



Alberta Chapter 2002 Salary Survey Results

Brian O'Malley, Member Survey Coordinator

Survey background

The first survey of Alberta members was completed in 1997, and has been followed up with annual salary surveys since 2000. Every third year the chapter will conduct a more detailed member survey covering a variety of additional information, such as work situations, expertise, products produced, and evaluations of chapter services. This report documents the results of the 2002 survey of Alberta chapter members.

The survey was delivered online via the chapter's Web site for the second time. We received 44 responses by the survey close date of 06 September, for a response rate of about 20%, a slight improvement over last year. 17 responses were from males and 27 from females, which is again about in proportion to the chapter's sex ratio. Five responses were from part-time practitioners. Their annual incomes are not included in the results that follow, but their hourly rates are included. Comparative results are provided for the recently published 2002 STC Salary Survey (available on the STC site) and for the 2001 Alberta survey.

Annual income and hourly rate

The overall average annual income reported was \$60,654 up 6.0% from the \$57,205 reported last year. The 2002 average for Canada was \$56,870, and \$59,700 for the US.

Our median was \$57,000 (\$55,000 Canada; \$58,000 US), up from a median of \$50,000 last year. Respondents engaged in full-time work reported working an average of 48.0 weeks/year (49.4 in '01). The number who reported they worked 52 weeks per year declined from 38% to 21%.

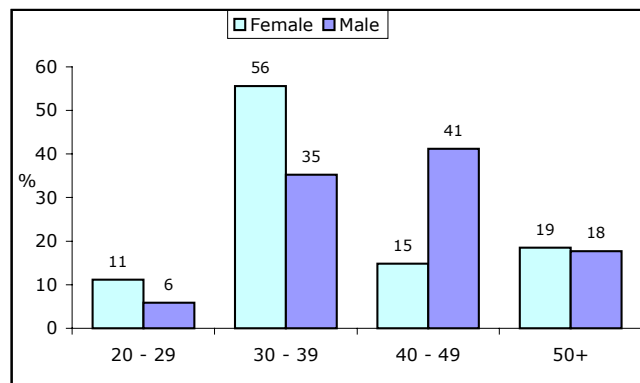
Among the 11 members who reported hourly rates, the average was \$48 (\$36 in '01) and the median was \$50 (\$30 in '01).

The gender income gap described in the two previous annual surveys remains (Table 1), but it has again narrowed, and this year by a significant amount. (In each table, the values in parentheses are sample sizes.) As indicated last year, there is undoubtedly a difference in wages earned by the sexes, but some of the reported gap continues to be explainable by differences in the male and female respondent populations (Figure 1).

Table 1. Average annual income by gender

	Female	Male
AB '02	57,304 (24)	66,013 (15)
AB '01	51,484 (27)	65,291 (12)
AB '00	49,505 (22)	68,944 (9)
CA '00	55,670 (166)	59,030 (87)
US '00	59,430 (498)	60,350 (212)

Figure 1. Age distribution of respondents



As in previous surveys, the majority of the female respondents fall into the lower two age classes, while the reverse is true for the male respondents. Also, average income is again strongly correlated with years of work experience (Table 2, next page), years of TC

experience (Table 3) and with age (Table 4). Therefore, it is not surprising that currently the older and more experienced male respondents earn a higher average income than the younger female respondents. As the age structure of our member population gradually shifts over the next few years, we can expect the gender gap to continue to disappear.

The trend of average annual income increasing with education (Table 5), quite clear in previous surveys, is not as clear this year due to the significant increase in average salary reported for those with some post-secondary education.

Table 2. Average annual income by years of work experience

	<2	2 – 5	6 – 10	11+
AB '02	— (0)	43,667 (3)	65,806 (12)	67,479 (24)
AB '01	29,262 (4)	43,250 (2)	48,636 (8)	61,637 (25)
AB '00	31,000 (3)	50,350 (4)	51,967 (9)	63,167 (15)

Table 3. Average annual income by years of TC experience

	<2	2 – 5	6 – 10	11+
AB '02	— (0)	48,073 (15)	56,930 (10)	76,793 (14)
AB '01	44,164 (7)	47,099 (16)	61,000 (4)	72,236 (12)
AB '00	38,333 (6)	56,029 (7)	51,429 (7)	66,127 (11)
CA '02	50,770 (27)	49,940 (102)	63,160 (72)	64,770 (53)
US '02	53,570 (43)	51,720 (226)	59,630 (223)	67,540 (183)

Table 4. Average annual income by age class

	20 – 29	30 – 39	40 – 49	50+
AB '02	44,575 (4)	53,835 (17)	67,740 (10)	74,325 (8)
AB '01	42,569 (8)	53,472 (17)	67,786 (7)	64,214 (7)
AB '00	49,300 (9)	53,340 (10)	68,875 (8)	45,375 (4)
CA '02	51,120 (38)	56,850 (108)	59,630 (70)	57,540 (37)
US '02	47,980 (76)	57,790 (226)	61,410 (223)	64,860 (183)

Table 5. Average annual income by education level

	Post Sec/Cert.	Bachelor	Postgraduate
AB '02	62,000 (9)	57,625 (28)	97,000 (2)
AB '01	50,943 (7)	55,988 (27)	61,060 (5)
AB '00	53,925 (4)	54,125 (20)	58,771 (7)
CA '00	Not asked	56,610 (165)	59,630 (57)
US '00	Not asked	58,880 (424)	61,341 (213)

Additional compensation

This year for the second time we asked for information about additional compensation and benefits. The results shown in Figure 2 are for the 34 full-time respondents whose benefits are paid by their employers. The items are sorted from highest to lowest percentage (left to right) of Alberta members receiving that benefit in 2002. Both the 2001 and 2002 STC surveys show Canadian and American members roughly on par for most benefits except retirement/pension and payment of Society dues. However, this survey again shows Alberta members lagging the rest of Canada and the US for all benefits

except payment of Society dues and tuition reimbursements.

Many thanks to all members who participated in this year's survey, and congratulations to the winners of our prize draw:

- Shane McEwen Free Chapter workshop
- Mala Rupnarain STC steel travel mug
- Sharon Geier STC bistro mug

Please participate next year when we will again conduct our detailed survey to track important trends in tools, products and member needs.

Figure 2. Benefits provided by employers

