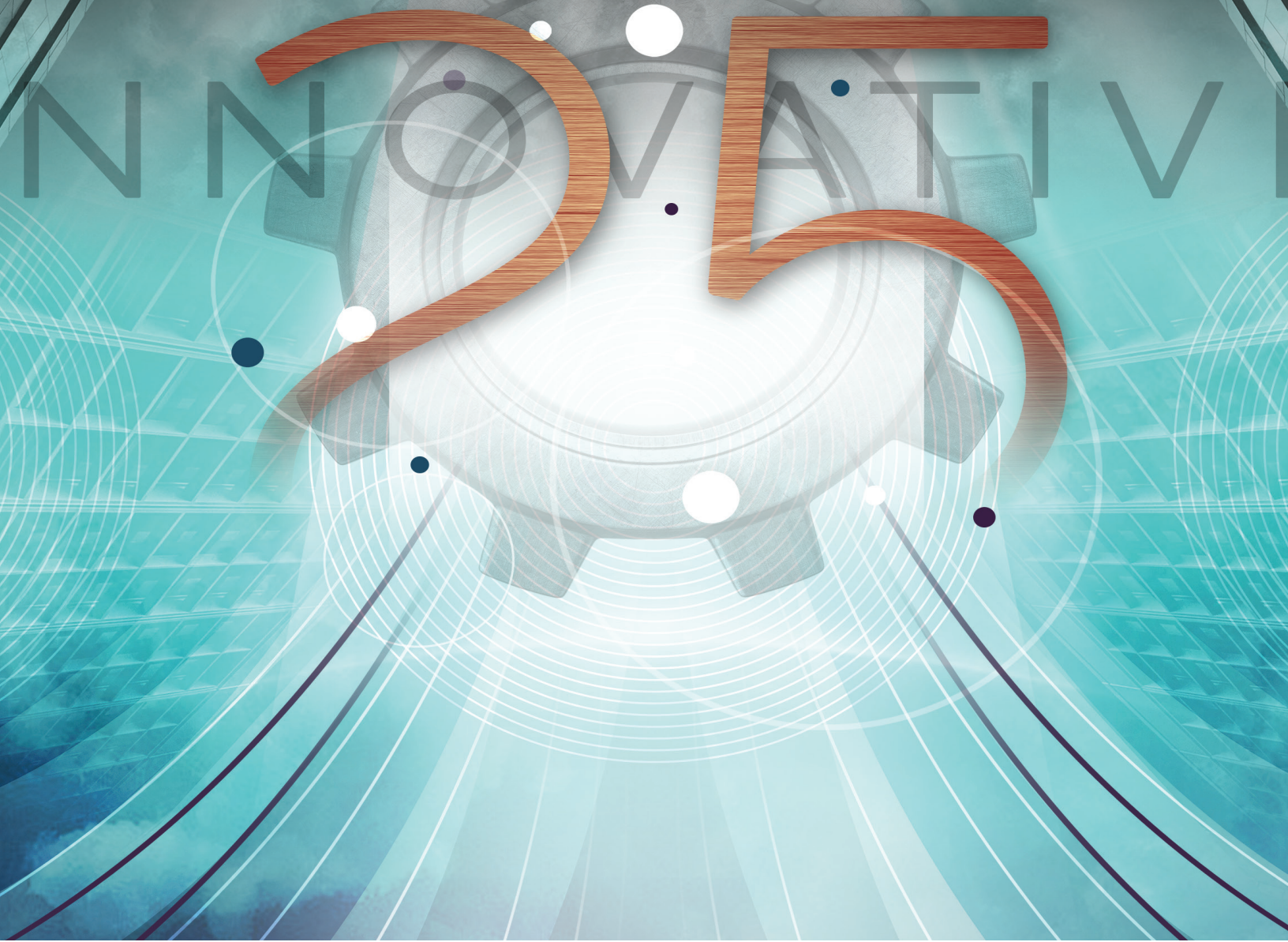


2022

CONSULTING ENGINEERS OF ALBERTA SHOWCASE AWARDS



CEA ANNUAL REPORT

2021 - 2022

- 2 CEA Team
- 3 CEA 2021-2022 Board of Directors
- 4 President’s Message
- 5 CEO and Registrar’s Message
- 6 Treasurer’s Message
- 7 Financial Summary
- 9 Notes to Financial Statements
- 12 Government Relations Committee
- 13 Transportation Committee
- 14 CEA Organizational Chart
- 16 City of Calgary Liaison Committee
- 17 City of Edmonton Liaison Committee
- 17 Wood Buffalo Liaison Report
- 18 Buildings Committee
- 18 Environmental Committee
- 19 Young Professionals’ Group Calgary
- 19 Young Professionals’ Group Edmonton
- 20 Young Professionals’ Group Red Deer
- 20 Municipal Liaison Committee
- 21 CAA Liaison Report
- 21 ARHCA Liaison Report
- 22 ACEC Liaison Report
- 23 APEGA Liaison Report
- 24 Showcase Awards Winners
- 25 Lieutenant Governor’s Award
- 26 CEA Code of Ethics
- 27 CEA Member Firms
- 28 CEA Member Charter

