

# *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:*



*Version 1.7*

*November 24, 2021*

**Table of Contents**

Survey Background ..... 3

Salary by Membership Status ..... 4

Salary by Membership Status: Comparison Between 2018 and 2021 ..... 5

Salary by Year of Graduation ..... 6-7

Salary by Year of Graduation and Identity ..... 8-9

Salary by Post-Graduate Studies ..... 10

Salary by Post-Graduate Degree..... 11

Salary by Discipline..... 12-15

Salary by Years of Experience Professional Engineers..... 16-17

Salary by Years of Experience Engineers-in-Training..... 18-19

Salary by Job Position..... 20

Salary by Sector of Employment ..... 21-22

Salary by Sector of Employment: Comparison Between 2018 and 2021..... 23-24

Vacation by Employment Sector ..... 25-28

Overtime Compensation ..... 29

Benefits ..... 30-31

Overall Satisfaction with Remuneration ..... 32

### **Survey Background**

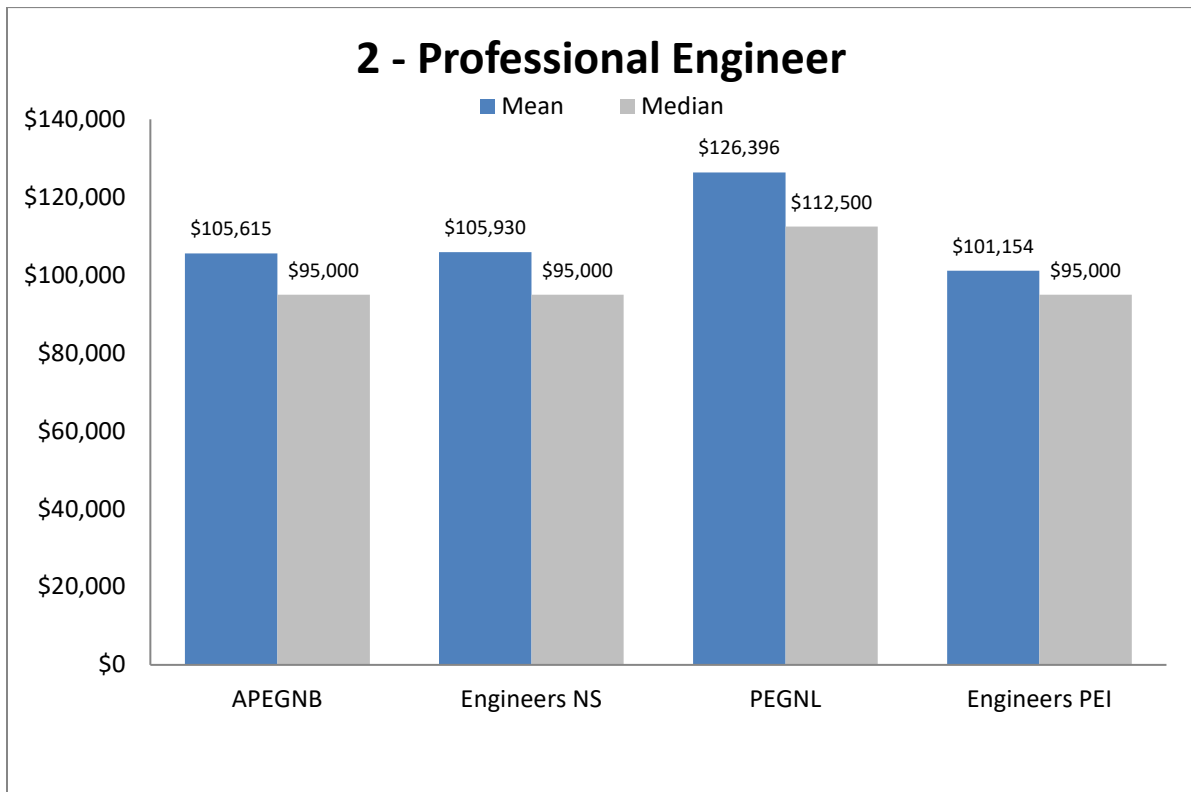
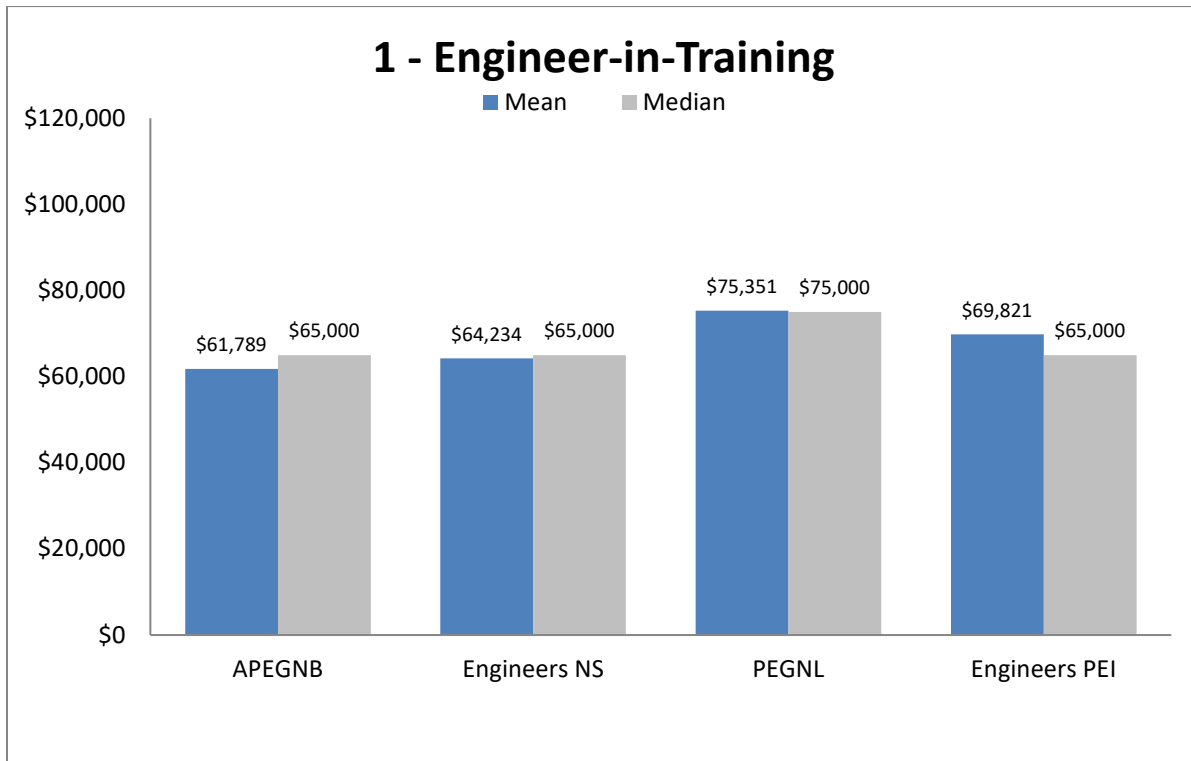
This year the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL), Engineers Nova Scotia, the Association of Professional Engineers and Geoscientists of New Brunswick (APEGNB), and Engineers PEI agreed to jointly complete an engineering salary and benefits survey. Many members, 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 20<sup>th</sup> of June until the 24<sup>th</sup> 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.

