

Atlantic Canada Engineering Salary and Benefits Survey 2021 Report

Prepared for:

Engineers Nova Scotia

Engineers and Geoscientists New Brunswick

Professional Engineers and Geoscientists Newfoundland & Labrador

Engineers PEI

Prepared by:



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Survey Background

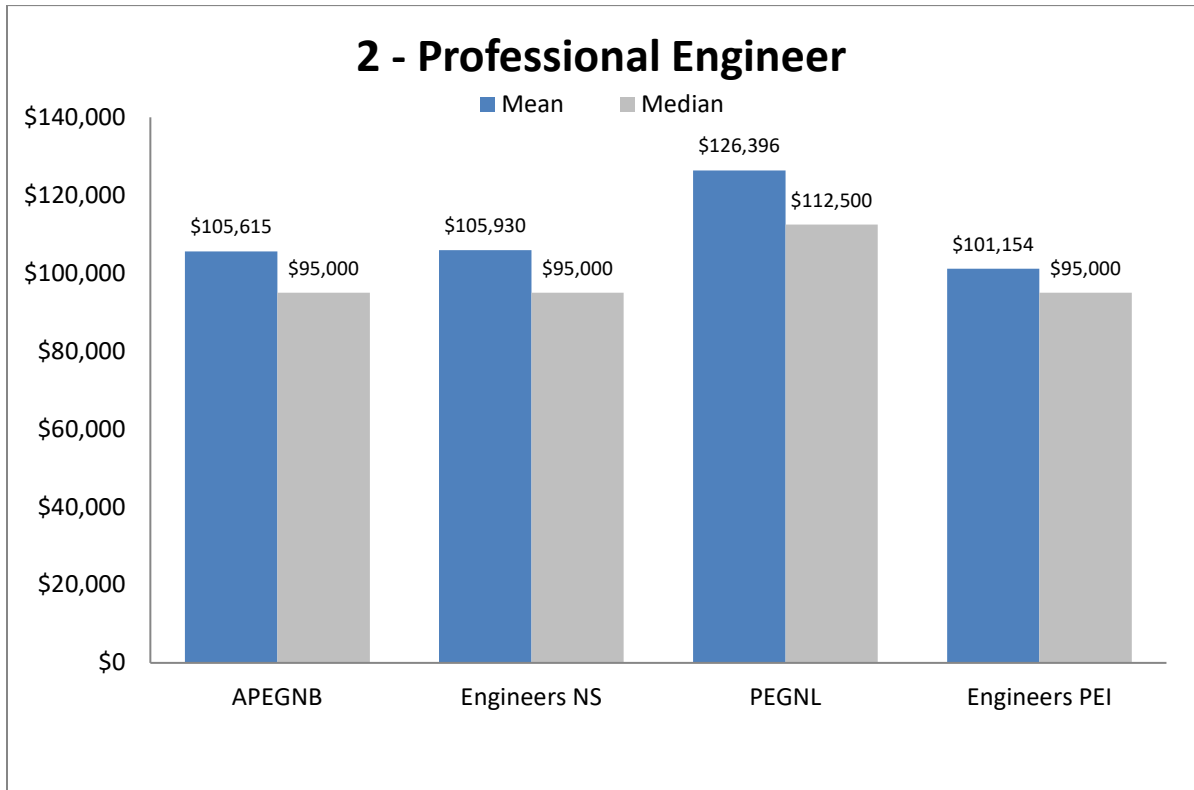
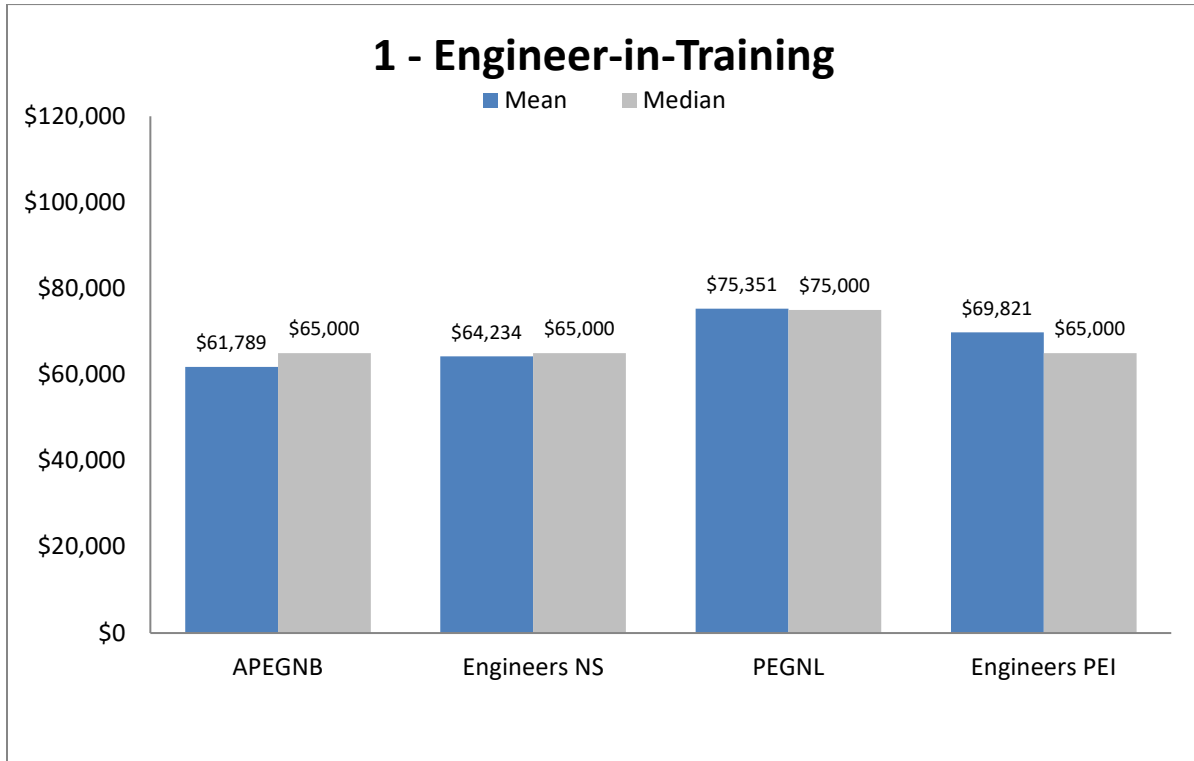
This year the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), Engineers Nova Scotia, the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), and Engineers PEI agreed to jointly complete an engineering salary and benefits survey. Many members, 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 2021 salary and benefits survey was conducted and compiled by ClearPicture Corp. The survey ran from the 20th of June until the 24th of September. This year 11,662 members were asked to participate in the survey, with 3562 responding for an overall participation rate of 31%. By association, responses rates were 29% for APEGNB, 34% for Engineers NS, 23% for PEGNL, and 45% for Engineers PEI. The margin of error (MOE) for the survey overall was 1.5%. By association, the MOE was 2.8% for APEGNB, 2.2% for Engineers NS, 3.3% for PEGNL, and 6.4% for Engineers PEI.

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. Data for groups under 5 has been suppressed within the report, but is still included in the aggregate data.

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.

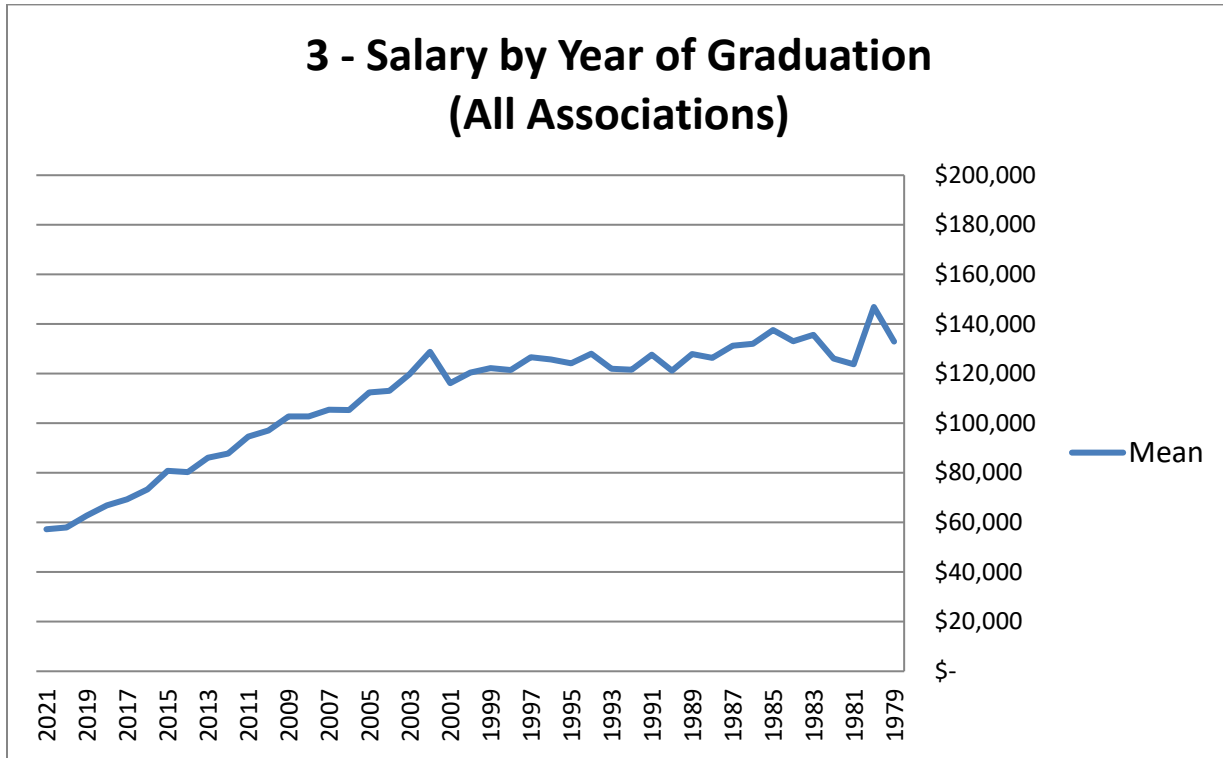
Salary by Membership Status



Salary by Membership Status: Comparison Between 2018 and 2021

| | 2021 | | | | | 2018 | | | | |
|------------------------------|------|-----------|-----------|----------------|----------------|------|-----------|-----------|----------------|----------------|
| | # | Mean | Median | Lower Quartile | Upper Quartile | # | Mean | Median | Lower Quartile | Upper Quartile |
| Engineer-in-Training | | | | | | | | | | |
| All Associations | 554 | \$64,544 | \$65,000 | \$55,000 | \$75,000 | 553 | \$62,486 | \$55,000 | \$55,000 | \$65,000 |
| APEGNB | 127 | \$61,789 | \$65,000 | \$55,000 | \$75,000 | 177 | \$59,260 | \$55,000 | \$37,500 | \$65,000 |
| Engineers NS | 341 | \$64,234 | \$65,000 | \$55,000 | \$65,000 | 241 | \$60,974 | \$55,000 | \$55,000 | \$65,000 |
| PEGNL | 62 | \$75,351 | \$75,000 | \$57,500 | \$85,000 | 94 | \$74,194 | \$65,000 | \$55,000 | \$85,000 |
| Engineers PEI | 86 | \$69,821 | \$65,000 | \$55,000 | \$75,000 | 41 | \$58,598 | \$55,000 | \$55,000 | \$65,000 |
| Professional Engineer | | | | | | | | | | |
| All Associations | 2944 | \$109,480 | \$95,000 | \$85,000 | \$112,500 | 2577 | \$106,043 | \$95,000 | \$75,000 | \$112,500 |
| APEGNB | 862 | \$105,615 | \$95,000 | \$85,000 | \$112,500 | 773 | \$102,131 | \$95,000 | \$75,000 | \$112,500 |
| Engineers NS | 1377 | \$105,930 | \$95,000 | \$85,000 | \$112,500 | 1139 | \$101,964 | \$95,000 | \$75,000 | \$112,500 |
| PEGNL | 562 | \$126,396 | \$112,500 | \$95,000 | \$137,500 | 568 | \$121,434 | \$112,500 | \$85,000 | \$137,500 |
| Engineers PEI | 143 | \$101,154 | \$95,000 | \$75,000 | \$112,500 | 97 | \$92,899 | \$95,000 | \$75,000 | \$112,500 |

