



2020 Practitioners Salary and Compensation Survey

Engineers Geoscientists Manitoba
May 2021

 **ENGINEERS
GEOLOGISTS
MANITOBA**

PROBE
RESEARCH INC.

Table of Contents

Key Findings	3
Methodology	8
Experience Level Definitions	9
Profile of Respondents	10
Employment Dimensions	15
A Focus on Remuneration	22
An Examination of Paid Benefits	31
An Examination of Benefits Offered by Employers	38
Appendix (Salaries by Sector and Job Function)	44

For More Information:

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603 – 191 Lombard Ave.
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(204) 926-6565

www.probe-research.com



Key Findings

- **Industries and Job Functions with Highest and Lowest Mean Base Salary:**
 - The industry sectors with the highest mean base salaries are Regulatory Agencies (\$132,292), Petroleum (\$129,117), and Education (\$121,717).
 - The sectors with the lowest mean base salaries include Mechanical Equipment (\$78,845) and Agricultural/Equipment (\$78,159).
 - The job functions with mean base salaries greater than \$100,000 include Management (\$126,883), Administrative Services (\$118,502), Teaching (\$118,492), Mineral Exploration (\$105,600), Marketing/Sales (\$103,904), Mining (\$102,125) and Planning (\$100,374).
 - The lowest paid job functions include Software Development (\$86,397), Production (\$86,080), Quality Assurance (\$84,316) and Design (\$83,329).
- **Employment Dimensions:**
 - Around seven-in-ten are employed by private companies, particularly Entry Level engineers.
 - More than one-in-ten are employed in Consulting (22%), Utilities (17%) or Manufacturing (11%) with the rest being employed in a wide variety of industries.
 - Design (29%), Project Management (20%) and Management (18%) are the principal job functions mentioned most often by respondents.
 - More than four-in-ten work for firms with greater than 500 employees, while around one-quarter work in mid-size firms (21-500 employees).
 - Overall, members' official work week is 38.50 hours with most working slightly more on average (41.80).

Key Findings

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○ Remuneration:

- Overall, seven-in-ten are satisfied with their level of remuneration although high levels of satisfaction do not reach 50%. Intermediate (82%) and Advanced Level engineers (78%) are most satisfied as are those working in the public sector (80%).
- Average salaries plus bonuses for full-time engineers/geoscientists range from \$69,286 (Entry Level) to \$87,848 for Junior Level, \$113,337 for Intermediate Level up to \$141,319 for Advanced Level.
- By sector, those working in the private sector earn an average of \$104,992 including salary and bonuses, while their public sector counterparts earn \$114,052 on average and those working in non-profit/education sectors earn \$110,625.
- Overall, the average salary and bonus paid to part-time engineers/geoscientists is \$43,541. Note this data is based on a very small sample of 30 respondents.
- Majorities have received at least one salary adjustment in 2020 that includes a net salary percentage increase of 4.2% overall (rising to 6.1% among Entry Level). Very few received a *decrease* in their salary in 2020 although the average was a 6.6% decrease.
- Four-in-ten do not receive any compensation for working overtime, particularly Advanced Level engineers (57% do not receive compensation for overtime). One-third overall receive a combination of money and time-off for working overtime.

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Key Findings

○ Paid Benefits:

- All receive paid vacation time although slightly fewer receive paid sick days. Entry Level (77%) and those who work in the non-profit or education sectors (78%) were least likely to receive paid sick days.
- Overall, engineers/geoscientists average 19 days of vacation a year (rising to 24 for Advanced Level).
- Around one-half of respondents share the costs of their dental, drug and extended health plans, although those working in the public sector were more likely to have these paid by their employer.
- More than one-half share the costs of a pension plan and four-in-ten share the costs of RRSPs, while a majority of 70% do not have any stock purchase options through their employer.
- Life insurance and long-term disability were most likely to be a shared expense between employer/employee.
- One-quarter of respondents had parental leave (top up of employment insurance) paid by their employer while three-in-ten did not have this benefit or were unsure.
- A majority of employers pay for professional development courses including continuing education (50%) and job training (79%).
- In terms of professional dues, 81% had their professional dues paid by their employer and 56% had technical society dues paid by their employers.

**For More
Information:**

Key Findings

- **Benefits Offered by Employers:**
 - Around two-in-five members are offered additional financial benefits including a profit sharing (25%), a savings plan (20%) and a productivity incentive (17%).
 - Flexible work hours (81%) and leaves of absence (59%) are offered by a majority of employers although job sharing much less so (13%).
 - Vehicles (9%) and vehicle allowances (21%) are provided by far fewer employers.
 - For engineers/geoscientists who are parents, parental leave is offered by around one-half of employers while daycare is offered by only 1% of employers.
 - Liability insurance is a benefit that most Advanced Level engineers have (49%), while far fewer Entry Level have this benefit (20%).

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Key Findings

For More Information:

	SUMMARY OF LEVELS OF ENGINEERS/GEOSCIENTISTS - As of December 31, 2020 -			
	Entry	Junior	Inter- mediate	Advanced
% employed in MB companies	22%	17%	32%	29%
EMPLOYMENT STATUS:				
Full-time	97%	97%	96%	96%
Part-time	1%	0%	1%	2%
EDUCATION LEVEL:				
Bachelor	76%	71%	56%	52%
Masters	14%	19%	28%	30%
Doctorate	3%	2%	6%	6%
Other	7%	8%	10%	12%
AVERAGE SALARY & BONUS:				
Salary	\$64,572	\$81,014	\$103,273	\$127,322
Bonus	\$4,714	\$6,834	\$10,064	\$13,997
VACATION:				
# of days (average)	14	16	20	24
OTHER COMPENSATION:				
Overtime	66%	71%	64%	43%
Profit Sharing	26%	23%	25%	24%
Productivity Incentive	20%	16%	16%	16%

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Methodology

Research Objectives

Engineers Geoscientists Manitoba conducted an online survey among its engineer and geoscience members. The purpose of the research was to collect information on the salary and compensation packages provided by employers. Probe Research Inc. was retained to analyze the data and report on the findings.

Methodology

An online survey was administered and made available by Engineers Geoscientists Manitoba to its members via their database portal. The survey was available for completion from March 1st to March 31st, 2021. Self-employed engineers/geoscientists are not included in these results.

A total of 1,209 members completed the survey for a response rate of 22%.

Sample

The sample consisted of a potential of 5,503 eligible members (both active interns or members as of February 25, 2021) with a home and work address in Manitoba.

As an online survey is a sample of convenience, no margin-of-error can be ascribed. However, a random and representative non-convenience sample of 1,209 eligible engineers/geoscientists would have a margin of error of ± 2.48 percentage points, 19 times out of 20 (finite population correction).



Experience Level Definitions

Below are the definitions used to describe the four levels of engineers/geoscientists as of December 31, 2020 who participated in this research:

Entry Level: This includes engineering/geoscience interns (EIT/GIT) who have not yet received a professional designation and/or who have 1-4 years experience after graduation.

Junior Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and who have 5-9 years of experience after graduation.

Intermediate Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and have 10-19 years experience after graduation.

Advanced Level: This includes engineers/geoscientists with a professional designation (P.Eng./P.Geo.) and 20+ years experience after graduation.



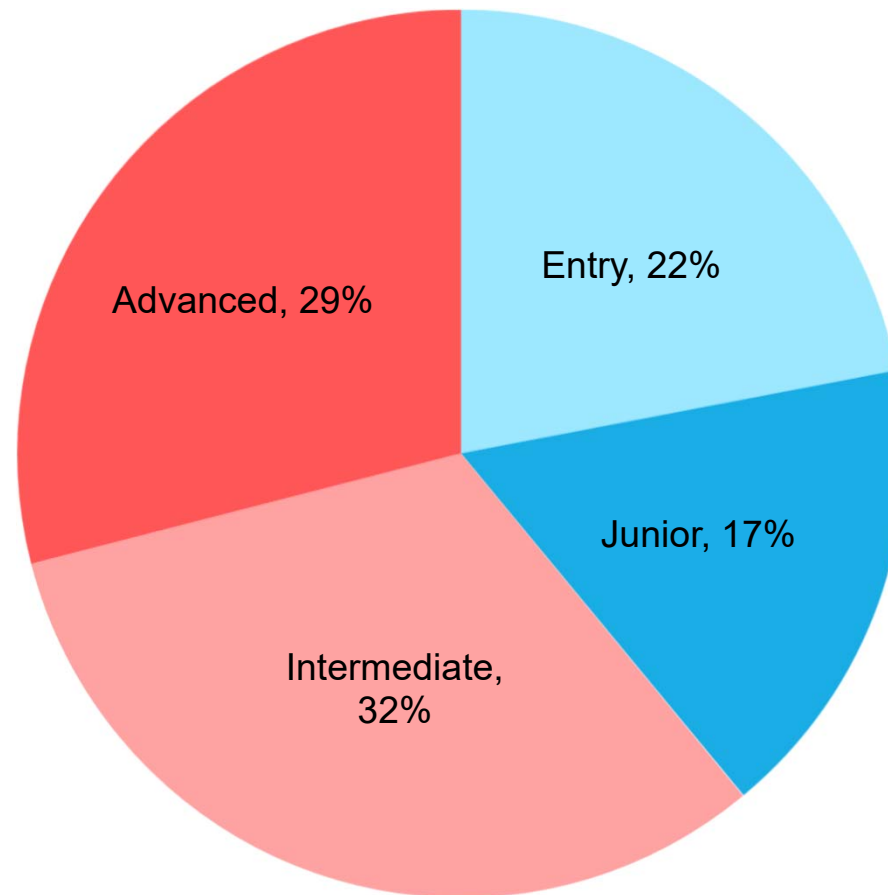


Profile of Respondents

Profile of Respondents

	Total (N=1,209) (%)	Entry (n=271) (%)	Junior (n=209) (%)	Intermediate (n=384) (%)	Advanced (n=345) (%)
Gender					
Male	81	76	74	81	88
Female	19	24	25	18	12
Indigenous Identity					
Métis	3	3	5	1	4
First Nations	1	1	1	1	0
Non-Indigenous	96	96	95	97	96
Principal Location					
Winnipeg	83	83	83	85	80
Southern Manitoba	13	15	14	10	15
Northern Manitoba	3	2	2	4	4
Outside Manitoba	0	0	1	1	0
Degree from Canadian University					
Yes	86	84	89	84	87
Changed Employers in 2020					
Yes	8	16	8	6	4
Average Year of Bachelor Degree					
	2005	2015	2013	2006	1991

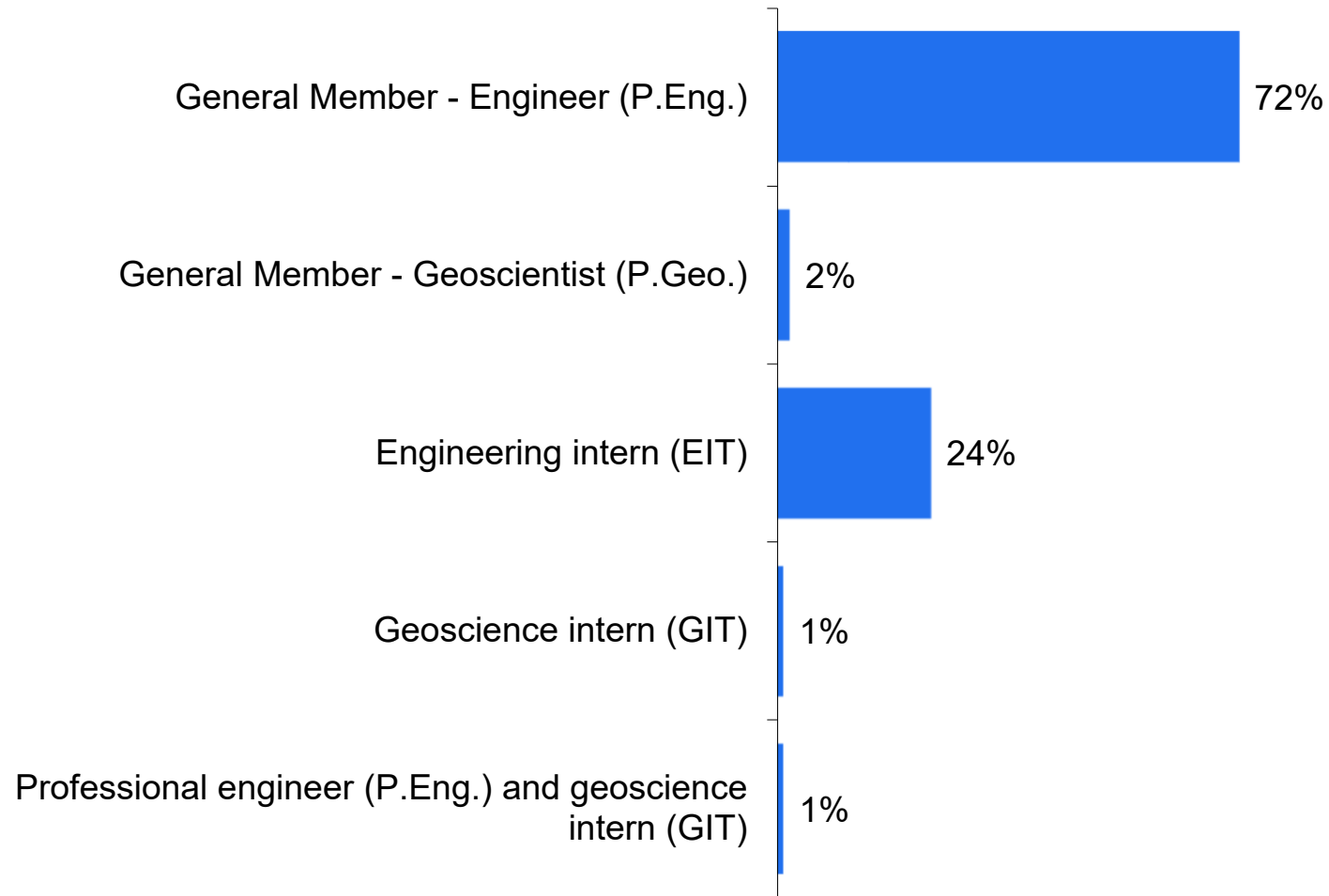
Level of Experience



Which of the following best describes your level of experience as of December 31, 2020?

