

# The Canadian Engineer

A Weekly Paper for Civil Engineers and Contractors

## Classification and Salaries of Engineers

Toronto Engineers Adopt Schedule of Titles, Qualifications and Minimum Salaries for Technically-Trained Men Employed by Railways, Municipalities, Industries, Public Works and Large Public Utilities—Salaries Range from \$1,200 to \$12,000 Per Annum

At a meeting held last Thursday evening, the members of the Toronto branch of the Engineering Institute of Canada approved of the schedule prepared by the Salaries Committee of that branch. This schedule classifies engineers employed by railways, municipalities, industrial firms, large public utilities and the Public Works Department of Canada. It groups the engineers employed in these five lines of work in clear-cut classes, with non-conflicting titles, and states the qualifications deemed requisite for each class, and also states the minimum salary which, in the opinion of the members of the branch, should be paid to each class.

In some of the classifications, the minimum salary stated in the schedule does not exceed that which prevails at present on the most important works in Canada, but in general the classification, if adopted by employers, will mean a most substantial increase for many engineers, especially when it is borne in mind that the salary mentioned in the schedule is meant to be the minimum salary to be paid in any case.

The schedule, having now been adopted by the Toronto branch, will be sent to every one of the other branches of the Institute throughout Canada for comment and to aid them in the preparation of similar schedules. Many of the other branches of the Institute have committees at work upon similar schedules, although no other branch, so far as is known, has as yet definitely completed a schedule. The Niagara Falls, Ont., branch is said to have made very great progress in the preparation of a schedule. The branches in the maritime provinces and also many of those in the western provinces have discussed the desirability of uniform classification.

The Toronto schedule will also be forwarded to the council of the Institute at Montreal, with a recommendation that it be formally adopted by the Institute as a whole.

### Personnel of Salaries Committee

The personnel of the Salaries Committee of the Toronto branch is as follows:—

Geo. Clark (chairman), designing engineer, Toronto Harbor Commission; H. A. Goldman (secretary), assistant engineer, Toronto Harbor Commission; L. M. Arkley, assistant professor of mechanical engineering, University of Toronto; N. L. Crosby, contracting engineer, Toronto Structural Steel Co.; F. B. Geodike, assistant engineer, railway department, Hydro-Electric Power Commission of Ontario; E. G. Hewson, railway engineer, Hydro-Electric Power Commission of Ontario; Thomas Hogg, assistant hydraulic engineer, Hydro-Electric Power Commission of Ontario; H. J. Lamb, superintending engineer for Ontario, Department of Public Works of Canada; James Milne, mechanical and electrical engineer, works department, city of Toronto; G. G. Powell, deputy city engineer, Toronto; A. F. Stewart, chief engineer, Canadian National Railways; and Thomas Taylor, designing and construction engineer, Bloor St. Viaduct, Toronto.

Andrew Harkness, consulting structural engineer, Toronto, who is chairman of the Toronto branch, and W. S.

Harvey, engineer of sewers, Toronto Harbor Commission, who is secretary of the Toronto branch, are ex-officio members of the committee.

Approximately, 60 members of the branch were present at the meeting last Thursday evening, Mr. Harkness presiding. After the routine business had been quickly finished, Mr. Clark was asked to present the report of the Salaries Committee, which had been considering the proposed classification and schedule of salaries for the past six months.

After Mr. Clark had read the schedule in regard to railway work, Mr. Harkness enquired regarding the present rate of pay received by railway brakemen, and was informed by Mr. Clark that it amounts to between \$300 and \$330 per month.

J. R. W. Ambrose, chief engineer of the Toronto Terminal Railway Co., enquired as to how the schedule of salaries recommended by the committee compares with the schedule used by the American Association of Engineers, and was informed that the proposed Toronto schedule is about \$200 per annum higher than that of the American Association.

### Railway Salaries are Discussed

The only change made in the railway classification was to substitute the title "Designing Engineer in Structural Department," for "Leading Draftsman in Structural Department."

Mr. Ambrose contended that rodmen should receive more than chainmen, as they are considered on the railways to be superior to chainmen. Mr. Clark, however, expressed the opinion that men employed for this class of work are largely from high schools or else are junior students at the universities, and may all be considered as equal in ability, but the members decided to support the increase for rodmen as proposed by Mr. Ambrose.

The railway salaries reported by the committee were unanimously adopted excepting for the following changes: Assistant Bridge Engineer \$4,800 instead of \$4,200; Designing Engineer in Structural Department, \$3,600 instead of \$3,000; Rodman, \$1,500 instead of \$1,200.

Frank Barber, consulting engineer, Toronto, enquired as to how officials such as county engineers and road commissioners should be scheduled in view of the fact that some of them are only employed part time and that others are not qualified engineers, and that the conditions of employment differ so greatly in the various cases. Mr. Clark stated that these matters are covered by the municipal schedule.

J. C. Krumm, railway bridge designer, Hydro-Electric Power Commission of Ontario, said that in respect to bridge engineers the railway schedule does not conform to what he considers to be the usual distinction between the various classes of technically-trained men, and he proposed that the schedule be referred back to the committee for revision. This was not carried, however, as G. A. McCarthy, engineer of railways and bridges, city of Toronto, and many other expressed the view that the classification regarding bridge engineers is satisfactory and should not be changed.