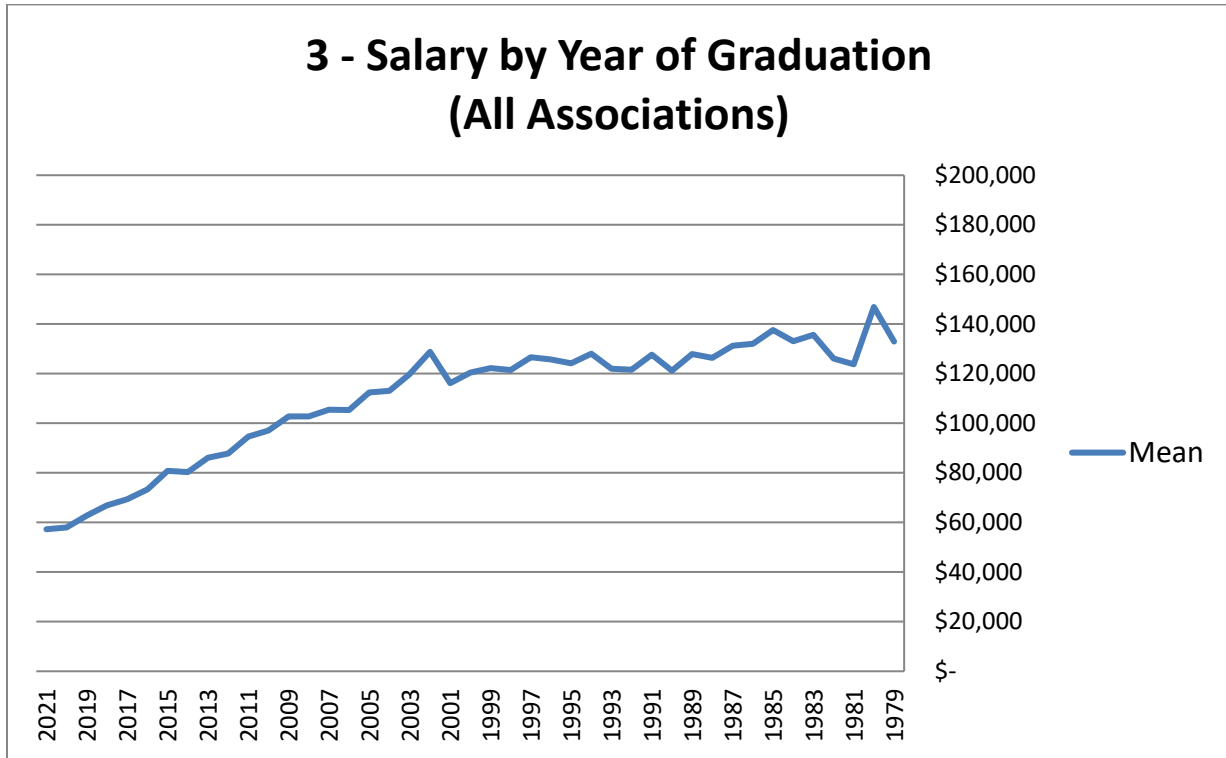
**Salary by Membership Status**



***Salary by Membership Status: Comparison Between 2018 and 2021***

	2021					2018				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
<b>Engineer-in-Training</b>										
<b>All Associations</b>	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
<b>Professional Engineer</b>										
<b>All Associations</b>	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