Base: All those responding (N=1,209)

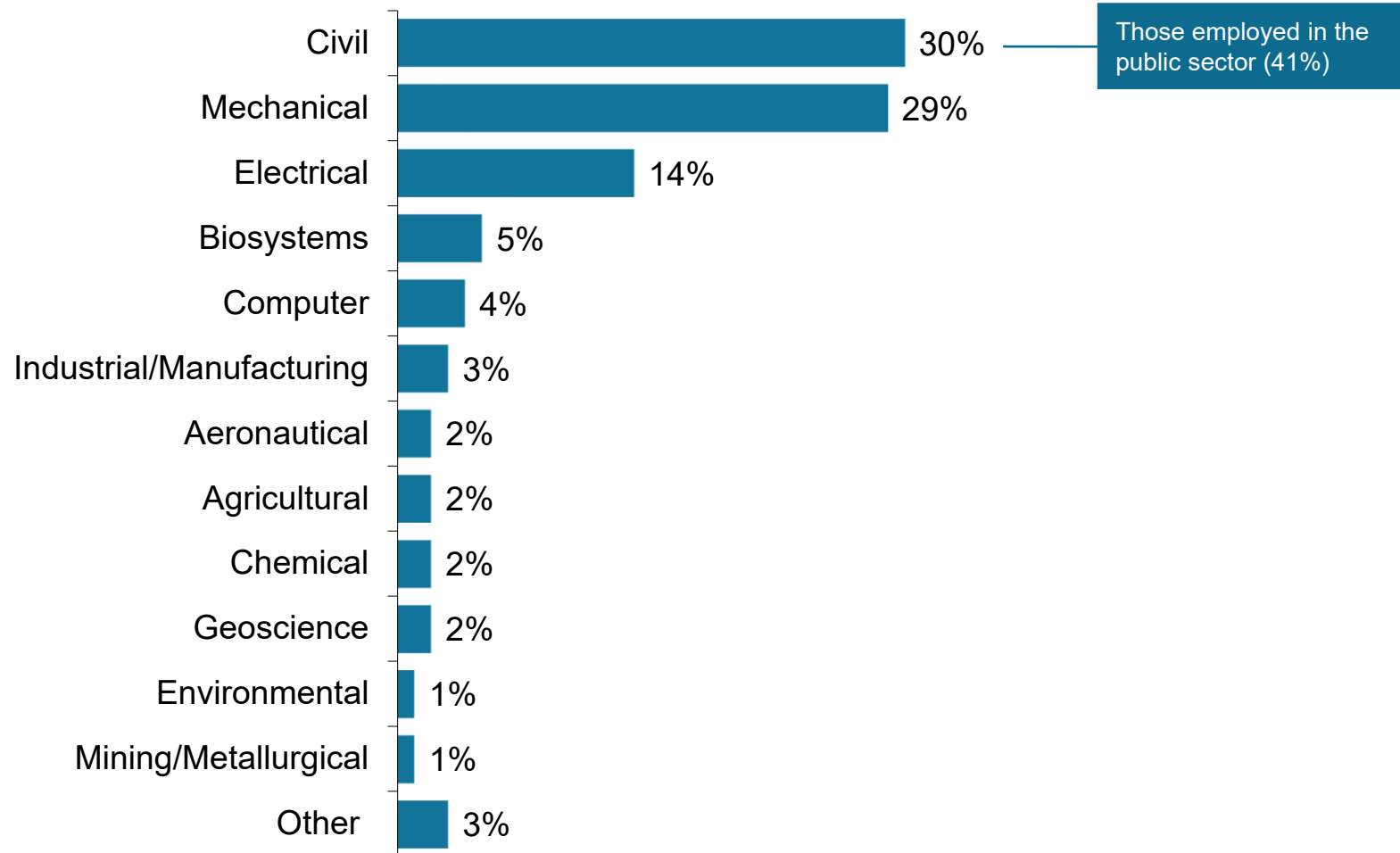
Registration Status



What is your registration status as of December 31, 2020?

Base: All those responding (N=1,209)

Discipline of First Degree



What is your discipline of first degree (in engineering or geoscience)?

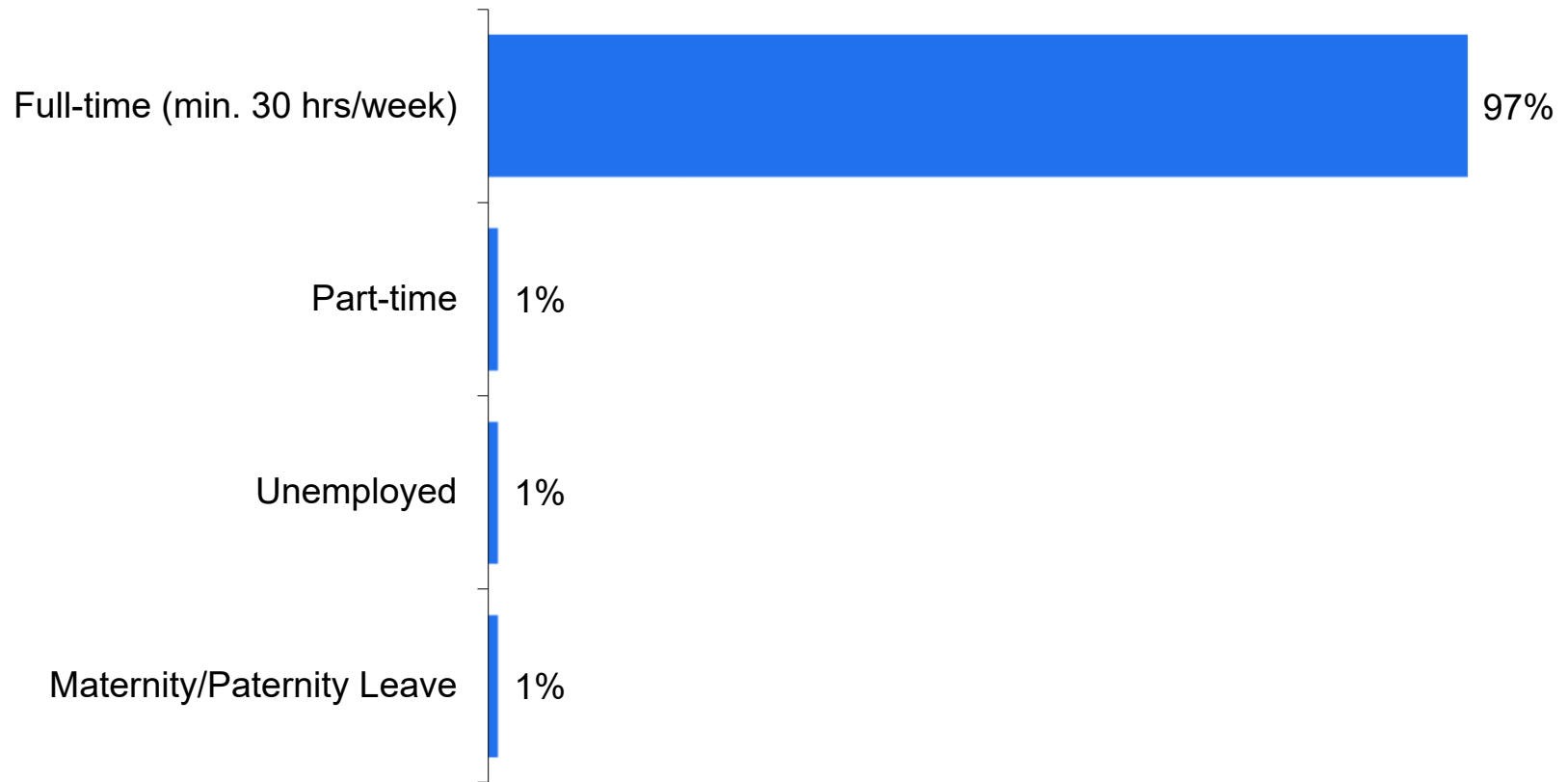
Base: All those responding (N=1,209)

A person wearing a red protective suit, a red helmet, and yellow gloves is working in a dark, rocky underground environment. The person is leaning forward, examining the ground. The background shows a rough, textured rock wall with some vertical lines, possibly cables or pipes. A blue rectangular box is overlaid on the lower part of the image, containing the text "Employment Dimensions".

Employment Dimensions

Employment Status

Virtually all are employed on a full-time basis

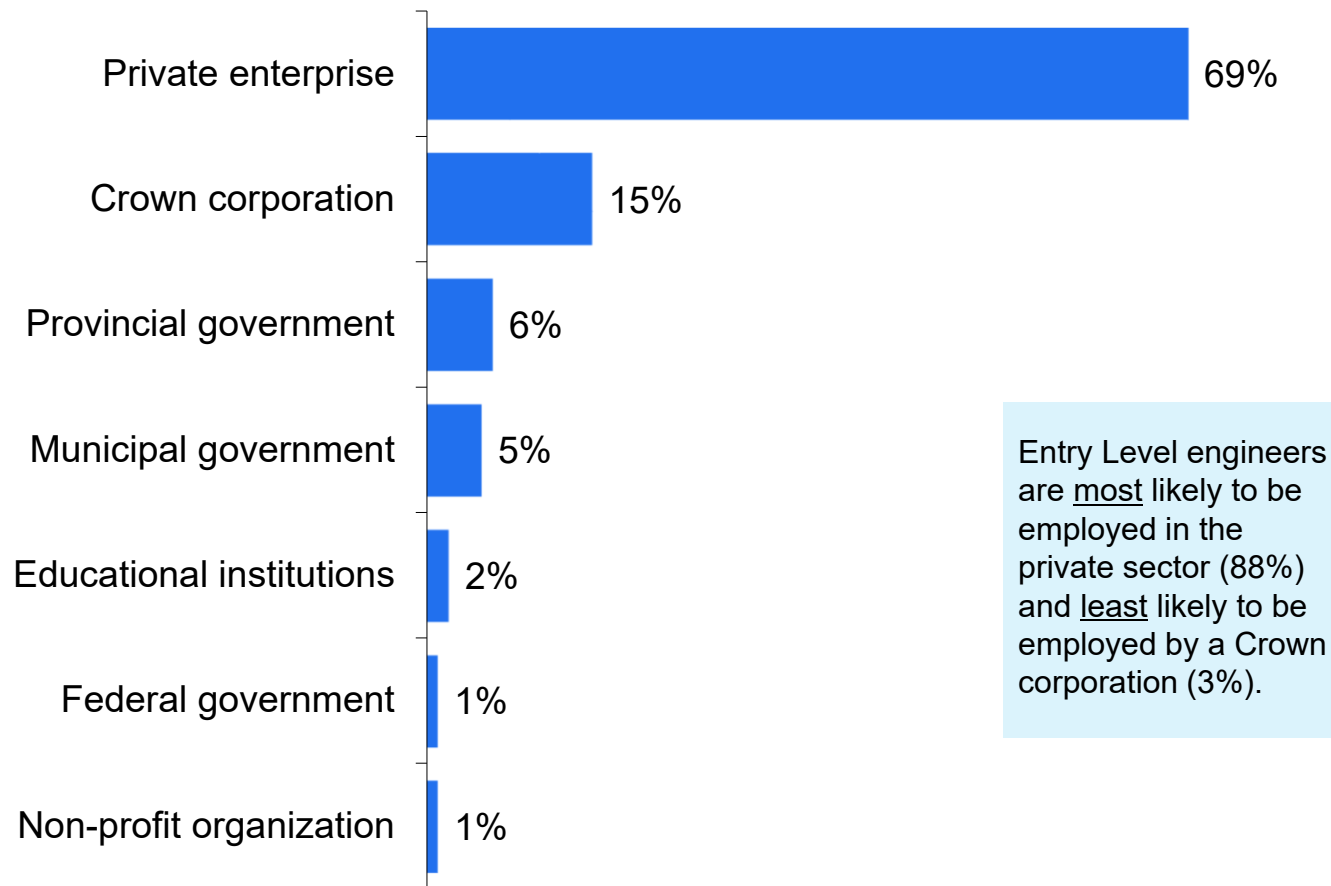


What is your employment status as of December 31, 2020?

Base: All those responding (N=1,209)

Primary Employment Sector

Most employed by private companies



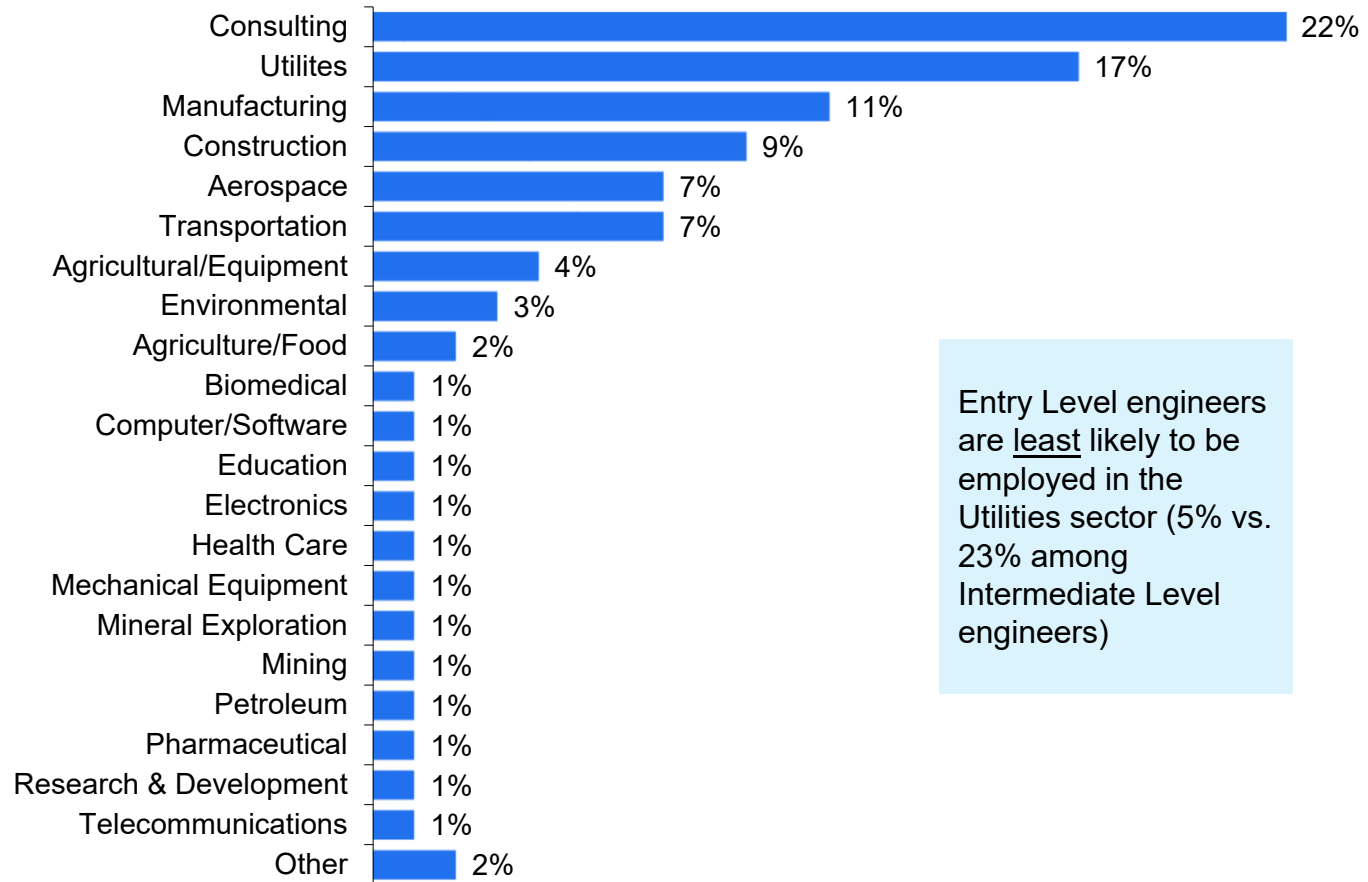
Entry Level engineers are most likely to be employed in the private sector (88%) and least likely to be employed by a Crown corporation (3%).

