
Atlantic Canada Engineering Salary Survey 2015 Report

Prepared for:

Engineers Nova Scotia

Engineers and Geoscientists New Brunswick

Professional Engineers and Geoscientists Newfoundland & Labrador

Engineers PEI

Prepared by:



July 30, 2015

Table of Contents

Survey Background 3

Salary 4

Salary by Membership Status 5

Salary by Membership Status: Comparison Between 2012 and 2015 6

Salary by Gender 7

Salary by Gender: Comparison Between 2012 and 2015 8

Salary by Year of Graduation 9-10

Salary by Year of Graduation and Gender 11-12

Salary by Post-Graduate Studies 13

Salary by Post-Graduate Degree..... 14

Salary by Discipline..... 15-17

Salary by Years of Experience Professional Engineers..... 18-19

Salary by Months of Experience Engineers-in-Training..... 20

Salary by Province or Territory..... 21

Salary by Job Position..... 22

Salary by Sector of Employment 23-24

Salary by Sector of Employment: Comparison Between 2012 and 2015..... 25-26

Vacation by Employment Sector 27-30

Overtime Compensation 31

Benefits 32-33

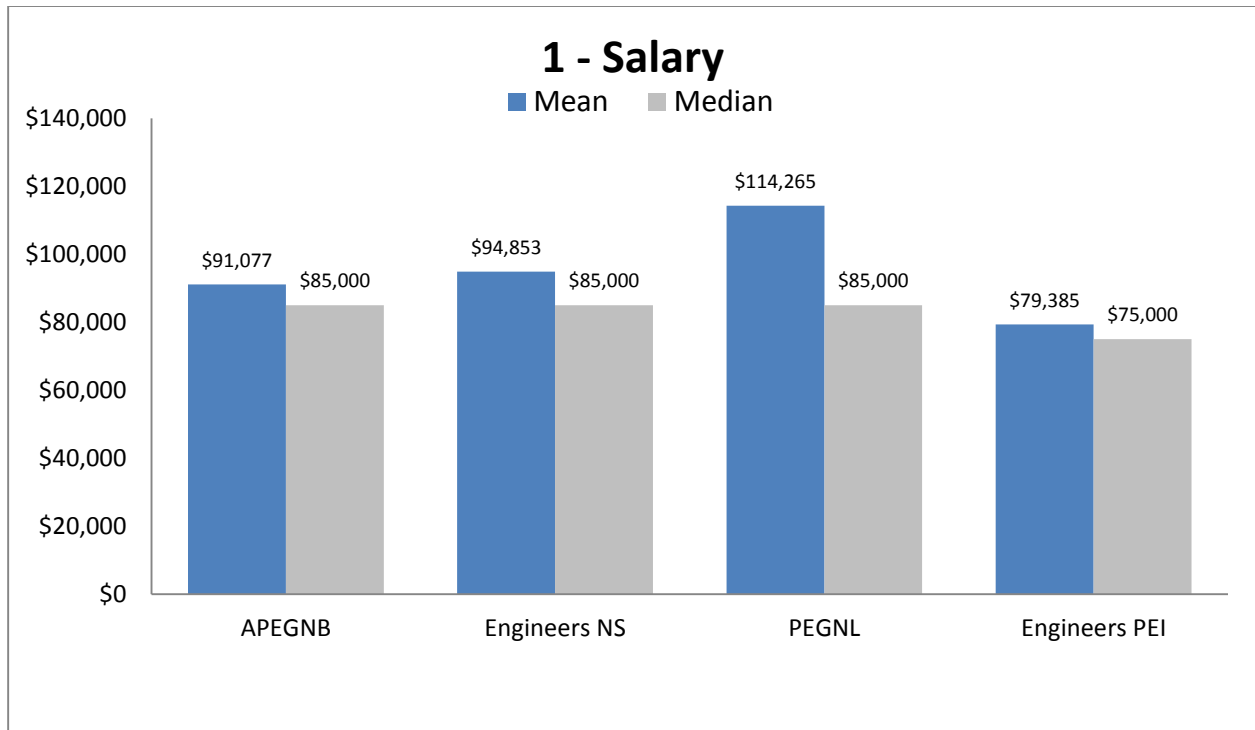
Overall Satisfaction with Remuneration 34

This year the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), Engineers Nova Scotia (ENS), the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), and Engineers PEI (EPEI) agreed to jointly complete an engineering salary survey. Many members, employers, and those considering a career in engineering have expressed an interest in obtaining current statistics on engineering salaries in the Atlantic region. It has been three years since members were asked to participate in the last survey.

The 2015 salary survey was conducted and compiled by ClearPicture Corp. This year 8978 members were asked to participate in the survey, with 3608 responding for a 40% participation rate. Only the aggregated data has been presented in this report. Individual members data will be kept confidential and ClearPicture Corp. will not share that data with anyone.

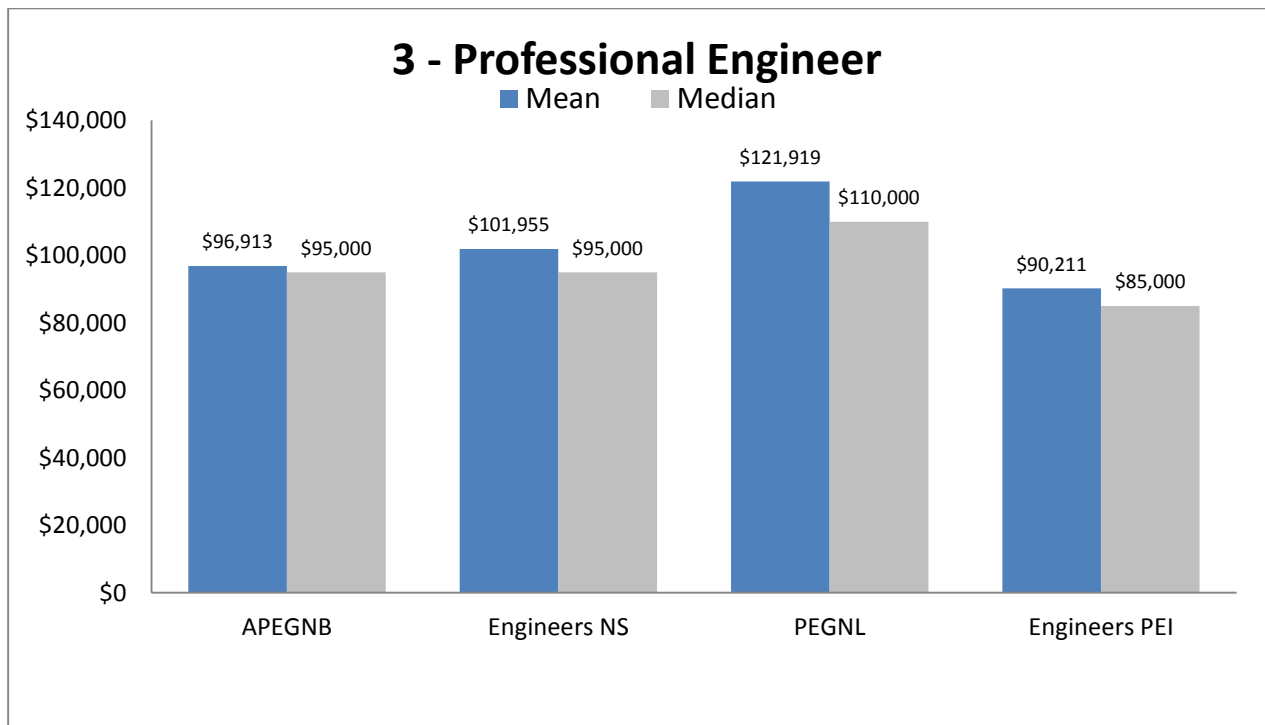
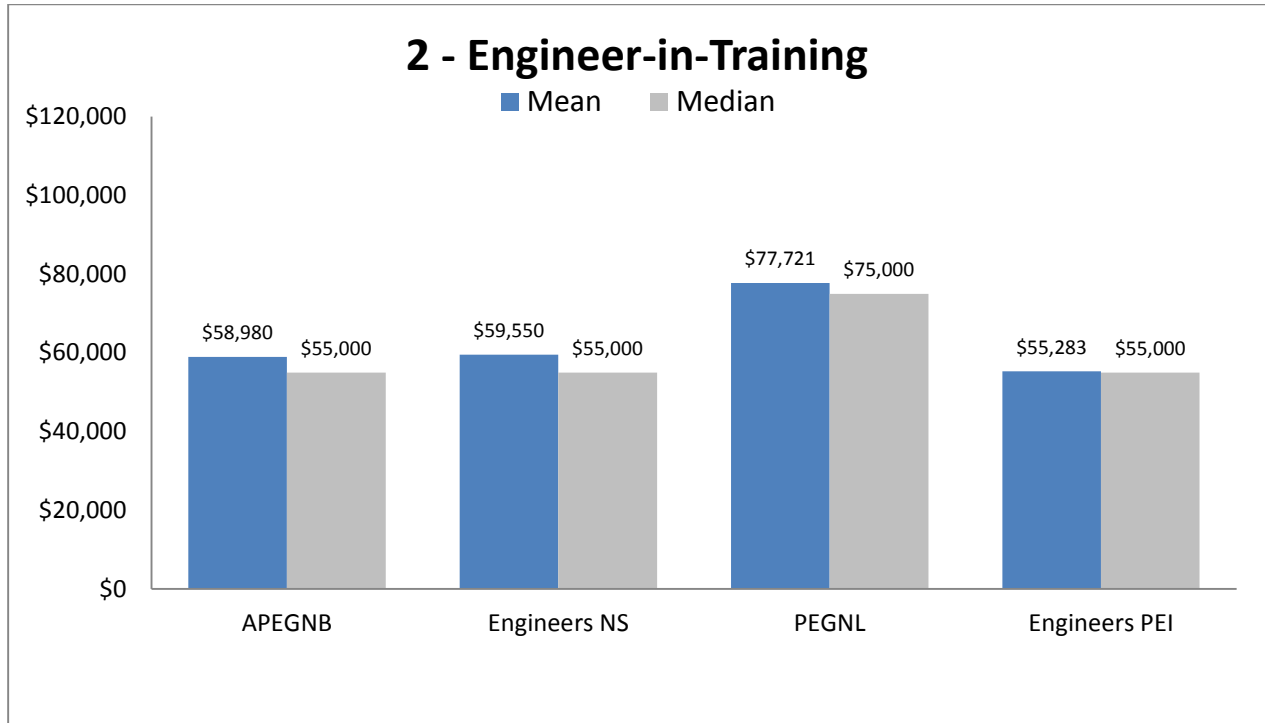
The mean, median, lower and upper quartiles were calculated using the midpoint of each of the salary ranges. Where the mean is the average, median is the 50th percentile, lower quartile is the 25th percentile and the upper quartile is the 75th percentile.

Salary



	Mean	Median	Lower Quartile	Upper Quartile
All Associations	\$97,112	\$85,000	\$75,000	\$110,000
APEGNB	\$91,077	\$85,000	\$65,000	\$110,000
Engineers NS	\$94,853	\$85,000	\$75,000	\$110,000
PEGNL	\$114,265	\$85,000	\$75,000	\$110,000
Engineers PEI	\$79,385	\$75,000	\$55,000	\$95,000

