

Level of Responsibility

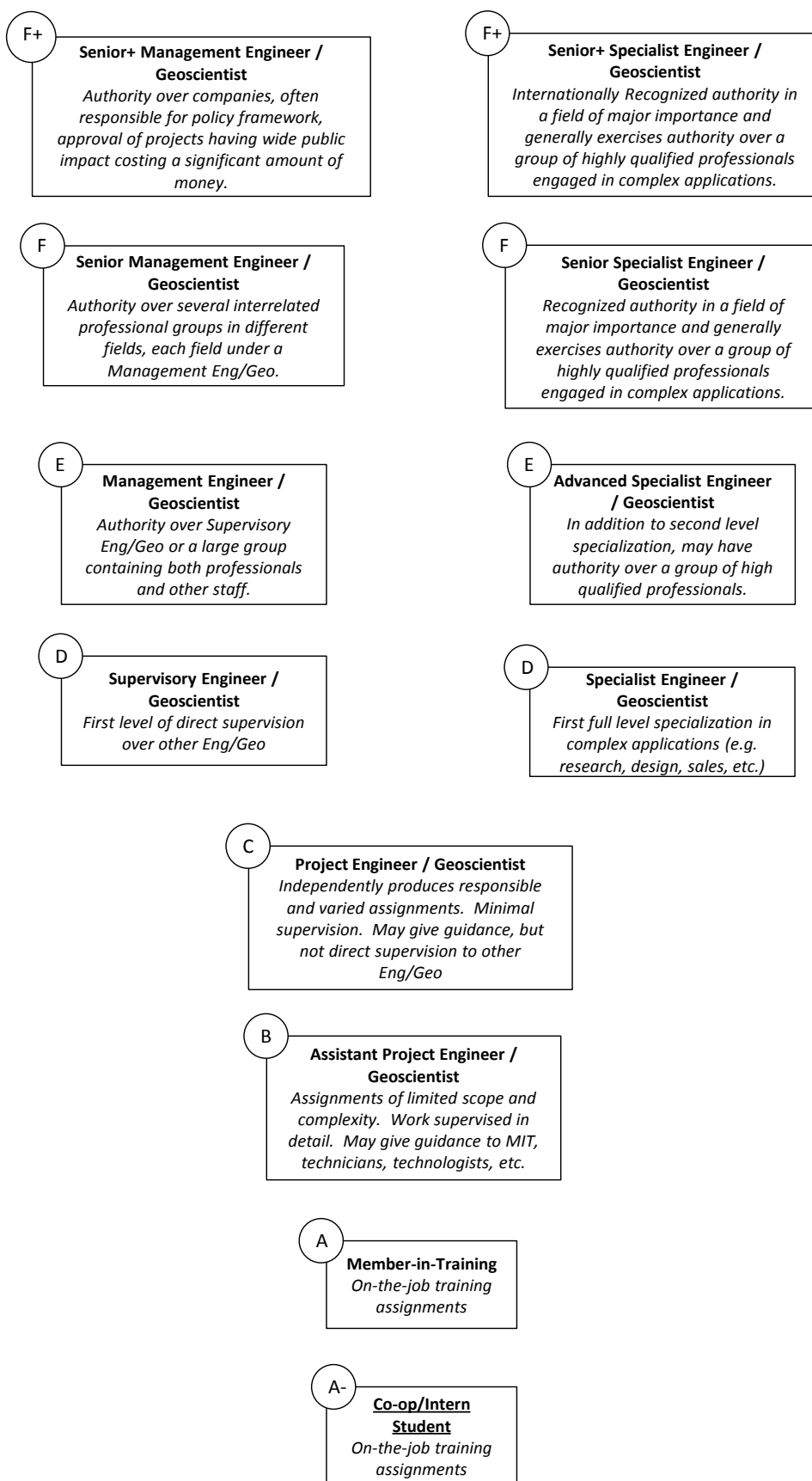


Figure 5: Overview of Generic Titles based on Responsibility Categories.