Which is your primary employment sector?

Base: All those responding (N=1,209)

Primary Industry Sector

Two-in-ten employed in the consulting or utilities sector

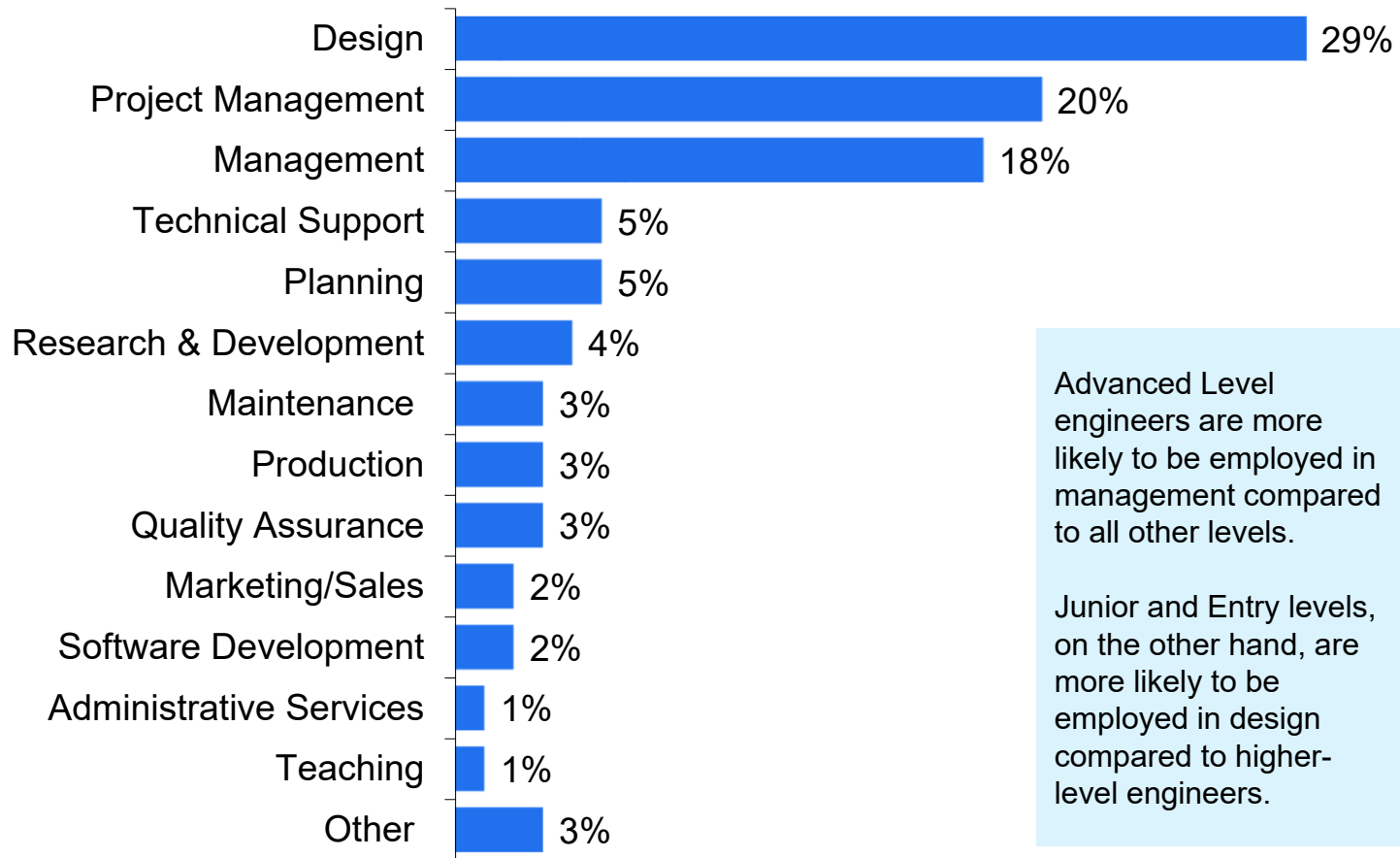


Which is your primary employment sector?

Base: All those responding (N=1,203)

Principal Job Function

Design is the principal job function for three-in-ten engineers

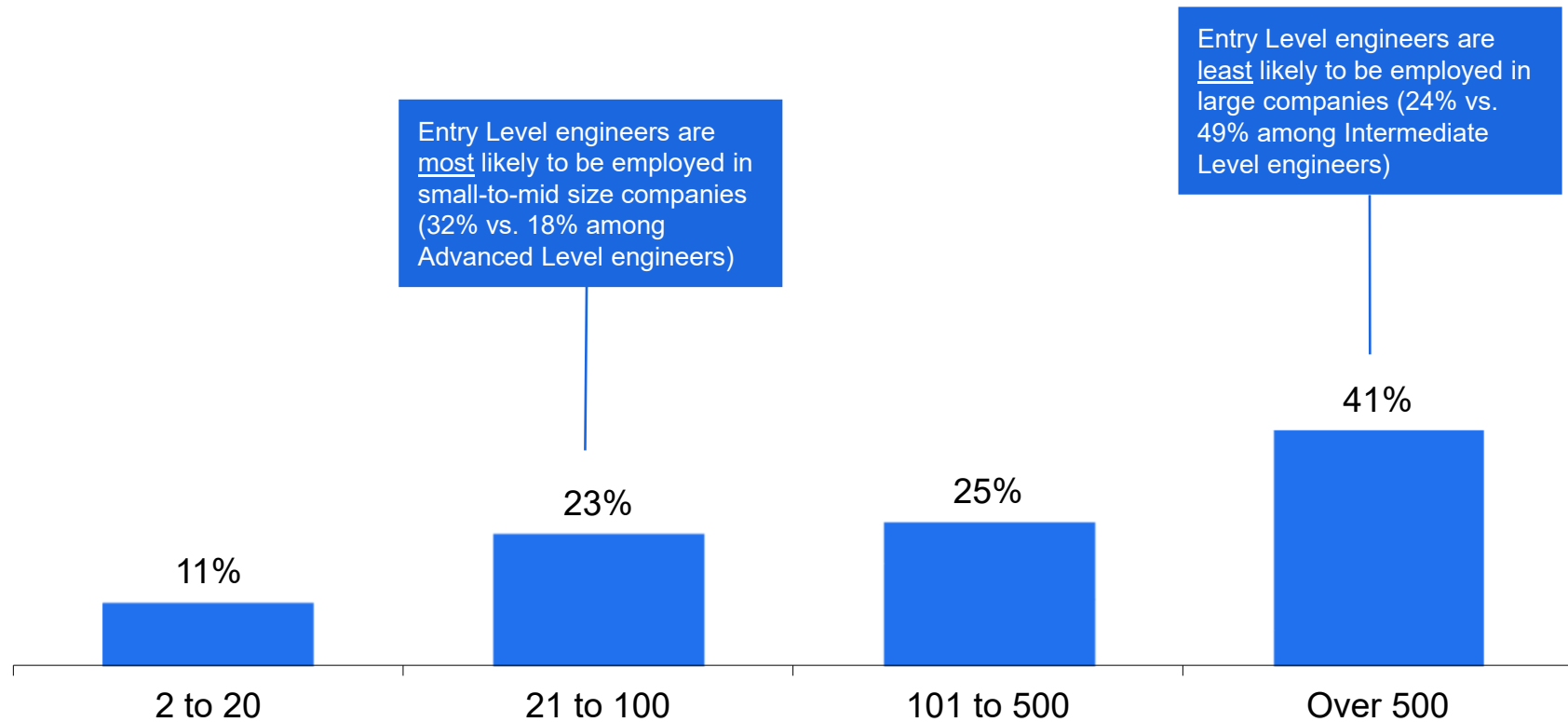


What is your principal job function (check one only)?

Base: All those responding (N=1,201)

Size of Manitoba Employer

A plurality work for large companies



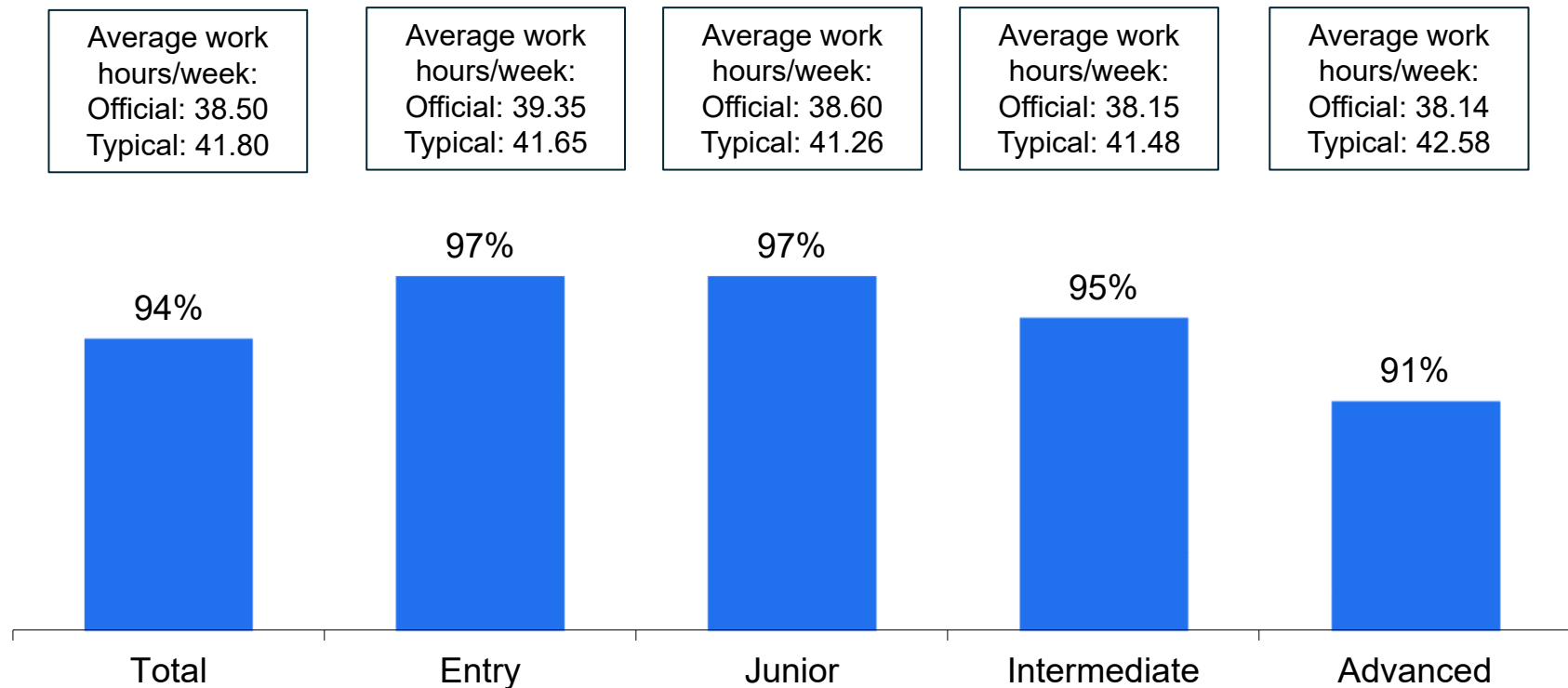
What is the size of your employer organization in Manitoba?

Base: All those responding (N=1,209)

Length of Official/Typical Work Week

Typical work week slightly longer than the official one

Those who report an “official” work week



Do you have an official work week?

