
Atlantic Canada Engineering Salary Survey 2018 Report

Prepared for:

Engineers Nova Scotia

Engineers and Geoscientists New Brunswick

Professional Engineers and Geoscientists Newfoundland & Labrador

Engineers PEI

Prepared by:



Version 1.2

November 05, 2018

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AMENDMENTS

Version 1.1 - October 2018

- Updated table seven to display the 2018 data.
- Fixed the column labels on the chart on page 32 to accurately reflect Cost Shared and Non Cost Shared.
- Changed table four to display 1983 to 2018 instead of the last decade of data.

Version 1.2 - November 2018

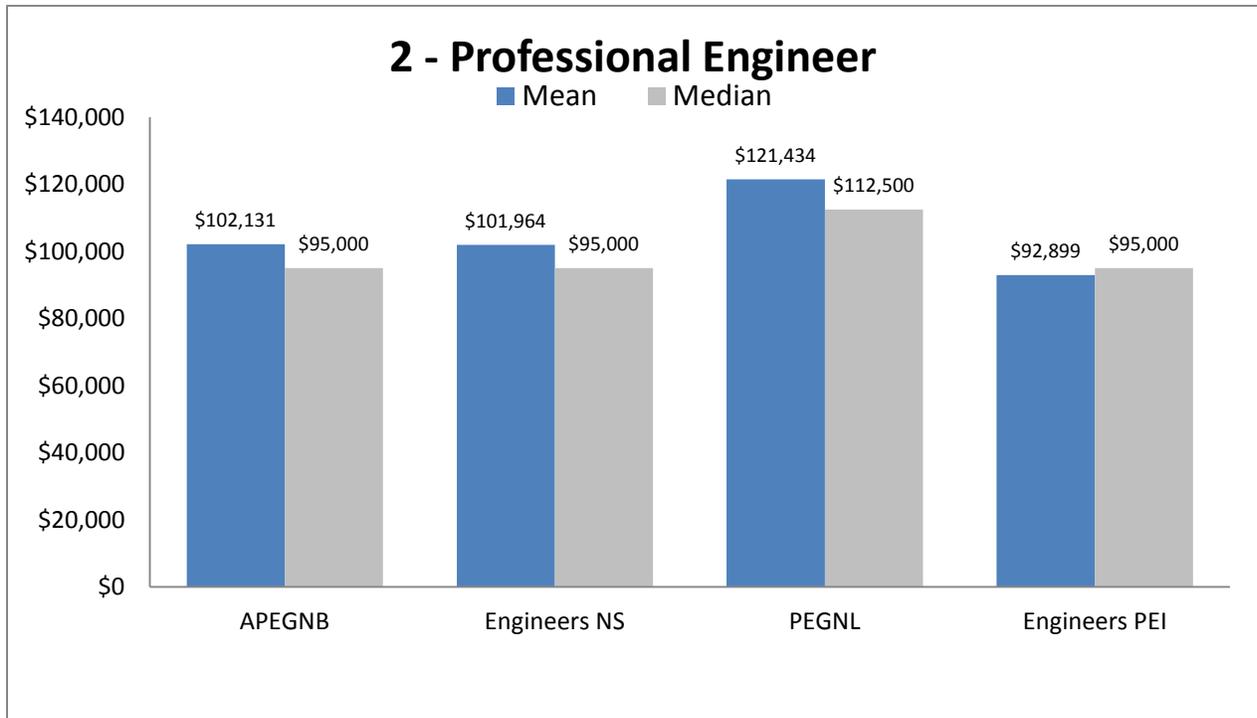
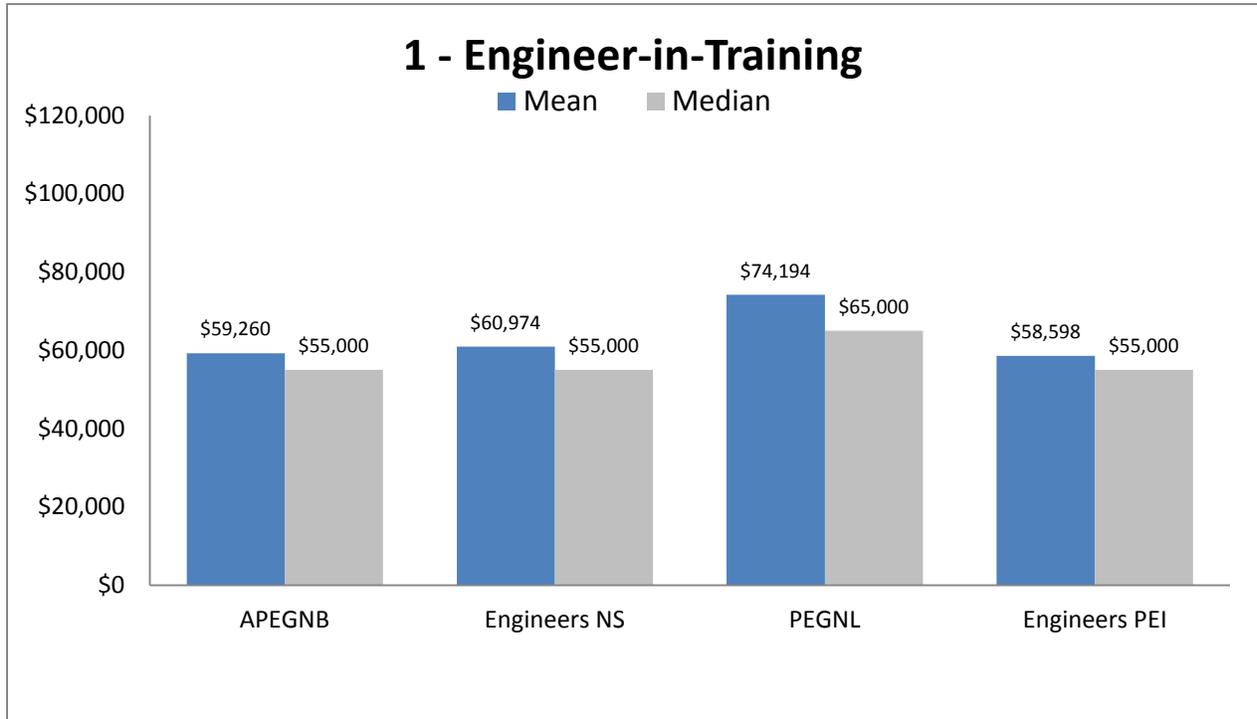
- Updated table thirteen and the chart on page 24 due to suppression
- Updated a display issue on Vacation by Sector of Employment on page 28
- Moved amendments page to beginning of report

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 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 2018 salary survey was conducted and compiled by ClearPicture Corp. This year 10,776 members were asked to participate in the survey, with 3246 responding for a 30% participation rate. Only the aggregated data has been presented in this report. Individual members data will be kept confidential and ClearPicture Corp. will not share that data with anyone.

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

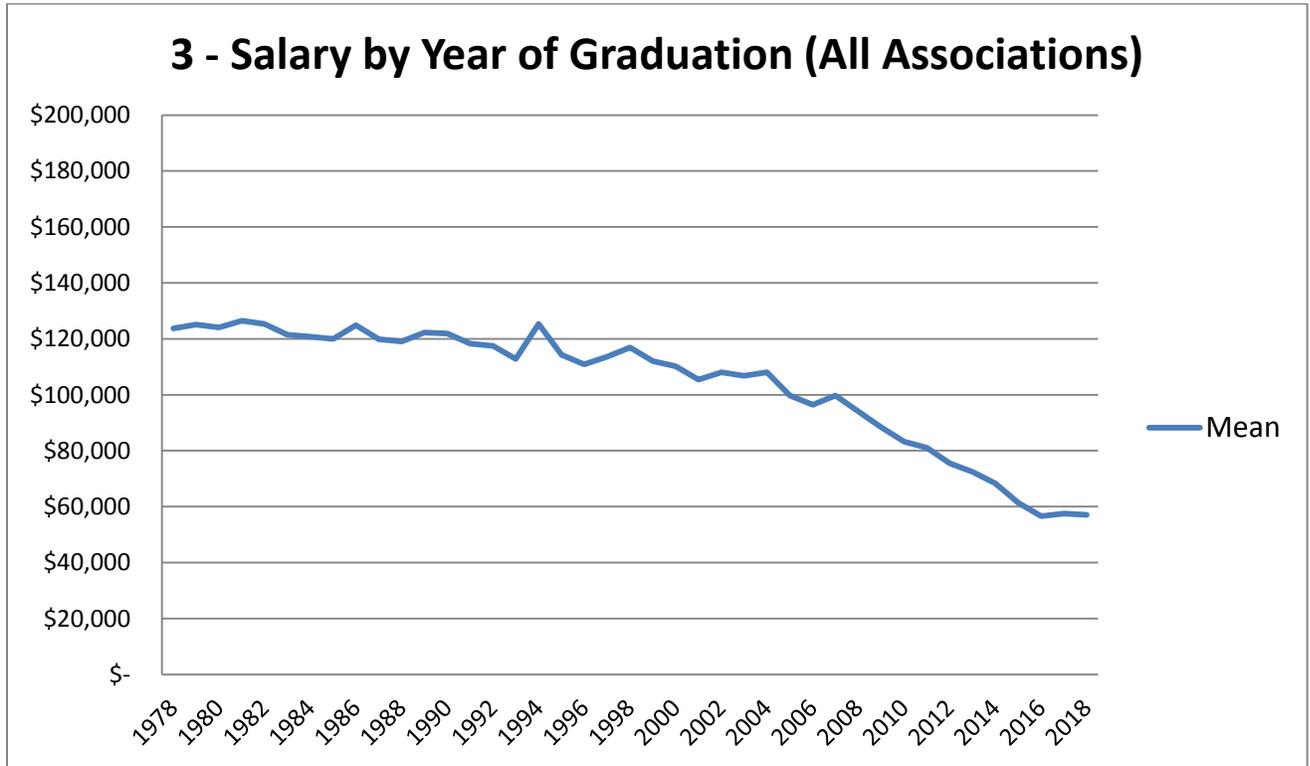
Salary by Membership Status



Salary by Membership Status: Comparison Between 2015 and 2018

	2018					2015				
	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Engineer-in-Training										
All Associations	553	\$62,486	\$55,000	\$55,000	\$65,000	585	\$62,867	\$55,000	\$55,000	\$75,000
APEGNB	177	\$59,260	\$55,000	\$37,500	\$65,000	152	\$58,980	\$55,000	\$45,000	\$65,000
Engineers NS	241	\$60,974	\$55,000	\$55,000	\$65,000	256	\$59,550	\$55,000	\$55,000	\$65,000
PEGNL	94	\$74,194	\$65,000	\$55,000	\$85,000	124	\$77,721	\$75,000	\$65,000	\$85,000
Engineers PEI	41	\$58,598	\$55,000	\$55,000	\$65,000	53	\$55,283	\$55,000	\$45,000	\$55,000
Professional Engineer										
All Associations	2577	\$106,043	\$95,000	\$75,000	\$112,500	2804	\$104,211	\$95,000	\$75,000	\$110,000
APEGNB	773	\$102,131	\$95,000	\$75,000	\$112,500	836	\$96,913	\$95,000	\$75,000	\$110,000
Engineers NS	1139	\$101,964	\$95,000	\$75,000	\$112,500	1259	\$101,955	\$95,000	\$75,000	\$110,000
PEGNL	568	\$121,434	\$112,500	\$85,000	\$137,500	590	\$121,919	\$110,000	\$95,000	\$130,000
Engineers PEI	97	\$92,899	\$95,000	\$75,000	\$112,500	118	\$90,211	\$85,000	\$75,000	\$110,000

