In Ontario, it is illegal to use the title “professional engineer,” if you are not licensed by PEO. Similarly, the use of terms such as project engineer, junior engineer, software engineer, etc. in circumstances where the use of such terms is demonstrated to be misleading is also illegal. Professional Engineers Act, Sections 12(1) and 40(2), 2(b), (5).

The Canadian Council of Professional Engineers, of which this association is a constituent member, has protected under terms of the Canada Trade Mark Act the terms “Engineer”, “Professional Engineer” and “P.Eng.”.

We suggest that Human Resources personnel be made aware of this requirement, and that job titles containing the word ”Engineer” be given only to those people who are licensed by PEO.

We believe that your recognition of the restrictions on engineering titles will go a long way to clarifying the job descriptions written by your organization, and ask for your cooperation.

For further information, please contact PEO Legal Affairs
Tel: 416 224-1100 or 1-800-339-3716
Fax: 416 224-8168 or 1-800-268-0496

Professional Engineers
Ontario
ACKNOWLEDGEMENTS
The association acknowledges the assistance of the Advisory Committee on Salaries with the yearly Salary Survey of Employers. The Advisory Committee operates under the authority of Professional Engineers Ontario and is primarily made up of salary administrators from industry who have an interest in developing and maintaining a reliable survey covering engineering salaries. Their audit of survey results is a guarantee of the accuracy of the data contained in this report.

MEMBERS OF THE ADVISORY COMMITTEE ON SALARIES

Mike Ford, P.Eng. (Chair)
Manager, Plant Engineering & Utilities Services
General Motors of Canada

Margaret Taylor
Manager, Human Resources
G.E. Canada Inc.

Tadessse Haile
Manager, Research & Evaluation
Government of Ontario

Maureen O'Brien
Manager, Compensation
Imperial Oil

Jim Seckington
HR Manager, Global Manufacturing & Logistics
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John Turner, P.Eng.
Marketing & Certification Consultant

Sandra Shannon
Global Compensation Team
Nortel Networks

Greta Getty
Manager, Human Resources
Nova Chemicals Ltd.

Director of Operations
Ontario Society of Professional Engineers

Mario DeMarco
Manager, Salary Personnel
Stelco Inc.

Paul Farkas
Manager, Human Resources
Stone & Webster Canada Limited

INTRODUCTION
This is the 49th consecutive survey carried out among employers of engineers in Ontario. The report has been compiled by the staff of Professional Engineers Ontario and audited by the Advisory Committee on Salaries.

Salaries are those in effect as of June 1, 2002, and do not include fringe benefits, lump sum bonus or merit award payments. The statistics are offered as a guide to professional engineers, engineering interns and employers and should not be construed as a recommended salary scale.

Participating companies were asked to report the salaries paid to all full-time engineers working within the province of Ontario and identified by one of the six levels of responsibility. Additional information was collected from participants regarding organization size, metropolitan area, major industry sector, and additional cash compensation paid to engineers. Results of this information are contained in the Detailed Report, which is available through the order form at the back of this report.

Questions regarding the report or its interpretation should be directed to Salary Surveys, Professional Engineers Ontario, 25 Sheppard Ave. W., Ste. 1000, Toronto, ON M2N 6S9. Tel: 416-224-1100.

METHODOLOGY
Reporting manuals were sent to 275 organizations that are active on the PEO participant list for the Employers' Survey. Valid data were received from 163 organizations reporting on 16,962 engineers. The number of engineers reported was slightly lower than the 2001 survey, which reported on 17,689 engineers from 159 organizations.

SURVEY HIGHLIGHTS
The median annual salary reported as of June 1, 2002, was $78,400, an increase of 2.4% from the median salary reported in June 2001. The median entry level salary for new graduates was $49,000 down by 2.1% from the previous year. During the same period, the Consumer Price Index for Ontario rose 1.2%.

HOW TO USE THIS REPORT

1. Relating Experience to Level of Responsibility
This relationship should be interpreted carefully, consistent with two different breakdowns. The first is the Guide to Entrance Qualifications included in the Classification of Engineering Responsibility Levels on pages 10-11. This guide is only an indicator of the length of experience normally prerequisite for an individual to enter a given level. Supplemen...
3. Relating Salaries to Jobs

Once the responsibility level has been determined, the corresponding salary measures provide a standard comparison that should be used prudently. An individual’s position in a range will be dependent on the specific position occupied within a given level; the value placed on the individual’s background and experience; the individual’s proficiency and performance; and general economic conditions. A further elaboration of the picture can be found in the maturity data, by level and all levels combined.