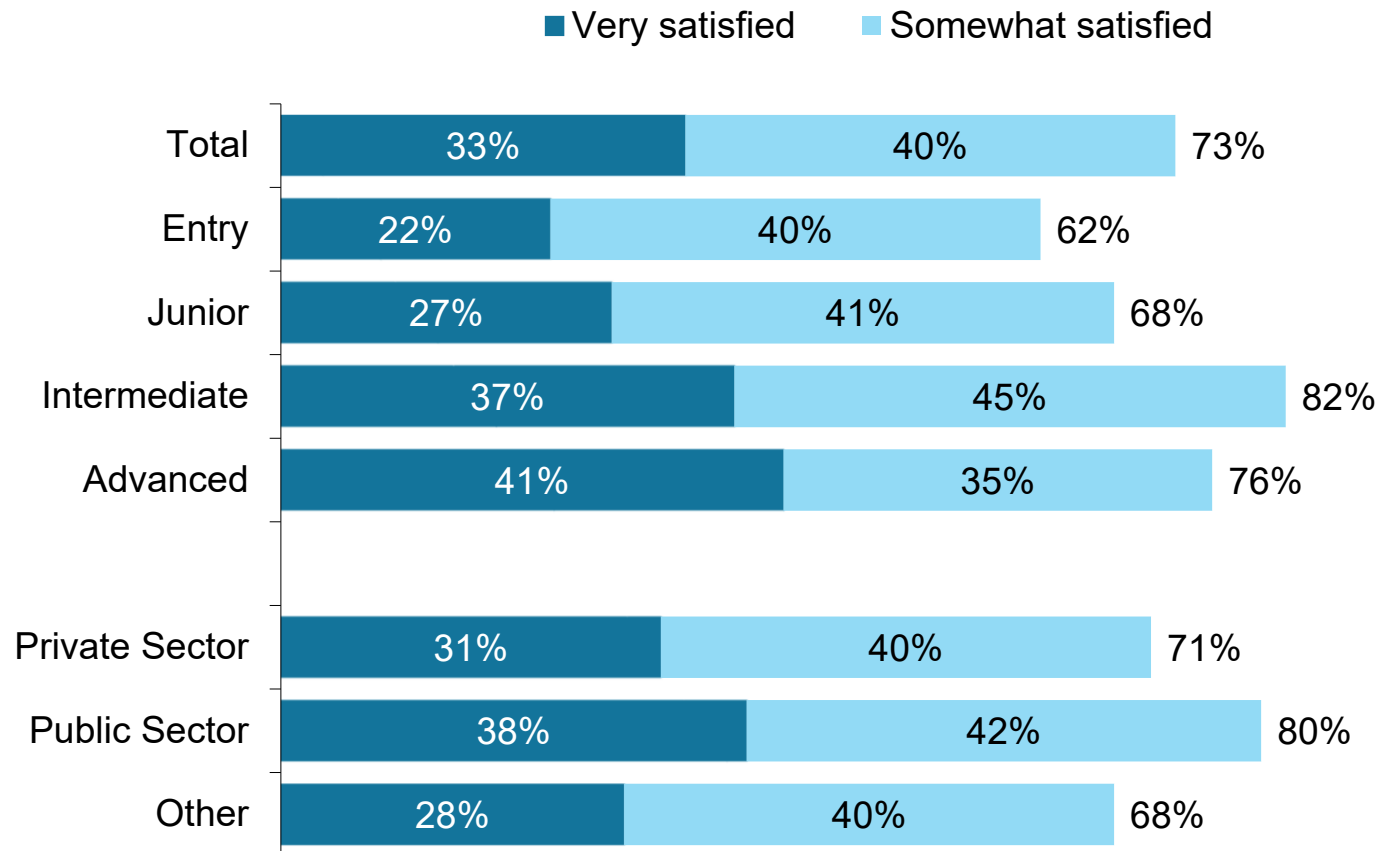
Base: All those responding (N=1,116)



A Focus on Remuneration

Overall Satisfaction with Remuneration

Though muted, most are satisfied, particularly higher-level engineers



Overall, how satisfied are you with the level of remuneration for your current job?

Base: All those responding (N=1,168)

Salary and Bonus by Experience Level

Full-Time Engineers/Geoscientists

	Entry (n=244)	Junior (n=201)	Intermediate (n=371)	Advanced (n=336)
Average Salary	\$64,572	\$81,014	\$103,273	\$127,322
Average Bonus	\$4,714	\$6,834	\$10,064	\$13,997
AVERAGE SALARY PLUS BONUS:	\$69,286	\$87,848	\$113,337	\$141,319
Minimum Average Salary Plus Bonus	\$24,000	\$51,600	\$32,190	\$50,000
Maximum Average Salary Plus Bonus	\$160,000	\$156,500	\$308,000	\$526,000

Please report your 2020 pre-tax earnings and bonuses:

Base: All those working full-time responding (n=1,152)

Salary and Bonus by Sector

Full-Time Engineers/Geoscientists

	Private (n=791)	Public (n=324)	Other (n=37*)
Average Salary	\$93,721	\$108,018	\$108,195
Average Bonus	\$11,271	\$6,034	\$2,430
AVERAGE SALARY PLUS BONUS:	\$104,992	\$114,052	\$110,625
Minimum Average Salary Plus Bonus	\$40,000	\$32,190	\$24,000
Maximum Average Salary Plus Bonus	\$526,000	\$308,000	\$180,000

Please report your 2020 pre-tax earnings and bonuses:

Base: All those working full-time responding (n=1,152)

*Caution: Small base – includes non-profit and educational

Salary and Bonus

Part-Time Engineers/Geoscientists*

	Entry (n=17)	Junior (n=4)	Intermediate (n=3)	Advanced (n=6)
Average Salary	\$34,687	\$28,644	\$33,556	\$79,833
Average Bonus	\$1,174	\$338	\$333	\$0
AVERAGE SALARY PLUS BONUS:	\$35,861	\$29,981	\$33,889	\$79,833
Minimum Average Salary Plus Bonus	\$4,935	\$8,850	\$24,438	\$30,000
Maximum Average Salary Plus Bonus	\$73,000	\$50,000	\$51,000	\$137,000
Average weeks worked per year	25	22	20	36

Please report your 2020 pre-tax earnings and bonuses:

Base: All those working part-time responding (n=30)

*Caution: Small Bases

Salary and Bonus by Sector

Part-Time Engineers/Geoscientists*

	Private (n=22)	Public (n=4)	Other (n=4)
Average Salary	\$46,994	\$32,293	\$30,221
Average Bonus	\$1,014	\$0	\$0
AVERAGE SALARY PLUS BONUS:	\$48,008	\$32,293	\$30,221
Minimum Average Salary Plus Bonus	\$4,935	\$6,600	\$11,500
Maximum Average Salary Plus Bonus	\$137,000	\$49,999	\$50,000
Average weeks worked per year	26	25	28

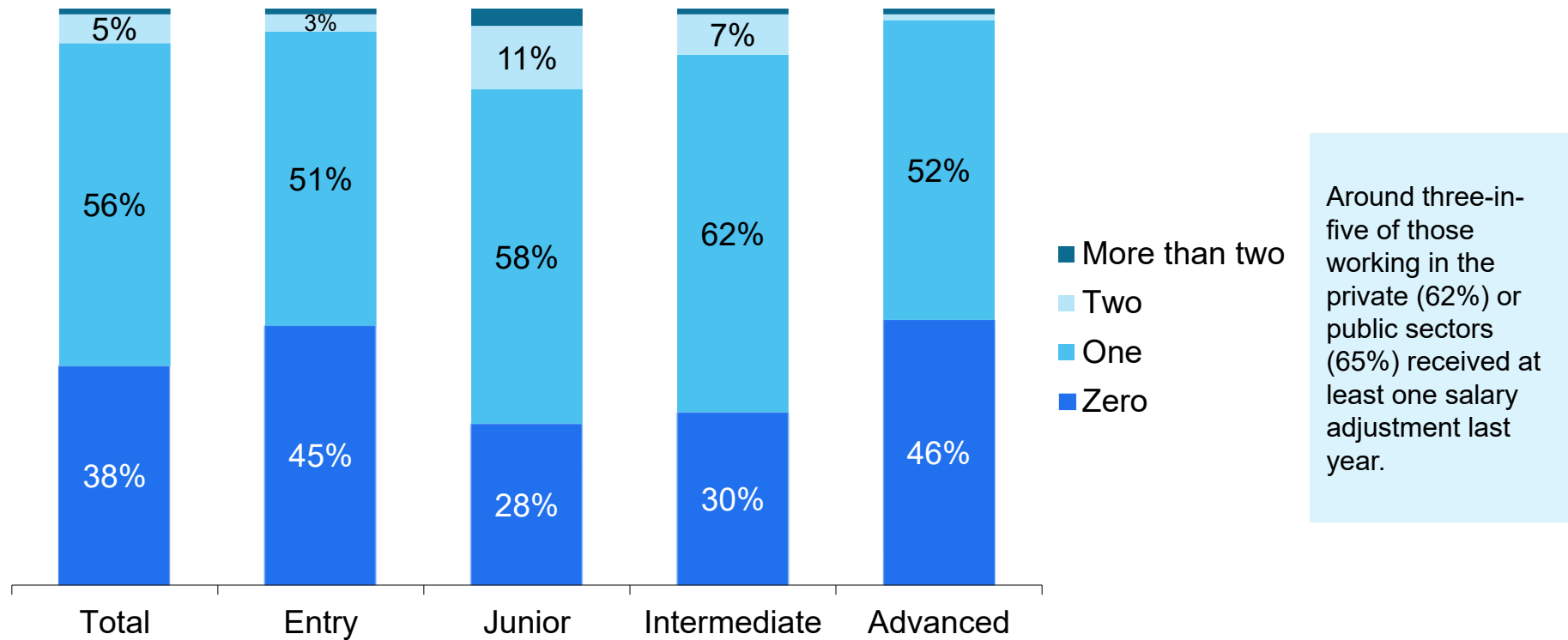
Please report your 2020 pre-tax earnings and bonuses:

Base: All those working part-time responding (n=30)

*Caution: Small base – includes non-profit and educational

Base Salary Adjustments

Majorities have received at least one salary adjustment in 2020

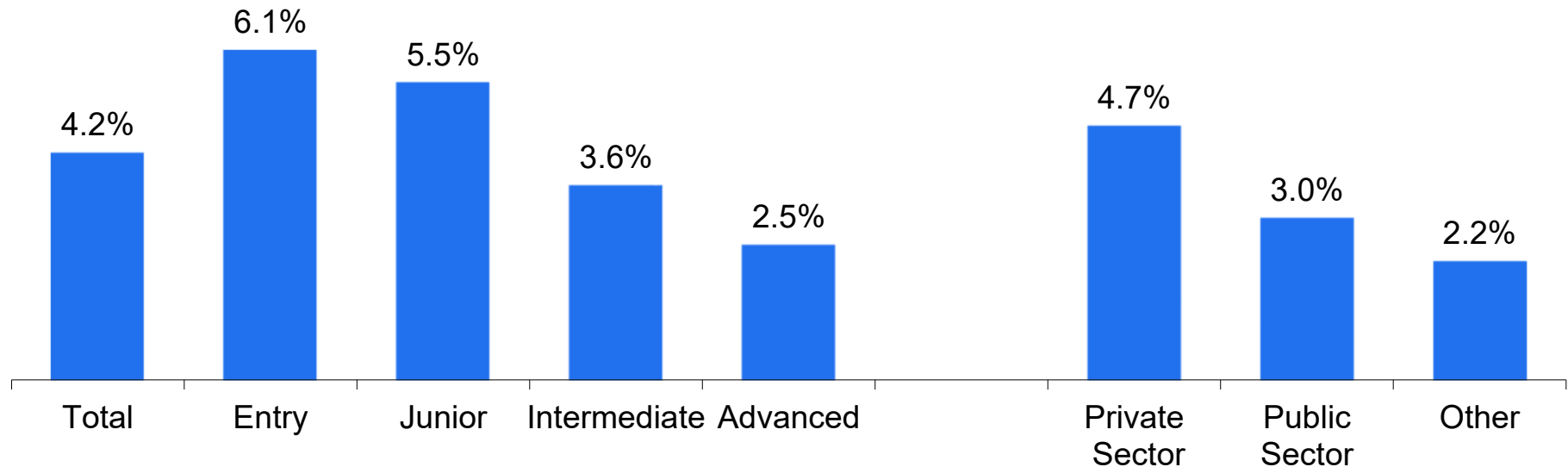


How many base salary adjustments did you receive during 2020?

Base: All those responding (N=1,181)

Net Salary Percentage Increase

Lower-level engineers/geoscientists received the greatest salary increase



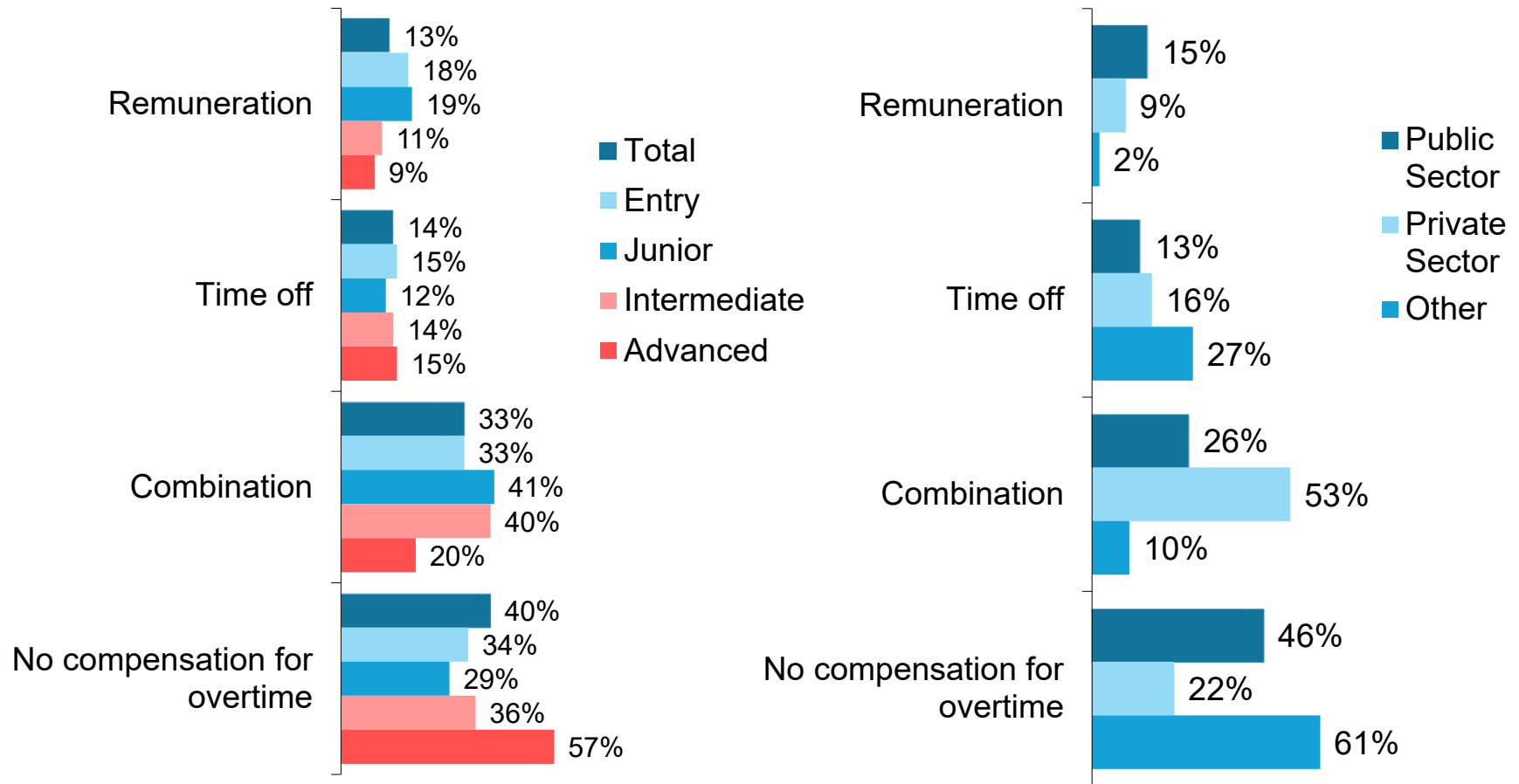
A total of 32 respondents indicated they received a decrease in their base salary in 2020, with an average decrease of 6.6%.