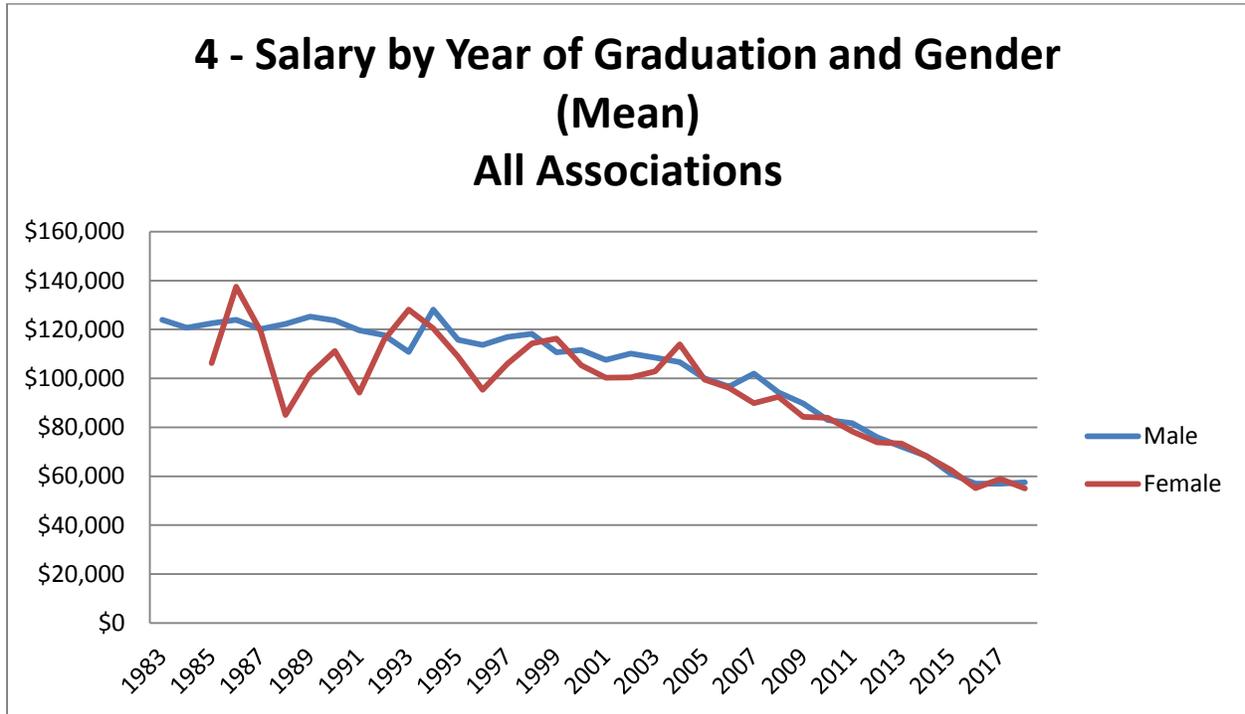
Salary by Year of Graduation



Member Salary Survey 2018

Graduation Year	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
1978	12	\$123,750	\$90,000	\$0	\$112,500
1979	20	\$125,156	\$112,500	\$77,500	\$137,500
1980	25	\$124,063	\$95,000	\$0	\$137,500
1981	28	\$126,522	\$112,500	\$90,000	\$137,500
1982	44	\$125,338	\$112,500	\$92,500	\$137,500
1983	45	\$121,474	\$112,500	\$75,000	\$137,500
1984	41	\$120,764	\$112,500	\$85,000	\$137,500
1985	41	\$120,000	\$112,500	\$112,500	\$137,500
1986	47	\$124,886	\$112,500	\$95,000	\$137,500
1987	74	\$119,896	\$112,500	\$95,000	\$137,500
1988	48	\$119,043	\$112,500	\$92,500	\$137,500
1989	49	\$122,234	\$112,500	\$112,500	\$137,500
1990	54	\$121,898	\$112,500	\$87,500	\$137,500
1991	57	\$118,318	\$112,500	\$95,000	\$137,500
1992	40	\$117,500	\$112,500	\$85,000	\$137,500
1993	57	\$112,807	\$112,500	\$85,000	\$112,500
1994	60	\$125,302	\$112,500	\$95,000	\$143,750
1995	69	\$114,258	\$112,500	\$85,000	\$112,500
1996	48	\$110,904	\$112,500	\$92,500	\$137,500
1997	80	\$113,558	\$112,500	\$85,000	\$137,500
1998	79	\$116,875	\$112,500	\$95,000	\$137,500
1999	73	\$112,049	\$112,500	\$85,000	\$137,500
2000	65	\$110,192	\$95,000	\$85,000	\$137,500
2001	65	\$105,363	\$112,500	\$85,000	\$112,500
2002	65	\$107,984	\$112,500	\$85,000	\$112,500
2003	88	\$106,765	\$112,500	\$85,000	\$112,500
2004	78	\$108,026	\$103,750	\$85,000	\$112,500
2005	97	\$99,731	\$95,000	\$75,000	\$112,500
2006	91	\$96,420	\$95,000	\$80,000	\$112,500
2007	85	\$99,719	\$95,000	\$75,000	\$112,500
2008	129	\$94,078	\$85,000	\$75,000	\$112,500
2009	110	\$88,302	\$85,000	\$75,000	\$95,000
2010	123	\$83,196	\$75,000	\$65,000	\$95,000
2011	113	\$81,101	\$75,000	\$65,000	\$85,000
2012	93	\$75,528	\$75,000	\$65,000	\$85,000
2013	134	\$72,386	\$75,000	\$65,000	\$85,000
2014	125	\$68,361	\$65,000	\$55,000	\$75,000
2015	121	\$61,441	\$55,000	\$55,000	\$65,000
2016	109	\$56,651	\$55,000	\$55,000	\$65,000
2017	89	\$57,560	\$55,000	\$55,000	\$65,000
2018	11	\$57,045	\$55,000	\$37,500	\$55,000