INTERPRETING THE DATA

Salary figures shown represent the ranges of actual salaries paid by the participating companies and organizations at a given point in time. Since the salaries are only applicable at a specific date (June 1), they are not valid for any extended period. Salaries are constantly moving, at different rates, depending on a variety of factors.

The “# of Engs.” represents the number of engineers (also referred to as observations) that organizations reported. For instances where fewer than five observations are reported, no salary measures are supplied. Mean (average) figures are given only when five to nine observations are reported. Asterisks are used in both graphs and tables when there are fewer than five observations.

The line entries “Not Available” under “Year of Graduation” and “Year(s) from/of Graduation” refer to observations where no year of bachelor’s degree was reported. Many engineers also have postgraduate degrees (e.g. M.Eng., PhD, MBA), but the Year of Graduation tables refer to the bachelor graduating year and not the date of the highest degree obtained. “No Degree” refers to engineers who have not graduated from a bachelor’s program and likely joined the profession through the examination process.

The 2002 salary tables report each graduating year individually up to 1967 (35 years from graduation). The next category “>35 Years” includes the engineers who graduated before 1967.

DEFINITIONS OF THE MEASURES USED

Salaries as defined in this report constitute annual base salaries paid as of June 1, 2002 to full-time employees. They do not include bonuses, commissions, profit sharing, overtime or fringe benefits.

Mean Rate is sometimes referred to as the numerical average. The mean rate can be unduly influenced by very high/low figures. When the sample size is small, more reliable comparisons are obtained using median figures.

Low Decile (D1):
90% of the salaries were above this point and 10% were below it.

Low Quartile (Q1):
75% of the salaries were above this point and 25% were below it.

Median Salary:
50% of the salaries were above this point and 50% were below it.

High Quartile (Q3):
25% of the salaries were above this point and 75% were below it.

High Decile (D9):
10% of the salaries were above this point and 90% were below it.

SUMMARY OF THE DATA

The graph represents the median base salaries of the five sub-industry groupings outlined in the List of Participants (refer to page 9). Please see the Order Form for more information on obtaining Sub-Industry Reports.

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<td>11-24</td>
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<td>19-31</td>
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<td>4-23</td>
<td>8-30</td>
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### AVERAGE BASE SALARIES BY RESPONSIBILITY LEVEL

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</table>

### Summary Report

2002 Ontario Engineers' Salaries, Survey of Employers
Salary Distribution by Year of Graduation

Level A

Level B

Level C

Legend:

- 0-D1
- D1-Q1
- Q1-Median
- Median-Q3
- Q3-D9
- x=<1967
- y=No Degree
- z=Not Available
<table>
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<th>D1 $</th>
<th>Q1 $</th>
<th>Median $</th>
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LIST OF PARTICIPANTS BY MAJOR INDUSTRY CATEGORY

Resource Industry
Camco Corporation
Falconbridge Ltd.
INCO Limited
Noranda Inc.

Durable Manufacturing
ABB Inc.
Babcock & Wilcox Canada Ltd.
Blount Canada Ltd.
Bombardier Transportation
CGC Inc.
Camco Inc.
CAMI Automotive Inc.
Célestia International Inc.
CM C Electronics Inc.
COM DEV
Communications & Power Industries Canada Inc.
Dolphin Technologies Canada Ltd.
Doftaco Inc.
FCI Canada Inc.
General Dynamics Canada
General Electric Canada Inc.
General Motors of Canada Ltd.
George Kelk & Co. Corporation
Husky Injection Molding Systems Ltd.
Imago Machine Vision Inc.
Indal Technologies Inc.
JDS Uniphase Inc.
John Deere Welland Works
Lilton Systems Canada
Lockheed Martin Canada Inc.
M D Robotics
MDS Scaife
Mitel Networks Corporation
Motorola Canada Limited
N C R Canada Ltd.
Nepco Design Group Ltd.
Nortel Networks
Orenda Aerospace Corporation
Paco Inc.
Pratt & Whitney Canada Inc.
Raytheon Canada Limited
Rockwell Automation Canada Inc.
S & C Electric Canada Ltd.
Schneider Electric
Senstar-Stellar Corp.
Siemens Westinghouse Inc.
Staco Inc.
Starting Fluid Systems (Canada) Ltd.
The Woodbridge Group
Toyota Motor Manufacturing Canada Inc.
Vari-Farm Inc.
ZENON Environmental Ltd.