LEVEL OF RESPONSIBILITY	LEVEL A -	LEVEL A
DUTIES	<p>Receives training in the various phases of office, plant, field or laboratory engineering or geoscience work as classroom instruction or as supervised "on-the-job" assignments, often accompanied by a pre-assigned "A" or higher level "buddy". Tasks assigned and well supervised include: preparation of simple plans, designs, calculations, costs and bills of material in accordance with established codes, standards, drawings or other specifications. Under supervision, may carry out routine technical surveys or inspections and prepare reports. Recognizing short duration of Co-op/Intern Student placements, assignments are usually non-complex projects with deadlines that finish within the Co-op/Intern term.</p>	<p>Receives training in the various phases of office, plant, field or laboratory engineering / geoscience work as classroom instruction or "on-the-job" assignments. Tasks assigned include: preparation of simple plans, designs, calculations, costs and bills of material in accordance with established codes, standards, drawings or other specifications. May carry out routine technical surveys or inspections and prepare reports.</p>
RECOMMENDATIONS, DECISIONS AND COMMITMENTS	<p>Few if any technical decisions called for and these will be of routine nature with ample precedent or clearly defined procedures as guidance. All such responsibilities usually cleared through "buddy" and supervisor before being accepted.</p>	<p>Few technical decisions called for and these will be of routine nature with ample precedent or clearly defined procedures as guidance.</p>
SUPERVISION RECEIVED	<p>Works under close supervision, often side-by-side with a pre-assigned "A-level" or higher "buddy". Work is reviewed for accuracy and adequacy and conformance with prescribed procedures.</p>	<p>Works under close supervision. Work is reviewed for accuracy and adequacy and conformance with prescribed procedures.</p>
LEADERSHIP AUTHORITY AND/OR SUPERVISION EXERCISED	<p>None</p>	<p>May assign and check work of one to five technicians or helpers.</p>
GUIDE TO ENTRANCE QUALIFICATIONS	<p>Enrolled in an accredited University engineering / geosciences or Applied Sciences Bachelor degree program and on a structured Co-Op/Intern Student assignment. May have no practical experience except previous co-op assignments.</p>	<p>Bachelor's degree in engineering / geosciences or Applied Sciences, or its equivalent, with little or no practical experience.</p>

LEVEL OF RESPONSIBILITY**LEVEL B****LEVEL C****DUTIES**

Normally regarded as a continuing portion of an engineer's/geoscientist's training and development.

Receives assignment of limited scope and complexity, usually minor phases of broader assignments. Uses a variety of standard engineering methods and techniques in solving problems. Assists in carrying out technical tasks requiring accuracy in calculations, completeness of data and adherence to prescribed testing analysis, design or computation methods.

This is typically regarded as a fully qualified professional engineering level. Carries out responsible and varied engineering / geoscience assignments, requiring general familiarity with a broad field of engineering and knowledge of reciprocal effects of the work upon other fields. Problems usually solved by use of combination of standard procedures, or methods developed in previous assignments. Participates in planning to achieve prescribed objectives.

RECOMMENDATIONS, DECISIONS AND COMMITMENTS

Recommendations limited to solution of the problem rather than end results. Decisions made are normally within established guidelines.

Makes independent studies, analyses, interpretations and conclusions. Difficult, complex or unusual matters of decisions are usually referred to more senior authority.

SUPERVISION RECEIVED

Duties are assigned with detailed oral and occasionally written instructions, as to methods and procedures to be followed. Results are usually reviewed in detail and technical guidance is usually available.

Work is not generally supervised in detail and amount of supervision varies depending upon the assignment. Usually technical guidance is available to review work programs and advise on unusual features of assignment.

LEADERSHIP AUTHORITY AND/OR SUPERVISION EXERCISED

May give technical guidance to one or two junior engineers / geoscientists or technicians, assigned to work on a common project.

May give technical guidance to engineers / geoscientists of less standing, or technicians assigned to work on a common project. Supervision over other engineers / geoscientists not usually a regular or continuing responsibility.

GUIDE TO ENTRANCE QUALIFICATIONS

Bachelor's degree in engineering / geosciences or Applied Sciences, or its equivalent, normally with two to three years working experience from the graduation level.

Bachelor's degree in engineering / geosciences, or Applied Sciences, or its equivalent, normally with a minimum of five to six years related working experience from the graduation level.

STEP 2: DETERMINE YOUR 2012 BASE SALARY RESULTS FOR YOUR RESPONSIBILITY CATEGORY

Once you have determined your responsibility category, you can determine the range of salaries for your responsibility category per industry category. Additional results from the salary survey by gender, location, years of experience, company size, and around co-op student and degree can be found in the “Full Salary Survey Results” section.

As mentioned previously, the industrial sectors considered for the 2012 salary survey include:

- Engineering and Geoscientist Consulting Services;
- Engineering, Procurement, and Construction (EPC);
- Resource Exploitation (except oil and gas);
- Resource Exploitation (only oil and gas);
- Manufacturing (durables);
- Manufacturing (non-durables);
- Service and Control (not for profit);
- Service (for profit);
- Utility (rate controlled);
- Advanced Technologies.

A summary across all industries is also given, although it is recommended that you use the value for your industrial sector, as it is more relevant. The data shown is for base salary. The total compensation (sum of base salary, additional compensation, overtime compensation, and other compensation) will appear in the “Step 4: Determine your 2012 Total Compensation Results for your Responsibility Category” section.

For clarity purposes, please note the following:

- Base salary does not include any type of bonuses, profit sharing, northern/isolation allowances, overtime, or pay out of unused vacation. Base salary is reported as an annual value.
- Total compensation is the sum of base salary, additional compensation, overtime compensation, and other compensation, where:
 - Additional cash compensation is all lump sum or re-earnable payments. This is not the same as merit, which is earnable each year. Additional cash compensations include commissions, cash bonus payments, profit sharing payments, performance/merit bonus (lump sum), and productivity/gain sharing payments. This is over a full year. This does not include overtime/shift premiums, stock options/purchase plans, car allowances, awards, consulting fees, club memberships, or fringe benefits;
 - Overtime compensation is considered only when the payment is made beyond the base salary;
 - Other compensation, including stock options/purchase plans, consulting fees, and other payments easily convertible to cash. This does not include car allowance, club memberships, parking, or other fringe benefits that cannot be converted to cash.