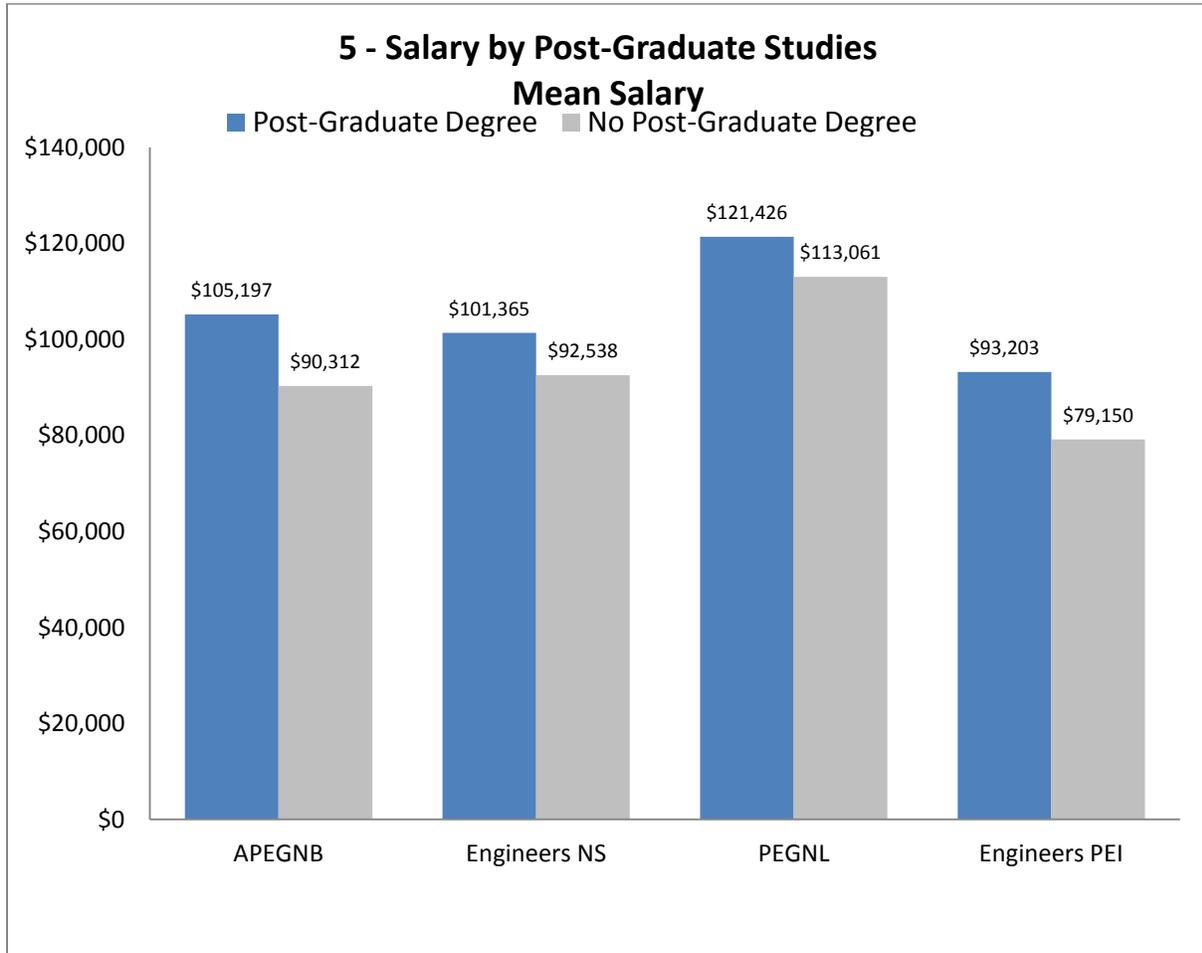
Salary by Year of Graduation and Gender



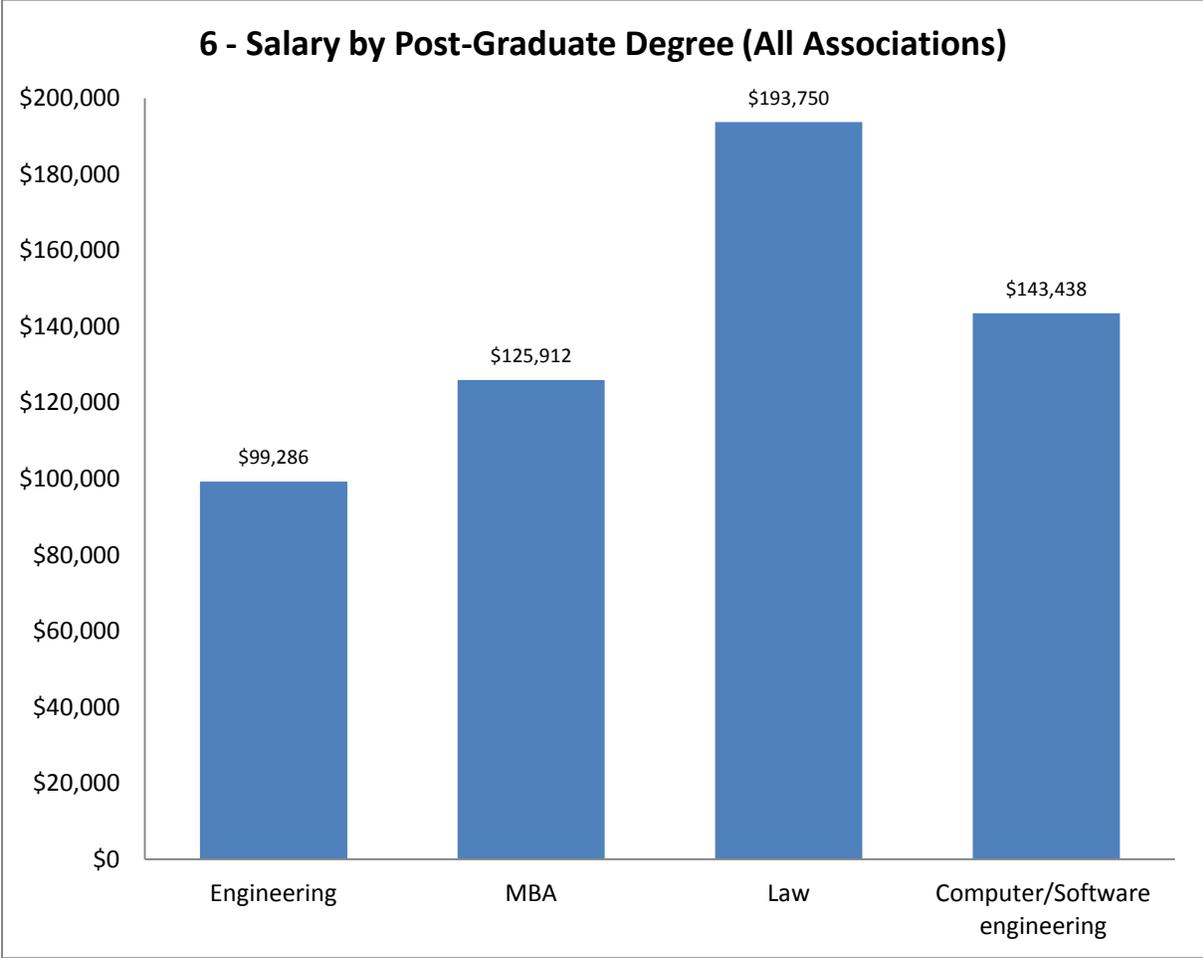
Member Salary Survey 2018

Year	Male	Female
1983	\$123,897	\$105,000
1984	\$120,764	
1985	\$122,500	\$106,250
1986	\$123,963	\$137,500
1987	\$120,198	\$119,286
1988	\$122,209	\$85,000
1989	\$125,244	\$101,667
1990	\$123,750	\$111,250
1991	\$119,712	\$94,167
1992	\$117,714	\$115,625
1993	\$110,833	\$128,125
1994	\$128,098	\$120,500
1995	\$115,750	\$108,929
1996	\$113,625	\$95,357
1997	\$116,909	\$106,023
1998	\$118,170	\$114,306
1999	\$110,727	\$116,324
2000	\$111,650	\$105,333
2001	\$107,616	\$100,263
2002	\$110,208	\$100,357
2003	\$108,475	\$102,885
2004	\$106,607	\$113,947
2005	\$100,000	\$99,444
2006	\$96,655	\$96,094
2007	\$102,000	\$89,833
2008	\$94,333	\$92,500
2009	\$89,744	\$84,286
2010	\$83,016	\$83,913
2011	\$81,694	\$78,289
2012	\$76,000	\$73,875
2013	\$72,083	\$73,417
2014	\$68,283	\$68,095
2015	\$61,034	\$62,581
2016	\$56,972	\$55,132
2017	\$56,992	\$58,900
2018	\$57,500	\$55,000