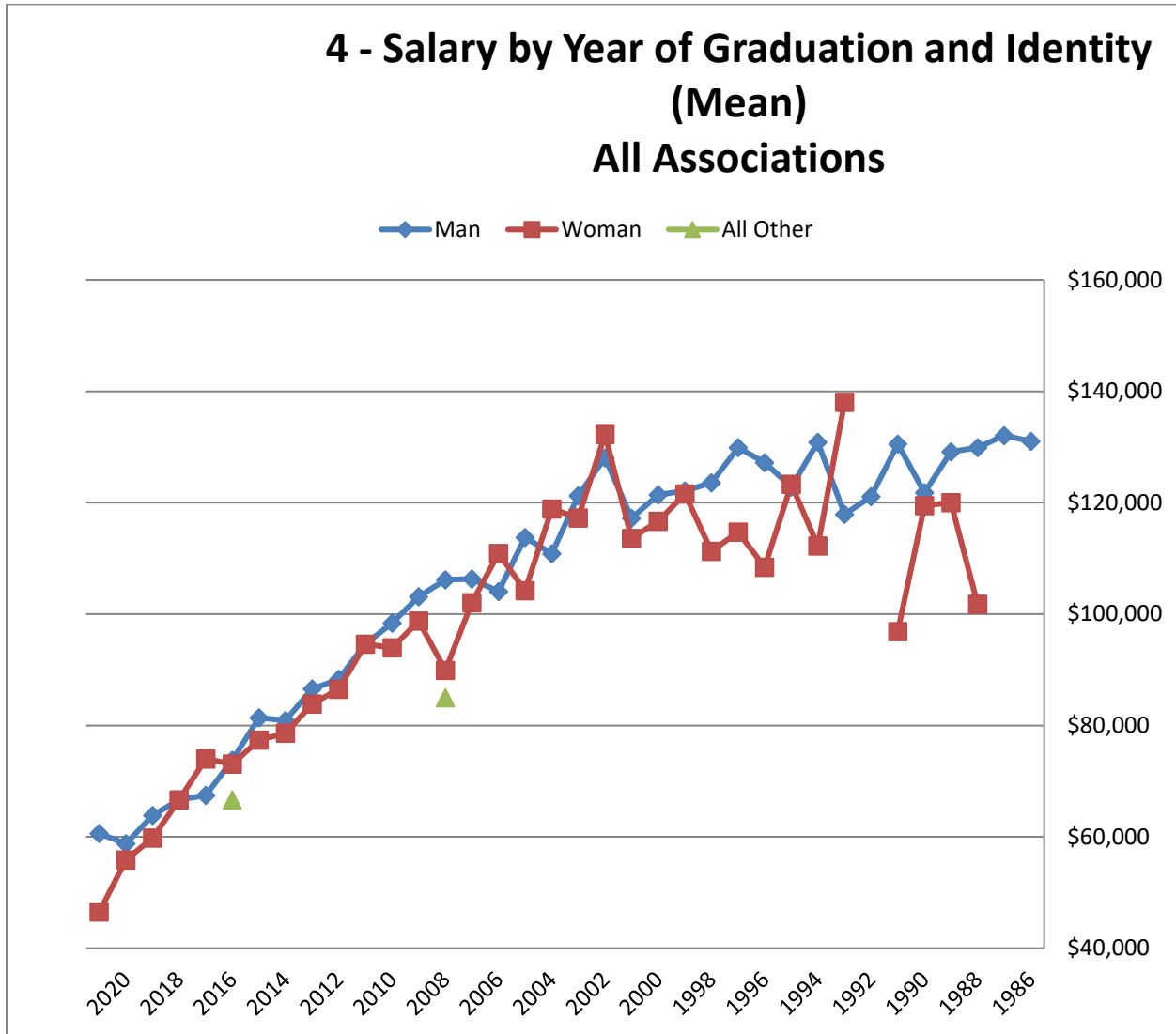
**Salary by Year of Graduation**



**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**

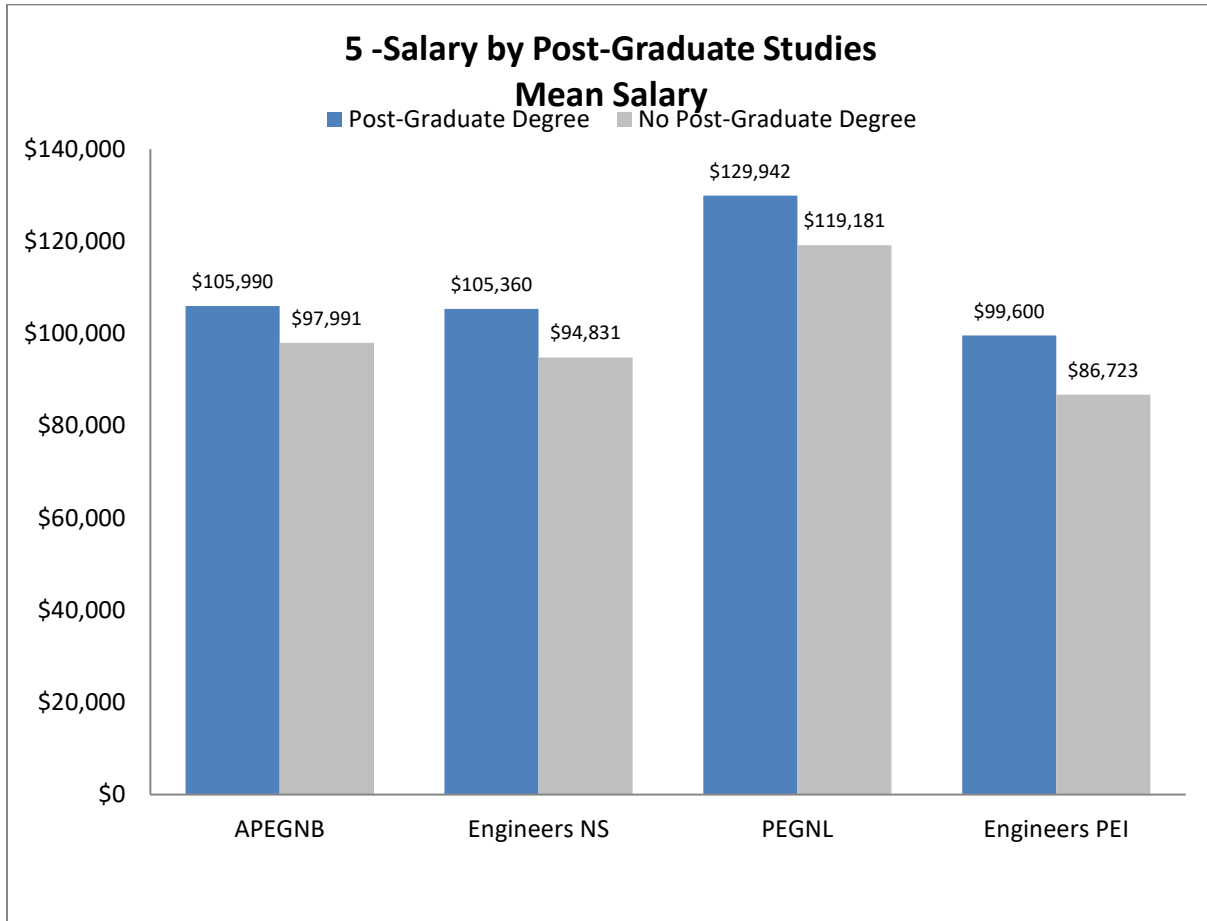




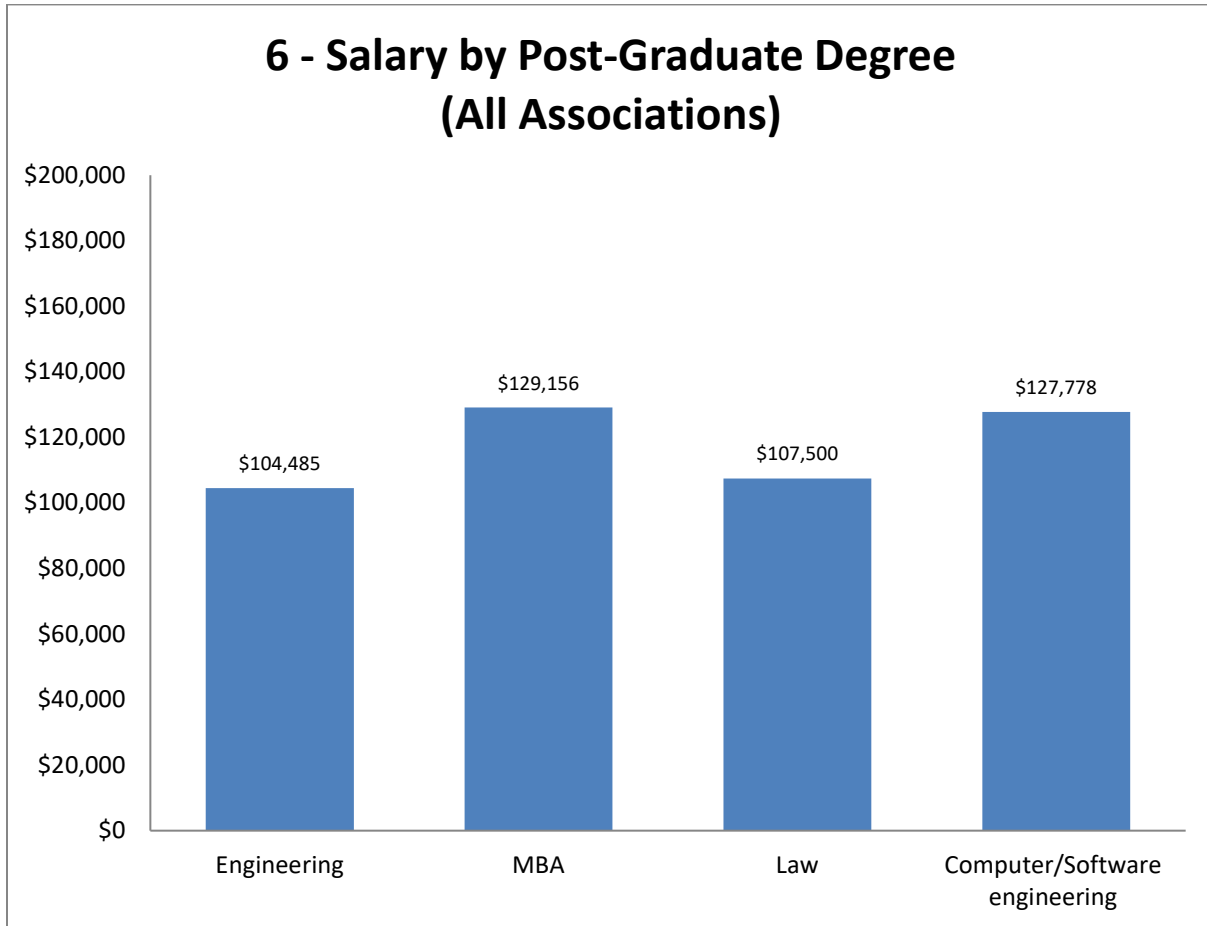
***Salary by Year of Graduation and Identity (Mean)***