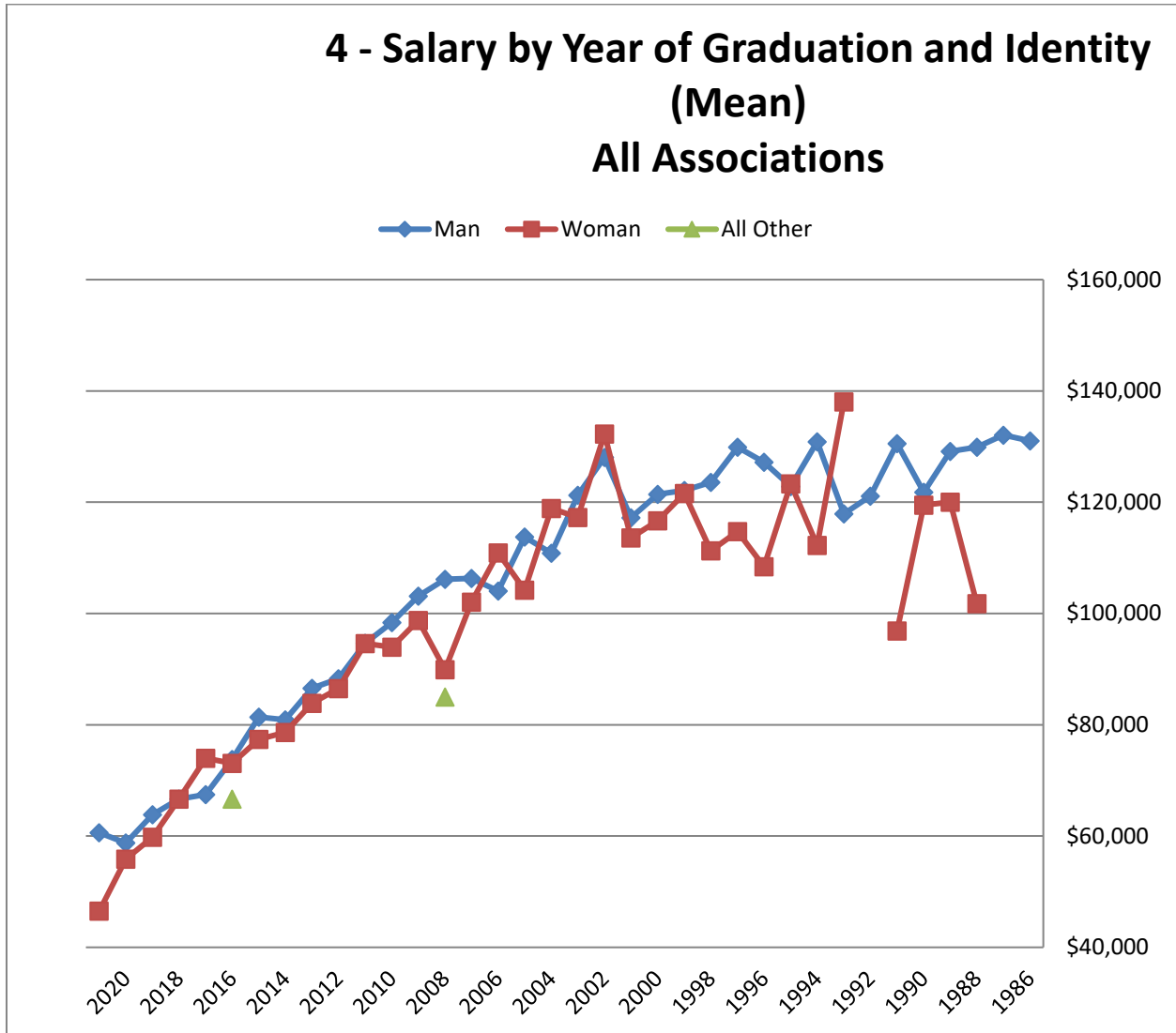
Salary by Year of Graduation



Salary by Year of Graduation

| Graduation Year | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|-----------------|----------------|-----------|-----------|----------------|----------------|
| 1981 | 32 | \$123,800 | \$112,500 | \$62,500 | \$137,500 |
| 1982 | 35 | \$126,111 | \$112,500 | \$85,000 | \$137,500 |
| 1983 | 29 | \$135,652 | \$112,500 | \$75,000 | \$162,500 |
| 1984 | 28 | \$133,068 | \$112,500 | \$75,000 | \$143,750 |
| 1985 | 31 | \$137,593 | \$137,500 | \$112,500 | \$150,000 |
| 1986 | 34 | \$131,970 | \$137,500 | \$112,500 | \$137,500 |
| 1987 | 71 | \$131,231 | \$112,500 | \$95,000 | \$162,500 |
| 1988 | 54 | \$126,394 | \$112,500 | \$99,375 | \$137,500 |
| 1989 | 56 | \$127,963 | \$112,500 | \$112,500 | \$137,500 |
| 1990 | 55 | \$121,154 | \$112,500 | \$95,000 | \$137,500 |
| 1991 | 49 | \$127,660 | \$112,500 | \$95,000 | \$137,500 |
| 1992 | 44 | \$121,591 | \$112,500 | \$95,000 | \$137,500 |
| 1993 | 70 | \$122,000 | \$112,500 | \$99,375 | \$137,500 |
| 1994 | 49 | \$128,021 | \$112,500 | \$95,000 | \$162,500 |
| 1995 | 61 | \$124,107 | \$112,500 | \$95,000 | \$137,500 |
| 1996 | 52 | \$125,650 | \$112,500 | \$95,000 | \$137,500 |
| 1997 | 73 | \$126,581 | \$112,500 | \$95,000 | \$137,500 |
| 1998 | 83 | \$121,463 | \$112,500 | \$95,000 | \$137,500 |
| 1999 | 74 | \$122,218 | \$112,500 | \$95,000 | \$137,500 |
| 2000 | 76 | \$120,367 | \$112,500 | \$95,000 | \$137,500 |
| 2001 | 76 | \$116,111 | \$112,500 | \$92,500 | \$137,500 |
| 2002 | 72 | \$128,838 | \$112,500 | \$112,500 | \$162,500 |
| 2003 | 97 | \$119,787 | \$112,500 | \$95,000 | \$137,500 |
| 2004 | 93 | \$113,077 | \$112,500 | \$95,000 | \$137,500 |
| 2005 | 100 | \$112,475 | \$112,500 | \$95,000 | \$112,500 |
| 2006 | 97 | \$105,342 | \$95,000 | \$85,000 | \$112,500 |
| 2007 | 121 | \$105,500 | \$112,500 | \$85,000 | \$112,500 |
| 2008 | 149 | \$102,772 | \$95,000 | \$85,000 | \$112,500 |
| 2009 | 132 | \$102,713 | \$95,000 | \$85,000 | \$112,500 |
| 2010 | 132 | \$97,061 | \$95,000 | \$85,000 | \$112,500 |
| 2011 | 119 | \$94,655 | \$95,000 | \$75,000 | \$112,500 |
| 2012 | 130 | \$87,731 | \$85,000 | \$75,000 | \$95,000 |
| 2013 | 126 | \$86,098 | \$85,000 | \$75,000 | \$95,000 |
| 2014 | 139 | \$80,274 | \$75,000 | \$65,000 | \$85,000 |
| 2015 | 132 | \$80,859 | \$85,000 | \$65,000 | \$85,000 |
| 2016 | 144 | \$73,368 | \$75,000 | \$65,000 | \$85,000 |
| 2017 | 136 | \$69,389 | \$65,000 | \$65,000 | \$75,000 |
| 2018 | 132 | \$66,865 | \$65,000 | \$55,000 | \$75,000 |
| 2019 | 124 | \$62,787 | \$65,000 | \$55,000 | \$65,000 |
| 2020 | 93 | \$58,022 | \$55,000 | \$55,000 | \$65,000 |
| 2021 | 21 | \$57,262 | \$55,000 | \$55,000 | \$65,000 |

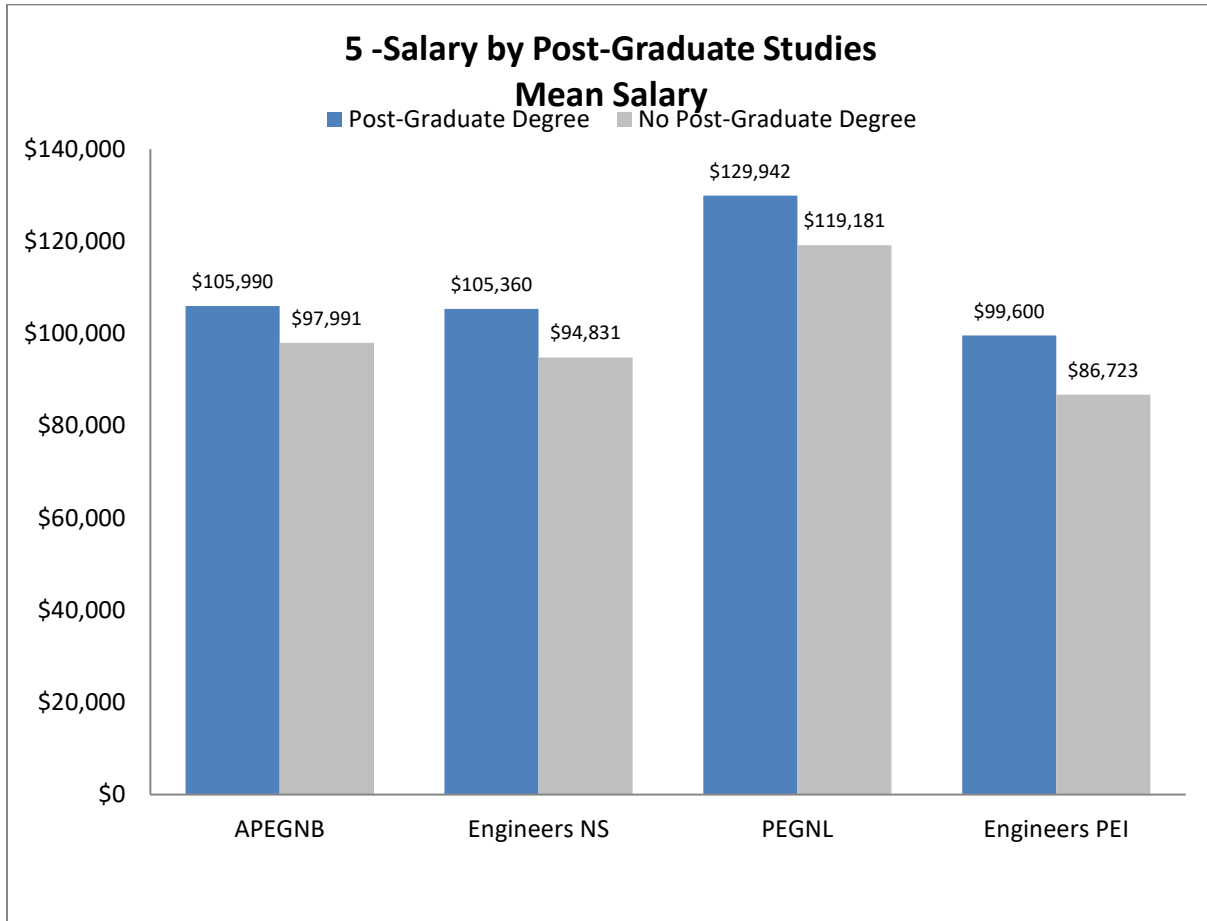
Salary by Year of Graduation and Identity