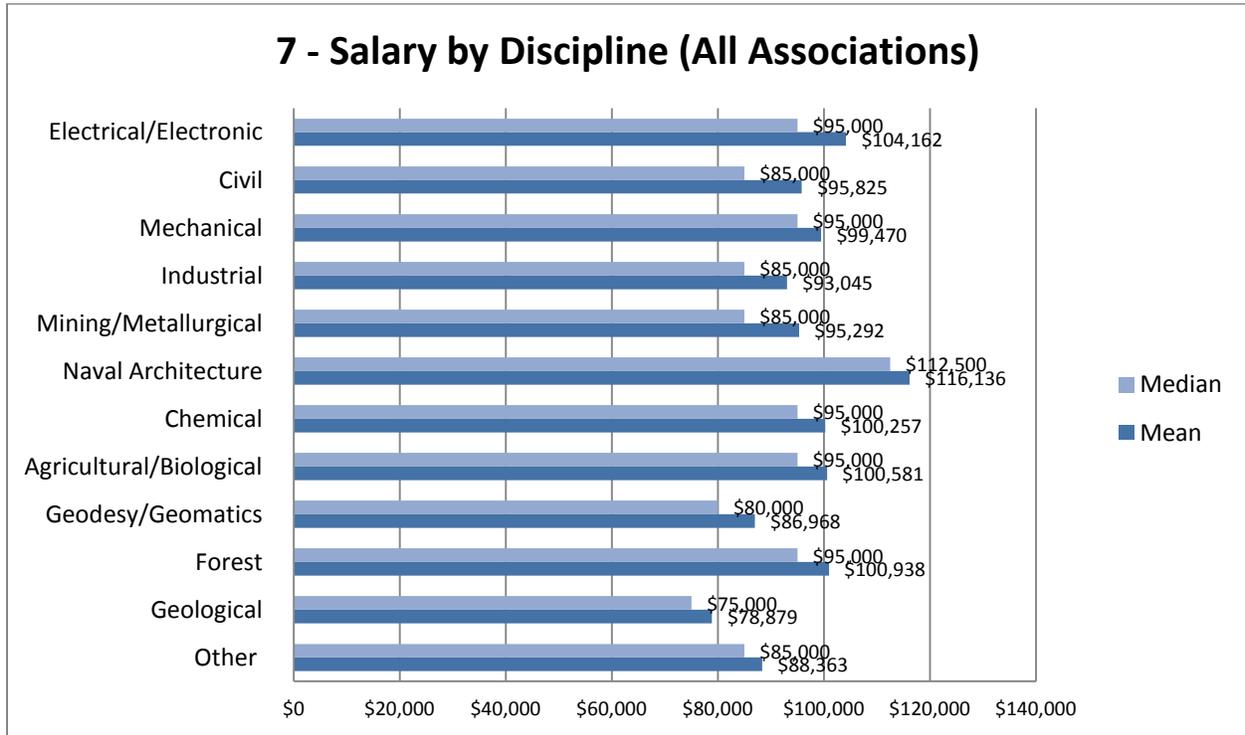
Salary by Post-Graduate Studies

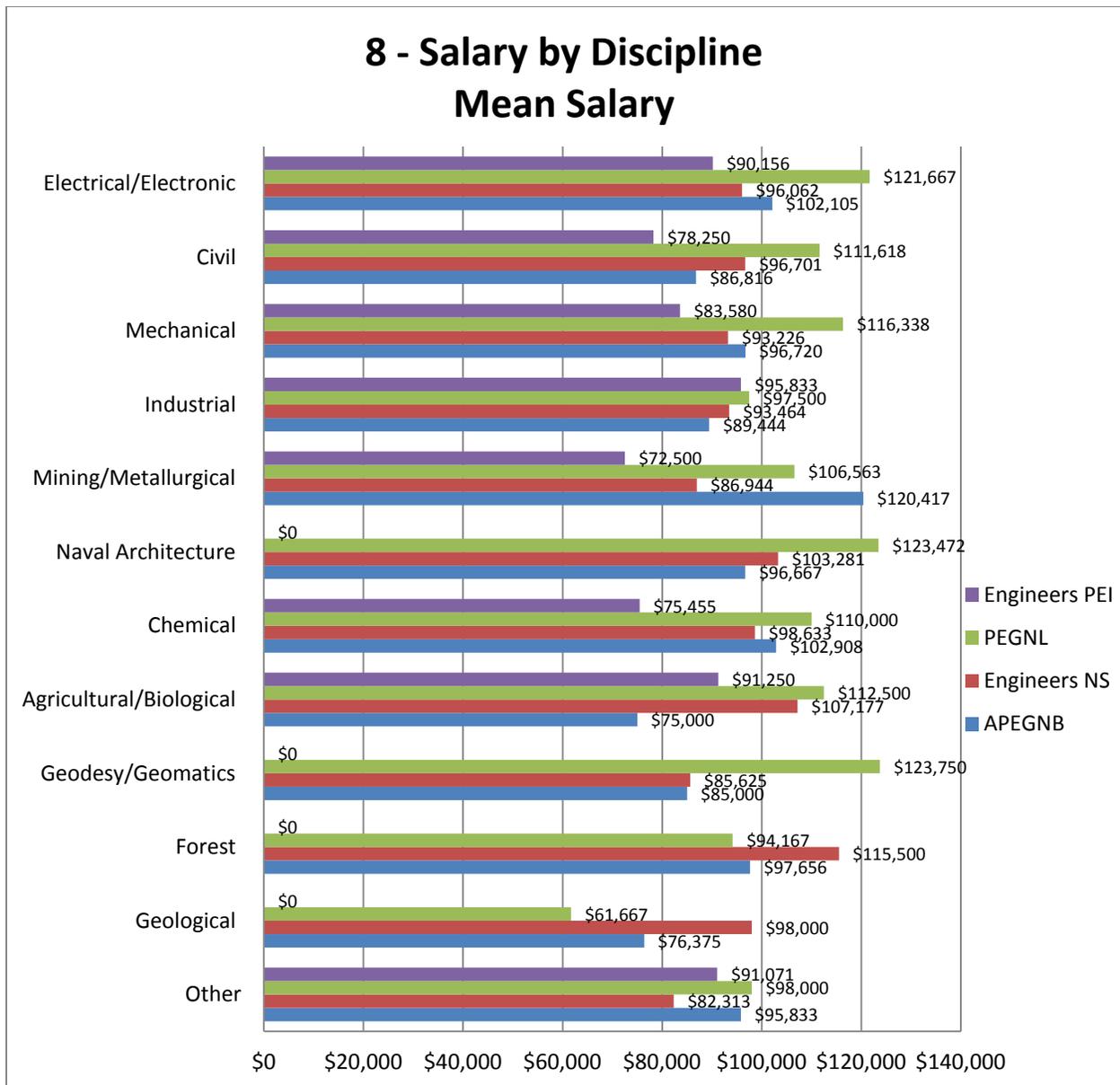


Salary by Post-Graduate Degree



Salary by Discipline





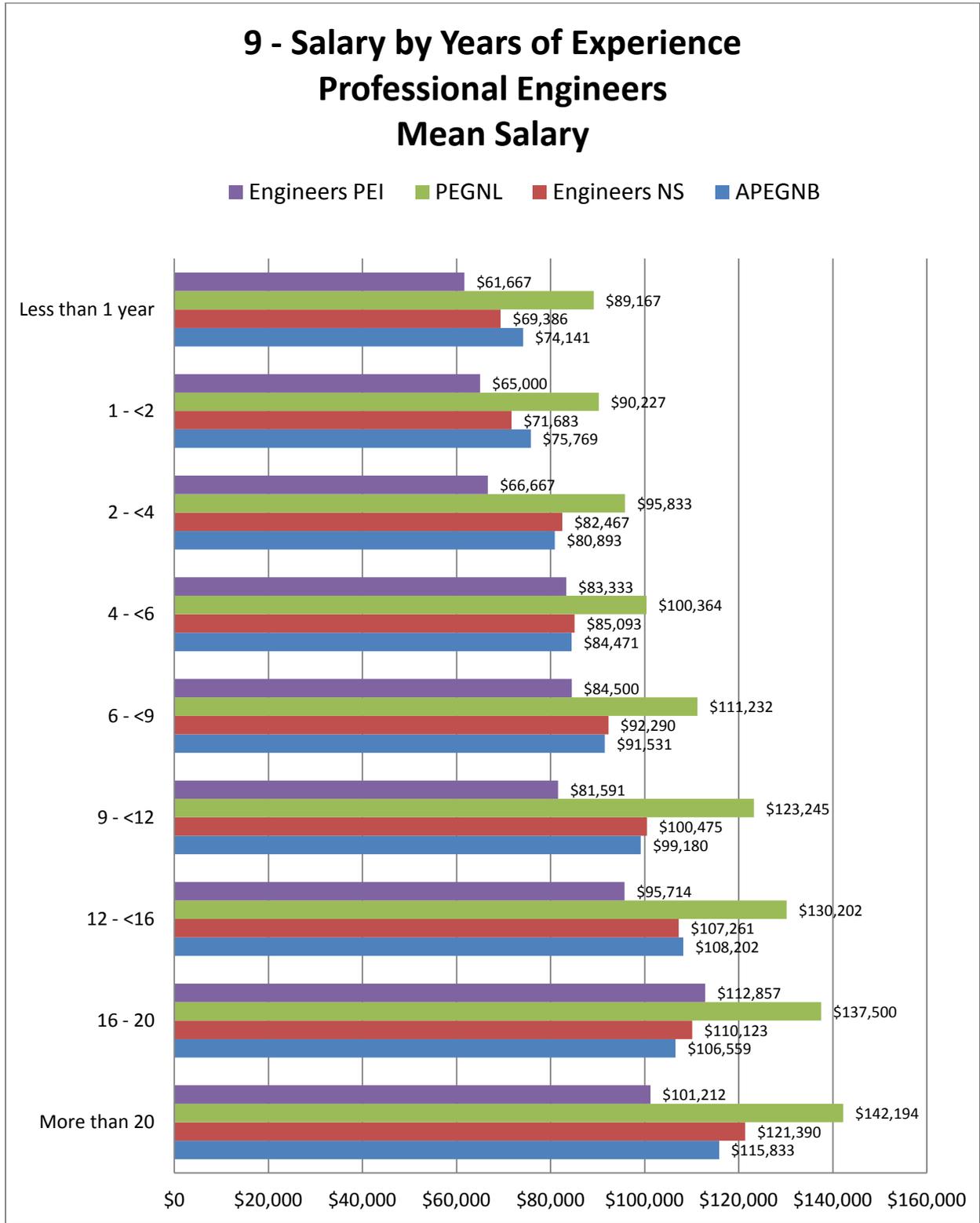
Member Salary Survey 2018

Discipline	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Electrical/ Electronic	All Associations	552	\$104,162	\$95,000	\$75,000	\$112,500
	APEGNB	159	\$102,105	\$95,000	\$75,000	\$112,500
	Engineers NS	239	\$96,062	\$85,000	\$65,000	\$112,500
	PEGNL	137	\$121,667	\$112,500	\$85,000	\$137,500
	Engineers PEI	17	\$90,156	\$85,000	\$55,000	\$112,500
Civil	All Associations	986	\$95,825	\$85,000	\$65,000	\$112,500
	APEGNB	340	\$86,816	\$85,000	\$55,000	\$112,500
	Engineers NS	388	\$96,701	\$85,000	\$65,000	\$112,500
	PEGNL	217	\$111,618	\$112,500	\$85,000	\$137,500
	Engineers PEI	41	\$78,250	\$75,000	\$55,000	\$95,000
Mechanical	All Associations	835	\$99,470	\$95,000	\$65,000	\$112,500
	APEGNB	215	\$96,720	\$95,000	\$75,000	\$112,500
	Engineers NS	364	\$93,226	\$85,000	\$65,000	\$112,500
	PEGNL	211	\$116,338	\$112,500	\$85,000	\$137,500
	Engineers PEI	45	\$83,580	\$75,000	\$65,000	\$95,000
Industrial	All Associations	115	\$93,045	\$85,000	\$75,000	\$112,500
	APEGNB	18	\$89,444	\$95,000	\$77,500	\$95,000
	Engineers NS	88	\$93,464	\$85,000	\$65,000	\$112,500
	PEGNL	3	\$97,500	\$95,000	\$90,000	\$103,750
	Engineers PEI	6	\$95,833	\$95,000	\$87,500	\$108,125
Mining/ Metallurgical	All Associations	65	\$95,292	\$85,000	\$65,000	\$112,500
	APEGNB	12	\$120,417	\$112,500	\$82,500	\$162,500
	Engineers NS	40	\$86,944	\$75,000	\$65,000	\$112,500
	PEGNL	9	\$106,563	\$95,000	\$75,000	\$112,500
	Engineers PEI	4	\$72,500	\$70,000	\$65,000	\$77,500
Naval Architecture	All Associations	56	\$116,136	\$112,500	\$85,000	\$137,500
	APEGNB	3	\$96,667	\$112,500	\$88,750	\$112,500
	Engineers NS	16	\$103,281	\$103,750	\$80,000	\$118,750
	PEGNL	37	\$123,472	\$112,500	\$85,000	\$162,500
	Engineers PEI	0	-	-	-	-
Chemical	All Associations	199	\$100,257	\$95,000	\$65,000	\$112,500
	APEGNB	99	\$102,908	\$95,000	\$75,000	\$125,000
	Engineers NS	75	\$98,633	\$85,000	\$55,000	\$112,500
	PEGNL	14	\$110,000	\$95,000	\$85,000	\$112,500
	Engineers PEI	11	\$75,455	\$65,000	\$60,000	\$90,000
Agricultural/ Biological	All Associations	48	\$100,581	\$95,000	\$72,500	\$112,500
	APEGNB	8	\$75,000	\$80,000	\$47,500	\$95,000
	Engineers NS	34	\$107,177	\$103,750	\$85,000	\$112,500
	PEGNL	2	\$112,500	\$56,250	\$28,125	\$84,375
	Engineers PEI	4	\$91,250	\$93,750	\$72,500	\$112,500
Geodesy/Geomatics	All Associations	50	\$86,968	\$80,000	\$57,500	\$95,000
	APEGNB	23	\$85,000	\$75,000	\$60,000	\$90,000
	Engineers NS	25	\$85,625	\$85,000	\$55,000	\$112,500
	PEGNL	2	\$123,750	\$123,750	\$104,375	\$143,125

Member Salary Survey 2018

	Engineers PEI	0	-	-	-	-
Forest	All Associations	26	\$100,938	\$95,000	\$67,500	\$112,500
	APEGNB	16	\$97,656	\$95,000	\$72,500	\$112,500
	Engineers NS	7	\$115,500	\$75,000	\$32,500	\$125,000
	PEGNL	3	\$94,167	\$95,000	\$85,000	\$103,750
	Engineers PEI	0	-	-	-	-
Geological	All Associations	32	\$78,879	\$75,000	\$55,000	\$87,500
	APEGNB	21	\$76,375	\$75,000	\$55,000	\$85,000
	Engineers NS	7	\$98,000	\$65,000	\$18,750	\$125,000
	PEGNL	3	\$61,667	\$55,000	\$55,000	\$65,000
	Engineers PEI	1	-	-	-	-
Other	All Associations	148	\$88,363	\$85,000	\$65,000	\$112,500
	APEGNB	31	\$95,833	\$85,000	\$65,000	\$112,500
	Engineers NS	83	\$82,313	\$75,000	\$65,000	\$95,000
	PEGNL	27	\$98,000	\$95,000	\$75,000	\$112,500
	Engineers PEI	7	\$91,071	\$65,000	\$60,000	\$98,750