	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***

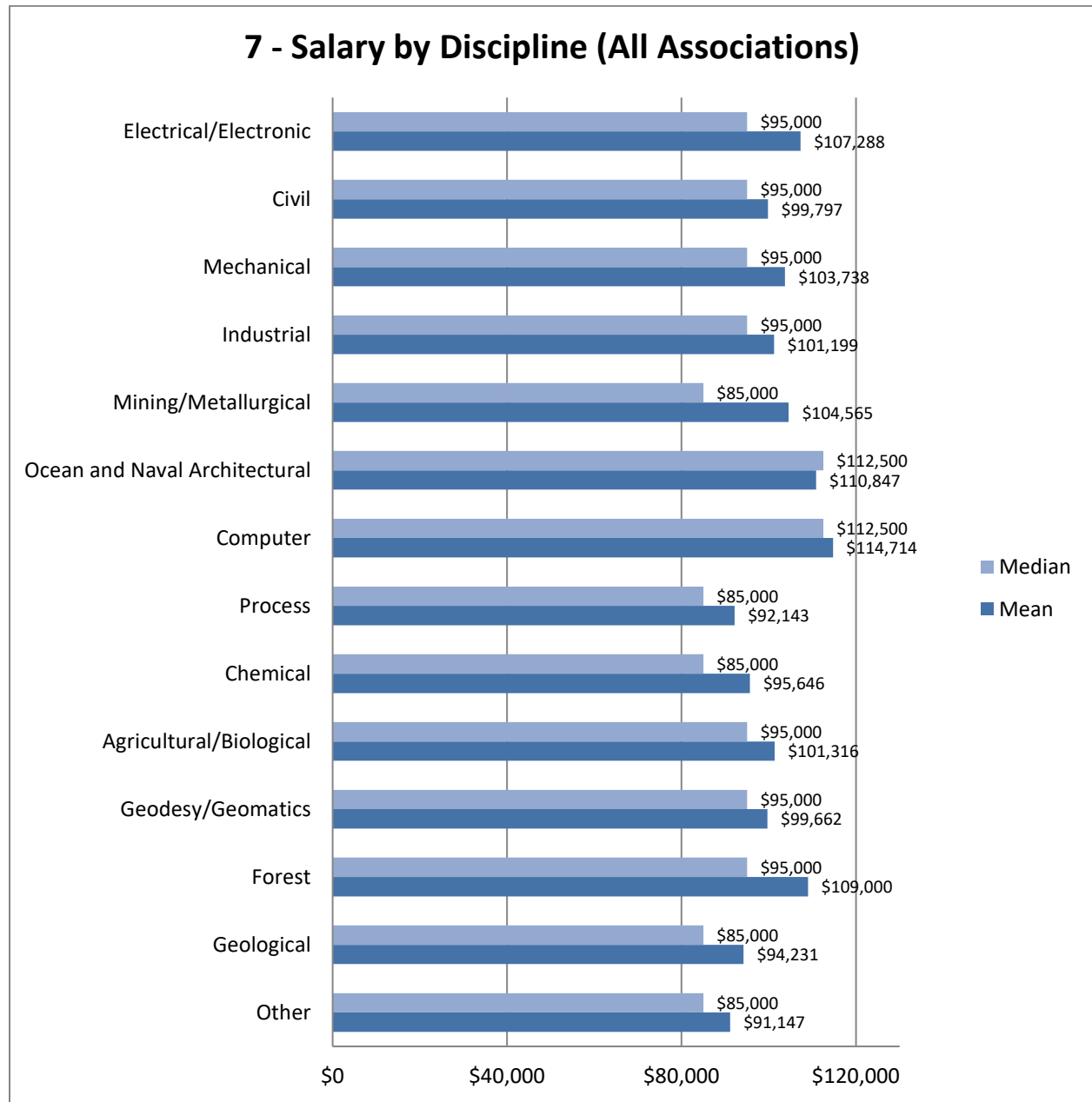


***Salary by Post-Graduate Degree***

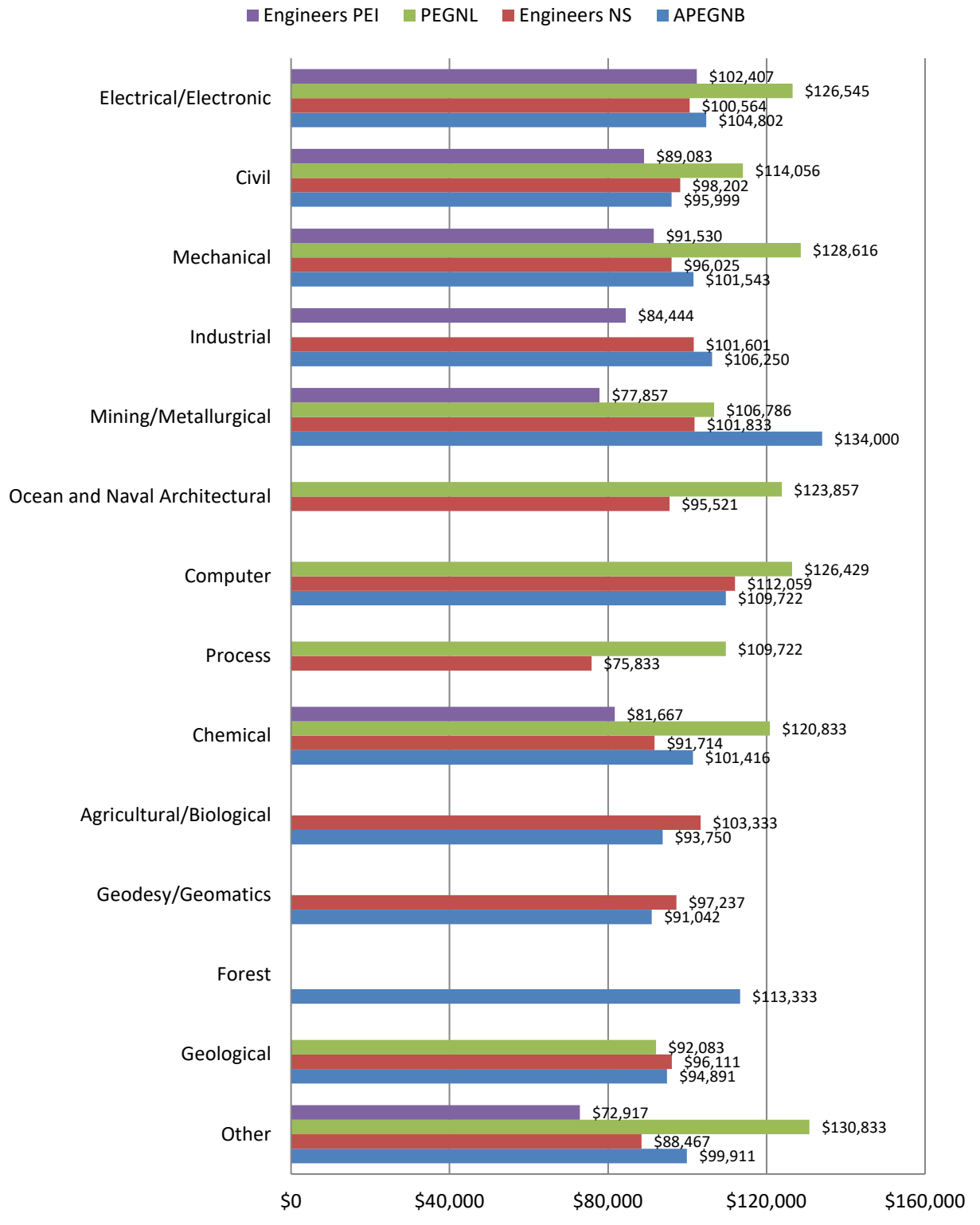


***Salary by Discipline***

---



## 8 - Salary by Discipline Mean Salary



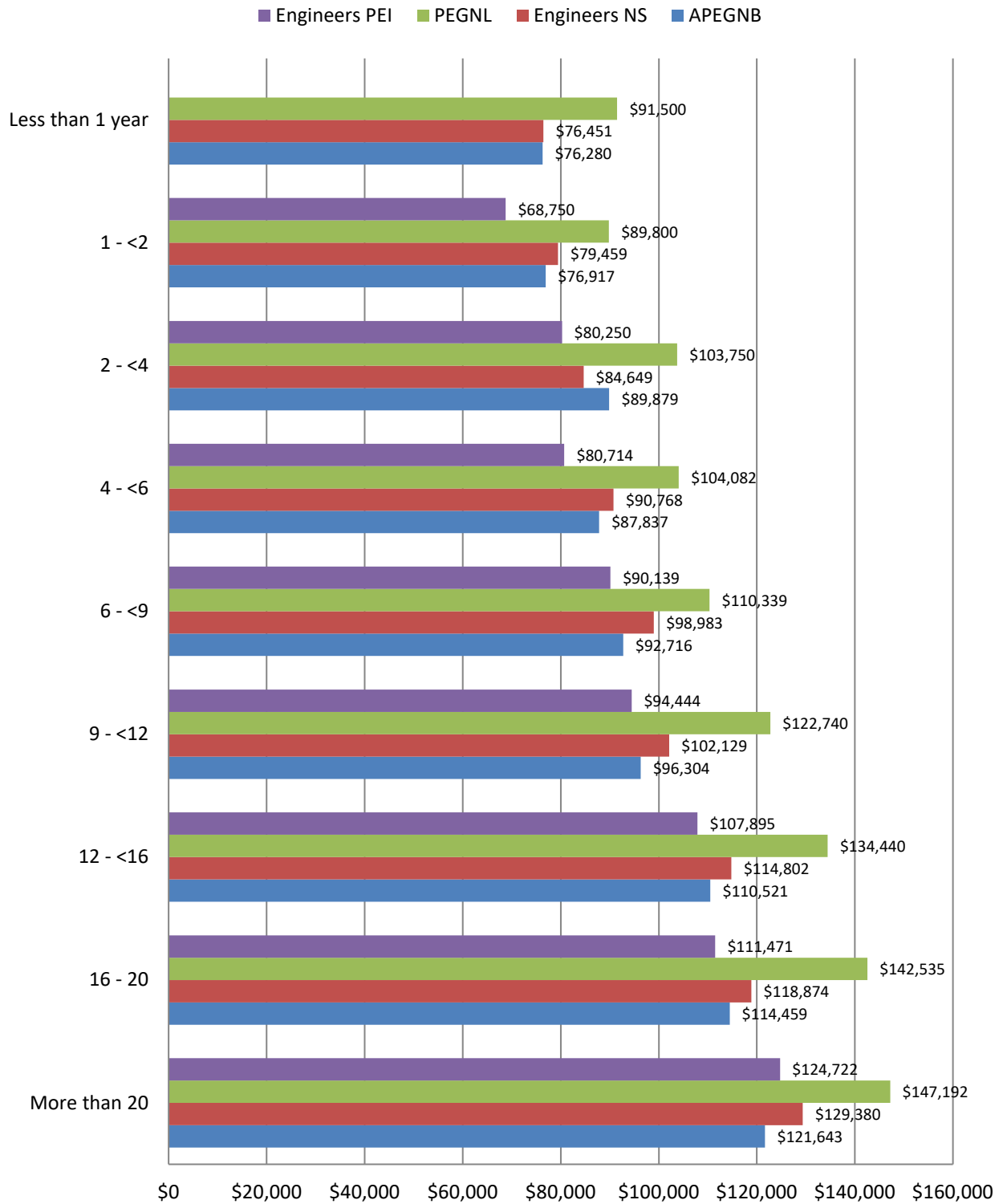
***Salary by Discipline Mean Salary***

Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Electrical/ Electronic	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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