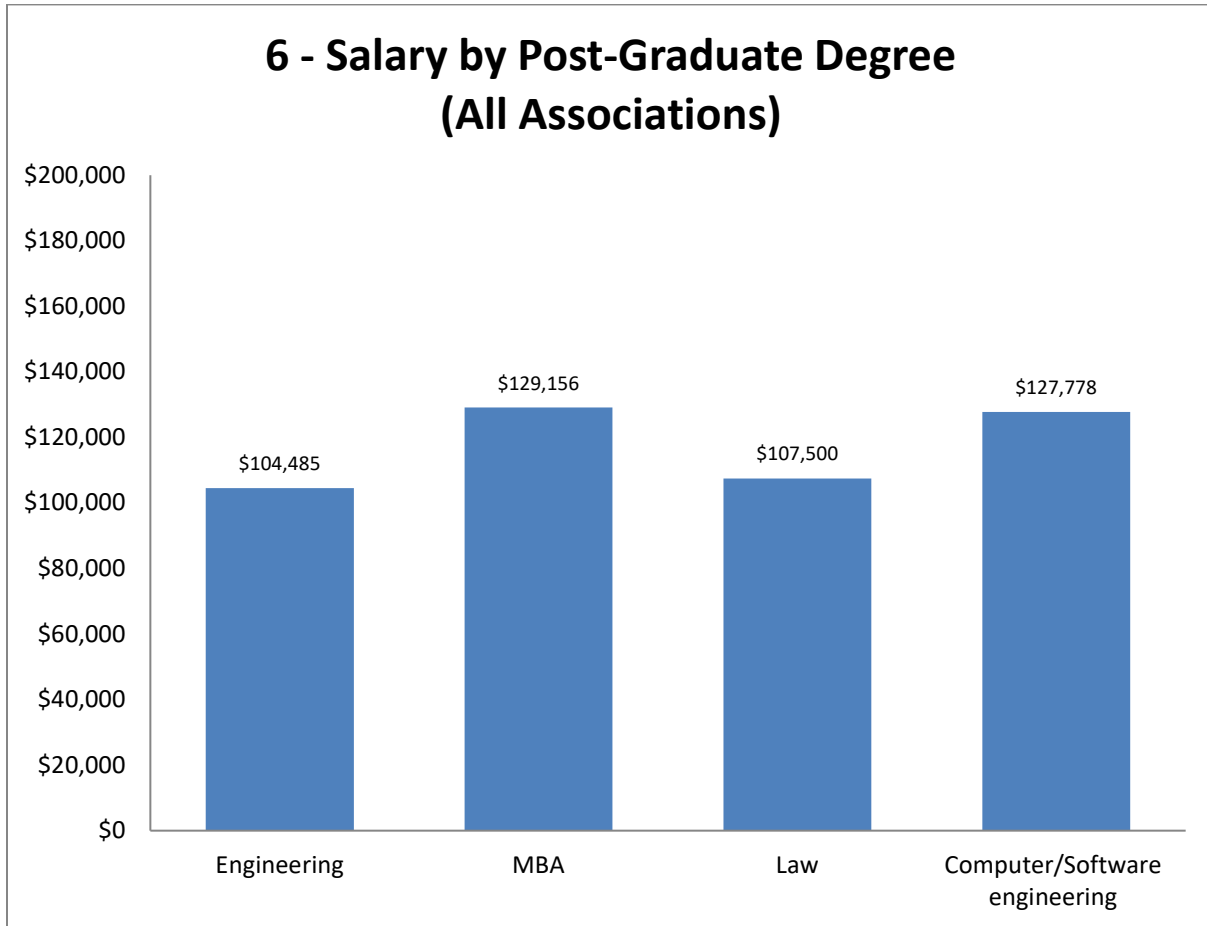
Salary by Year of Graduation and Identity (Mean)

| | Man | | Woman | | All Other | |
|------|----------------|-----------|----------------|-----------|----------------|----------|
| | # of responses | Salary | # of responses | Salary | # of responses | Salary |
| 1986 | 32 | \$131,016 | 1 | | 1 | |
| 1987 | 64 | \$132,076 | 3 | | 4 | |
| 1988 | 44 | \$129,884 | 7 | \$101,786 | 3 | |
| 1989 | 48 | \$129,115 | 5 | \$120,000 | 3 | |
| 1990 | 42 | \$121,813 | 10 | \$119,500 | 3 | |
| 1991 | 43 | \$130,523 | 6 | \$96,875 | 0 | |
| 1992 | 41 | \$121,098 | 3 | | 0 | |
| 1993 | 57 | \$117,939 | 9 | \$138,056 | 4 | |
| 1994 | 39 | \$130,855 | 9 | \$112,222 | 1 | |
| 1995 | 49 | \$122,833 | 10 | \$123,333 | 2 | |
| 1996 | 41 | \$127,195 | 10 | \$108,438 | 1 | |
| 1997 | 49 | \$129,894 | 21 | \$114,722 | 3 | |
| 1998 | 68 | \$123,566 | 14 | \$111,250 | 1 | |
| 1999 | 55 | \$122,130 | 18 | \$121,563 | 1 | |
| 2000 | 55 | \$121,435 | 18 | \$116,667 | 3 | |
| 2001 | 56 | \$117,227 | 19 | \$113,594 | 1 | |
| 2002 | 59 | \$128,051 | 12 | \$132,273 | 1 | |
| 2003 | 63 | \$121,250 | 32 | \$117,250 | 2 | |
| 2004 | 67 | \$110,871 | 26 | \$118,900 | 0 | |
| 2005 | 75 | \$113,733 | 23 | \$104,205 | 2 | |
| 2006 | 76 | \$104,067 | 20 | \$110,921 | 1 | |
| 2007 | 102 | \$106,312 | 17 | \$102,059 | 2 | |
| 2008 | 118 | \$106,144 | 26 | \$89,896 | 5 | \$85,000 |
| 2009 | 107 | \$103,143 | 23 | \$98,750 | 2 | |
| 2010 | 100 | \$98,400 | 28 | \$93,981 | 4 | |
| 2011 | 94 | \$94,674 | 25 | \$94,583 | 0 | |
| 2012 | 94 | \$88,298 | 32 | \$86,484 | 4 | |
| 2013 | 99 | \$86,556 | 24 | \$83,864 | 3 | |
| 2014 | 101 | \$80,925 | 34 | \$78,636 | 4 | |
| 2015 | 104 | \$81,383 | 26 | \$77,404 | 2 | |
| 2016 | 116 | \$73,772 | 22 | \$73,068 | 6 | \$66,667 |
| 2017 | 95 | \$67,473 | 40 | \$74,000 | 1 | |
| 2018 | 99 | \$66,658 | 31 | \$66,667 | 2 | |
| 2019 | 89 | \$63,822 | 34 | \$59,779 | 1 | |
| 2020 | 69 | \$58,750 | 23 | \$55,870 | 1 | |
| 2021 | 16 | \$60,625 | 5 | \$46,500 | 0 | |