CEA Team



Ken Kozakewich, MBA, P.Eng.
CEO and Registrar



Lisa Krewda
Chief Operating Officer



Inderjeet Singh
Information Specialist



Madison Kuzma
Operations Coordinator



Board of Directors



Ryan Gidluck
PRESIDENT
Morrison Hershfield



Sara Anderson
PAST PRESIDENT
Urban Systems



Ryan Betker
VICE PRESIDENT
McElhanney



Joel Nolin
TREASURER
AECOM



Cheryl Heseltine
DIRECTOR
Wood Environment & Infrastructure Solutions



Chris Workman
DIRECTOR
Thurber Engineering



Craig Clifton
ACEC LIAISON
Clifton Associates



Derek Ciezki
HONORARY PAST PRESIDENT LIAISON
SMP Engineering



Evelyne Bucumi
YP DIRECTOR
IBI Group



Jason Maurer
DIRECTOR
Scheffer Andrew



Kelly Butz
DIRECTOR
Magna IV Engineering



Linus Murphy
CAA LIAISON
S2 Architecture



Lisa Doig
APEGA Liaison



Michael Jackson
DIRECTOR
WSP



Migo Kelada
DIRECTOR
CIMA Canada Inc.



Neil Robson
DIRECTOR
DIALOG



Saeed Bashi
YP DIRECTOR
Urban Systems



Scott Argent
DIRECTOR
Stantec Consulting



Todd Simenson
ACEC Liaison
Stantec Consulting



Tony Plamondon
DIRECTOR
ISL Engineering and Land Services



Wendy MacKay
DIRECTOR
Morrison Hershfield

President's Message

The 2021/2022 year now draws to a close and it is time for me to pass the torch on to the next CEA President. A year ago, we established our priorities for the year and put together a plan anticipating that at some point in the year covid restrictions would lift. Restrictions were indeed lifted in the Summer, brought back in the Fall and then lifted again this Spring. As a result, we held some fabulous events in person this year, and completed some activities virtually.

One of our top priorities for the year was raising awareness of the CEA with the provincial government. With cooperating weather and a relaxation in gathering restrictions, I kicked off this initiative by meeting face to face with more than a dozen MLAs and Ministers at the Premier's Stampede Breakfast in July. This was the perfect opportunity for a friendly chat and to open the door for future conversations with our government relations committee.

Over the summer, we engaged Loyaltan Strategies to assist in developing a two-page advocacy communique with our key messages on infrastructure investment, asset management, capital planning and procurement. We published the document for reference on the CEA website, you can find it in the publications section. We also tailored a message for municipal leaders and distributed as a handout at the AUMA Tradeshow.

Beginning in the fall, members of our Government Relations Committee met with 12 Ministers and Members of the Legislative Assembly over the span of a few months. These conversations gave us the opportunity to share ideas and learn about each others' priorities. As a result, we were able to build a level of trust and pave the way for future engagement.

Another priority for the year was our focus on Qualifications Based Selection. As 2021 came to an end, the University of Alberta completed their study and released a report on QBS using data from Alberta. Our QBS task force developed a communication plan to share the results that show QBS yields superior outcomes to priced based procurement. The committee developed and presented a slide deck to several of our committees and at our CEO and Senior Manager breakfast sessions. The presentation summarized the key findings and feedback from the sessions is being used to develop our external messaging as we move into the next phase of the communication plan.

In parallel with the study on QBS, APEGA refreshed the Guideline for Selecting Engineering and Geoscience Consultants. CEA assembled a group of industry leaders to provide input into the guidelines and APEGA incorporated our key changes before releasing the document in April of 2022. The revisions to the document bring this guideline into much closer alignment with CEA's position on procurement and I am grateful to APEGA for giving us the opportunity to provide input into the process.

I enjoyed meeting with leaders at the CEO and Senior Manager Breakfast sessions where we discussed current issues facing our industry and the association. We received positive feedback on the Government Relations Committee work and QBS initiative as well as valuable input on the Professional Governance Act.

Our Gala on April 8 was a highlight of the year. I enjoyed dinner with the Lieutenant Governor, Minister of Municipal Affairs, Mayor of

Edmonton, and their guests at the head table. After giving a short speech and a toast, I was honoured with the duty of congratulating the award winners selected from a very worthy group of nominees. It was great to share in the pride of our industry on a night to celebrate the best and brightest among us.

At the end of April, I attended the Young Professionals' Conference in Canmore. This was a high energy event with excellent speakers and attendees. I learned a lot from the discussions with YPs as well as the session presenters.