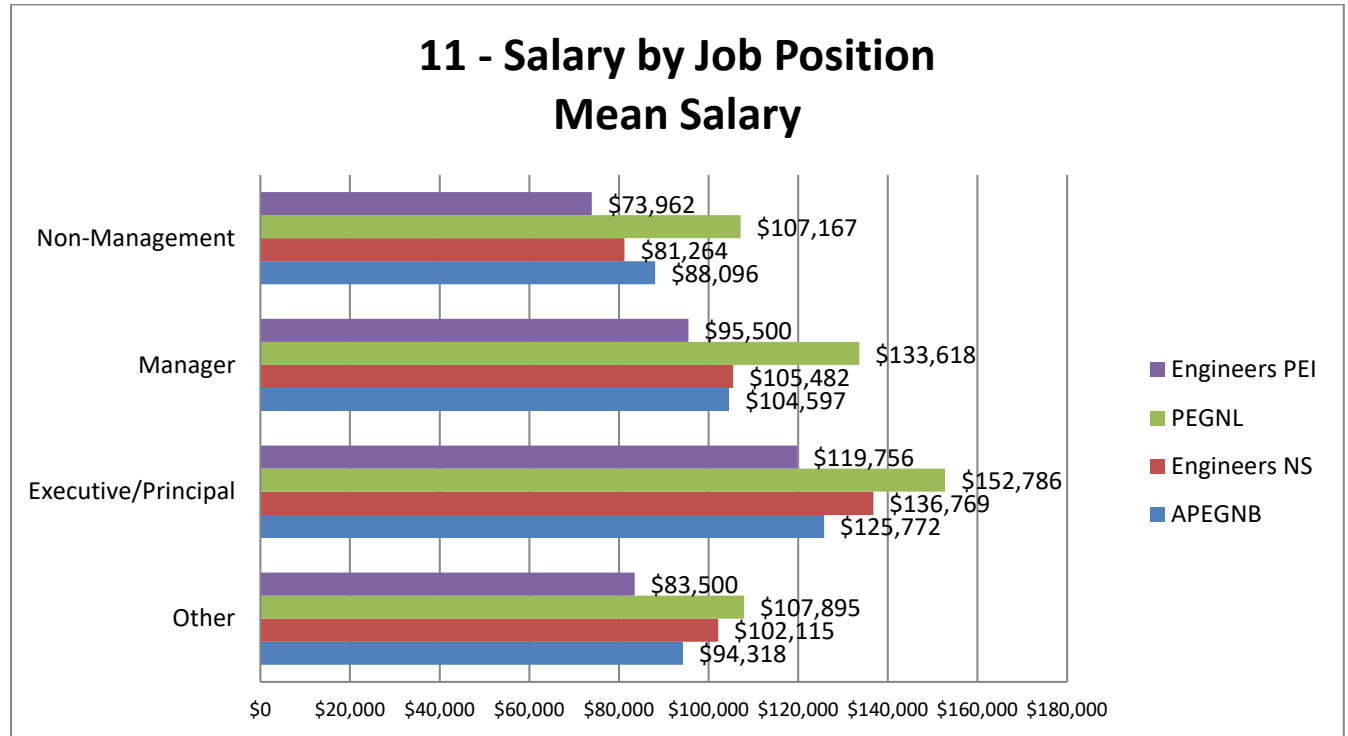
**Engineers-in-Training Salary by Years of Experience since Registration**



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

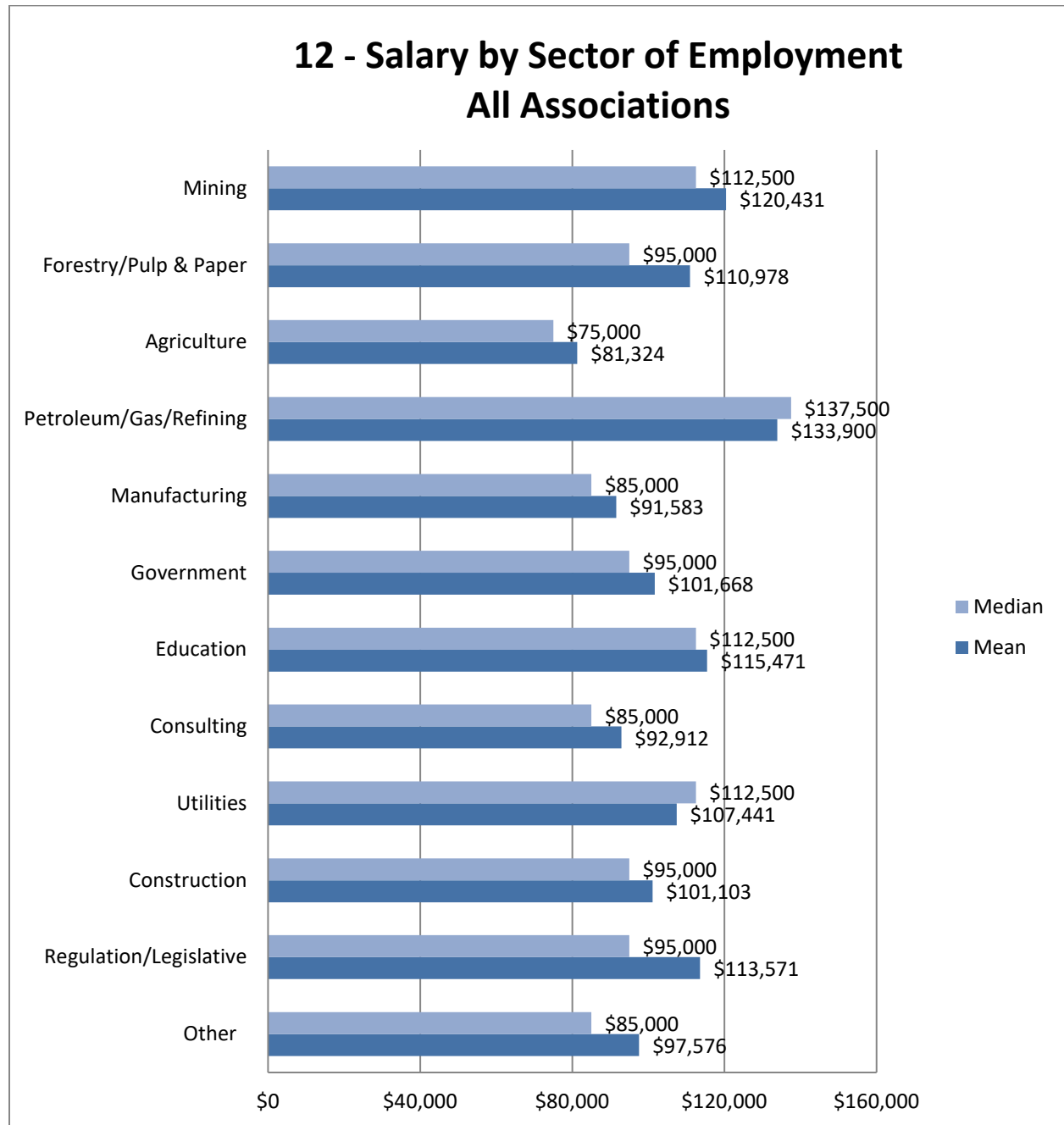
Years	APEGNB	Engineers NS	PEGNL	Engineers PEI
10		\$101,250		\$85,000
9		\$55,000	\$85,000	
8		\$78,333		\$81,000
7	\$85,000	\$85,000		
6		\$86,944		\$84,375
5	\$69,286	\$74,833	\$83,438	\$71,875
4	\$67,500	\$70,816	\$85,938	\$61,667
3	\$61,319	\$64,909	\$77,833	\$69,615
2	\$59,274	\$60,164	\$72,692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