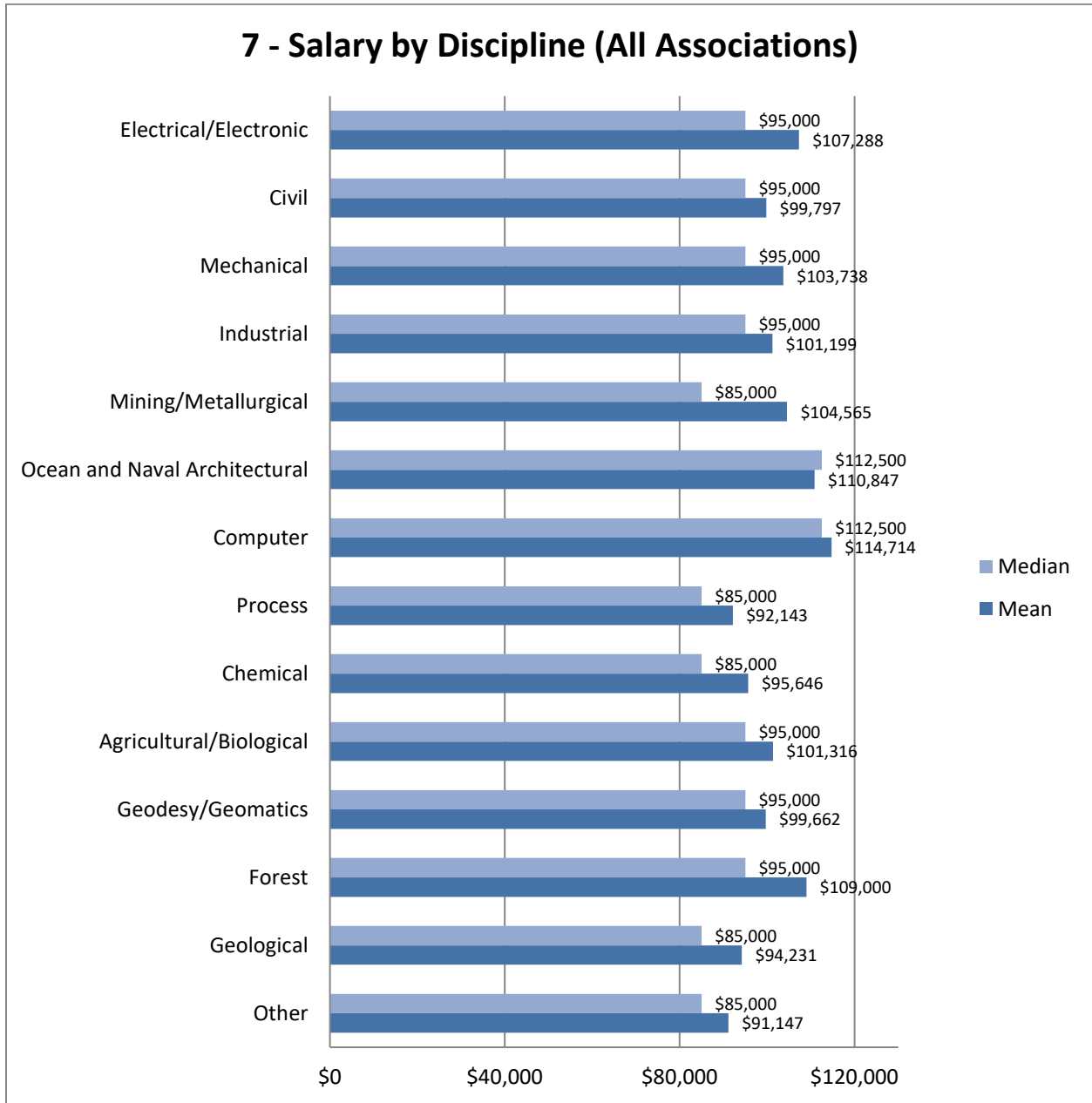
Salary by Post-Graduate Studies



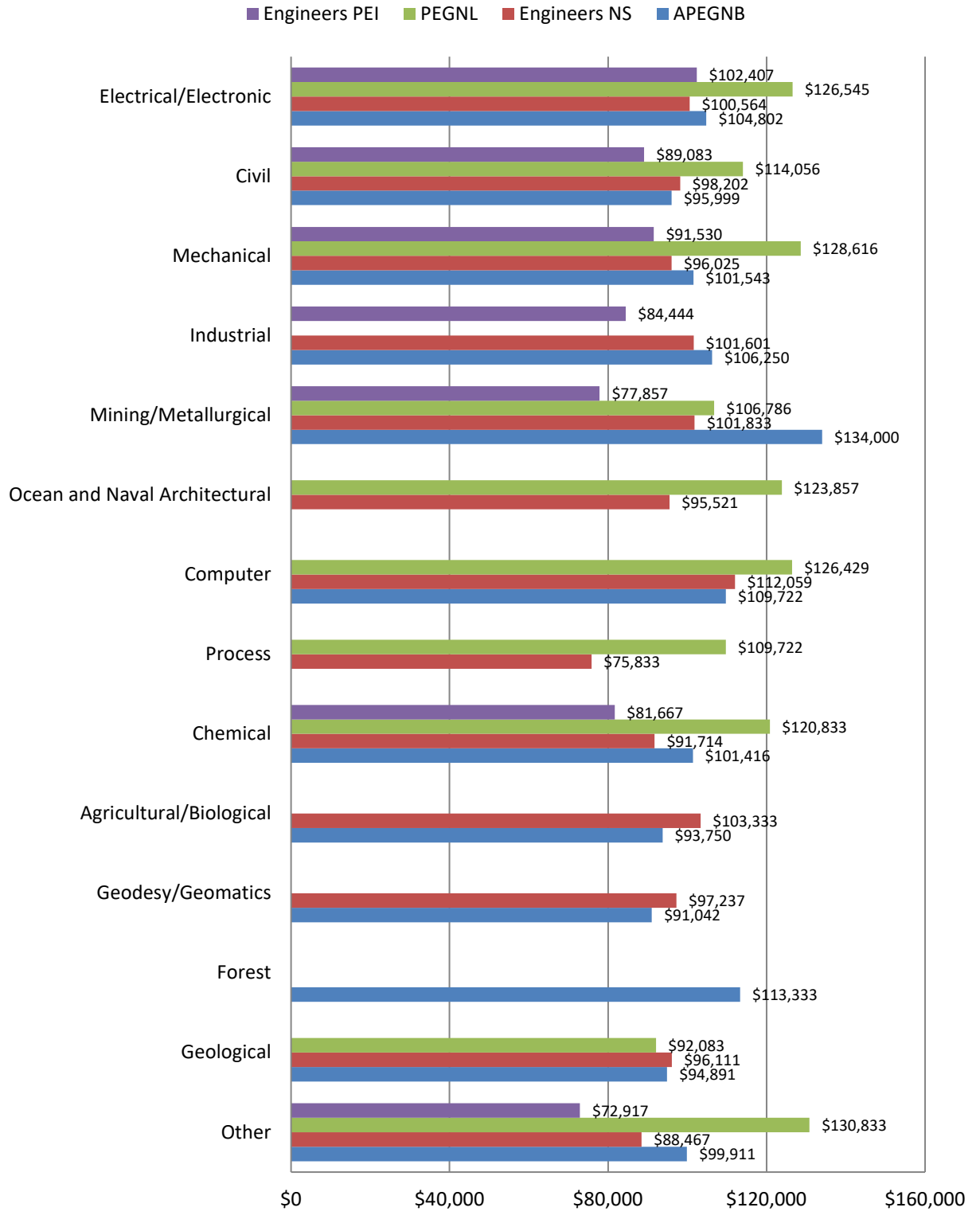
Salary by Post-Graduate Degree



Salary by Discipline



8 - Salary by Discipline Mean Salary



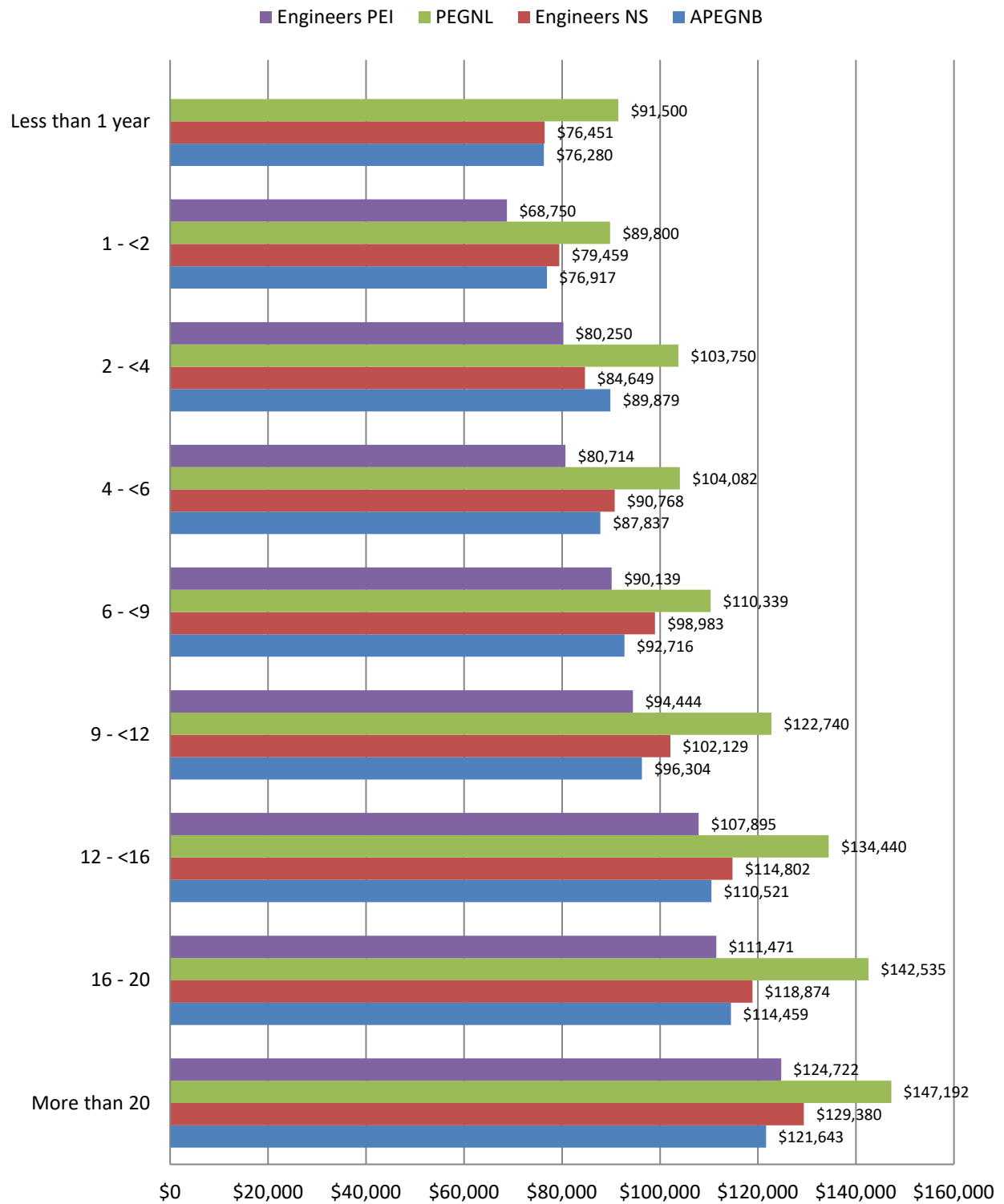
Salary by Discipline Mean Salary

| Discipline | Association | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|-------------------------------|-------------------------|----------------|-----------|-----------|----------------|----------------|
| Electrical/ Electronic | All Associations | 546 | \$107,288 | \$95,000 | \$75,000 | \$112,500 |
| | APEGNB | 145 | \$104,802 | \$112,500 | \$75,000 | \$112,500 |
| | Engineers NS | 261 | \$100,564 | \$95,000 | \$75,000 | \$112,500 |
| | PEGNL | 113 | \$126,545 | \$112,500 | \$95,000 | \$162,500 |
| | Engineers PEI | 27 | \$102,407 | \$95,000 | \$85,000 | \$112,500 |
| Civil | All Associations | 1144 | \$99,797 | \$95,000 | \$75,000 | \$112,500 |
| | APEGNB | 396 | \$95,999 | \$85,000 | \$75,000 | \$112,500 |
| | Engineers NS | 478 | \$98,202 | \$95,000 | \$75,000 | \$112,500 |
| | PEGNL | 209 | \$114,056 | \$112,500 | \$85,000 | \$137,500 |
| | Engineers PEI | 61 | \$89,083 | \$75,000 | \$65,000 | \$112,500 |
| Mechanical | All Associations | 955 | \$103,738 | \$95,000 | \$75,000 | \$112,500 |
| | APEGNB | 239 | \$101,543 | \$95,000 | \$75,000 | \$112,500 |
| | Engineers NS | 451 | \$96,025 | \$85,000 | \$65,000 | \$112,500 |
| | PEGNL | 197 | \$128,616 | \$112,500 | \$85,000 | \$162,500 |
| | Engineers PEI | 68 | \$91,530 | \$85,000 | \$65,000 | \$112,500 |
| Industrial | All Associations | 152 | \$101,199 | \$95,000 | \$75,000 | \$112,500 |
| | APEGNB | 23 | \$106,250 | \$95,000 | \$80,000 | \$137,500 |
| | Engineers NS | 119 | \$101,601 | \$95,000 | \$75,000 | \$112,500 |
| | PEGNL | 1 | - | - | - | - |
| | Engineers PEI | 9 | \$84,444 | \$85,000 | \$65,000 | \$95,000 |
| Mining/ Metallurgical | All Associations | 77 | \$104,565 | \$85,000 | \$65,000 | \$112,500 |
| | APEGNB | 10 | \$134,000 | \$125,000 | \$99,375 | \$162,500 |
| | Engineers NS | 51 | \$101,833 | \$85,000 | \$60,000 | \$112,500 |
| | PEGNL | 9 | \$106,786 | \$85,000 | \$65,000 | \$112,500 |
| | Engineers PEI | 7 | \$77,857 | \$85,000 | \$70,000 | \$85,000 |
| Ocean and Naval Architectural | All Associations | 66 | \$110,847 | \$112,500 | \$75,000 | \$137,500 |
| | APEGNB | 3 | - | - | - | - |
| | Engineers NS | 24 | \$95,521 | \$85,000 | \$75,000 | \$112,500 |
| | PEGNL | 39 | \$123,857 | \$112,500 | \$85,000 | \$137,500 |
| | Engineers PEI | 0 | - | - | - | - |
| Computer | All Associations | 35 | \$114,714 | \$112,500 | \$90,000 | \$125,000 |
| | APEGNB | 9 | \$109,722 | \$112,500 | \$95,000 | \$112,500 |
| | Engineers NS | 17 | \$112,059 | \$95,000 | \$85,000 | \$112,500 |
| | PEGNL | 7 | \$126,429 | \$112,500 | \$103,750 | \$150,000 |
| | Engineers PEI | 2 | - | - | - | - |

Member Salary and Benefits Survey 2021

| | | | | | | |
|-------------------------|-------------------------|-----|-----------|-----------|----------|-----------|
| Process | All Associations | 22 | \$92,143 | \$85,000 | \$75,000 | \$108,125 |
| | APEGNB | 1 | - | - | - | - |
| | Engineers NS | 9 | \$75,833 | \$75,000 | \$65,000 | \$85,000 |
| | PEGNL | 10 | \$109,722 | \$103,750 | \$87,500 | \$112,500 |
| | Engineers PEI | 2 | - | - | - | - |
| Chemical | All Associations | 250 | \$95,646 | \$85,000 | \$65,000 | \$112,500 |
| | APEGNB | 86 | \$101,416 | \$95,000 | \$75,000 | \$112,500 |
| | Engineers NS | 131 | \$91,714 | \$85,000 | \$65,000 | \$112,500 |
| | PEGNL | 12 | \$120,833 | \$103,750 | \$95,000 | \$143,750 |
| | Engineers PEI | 21 | \$81,667 | \$75,000 | \$65,000 | \$95,000 |
| Agricultural/Biological | All Associations | 44 | \$101,316 | \$95,000 | \$75,000 | \$112,500 |
| | APEGNB | 6 | \$93,750 | \$103,750 | \$80,000 | \$112,500 |
| | Engineers NS | 32 | \$103,333 | \$95,000 | \$75,000 | \$112,500 |
| | PEGNL | 2 | - | - | - | - |
| | Engineers PEI | 4 | - | - | - | - |
| Geodesy/Geomatics | All Associations | 37 | \$99,662 | \$95,000 | \$75,000 | \$112,500 |
| | APEGNB | 12 | \$91,042 | \$90,000 | \$82,500 | \$99,375 |
| | Engineers NS | 19 | \$97,237 | \$95,000 | \$75,000 | \$112,500 |
| | PEGNL | 3 | - | - | - | - |
| | Engineers PEI | 3 | - | - | - | - |
| Forest | All Associations | 17 | \$109,000 | \$95,000 | \$85,000 | \$112,500 |
| | APEGNB | 9 | \$113,333 | \$112,500 | \$95,000 | \$112,500 |
| | Engineers NS | 4 | - | - | - | - |
| | PEGNL | 4 | - | - | - | - |
| | Engineers PEI | 0 | - | - | - | - |
| Geological | All Associations | 39 | \$94,231 | \$85,000 | \$75,000 | \$112,500 |
| | APEGNB | 23 | \$94,891 | \$85,000 | \$75,000 | \$112,500 |
| | Engineers NS | 9 | \$96,111 | \$95,000 | \$85,000 | \$95,000 |
| | PEGNL | 6 | \$92,083 | \$75,000 | \$67,500 | \$82,500 |
| | Engineers PEI | 1 | - | - | - | - |
| Other | All Associations | 177 | \$91,147 | \$85,000 | \$65,000 | \$112,500 |
| | APEGNB | 28 | \$99,911 | \$90,000 | \$65,000 | \$137,500 |
| | Engineers NS | 112 | \$88,467 | \$85,000 | \$65,000 | \$95,000 |
| | PEGNL | 13 | \$130,833 | \$137,500 | \$65,000 | \$187,500 |
| | Engineers PEI | 24 | \$72,917 | \$70,000 | \$55,000 | \$85,000 |