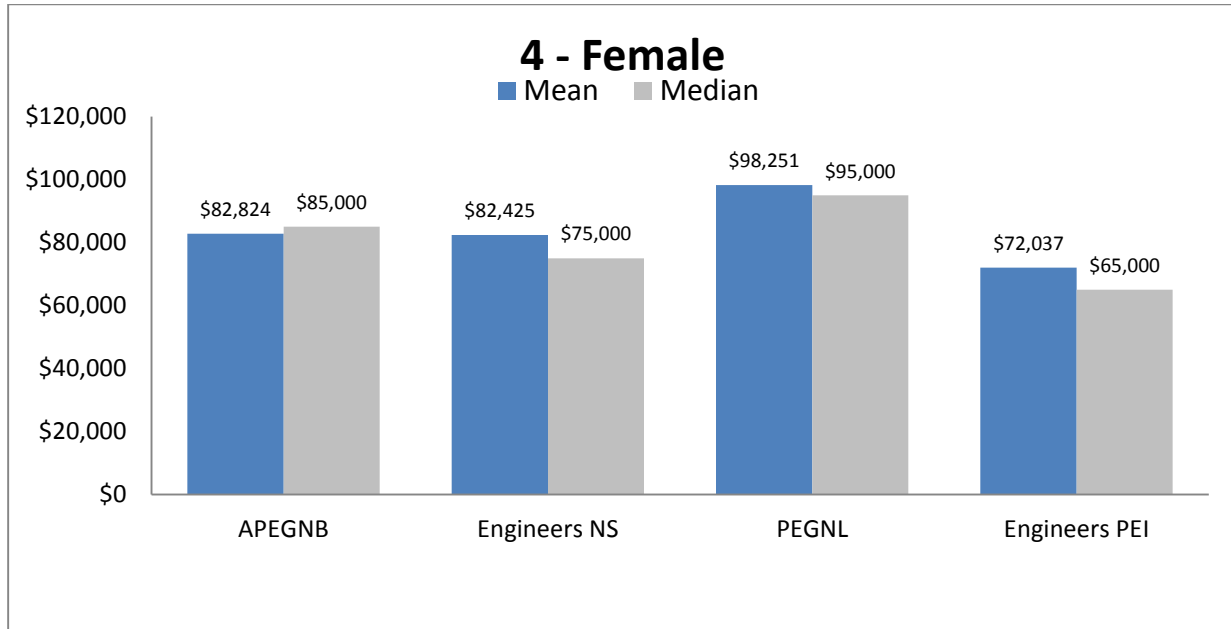
Salary by Membership Status



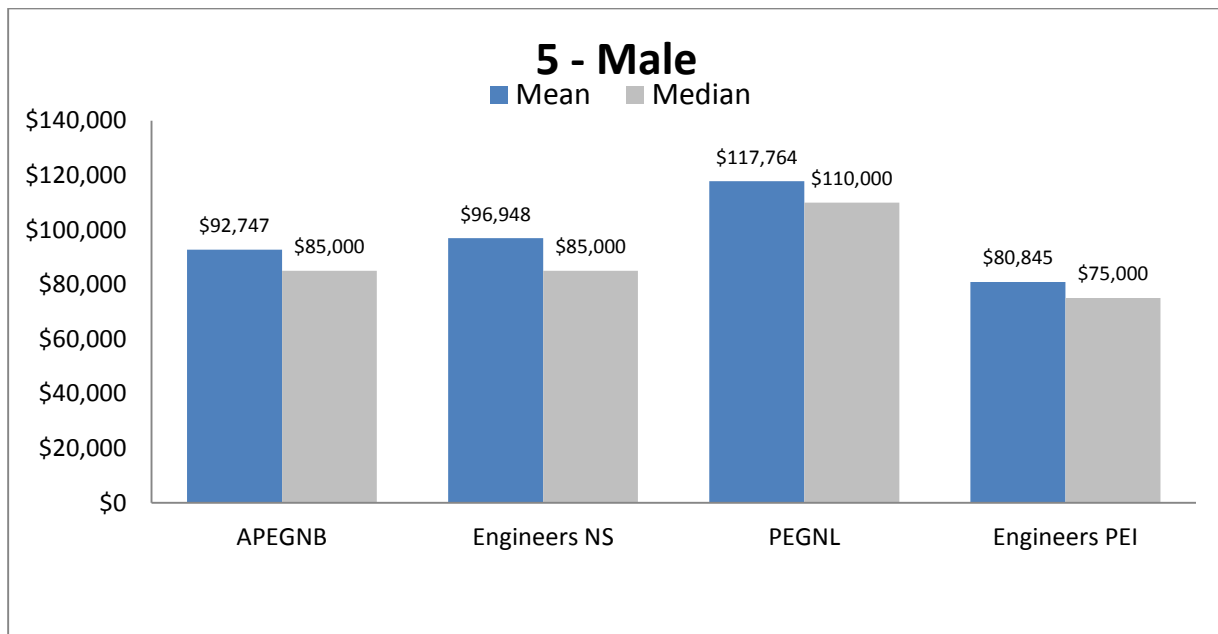
Salary by Membership Status: Comparison Between 2012 and 2015

	2015					2012				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Engineer-in-Training										
All Associations	585	\$62,867	\$55,000	\$55,000	\$75,000	207	\$60,509	\$58,000	\$51,000	\$67,000
APEGNB	152	\$58,980	\$55,000	\$45,000	\$65,000	46	\$60,761	\$60,000	\$50,978	\$70,000
Engineers NS	256	\$59,550	\$55,000	\$55,000	\$65,000	55	\$54,697	\$54,000	\$48,944	\$59,584
PEGNL	124	\$77,721	\$75,000	\$65,000	\$85,000	62	\$71,137	\$65,225	\$60,000	\$80,000
Engineers PEI	53	\$55,283	\$55,000	\$45,000	\$55,000	44	\$54,647	\$50,695	\$46,338	\$62,383
Professional Engineer										
All Associations	2804	\$104,211	\$95,000	\$75,000	\$110,000	1,128	\$96,630	\$92,000	\$77,168	\$110,000
APEGNB	836	\$96,913	\$95,000	\$75,000	\$110,000	337	\$87,108	\$85,000	\$72,000	\$100,000
Engineers NS	1259	\$101,955	\$95,000	\$75,000	\$110,000	373	\$101,505	\$100,000	\$82,000	\$116,776
PEGNL	590	\$121,919	\$110,000	\$95,000	\$130,000	312	\$103,446	\$100,000	\$82,000	\$120,000
Engineers PEI	118	\$90,211	\$85,000	\$75,000	\$110,000	106	\$86,710	\$81,072	\$70,000	\$99,192

Salary by Gender



1 - Average years of engineering experience for females in APEGNB = 12.19, Engineers NS = 11.04, PEGNL=8.95, Engineers PEI=14.36

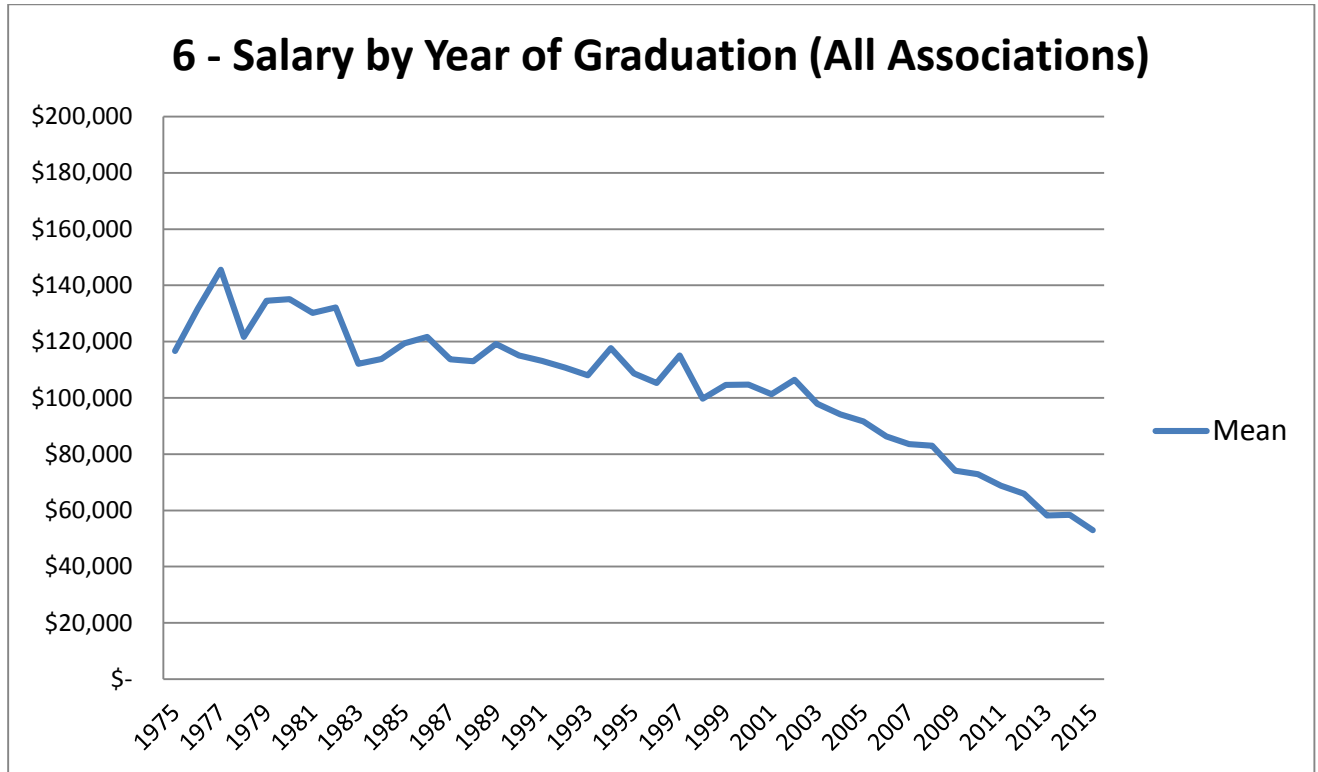


2 - Average years of engineering experience for males in APEGNB = 15.10, Engineers NS = 15.36, PEGNL=12.52, Engineers PEI=14.51

Salary by Gender: Comparison Between 2012 and 2015

	2015					2012				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Female										
All Associations	564	\$85,860	\$85,000	\$65,000	\$95,000	166	\$80,676	\$80,000	\$67,000	\$92,000
APEGNB	161	\$82,824	\$85,000	\$65,000	\$95,000	46	\$75,999	\$78,604	\$66,043	\$85,000
Engineers NS	242	\$82,425	\$75,000	\$65,000	\$95,000	50	\$81,430	\$78,607	\$65,000	\$98,108
PEGNL	134	\$98,251	\$95,000	\$75,000	\$110,000	57	\$86,214	\$85,000	\$70,000	\$100,000
Engineers PEI	27	\$72,037	\$65,000	\$55,000	\$85,000	13	\$72,758	\$79,514	\$62,806	\$89,890
Male										
All Associations	2937	\$99,184	\$85,000	\$65,000	\$110,000	1,169	\$92,747	\$90,000	\$72,000	\$110,000
APEGNB	856	\$92,747	\$85,000	\$65,000	\$110,000	337	\$84,963	\$83,000	\$65,000	\$100,000
Engineers NS	1353	\$96,948	\$85,000	\$65,000	\$110,000	378	\$96,261	\$95,000	\$75,000	\$114,813
PEGNL	581	\$117,764	\$110,000	\$85,000	\$130,000	317	\$100,108	\$95,895	\$77,000	\$118,764
Engineers PEI	146	\$80,845	\$75,000	\$55,000	\$95,000	137	\$78,671	\$78,066	\$57,735	\$92,408