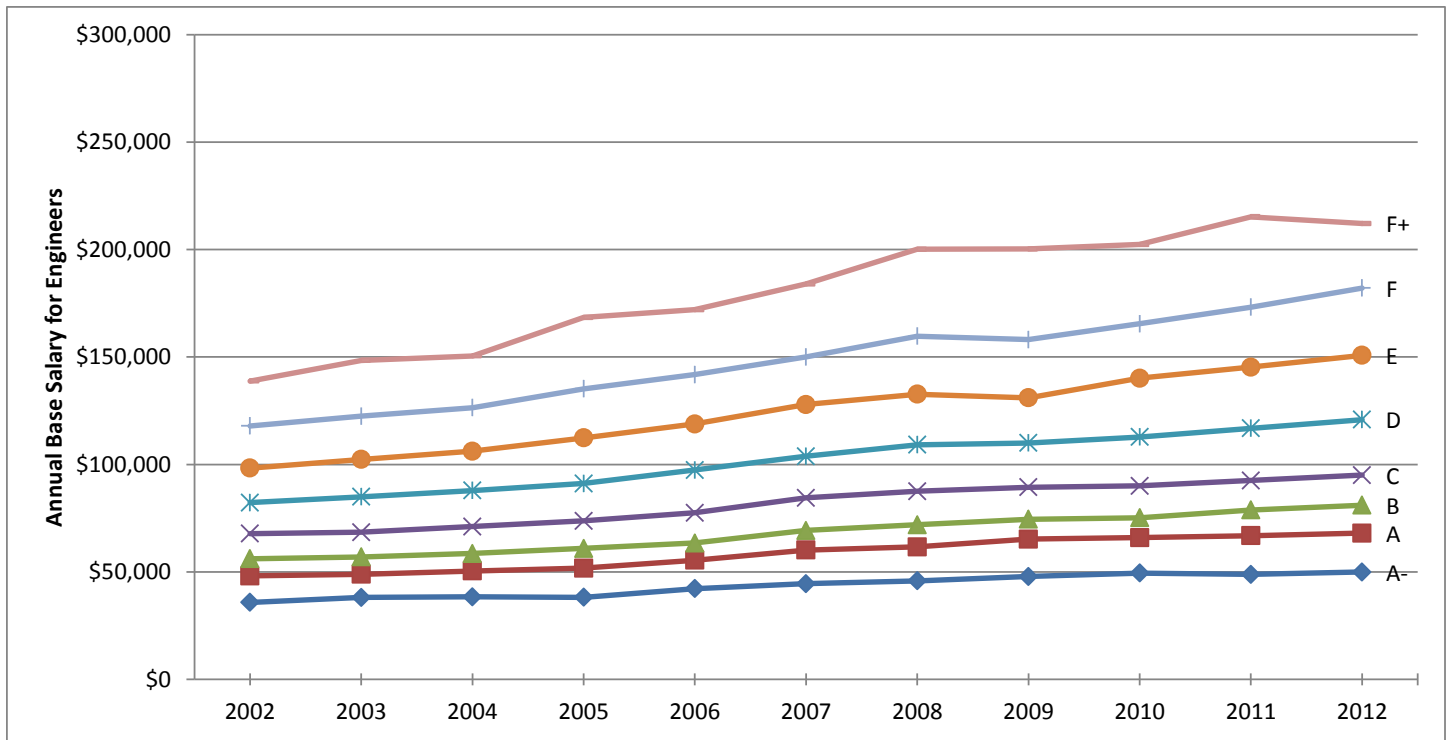


Figure 6: Annual Engineer Base Salary for All Industries over the Past 10 Years.

BASE SALARY BY INDUSTRY CATEGORY FOR ENGINEERS

Table 8 and Figure 7 show a summary of the average base salaries across all the industry categories for the 2012 data.

Table 8: Annual Engineer Base Salary Comparison between the Industry Categories.