9 - Salary by Years of Experience Since Registration (Professional Engineers Mean Salary)



***Salary by Years of Experience Since Registration
Professional Engineers Mean Salary***

| Years of Experience | Association | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|---------------------|-------------------------|----------------|-----------|-----------|----------------|----------------|
| Less than 1 | All Associations | 147 | \$78,448 | \$75,000 | \$65,000 | \$85,000 |
| | APEGNB | 41 | \$76,280 | \$75,000 | \$65,000 | \$85,000 |
| | Engineers NS | 83 | \$76,451 | \$75,000 | \$65,000 | \$85,000 |
| | PEGNL | 20 | \$91,500 | \$85,000 | \$75,000 | \$99,375 |
| | Engineers PEI | 3 | - | - | - | - |
| 1 - <2 | All Associations | 137 | \$80,164 | \$75,000 | \$65,000 | \$85,000 |
| | APEGNB | 30 | \$76,917 | \$75,000 | \$65,000 | \$85,000 |
| | Engineers NS | 74 | \$79,459 | \$75,000 | \$65,000 | \$85,000 |
| | PEGNL | 25 | \$89,800 | \$85,000 | \$75,000 | \$95,000 |
| | Engineers PEI | 8 | \$68,750 | \$65,000 | \$65,000 | \$67,500 |
| 2 - <4 | All Associations | 218 | \$88,458 | \$85,000 | \$75,000 | \$95,000 |
| | APEGNB | 63 | \$89,879 | \$85,000 | \$65,000 | \$112,500 |
| | Engineers NS | 115 | \$84,649 | \$85,000 | \$75,000 | \$95,000 |
| | PEGNL | 30 | \$103,750 | \$95,000 | \$85,000 | \$112,500 |
| | Engineers PEI | 10 | \$80,250 | \$75,000 | \$65,000 | \$92,500 |
| 4 - <6 | All Associations | 260 | \$92,176 | \$85,000 | \$75,000 | \$95,000 |
| | APEGNB | 53 | \$87,837 | \$85,000 | \$75,000 | \$95,000 |
| | Engineers NS | 142 | \$90,768 | \$85,000 | \$75,000 | \$95,000 |
| | PEGNL | 51 | \$104,082 | \$112,500 | \$85,000 | \$112,500 |
| | Engineers PEI | 14 | \$80,714 | \$85,000 | \$75,000 | \$85,000 |
| 6 - <9 | All Associations | 311 | \$98,994 | \$95,000 | \$85,000 | \$112,500 |
| | APEGNB | 82 | \$92,716 | \$85,000 | \$75,000 | \$112,500 |
| | Engineers NS | 150 | \$98,983 | \$95,000 | \$85,000 | \$112,500 |
| | PEGNL | 61 | \$110,339 | \$112,500 | \$95,000 | \$112,500 |
| | Engineers PEI | 18 | \$90,139 | \$85,000 | \$75,000 | \$108,125 |
| 9 - <12 | All Associations | 349 | \$104,586 | \$95,000 | \$85,000 | \$112,500 |
| | APEGNB | 93 | \$96,304 | \$95,000 | \$75,000 | \$112,500 |
| | Engineers NS | 161 | \$102,129 | \$95,000 | \$85,000 | \$112,500 |
| | PEGNL | 77 | \$122,740 | \$112,500 | \$95,000 | \$137,500 |
| | Engineers PEI | 18 | \$94,444 | \$95,000 | \$75,000 | \$112,500 |
| 12 - <16 | All Associations | 313 | \$117,313 | \$112,500 | \$95,000 | \$137,500 |
| | APEGNB | 96 | \$110,521 | \$112,500 | \$85,000 | \$137,500 |
| | Engineers NS | 130 | \$114,802 | \$112,500 | \$95,000 | \$112,500 |
| | PEGNL | 68 | \$134,440 | \$137,500 | \$112,500 | \$162,500 |
| | Engineers PEI | 19 | \$107,895 | \$112,500 | \$90,000 | \$112,500 |
| 16 - 20 | All Associations | 280 | \$122,953 | \$112,500 | \$95,000 | \$137,500 |
| | APEGNB | 98 | \$114,459 | \$112,500 | \$95,000 | \$137,500 |
| | Engineers NS | 94 | \$118,874 | \$112,500 | \$95,000 | \$137,500 |
| | PEGNL | 71 | \$142,535 | \$137,500 | \$112,500 | \$162,500 |
| | Engineers PEI | 17 | \$111,471 | \$112,500 | \$95,000 | \$137,500 |
| More than 20 | All Associations | 929 | \$129,505 | \$112,500 | \$95,000 | \$137,500 |
| | APEGNB | 306 | \$121,643 | \$112,500 | \$95,000 | \$137,500 |
| | Engineers NS | 428 | \$129,380 | \$112,500 | \$95,000 | \$137,500 |
| | PEGNL | 159 | \$147,192 | \$137,500 | \$112,500 | \$162,500 |
| | Engineers PEI | 36 | \$124,722 | \$112,500 | \$112,500 | \$137,500 |

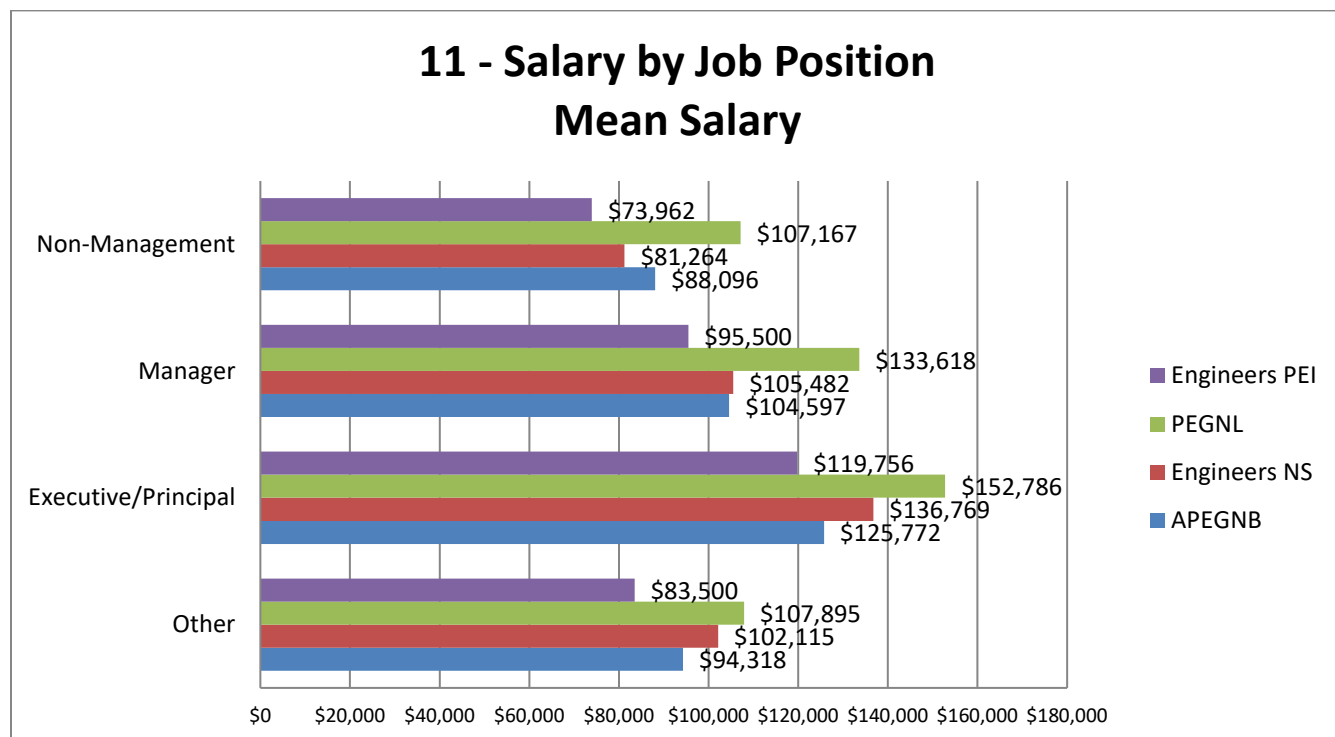
Engineers-in-Training Salary by Years of Experience since Registration



Engineers-in-Training Salary by Years of Experience since Registration

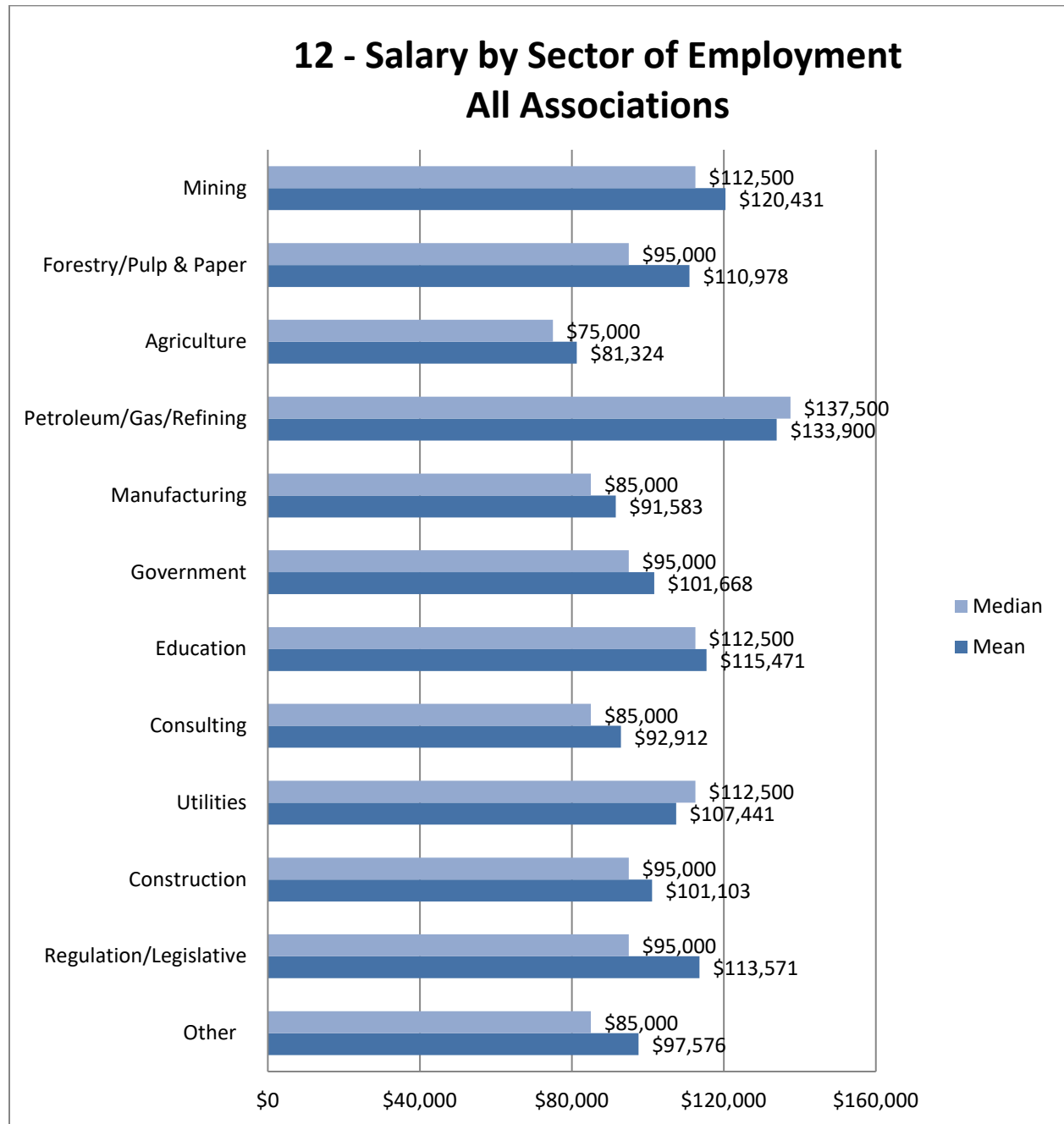
| Years | APEGNB | Engineers NS | PEGNL | Engineers PEI |
|-------|----------|--------------|----------|---------------|
| 10 | | \$101,250 | | \$85,000 |
| 9 | | \$55,000 | \$85,000 | |
| 8 | | \$78,333 | | \$81,000 |
| 7 | \$85,000 | \$85,000 | | |
| 6 | | \$86,944 | | \$84,375 |
| 5 | \$69,286 | \$74,833 | \$83,438 | \$71,875 |
| 4 | \$67,500 | \$70,816 | \$85,938 | \$61,667 |
| 3 | \$61,319 | \$64,909 | \$77,833 | \$69,615 |
| 2 | \$59,274 | \$60,164 | \$72,692 | \$71,406 |
| 1 | \$58,684 | \$58,188 | \$57,500 | \$61,563 |