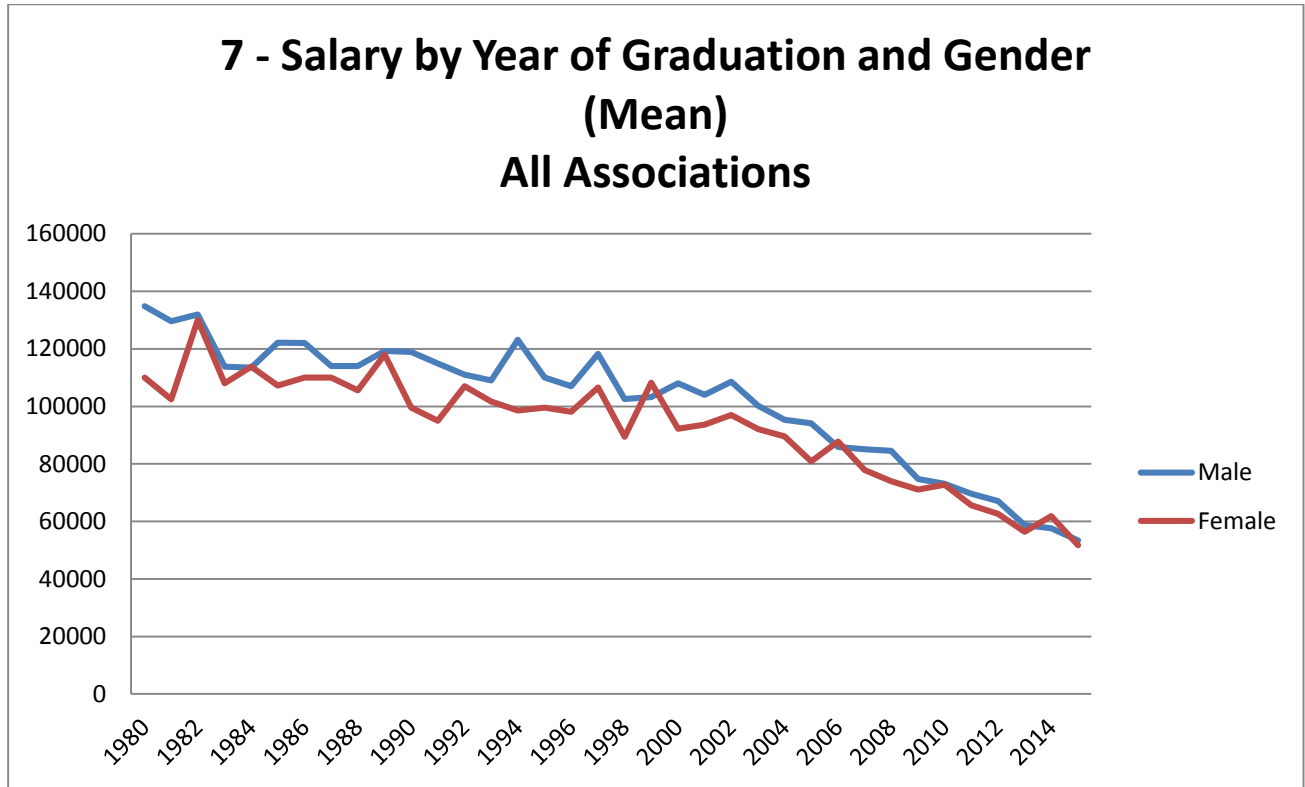
Salary by Year of Graduation



Member Salary Survey 2015

Graduation Year	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
1975	30	\$116,710	\$110,000	\$95,000	\$130,000
1976	31	\$131,666	\$130,000	\$95,000	\$150,000
1977	21	\$145,625	\$130,000	\$110,000	\$170,000
1978	31	\$121,666	\$110,000	\$95,000	\$130,000
1979	28	\$134,479	\$110,000	\$90,000	\$150,000
1980	51	\$135,111	\$110,000	\$95,000	\$150,000
1981	49	\$130,222	\$110,000	\$95,000	\$150,000
1982	57	\$132,181	\$110,000	\$95,000	\$150,000
1983	48	\$112,127	\$110,000	\$92,500	\$130,000
1984	63	\$113,813	\$110,000	\$85,000	\$130,000
1985	66	\$119,453	\$110,000	\$95,000	\$130,000
1986	59	\$121,724	\$110,000	\$95,000	\$130,000
1987	78	\$113,733	\$110,000	\$95,000	\$130,000
1988	68	\$113,022	\$110,000	\$95,000	\$130,000
1989	61	\$119,166	\$110,000	\$95,000	\$130,000
1990	74	\$115,069	\$110,000	\$85,000	\$130,000
1991	70	\$113,115	\$110,000	\$85,000	\$130,000
1992	58	\$110,701	\$110,000	\$85,000	\$110,000
1993	69	\$108,014	\$110,000	\$85,000	\$130,000
1994	71	\$117,714	\$110,000	\$85,000	\$130,000
1995	74	\$108,750	\$110,000	\$85,000	\$130,000
1996	69	\$105,298	\$95,000	\$85,000	\$130,000
1997	88	\$115,116	\$95,000	\$92,500	\$130,000
1998	92	\$99,772	\$95,000	\$82,500	\$110,000
1999	96	\$104,635	\$95,000	\$85,000	\$110,000
2000	99	\$104,684	\$95,000	\$85,000	\$110,000
2001	102	\$101,352	\$95,000	\$75,000	\$110,000
2002	82	\$106,419	\$95,000	\$85,000	\$110,000
2003	110	\$97,866	\$95,000	\$75,000	\$110,000
2004	120	\$94,137	\$85,000	\$75,000	\$110,000
2005	115	\$91,695	\$85,000	\$75,000	\$110,000
2006	138	\$86,250	\$85,000	\$65,000	\$95,000
2007	132	\$83,527	\$75,000	\$65,000	\$95,000
2008	175	\$83,037	\$75,000	\$65,000	\$95,000
2009	166	\$74,085	\$70,000	\$65,000	\$85,000
2010	166	\$72,865	\$65,000	\$57,500	\$82,500
2011	130	\$68,799	\$65,000	\$55,000	\$75,000
2012	122	\$65,945	\$65,000	\$55,000	\$75,000
2013	126	\$58,240	\$55,000	\$55,000	\$65,000
2014	113	\$58,380	\$55,000	\$45,000	\$55,000
2015	12	\$53,000	\$50,000	\$45,000	\$55,000

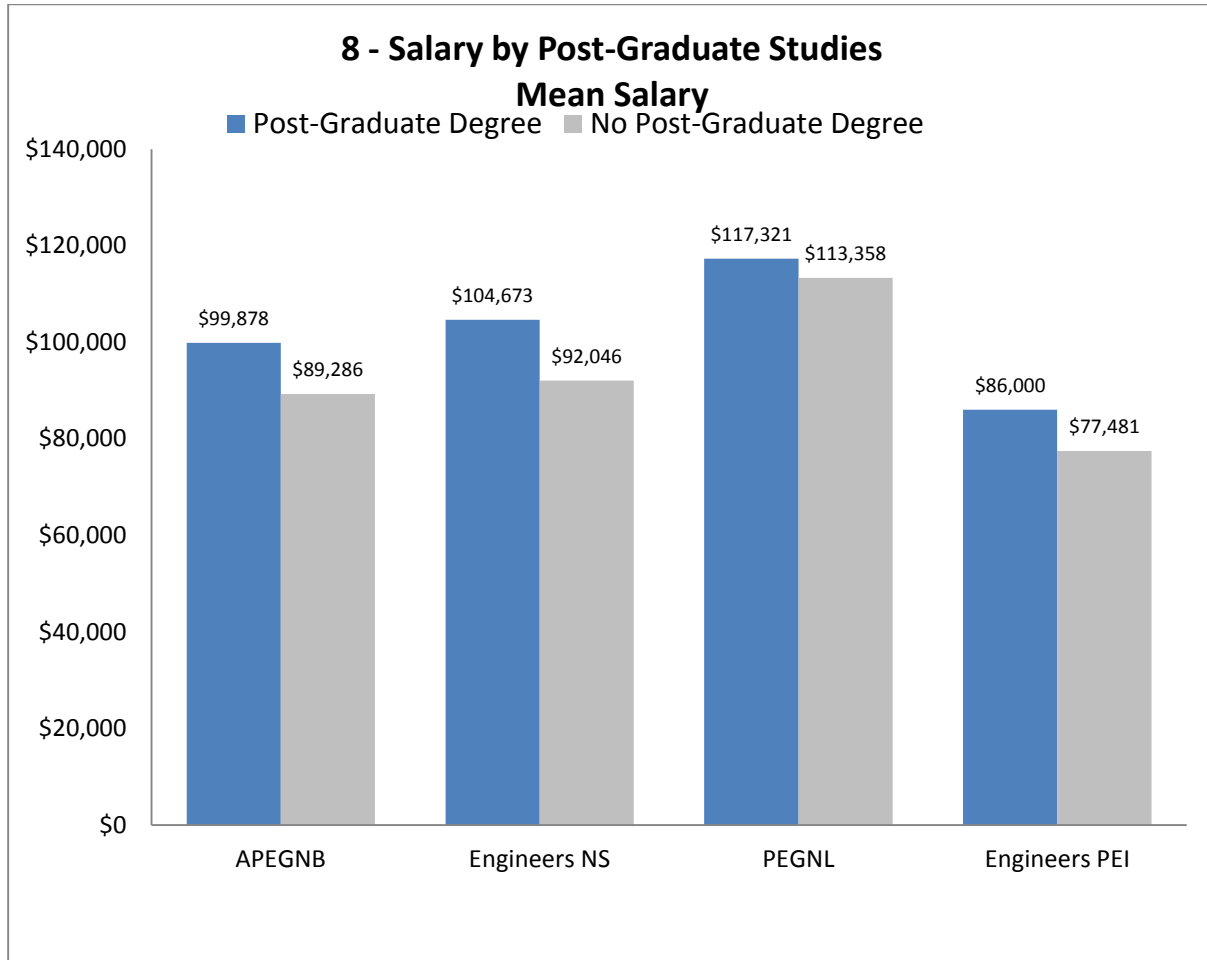
Salary by Year of Graduation and Gender



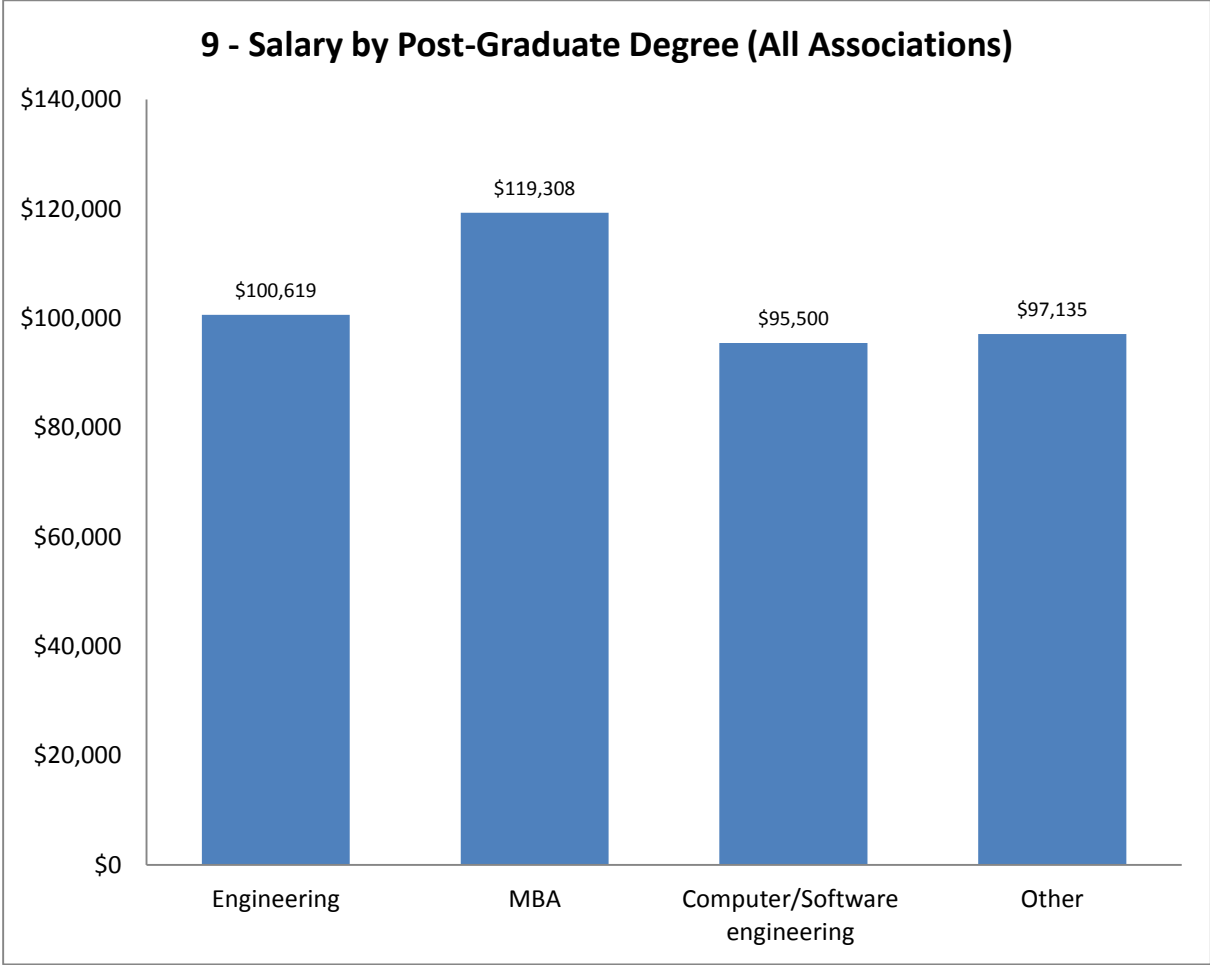
Member Salary Survey 2015

Year	Male	Female
1980	\$134,883	\$110,000
1981	\$129,625	\$102,500
1982	\$131,923	\$130,000
1983	\$113,780	\$108,000
1984	\$113,518	\$113,750
1985	\$122,129	\$107,222
1986	\$122,000	\$110,000
1987	\$113,993	\$110,000
1988	\$114,025	\$105,625
1989	\$119,272	\$118,000
1990	\$118,879	\$99,615
1991	\$114,957	\$95,000
1992	\$111,057	\$107,000
1993	\$109,035	\$101,666
1994	\$123,181	\$98,571
1995	\$110,000	\$99,545
1996	\$107,037	\$98,076
1997	\$118,253	\$106,521
1998	\$102,608	\$89,473
1999	\$103,285	\$108,200
2000	\$108,000	\$92,250
2001	\$103,972	\$93,700
2002	\$108,560	\$97,000
2003	\$100,213	\$92,115
2004	\$95,326	\$89,583
2005	\$94,076	\$80,909
2006	\$85,879	\$87,777
2007	\$85,046	\$77,894
2008	\$84,574	\$74,000
2009	\$74,724	\$71,060
2010	\$73,134	\$72,777
2011	\$69,583	\$65,600
2012	\$67,050	\$62,666
2013	\$58,737	\$56,346
2014	\$57,616	\$61,842
2015	\$53,333	\$51,666