Salary by Years of Experience

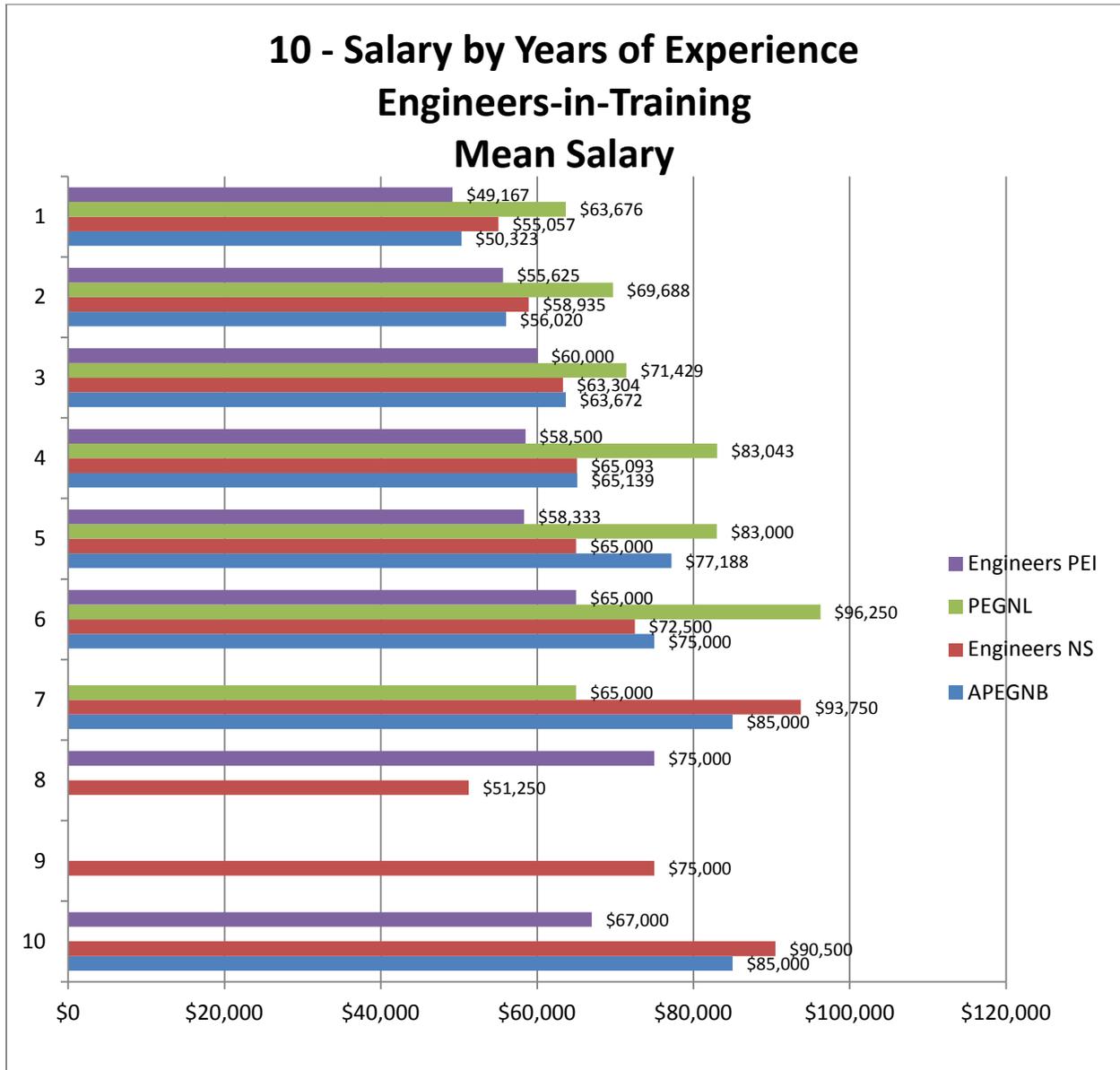


Member Salary Survey 2018

Professional Engineers

Years of Experience	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Less than 1	All Associations	121	\$74,591	\$75,000	\$65,000	\$85,000
	APEGNB	33	\$74,141	\$65,000	\$55,000	\$85,000
	Engineers NS	59	\$69,386	\$65,000	\$65,000	\$75,000
	PEGNL	26	\$89,167	\$85,000	\$75,000	\$95,000
	Engineers PEI	3	\$61,667	\$65,000	\$60,000	\$65,000
1 - <2	All Associations	103	\$76,708	\$75,000	\$65,000	\$85,000
	APEGNB	26	\$75,769	\$75,000	\$57,500	\$85,000
	Engineers NS	54	\$71,683	\$75,000	\$65,000	\$75,000
	PEGNL	22	\$90,227	\$90,000	\$77,500	\$95,000
	Engineers PEI	1	\$65,000	\$65,000	\$65,000	\$65,000
2 - <4	All Associations	181	\$85,460	\$85,000	\$65,000	\$95,000
	APEGNB	44	\$80,893	\$75,000	\$65,000	\$95,000
	Engineers NS	78	\$82,467	\$75,000	\$65,000	\$85,000
	PEGNL	52	\$95,833	\$90,000	\$82,500	\$112,500
	Engineers PEI	7	\$66,667	\$65,000	\$55,000	\$70,000
4 - <6	All Associations	231	\$88,643	\$85,000	\$75,000	\$95,000
	APEGNB	52	\$84,471	\$85,000	\$75,000	\$95,000
	Engineers NS	111	\$85,093	\$85,000	\$75,000	\$85,000
	PEGNL	58	\$100,364	\$95,000	\$85,000	\$112,500
	Engineers PEI	10	\$83,333	\$75,000	\$65,000	\$92,500
6 - <9	All Associations	276	\$96,791	\$95,000	\$75,000	\$112,500
	APEGNB	82	\$91,531	\$85,000	\$75,000	\$112,500
	Engineers NS	112	\$92,290	\$85,000	\$75,000	\$112,500
	PEGNL	72	\$111,232	\$112,500	\$85,000	\$112,500
	Engineers PEI	10	\$84,500	\$85,000	\$67,500	\$95,000
9 - <12	All Associations	235	\$103,986	\$95,000	\$85,000	\$112,500
	APEGNB	66	\$99,180	\$95,000	\$75,000	\$112,500
	Engineers NS	108	\$100,475	\$95,000	\$85,000	\$112,500
	PEGNL	50	\$123,245	\$112,500	\$99,375	\$137,500
	Engineers PEI	11	\$81,591	\$85,000	\$70,000	\$95,000
12 - <16	All Associations	259	\$112,917	\$112,500	\$90,000	\$112,500
	APEGNB	90	\$108,202	\$112,500	\$87,500	\$112,500
	Engineers NS	99	\$107,261	\$95,000	\$85,000	\$112,500
	PEGNL	63	\$130,202	\$112,500	\$112,500	\$150,000
	Engineers PEI	7	\$95,714	\$85,000	\$80,000	\$112,500
16 - 20	All Associations	238	\$114,924	\$112,500	\$85,000	\$137,500
	APEGNB	87	\$106,559	\$95,000	\$85,000	\$112,500
	Engineers NS	86	\$110,123	\$112,500	\$85,000	\$112,500
	PEGNL	51	\$137,500	\$137,500	\$112,500	\$162,500
	Engineers PEI	14	\$112,857	\$112,500	\$95,000	\$112,500
More than 20	All Associations	930	\$122,783	\$112,500	\$85,000	\$137,500
	APEGNB	292	\$115,833	\$112,500	\$85,000	\$137,500
	Engineers NS	430	\$121,390	\$112,500	\$85,000	\$137,500
	PEGNL	174	\$142,194	\$137,500	\$112,500	\$162,500
	Engineers PEI	34	\$101,212	\$112,500	\$85,000	\$112,500

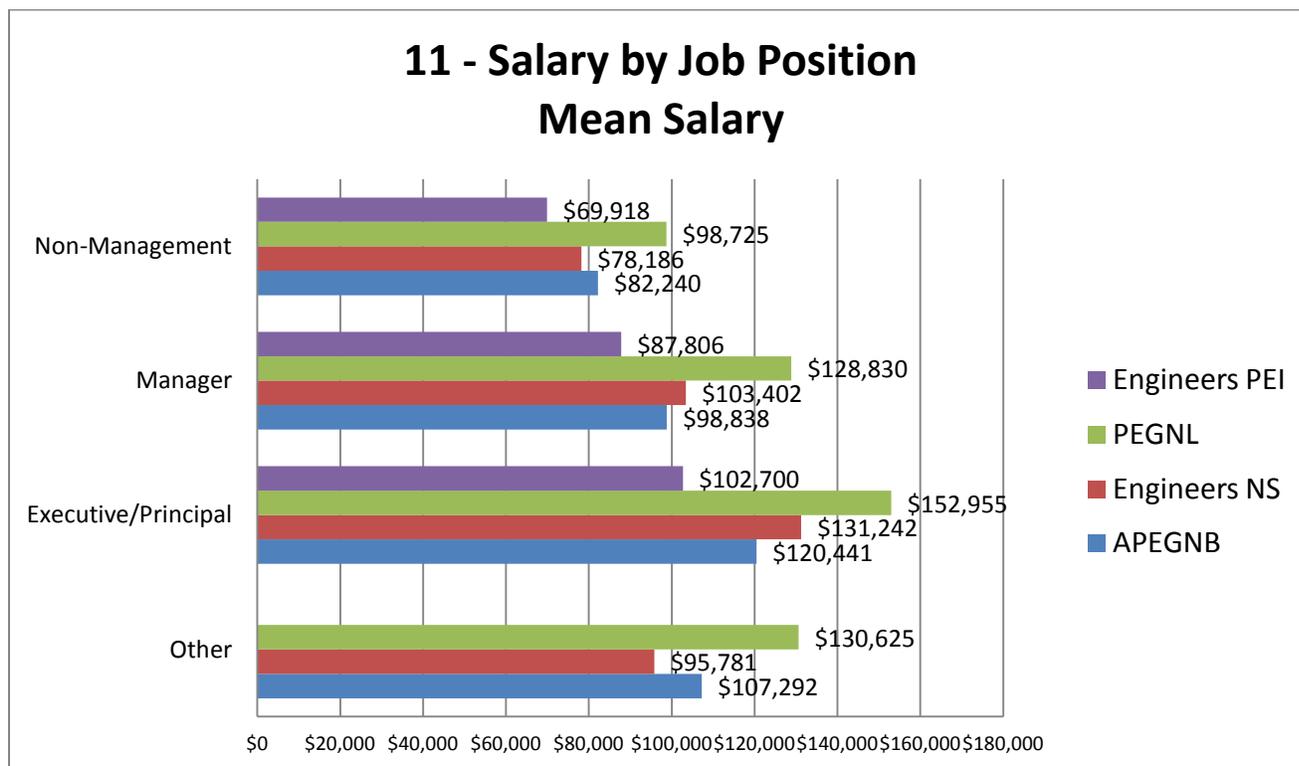
Engineers-in-Training



Member Salary Survey 2018

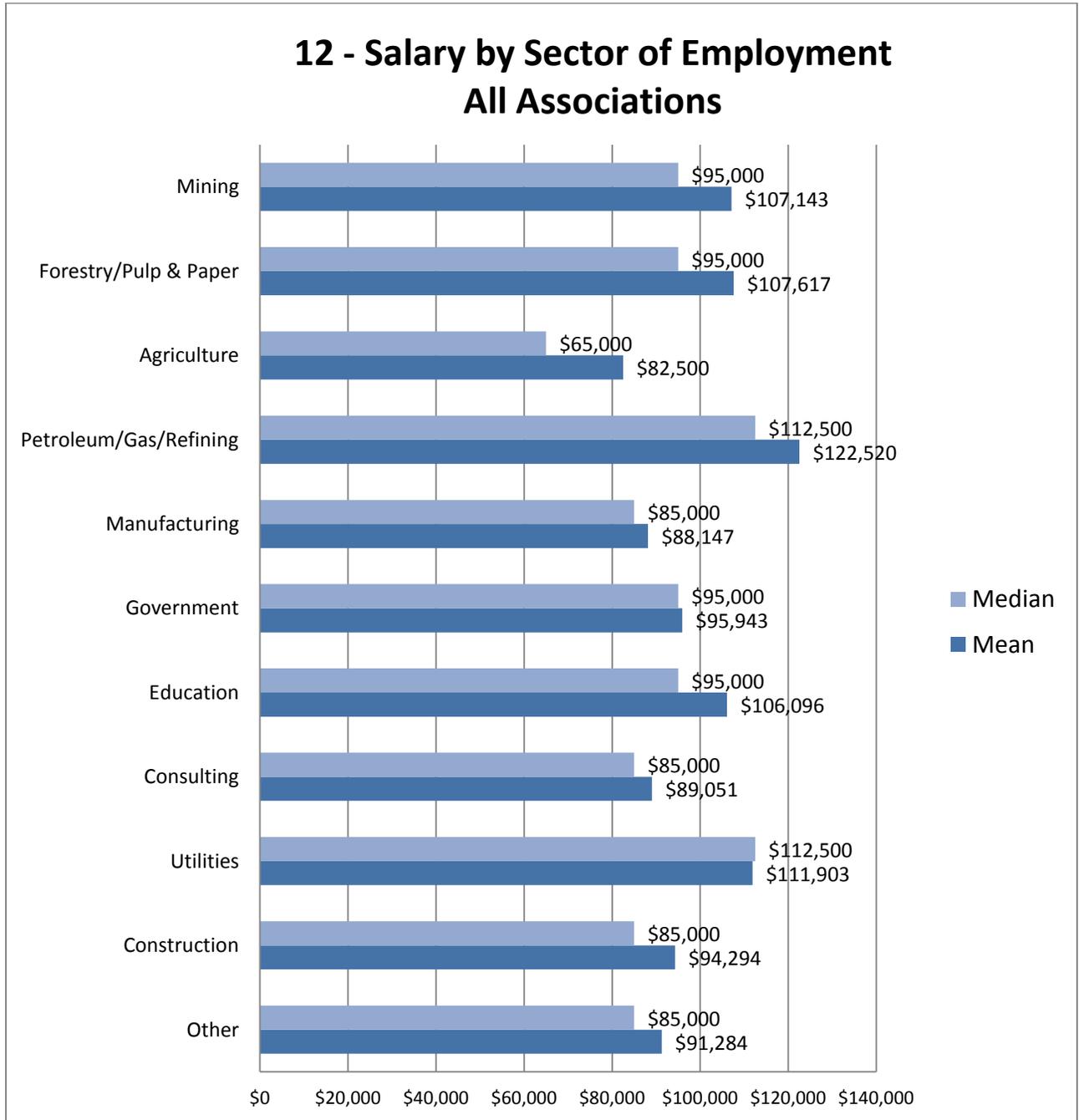
Years	APEGNB	Engineers NS	PEGNL	Engineers PEI
10	\$85,000	\$90,500		\$67,000
9		\$75,000		
8		\$51,250		\$75,000
7	\$85,000	\$93,750	\$65,000	
6	\$75,000	\$72,500	\$96,250	\$65,000
5	\$77,188	\$65,000	\$83,000	\$58,333
4	\$65,139	\$65,093	\$83,043	\$58,500
3	\$63,672	\$63,304	\$71,429	\$60,000
2	\$56,020	\$58,935	\$69,688	\$55,625
1	\$50,323	\$55,057	\$63,676	\$49,167

