$88,236	526	\$79,320	11.2%	43	\$90,000	518	3	N/S	N/S
1968	27	\$92,855	546	\$84,000	10.5%	25	\$97,850	553	2	N/S	N/S
1967	27	\$97,700	550	\$92,500	5.6%	26	\$98,850	554	0	----	----
1966	25	\$89,500	578	\$81,450	9.9%	24	\$89,750	590	1	N/S	N/S
1965	32	\$88,500	588	\$90,685	-2.4%	29	\$87,000	588	3	----	----
1964	18	\$84,190	512	N/A	N/A	17	\$84,000	510	1	N/S	N/S
1963	20	\$86,500	581	N/A	N/A	19	\$87,000	576	1	N/S	N/S
1962	13	\$106,000	608	N/A	N/A	13	\$106,000	608	0	----	----
1961	17	\$96,000	630	N/A	N/A	16	\$95,500	602	1	N/S	N/S
1960	10	\$118,500	694	N/A	N/A	10	\$118,500	694	0	----	----
1959 & earlier	20	\$72,995	591	N/A	N/A	20	\$72,995	591	0	----	----
No Degree/Not Reported	25	\$79,000	460	\$73,230	7.9%	22	\$77,500	452	3	N/S	N/S
N/A - Not Available	N/S - Insufficient sample size										

Analysis by Gender

Exhibit 9 presents median compensation and point levels for male and female respondents graduating between 1981 and 1999. In the majority of cases, both female median total annual compensation and responsibility point values are less than the male values for the same reporting year. Again, caution should be exercised when examining individual years where small samples are used to calculate median and mean compensation values.

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

Year of Bachelor's Degree	Male			Female		
	Total Jobs	Median	Median Points	Total Jobs	Median	Median Points
1999	25	\$41,650	250	5	\$40,000	213
1998	40	\$44,875	244	10	\$43,165	239
1997	42	\$48,650	266	14	\$45,900	241
1996	43	\$55,000	300	15	\$42,920	258
1995	50	\$55,000	320	10	\$45,945	289
1994	61	\$58,000	333	12	\$45,250	280
1993	61	\$59,000	343	7	\$58,500	298
1992	64	\$60,100	352	6	\$54,725	279
1991	62	\$64,250	369	7	\$60,000	398
1990	44	\$68,000	385	2	N/S	N/S
1989	55	\$68,745	396	6	\$65,690	425
1988	66	\$73,500	399	8	\$65,350	401
1987	74	\$77,000	440	7	\$58,850	400
1986	66	\$76,750	435	8	\$63,210	402
1985	58	\$77,230	443	3	N/S	N/S
1984	52	\$77,500	477	5	\$99,600	498
1983	51	\$86,000	495	2	N/S	N/S
1982	48	\$76,850	477	4	\$55,713	338
1981	63	\$82,000	458	4	\$89,250	447

N/S - Insufficient sample size

TOTAL ANNUAL COMPENSATION BY RESPONSIBILITY LEVEL

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

the same responsibility point range.

The median compensation level for all respondents and all responsibility point levels is \$73,000 and ranges from a low of \$43,000 at the less than 200 point level to \$190,000 at the more than 849 point level. Compared to

1998 median compensation values, almost all point level ranges have recorded an increase, and the median salary has increased almost 6.9% over the two-year period.

Exhibit 10 - Reported total annual compensation by responsibility level - February 2000