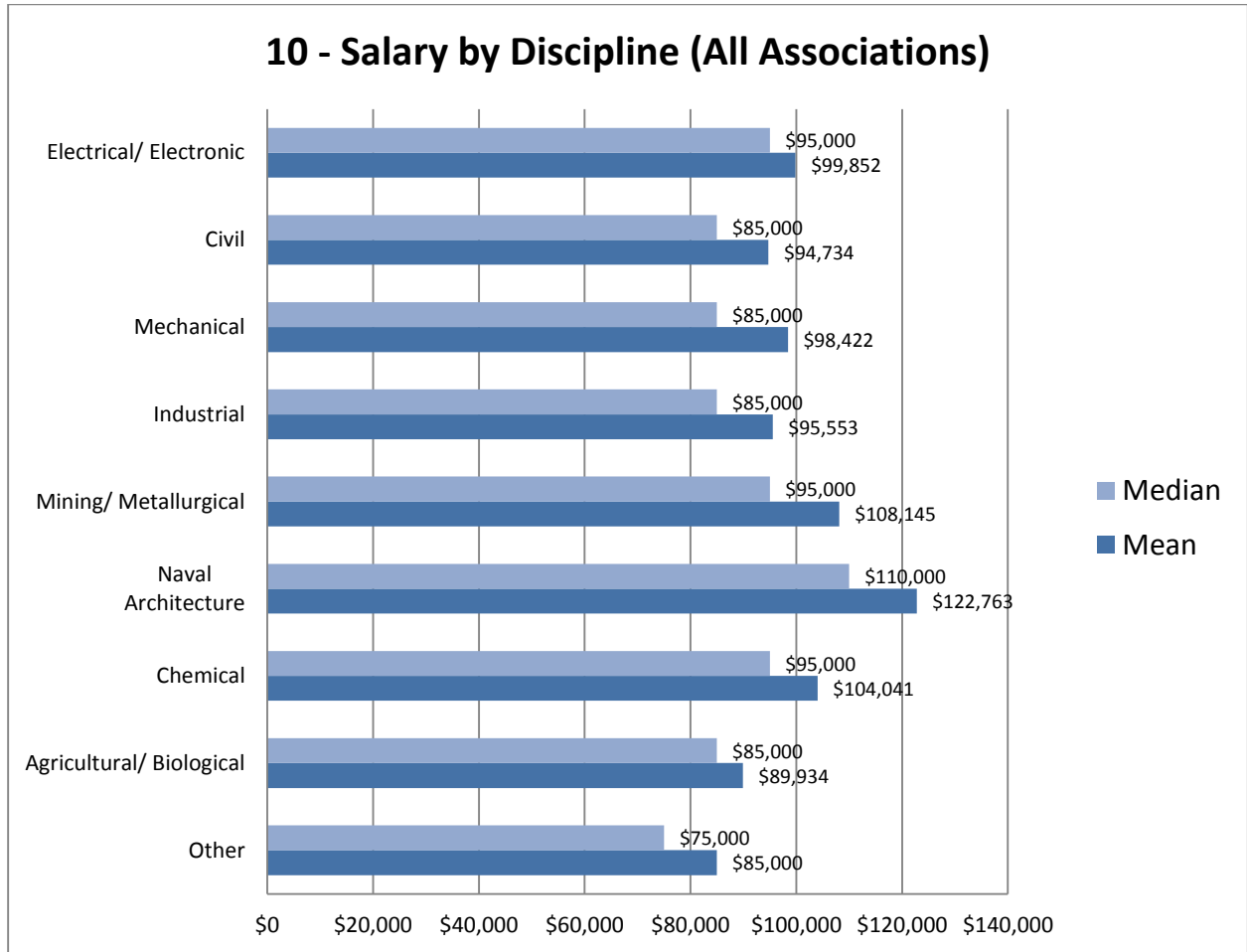
Salary by Post-Graduate Studies

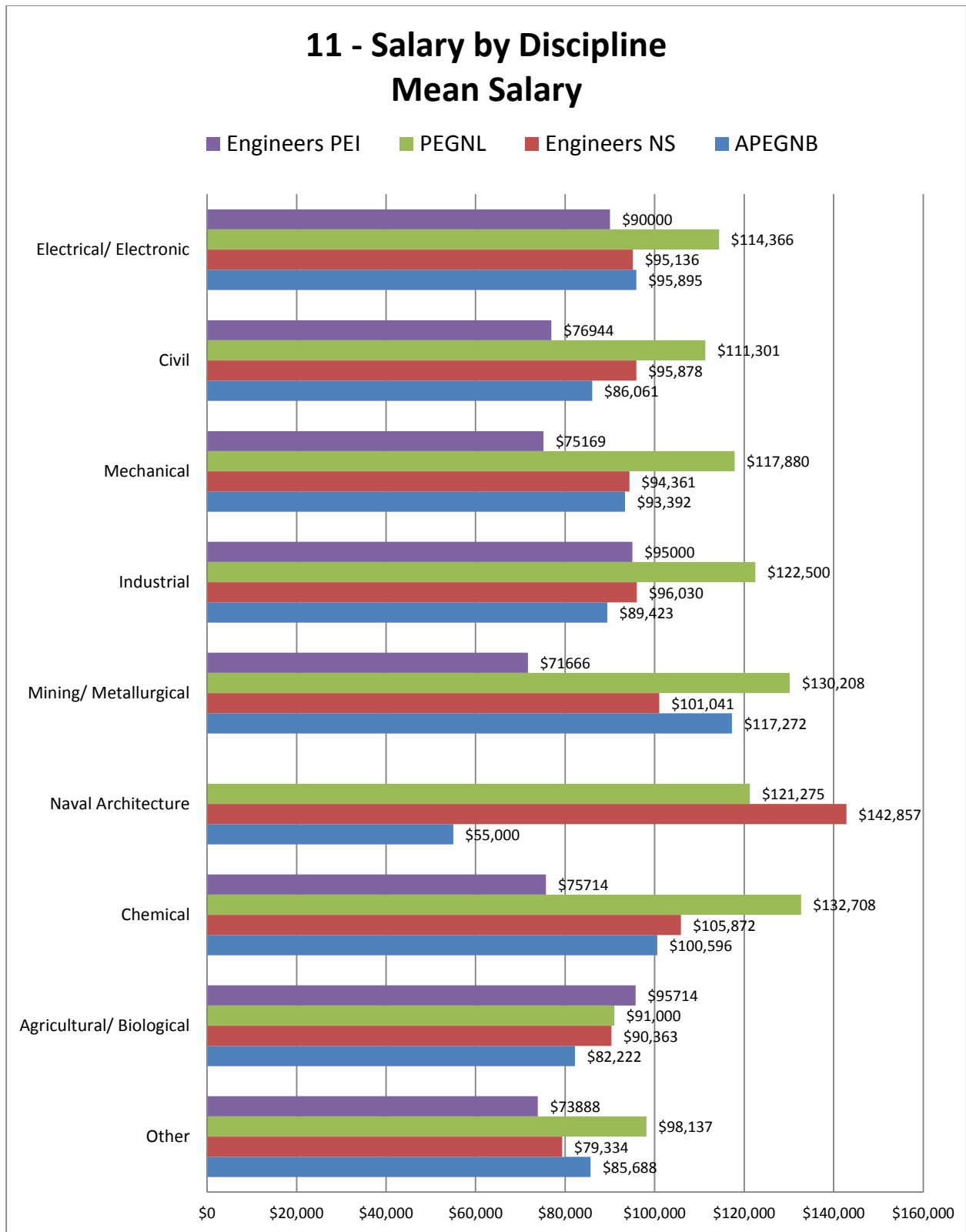


Salary by Post-Graduate Degree



Salary by Discipline

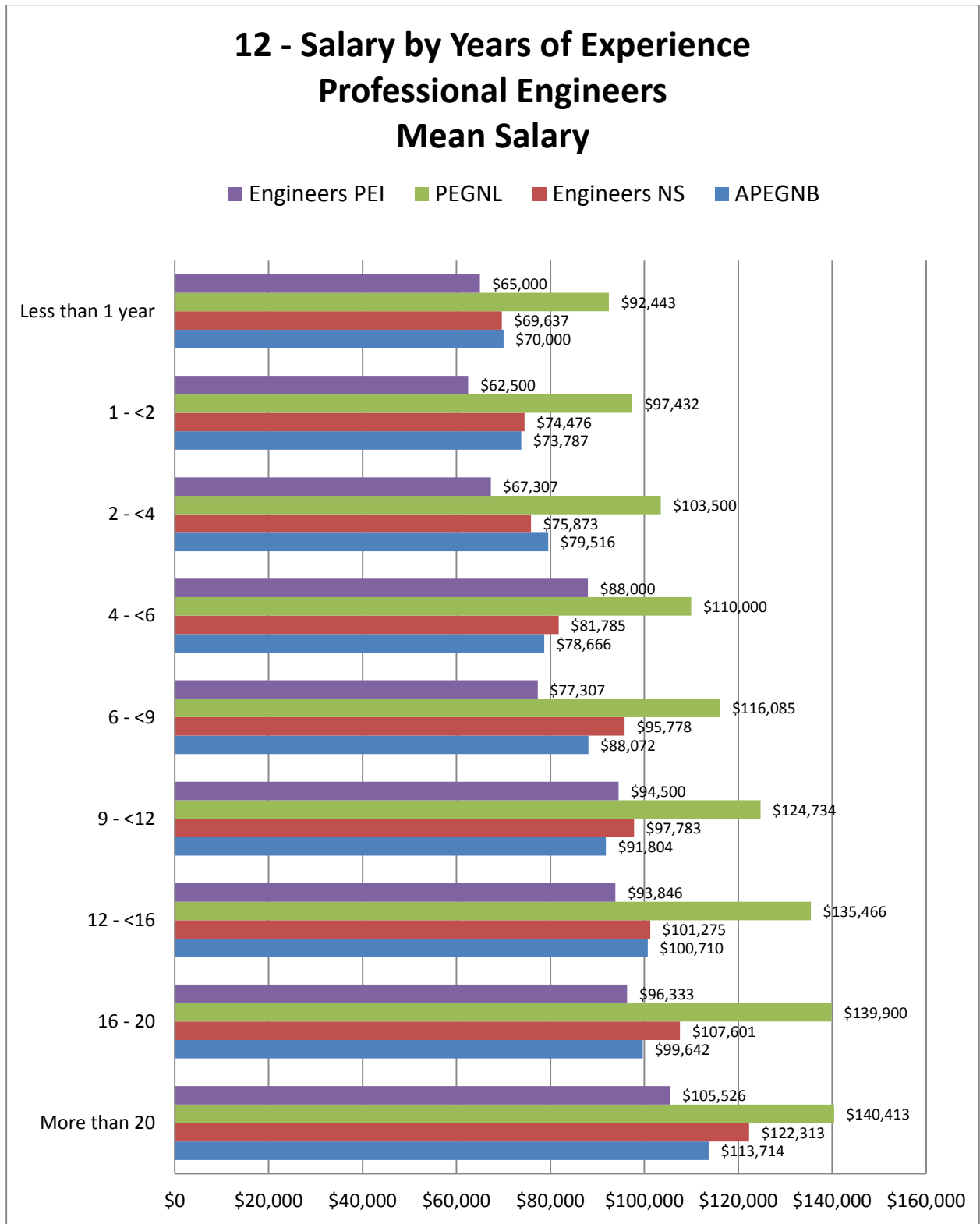




Member Salary Survey 2015

Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Electrical/ Electronic	All Associations	613	\$99,852	\$95,000	\$75,000	\$110,000
	APEGNB	169	\$95,895	\$95,000	\$75,000	\$110,000
	Engineers NS	271	\$95,136	\$85,000	\$65,000	\$110,000
	PEGNL	146	\$114,366	\$110,000	\$85,000	\$130,000
	Engineers PEI	27	\$90,000	\$85,000	\$65,000	\$110,000
Civil	All Associations	1164	\$94,734	\$85,000	\$65,000	\$110,000
	APEGNB	404	\$86,061	\$75,000	\$65,000	\$95,000
	Engineers NS	478	\$95,878	\$85,000	\$65,000	\$110,000
	PEGNL	224	\$111,301	\$110,000	\$85,000	\$130,000
	Engineers PEI	57	\$76,944	\$75,000	\$55,000	\$95,000
Mechanical	All Associations	956	\$98,422	\$85,000	\$65,000	\$110,000
	APEGNB	246	\$93,392	\$85,000	\$65,000	\$110,000
	Engineers NS	427	\$94,361	\$85,000	\$65,000	\$110,000
	PEGNL	223	\$117,880	\$110,000	\$85,000	\$130,000
	Engineers PEI	60	\$75,169	\$65,000	\$55,000	\$85,000
Industrial	All Associations	157	\$95,553	\$85,000	\$75,000	\$110,000
	APEGNB	28	\$89,423	\$85,000	\$75,000	\$95,000
	Engineers NS	120	\$96,030	\$85,000	\$75,000	\$110,000
	PEGNL	4	\$122,500	\$107,500	\$85,000	\$145,000
	Engineers PEI	5	\$95,000	\$85,000	\$85,000	\$110,000
Mining/ Metallurgical	All Associations	68	\$108,145	\$95,000	\$75,000	\$130,000
	APEGNB	12	\$117,272	\$110,000	\$90,000	\$135,000
	Engineers NS	41	\$101,041	\$85,000	\$65,000	\$130,000
	PEGNL	12	\$130,208	\$130,000	\$95,000	\$155,000
	Engineers PEI	3	\$71,666	\$75,000	\$65,000	\$80,000
Naval Architecture	All Associations	60	\$122,763	\$110,000	\$85,000	\$130,000
	APEGNB	1	\$55,000	\$55,000	\$55,000	\$55,000
	Engineers NS	9	\$142,857	\$95,000	\$75,000	\$190,000
	PEGNL	50	\$121,275	\$110,000	\$95,000	\$130,000
	Engineers PEI	0	-	-	-	-
Chemical	All Associations	204	\$104,041	\$95,000	\$75,000	\$110,000
	APEGNB	91	\$100,596	\$95,000	\$75,000	\$110,000
	Engineers NS	94	\$105,872	\$95,000	\$75,000	\$110,000
	PEGNL	12	\$132,708	\$112,500	\$85,000	\$175,000
	Engineers PEI	7	\$75,714	\$85,000	\$55,000	\$90,000
Agricultural/ Biological	All Associations	81	\$89,934	\$85,000	\$75,000	\$110,000
	APEGNB	10	\$82,222	\$80,000	\$67,500	\$92,500
	Engineers NS	58	\$90,363	\$85,000	\$75,000	\$110,000
	PEGNL	6	\$91,000	\$80,000	\$57,500	\$106,250
	Engineers PEI	7	\$95,714	\$95,000	\$80,000	\$110,000
Other	All Associations	248	\$85,000	\$75,000	\$55,000	\$95,000
	APEGNB	72	\$85,688	\$75,000	\$62,500	\$110,000
	Engineers NS	115	\$79,334	\$75,000	\$55,000	\$95,000
	PEGNL	52	\$98,137	\$85,000	\$75,000	\$115,000
	Engineers PEI	9	\$73,888	\$65,000	\$55,000	\$85,000