Industry Category	Total # Engineers	Responsibility Category															
		A-		A		B		C		D		E		F		F+	
		# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary
Engineering, Geoscience Consulting Service	1329	13	\$51,877	224	\$63,364	199	\$72,897	276	\$87,557	243	\$109,011	205	\$131,763	127	\$158,694	42	\$199,548
Engineering, Procurement, and Construction	2212	63	\$44,686	188	\$65,894	177	\$77,236	301	\$94,328	466	\$124,283	586	\$169,994	321	\$199,846	110	\$212,261
Resource Exploitation (except oil & gas)	627	31	\$49,750	14	\$79,147	73	\$87,690	73	\$99,078	206	\$121,961	184	\$153,896	37	\$176,302	9	\$198,163
Resource Exploitation (oil & gas only)	2308	25	\$50,536	251	\$59,904	485	\$76,372	306	\$101,172	582	\$125,950	357	\$160,592	216	\$195,363	86	\$230,356
Manufacturing (durables)	98	13	\$48,609	27	\$69,046	26	\$85,529	9	\$98,017	9	\$103,242	7	\$128,615	6	\$143,431	1	\$260,000
Manufacturing (non-durables)	229	4	\$50,534	18	\$68,227	20	\$79,318	44	\$97,324	68	\$112,731	56	\$134,056	15	\$143,588	4	\$184,410
Service and Control (not for profit)	82	0	No data	4	\$76,500	18	\$93,194	25	\$106,766	16	\$136,063	6	\$140,453	13	\$178,346	0	No data
Service (for profit)	480	7	\$48,356	35	\$67,531	61	\$80,787	107	\$94,608	127	\$121,727	87	\$151,354	40	\$174,888	16	\$189,200
Utility (rate controlled)	947	91	\$53,554	110	\$73,146	130	\$81,774	185	\$95,931	243	\$119,575	110	\$146,271	45	\$167,091	33	\$199,294
Advanced Technologies	359	3	\$50,004	39	\$56,068	32	\$71,779	98	\$86,881	130	\$112,829	37	\$139,266	16	\$158,631	4	\$198,194
Total	8671	250		910		1221		1424		2090		1635		836		305	
All Industry Average Salary			\$49,911		\$68,048		\$81,068		\$95,049		\$120,832		\$150,795		\$182,056		\$212,095

Table 10: Annual Engineer Base Salary within ENGINEERING, PROCUREMENT, and CONSTRUCTION.

Responsibility Category	# Engineer	% Change from 2011	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	63	16.6%	\$44,686	\$41,600	\$41,600	\$32,448	\$54,080	\$41,600	\$41,600	\$48,464	\$50,960
A	188	1.8%	\$65,894	\$64,381	\$65,000	\$49,358	\$78,000	\$60,290	\$64,381	\$69,763	\$72,800
B	177	-2.4%	\$77,236	\$66,982	\$76,357	\$60,000	\$97,000	\$66,982	\$67,619	\$83,200	\$89,864
C	301	-0.4%	\$94,328	\$73,831	\$94,800	\$69,000	\$124,800	\$74,773	\$86,000	\$104,000	\$111,114
D	466	4.1%	\$124,283	\$120,000	\$124,800	\$87,075	\$163,200	\$108,614	\$115,580	\$132,772	\$140,379
E	586	13.8%	\$169,994	\$156,000	\$156,000	\$84,864	\$273,961	\$135,038	\$144,050	\$186,207	\$236,047
F	321	12.7%	\$199,846	\$256,838	\$185,585	\$91,514	\$325,329	\$155,600	\$169,200	\$224,640	\$273,961
F+	110	2.6%	\$212,261	\$189,000	\$211,000	\$165,000	\$271,515	\$189,000	\$198,009	\$222,503	\$238,962