Non-Durable Manufacturing
3M Canada Company
Bayer Inc.
Canastra Colours & Chemicals Ltd.
Dow Chemical Canada Inc.
DuPont Canada Inc.
GlaxoSmithKline Inc.
Huntsman Corporation Canada Inc.
Imperial Oil Ltd.
Kimberly-Clark Inc.
Kodak Canada Inc.
LV Lomas Limited
NOVA Chemicals (Canada) Ltd.
Pavaco Plastics
Petri-Canada
Pfizer Canada Inc., Consumer Group
PolyOne Canada Inc.
Praxair Canada Inc.
Procter & Gamble Inc.
Rohm and Haas Canada Inc.
Safety Kleen Canada Inc.
Suncor Energy, Syncrude Inc.
Tembec, Spruce Falls Operations
The Gates Rubber Company
Uniroyal Chemical Ltd.

Technical Services
AT&T Canada
Bloorview McMillan Centre
Canadian Broadcasting Corp.
canadian Tire Corporation
cadara Software
cSA Group
EM S Technologies
Enbridge Consumers Gas
Environair Corporation
GO Transit
Hydro One
Incrocell Telecommunications Inc.
Ontario Power Generation Inc.
Rogers AT & T Wireless
Sprint Canada
Telecel Canada
Toronto Hydro-Electric System
Toronto Transit Commission
Union Gas Limited
xxwave Solutions

Consulting & Construction
Acres International Ltd.
AECL
Afinley & Associates Limited
AM EC & C Services
B.M., Ross and Associates Limited
Boshert Keightley Latham Ltd.
Cananatom P M Inc.
CH 2 M Hill Canada Limited
C horizon & Bisat Ltd.
Cole, Sherman & Associates Limited
Conestoga-Rovers & Associates Ltd.
Cumming Cookburn Ltd.
Dick Engineering Inc.
Dillon Consulting Limited
Earth Tech Canada Inc.
Fluor Canada Ltd.
G L Tiley & Associates Ltd.
Garrett Lee Limited
Giffels Associates Limited
Giosis Engineering Ltd.
Gold Associate Ltd.
Hastings & Aziz Ltd.
Hatch Associates Ltd.
Holcim Group Support (Canada) Ltd.
Horton CBI, Limited
IT RANS Consulting Inc.
Kazmar Associates Ltd.
Kvaerner Metals
Maple Engineering & Construction Canada Ltd.
Marnall Macklin Morgan Limited
M cCormick Rankin Corporation
M cIntosh Engineering Ltd.
Morrison Hershfield Ltd.
O'Connor Associates Environmental Inc.
Petro Maccallum Ltd.
Phillips Engineering Ltd.
Rowan Williams Davies & Irwin Inc.
Sandwell Consulting Engineers Ltd.
S EN ES Consultants Limited
Seru Ina Systems Ltd.
Smc Engineering Group Limited
SN C-Lawlin Group Inc.
Spectrum Consulting Inc.
Sprott Associates London Ltd.
Stantec Consulting Ltd.
Stone & Webster Canada
Terras probe Testing Ltd.
The Metalchuck Partnership Inc.
The Seymour Group Inc.
The Walter Fedy Partnership
Trow Consulting Engineers Ltd.
TSH
UMA Engineering Ltd.
Watts, Griffis and M C o u t a Limited

Public Sector
City of Guelph
City of Hamilton
City of Mississauga
City of Ottawa
City of Peterborough
City of St. Catharines
City of Toronto
City of Windsor
Government of Ontario
Regional Municipality of Durham
Regional Municipality of Niagara
Regional Municipality of Peel
Regional Municipality of York
The St. Lawrence Seaway Management Corporation

MORE SALARY REPORTS AVAILABLE

PEO publishes salary maturity tables for five major sub-industry groupings. Many employers and individual engineers have taken advantage of this opportunity to obtain data specific to these five fields of engineering activity.