**Salary by Job Position**

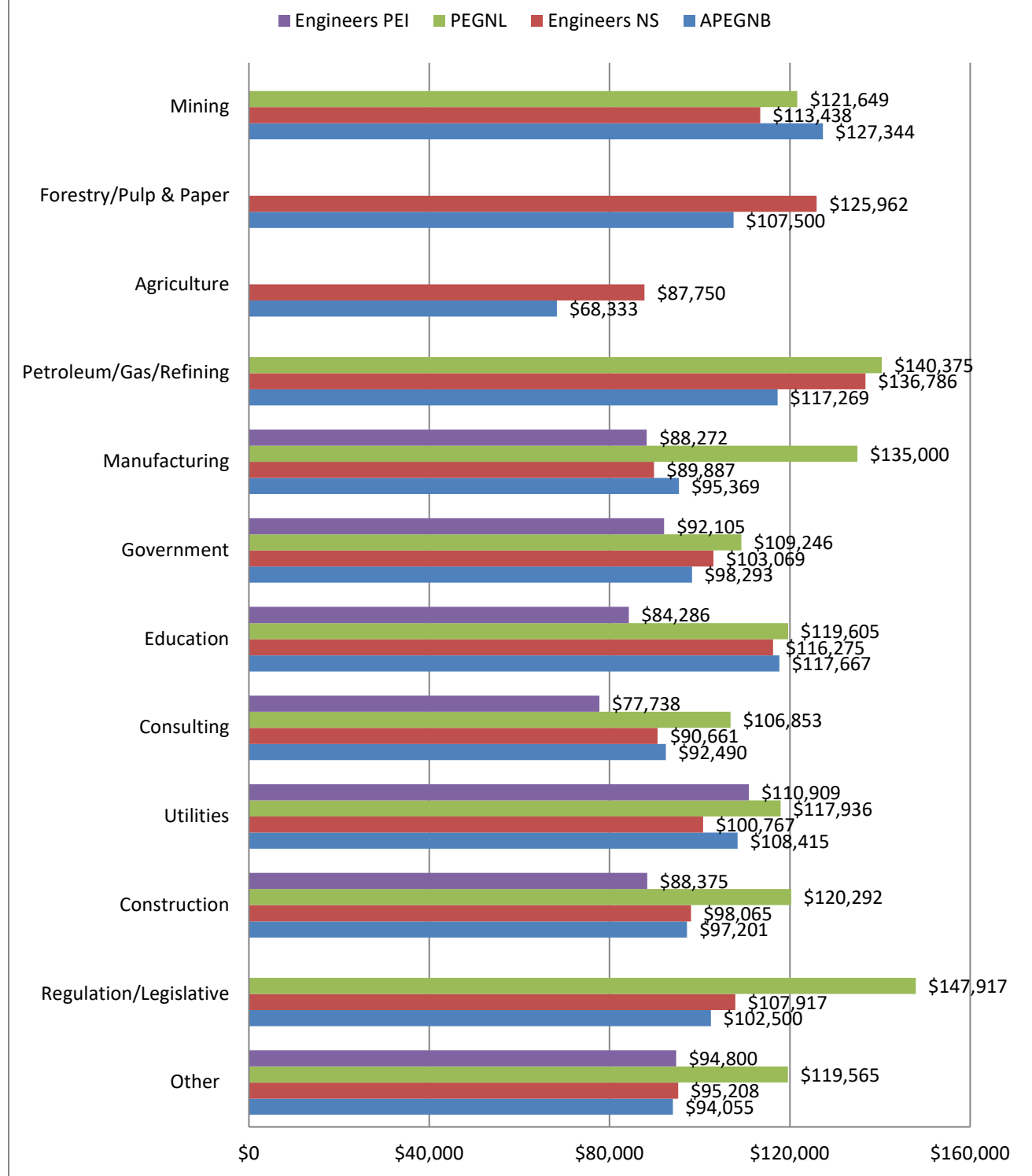


Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non- Management	<b>All Associations</b>	1683	\$87,273	\$85,000	\$65,000	\$95,000
	APEGNB	437	\$88,096	\$85,000	\$65,000	\$112,500
	Engineers NS	834	\$81,264	\$75,000	\$65,000	\$95,000
	PEGNL	306	\$107,167	\$95,000	\$85,000	\$112,500
	Engineers PEI	106	\$73,962	\$65,000	\$65,000	\$85,000
Manager	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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%