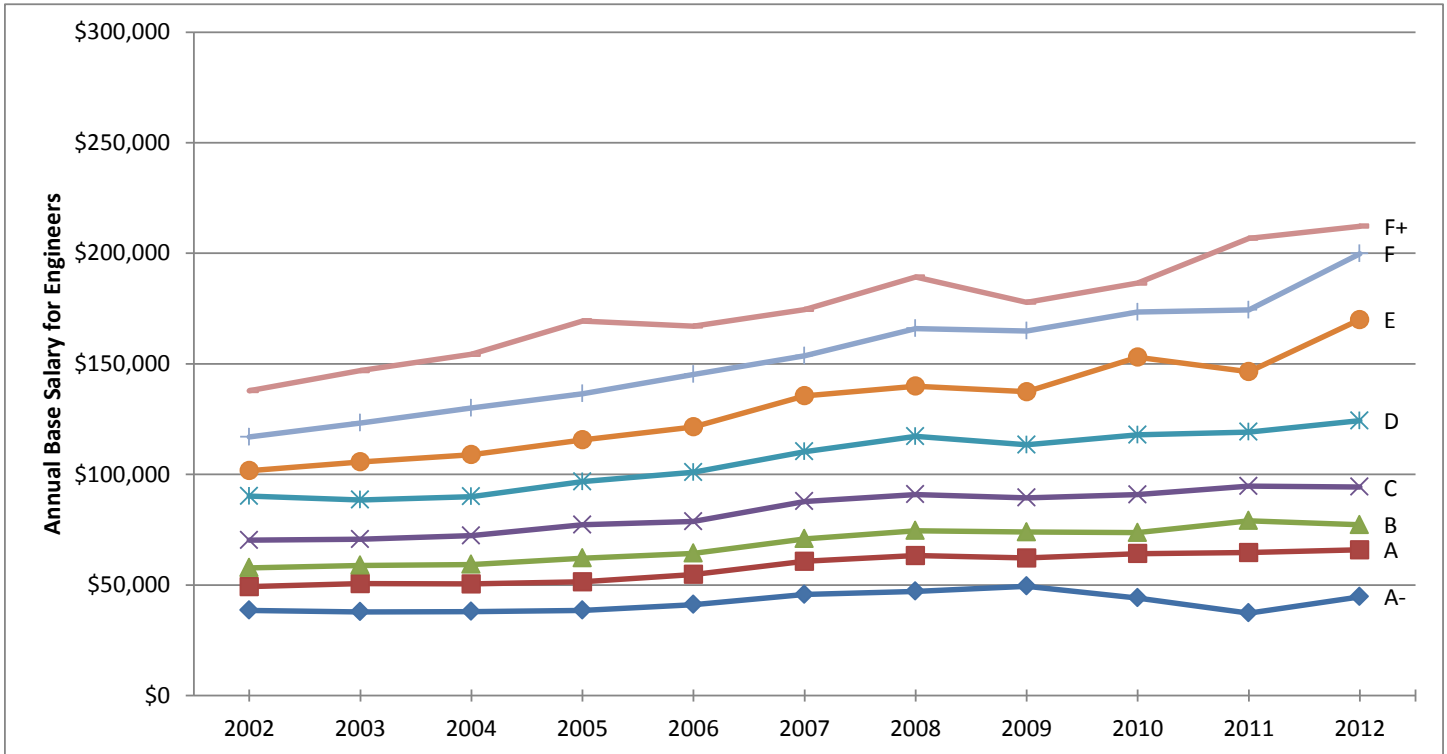


Figure 9: 10 Year Trend for Annual Engineer Base Salary for within ENGINEERING, PROCUREMENT, and CONSTRUCTION.

Table 30: Annual Engineer Total Compensation within ENGINEERING CONSULTING SERVICES.

Responsibility Category	# Engineers	% Change from 2011	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	13	12.9%	\$51,915	\$51,999	\$51,999	\$47,242	\$56,159	\$48,670	\$51,999	\$52,752	\$53,369
A	224	1.0%	\$64,488	\$69,000	\$64,030	\$46,100	\$119,029	\$55,985	\$59,942	\$69,000	\$74,002
B	199	1.8%	\$75,530	\$78,000	\$74,646	\$57,038	\$131,391	\$64,980	\$69,532	\$80,000	\$85,776
C	276	1.6%	\$89,501	\$80,009	\$88,798	\$63,999	\$142,860	\$73,613	\$81,188	\$97,406	\$104,030
D	243	4.3%	\$114,899	\$108,000	\$113,100	\$78,075	\$171,564	\$94,882	\$104,916	\$124,949	\$136,052
E	205	1.6%	\$141,805	\$136,500	\$138,336	\$81,120	\$213,017	\$116,339	\$124,000	\$159,000	\$173,756
F	127	5.4%	\$184,116	\$126,000	\$175,500	\$114,075	\$628,250	\$138,177	\$153,430	\$199,327	\$234,276
F+	42	10.6%	\$252,456	No value	\$226,901	\$162,082	\$489,240	\$189,914	\$203,204	\$278,825	\$369,457

Table 31: Annual Engineer Total Compensation within ENGINEERING, PROCUREMENT, AND CONSTRUCTION.

Responsibility Category	# Engineers	% Change from 2011	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	63	25.6%	\$50,134	\$44,720	\$49,088	\$32,448	\$65,520	\$44,720	\$44,720	\$54,600	\$65,520
A	188	6.5%	\$69,596	\$70,720	\$68,661	\$49,358	\$102,910	\$60,290	\$64,800	\$72,075	\$78,698
B	177	5.2%	\$84,102	\$106,942	\$82,000	\$60,320	\$180,960	\$69,753	\$74,574	\$90,196	\$106,942
C	301	3.5%	\$99,386	\$117,558	\$99,591	\$72,000	\$128,900	\$85,368	\$90,000	\$108,950	\$116,804
D	466	3.1%	\$124,833	\$120,000	\$125,000	\$88,920	\$163,200	\$108,766	\$116,243	\$133,395	\$141,131
E	586	13.4%	\$170,971	\$150,000	\$156,210	\$100,800	\$273,961	\$136,800	\$144,852	\$187,200	\$237,270
F	321	13.0%	\$203,432	\$256,838	\$186,796	\$106,020	\$796,106	\$156,000	\$169,800	\$232,378	\$275,673
F+	110	0.7%	\$213,586	\$189,000	\$211,667	\$165,000	\$301,215	\$189,000	\$198,009	\$224,499	\$242,494

Table 32: Annual Engineer Total Compensation within RESOURCE EXPLOITATION (except oil and gas).