What is your net percentage change in 2020 base pay from 2019 (i.e. 3.5%)

Base: All those with base adjustments responding (n=736)

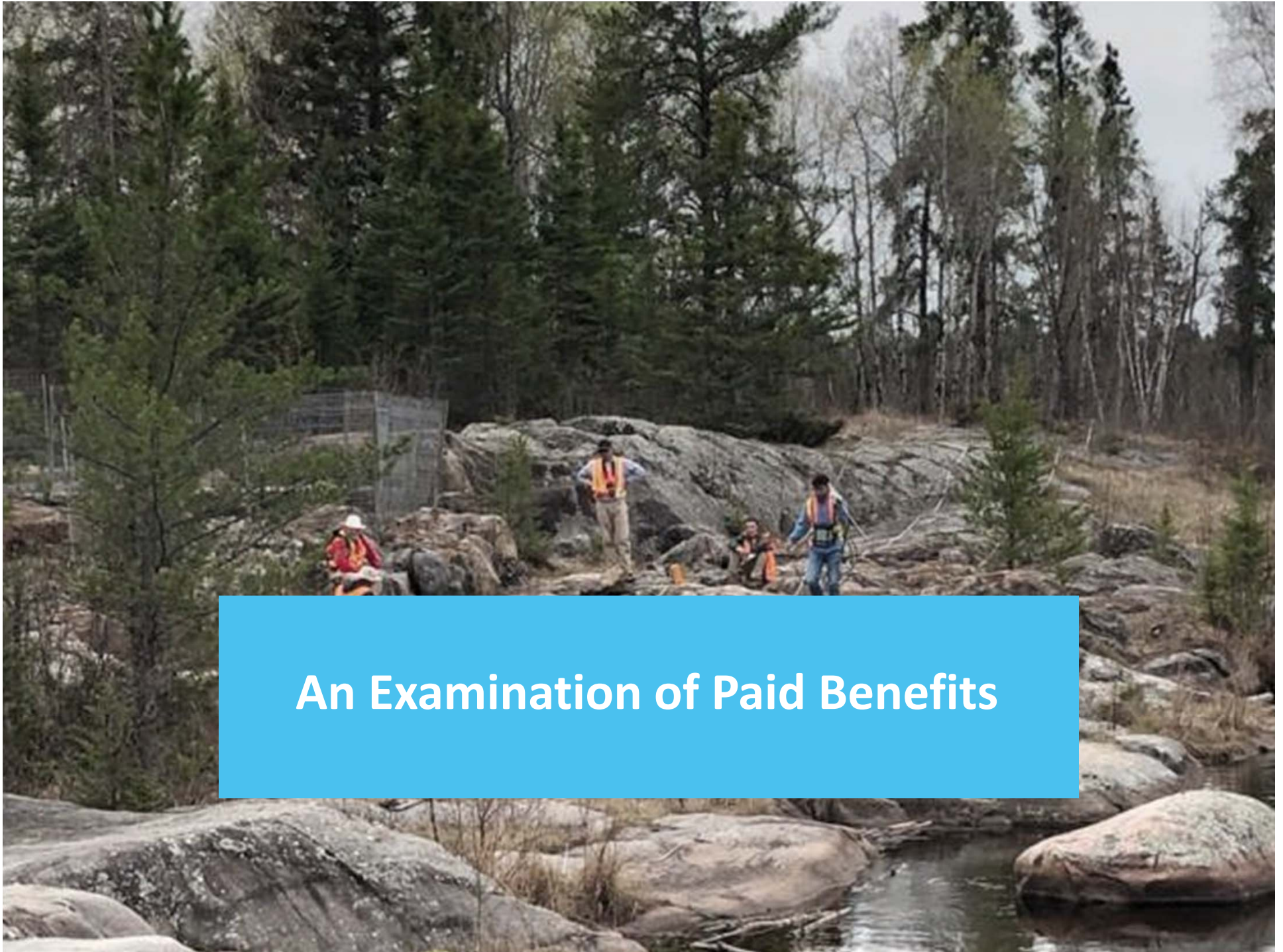
Type of Overtime Compensation

Higher-level engineers and those working outside of the public and private sectors are less likely to receive compensation for overtime



Do you receive overtime compensation?

Base: All those responding (N=1,181)



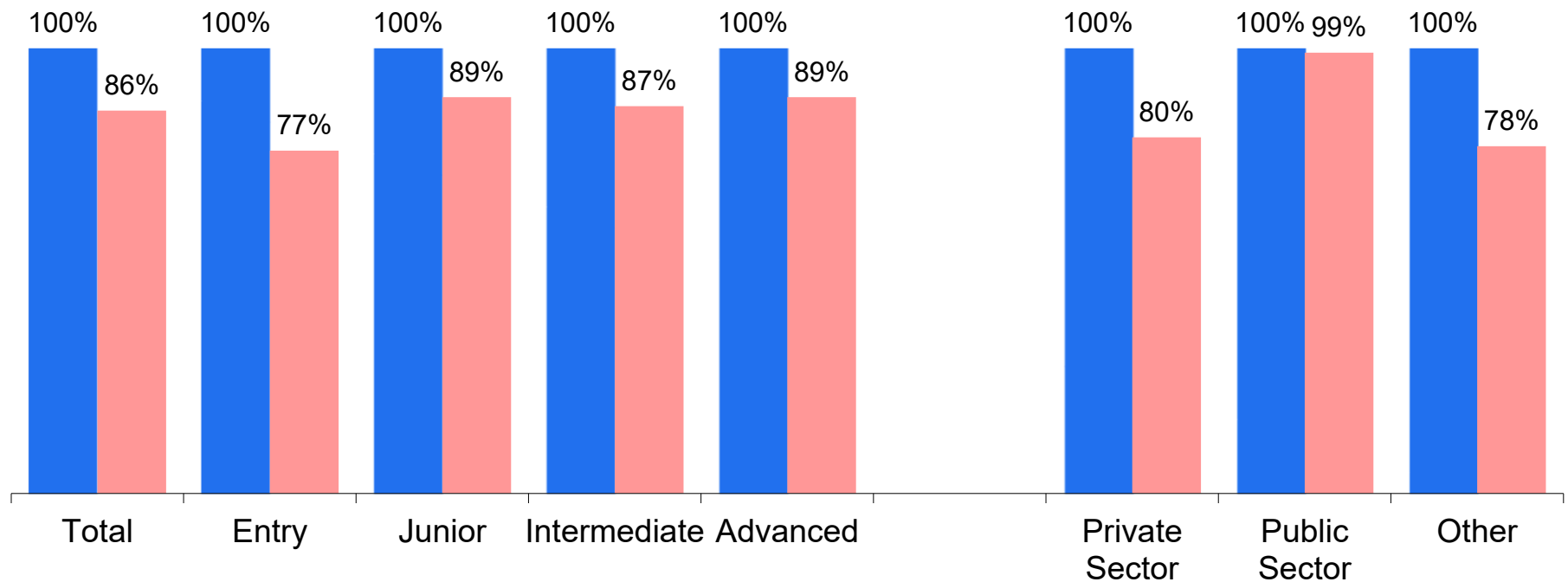
An Examination of Paid Benefits

Paid Vacation and Sick Time

While all receive paid vacation time, slightly fewer receive paid sick days

Those indicating "Yes"

■ Paid Vacation ■ Paid Sick

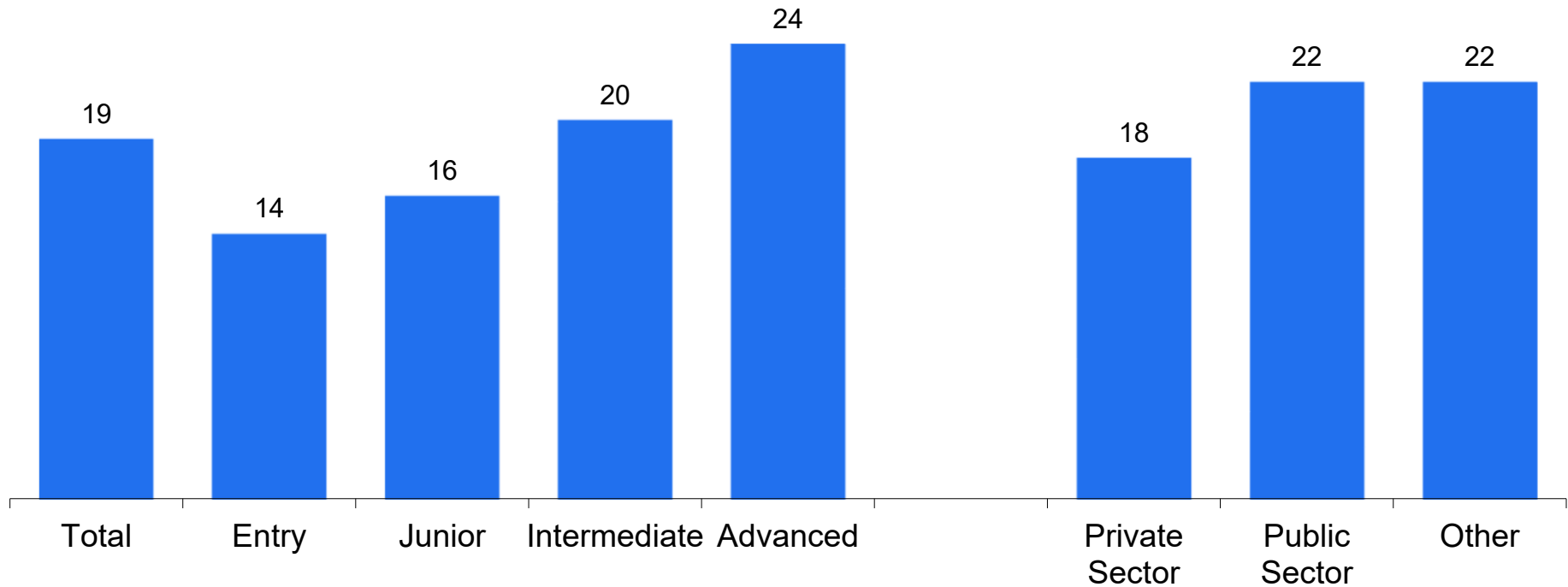


Do you receive paid vacation? Does your employer provide paid sick time?

Base: All those responding (N=1,181)

Average Number of Vacation Days

Advanced Level engineers receive an average of 6 weeks paid vacation

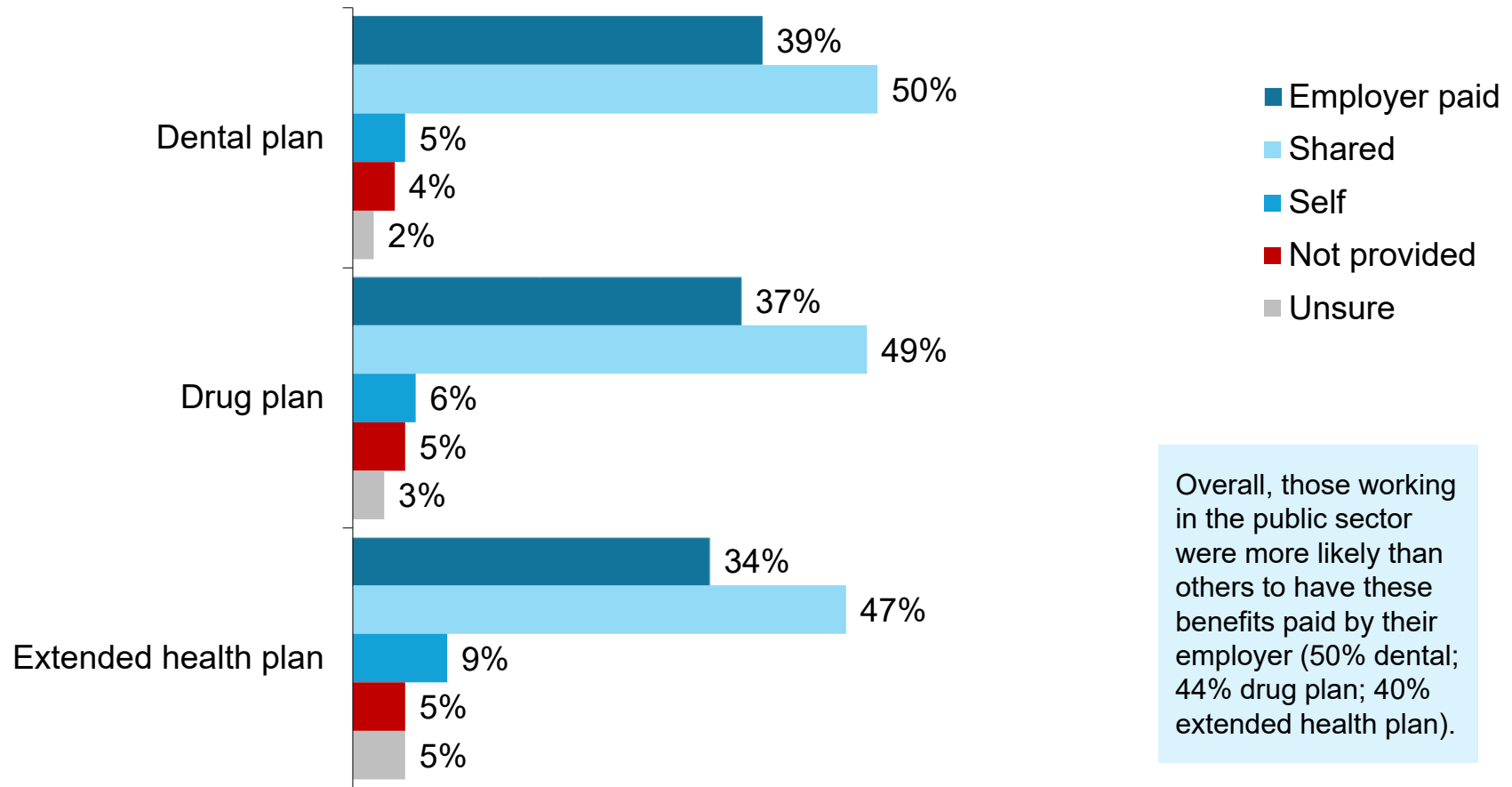


How many days paid vacation did you earn in the 2020 calendar year?