Salary by Years of Experience

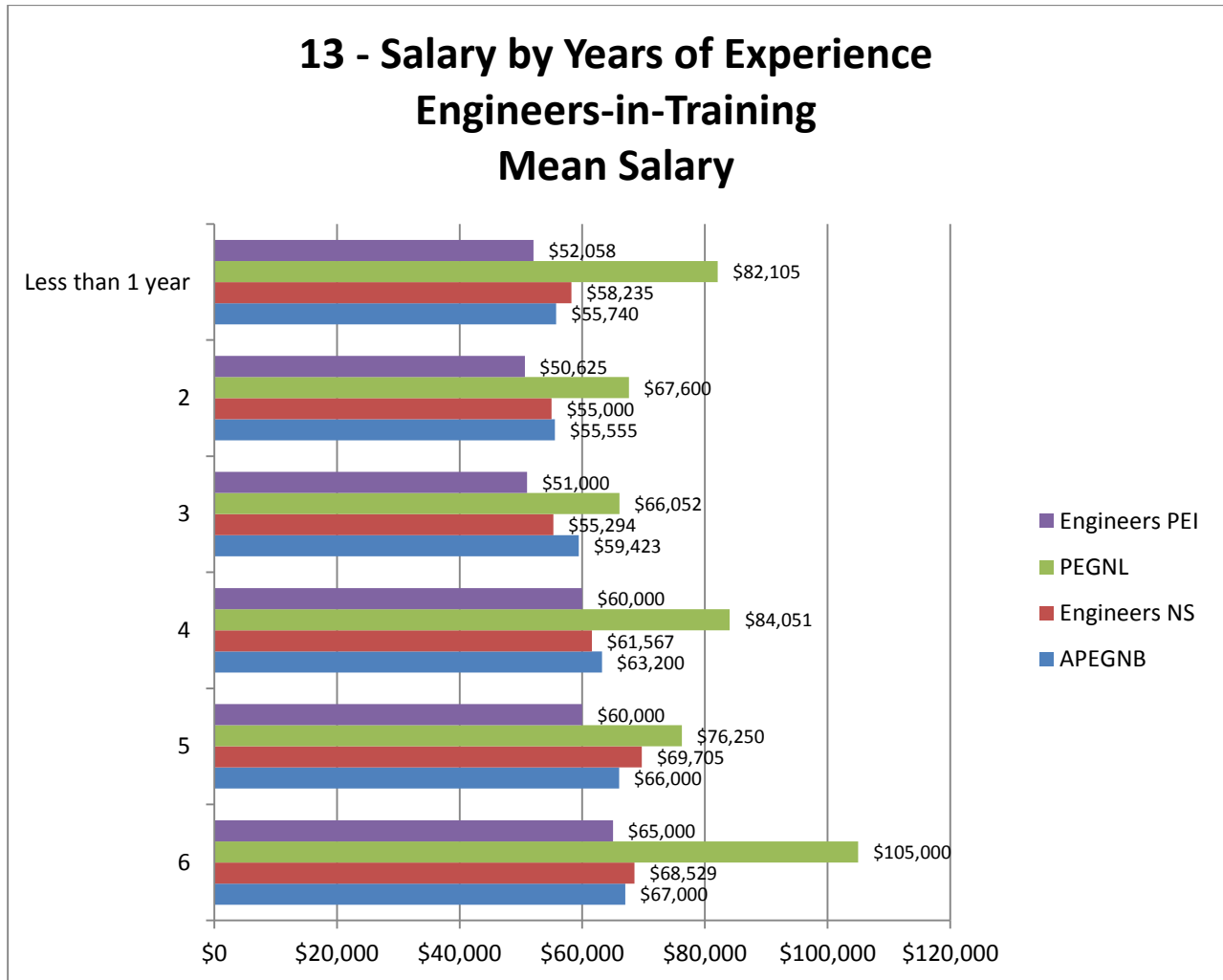


Member Salary Survey 2015

Professional Engineers

Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	All Associations	157	\$76,101	\$75,000	\$65,000	\$85,000
	APEGNB	33	\$70,000	\$65,000	\$55,000	\$75,000
	Engineers NS	72	\$69,637	\$65,000	\$55,000	\$75,000
	PEGNL	45	\$92,443	\$85,000	\$75,000	\$110,000
	Engineers PEI	7	\$65,000	\$65,000	\$55,000	\$70,000
1 - <2	All Associations	162	\$79,343	\$75,000	\$65,000	\$85,000
	APEGNB	33	\$73,787	\$65,000	\$55,000	\$85,000
	Engineers NS	88	\$74,476	\$75,000	\$65,000	\$75,000
	PEGNL	37	\$97,432	\$85,000	\$75,000	\$95,000
	Engineers PEI	4	\$62,500	\$65,000	\$62,500	\$65,000
2 - <4	All Associations	220	\$84,002	\$75,000	\$65,000	\$95,000
	APEGNB	63	\$79,516	\$75,000	\$65,000	\$85,000
	Engineers NS	83	\$75,873	\$75,000	\$65,000	\$85,000
	PEGNL	61	\$103,500	\$95,000	\$85,000	\$110,000
	Engineers PEI	13	\$67,307	\$65,000	\$65,000	\$75,000
4 - <6	All Associations	254	\$87,609	\$85,000	\$75,000	\$95,000
	APEGNB	75	\$78,666	\$75,000	\$65,000	\$85,000
	Engineers NS	115	\$81,785	\$85,000	\$75,000	\$85,000
	PEGNL	59	\$110,000	\$110,000	\$95,000	\$110,000
	Engineers PEI	5	\$88,000	\$85,000	\$85,000	\$85,000
6 - <9	All Associations	301	\$98,550	\$85,000	\$75,000	\$110,000
	APEGNB	87	\$88,072	\$85,000	\$65,000	\$110,000
	Engineers NS	124	\$95,778	\$85,000	\$75,000	\$98,750
	PEGNL	76	\$116,085	\$110,000	\$95,000	\$130,000
	Engineers PEI	13	\$77,307	\$75,000	\$75,000	\$85,000
9 - <12	All Associations	276	\$102,101	\$95,000	\$85,000	\$110,000
	APEGNB	98	\$91,804	\$85,000	\$75,000	\$110,000
	Engineers NS	102	\$97,783	\$85,000	\$75,000	\$95,000
	PEGNL	66	\$124,734	\$110,000	\$110,000	\$130,000
	Engineers PEI	10	\$94,500	\$90,000	\$77,500	\$110,000
12 - <16	All Associations	264	\$108,527	\$95,000	\$85,000	\$115,000
	APEGNB	89	\$100,710	\$95,000	\$85,000	\$110,000
	Engineers NS	102	\$101,275	\$95,000	\$85,000	\$110,000
	PEGNL	60	\$135,466	\$130,000	\$106,250	\$150,000
	Engineers PEI	13	\$93,846	\$85,000	\$75,000	\$110,000
16 - 20	All Associations	276	\$110,459	\$110,000	\$85,000	\$130,000
	APEGNB	84	\$99,642	\$95,000	\$85,000	\$110,000
	Engineers NS	127	\$107,601	\$110,000	\$85,000	\$110,000
	PEGNL	50	\$139,900	\$130,000	\$110,000	\$150,000
	Engineers PEI	15	\$96,333	\$95,000	\$85,000	\$110,000
More than 20	All Associations	1023	\$121,724	\$110,000	\$90,000	\$130,000
	APEGNB	307	\$113,714	\$110,000	\$85,000	\$130,000
	Engineers NS	529	\$122,313	\$110,000	\$95,000	\$130,000
	PEGNL	147	\$140,413	\$130,000	\$110,000	\$150,000
	Engineers PEI	40	\$105,526	\$95,000	\$85,000	\$110,000