Salary by Job Position



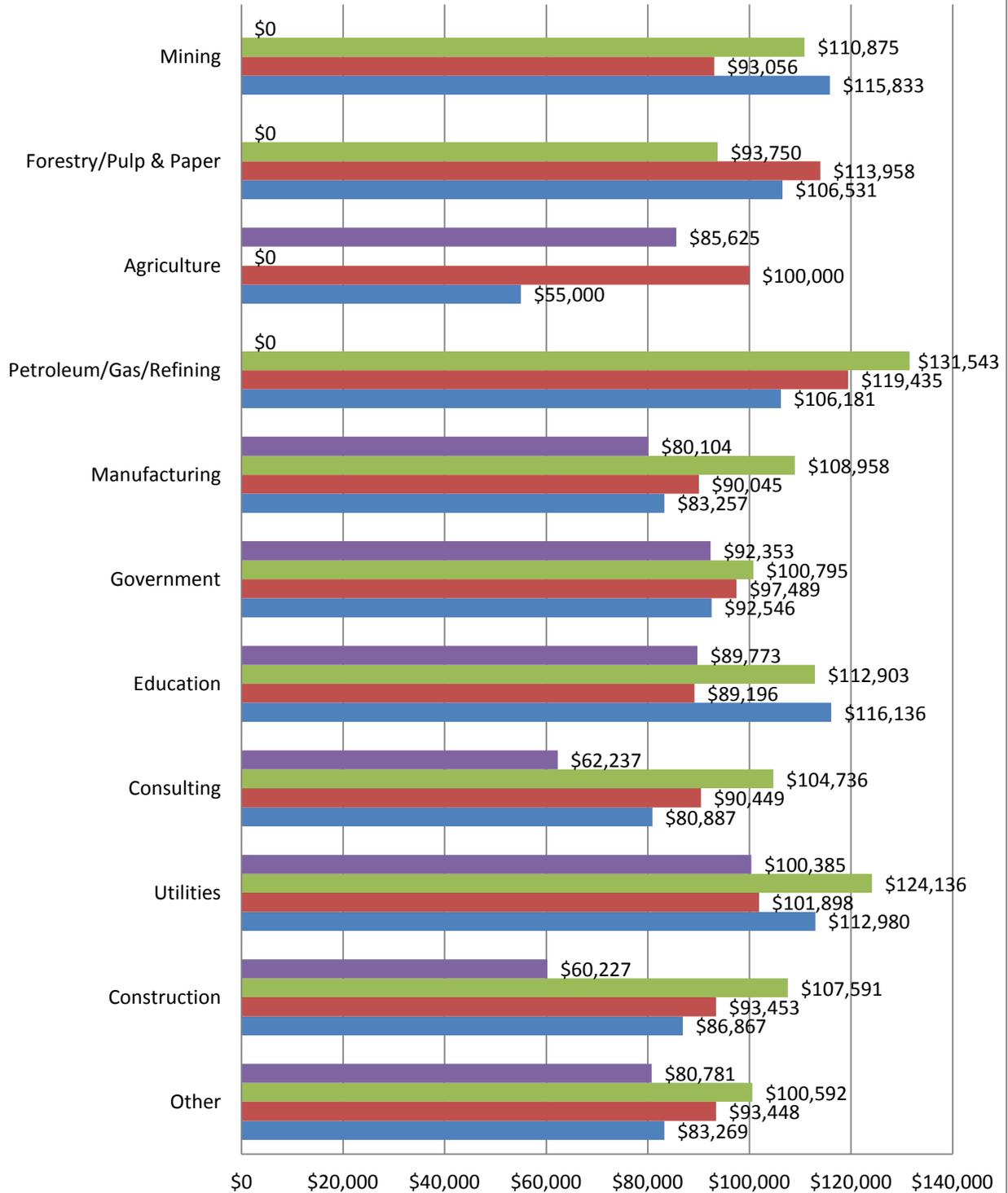
Job Position	Association	# of Responses	Mean	Median	Lower Quartile	Upper Quartile
Non- Management	All Associations	1464	\$83,909	\$85,000	\$65,000	\$95,000
	APEGNB	433	\$82,240	\$75,000	\$55,000	\$112,500
	Engineers NS	623	\$78,186	\$75,000	\$65,000	\$85,000
	PEGNL	347	\$98,725	\$95,000	\$80,000	\$112,500
	Engineers PEI	61	\$69,918	\$65,000	\$55,000	\$75,000
Manager	All Associations	992	\$106,403	\$112,500	\$85,000	\$112,500
	APEGNB	312	\$98,838	\$95,000	\$75,000	\$112,500
	Engineers NS	427	\$103,402	\$112,500	\$85,000	\$112,500
	PEGNL	204	\$128,830	\$112,500	\$95,000	\$162,500
	Engineers PEI	49	\$87,806	\$85,000	\$75,000	\$112,500
Executive/ Principal	All Associations	375	\$129,725	\$112,500	\$112,500	\$162,500
	APEGNB	120	\$120,441	\$112,500	\$95,000	\$137,500
	Engineers NS	164	\$131,242	\$137,500	\$112,500	\$162,500
	PEGNL	66	\$152,955	\$162,500	\$112,500	\$187,500
	Engineers PEI	25	\$102,700	\$112,500	\$95,000	\$112,500
Other	All Associations	84	\$107,351	\$95,000	\$75,000	\$137,500
	APEGNB	36	\$107,292	\$95,000	\$85,000	\$137,500
	Engineers NS	32	\$95,781	\$85,000	\$72,500	\$112,500
	PEGNL	16	\$130,625	\$125,000	\$105,625	\$162,500
	Engineers PEI	0				

Salary by Sector of Employment



13 - Salary by Sector of Employment Mean Salary

Engineers PEI PEGNL Engineers NS APEGNB



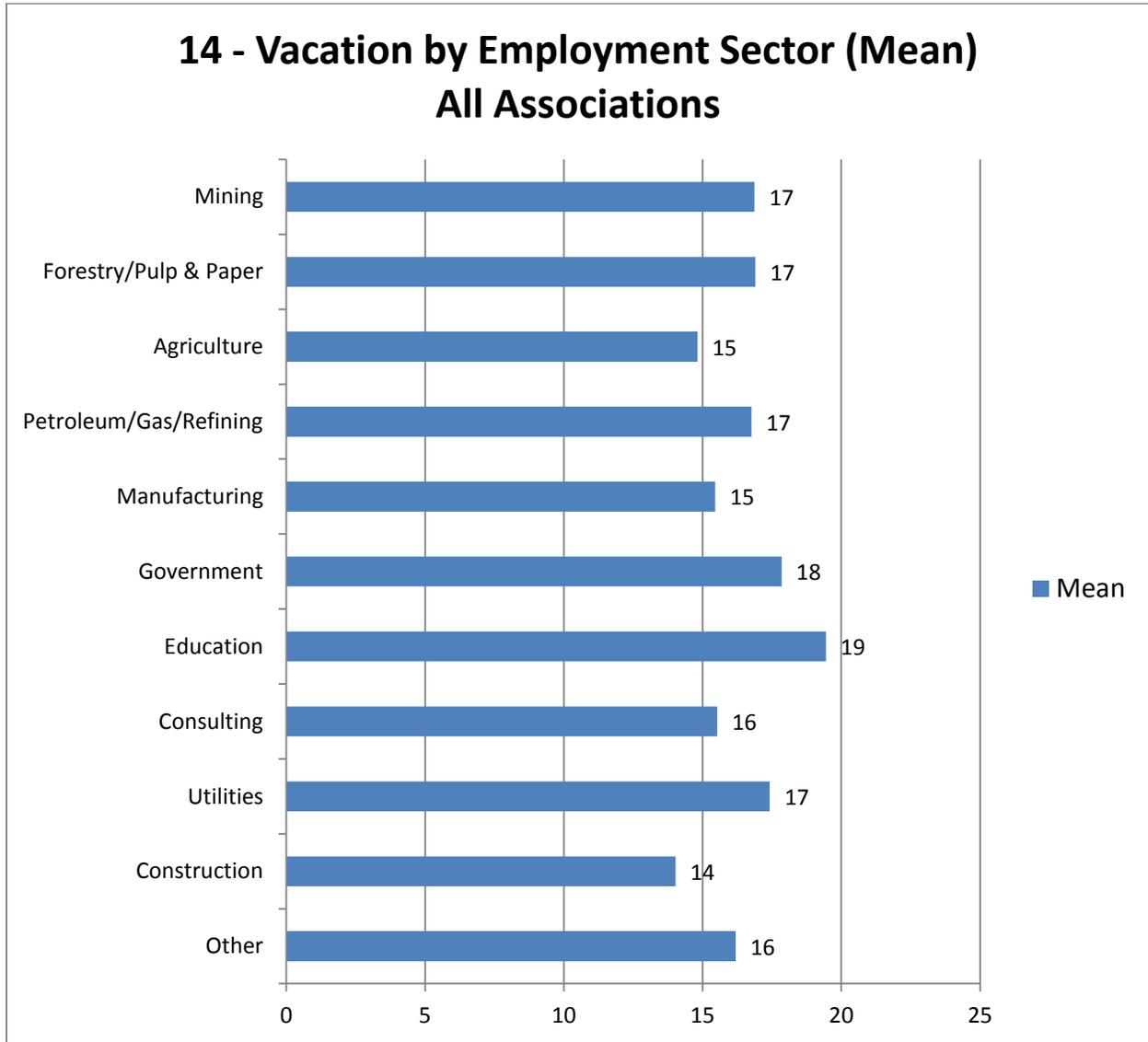
Salary by Sector of Employment: Comparison Between 2015 and 2018