Base: All those responding (N=1,181)

Paid Benefits

Nearly one-half of all types of engineers share the cost of health benefits

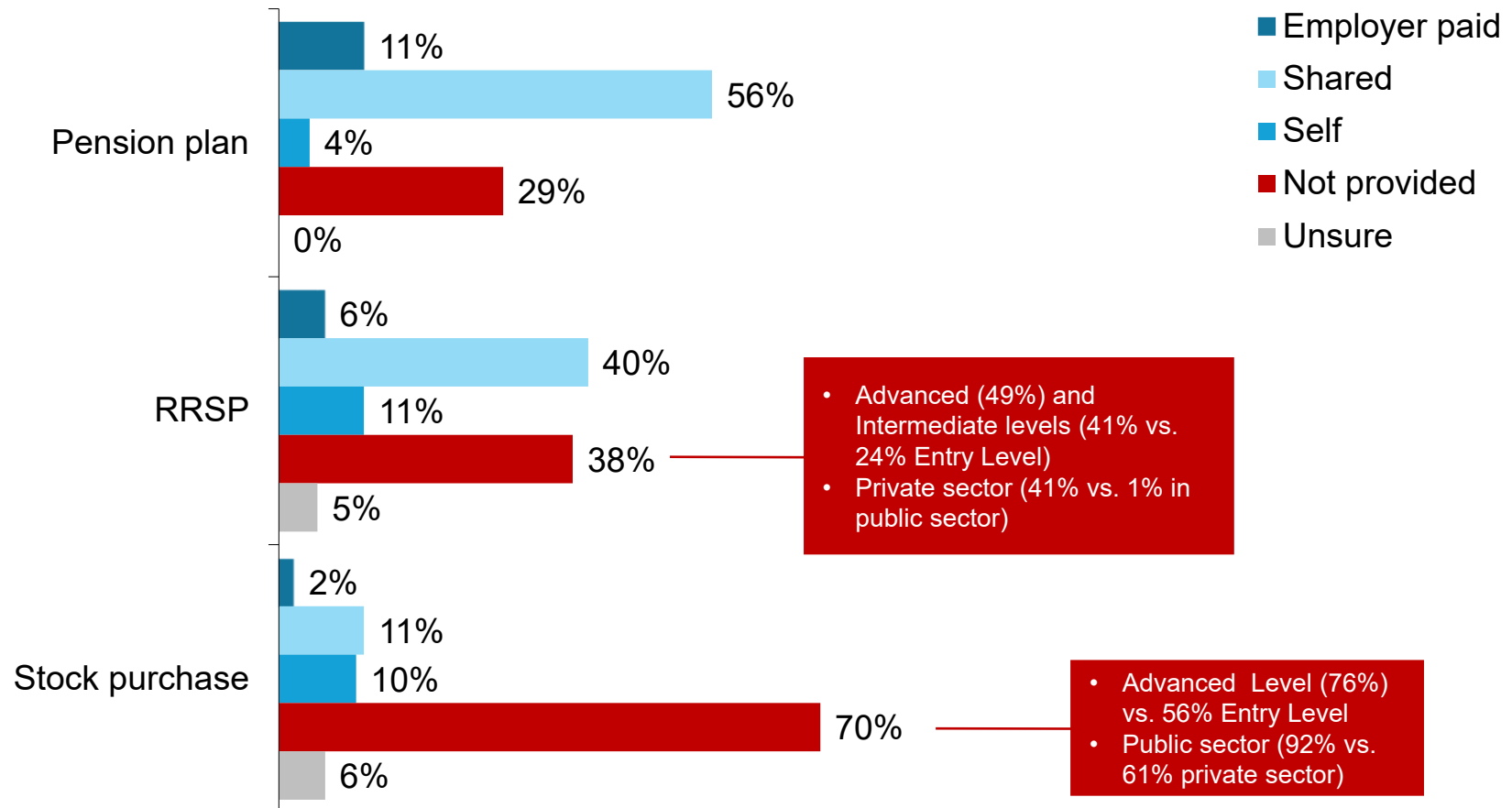


Does your employer provide the following benefits?

Base: All those responding (N=1,171)

Paid Retirement Benefits

More than one-half share the costs of a pension plan

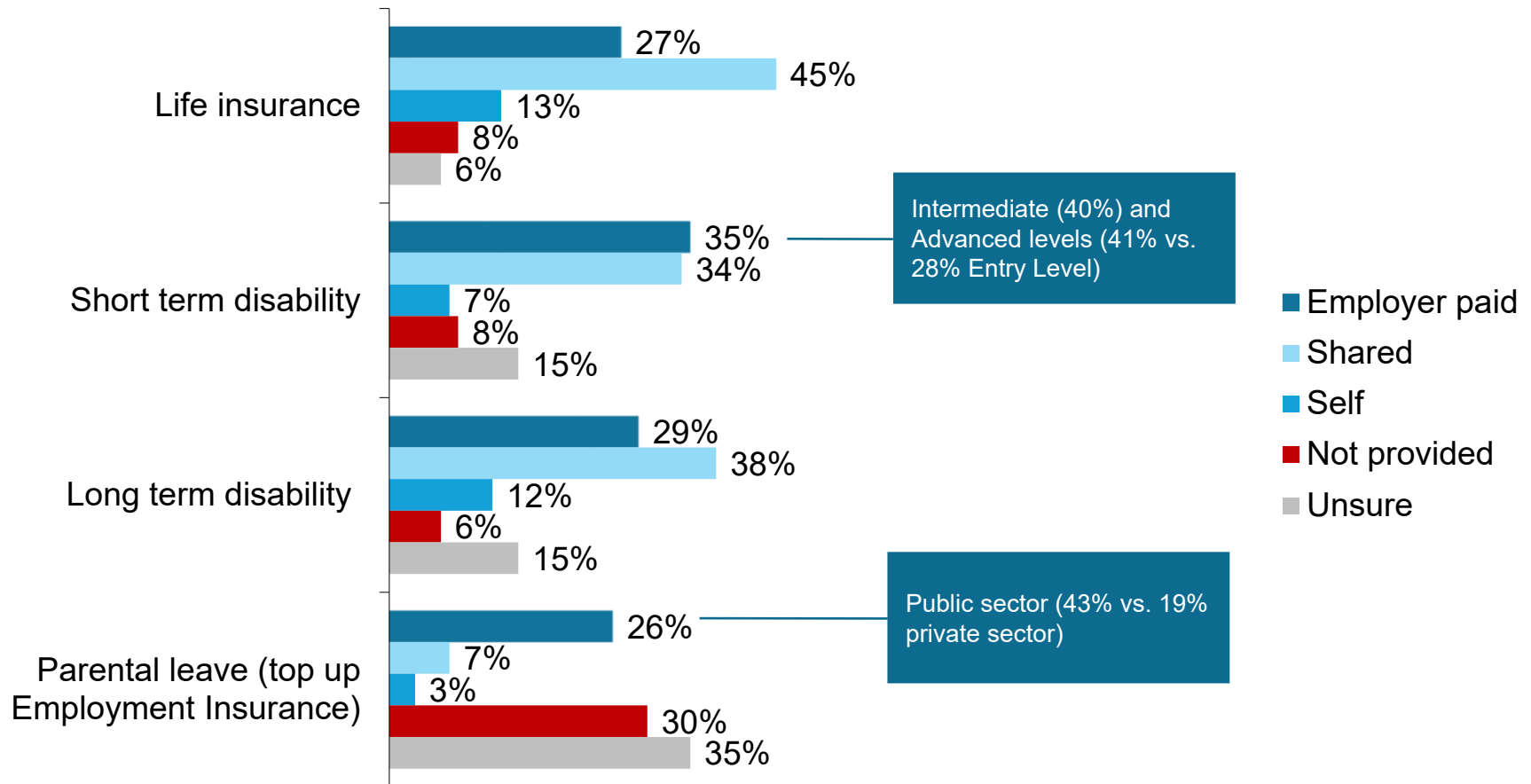


Does your employer provide the following benefits?

Base: All those responding (N=1,171)

Paid Leave and Disability Benefits

A plurality share the cost of life insurance premiums with their employer

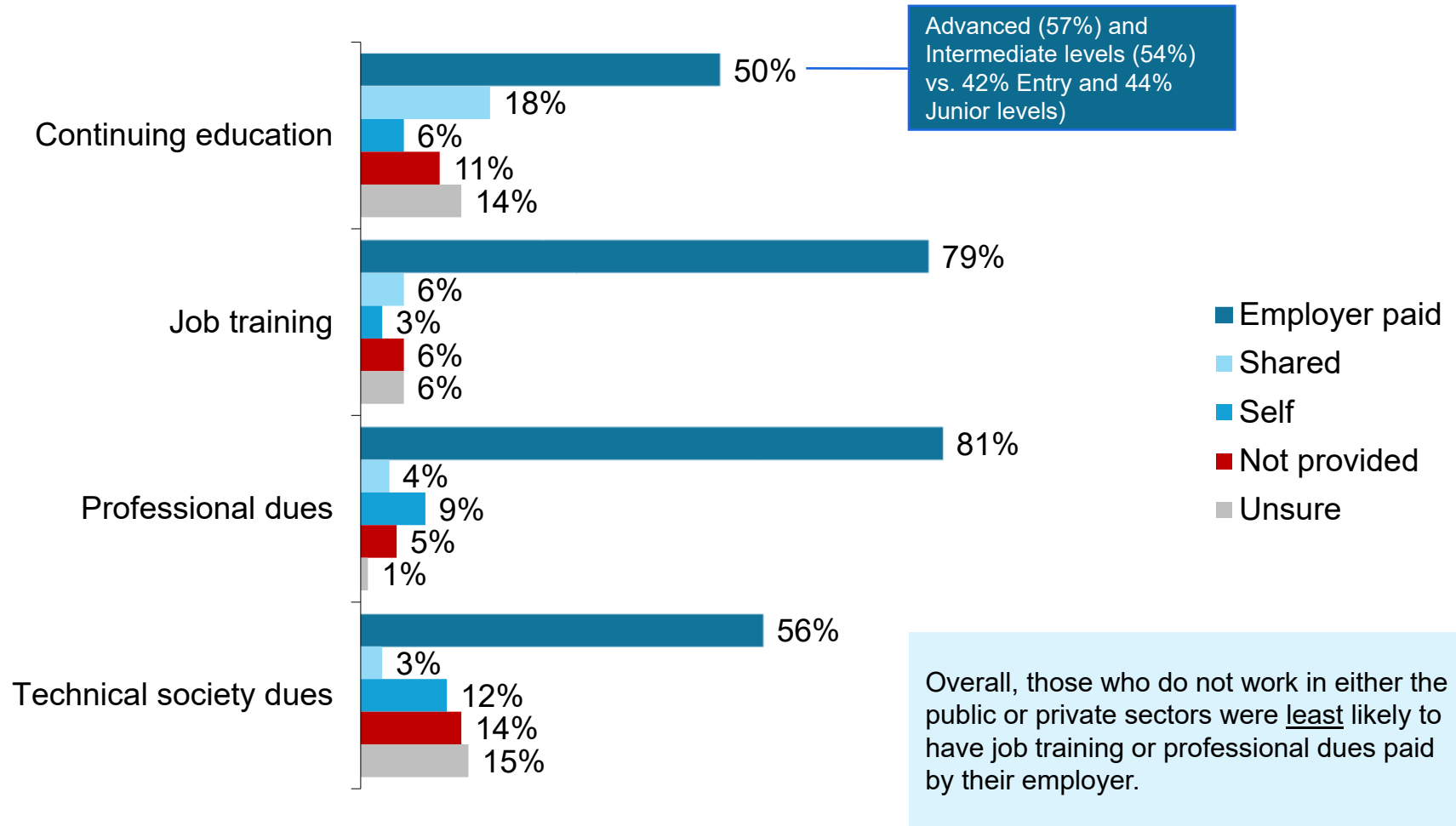


Does your employer provide the following benefits?

Base: All those responding (N=1,171)

Professional Development

Majority of employers pay for PD courses/dues



Does your employer provide the following benefits?

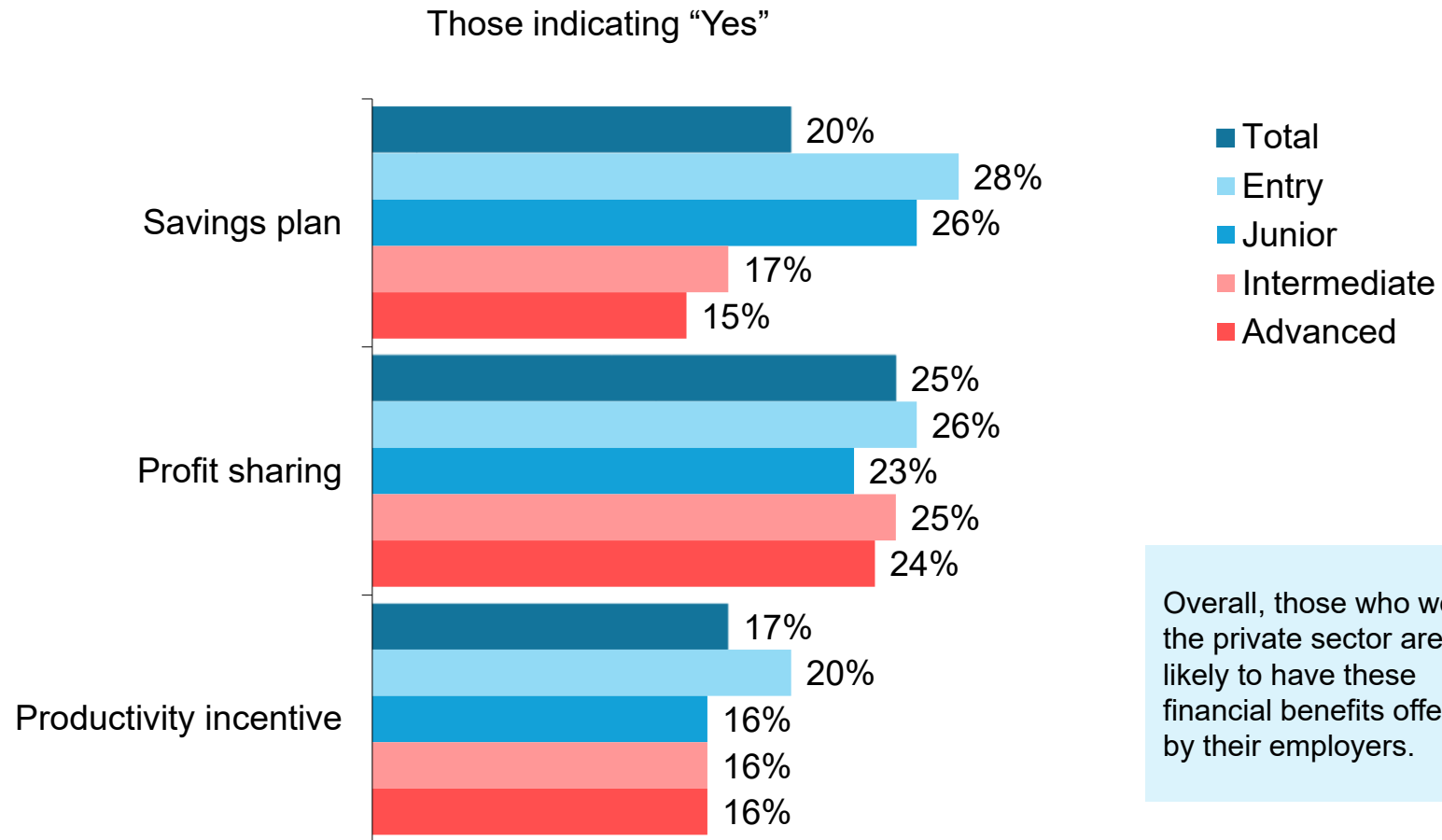
Base: All respondents (N=1,209)

A man with a beard, wearing a blue and white plaid shirt, is focused on repairing a laptop. He is leaning over a workbench where various laptop components are laid out, including a motherboard, a hard drive, and a RAM module. A blue semi-transparent box is overlaid on the image, containing the title text.