Salary by Job Position

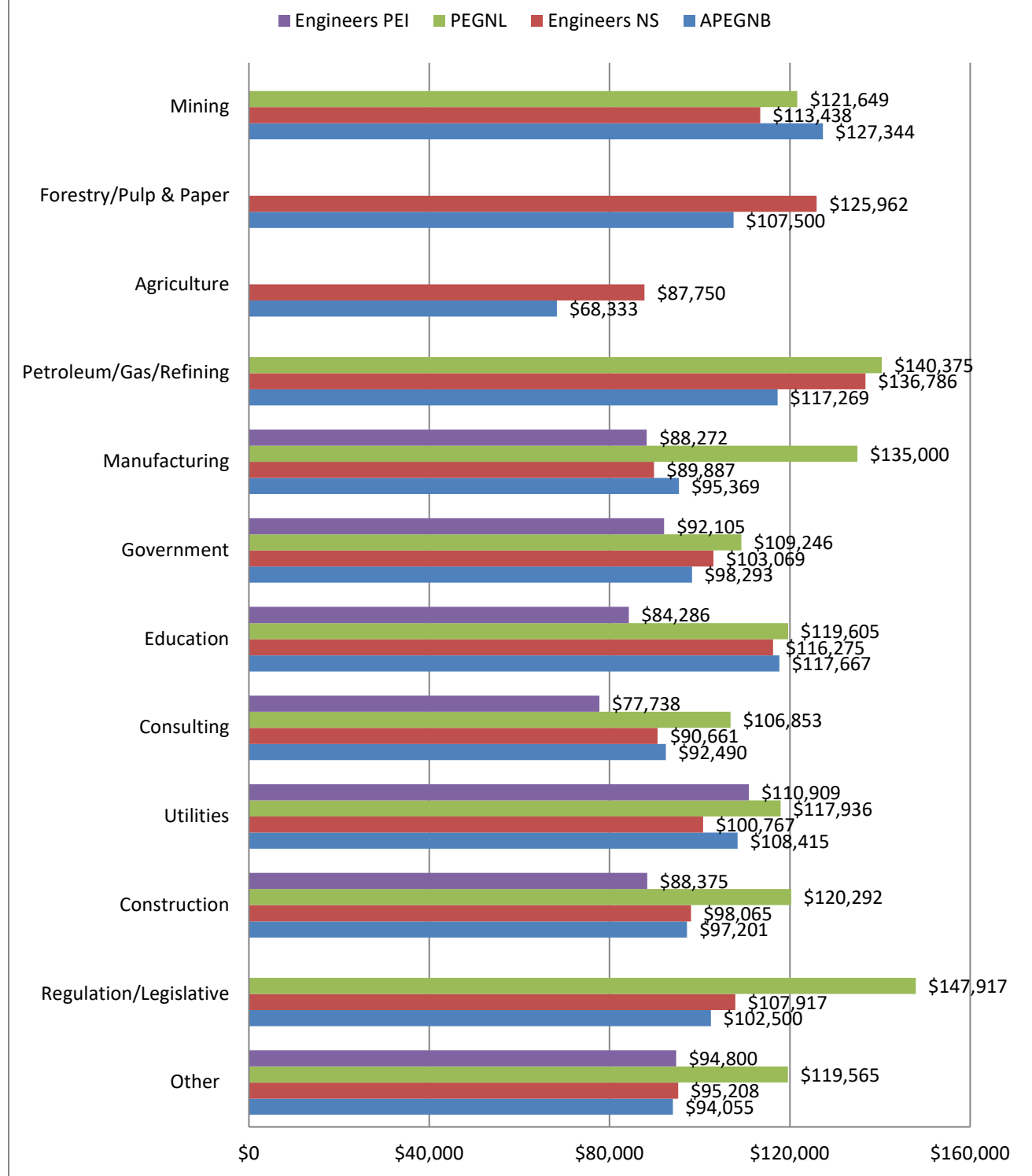


| Job Position | Association | # of Responses | Mean | Median | Lower Quartile | Upper Quartile |
|----------------------|-------------------------|----------------|-----------|-----------|----------------|----------------|
| Non- Management | All Associations | 1683 | \$87,273 | \$85,000 | \$65,000 | \$95,000 |
| | APEGNB | 437 | \$88,096 | \$85,000 | \$65,000 | \$112,500 |
| | Engineers NS | 834 | \$81,264 | \$75,000 | \$65,000 | \$95,000 |
| | PEGNL | 306 | \$107,167 | \$95,000 | \$85,000 | \$112,500 |
| | Engineers PEI | 106 | \$73,962 | \$65,000 | \$65,000 | \$85,000 |
| Manager | All Associations | 1208 | \$109,262 | \$112,500 | \$85,000 | \$137,500 |
| | APEGNB | 373 | \$104,597 | \$95,000 | \$85,000 | \$112,500 |
| | Engineers NS | 557 | \$105,482 | \$112,500 | \$85,000 | \$112,500 |
| | PEGNL | 203 | \$133,618 | \$137,500 | \$112,500 | \$162,500 |
| | Engineers PEI | 75 | \$95,500 | \$95,000 | \$80,000 | \$112,500 |
| Executive/ Principal | All Associations | 478 | \$134,434 | \$137,500 | \$95,000 | \$162,500 |
| | APEGNB | 140 | \$125,772 | \$112,500 | \$108,125 | \$137,500 |
| | Engineers NS | 226 | \$136,769 | \$137,500 | \$95,000 | \$162,500 |
| | PEGNL | 71 | \$152,786 | \$162,500 | \$112,500 | \$187,500 |
| | Engineers PEI | 41 | \$119,756 | \$112,500 | \$95,000 | \$137,500 |
| Other | All Associations | 89 | \$100,294 | \$95,000 | \$65,000 | \$112,500 |
| | APEGNB | 24 | \$94,318 | \$85,000 | \$65,000 | \$99,375 |
| | Engineers NS | 41 | \$102,115 | \$95,000 | \$65,000 | \$112,500 |
| | PEGNL | 19 | \$107,895 | \$95,000 | \$75,000 | \$137,500 |
| | Engineers PEI | 5 | \$83,500 | \$75,000 | \$55,000 | \$95,000 |

Salary by Sector of Employment



13 - Salary by Sector of Employment Mean Salary



Member Salary and Benefits Survey 2021

Salary by Sector of Employment: Comparison Between 2018 and 2021

| Sector of Employment | 2021 | | | | | | 2018 | | | | |
|------------------------|-------------------------|-----|-----------|-----------|----------------|----------------|------|-----------|-----------|----------------|----------------|
| | Association | # | Mean | Median | Lower Quartile | Upper Quartile | # | Mean | Median | Lower Quartile | Upper Quartile |
| Mining | All Associations | 91 | \$120,431 | \$112,500 | \$85,000 | \$137,500 | 70 | \$107,143 | \$95,000 | \$85,000 | \$112,500 |
| | APEGNB | 17 | \$127,344 | \$137,500 | \$85,000 | \$137,500 | 12 | \$115,833 | \$103,750 | \$85,000 | \$125,000 |
| | Engineers NS | 27 | \$113,438 | \$95,000 | \$70,000 | \$137,500 | 18 | \$93,056 | \$90,000 | \$65,000 | \$112,500 |
| | PEGNL | 47 | \$121,649 | \$112,500 | \$95,000 | \$137,500 | 40 | \$110,875 | \$95,000 | \$95,000 | \$112,500 |
| | Engineers PEI | 0 | - | - | - | - | 0 | - | - | - | - |
| Forestry/Pulp & Paper | All Associations | 69 | \$110,978 | \$95,000 | \$75,000 | \$137,500 | 64 | \$107,617 | \$95,000 | \$75,000 | \$137,500 |
| | APEGNB | 56 | \$107,500 | \$95,000 | \$75,000 | \$137,500 | 49 | \$106,531 | \$95,000 | \$75,000 | \$137,500 |
| | Engineers NS | 13 | \$125,962 | \$137,500 | \$95,000 | \$162,500 | 12 | \$113,958 | \$112,500 | \$90,000 | \$137,500 |
| | PEGNL | 0 | - | - | - | - | 2 | - | - | - | - |
| | Engineers PEI | 0 | - | - | - | - | 1 | - | - | - | - |
| Agriculture | All Associations | 18 | \$81,324 | \$75,000 | \$55,000 | \$108,125 | 11 | \$82,500 | \$65,000 | \$60,000 | \$98,750 |
| | APEGNB | 6 | \$68,333 | \$65,000 | \$57,500 | \$72,500 | 3 | - | - | - | - |
| | Engineers NS | 11 | \$87,750 | \$85,000 | \$55,000 | \$112,500 | 4 | \$100,000 | \$98,750 | \$80,000 | \$118,750 |
| | PEGNL | 0 | - | - | - | - | 0 | - | - | - | - |
| | Engineers PEI | 1 | - | - | - | - | 4 | \$85,625 | \$70,000 | \$65,000 | \$90,625 |
| Petroleum/Gas/Refining | All Associations | 221 | \$133,900 | \$137,500 | \$95,000 | \$162,500 | 244 | \$122,520 | \$112,500 | \$85,000 | \$162,500 |
| | APEGNB | 54 | \$117,269 | \$112,500 | \$85,000 | \$137,500 | 72 | \$106,181 | \$95,000 | \$82,500 | \$137,500 |
| | Engineers NS | 23 | \$136,786 | \$137,500 | \$80,000 | \$162,500 | 31 | \$119,435 | \$112,500 | \$75,000 | \$162,500 |
| | PEGNL | 143 | \$140,375 | \$137,500 | \$112,500 | \$162,500 | 141 | \$131,543 | \$137,500 | \$95,000 | \$162,500 |
| | Engineers PEI | 1 | - | - | - | - | 0 | - | - | - | - |
| Manufacturing | All Associations | 408 | \$91,583 | \$85,000 | \$65,000 | \$112,500 | 279 | \$88,147 | \$85,000 | \$65,000 | \$112,500 |
| | APEGNB | 88 | \$95,369 | \$85,000 | \$75,000 | \$112,500 | 76 | \$83,257 | \$75,000 | \$62,500 | \$95,000 |
| | Engineers NS | 245 | \$89,887 | \$85,000 | \$65,000 | \$112,500 | 167 | \$90,045 | \$85,000 | \$65,000 | \$112,500 |
| | PEGNL | 7 | \$135,000 | \$137,500 | \$125,000 | \$137,500 | 12 | \$108,958 | \$112,500 | \$65,000 | \$143,750 |
| | Engineers PEI | 68 | \$88,272 | \$85,000 | \$65,000 | \$112,500 | 24 | \$80,104 | \$70,000 | \$65,000 | \$99,375 |
| Government | All Associations | 519 | \$101,668 | \$95,000 | \$85,000 | \$112,500 | 493 | \$95,943 | \$95,000 | \$85,000 | \$112,500 |
| | APEGNB | 146 | \$98,293 | \$95,000 | \$85,000 | \$112,500 | 163 | \$92,546 | \$85,000 | \$85,000 | \$112,500 |
| | Engineers NS | 272 | \$103,069 | \$95,000 | \$85,000 | \$112,500 | 230 | \$97,489 | \$95,000 | \$85,000 | \$112,500 |
| | PEGNL | 63 | \$109,246 | \$112,500 | \$85,000 | \$125,000 | 66 | \$100,795 | \$95,000 | \$85,000 | \$112,500 |
| | Engineers PEI | 38 | \$92,105 | \$90,000 | \$75,000 | \$112,500 | 34 | \$92,353 | \$95,000 | \$75,000 | \$112,500 |
| Education | All Associations | 126 | \$115,471 | \$112,500 | \$85,000 | \$137,500 | 114 | \$106,096 | \$95,000 | \$75,000 | \$137,500 |
| | APEGNB | 45 | \$117,667 | \$112,500 | \$85,000 | \$137,500 | 44 | \$116,136 | \$112,500 | \$85,000 | \$162,500 |
| | Engineers NS | 55 | \$116,275 | \$95,000 | \$80,000 | \$137,500 | 28 | \$89,196 | \$85,000 | \$72,500 | \$99,375 |
| | PEGNL | 19 | \$119,605 | \$112,500 | \$95,000 | \$137,500 | 31 | \$112,903 | \$112,500 | \$85,000 | \$137,500 |
| | Engineers PEI | 7 | \$84,286 | \$85,000 | \$65,000 | \$98,750 | 11 | \$89,773 | \$85,000 | \$80,000 | \$103,750 |