Sector of Employment	2018						2015				
	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Mining	All Associations	70	\$107,143	\$95,000	\$85,000	\$112,500	78	\$104,230	\$95,000	\$75,000	\$110,000
	APEGNB	12	\$115,833	\$103,750	\$85,000	\$125,000	26	\$104,615	\$110,000	\$75,000	\$125,000
	Engineers NS	18	\$93,056	\$90,000	\$65,000	\$112,500	17	\$94,411	\$75,000	\$75,000	\$110,000
	PEGNL	40	\$110,875	\$95,000	\$95,000	\$112,500	35	\$108,714	\$95,000	\$85,000	\$120,000
	Engineers PEI	0	-	-	-	-	0	-	-	-	-
Forestry/Pulp & Paper	All Associations	64	\$107,617	\$95,000	\$75,000	\$137,500	80	\$108,218	\$110,000	\$75,000	\$130,000
	APEGNB	49	\$106,531	\$95,000	\$75,000	\$137,500	52	\$103,101	\$95,000	\$75,000	\$130,000
	Engineers NS	12	\$113,958	\$112,500	\$90,000	\$137,500	22	\$114,772	\$110,000	\$95,000	\$130,000
	PEGNL	2	\$93,750	\$93,750	\$84,375	\$103,125	3	\$105,000	\$110,000	\$102,500	\$110,000
	Engineers PEI	1	-	-	-	-	0	-	-	-	-
Agriculture	All Associations	11	\$82,500	\$65,000	\$60,000	\$98,750	10	\$75,000	\$75,000	\$57,500	\$92,500
	APEGNB	3	\$55,000	\$55,000	\$55,000	\$55,000	4	\$80,000	\$85,000	\$77,500	\$87,500
	Engineers NS	4	\$100,000	\$98,750	\$80,000	\$118,750	5	\$73,000	\$65,000	\$40,000	\$110,000
	PEGNL	0	-	-	-	-	0	-	-	-	-
	Engineers PEI	4	\$85,625	\$70,000	\$65,000	\$90,625	1	\$65,000	\$65,000	\$65,000	\$65,000
Petroleum/Gas/Refining	All Associations	244	\$122,520	\$112,500	\$85,000	\$162,500	391	\$126,256	\$110,000	\$85,000	\$150,000
	APEGNB	72	\$106,181	\$95,000	\$82,500	\$137,500	80	\$111,687	\$110,000	\$75,000	\$130,000
	Engineers NS	31	\$119,435	\$112,500	\$75,000	\$162,500	91	\$126,785	\$130,000	\$85,000	\$170,000
	PEGNL	141	\$131,543	\$137,500	\$95,000	\$162,500	214	\$132,430	\$130,000	\$95,000	\$160,000
	Engineers PEI	0	-	-	-	-	4	\$73,750	\$55,000	\$55,000	\$73,750
Manufacturing	All Associations	279	\$88,147	\$85,000	\$65,000	\$112,500	319	\$86,747	\$85,000	\$65,000	\$110,000
	APEGNB	76	\$83,257	\$75,000	\$62,500	\$95,000	55	\$77,240	\$65,000	\$55,000	\$85,000
	Engineers NS	167	\$90,045	\$85,000	\$65,000	\$112,500	199	\$90,577	\$85,000	\$65,000	\$110,000
	PEGNL	12	\$108,958	\$112,500	\$65,000	\$143,750	11	\$114,545	\$110,000	\$95,000	\$140,000
	Engineers PEI	24	\$80,104	\$70,000	\$65,000	\$99,375	31	\$76,250	\$65,000	\$55,000	\$95,000
Government	All Associations	493	\$95,943	\$95,000	\$85,000	\$112,500	506	\$92,252	\$90,000	\$75,000	\$110,000
	APEGNB	163	\$92,546	\$85,000	\$85,000	\$112,500	152	\$88,683	\$85,000	\$75,000	\$95,000
	Engineers NS	230	\$97,489	\$95,000	\$85,000	\$112,500	236	\$92,531	\$95,000	\$75,000	\$110,000
	PEGNL	66	\$100,795	\$95,000	\$85,000	\$112,500	66	\$102,769	\$95,000	\$85,000	\$110,000
	Engineers PEI	34	\$92,353	\$95,000	\$75,000	\$112,500	34	\$87,941	\$85,000	\$75,000	\$95,000
Education	All Associations	114	\$106,096	\$95,000	\$75,000	\$137,500	139	\$106,906	\$95,000	\$75,000	\$130,000
	APEGNB	44	\$116,136	\$112,500	\$85,000	\$162,500	45	\$98,222	\$95,000	\$75,000	\$110,000
	Engineers NS	28	\$89,196	\$85,000	\$72,500	\$99,375	64	\$111,445	\$95,000	\$85,000	\$135,000
	PEGNL	31	\$112,903	\$112,500	\$85,000	\$137,500	22	\$118,068	\$130,000	\$77,500	\$150,000
	Engineers PEI	11	\$89,773	\$85,000	\$80,000	\$103,750	8	\$88,750	\$90,000	\$72,500	\$110,000

Member Salary Survey 2018

Sector of Employment	2018						2015				
	Association	#	Mean	Median	Lower Quartile	Upper Quartile	#	Mean	Median	Lower Quartile	Upper Quartile
Consulting	All Associations	594	\$89,051	\$85,000	\$65,000	\$112,500	753	\$87,556	\$85,000	\$65,000	\$110,000
	APEGNB	187	\$80,887	\$75,000	\$55,000	\$95,000	212	\$84,587	\$75,000	\$65,000	\$95,000
	Engineers NS	284	\$90,449	\$85,000	\$65,000	\$112,500	383	\$87,840	\$85,000	\$65,000	\$110,000
	PEGNL	104	\$104,736	\$103,750	\$75,000	\$137,500	125	\$96,400	\$95,000	\$75,000	\$110,000
	Engineers PEI	19	\$62,237	\$55,000	\$37,500	\$75,000	33	\$69,848	\$65,000	\$55,000	\$75,000
Utilities	All Associations	382	\$111,903	\$112,500	\$85,000	\$131,250	394	\$103,422	\$95,000	\$85,000	\$110,000
	APEGNB	125	\$112,980	\$112,500	\$95,000	\$112,500	119	\$101,470	\$95,000	\$85,000	\$110,000
	Engineers NS	133	\$101,898	\$95,000	\$75,000	\$112,500	157	\$96,233	\$85,000	\$75,000	\$110,000
	PEGNL	111	\$124,136	\$112,500	\$95,000	\$137,500	101	\$116,856	\$110,000	\$85,000	\$130,000
	Engineers PEI	13	\$100,385	\$95,000	\$85,000	\$112,500	17	\$103,235	\$95,000	\$85,000	\$110,000
Construction	All Associations	295	\$94,294	\$85,000	\$65,000	\$112,500	364	\$94,407	\$85,000	\$65,000	\$110,000
	APEGNB	83	\$86,867	\$75,000	\$55,000	\$112,500	106	\$82,723	\$75,000	\$65,000	\$95,000
	Engineers NS	119	\$93,453	\$85,000	\$65,000	\$112,500	134	\$96,175	\$85,000	\$65,000	\$110,000
	PEGNL	82	\$107,591	\$95,000	\$75,000	\$137,500	79	\$114,725	\$110,000	\$85,000	\$130,000
	Engineers PEI	11	\$60,227	\$55,000	\$46,250	\$75,000	13	\$68,461	\$65,000	\$55,000	\$85,000
Other	All Associations	335	\$91,284	\$85,000	\$65,000	\$112,500	354	\$89,197	\$85,000	\$65,000	\$110,000
	APEGNB	78	\$83,269	\$75,000	\$55,000	\$95,000	68	\$88,161	\$85,000	\$62,500	\$110,000
	Engineers NS	203	\$93,448	\$85,000	\$65,000	\$112,500	204	\$90,581	\$85,000	\$65,000	\$110,000
	PEGNL	38	\$100,592	\$95,000	\$77,500	\$112,500	53	\$93,962	\$85,000	\$75,000	\$110,000
	Engineers PEI	16	\$80,781	\$65,000	\$65,000	\$87,500	29	\$73,275	\$65,000	\$55,000	\$85,000

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	70	17	18	1%	9%	23%	30%	37%
Forestry/Pulp & Paper	64	17	18	2%	6%	30%	20%	42%
Agriculture	11	15	13	0%	18%	36%	27%	18%
Petroleum/Gas/Refining	244	17	18	3%	2%	28%	39%	28%
Manufacturing	279	15	18	1%	11%	38%	32%	19%
Government	493	18	18	1%	1%	24%	33%	41%
Education	114	19	21	0%	1%	11%	18%	70%
Consulting	594	16	18	3%	6%	39%	35%	18%
Utilities	382	17	18	2%	1%	28%	31%	39%
Construction	295	14	13	8%	12%	41%	29%	11%
Other	335	16	18	1%	5%	35%	35%	23%