Responsibility Point Range	Total Jobs	Median Points	Total Annual Compensation						1998 Median	Increase 00/98 Median
			Mean	Low Decile	Low Quartile	Median	High Quartile	High Decile		
Less than 200	9	191	\$47,383	N/S	\$34,100	\$43,000	\$59,275	N/S	\$38,000	13.2%
200 - 249	96	230	\$43,968	\$36,000	\$40,350	\$43,335	\$47,450	\$50,733	\$41,020	5.6%
250 - 299	176	275	\$51,977	\$39,500	\$43,940	\$49,415	\$59,475	\$67,500	\$48,000	2.9%
300 - 349	252	325	\$60,820	\$45,000	\$50,000	\$58,985	\$66,600	\$78,850	\$55,500	6.3%
350 - 399	246	380	\$67,952	\$51,440	\$59,000	\$66,000	\$75,225	\$89,445	\$62,000	6.5%
400 - 449	282	426	\$73,956	\$55,000	\$62,000	\$72,650	\$83,575	\$96,400	\$68,950	5.4%
450 - 499	251	475	\$82,462	\$61,020	\$69,000	\$80,000	\$91,325	\$105,170	\$75,000	6.7%
500 - 549	198	523	\$88,811	\$60,490	\$73,000	\$88,200	\$100,000	\$115,000	\$80,000	10.3%
550 - 599	169	573	\$95,367	\$65,700	\$77,325	\$90,000	\$111,000	\$120,609	\$87,285	3.1%
600 - 649	115	626	\$104,139	\$70,000	\$84,000	\$100,000	\$119,353	\$151,200	\$90,000	11.1%
650 - 699	84	671	\$122,236	\$62,400	\$89,175	\$115,880	\$139,275	\$197,000	\$100,000	15.9%
700 - 749	61	724	\$145,698	\$78,200	\$93,000	\$112,000	\$140,500	\$212,200	\$105,250	6.4%
750 - 799	32	770	\$137,184	\$101,500	\$118,500	\$133,195	\$157,250	\$194,000	\$130,000	2.5%
800 - 849	22	818	\$163,132	\$103,700	\$118,700	\$161,400	\$196,475	\$239,480	\$167,500	-3.6%
More than 849	7	860	\$362,286	N/S	\$135,000	\$190,000	\$225,000	N/S	\$174,500	8.9%

N/S - Insufficient sample size for meaningful results

Analysis by Gender

A comparative analysis of male and female median total annual compensation by responsibility point level is provided as Exhibit 11. At all point levels except 450 - 499, female respondents have reported lower salaries than their male counterparts at the same responsibility point range. This ranges from 99.4% of the male compensation figures at the 200 - 249 point range to 83.4% at the 500 - 549 point range. Again, caution should be exercised when examining individual years where small samples are used to calculate median and mean compensation values.

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

Responsibility Point Range	Male		Female	
	Total Jobs	Median	Total Jobs	Median
Less than 200	6	\$43,340	3	N/S
200 - 249	68	\$43,335	28	\$43,075
250 - 299	133	\$50,000	37	\$46,800
300 - 349	227	\$59,100	19	\$51,426
350 - 399	219	\$67,000	15	\$60,000
400 - 449	246	\$74,000	25	\$63,780
450 - 499	231	\$79,500	11	\$90,000
500 - 549	181	\$88,400	8	\$73,750
550 - 599	158	\$90,000	3	N/S
650 - 699	79	\$116,610	2	N/S
700 - 749	58	\$112,500	1	N/S
750 - 799	29	\$129,340	0	N/S
800 - 849	17	\$160,000	0	-----
More than 849	7	\$190,000	0	-----

N/S - Insufficient sample size

TOTAL ANNUAL COMPENSATION BY REGION

Exhibit 12 presents the median annual compensation and responsibility level values for respondents based on their location of work in the province. The results are provided by geographical region/branch. The highest median compensation of \$77,065 was reported by East Kootenay respondents, followed by West Kootenay at \$76,000 and the Lower Mainland at \$75,000. Peace River Branch respondents reported the lowest median compensation of \$63,850 but also had the lowest reported responsibility point median of 383, which may account for the lower compensation in this region.

Exhibit 12 - Total annual compensation by geographic region

Branch/Region	Total Jobs		Compensation		Median Points
	Number	Percent	Mean	Median	
Vancouver Island	113	5.8%	\$76,150	\$72,000	435
Victoria	123	6.3%	\$71,285	\$66,000	468
Lower Mainland	1395	71.1%	\$83,870	\$75,000	440
Okanagan	76	3.9%	\$70,850	\$65,650	430
West Kootenay	43	2.2%	\$74,415	\$76,000	435
East Kootenay	32	1.6%	\$77,040	\$77,065	398
South Central	59	3.0%	\$72,200	\$67,700	466
Central Interior	67	3.4%	\$77,260	\$70,000	417
Peace River	18	0.9%	\$71,630	\$63,850	383
Northern	37	1.9%	\$71,831	\$67,500	411

TOTAL ANNUAL COMPENSATION BY INDUSTRY

Exhibit 13 illustrates the distribution of respondents by industry. Engineering/geoscience consulting makes up the largest component of responses at 42.2%. The next largest employer group

is government at 15.7%, followed by the primary and resource industries at 12.8%.