Responsibility Category	# Engineers	% Change from 2011	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	31	10.9%	\$54,953	\$61,226	\$53,707	\$43,748	\$64,347	\$47,400	\$51,031	\$61,226	\$61,226
A	14	9.3%	\$90,631	\$93,431	\$93,431	\$71,550	\$98,456	\$75,433	\$91,413	\$96,248	\$97,885
B	73	7.4%	\$104,017	\$108,241	\$108,241	\$79,500	\$117,514	\$89,085	\$97,011	\$110,560	\$113,145
C	73	1.1%	\$117,384	\$121,883	\$120,219	\$92,835	\$129,522	\$103,492	\$112,967	\$123,555	\$126,086
D	206	13.4%	\$147,333	\$132,018	\$144,358	\$103,390	\$192,074	\$122,742	\$134,277	\$161,870	\$173,602
E	184	17.6%	\$195,797	\$188,647	\$196,826	\$149,937	\$238,542	\$169,491	\$184,007	\$207,490	\$219,200
F	37	10.4%	\$232,984	No value	\$233,532	\$205,691	\$271,025	\$212,778	\$217,784	\$244,100	\$255,227
F+	9	No data	\$265,706	No value	\$258,699	\$232,103	\$311,133	\$232,406	\$248,062	\$289,126	\$296,402

Table 33: Annual Engineer Total Compensation within RESOURCE EXPLOITATION (only oil and gas).

Responsibility Category	# Engineers	% Change from 2011	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	25	1.1%	\$51,544	\$53,062	\$51,272	\$40,810	\$63,083	\$45,926	\$48,298	\$54,269	\$57,400
A	251	-6.6%	\$79,835	\$79,900	\$79,900	\$24,000	\$153,239	\$33,000	\$51,438	\$103,576	\$125,921
B	485	25.5%	\$131,004	\$83,700	\$126,333	\$33,000	\$236,220	\$83,700	\$103,061	\$159,290	\$182,844
C	306	20.3%	\$137,209	\$92,000	\$127,763	\$82,201	\$239,167	\$98,696	\$112,409	\$160,168	\$191,419
D	582	28.7%	\$198,881	\$173,725	\$189,043	\$91,550	\$338,833	\$140,881	\$159,592	\$234,397	\$266,513
E	357	31.4%	\$266,010	\$179,760	\$270,805	\$142,700	\$398,761	\$182,815	\$221,240	\$305,766	\$341,405
F	216	30.3%	\$322,421	\$196,100	\$311,680	\$168,540	\$517,060	\$209,300	\$249,219	\$393,096	\$443,863
F+	86	34.8%	\$468,698	\$455,511	\$455,511	\$172,713	\$1,234,000	\$312,293	\$365,143	\$535,956	\$589,160

Table 60: Impact of Location by Responsibility Category on Base Salary for Engineers.

APEGA Branch Regions	Total # Engineers	Responsibility Category															
		A-		A		B		C		D		E		F		F+	
		# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary
Edmonton	2002	93	\$50,223	262	\$67,123	251	\$78,063	334	\$92,335	397	\$116,588	375	\$146,693	233	\$187,326	57	\$208,681
Calgary	4482	96	\$48,911	415	\$67,096	552	\$80,530	836	\$96,285	1145	\$122,619	825	\$153,497	428	\$183,826	185	\$216,857
Peace Region	90	8	\$58,107	13	\$69,252	22	\$76,576	24	\$86,439	15	\$114,412	7	\$136,701	1	\$162,084	0	No data
Fort McMurray	1152	31	\$47,896	79	\$75,855	256	\$86,023	160	\$96,853	378	\$122,773	178	\$153,391	49	\$167,719	21	\$194,560
Lakeland	26	2	\$59,114	4	\$79,900	5	\$84,620	10	\$107,760	0	No data	2	\$173,500	3	\$196,033	0	No data
Vermillion River	53	7	\$57,420	8	\$71,470	14	\$86,868	7	\$96,455	8	\$114,162	7	\$137,511	2	\$164,405	0	No data
Yellowhead	14	7	\$49,979	2	\$78,075	2	\$76,150	2	\$85,550	0	No data	1	\$151,400	0	No data	0	No data
Central Alberta	214	3	\$51,807	30	\$66,343	25	\$75,670	41	\$89,834	59	\$111,532	38	\$133,505	16	\$145,254	2	\$188,394
Medicine Hat	15	1	\$51,272	4	\$67,135	1	\$84,904	0	No data	8	\$116,036	1	\$109,719	0	No data	0	No data
Lethbridge	29	0	No data	4	\$64,666	7	\$73,477	4	\$91,163	8	\$111,217	3	\$132,520	3	\$139,987	0	No data
Undeclared	383	6	\$48,412	20	\$66,982	16	\$79,644	46	\$92,950	84	\$117,498	79	\$147,580	80	\$175,123	52	\$206,890
Total	8460	254		841		1151		1464		2102		1516		815		317	
All Industry Average Salary			\$49,911		\$68,048		\$81,068		\$95,049		\$120,832		\$150,795		\$182,056		\$212,095

Table 61: Impact of Location by Responsibility Category on Base Salary for Male Engineers.