Member Salary and Benefits Survey 2021

| Sector of Employment | 2021 | | | | | | 2018 | | | | |
|------------------------|-------------------------|-----|-----------|-----------|----------------|----------------|------|-----------|-----------|----------------|----------------|
| | Association | # | Mean | Median | Lower Quartile | Upper Quartile | # | Mean | Median | Lower Quartile | Upper Quartile |
| Consulting | All Associations | 802 | \$92,912 | \$85,000 | \$65,000 | \$112,500 | 594 | \$89,051 | \$85,000 | \$65,000 | \$112,500 |
| | APEGNB | 267 | \$92,490 | \$85,000 | \$65,000 | \$112,500 | 187 | \$80,887 | \$75,000 | \$55,000 | \$95,000 |
| | Engineers NS | 378 | \$90,661 | \$85,000 | \$65,000 | \$112,500 | 284 | \$90,449 | \$85,000 | \$65,000 | \$112,500 |
| | PEGNL | 115 | \$106,853 | \$95,000 | \$75,000 | \$137,500 | 104 | \$104,736 | \$103,750 | \$75,000 | \$137,500 |
| | Engineers PEI | 42 | \$77,738 | \$75,000 | \$57,500 | \$85,000 | 19 | \$62,237 | \$55,000 | \$37,500 | \$75,000 |
| Utilities | All Associations | 387 | \$107,441 | \$112,500 | \$85,000 | \$112,500 | 382 | \$111,903 | \$112,500 | \$85,000 | \$131,250 |
| | APEGNB | 113 | \$108,415 | \$112,500 | \$95,000 | \$112,500 | 125 | \$112,980 | \$112,500 | \$95,000 | \$112,500 |
| | Engineers NS | 165 | \$100,767 | \$95,000 | \$75,000 | \$112,500 | 133 | \$101,898 | \$95,000 | \$75,000 | \$112,500 |
| | PEGNL | 87 | \$117,936 | \$112,500 | \$95,000 | \$137,500 | 111 | \$124,136 | \$112,500 | \$95,000 | \$137,500 |
| | Engineers PEI | 22 | \$110,909 | \$103,750 | \$85,000 | \$131,250 | 13 | \$100,385 | \$95,000 | \$85,000 | \$112,500 |
| Construction | All Associations | 351 | \$101,103 | \$95,000 | \$75,000 | \$112,500 | 295 | \$94,294 | \$85,000 | \$65,000 | \$112,500 |
| | APEGNB | 92 | \$97,201 | \$85,000 | \$75,000 | \$112,500 | 83 | \$86,867 | \$75,000 | \$55,000 | \$112,500 |
| | Engineers NS | 178 | \$98,065 | \$95,000 | \$75,000 | \$112,500 | 119 | \$93,453 | \$85,000 | \$65,000 | \$112,500 |
| | PEGNL | 61 | \$120,292 | \$112,500 | \$85,000 | \$137,500 | 82 | \$107,591 | \$95,000 | \$75,000 | \$137,500 |
| | Engineers PEI | 20 | \$88,375 | \$75,000 | \$62,500 | \$99,375 | 11 | \$60,227 | \$55,000 | \$46,250 | \$75,000 |
| Regulation/Legislative | All Associations | 22 | \$113,571 | \$95,000 | \$85,000 | \$137,500 | | | | | |
| | APEGNB | 6 | \$102,500 | \$90,000 | \$85,000 | \$108,125 | | | | | |
| | Engineers NS | 6 | \$107,917 | \$90,000 | \$77,500 | \$126,875 | | | | | |
| | PEGNL | 7 | \$147,917 | \$137,500 | \$112,500 | \$162,500 | | | | | |
| | Engineers PEI | 3 | - | - | - | - | | | | | |
| Other | All Associations | 437 | \$97,576 | \$85,000 | \$65,000 | \$112,500 | 335 | \$91,284 | \$85,000 | \$65,000 | \$112,500 |
| | APEGNB | 82 | \$94,055 | \$95,000 | \$75,000 | \$112,500 | 78 | \$83,269 | \$75,000 | \$55,000 | \$95,000 |
| | Engineers NS | 282 | \$95,208 | \$85,000 | \$65,000 | \$112,500 | 203 | \$93,448 | \$85,000 | \$65,000 | \$112,500 |
| | PEGNL | 48 | \$119,565 | \$112,500 | \$82,500 | \$143,750 | 38 | \$100,592 | \$95,000 | \$77,500 | \$112,500 |
| | Engineers PEI | 25 | \$94,800 | \$85,000 | \$75,000 | \$112,500 | 16 | \$80,781 | \$65,000 | \$65,000 | \$87,500 |

Note: Regulatory/Legislative is a new category for 2021, so no 2018 data is available.

Vacation by Employment Sector



Vacation by Employment Sector

| Sector | # of Responses | Mean | Median | Number of Vacation Days | | | | |
|------------------------|----------------|------|--------|-------------------------|------|-------|-------|-----|
| | | | | < 5 | 5-10 | 11-15 | 16-20 | 20+ |
| Mining | 91 | 17 | 18 | 9% | 9% | 35% | 24% | 22% |
| Forestry/Pulp & Paper | 69 | 18 | 18 | 2% | 4% | 43% | 29% | 23% |
| Agriculture | 18 | 18 | 18 | 0% | 6% | 31% | 44% | 19% |
| Petroleum/Gas/Refining | 221 | 19 | 18 | 4% | 2% | 25% | 42% | 27% |
| Manufacturing | 408 | 16 | 18 | 1% | 10% | 43% | 33% | 13% |
| Government | 519 | 19 | 18 | 1% | 1% | 28% | 40% | 30% |
| Education | 126 | 21 | 23 | 4% | 4% | 14% | 28% | 51% |
| Consulting | 802 | 16 | 18 | 3% | 7% | 34% | 41% | 15% |
| Utilities | 387 | 18 | 18 | 3% | 2% | 35% | 37% | 23% |
| Construction | 351 | 16 | 13 | 3% | 12% | 40% | 29% | 16% |
| Regulation/Legislative | 22 | 20 | 21 | 0% | 5% | 15% | 35% | 45% |
| Other | 437 | 17 | 18 | 2% | 6% | 41% | 34% | 17% |