The engineering/geoscience consulting group reported a median annual compensation of \$67,600, which is 8.4% less than the median for all sectors (\$73,000). The reported median annual compensation for forest consultants of \$60,500 is \$12,500

less than that for all sectors and \$7,100 less than the consulting industry median. Metallurgical consultants reported the highest median compensation of all industry categories at \$92,250 (22 respondents).

Exhibit 13 - Total annual compensation by industry

Industry	Total Jobs	% of Total	Total Annual Compensation					
			Mean	Lower Decile	Lower Quartile	Median	Upper Quartile	Upper Decile
All Sectors	2000	100.0	\$81,370	\$45,600	\$58,500	\$73,000	\$92,500	\$119,320
Management Consulting	45	2.3%	\$98,670	\$49,720	\$74,250	\$90,250	\$122,250	\$153,600
Engineering/Geoscience Consulting	844	42.2%	\$75,334	\$42,000	\$52,000	\$67,600	\$90,000	\$115,120
Building Envelope	12	0.6%	\$74,025	\$42,400	\$62,000	\$77,700	\$89,175	\$93,800
Chemical	17	0.9%	\$82,912	\$49,200	\$65,000	\$80,800	\$106,750	\$113,000
Civil	188	9.4%	\$73,623	\$41,900	\$50,085	\$66,000	\$84,375	\$115,715
Electrical	80	4.0%	\$77,118	\$49,820	\$58,000	\$71,000	\$91,780	\$119,100
Environmental	87	4.4%	\$77,200	\$39,880	\$52,000	\$66,500	\$93,000	\$120,400
Forest	29	1.5%	\$70,855	\$40,000	\$52,400	\$60,500	\$80,000	\$119,000
Geological	50	2.5%	\$75,838	\$39,550	\$51,940	\$70,250	\$90,000	\$102,960
Geotechnical	80	4.0%	\$76,599	\$44,100	\$49,555	\$63,960	\$91,250	\$129,940
Industrial	16	0.8%	\$68,809	\$35,505	\$39,000	\$65,450	\$82,500	\$121,600
Mechanical	97	4.9%	\$71,453	\$42,000	\$48,470	\$67,000	\$80,250	\$113,400
Metallurgical	22	1.1%	\$91,779	\$42,900	\$64,075	\$92,250	\$101,200	\$144,500
Structural	116	5.8%	\$74,263	\$41,635	\$50,000	\$65,800	\$87,930	\$115,180
Other	50	2.5%	\$78,340	\$45,460	\$57,675	\$71,150	\$101,750	\$115,950
Utilities, Communications	199	10.0%	\$84,974	\$54,100	\$68,000	\$81,000	\$98,000	\$112,000
Communication and Telecommunication	56	2.8%	\$77,204	\$51,400	\$68,125	\$76,215	\$85,385	\$105,000
Electric and Gas Utilities (incl. BC Hydro)	101	5.1%	\$88,890	\$64,000	\$74,000	\$86,600	\$101,675	\$111,740
Transportation	42	2.1%	\$85,921	\$39,410	\$53,630	\$70,000	\$102,125	\$155,400
Government	265	15.7%	\$68,505	\$49,780	\$58,390	\$65,470	\$76,750	\$90,590
Crown Corporations (except BC Hydro)	11	0.6%	\$83,843	\$61,320	\$65,000	\$83,500	\$92,375	\$109,800
Federal	23	1.2%	\$68,440	\$54,910	\$63,780	\$66,115	\$74,600	\$82,000
Provincial	92	4.6%	\$62,649	\$46,900	\$57,320	\$62,000	\$66,815	\$77,885
Regional, Municipal, Local	99	5.0%	\$71,715	\$49,600	\$58,885	\$70,000	\$80,000	\$97,500
Education	34	1.7%	\$69,308	\$40,000	\$52,100	\$63,750	\$83,850	\$105,009
Health Care	6	0.3%	\$72,900	N/S	N/S	\$66,700	N/S	N/S
Primary and Resource Industries	256	12.8%	\$96,936	\$57,865	\$70,000	\$84,350	\$107,000	\$132,000
Chemical	16	0.8%	\$88,793	\$56,600	\$64,750	\$87,890	\$108,675	\$125,900
Forestry	109	5.5%	\$87,621	\$60,226	\$72,695	\$82,500	\$99,700	\$120,000
Mining	95	4.8%	\$109,427	\$50,180	\$69,500	\$83,100	\$113,000	\$155,400
Oil and Gas	36	1.8%	\$95,797	\$54,120	\$67,250	\$95,750	\$111,500	\$132,210
Construction and Manufacturing	160	8.0%	\$81,265	\$45,000	\$57,125	\$72,500	\$90,750	\$120,000
Construction	66	3.3%	\$87,703	\$49,760	\$64,125	\$80,250	\$101,500	\$126,150
Heavy Manufacturing	76	3.8%	\$76,933	\$43,506	\$50,100	\$63,350	\$86,891	\$123,900
Light Manufacturing	18	0.9%	\$75,952	\$46,700	\$59,375	\$69,766	\$92,100	\$102,300
High Technology	169	8.5%	\$97,235	\$49,920	\$62,830	\$77,000	\$100,500	\$150,000
Research and Design	135	6.8%	\$88,073	\$49,000	\$61,000	\$75,000	\$100,000	\$142,800
High Technology Manufacturing	34	1.7%	\$133,610	\$52,210	\$68,825	\$79,525	\$103,000	\$204,000
Service	33	1.7%	\$88,846	\$44,100	\$64,440	\$87,300	\$103,500	\$138,800
Other/not reported	29	1.5%	\$85,204	\$53,000	\$64,405	\$73,500	\$100,400	\$131,000