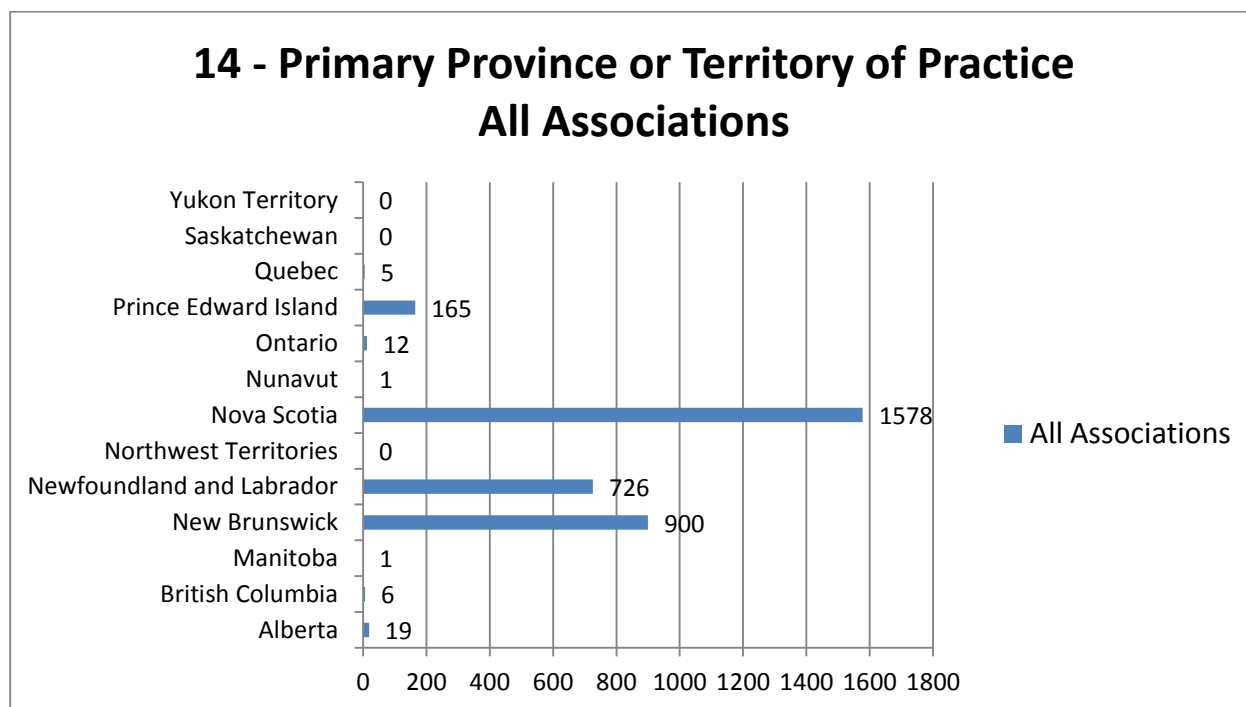
Engineers-in-Training



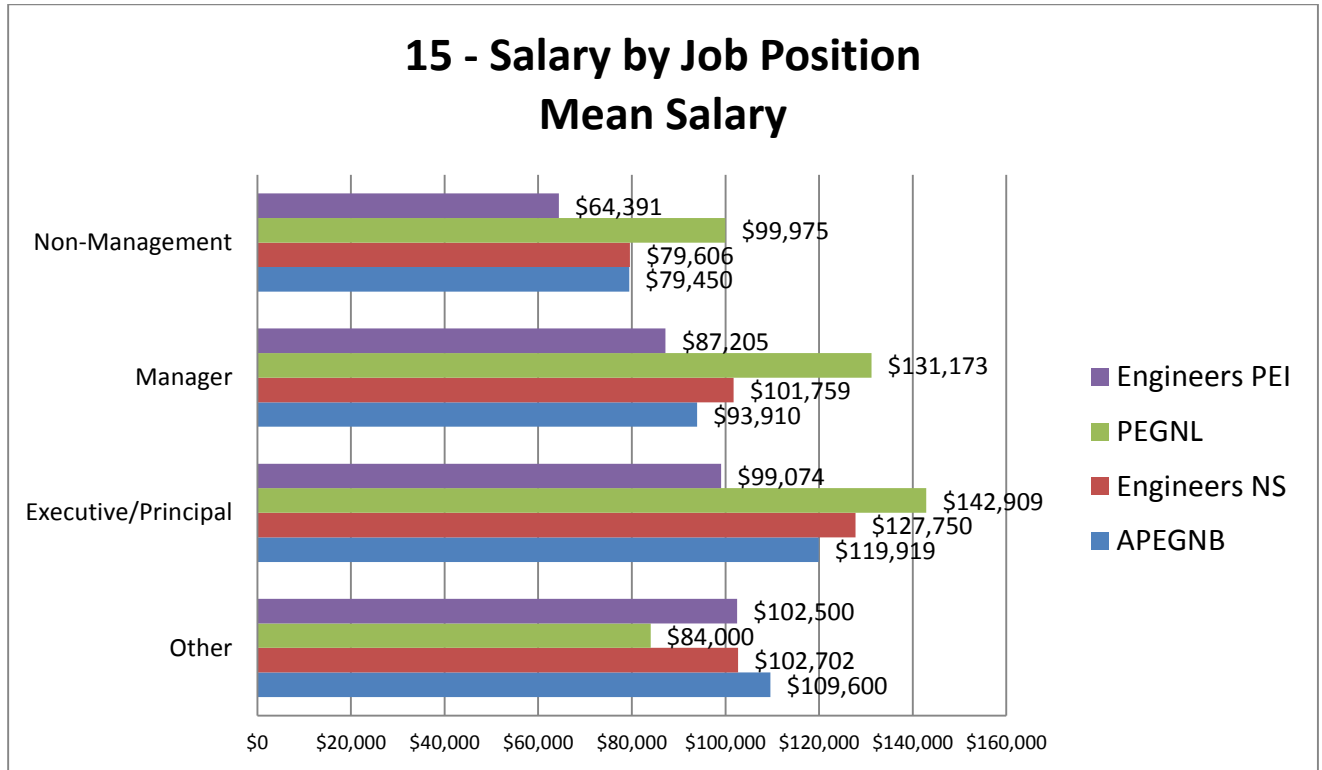
Years	APEGNB	Engineers NS	PEGNL	Engineers PEI
Less than 1 year	\$55,740	\$58,235	\$82,105	\$52,058
2	\$55,555	\$55,000	\$67,600	\$50,625
3	\$59,423	\$55,294	\$66,052	\$51,000
4	\$63,200	\$61,567	\$84,051	\$60,000
5	\$66,000	\$69,705	\$76,250	\$60,000
6	\$67,000	\$68,529	\$105,000	\$65,000

Primary Province or Territory of Practice

	APEGNB	Engineers NS	PEGNL	Engineers PEI
Alberta	5	8	3	3
British Columbia	0	4	1	1
Manitoba	0	1	0	0
New Brunswick	893	5	0	2
Newfoundland and Labrador	4	6	716	0
Northwest Territories	0	0	0	0
Nova Scotia	6	1570	1	1
Nunavut	1	0	0	0
Ontario	4	6	0	2
Prince Edward Island	0	0	0	165
Quebec	1	3	1	0
Saskatchewan	0	0	0	0
Yukon Territory	0	0	0	0

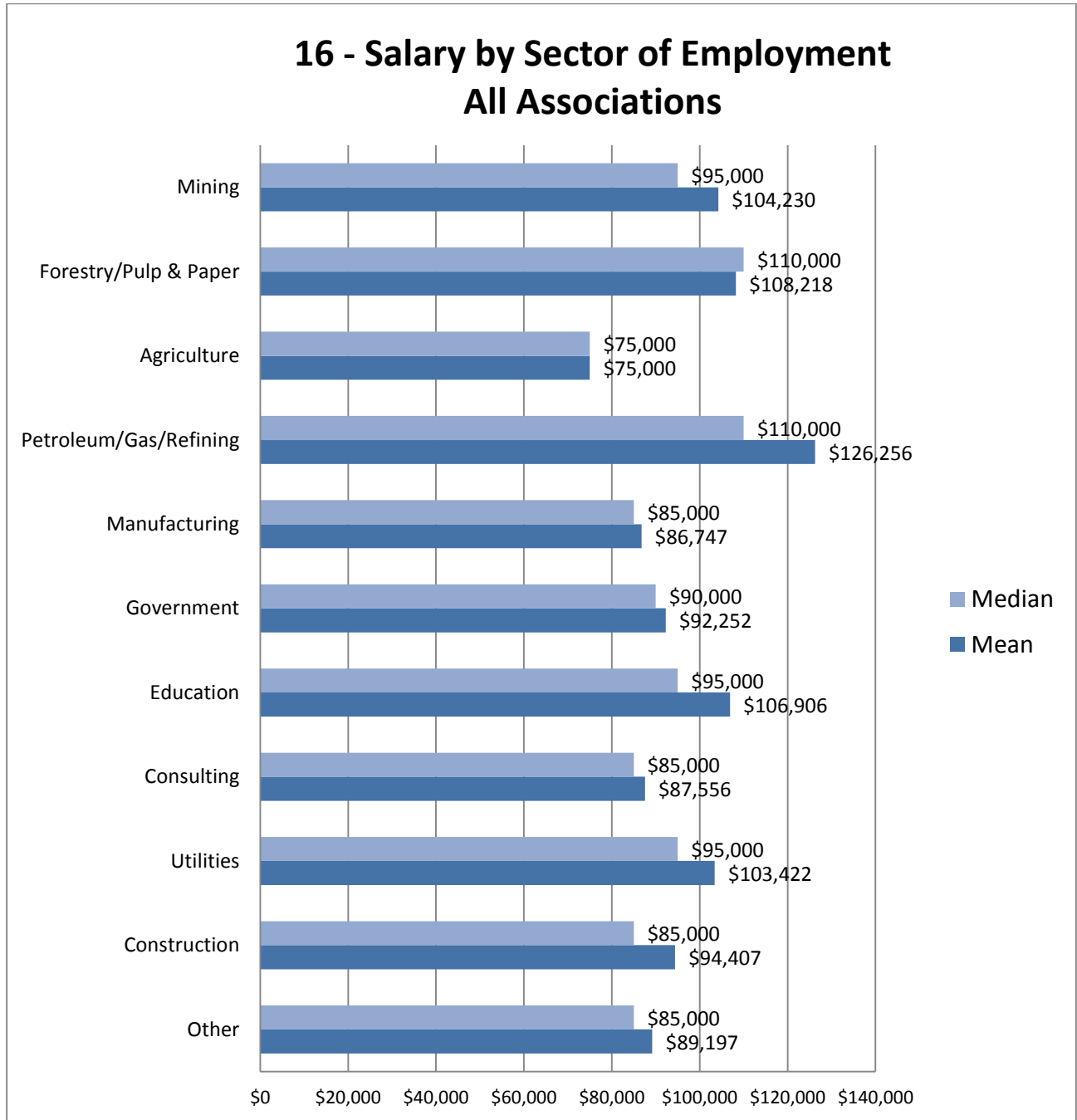


Salary by Job Position



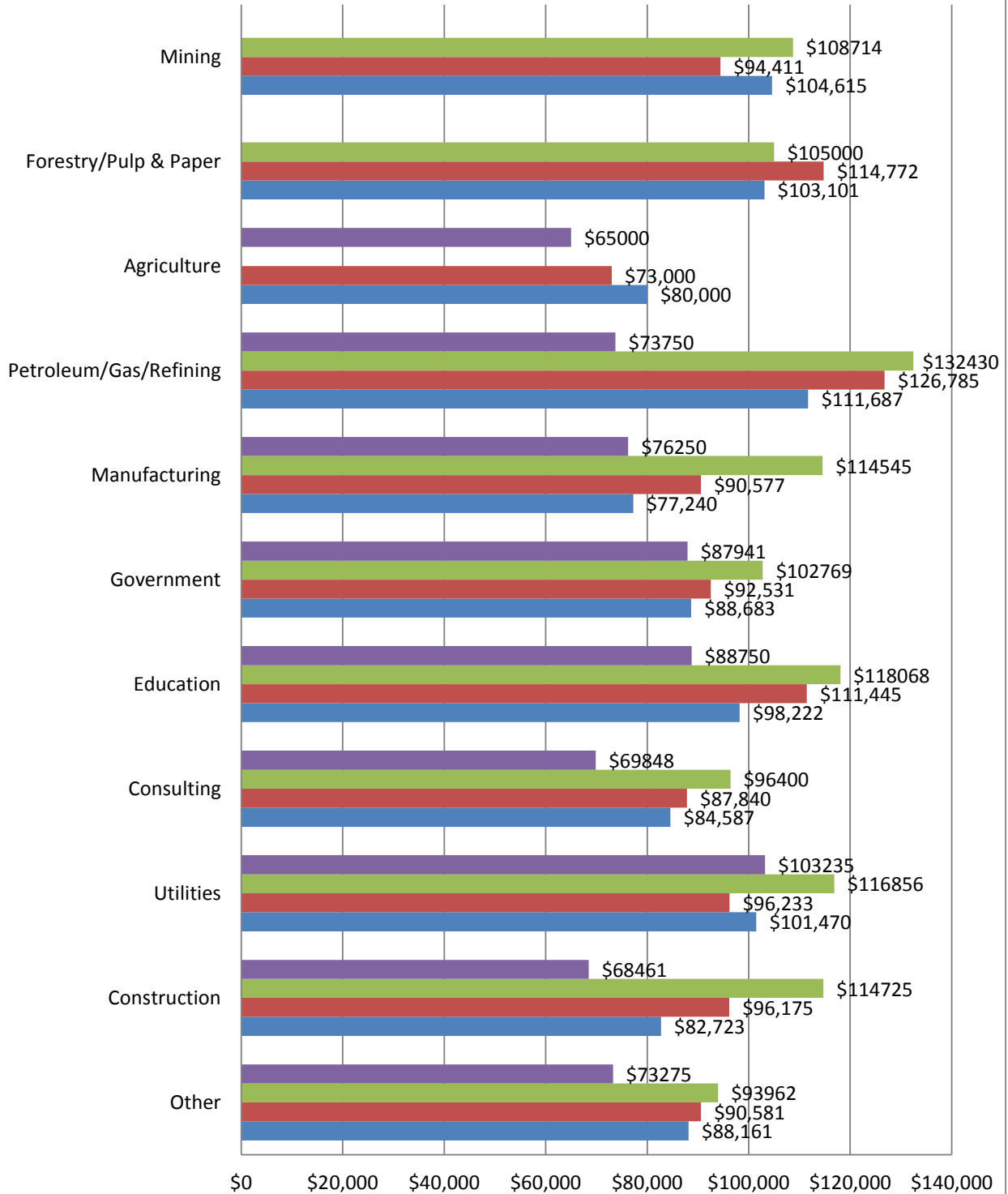
Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non- Management	All Associations	1635	\$83,873	\$75,000	\$65,000	\$95,000
	APEGNB	442	\$79,450	\$75,000	\$65,000	\$95,000
	Engineers NS	718	\$79,606	\$75,000	\$65,000	\$85,000
	PEGNL	401	\$99,975	\$95,000	\$75,000	\$110,000
	Engineers PEI	74	\$64,391	\$65,000	\$55,000	\$75,000
Manager	All Associations	1258	\$104,342	\$95,000	\$85,000	\$125,000
	APEGNB	397	\$93,910	\$85,000	\$75,000	\$110,000
	Engineers NS	547	\$101,759	\$95,000	\$85,000	\$110,000
	PEGNL	245	\$131,173	\$130,000	\$95,000	\$150,000
	Engineers PEI	68	\$87,205	\$85,000	\$65,000	\$98,750
Executive/ Principal	All Associations	425	\$125,805	\$110,000	\$95,000	\$150,000
	APEGNB	124	\$119,919	\$110,000	\$85,000	\$130,000
	Engineers NS	213	\$127,750	\$110,000	\$95,000	\$150,000
	PEGNL	61	\$142,909	\$130,000	\$110,000	\$150,000
	Engineers PEI	27	\$99,074	\$95,000	\$85,000	\$110,000
Other	All Associations	71	\$103,840	\$95,000	\$75,000	\$120,000
	APEGNB	25	\$109,600	\$110,000	\$85,000	\$130,000
	Engineers NS	39	\$102,702	\$85,000	\$65,000	\$110,000
	PEGNL	5	\$84,000	\$95,000	\$55,000	\$95,000
	Engineers PEI	2	\$102,500	\$102,500	\$88,750	\$116,250