An Examination of Benefits Provided by Employers

Employment Benefits – Financial

Around two-in-five engineers in all levels are offered additional financial benefits



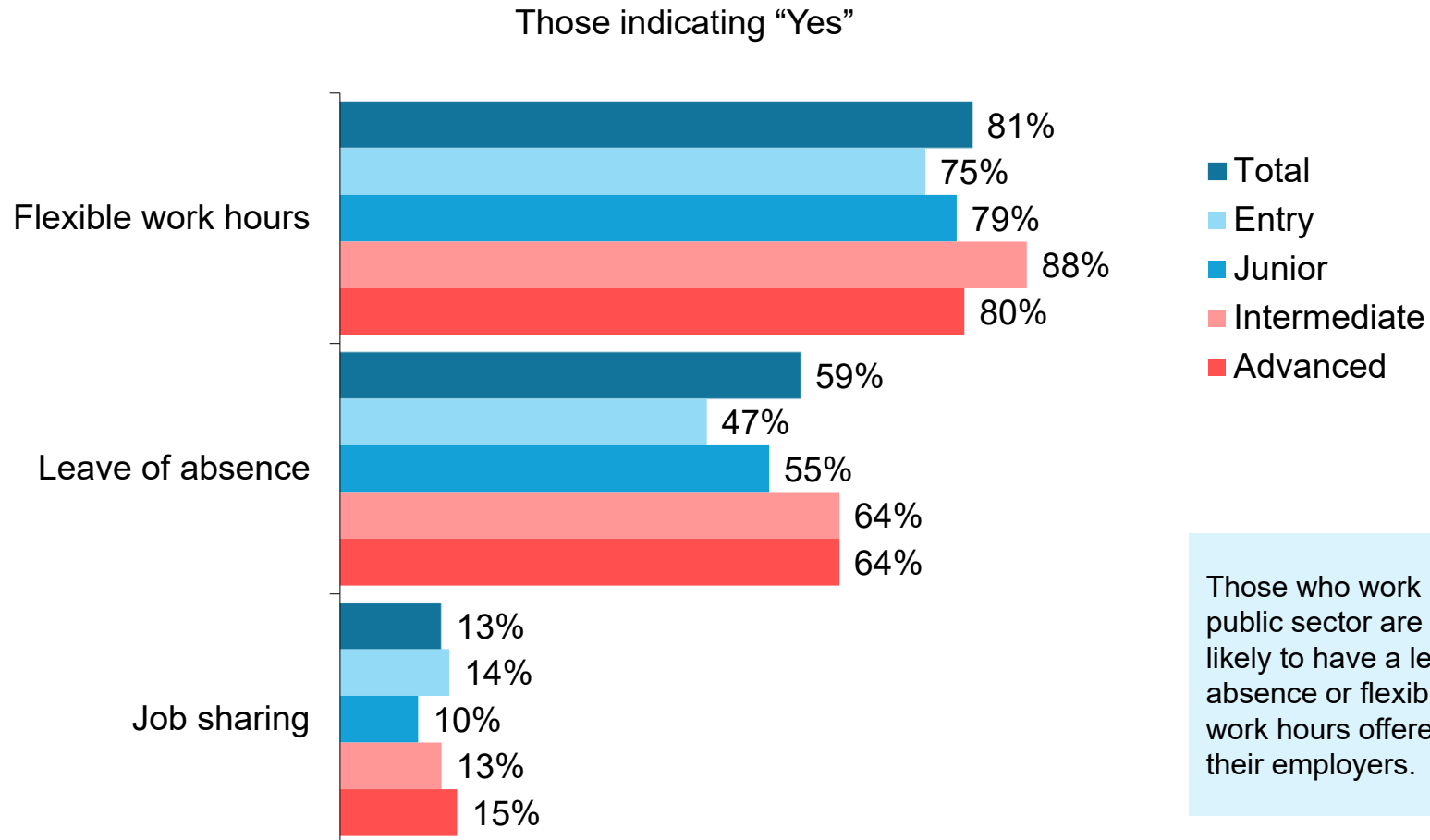
Overall, those who work in the private sector are most likely to have these financial benefits offered by their employers.

Does your employer provide the following benefits to you?

Base: All those responding (n=1,170)

Employment Benefits – Work life

Flexible work hours and leave of absence benefits for majorities of engineers

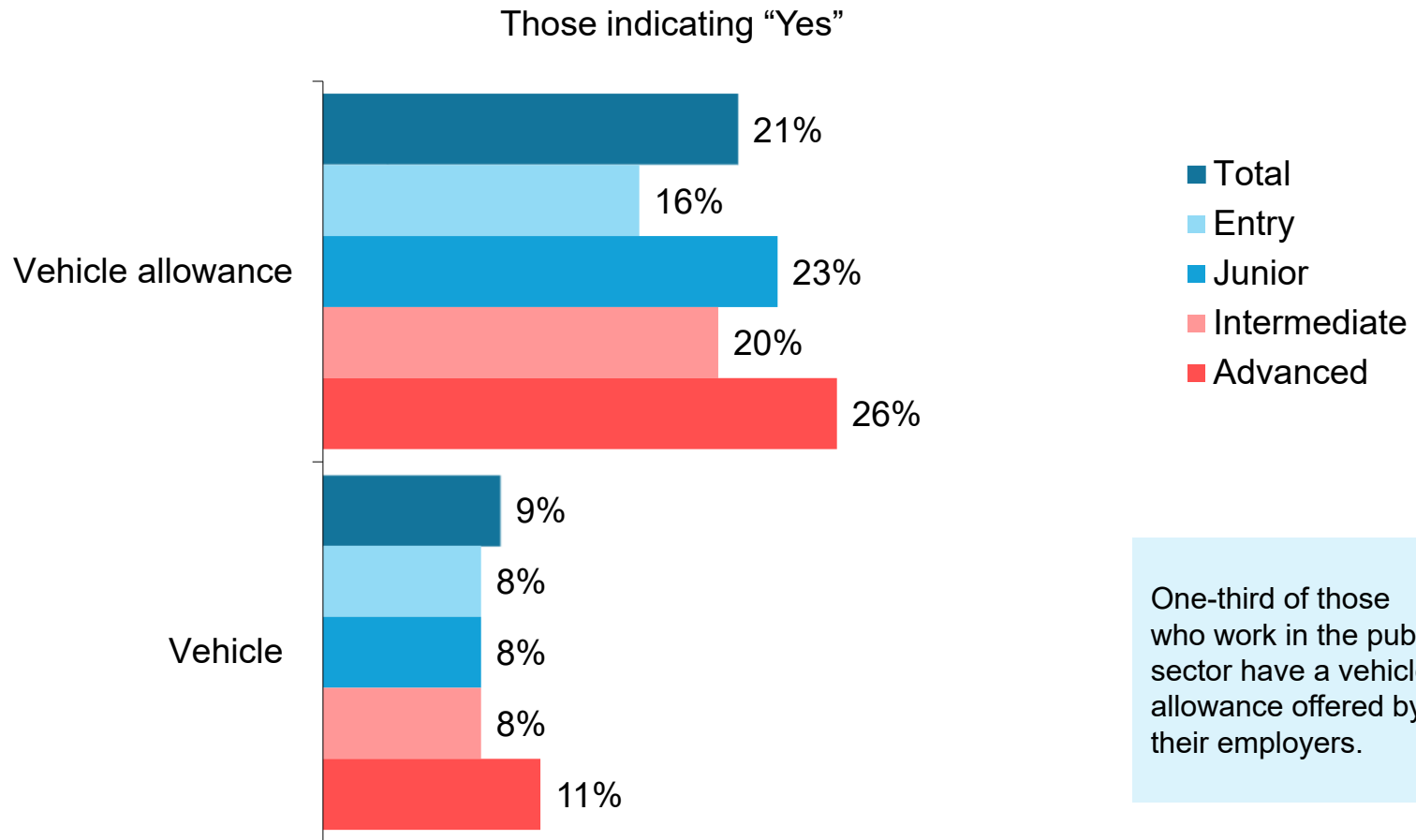


Does your employer provide the following benefits to you?

Base: All those responding (n=1,170)

Employment Benefits – Vehicle Options

Vehicles or allowances offered by few employers

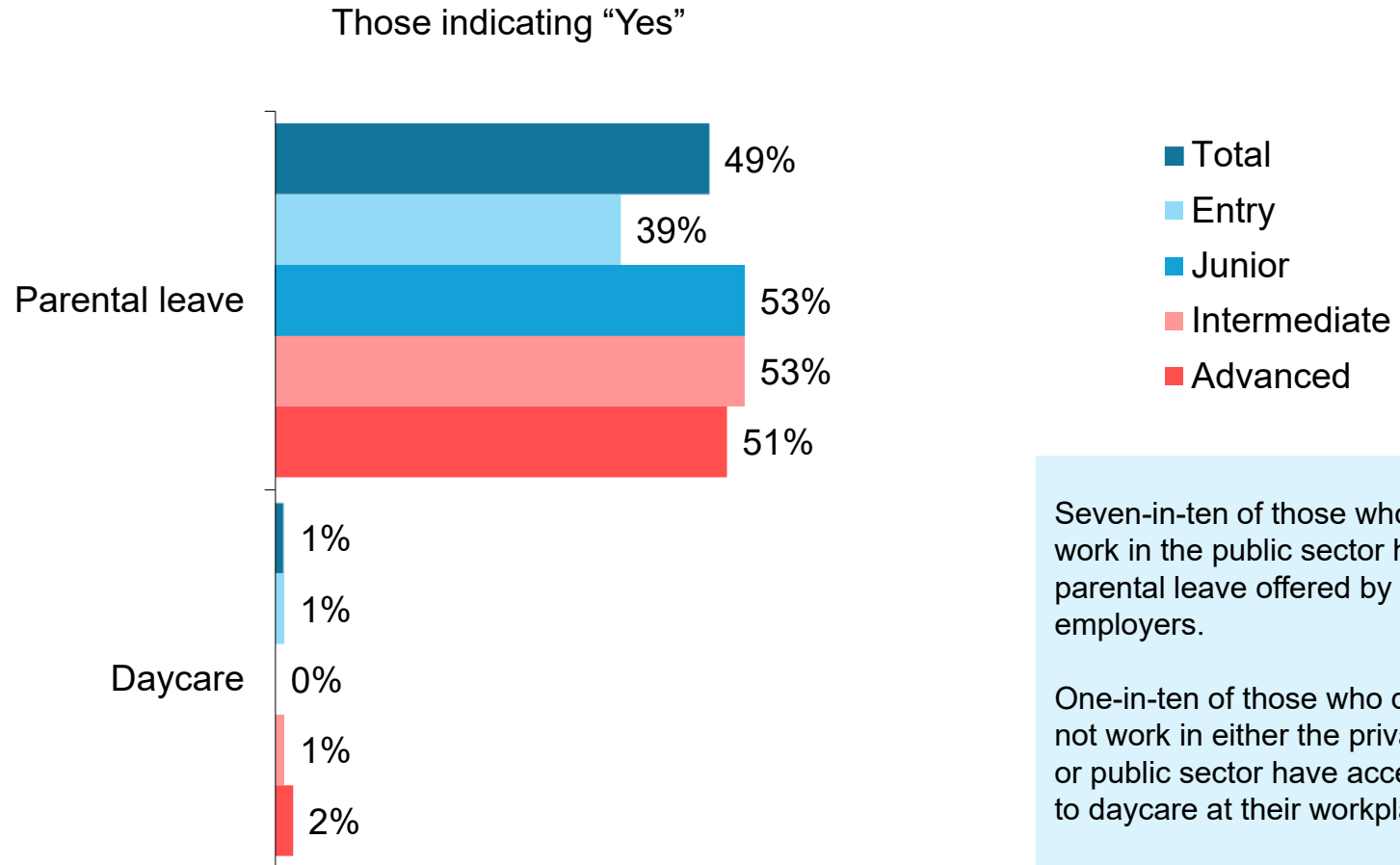


Does your employer provide the following benefits to you?

Base: All those responding (n=1,170)

Employment Benefits - Parental

Parental leave provided for many, while daycare rarely provided



Seven-in-ten of those who work in the public sector have parental leave offered by their employers.