Exhibit 14 provides the percentage increases/decreases in median compensation for comparable sectors between 1998 and 2000. The overall increase in median annual compensation for all sectors over the two-year period was 6.9%. However, lower median salaries were reported in the Education, Health Care and Heavy Manufacturing sectors.

WORKING HOURS, OVERTIME AND OTHER COMPENSATION

Working Hours

The most commonly reported standard work week for full-time salaried and contract employees is 40 hours, indicated by 50.7 of the full-time respondents. A 37.5 hour base week is reported by 33% while 12.2 % have a base week of 35 hours. The average number of hours worked weekly is almost unchanged from 1998 at 44.2 hours.

Bonuses and Overtime Pay

Almost 40% of respondents indicated that they receive compensation in the form of a bonus and almost 53% indicated that they some form of compensation for overtime worked. Just over 59% receive cash or time in lieu, 27% receive cash only and 14% receive time in lieu only. Of those who receive cash compensation, just over 55% receive straight time and 26% receive time-and-one-half, while 19% have a bonus or other arrangement for overtime worked.

Exhibit 14 - Total annual compensation by industry -
2000/1998 comparison

Industry	2000 Median	1998 Median	Increase 00/98
All Sectors	\$73,000	\$68,310	6.9%
Engineering/Geoscience Consulting Services	\$67,600	\$65,000	4.0%
Utilities, Communications & Transportation			
Communication and Telecommunication	\$76,215	\$72,000	5.9%
Electric and Gas Utilities (incl. BC Hydro)	\$86,600	\$78,400	10.5%
Transportation	\$70,000	\$64,625	8.3%
Government			
Crown Corporations (except BC Hydro)	\$83,500	\$73,500	13.6%
Federal	\$66,115	\$63,075	4.8%
Provincial	\$62,000	\$61,000	1.6%
Regional, Municipal, Local	\$70,000	\$68,000	2.9%
Education	\$63,750	\$69,500	-8.3%
Health Care	\$66,700	\$75,000	-11.1%
Primary and Resource Industries			
Chemical	\$87,890	\$76,000	15.6%
Forestry	\$82,500	\$75,500	9.3%
Mining	\$83,100	\$78,100	6.4%
Oil and Gas	\$95,750	\$79,650	20.2%
Construction and Manufacturing			
Construction	\$80,250	\$68,950	16.4%
Heavy Manufacturing	\$63,350	\$65,570	-3.4%
Light Manufacturing	\$69,766	\$62,750	11.2%
High Technology			
Research and Design	\$75,000	\$67,250	11.5%
High Technology Manufacturing	\$79,525	\$70,500	12.8%
Service	\$87,300	\$67,250	29.8%
Other/not reported	\$73,500	\$70,500	4.3%