Salary by Sector of Employment



17 - Salary by Sector of Employment Mean Salary

Engineers PEI PEGNL Engineers NS APEGNB



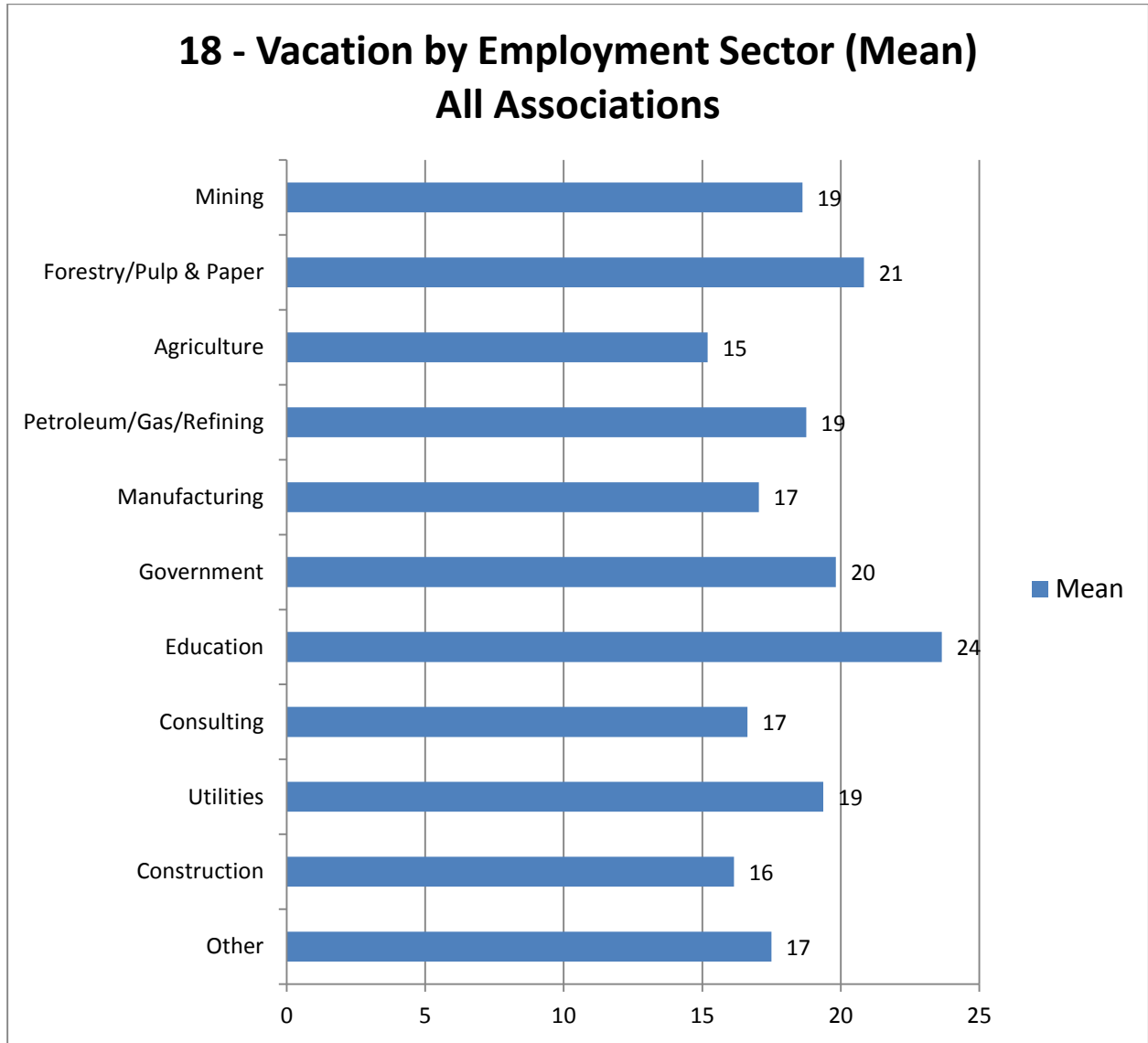
Salary by Sector of Employment: Comparison Between 2012 and 2015

Sector of Employment	2015						2012				
	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Mining	All Associations	78	\$104,230	\$95,000	\$75,000	\$110,000	38	\$97,270	\$88,000	\$82,576	\$113,842
	APEGNB	26	\$104,615	\$110,000	\$75,000	\$125,000	12	\$89,663	\$85,838	\$80,296	\$88,000
	Engineers NS	17	\$94,411	\$75,000	\$75,000	\$110,000	4	\$125,500	\$101,000	\$100,000	\$175,500
	PEGNL	35	\$108,714	\$95,000	\$85,000	\$120,000	22	\$97,190	\$102,935	\$69,873	\$119,046
	Engineers PEI	0	-	-	-	-	-	-	-	-	-
Forestry/Pulp & Paper	All Associations	80	\$108,218	\$110,000	\$75,000	\$130,000	29	\$99,690	\$96,000	\$75,000	\$120,000
	APEGNB	52	\$103,101	\$95,000	\$75,000	\$130,000	13	\$87,126	\$80,313	\$64,046	\$96,000
	Engineers NS	22	\$114,772	\$110,000	\$95,000	\$130,000	12	\$115,237	\$120,000	\$102,462	\$130,000
	PEGNL	3	\$105,000	\$110,000	\$102,500	\$110,000	4	\$81,851	\$83,731	\$71,475	\$90,000
	Engineers PEI	0	-	-	-	-	-	-	-	-	-
Agriculture	All Associations	10	\$75,000	\$75,000	\$57,500	\$92,500	7	\$76,018	\$67,649	\$62,073	\$94,000
	APEGNB	4	\$80,000	\$85,000	\$77,500	\$87,500	1	\$62,500	-	-	-
	Engineers NS	5	\$73,000	\$65,000	\$40,000	\$110,000	2	\$81,000	-	-	-
	PEGNL	0	-	-	-	-	1	\$59,800	-	-	-
	Engineers PEI	1	\$65,000	\$65,000	\$65,000	\$65,000	3	\$89,660	-	-	-
Petroleum/Gas/Refining	All Associations	391	\$126,256	\$110,000	\$85,000	\$150,000	137	\$107,601	\$102,000	\$82,000	\$121,000
	APEGNB	80	\$111,687	\$110,000	\$75,000	\$130,000	17	\$94,457	\$90,000	\$80,000	\$110,000
	Engineers NS	91	\$126,785	\$130,000	\$85,000	\$170,000	23	\$121,236	\$120,000	\$100,000	\$137,448
	PEGNL	214	\$132,430	\$130,000	\$95,000	\$160,000	96	\$107,277	\$102,249	\$80,000	\$125,000
	Engineers PEI	4	\$73,750	\$55,000	\$55,000	\$73,750	1	\$135,000	-	-	-
Manufacturing	All Associations	319	\$86,747	\$85,000	\$65,000	\$110,000	101	\$80,039	\$80,000	\$65,000	\$92,000
	APEGNB	55	\$77,240	\$65,000	\$55,000	\$85,000	31	\$77,123	\$80,000	\$65,000	\$85,000
	Engineers NS	199	\$90,577	\$85,000	\$65,000	\$110,000	49	\$81,737	\$80,302	\$67,000	\$97,554
	PEGNL	11	\$114,545	\$110,000	\$95,000	\$140,000	5	\$85,842	\$82,343	\$66,913	\$110,585
	Engineers PEI	31	\$76,250	\$65,000	\$55,000	\$95,000	16	\$74,414	\$76,830	\$59,910	\$96,405
Government	All Associations	506	\$92,252	\$90,000	\$75,000	\$110,000	217	\$87,891	\$85,000	\$75,000	\$100,472
	APEGNB	152	\$88,683	\$85,000	\$75,000	\$95,000	62	\$81,640	\$81,000	\$65,000	\$89,247
	Engineers NS	236	\$92,531	\$95,000	\$75,000	\$110,000	78	\$90,356	\$90,000	\$76,173	\$104,435
	PEGNL	66	\$102,769	\$95,000	\$85,000	\$110,000	43	\$95,692	\$95,092	\$81,648	\$108,386
	Engineers PEI	34	\$87,941	\$85,000	\$75,000	\$95,000	34	\$84,257	\$83,693	\$75,008	\$95,716
Education	All Associations	139	\$106,906	\$95,000	\$75,000	\$130,000	62	\$103,984	\$100,727	\$80,000	\$125,000
	APEGNB	45	\$98,222	\$95,000	\$75,000	\$110,000	24	\$100,156	\$100,000	\$80,000	\$130,000
	Engineers NS	64	\$111,445	\$95,000	\$85,000	\$135,000	15	\$114,884	\$115,000	\$87,000	\$126,000
	PEGNL	22	\$118,068	\$130,000	\$77,500	\$150,000	16	\$100,331	\$95,794	\$78,759	\$114,138
	Engineers PEI	8	\$88,750	\$90,000	\$72,500	\$110,000	7	\$83,458	\$88,714	\$77,178	-

Member Salary Survey 2015

Sector of Employment	2015						2012				
	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Consulting	All Associations	753	\$87,556	\$85,000	\$65,000	\$110,000	279	\$87,221	\$83,706	\$61,000	\$110,000
	APEGNB	212	\$84,587	\$75,000	\$65,000	\$95,000	72	\$81,372	\$70,000	\$60,000	\$100,000
	Engineers NS	383	\$87,840	\$85,000	\$65,000	\$110,000	98	\$90,102	\$89,097	\$60,000	\$120,000
	PEGNL	125	\$96,400	\$95,000	\$75,000	\$110,000	76	\$90,256	\$84,000	\$70,676	\$105,000
	Engineers PEI	33	\$69,848	\$65,000	\$55,000	\$75,000	33	\$80,191	\$78,965	\$56,834	\$97,398
Utilities	All Associations	394	\$103,422	\$95,000	\$85,000	\$110,000	139	\$98,975	\$95,000	\$80,000	\$108,000
	APEGNB	119	\$101,470	\$95,000	\$85,000	\$110,000	44	\$92,526	\$90,641	\$74,658	\$100,000
	Engineers NS	157	\$96,233	\$85,000	\$75,000	\$110,000	42	\$98,297	\$95,151	\$78,000	\$106,778
	PEGNL	101	\$116,856	\$110,000	\$85,000	\$130,000	42	\$110,431	\$108,026	\$89,412	\$130,665
	Engineers PEI	17	\$103,235	\$95,000	\$85,000	\$110,000	11	\$85,772	\$78,087	\$67,182	\$149,570
Construction	All Associations	364	\$94,407	\$85,000	\$65,000	\$110,000	149	\$81,240	\$80,000	\$59,750	\$95,955
	APEGNB	106	\$82,723	\$75,000	\$65,000	\$95,000	57	\$72,434	\$66,770	\$56,352	\$89,900
	Engineers NS	134	\$96,175	\$85,000	\$65,000	\$110,000	38	\$87,779	\$86,274	\$58,393	\$105,331
	PEGNL	79	\$114,725	\$110,000	\$85,000	\$130,000	31	\$91,155	\$90,000	\$67,188	\$107,747
	Engineers PEI	13	\$68,461	\$65,000	\$55,000	\$85,000	23	\$62,818	\$58,826	\$48,474	\$78,287
Other	All Associations	354	\$89,197	\$85,000	\$65,000	\$110,000	177	\$88,751	\$85,000	\$70,000	\$104,466
	APEGNB	68	\$88,161	\$85,000	\$62,500	\$110,000	50	\$78,971	\$75,000	\$67,000	\$95,460
	Engineers NS	204	\$90,581	\$85,000	\$65,000	\$110,000	67	\$96,362	\$92,000	\$75,035	\$111,454
	PEGNL	53	\$93,962	\$85,000	\$75,000	\$110,000	38	\$87,545	\$82,000	\$70,000	\$96,828
	Engineers PEI	29	\$73,275	\$65,000	\$55,000	\$85,000	22	\$74,292	\$71,357	\$52,994	\$89,848

Vacation by Employment Sector



Vacation by Employment Sector

Sector	# of Responses	Mean	Median	Number of Vacation Days					
				10	11-15	16-20	21-25	26-30	31+
Mining	78	19	18	5%	36%	27%	12%	14%	6%
Forestry/Pulp & Paper	79	21	18	5%	24%	18%	23%	22%	9%
Agriculture	10	15	13	20%	50%	20%	0%	0%	10%
Petroleum/Gas/Refining	385	19	18	3%	26%	40%	17%	7%	6%
Manufacturing	319	17	18	9%	37%	31%	16%	4%	3%
Government	504	20	18	1%	23%	33%	27%	14%	2%
Education	137	24	23	2%	7%	18%	31%	23%	18%
Consulting	783	17	18	6%	41%	35%	13%	3%	2%
Utilities	392	19	18	3%	28%	32%	16%	16%	4%
Construction	327	16	13	18%	36%	27%	13%	2%	4%
Other	353	17	18	6%	35%	33%	18%	5%	3%