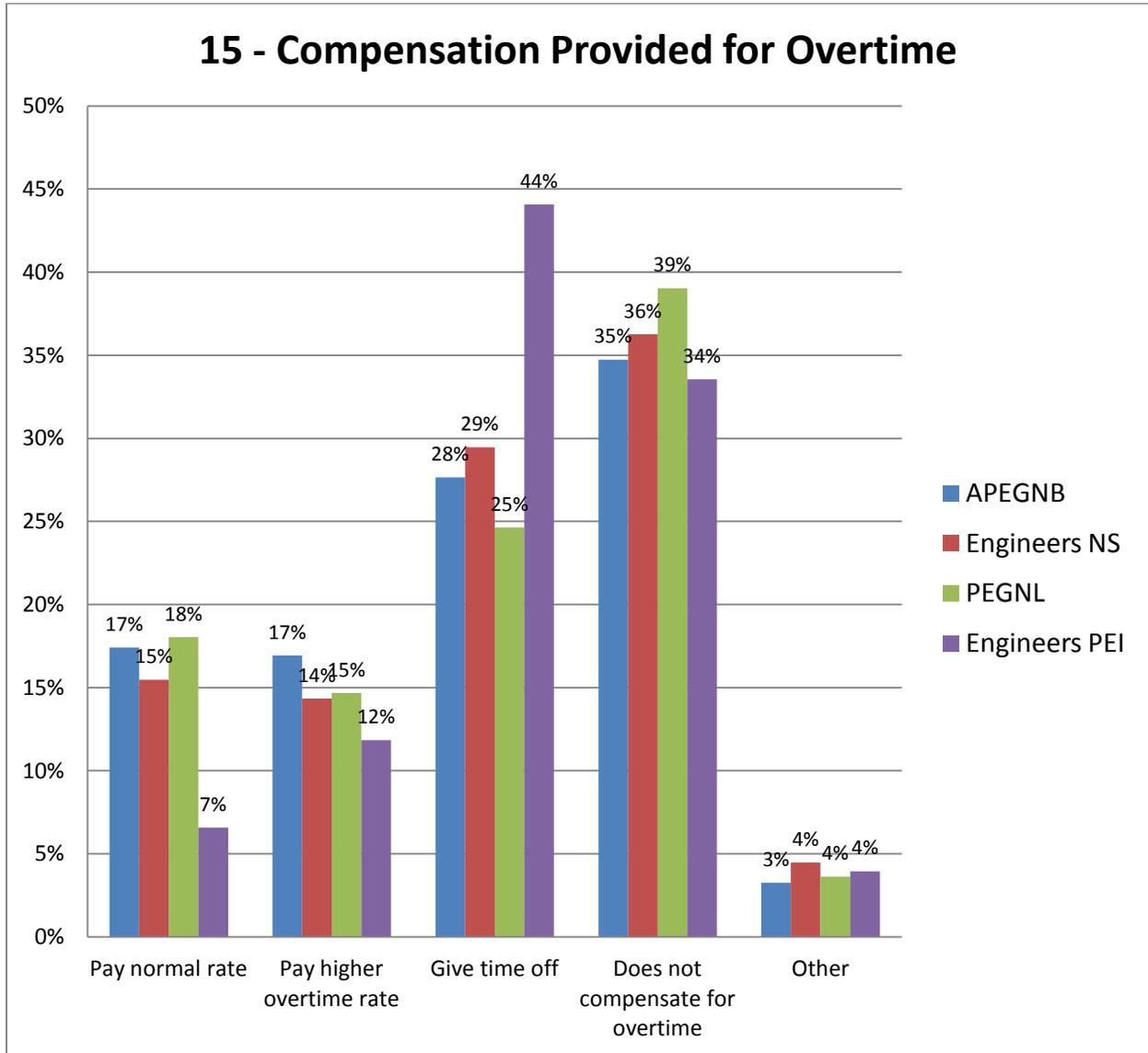
Vacation by Employment Sector

	Association	Number of Responses	Number of Vacation Days				
			< 5	5-10	11-15	16-20	20+
Mining	All Associations	70	1%	9%	23%	30%	37%
	APEGNB	12	8%	8%	8%	42%	33%
	Engineers NS	18	0%	17%	33%	28%	22%
	PEGNL	40	0%	5%	23%	28%	45%
	Engineers PEI	0	-	-	-	-	-
Forestry/Pulp & Paper	All Associations	64	2%	6%	30%	20%	42%
	APEGNB	49	2%	6%	29%	22%	41%
	Engineers NS	12	0%	8%	33%	8%	50%
	PEGNL	2	0%	0%	50%	0%	50%
	Engineers PEI	1	-	-	-	-	-
Agriculture	All Associations	11	0%	18%	36%	27%	18%
	APEGNB	3	0%	33%	33%	33%	0%
	Engineers NS	4	0%	25%	0%	50%	25%
	PEGNL	0	-	-	-	-	-
	Engineers PEI	4	0%	0%	75%	0%	25%
Petroleum/Gas/Refining	All Associations	244	3%	2%	28%	39%	28%
	APEGNB	72	0%	4%	43%	28%	25%
	Engineers NS	31	3%	3%	29%	48%	16%
	PEGNL	141	5%	1%	20%	43%	32%
	Engineers PEI	0	-	-	-	-	-
Manufacturing	All Associations	279	1%	11%	38%	32%	19%
	APEGNB	76	3%	12%	36%	28%	21%
	Engineers NS	167	0%	11%	34%	36%	19%
	PEGNL	12	0%	0%	42%	33%	25%
	Engineers PEI	24	0%	13%	63%	17%	8%
Government	All Associations	493	1%	1%	24%	33%	41%
	APEGNB	163	0%	2%	21%	36%	41%
	Engineers NS	230	1%	0%	23%	35%	41%
	PEGNL	66	0%	2%	32%	29%	38%
	Engineers PEI	34	3%	0%	32%	15%	50%
Education	All Associations	114	0%	1%	11%	18%	70%
	APEGNB	44	0%	2%	14%	30%	55%
	Engineers NS	28	0%	0%	11%	7%	82%
	PEGNL	31	0%	0%	10%	16%	74%
	Engineers PEI	11	0%	0%	9%	0%	91%

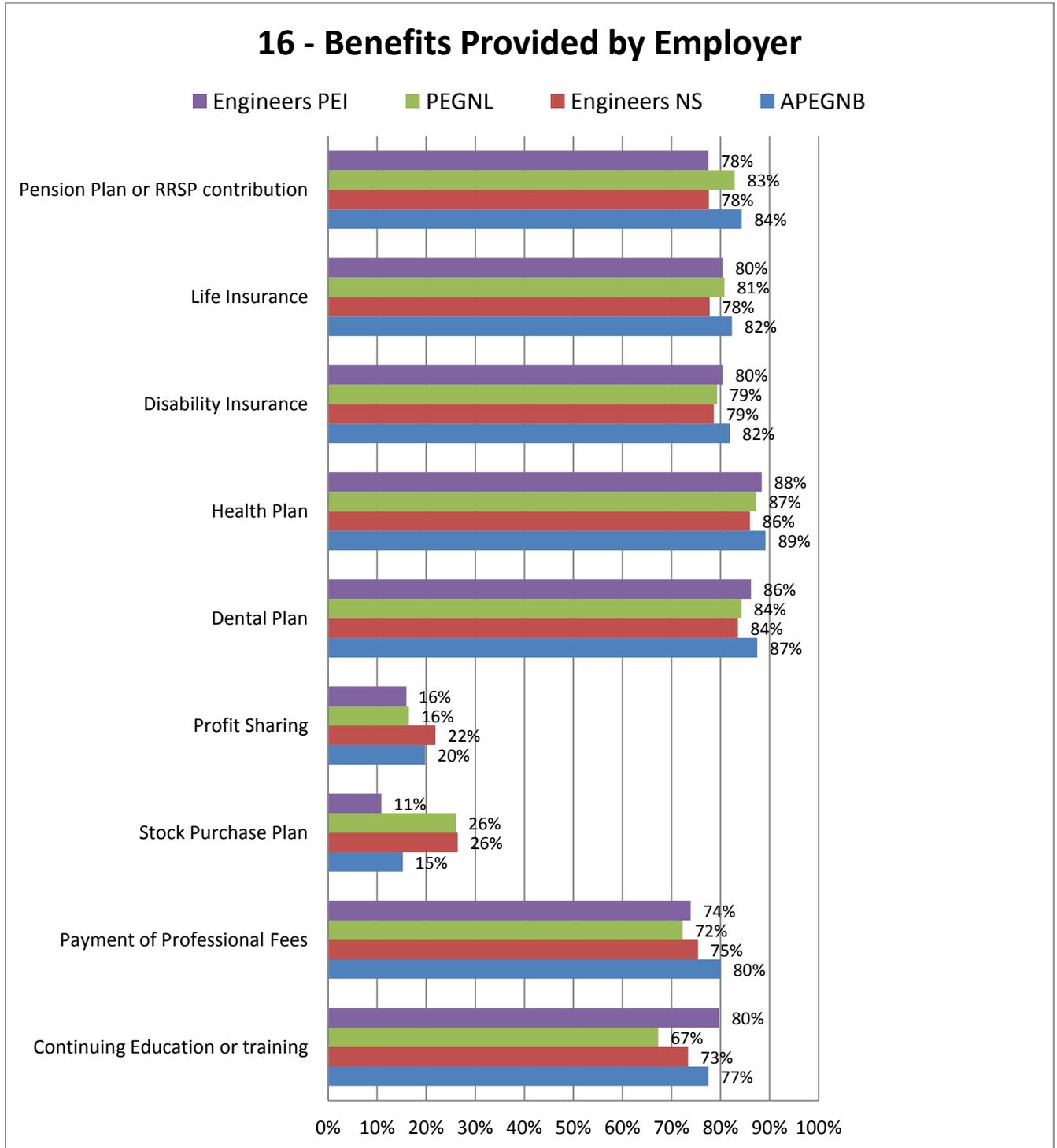
Member Salary Survey 2018

	Association	Number of Responses	Number of Vacation Days				
			< 5	5-10	11-15	16-20	20+
Consulting	All Associations	594					
			3%	6%	39%	35%	18%
	APEGNB	187	4%	6%	39%	36%	15%
	Engineers NS	284	2%	6%	43%	32%	18%
	PEGNL	104	4%	5%	26%	42%	23%
Engineers PEI	19	5%	26%	37%	21%	11%	
Utilities	All Associations	382					
			2%	1%	28%	31%	39%
	APEGNB	125	2%	2%	21%	30%	46%
	Engineers NS	133	0%	1%	48%	32%	19%
	PEGNL	111	5%	0%	12%	27%	57%
Engineers PEI	13	0%	0%	31%	54%	15%	
Construction	All Associations	295					
			8%	12%	41%	29%	11%
	APEGNB	83	10%	7%	41%	32%	10%
	Engineers NS	119	4%	10%	41%	31%	14%
	PEGNL	82	11%	13%	39%	27%	10%
Engineers PEI	11	0%	45%	45%	9%	0%	
Other	All Associations	335					
			1%	5%	35%	35%	23%
	APEGNB	78	0%	12%	25%	34%	30%
	Engineers NS	203	2%	4%	37%	36%	20%
	PEGNL	38	0%	3%	34%	34%	29%
Engineers PEI	16	0%	0%	63%	25%	13%	

Overtime Compensation



Benefits



Member Salary Survey 2018

Benefits	Association	Number of Responses	Provided/Cost Shared	Provided/ Not Cost Shared	Not Provided
Pension Plan or RRSP contribution	All Associations	2795	81%	6%	12%
	APEGNB	863	83%	6%	11%
	Engineers NS	1193	81%	6%	13%
	PEGNL	612	79%	8%	12%
	Engineers PEI	127	76%	6%	19%
Life Insurance	All Associations	2654	72%	16%	11%
	APEGNB	820	73%	15%	11%
	Engineers NS	1131	74%	15%	11%
	PEGNL	586	68%	19%	12%
	Engineers PEI	117	68%	21%	12%
Disability Insurance	All Associations	2610	72%	17%	11%
	APEGNB	810	73%	16%	12%
	Engineers NS	1101	75%	16%	9%
	PEGNL	581	69%	18%	13%
	Engineers PEI	118	69%	19%	13%
Health Plan	All Associations	2764	78%	16%	6%
	APEGNB	842	81%	14%	6%
	Engineers NS	1191	80%	16%	5%
	PEGNL	605	74%	18%	8%
	Engineers PEI	126	75%	17%	8%
Dental Plan	All Associations	2736	77%	15%	8%
	APEGNB	836	80%	13%	7%
	Engineers NS	1176	78%	15%	7%
	PEGNL	600	74%	17%	10%
	Engineers PEI	124	73%	18%	10%
Profit Sharing	All Associations	2351	8%	14%	77%
	APEGNB	719	8%	14%	78%
	Engineers NS	1029	10%	16%	74%
	PEGNL	502	6%	13%	81%
	Engineers PEI	101	4%	12%	84%
Stock Purchase Plan	All Associations	2378	17%	9%	73%
	APEGNB	710	11%	8%	82%
	Engineers NS	1048	22%	10%	68%
	PEGNL	517	20%	11%	69%
	Engineers PEI	103	7%	5%	88%
Payment of Professional Fees	All Associations	2654	15%	70%	15%
	APEGNB	812	14%	73%	13%
	Engineers NS	1152	18%	68%	14%
	PEGNL	566	10%	69%	20%
	Engineers PEI	124	11%	68%	21%
Continuing Education or training	All Associations	2489	24%	60%	16%
	APEGNB	969	59%	18%	12%
	Engineers NS	1494	55%	22%	13%
	PEGNL	699	53%	20%	14%
	Engineers PEI	170	66%	16%	9%

OVERALL SATISFACTION WITH REMUNERATION