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

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

Responsibility Point Range	All Consulting Services	Utilities, Communications & Transportation	Government	Primary & Resource Industries	Construction & Manufacturing	High Technology	Service/ Other	All Sectors
200 - 249	3.2%	7.3%	1.1%	3.8%	0.4%	3.2%	N/S	3.6%
250 - 299	4.6%	8.6%	1.7%	6.8%	6.0%	7.6%	10.8%	5.5%
300 - 349	4.6%	13.4%	2.9%	5.3%	7.8%	15.1%	30.0%	7.5%
350 - 399	5.5%	8.6%	7.6%	4.0%	3.6%	7.0%	8.0%	6.0%
400 - 449	7.6%	10.9%	2.5%	5.2%	8.0%	8.2%	3.3%	7.0%
450 - 499	6.9%	13.0%	3.0%	9.0%	16.7%	9.6%	16.7%	8.9%
500 - 549	11.4%	10.1%	3.2%	6.4%	6.6%	16.2%	14.0%	9.8%
550 - 599	14.7%	14.4%	0.6%	8.7%	6.1%	6.7%	8.5%	10.2%
600 - 649	8.7%	12.7%	2.2%	12.2%	15.1%	0.4%	8.0%	9.5%
650 - 699	8.4%	9.6%	1.4%	11.1%	18.6%	8.8%	N/S	9.2%
700 - 749	14.2%	13.1%	1.8%	16.0%	22.1%	N/S	8.7%	25.4%
750 - 799	15.4%	N/S	4.8%	11.5%	26.9%	16.7%	N/S	16.0%
800 - 849	20.6%	12.8%	N/S	10.8%	20.1%	N/S	N/S	15.7%

N/S - Insufficient sample size

Exhibit 16 provides the percentages of respondents by industry who receive additional compensation over annual base salary. For all employment sectors, 59.2% of respondents indicated that they receive

some form of additional compensation. This is usually in the form of a bonus, indicated by almost 40% of respondents, followed by overtime paid to 18% of respondents. On a broad sectoral basis, a majority of respondents receive some form of additional compensation

over base salary, ranging from 38.9% in the government sector to 83.9% in the utilities, communications and transportation sector.

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

Industry	Total Jobs	Bonus	Commission	Overtime	Profit Sharing	Other	All Categories
All Sectors	2000	39.4%	1.1%	18.0%	2.1%	13.5%	59.2%
Management Consulting	45	28.9%	0.0%	4.4%	2.2%	17.8%	48.9%
Engineering/Geoscience Consulting	844	39.7%	1.2%	18.7%	0.8%	10.8%	58.4%
Building Envelope	12	58.3%	0.0%	0.0%	0.0%	0.0%	58.3%
Chemical	17	35.3%	17.6%	35.3%	0.0%	5.9%	70.6%
Civil	188	49.5%	0.5%	13.8%	0.0%	11.2%	62.8%
Electrical	80	28.8%	0.0%	22.5%	1.3%	12.5%	52.5%
Environmental	87	51.7%	0.0%	17.2%	1.1%	11.5%	65.5%
Forest	29	17.2%	0.0%	24.1%	0.0%	3.4%	41.4%
Geological	50	18.0%	0.0%	14.0%	0.0%	12.0%	36.0%
Geotechnical	80	45.0%	0.0%	22.5%	3.8%	13.8%	62.5%
Industrial	16	31.3%	18.8%	25.0%	0.0%	18.8%	50.0%
Mechanical	97	38.1%	1.0%	18.6%	1.0%	8.2%	58.8%
Metallurgical	22	50.0%	0.0%	22.7%	0.0%	0.0%	63.6%
Structural	116	30.2%	1.7%	24.1%	0.9%	9.5%	56.9%
Other	50	46.0%	0.0%	12.0%	0.0%	18.0%	64.0%
Utilities, Communications & Transportation	199	70.9%	0.5%	19.1%	2.0%	20.1%	83.9%
Communication & Telecommunication	56	66.1%	0.0%	12.5%	5.4%	21.4%	78.6%
Electric and Gas Utilities (incl. BC Hydro)	101	86.1%	0.0%	19.8%	0.0%	17.8%	92.1%
Transportation	42	40.5%	2.4%	26.2%	2.4%	23.8%	71.4%
Government	265	6.0%	0.0%	27.9%	0.0%	9.1%	38.9%
Crown Corporations (except BC Hydro)	11	45.5%	0.0%	9.1%	0.0%	18.2%	63.6%
Federal	23	0.0%	0.0%	39.1%	0.0%	4.3%	43.5%
Provincial	92	5.4%	0.0%	45.7%	0.0%	6.5%	54.3%
Regional, Municipal, Local	99	6.1%	0.0%	21.2%	0.0%	9.1%	29.3%
Education	34	0.0%	0.0%	0.0%	0.0%	14.7%	14.7%
Health Care	6	0.0%	0.0%	16.7%	0.0%	16.7%	33.3%
Primary and Resource Industries	256	44.1%	0.0%	18.0%	2.3%	17.2%	61.7%
Chemical	16	62.5%	0.0%	18.8%	0.0%	6.3%	68.8%
Forestry	109	40.4%	0.0%	24.8%	2.8%	13.8%	60.6%
Mining	95	37.9%	0.0%	13.7%	3.2%	18.9%	56.8%
Oil and Gas	36	63.9%	0.0%	8.3%	0.0%	27.8%	75.0%
Construction and Manufacturing	160	43.1%	1.3%	10.0%	3.1%	13.1%	58.1%
Construction	66	45.5%	1.5%	4.5%	4.5%	18.2%	62.1%
Heavy Manufacturing	76	39.5%	0.0%	15.8%	2.6%	11.8%	56.6%
Light Manufacturing	18	50.0%	5.6%	5.6%	0.0%	0.0%	50.0%
High Technology	169	43.2%	1.2%	14.2%	9.5%	18.3%	61.5%
Research and Design	135	41.5%	0.7%	14.1%	9.6%	19.3%	59.3%
High Technology Manufacturing	34	50.0%	2.9%	14.7%	8.8%	14.7%	70.6%
Service	33	45.5%	21.2%	0.0%	3.0%	15.2%	72.7%
Other/not reported	29	44.8%	0.0%	6.9%	3.4%	20.7%	65.5%