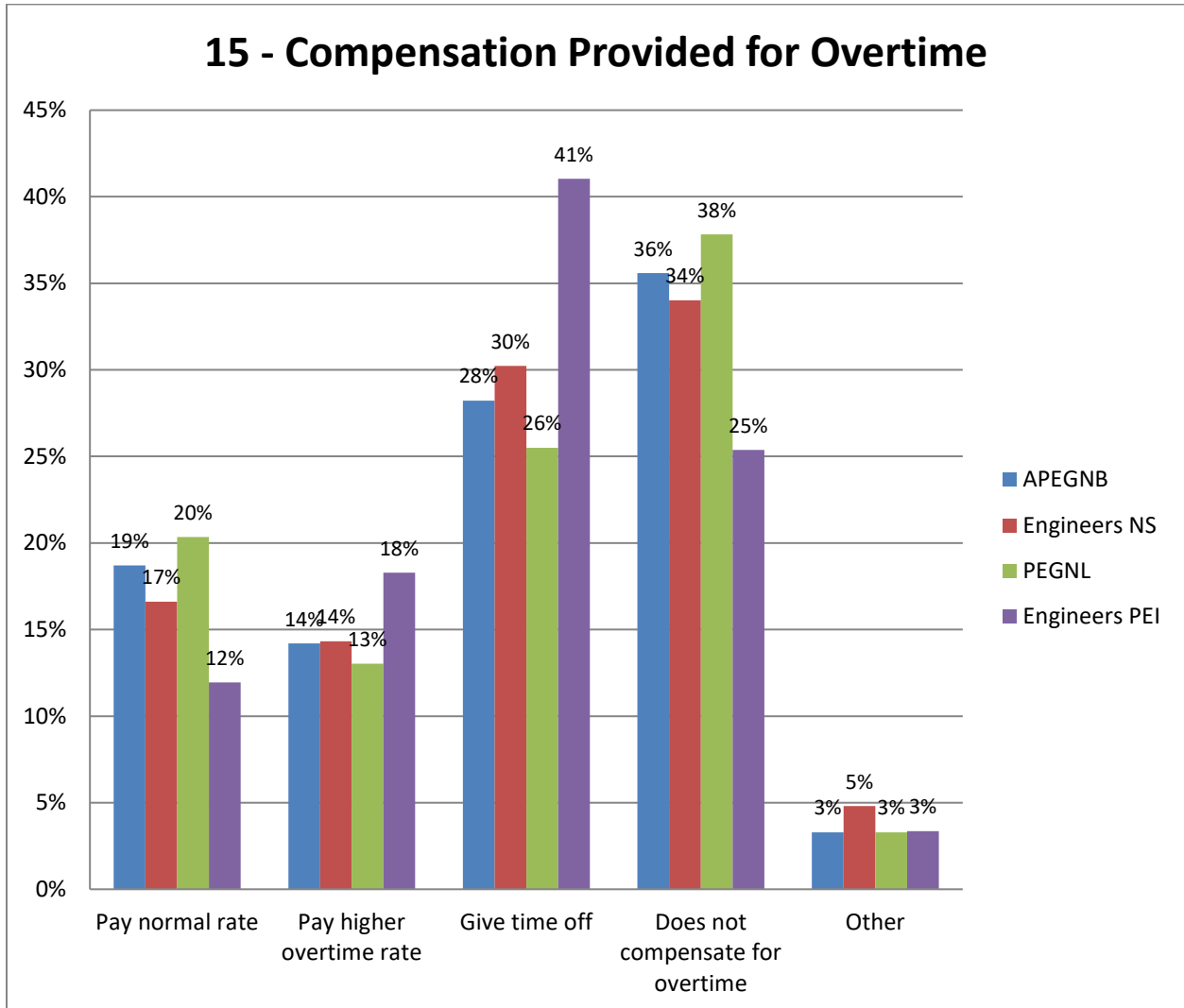
Vacation by Employment Sector

| | Association | Number of Responses | Number of Vacation Days | | | | |
|------------------------|-------------------------|---------------------|-------------------------|------|-------|-------|-----|
| | | | < 5 | 5-10 | 11-15 | 16-20 | 20+ |
| Mining | All Associations | 91 | 9% | 9% | 35% | 24% | 22% |
| | APEGNB | 17 | 0% | 7% | 43% | 36% | 14% |
| | Engineers NS | 27 | 11% | 7% | 44% | 19% | 19% |
| | PEGNL | 47 | 12% | 12% | 24% | 24% | 27% |
| | Engineers PEI | 0 | - | - | - | - | - |
| Forestry/Pulp & Paper | All Associations | 69 | 2% | 4% | 43% | 29% | 23% |
| | APEGNB | 56 | 0% | 4% | 47% | 32% | 17% |
| | Engineers NS | 13 | 11% | 0% | 22% | 11% | 56% |
| | PEGNL | 0 | - | - | - | - | - |
| | Engineers PEI | 0 | - | - | - | - | - |
| Agriculture | All Associations | 18 | 0% | 6% | 31% | 44% | 19% |
| | APEGNB | 6 | 0% | 17% | 17% | 67% | 0% |
| | Engineers NS | 11 | 0% | 0% | 33% | 33% | 33% |
| | PEGNL | 0 | - | - | - | - | - |
| | Engineers PEI | 1 | - | - | - | - | - |
| Petroleum/Gas/Refining | All Associations | 221 | 4% | 2% | 25% | 42% | 27% |
| | APEGNB | 54 | 2% | 0% | 40% | 33% | 24% |
| | Engineers NS | 23 | 5% | 10% | 25% | 45% | 15% |
| | PEGNL | 143 | 4% | 2% | 19% | 45% | 31% |
| | Engineers PEI | 1 | - | - | - | - | - |
| Manufacturing | All Associations | 408 | 1% | 10% | 43% | 33% | 13% |
| | APEGNB | 88 | 1% | 4% | 43% | 34% | 18% |
| | Engineers NS | 245 | 1% | 10% | 44% | 33% | 12% |
| | PEGNL | 7 | 0% | 0% | 20% | 60% | 20% |
| | Engineers PEI | 68 | 0% | 17% | 44% | 28% | 11% |
| Government | All Associations | 519 | 1% | 1% | 28% | 40% | 30% |
| | APEGNB | 146 | 0% | 2% | 23% | 47% | 29% |
| | Engineers NS | 272 | 1% | 1% | 27% | 38% | 33% |
| | PEGNL | 63 | 0% | 0% | 33% | 44% | 24% |
| | Engineers PEI | 38 | 3% | 0% | 52% | 21% | 24% |
| Education | All Associations | 126 | 4% | 4% | 14% | 28% | 51% |
| | APEGNB | 45 | 3% | 0% | 10% | 23% | 63% |
| | Engineers NS | 55 | 5% | 5% | 18% | 24% | 47% |
| | PEGNL | 19 | 0% | 13% | 0% | 63% | 25% |
| | Engineers PEI | 7 | 0% | 0% | 29% | 29% | 43% |

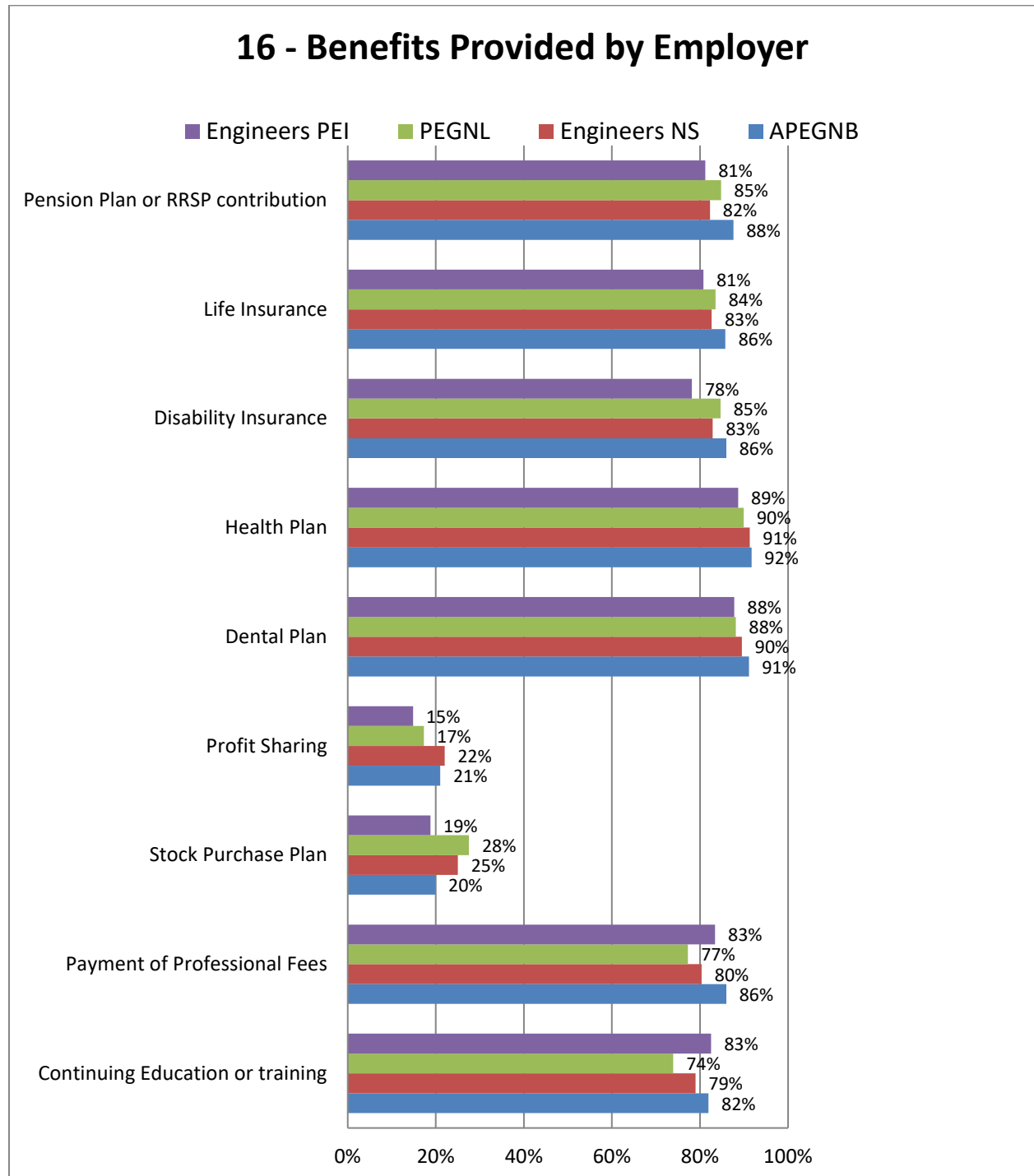
Member Salary and Benefits Survey 2021

| | Association | Number of Responses | Number of Vacation Days | | | | |
|------------------------|-------------------------|---------------------|-------------------------|------|-------|-------|-----|
| | | | < 5 | 5-10 | 11-15 | 16-20 | 20+ |
| Consulting | All Associations | 802 | | | | | |
| | | | 3% | 7% | 34% | 41% | 15% |
| | APEGNB | 267 | 4% | 5% | 33% | 41% | 18% |
| | Engineers NS | 378 | 3% | 7% | 36% | 41% | 13% |
| | PEGNL | 115 | 1% | 7% | 33% | 42% | 17% |
| | Engineers PEI | 42 | 7% | 24% | 36% | 29% | 5% |
| Utilities | All Associations | 387 | | | | | |
| | | | 3% | 2% | 35% | 37% | 23% |
| | APEGNB | 113 | 4% | 6% | 17% | 37% | 35% |
| | Engineers NS | 165 | 3% | 1% | 50% | 34% | 12% |
| | PEGNL | 87 | 3% | 0% | 24% | 44% | 30% |
| | Engineers PEI | 22 | 0% | 0% | 42% | 42% | 16% |
| Construction | All Associations | 351 | | | | | |
| | | | 3% | 12% | 40% | 29% | 16% |
| | APEGNB | 92 | 1% | 9% | 34% | 38% | 18% |
| | Engineers NS | 178 | 2% | 14% | 43% | 28% | 13% |
| | PEGNL | 61 | 7% | 12% | 37% | 23% | 21% |
| | Engineers PEI | 20 | 10% | 15% | 40% | 15% | 20% |
| Regulation/Legislative | All Associations | 22 | | | | | |
| | | | 0% | 5% | 15% | 35% | 45% |
| | APEGNB | 6 | 0% | 0% | 0% | 80% | 20% |
| | Engineers NS | 6 | 0% | 0% | 17% | 17% | 67% |
| | PEGNL | 7 | 0% | 17% | 0% | 33% | 50% |
| | Engineers PEI | 3 | - | - | - | - | - |
| Other | All Associations | 437 | | | | | |
| | | | 2% | 6% | 41% | 34% | 17% |
| | APEGNB | 82 | 4% | 9% | 29% | 32% | 25% |
| | Engineers NS | 282 | 1% | 6% | 46% | 32% | 16% |
| | PEGNL | 48 | 6% | 3% | 29% | 46% | 17% |
| | Engineers PEI | 25 | 0% | 8% | 29% | 54% | 8% |

Overtime Compensation



Benefits



Member Salary and Benefits Survey 2021

| Benefits | Association | Number of Responses | Provided/Cost Shared | Not Provided |
|-----------------------------------|-------------------------|---------------------|----------------------|--------------|
| Pension Plan or RRSP contribution | All Associations | 3431 | 87% | 13% |
| | APEGNB | 969 | 89% | 11% |
| | Engineers NS | 1642 | 86% | 14% |
| | PEGNL | 597 | 89% | 11% |
| | Engineers PEI | 223 | 83% | 17% |
| Life Insurance | All Associations | 3347 | 89% | 11% |
| | APEGNB | 951 | 89% | 11% |
| | Engineers NS | 1591 | 89% | 11% |
| | PEGNL | 589 | 89% | 11% |
| | Engineers PEI | 216 | 86% | 14% |
| Disability Insurance | All Associations | 3310 | 90% | 10% |
| | APEGNB | 945 | 90% | 10% |
| | Engineers NS | 1567 | 91% | 9% |
| | PEGNL | 587 | 90% | 10% |
| | Engineers PEI | 211 | 85% | 15% |
| Health Plan | All Associations | 3433 | 94% | 6% |
| | APEGNB | 967 | 94% | 6% |
| | Engineers NS | 1646 | 95% | 5% |
| | PEGNL | 596 | 94% | 6% |
| | Engineers PEI | 224 | 91% | 9% |
| Dental Plan | All Associations | 3429 | 93% | 7% |
| | APEGNB | 966 | 93% | 7% |
| | Engineers NS | 1643 | 94% | 6% |
| | PEGNL | 597 | 92% | 8% |
| | Engineers PEI | 223 | 90% | 10% |
| Profit Sharing | All Associations | 3170 | 23% | 77% |
| | APEGNB | 895 | 23% | 77% |
| | Engineers NS | 1516 | 25% | 75% |
| | PEGNL | 552 | 20% | 80% |
| | Engineers PEI | 207 | 16% | 84% |
| Stock Purchase Plan | All Associations | 3242 | 26% | 74% |
| | APEGNB | 905 | 22% | 78% |
| | Engineers NS | 1557 | 28% | 72% |
| | PEGNL | 567 | 30% | 70% |
| | Engineers PEI | 213 | 20% | 80% |
| Payment of Professional Fees | All Associations | 3370 | 86% | 14% |
| | APEGNB | 957 | 89% | 11% |
| | Engineers NS | 1607 | 86% | 14% |
| | PEGNL | 585 | 83% | 17% |
| | Engineers PEI | 221 | 86% | 14% |
| Continuing Education or training | All Associations | 3256 | 87% | 13% |
| | APEGNB | 920 | 88% | 12% |
| | Engineers NS | 1561 | 87% | 13% |
| | PEGNL | 567 | 81% | 19% |
| | Engineers PEI | 208 | 91% | 9% |

OVERALL SATISFACTION WITH REMUNERATION