APEGA Branch Regions	Total # Male Engineers	Responsibility Category															
		A-		A		B		C		D		E		F		F+	
		# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary
Edmonton	1650	75	\$49,727	190	\$66,936	187	\$77,724	255	\$91,924	331	\$91,924	337	\$146,072	221	\$186,169	54	\$210,476
Calgary	3426	74	\$48,853	294	\$66,622	380	\$80,563	593	\$95,628	876	\$122,800	696	\$153,112	339	\$179,340	174	\$217,322
Peace Region	79	6	\$58,374	13	\$69,252	21	\$76,634	19	\$86,103	14	\$114,280	5	\$135,508	1	\$162,084	0	No data
Fort McMurray	968	27	\$48,236	64	\$75,473	191	\$85,723	121	\$96,588	335	\$123,088	164	\$153,386	48	\$169,209	18	\$199,428
Lakeland	2	2	\$59,114	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Vermillion River	50	7	\$57,420	7	\$71,252	14	\$86,868	6	\$97,115	7	\$114,857	7	\$137,511	2	\$164,405	0	No data
Yellowhead	10	6	\$49,663	2	\$78,075	1	\$80,500	1	\$85,600	0	No data	0	No data	0	No data	0	No data
Central Alberta	172	2	\$51,490	19	\$65,178	19	\$75,331	30	\$92,232	51	\$111,836	36	\$132,940	13	\$147,145	2	\$188,394
Medicine Hat	15	1	\$51,272	4	\$67,135	1	\$84,904	0	No data	8	\$116,036	1	\$109,719	0	No data	0	No data
Lethbridge	27	0	No data	4	\$64,666	6	\$72,843	3	\$98,196	8	\$111,217	3	\$132,520	3	\$139,987	0	No data
Undeclared	125	4	\$45,598	9	\$68,370	10	\$79,938	26	\$91,420	42	\$118,636	18	\$148,938	10	\$169,886	6	\$212,428
Total	6524	204		606		830		1054		1672		1267		637		254	
All Industry Average Salary			\$49,911		\$68,048		\$81,068		\$95,049		\$120,832		\$150,795		\$182,056		\$212,095

Table 62: Impact of Location by Responsibility Category on Base Salary for Female Engineers.

APEGA Branch Regions	Total # Female Engineers	Responsibility Category															
		A-		A		B		C		D		E		F		F+	
		# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary
Edmonton	300	18	\$52,288	65	\$66,294	58	\$78,313	64	\$89,693	56	\$112,431	26	\$140,419	10	\$201,028	3	\$176,369
Calgary	807	22	\$49,106	107	\$67,088	143	\$79,629	179	\$95,794	231	\$119,553	82	\$147,635	33	\$170,275	10	\$211,456
Peace Region	11	2	\$57,306	0	No data	1	\$75,350	5	\$87,715	1	\$116,253	2	\$139,683	0	No data	0	No data
Fort McMurray	184	4	\$45,600	15	\$77,486	65	\$86,903	39	\$97,675	43	\$120,314	14	\$153,456	1	\$96,200	3	\$165,351
Lakeland	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Vermillion River	3	0	No data	1	\$73,000	0	No data	1	\$92,500	1	\$109,300	0	No data	0	No data	0	No data
Yellowhead	4	1	\$51,875	0	No data	1	\$71,800	1	\$85,500	0	No data	1	\$151,400	0	No data	0	No data
Central Alberta	42	1	\$52,440	11	\$68,356	6	\$76,747	11	\$83,294	8	\$109,599	2	\$143,682	3	\$137,056	0	No data
Medicine Hat	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Lethbridge	2	0	No data	0	No data	1	\$77,282	1	\$70,064	0	No data	0	No data	0	No data	0	No data
Undeclared	24	1	\$52,650	1	\$61,963	3	\$80,922	4	\$98,658	10	\$105,661	4	\$163,390	1	\$190,000	0	No data
Total	1377	49		200		278		305		350		131		48		16	
All Industry Average Salary			\$49,911		\$68,048		\$81,068		\$95,049		\$120,832		\$150,795		\$182,056		\$212,095

Table 63: Impact of Location by Responsibility Category on Base Salary for Undeclared Gender Engineers.

APEGA Branch Regions	Total # Undeclared Engineers	Responsibility Category															
		A-		A		B		C		D		E		F		F+	
		# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary	# Eng	Avg Salary
Edmonton	52	0	No data	7	\$79,900	6	\$86,183	15	\$110,599	10	\$145,216	12	\$177,732	2	\$246,670	0	No data
Calgary	249	0	No data	14	\$77,121	29	\$84,544	64	\$103,747	38	\$137,087	47	\$169,434	56	\$218,971	1	\$190,000
Peace Region	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Fort McMurray	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Lakeland	24	0	No data	4	\$79,900	5	\$84,620	10	\$107,760	0	No data	2	\$173,500	3	\$196,033	0	No data
Vermillion River	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Yellowhead	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Central Alberta	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Medicine Hat	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Lethbridge	0	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data	0	No data
Undeclared	234	1	\$49,920	10	\$66,235	3	\$77,387	16	\$94,010	32	\$119,702	57	\$146,042	69	\$175,666	46	\$206,168
Total	559	1		35		43		105		80		118		130		47	
All Industry Average Salary			\$49,911		\$68,048		\$81,068		\$95,049		\$120,832		\$150,795		\$182,056		\$212,095

Table 76: Annual Engineer Base Salary for Company Size 1 to 10 Employees.