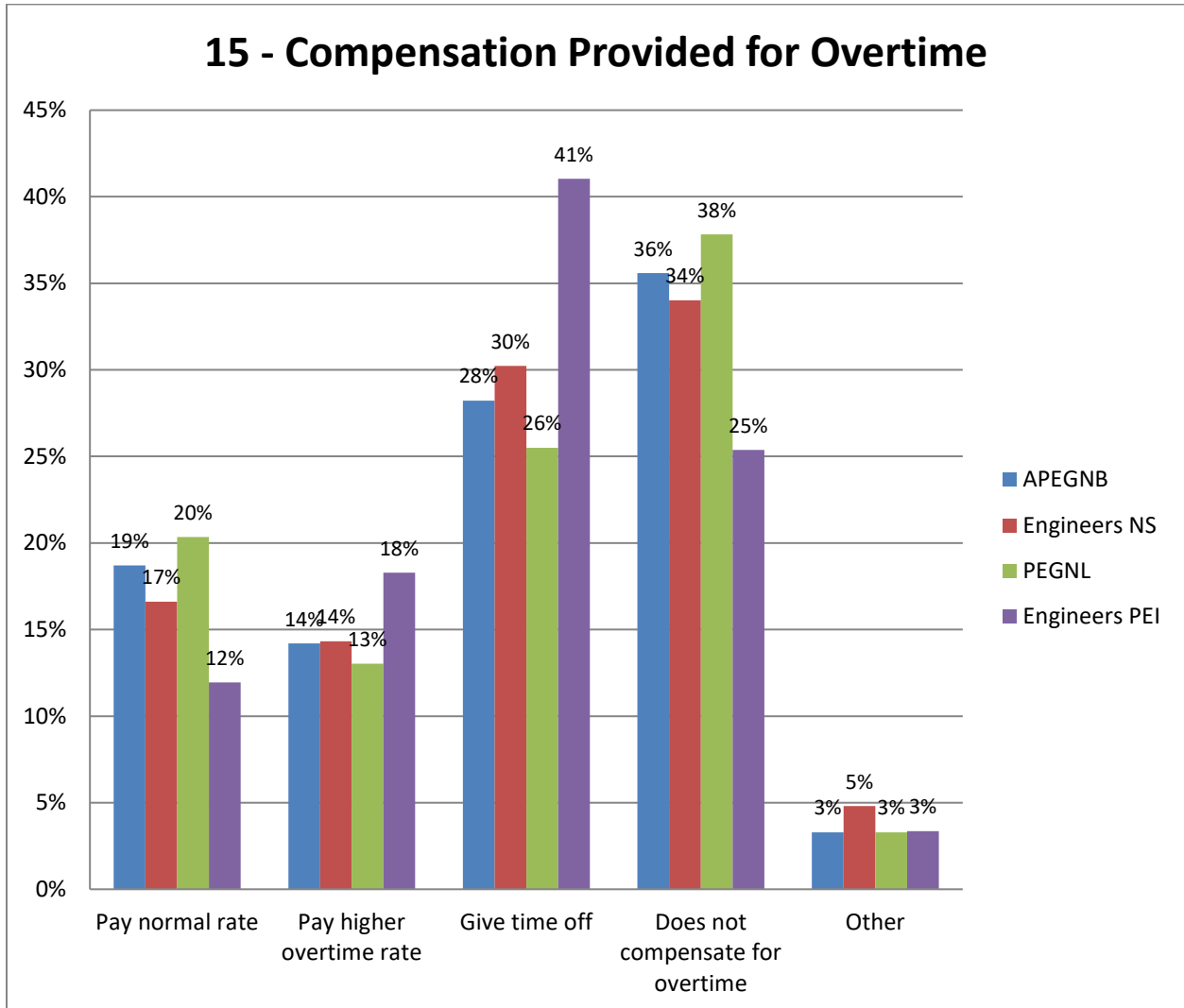
***Vacation by Employment Sector***

	Association	Number of Responses	Number of Vacation Days				
			< 5	5-10	11-15	16-20	20+
Mining	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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%

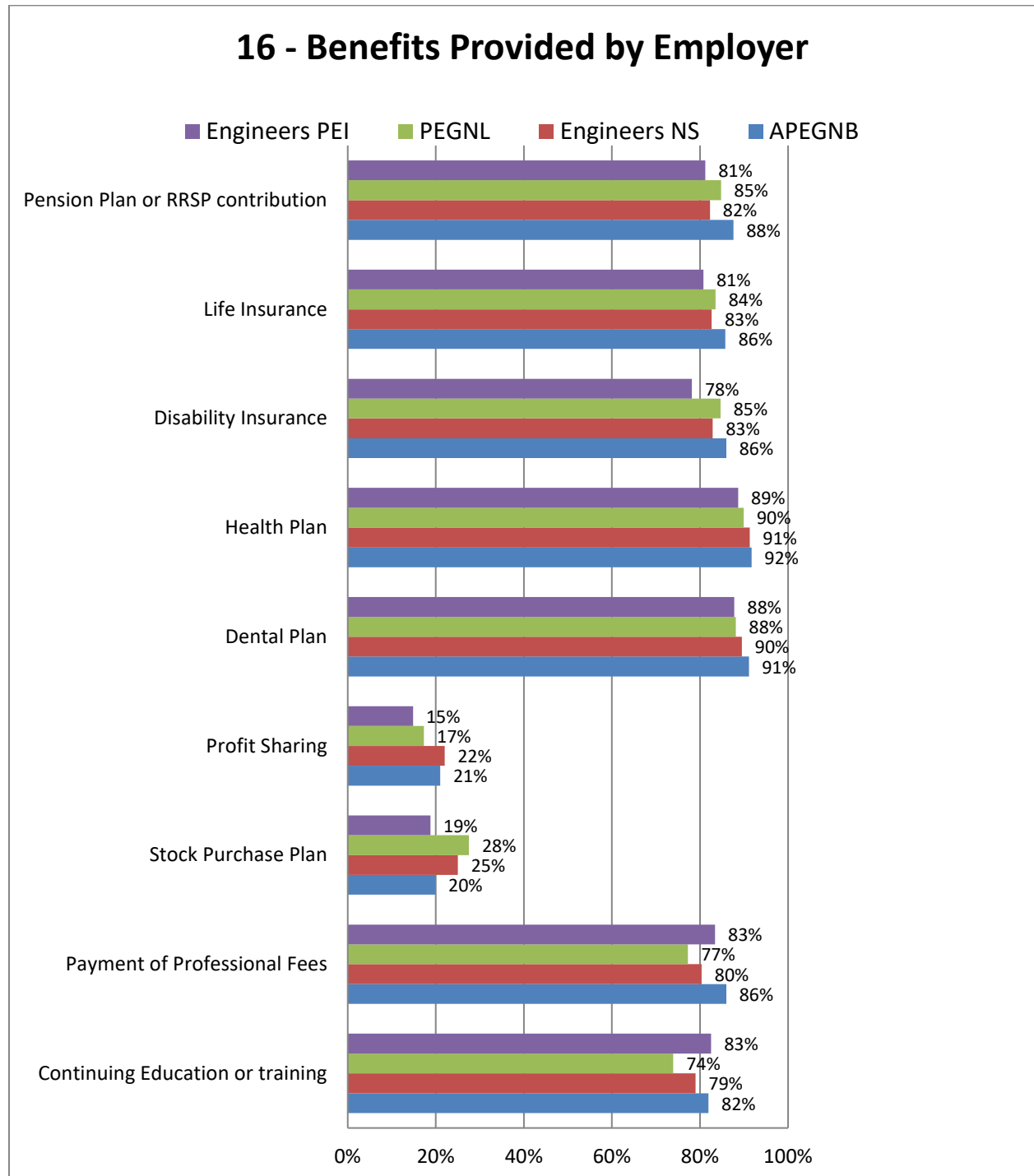
## Member Salary and Benefits Survey 2021

	Association	Number of Responses	Number of Vacation Days				
			< 5	5-10	11-15	16-20	20+
Consulting	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	3431	87%	13%
	APEGNB	969	89%	11%
	Engineers NS	1642	86%	14%
	PEGNL	597	89%	11%
	Engineers PEI	223	83%	17%
Life Insurance	<b>All Associations</b>	3347	89%	11%
	APEGNB	951	89%	11%
	Engineers NS	1591	89%	11%
	PEGNL	589	89%	11%
	Engineers PEI	216	86%	14%
Disability Insurance	<b>All Associations</b>	3310	90%	10%
	APEGNB	945	90%	10%
	Engineers NS	1567	91%	9%
	PEGNL	587	90%	10%
	Engineers PEI	211	85%	15%
Health Plan	<b>All Associations</b>	3433	94%	6%
	APEGNB	967	94%	6%
	Engineers NS	1646	95%	5%
	PEGNL	596	94%	6%
	Engineers PEI	224	91%	9%
Dental Plan	<b>All Associations</b>	3429	93%	7%
	APEGNB	966	93%	7%
	Engineers NS	1643	94%	6%
	PEGNL	597	92%	8%
	Engineers PEI	223	90%	10%
Profit Sharing	<b>All Associations</b>	3170	23%	77%
	APEGNB	895	23%	77%
	Engineers NS	1516	25%	75%
	PEGNL	552	20%	80%
	Engineers PEI	207	16%	84%
Stock Purchase Plan	<b>All Associations</b>	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	<b>All Associations</b>	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	<b>All Associations</b>	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**