Exhibit 17 - Employee benefits and perquisites

EMPLOYEE BENEFITS AND PERQUISITES

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

The majority of respondents indicated that their employer pays for, or partly subsidizes, BC basic medical coverage (71.0%), extended health benefits (80.9%), long-term disability (74.3%), dental plans (81.4%) and life insurance (73.9%). Related education costs are reimbursed for 70% of respondents, almost 62% participate in an employer-sponsored pension or RRSP plan, and almost 61% have their Association fees paid for or partly sponsored by their employer.

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

Benefit/Perquisite	Benefit Provided			Benefit Not Provided	No Response
	100% Paid	Partly Paid	Total Provided		
Life Insurance	39.1%	34.8%	73.9%	12.3%	13.8%
BC Basic Medical	48.9%	22.1%	71.0%	16.9%	12.1%
Extended Health Plan	42.7%	38.6%	80.9%	7.1%	11.6%
Dental Plan	37.1%	44.4%	81.4%	7.2%	11.4%
Prescription Drug Plan	31.0%	38.7%	69.7%	14.9%	15.4%
Long-term Disability Insurance	36.2%	38.1%	74.3%	12.2%	13.5%
Pension/RRSP Plan	18.6%	43.1%	61.7%	24.0%	14.3%
Education (related)	46.6%	23.4%	70.1%	14.4%	15.5%
Education (unrelated)	2.7%	10.8%	13.4%	63.3%	23.2%
APEGBC Registration Fees	54.4%	6.1%	60.6%	27.3%	12.1%
Other Professional Fees	34.3%	6.5%	40.9%	38.4%	20.7%
Paid Parking			40.8%	44.1%	15.1%
Company Car			10.4%	74.6%	15.0%
Car Allowance			20.8%	63.0%	16.3%
Telecommuting			17.6%	64.4%	18.0%
Flex-time			51.2%	34.3%	14.5%
Fitness Facility/Membership			18.2%	66.5%	15.3%
Employee Share Ownership			25.3%	59.0%	15.7%
Bonus or Profit-sharing Plan			45.3%	40.1%	14.5%
Stock Options			15.7%	68.5%	15.8%
Isolation Allowance			10.1%	72.2%	17.6%
Paid Parental Leave			14.6%	65.1%	20.3%

n.b. It is not known whether no response was intended to indicate that the benefit is not received

Vacation Entitlements

The most commonly reported vacation entitlement is 3 weeks. Seventy percent of respondents receive between 3 and 4 weeks of vacation annually. Just under 20% receive 5 or more weeks each year. Exhibit 18 presents the vacation responses.

Exhibit 18 - Vacation entitlements

Weeks of Vacation	Number	Percent
2	176	10.1%
3	709	40.8%
4	507	29.2%
5	197	11.3%
6	94	5.4%
7	33	1.9%
>7	22	1.3%