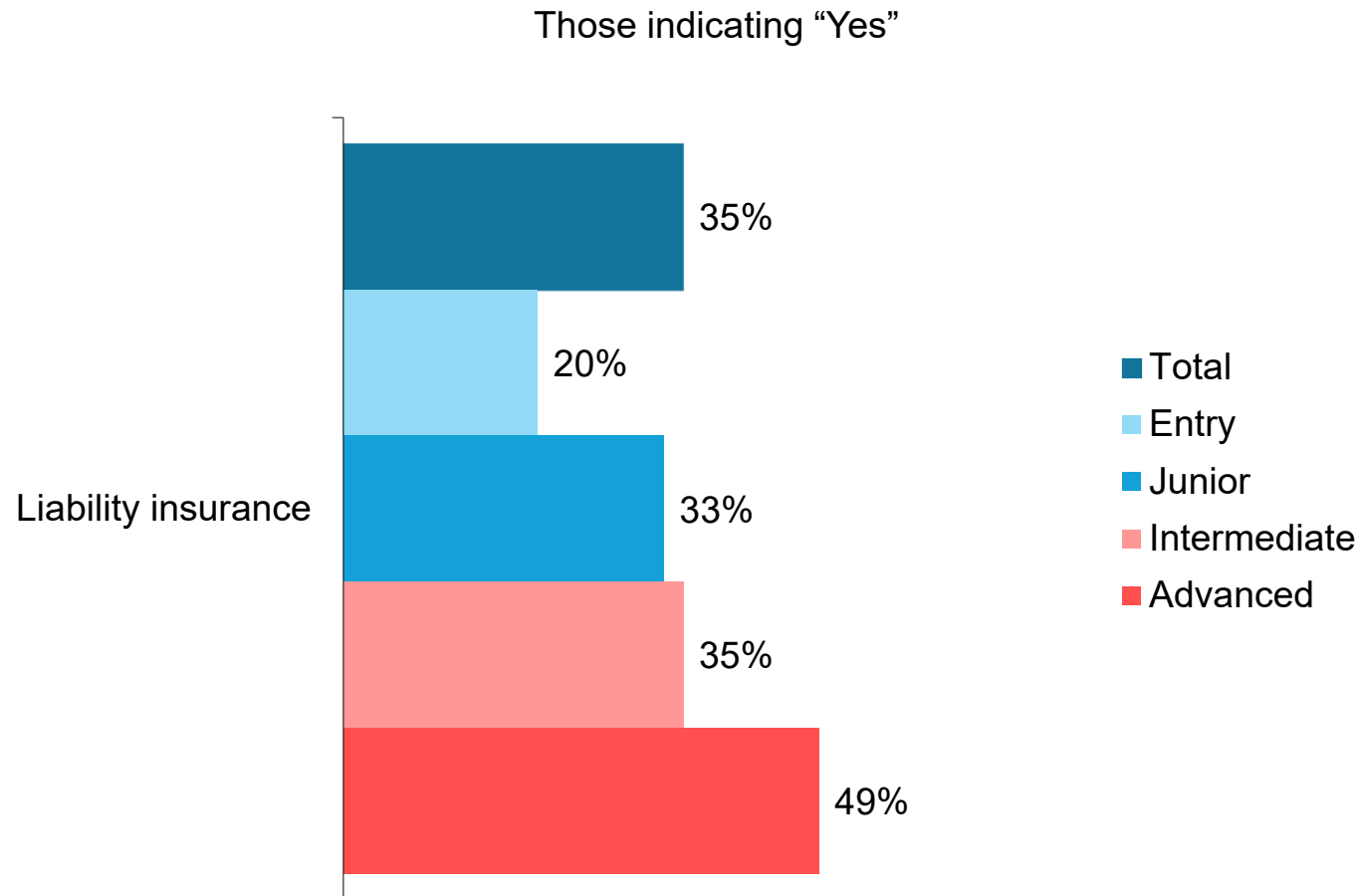
One-in-ten of those who do not work in either the private or public sector have access to daycare at their workplace.

Does your employer provide the following benefits to you?

Base: All those responding (n=1,170)

Employment Benefits - Insurance

Advanced Level engineers most likely to have liability insurance provided by employer



Does your employer provide the following benefits to you?

Base: All those responding (n=1,170)



APPENDIX

Salaries by Sector and Job Function

Industry Sector Salaries Total

Industry Sector Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	1203	100%	\$98,206	\$0	\$95,000	\$260,250
	Aerospace	79	7%	\$97,731	\$24,000	\$95,251	\$198,000
	Agricultural/Equipment	49	4%	\$78,159	\$45,760	\$68,490	\$195,000
	Agriculture/Food	27	2%	\$104,988	\$55,000	\$106,000	\$195,000
	Biomedical	11	1%	\$108,242	\$60,907	\$80,000	\$260,250
	Chemical	3	0%	\$109,750	\$85,000	\$109,750	\$134,500
	Communications	1	0%	\$98,000	\$98,000	\$98,000	\$98,000
	Computer/Software	14	1%	\$97,617	\$52,000	\$103,000	\$127,000
	Construction	108	9%	\$93,446	\$38,480	\$89,000	\$200,000
	Consulting	268	22%	\$92,048	\$35,700	\$84,000	\$235,000
	Education	15	1%	\$121,717	\$76,531	\$127,000	\$157,585
	Electronics	17	1%	\$98,191	\$53,000	\$97,000	\$145,000
	Environmental	36	3%	\$91,613	\$38,000	\$86,000	\$182,000
	Health Care	13	1%	\$104,286	\$66,724	\$111,000	\$132,000
	Heavy Electrical	6	0%	\$112,305	\$56,000	\$108,414	\$185,000
	Hydrotechnical	1	0%	\$123,400	\$123,400	\$123,400	\$123,400
	Manufacturing	134	11%	\$89,510	\$40,000	\$82,000	\$225,000
	Mechanical Equipment	11	1%	\$78,845	\$0	\$78,000	\$135,000
	Metals - Fabricating	6	0%	\$101,047	\$47,800	\$85,960	\$200,000
	Metals - Primary	3	0%	\$97,792	\$70,500	\$83,000	\$139,875
	Mineral Exploration	10	1%	\$98,254	\$65,000	\$83,869	\$190,000
	Mining	18	1%	\$114,328	\$65,000	\$121,000	\$165,000
	Municipal	5	0%	\$112,070	\$90,600	\$111,339	\$135,000
	Petroleum	12	1%	\$129,117	\$74,000	\$119,250	\$232,500
	Pharmaceutical	11	1%	\$102,838	\$73,000	\$109,000	\$132,000
	Regulatory body	4	0%	\$132,292	\$95,000	\$127,085	\$180,000
	Research & Development	9	1%	\$101,670	\$83,442	\$100,608	\$121,000
	Telecommunications	8	1%	\$99,784	\$87,000	\$95,356	\$120,509
	Transportation	88	7%	\$99,327	\$0	\$100,000	\$188,064
	Transportation Equipment	4	0%	\$89,167	\$60,000	\$98,500	\$109,000
Utilities (Gas, Hydro, Water)	210	17%	\$112,124	\$32,093	\$110,935	\$202,218	
Other	22	2%	\$97,934	\$45,600	\$90,000	\$195,000	

Industry Sector Salaries Engineers

Industry Sector Statistics (Engineers)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	867	100%	\$107,695	\$0	\$105,000	\$260,250
	Aerospace	62	7%	\$103,962	\$59,109	\$101,350	\$198,000
	Agricultural/Equipment	26	3%	\$92,382	\$62,000	\$82,000	\$195,000
	Agriculture/Food	17	2%	\$114,558	\$76,000	\$112,000	\$171,000
	Biomedical	5	1%	\$153,250	\$100,000	\$105,000	\$260,250
	Chemical	1	0%	\$134,500	\$134,500	\$134,500	\$134,500
	Computer/Software	7	1%	\$115,931	\$100,000	\$119,000	\$127,000
	Construction	73	8%	\$106,399	\$60,000	\$104,750	\$200,000
	Consulting	194	22%	\$101,131	\$46,000	\$92,000	\$235,000
	Education	12	1%	\$129,935	\$85,000	\$131,000	\$157,585
	Electronics	11	1%	\$113,261	\$78,175	\$112,000	\$145,000
	Environmental	21	2%	\$111,659	\$70,000	\$103,000	\$182,000
	Health Care	9	1%	\$115,000	\$99,000	\$117,000	\$132,000
	Heavy Electrical	4	0%	\$139,457	\$88,829	\$142,000	\$185,000
	Hydrotechnical	1	0%	\$123,400	\$123,400	\$123,400	\$123,400
	Manufacturing	83	10%	\$101,302	\$54,000	\$90,000	\$225,000
	Mechanical Equipment	7	1%	\$88,281	\$0	\$88,000	\$135,000
	Metals - Fabricating	4	0%	\$122,980	\$76,920	\$107,500	\$200,000
	Metals - Primary	1	0%	\$139,875	\$139,875	\$139,875	\$139,875
	Mining	12	1%	\$117,492	\$84,000	\$130,500	\$137,803
	Municipal	4	0%	\$112,070	\$90,600	\$111,339	\$135,000
	Petroleum	7	1%	\$149,271	\$105,000	\$138,000	\$232,500
	Pharmaceutical	8	1%	\$106,568	\$75,000	\$109,500	\$132,000
	Regulatory body	4	0%	\$132,292	\$95,000	\$127,085	\$180,000
	Research & Development	6	1%	\$103,943	\$83,442	\$101,608	\$121,000
	Telecommunications	7	1%	\$100,039	\$87,000	\$92,713	\$120,509
	Transportation	73	8%	\$105,370	\$0	\$106,000	\$188,064
Transportation Equipment	4	0%	\$89,167	\$60,000	\$98,500	\$109,000	
Utilities (Gas, Hydro, Water)	191	22%	\$114,126	\$32,093	\$111,800	\$202,218	
Other	13	1%	\$111,686	\$56,500	\$115,000	\$195,000	

Industry Sector Salaries Geoscientists

Industry Sector Statistics (Geoscientists)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	22	100%	\$101,812	\$58,000	\$94,500	\$190,000
	Construction	1	5%	\$77,000	\$77,000	\$77,000	\$77,000
	Consulting	2	9%	\$97,500	\$60,000	\$97,500	\$135,000
	Education	2	9%	\$88,266	\$76,531	\$88,266	\$100,000
	Environmental	4	18%	\$67,348	\$58,000	\$68,097	\$75,200
	Mineral Exploration	6	27%	\$111,540	\$70,000	\$96,750	\$190,000
	Mining	4	18%	\$125,750	\$96,000	\$121,000	\$165,000
	Petroleum	1	5%	\$160,000	\$160,000	\$160,000	\$160,000
	Research & Development	2	9%	\$94,850	\$93,000	\$94,850	\$96,700

Industry Sector Salaries EITs / GITs

Industry Sector Statistics (EITs/GITs)

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Industry sector	Total	293	100%	\$67,633	\$24,000	\$64,000	\$195,000
	Aerospace	17	6%	\$72,804	\$24,000	\$64,000	\$131,800
	Agricultural/Equipment	21	7%	\$59,586	\$45,760	\$56,325	\$80,000
	Agriculture/Food	10	3%	\$64,653	\$55,000	\$64,110	\$195,000
	Biomedical	6	2%	\$70,734	\$60,907	\$70,500	\$80,000
	Chemical	2	1%	\$85,000	\$85,000	\$85,000	\$85,000
	Communications	1	0%	\$98,000	\$98,000	\$98,000	\$98,000
	Computer/Software	7	2%	\$76,250	\$52,000	\$74,750	\$103,000
	Construction	32	11%	\$65,703	\$38,480	\$62,744	\$98,810
	Consulting	69	24%	\$63,547	\$35,700	\$62,000	\$120,000
	Electronics	6	2%	\$65,035	\$53,000	\$68,000	\$71,000
	Environmental	10	3%	\$59,588	\$38,000	\$59,088	\$79,000
	Health Care	3	1%	\$70,241	\$66,724	\$70,000	\$74,000
	Heavy Electrical	2	1%	\$58,000	\$56,000	\$58,000	\$60,000
	Manufacturing	48	16%	\$69,334	\$40,000	\$64,750	\$128,000
	Mechanical Equipment	4	1%	\$62,330	\$55,000	\$60,750	\$72,821
	Metals - Fabricating	2	1%	\$57,180	\$47,800	\$57,180	\$66,560
	Metals - Primary	2	1%	\$76,750	\$70,500	\$76,750	\$83,000
	Mineral Exploration	4	1%	\$78,325	\$65,000	\$75,150	\$98,000
	Mining	2	1%	\$72,500	\$65,000	\$72,500	\$80,000
	Municipal	1	0%
	Petroleum	4	1%	\$86,125	\$74,000	\$85,250	\$100,000
	Pharmaceutical	3	1%	\$73,000	\$73,000	\$73,000	\$73,000
	Research & Development	1	0%
	Telecommunications	1	0%	\$98,000	\$98,000	\$98,000	\$98,000
	Transportation	15	5%	\$68,250	\$47,000	\$67,500	\$89,000
	Utilities (Gas, Hydro, Water)	13	4%	\$74,277	\$56,500	\$75,000	\$100,000
Other	7	2%	\$58,782	\$45,600	\$62,100	\$70,000	

Job Function Salaries Total

Job Function Statistics

		# Reported	% Reported	Mean Base Salary	Minimum	Median	Maximum
Principal job function	Total	1201	100%	\$98,206	\$0	\$95,000	\$260,250
	Administrative Services	18	1%	\$118,502	\$54,000	\$119,000	\$235,000
	Computer Services	5	0%	\$97,070	\$67,500	\$100,000	\$110,000
	Design	346	29%	\$83,329	\$32,093	\$79,000	\$225,000
	Maintenance	38	3%	\$98,080	\$62,000	\$104,364	\$128,209
	Management	215	18%	\$126,883	\$55,000	\$122,000	\$232,500
	Marketing/Sales	21	2%	\$103,904	\$0	\$95,000	\$202,218
	Mineral Exploration	5	0%	\$105,600	\$65,000	\$71,000	\$190,000
	Mining	4	0%	\$102,125	\$70,500	\$108,000	\$122,000
	Planning	59	5%	\$100,374	\$49,000	\$99,462	\$170,000
	Production	34	3%	\$86,080	\$52,470	\$79,500	\$198,000
	Project Management	246	20%	\$96,719	\$0	\$94,953	\$190,000
	Quality Assurance	32	3%	\$84,316	\$45,760	\$82,000	\$141,100
	Research & Development	46	4%	\$91,927	\$24,000	\$88,800	\$260,250
	Software Development	25	2%	\$86,397	\$52,599	\$78,175	\$132,000
	Teaching	10	1%	\$118,492	\$85,000	\$114,108	\$155,000
Technical Support	63	5%	\$93,779	\$45,600	\$97,006	\$153,000	
Other	34	3%	\$96,993	\$55,000	\$89,500	\$225,000	