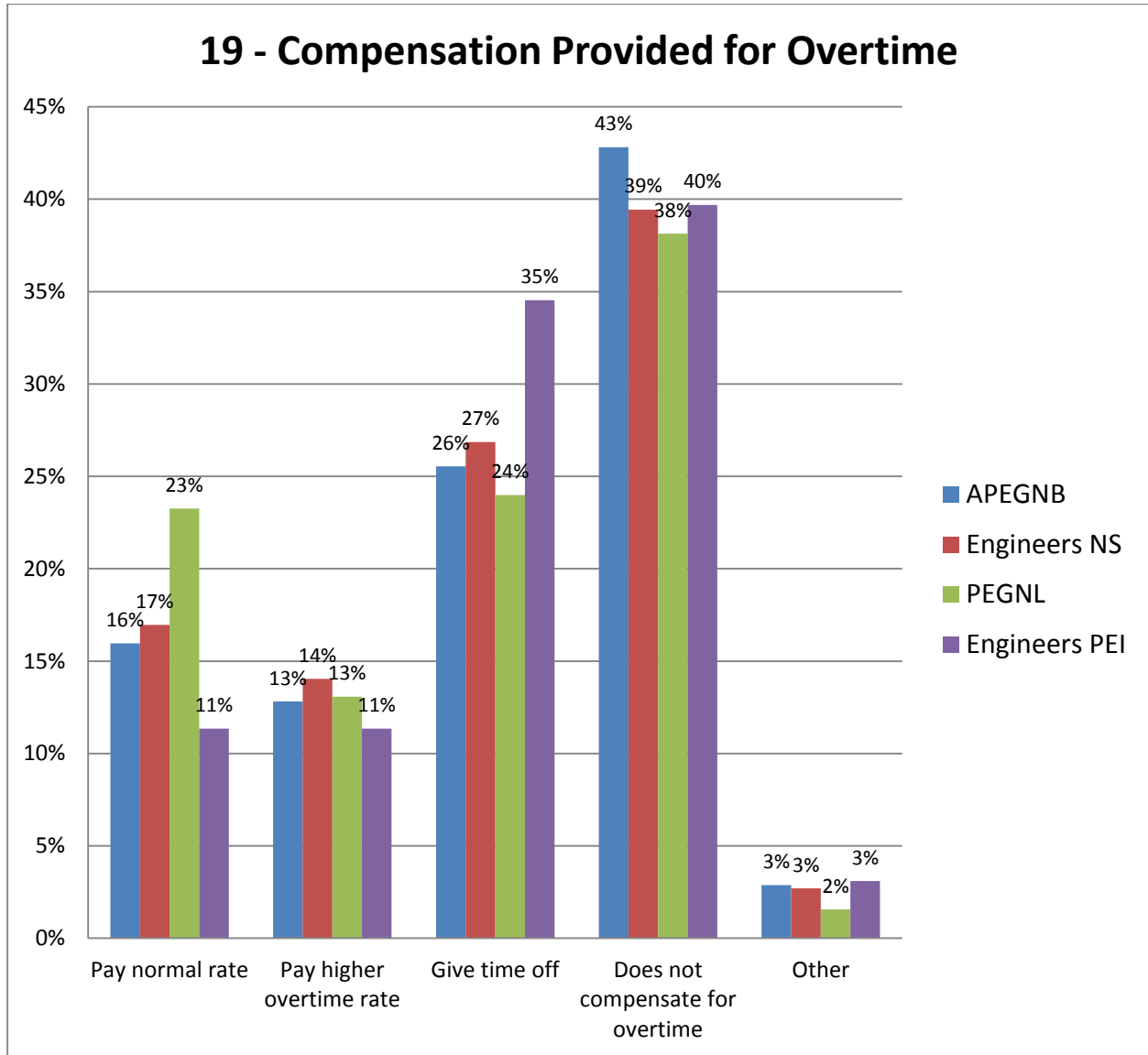
Vacation by Employment Sector

	Association	Number of Responses	Number of Vacation Days					
			10	11-15	16-20	21-25	26-30	31+
Mining	All Associations	78	5%	36%	27%	12%	14%	6%
	APEGNB	26	0%	42%	38%	12%	4%	4%
	Engineers NS	17	6%	53%	24%	6%	6%	6%
	PEGNL	35	9%	23%	20%	14%	26%	9%
	Engineers PEI	0	-	-	-	-	-	-
Forestry/Pulp & Paper	All Associations	79	5%	24%	18%	23%	22%	9%
	APEGNB	54	4%	31%	19%	20%	22%	4%
	Engineers NS	22	9%	9%	18%	27%	14%	23%
	PEGNL	3	0%	0%	0%	33%	67%	0%
	Engineers PEI	0	-	-	-	-	-	-
Agriculture	All Associations	9	22%	56%	22%	0%	0%	11%
	APEGNB	4	0%	75%	25%	0%	0%	0%
	Engineers NS	5	40%	20%	20%	0%	0%	20%
	PEGNL		-	-	-	-	-	-
	Engineers PEI	1	0%	100%	0%	0%	0%	0%
Petroleum/Gas/Refining	All Associations	381	3%	27%	40%	18%	7%	6%
	APEGNB	81	2%	19%	36%	30%	10%	4%
	Engineers NS	87	3%	31%	32%	15%	11%	7%
	PEGNL	213	3%	28%	45%	14%	4%	7%
	Engineers PEI	4	25%	25%	25%	25%	0%	0%
Manufacturing	All Associations	287	10%	41%	34%	18%	5%	3%
	APEGNB	77	12%	35%	40%	9%	3%	1%
	Engineers NS	199	6%	40%	27%	19%	5%	5%
	PEGNL	11	9%	18%	36%	36%	0%	0%
	Engineers PEI	32	22%	31%	31%	9%	6%	0%
Government	All Associations	470	1%	25%	35%	29%	15%	2%
	APEGNB	169	1%	24%	41%	25%	8%	2%
	Engineers NS	235	1%	21%	32%	29%	17%	1%
	PEGNL	66	0%	33%	18%	29%	14%	6%
	Engineers PEI	34	0%	15%	26%	26%	26%	6%
Education	All Associations	129	2%	8%	19%	33%	25%	19%
	APEGNB	45	2%	13%	20%	31%	13%	20%
	Engineers NS	63	0%	6%	13%	30%	30%	21%
	PEGNL	21	5%	0%	38%	19%	33%	5%
	Engineers PEI	8	13%	0%	0%	75%	0%	13%

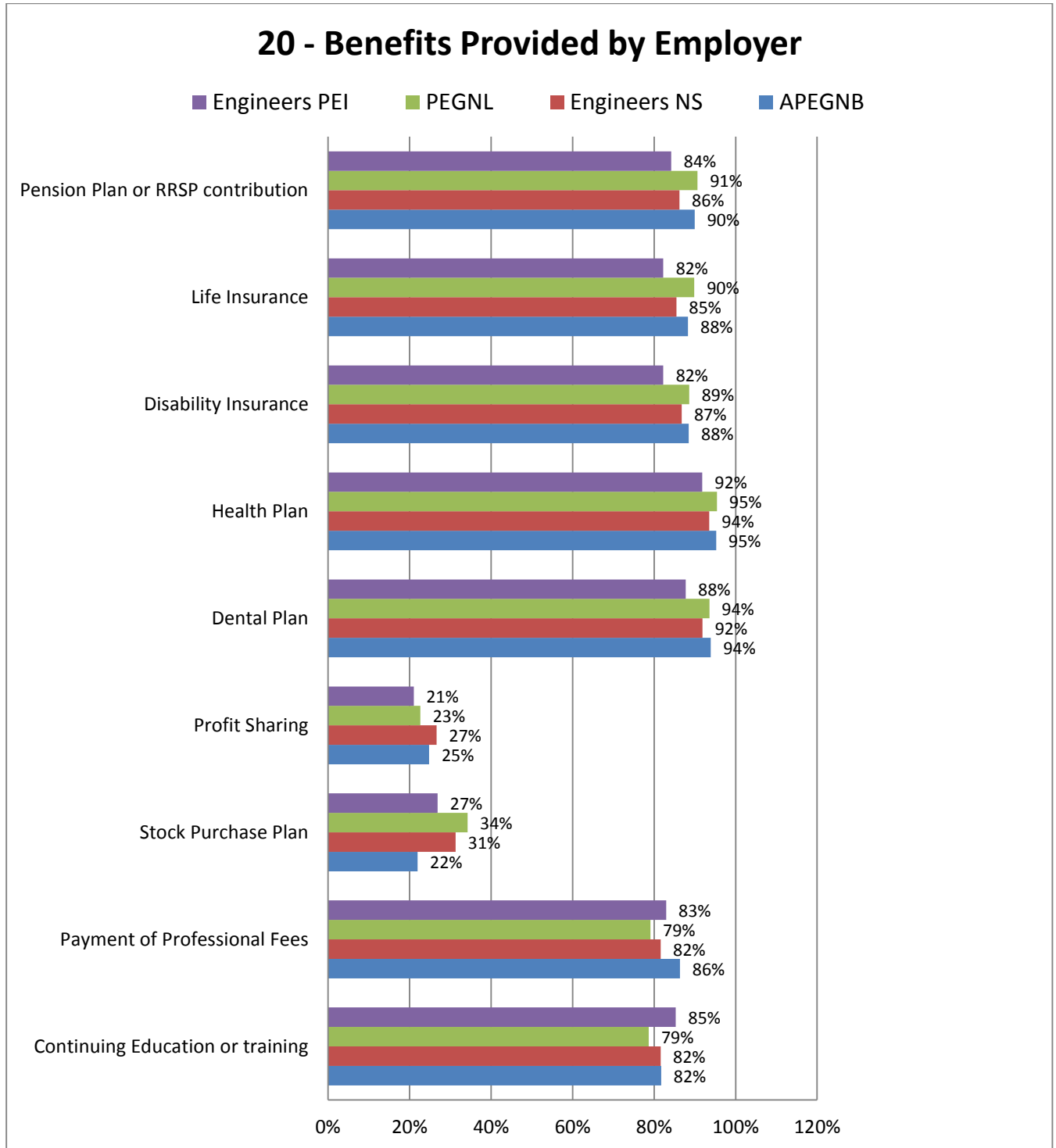
Member Salary Survey 2015

Consulting	All Associations	750	6%	43%	37%	14%	3%	2%
	APEGNB	239	7%	38%	41%	11%	2%	1%
	Engineers NS	383	6%	42%	33%	14%	3%	2%
	PEGNL	128	2%	42%	33%	18%	4%	2%
	Engineers PEI	33	12%	52%	30%	6%	0%	0%
Utilities	All Associations	375	3%	29%	34%	17%	17%	5%
	APEGNB	119	2%	18%	32%	20%	24%	3%
	Engineers NS	155	6%	39%	27%	14%	10%	5%
	PEGNL	101	2%	22%	38%	14%	19%	6%
	Engineers PEI	17	0%	18%	47%	29%	6%	0%
Construction	All Associations	314	18%	38%	28%	13%	3%	4%
	APEGNB	106	18%	37%	29%	13%	2%	1%
	Engineers NS	132	16%	33%	29%	16%	2%	5%
	PEGNL	76	18%	39%	25%	7%	4%	7%
	Engineers PEI	13	31%	54%	0%	8%	0%	8%
Other	All Associations	324	6%	39%	36%	20%	5%	3%
	APEGNB	68	12%	29%	32%	15%	10%	1%
	Engineers NS	203	3%	38%	33%	18%	3%	4%
	PEGNL	53	2%	26%	38%	30%	2%	2%
	Engineers PEI	29	17%	48%	24%	7%	3%	0%

Overtime Compensation



Benefits



Member Salary Survey 2015

Benefits	Association	Number of Responses	Provided/ Cost Shared	Provided/Not Cost Shared	Not Provided
Pension Plan or RRSP contribution	All Associations	3385	80%	5%	10%
	APEGNB	984	82%	5%	8%
	Engineers NS	1515	79%	4%	12%
	PEGNL	715	79%	8%	8%
	Engineers PEI	171	81%	1%	14%
Life Insurance	All Associations	3372	62%	18%	9%
	APEGNB	984	64%	17%	9%
	Engineers NS	1509	61%	17%	10%
	PEGNL	710	61%	22%	8%
	Engineers PEI	169	60%	19%	12%
Disability Insurance	All Associations	3369	61%	17%	8%
	APEGNB	982	63%	17%	9%
	Engineers NS	1508	61%	16%	8%
	PEGNL	710	60%	20%	7%
	Engineers PEI	169	60%	20%	12%
Health Plan	All Associations	3386	73%	16%	4%
	APEGNB	983	75%	14%	3%
	Engineers NS	1516	72%	15%	5%
	PEGNL	716	69%	21%	3%
	Engineers PEI	171	75%	14%	6%
Dental Plan	All Associations	3381	71%	15%	6%
	APEGNB	984	74%	14%	5%
	Engineers NS	1512	71%	14%	6%
	PEGNL	714	70%	18%	5%
	Engineers PEI	171	71%	15%	11%
Profit Sharing	All Associations	3134	9%	12%	60%
	APEGNB	911	9%	12%	61%
	Engineers NS	1408	10%	13%	59%
	PEGNL	658	6%	12%	62%
	Engineers PEI	157	6%	13%	61%
Stock Purchase Plan	All Associations	3139	16%	10%	55%
	APEGNB	906	11%	9%	62%
	Engineers NS	1416	19%	10%	53%
	PEGNL	657	18%	11%	51%
	Engineers PEI	160	16%	9%	55%
Payment of Professional Fees	All Associations	3345	13%	67%	15%
	APEGNB	981	13%	71%	12%
	Engineers NS	1500	15%	65%	16%
	PEGNL	694	9%	68%	19%
	Engineers PEI	170	11%	69%	15%
Continuing Education or training	All Associations	3332	21%	56%	13%
	APEGNB	969	18%	59%	12%
	Engineers NS	1494	22%	55%	13%
	PEGNL	699	20%	53%	14%
	Engineers PEI	170	16%	66%	9%

OVERALL SATISFACTION WITH REMUNERATION