Responsibility Category	# Engineers	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	1	\$52,000	No value	\$52,000	No value	No value	No value	No value	No value	No value
A	5	\$61,200	\$65,000	\$65,000	\$52,000	\$68,000	\$53,600	\$56,000	\$65,000	\$66,800
B	3	\$66,537	No value	\$65,556	\$65,520	\$68,535	\$65,527	\$65,538	\$67,046	\$67,939
C	2	\$94,144	No value	\$90,456	\$72,800	\$114,400	\$78,560	\$83,200	\$105,000	\$112,592
D	3	\$102,833	\$112,000	\$112,000	\$84,500	\$112,000	\$90,000	\$98,250	\$112,000	\$112,000
E	3	\$117,771	\$126,000	\$126,000	\$101,313	\$126,000	\$106,250	\$113,657	\$126,000	\$126,000
F	0	No data	No data	No data	No data	No data	No data	No data	No data	No data
F+	2	\$113,100	No value	\$113,100	\$76,200	\$150,000	\$83,580	\$94,650	\$131,550	\$142,620

Table 77: Annual Engineer Base Salary for Company Size 11 to 20 Employees.

Responsibility Category	# Engineers	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	0	No data	No data	No data	No data	No data	No data	No data	No data	No data
A	3	\$75,333	\$75,000	\$75,000	\$75,000	\$76,000	\$75,000	\$75,000	\$75,500	\$75,800
B	2	\$65,000	No value	\$65,000	\$60,000	\$70,000	\$61,000	\$62,500	\$67,500	\$69,000
C	2	\$93,500	No value	\$93,500	\$90,000	\$97,000	\$90,700	\$91,750	\$95,250	\$96,300
D	2	\$124,500	No value	\$124,500	\$95,000	\$154,000	\$100,900	\$109,750	\$139,250	\$148,100
E	0	No data	No data	No data	No data	No data	No data	No data	No data	No data
F	2	\$234,000	\$234,000	\$234,000	\$234,000	\$234,000	\$234,000	\$234,000	\$234,000	\$234,000
F+	0	No data	No data	No data	No data	No data	No data	No data	No data	No data

Table 78: Annual Engineer Base Salary for Company Size 21 to 50 Employees.

Responsibility Category	# Engineers	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	6	\$48,543	\$52,752	\$52,752	\$36,400	\$53,400	\$39,800	\$45,588	\$52,752	\$53,076
A	13	\$61,633	\$52,000	\$59,904	\$52,000	\$73,540	\$52,424	\$57,600	\$65,688	\$72,278
B	14	\$73,752	\$60,000	\$74,706	\$60,000	\$90,000	\$60,096	\$66,750	\$79,890	\$83,200
C	9	\$94,144	No value	\$90,456	\$72,800	\$114,400	\$78,560	\$83,200	\$105,000	\$112,592
D	3	\$116,459	No value	\$117,192	\$112,798	\$119,388	\$113,677	\$114,995	\$118,290	\$118,949
E	7	\$134,683	No value	\$135,360	\$105,000	\$166,400	\$115,159	\$122,952	\$145,058	\$157,664
F	5	\$164,946	No value	\$155,904	\$149,640	\$200,000	\$151,986	\$155,505	\$163,680	\$185,472
F+	3	\$310,000	\$300,000	\$300,000	\$300,000	\$330,000	\$300,000	\$300,000	\$315,000	\$324,000

Table 79: Annual Engineer Base Salary for Company Size 51 to 100 Employees.

Responsibility Category	# Engineers	Average	Mode	Median (D50)	Min Value	Max Value	D10	D25	D75	D90
A-	8	\$47,837	\$50,004	\$49,920	\$37,440	\$50,004	\$44,412	\$47,850	\$50,004	\$50,004
A	46	\$67,157	\$69,000	\$69,000	\$57,640	\$79,000	\$59,280	\$62,701	\$69,617	\$72,968
B	51	\$81,151	\$74,880	\$81,270	\$68,640	\$95,000	\$73,815	\$77,370	\$85,279	\$89,500
C	29	\$96,118	\$100,000	\$98,000	\$74,880	\$110,000	\$85,800	\$91,200	\$101,434	\$104,394
D	40	\$111,671	No value	\$109,350	\$80,000	\$135,190	\$98,696	\$104,688	\$120,325	\$131,362
E	35	\$139,240	\$140,000	\$140,000	\$109,719	\$186,540	\$123,400	\$130,000	\$145,356	\$155,955
F	15	\$169,870	\$165,000	\$166,400	\$147,085	\$190,896	\$153,908	\$164,124	\$180,604	\$185,000
F+	9	\$224,151	No value	\$207,800	\$176,678	\$339,200	\$177,078	\$200,000	\$238,600	\$268,652