Salary Tables for Sub-Industry Groups
1. Electrical/Electronics Products - Manufacturing
2. Petrochemical/Chemical Products - Manufacturing
3. Primary Metals/Metal Fabrication - Manufacturing
4. Technical Services
5. Consulting/Construction - Services

The “List of Participants” indicates by superscript number which organizations are included in each group. These reports are available at a cost of $85 plus GST for each report requested. Please use the order form on the back cover.

2002 Ontario Engineers’ Salaries, Survey of Employers SUMMARY REPORT 9
<table>
<thead>
<tr>
<th>Classification Guide Of Engineering Responsibility Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level of Responsibility</strong></td>
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<tr>
<td>Median</td>
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<td>50% Spread</td>
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<tr>
<td>80% Spread</td>
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<td><strong>Duties</strong></td>
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<tr>
<td><strong>Recommendations, Decisions and Commitments</strong></td>
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<td><strong>Supervision Received</strong></td>
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<tr>
<td><strong>Leadership Authority and/or Supervision Exercised</strong></td>
</tr>
<tr>
<td><strong>Guide to Entrance Qualifications</strong></td>
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</tbody>
</table>
### LEVEL D

- **Salary Range:**
  - $82,500
  - $74,900 - $89,890
  - $67,722 - $102,500

- **Description:**
  - This is the first level of direct and sustained supervision of other professional engineers OR the first level of full specialization.
  - Requires application of mature engineering knowledge in planning and conducting projects having scope for independent accomplishment and coordination of the difficult and responsible assignments. Assigned problems make it necessary to modify established guides, devise new approaches, apply existing criteria in new manners, and draw conclusions from comparative situations.

- **Recommendations:**
  - Recommendations reviewed for soundness of judgment but usually accepted as technically accurate and feasible.

- **Work Assignments:**
  - Work is assigned in terms of objectives, relative priorities and critical areas that impinge on work of other units. Work is carried out within broad guidelines, but informed guidance is available.

- **Assigns and Outlines Work:**
  - Assigns and outlines work; advises on technical problems; reviews work for technical accuracy, and adequacy.

- **Higher Education:**
  - Bachelor's degree in Engineering, or Applied Science, or its equivalent, normally with a minimum of five-to-eight years of experience in the field of specialization from the graduation level.

### LEVEL E

- **Salary Range:**
  - $93,869
  - $87,300 - $103,488
  - $79,370 - $120,000

- **Description:**
  - Usually requires knowledge of more than one field of engineering OR performance by an engineering specialist in a particular field of engineering. Participates in short and long range planning; makes independent decisions on work methods and procedures within an overall plan. Originality and ingenuity are required for devising practical and economical solutions to problems. May supervise large groups containing both professional and non-professional staff; OR may exercise authority over a small group of highly qualified professional personnel engaged in complex technical applications.

- **Responsibilities:**
  - Makes responsible decisions not usually subject to technical review on all matters assigned except those involving large sums of money or long range objectives. Takes courses of action necessary to expedite the successful accomplishment of assigned projects.

- **Reviews and Evaluates Work:**
  - Reviews and evaluates technical work; selects, schedules, and coordinates to attain program objectives; and/or as an administrator makes decisions concerning selection, training, rating, discipline and remuneration of staff.

- **Higher Education:**
  - Bachelor's degree in Engineering, or Applied Science, or its equivalent, normally with a minimum of nine-to-12 years of engineering, and/or administrative experience from the graduation level.

### LEVEL F

- **Salary Range:**
  - $109,628
  - $99,900 - $129,004
  - $91,351 - $149,590

- **Description:**
  - Usually responsible for an engineering administrative function, directing several professional and other groups engaged in inter-related engineering responsibilities; OR as an engineering consultant, achieving recognition as an authority in an engineering field of major importance to the organization. Independently conceives programs and problems to be investigated. Participates in discussions, determining basic operating policies, devising ways of reaching program objectives in the most economical manner and of meeting any unusual conditions affecting work progress.

- **Responsibilities:**
  - Makes responsible decisions on all matters, including the establishment of policies and expenditure of large sums of money and/or implementation of major programs, subject only to overall company policy and financial controls.

- **Reviews and Evaluates Work:**
  - Reviews and evaluates technical work; selects, schedules, and coordinates to attain program objectives; and/or as an administrator makes decisions concerning selection, training, rating, discipline and remuneration of staff.

- **Higher Education:**
  - Bachelor's degree in Engineering, or Applied Science, or its equivalent, with broad engineering experience, including responsible administrative duties.

### BEYOND LEVEL F

- **Salary Range:**
  - Not Reported

- **Description:**
  - Within the framework of general policy, conceives independent programs and problems to be investigated. Plans or approves projects requiring the expenditure of a considerable amount of human resources and financial investment.

- **Responsibilities:**
  - Determines basic operating policies and solves primary problems or programs to accomplish objectives in the most economical manner to meet any unusual condition.

- **Higher Education:**
  - Bachelor's degree in Engineering, or Applied Science, or its equivalent with many years' authoritative engineering and administrative experience. The incumbent is expected to possess a high degree of originality, skill and proficiency in the various broad phases.
For the past 49 years, Professional Engineers Ontario has conducted an annual survey of engineers’ salaries on behalf of engineers and their employers. The 2002 Report on Engineers’ Salaries offers reliable, accurate and easy to use salary data provided by 163 organizations on 16,962 engineers working in Ontario. An essential reference source for salary administration, the various reports include:

### SUMMARY REPORT
Contains salary maturity data in table and graph formats. Published in the September/October issue of Engineering Dimensions. Complimentary copy available on request or visit PEO’s website at www.peo.on.ca

### DETAILED REPORT
Contains salary maturity tables plus other salary tables and graphs for in-depth analysis of engineers’ compensation. Additional survey information includes:
- Salaries by major industry
- Salaries by job type (new data variable introduced this year)
- Salaries by geographical area
- Salaries by size of organization
- Year-to-year increases by responsibility level
- Bonus and additional cash payments
- Weekly hours of work
- Salary maturity (year of graduation) tables

Members/Survey Participants: $45 per copy, $60 diskette
Non-members: $110 per copy, $135 diskette
All tables in the Detailed Report are available in electronic spreadsheet format: 3.5" IBM diskette in either Lotus 1-2-3 or Microsoft Excel.

### SUB-INDUSTRY REPORTS
Salary maturity tables for five major sub-industries are available:
- Electrical/Electronics Products—Manufacturing
- Petrochemical/Chemical Products—Manufacturing
- Primary Metals/Metal Fabrication—Manufacturing
- Technical Services
- Consulting/Construction Services

Members/Survey Participants/Non-members: $85 per copy

### ADDITIONAL CASH REPORT
This report presents information on re-earnable lump sum cash payments, such as bonuses, profit sharing and commissions related to performance that were paid to engineers in addition to base salary. Total cash data is provided in a number of useful formats.

Members/Survey Participants/Non-Members: $85 per copy

### CUSTOM REPORTS
Special data runs for selected groups of survey participants can also be produced. For more information please call 416-224-1100 or 1-800-339-3716.

**PEO SALARY SURVEY ORDER FORM**
2002 Survey of Employers

Please complete and fax to PEO, 416-224-8168 or 1-800-268-0496; or mail to Publications, Professional Engineers Ontario, 25 Sheppard Ave. W., Ste. 1000, Toronto, ON M2N 6S9

Name: ________________________________________________
Company: ______________________________________________
Title: __________________________________________________
Address: ________________________________________________
______________________________________________________
City: ________________ Prov: ____ Postal Code: ____________
Telephone (day): ________________________________________

Method of Payment:
- Our cheque is enclosed. Please make cheque payable to Professional Engineers Ontario—Salary Surveys.
- Please charge to VISA number __________________________

(please list all numbers on card) Expiry Date _______ 

Signature ________________________________________________

Please check which of the following categories applies to you:
- Survey Participant
- PEO Member — Membership# __________
- Non-member

**PLEASE SEND ME THE FOLLOWING SALARY SURVEY REPORTS:**

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<th>Report Type</th>
<th>Category</th>
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<td>PEO Members/Survey Participants</td>
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**Shipping/handling charges included with above prices.**

**GST 7%**

**Order Form**
2002 Ontario Engineers’ Salaries

**Survey of Employers**

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