The Transportation Connects Alberta Conference was held in early May in Red Deer Alberta. The CEA staff and committee organized one of the top transportation conferences in the Country and everything went off without a hitch. As the moderator of the plenary sessions, I was delighted to have the opportunity to ask some questions from our key-note speakers and enjoyed dinner with the Minister of Transportation before sharing the stage to announce the award winners of the Innovation and Partnership awards.

Throughout the year I also attended many of the committee meetings held virtually. This format has proven to work well and will be continued in the future, although supplemented with some in-person activities to keep connected. I am always impressed with the work that is done by our CEA committees, the volunteers tackle many of our most important issues and have a very meaningful impact on the industry.

Our organization remains in a strong financial position. While covid restrictions did cause us to change some dates and incur some additional event costs, we still finished the year ahead of our initial plan. You can find more details in the Treasurer's report.

In closing, I want to thank the board and our CEA members for the privilege of serving as President for the past year. Working with the board and staff over the last 12 months has been a unique and rewarding experience. Special thanks to Ken, Lisa, Inderjeet and Madison for all the support provided to the board, committees and industry at large this past year.



**Ryan Gidluck, P.Eng., PMP
President**



CEO and Registrar's Message

Over the past two months our organization has quickly reignited a wide variety of in-person events. After operating at a distance throughout the pandemic, it has been refreshing to again engage with our membership on a face-to-face basis. Throughout the year our plans for meetings and events were often in a state of flux as we responded to provincial health restrictions and a concern for the safety of attendees. Despite these challenges, it was evident that our industry, client groups and stakeholders have become accustomed to change on short notice and we thank everyone for understanding and adapting as we finally settled into delivery of our programs.

Public health protocols allowed us to hold our Edmonton Golf Tournament in September. With the further relaxation of health restrictions this spring, we were able to hold several in-person events, including our 25th Awards Gala in Edmonton, the Young Professionals' Conference in Canmore, our Transportation Connects Alberta Conference in Red Deer and industry mixers and meetings in Edmonton and Calgary. These provided opportunities for our membership to network with client groups and industry stakeholders. The value of networking on a face-to-face basis was restated by many of our participants and there was a positive level of energy and reengagement, especially at the larger events.

Virtual technologies allowed CEA staff to maintain strong and regular contact within the industry through our Board of Directors and Committees. Additionally, we had positive response to our webinars and PSMJ training sessions in the virtual environment. The ability to connect quickly and efficiently on-line also allowed our organization to meet regularly with stakeholder groups and allied associations who assist and/or impact our industry. The pandemic forged a stronger connection with industry partners last year and we continued to collaborate closely with the Alberta Construction Association (ACA), Alberta Roadbuilders and Heavy Construction Association (ARHCA), Alberta Trade Contractors Coalition (ATCC) and the Consulting Architects of Alberta (CAA) on several joint initiatives.

Many of our industry initiatives this year were focused on Government of Alberta policy and program decisions. After a lengthy three-year industry engagement process with Service Alberta, the Prompt Payment and Construction Lien Act will finally take effect on August 29, 2022. The rules and remedies of Prompt Payment legislation will apply to professional engineers and architects, which had been requested by our members. We continue to work with allied industry on potential further involvement in the Adjudication process related to this legislation. In alignment with the Board's political advocacy initiative, both submissions and stakeholder engagement meetings took place with the Government of Alberta in relation to Budget 2022, the Ernst & Young Procurement and Project Delivery Study being undertaken by Alberta Infrastructure, the Labour Mobility Act, the Infrastructure Accountability Act and the province's 20-year Strategic Plan. Consultations also took place with Alberta Labour in relation to the proposed new Professional Governance Act.

This year marked the completion of the University of Alberta's study in relation to Qualifications Based Selection (QBS). CEA had successfully obtained grant and supportive funding through the provincial government, ACEC Canada and the federal NSERC

program for this study related to Alberta public sector procurement. The three-year research project was hampered to some degree by the impact of the pandemic, however, demonstrated positive project outcomes when QBS was used for procuring consulting engineering services. This study will assist our organization in future activities related to promotion of QBS in the public sector in the upcoming year.

Throughout the year we continued to maintain regular contact with key staff at the Deputy Minister and Assistant Deputy Minister levels with the provincial ministries of Transportation, Infrastructure, Municipal Affairs, Service Alberta and Labour. In addition, to our ongoing advocacy for more predictable and sustainable infrastructure funding, wider use of asset management, fairness in procurement, proportional allocation of risk and vendor performance management, this year resulted in further discussions of the global impacts on our local market. Supply chain disruption and the recent inflationary environment led to consultative and collaborative dialogue on how to expedite timelier award of consultant assignments and construction tenders; material pricing and lead time issues; the impacts of alternative sourcing or redesign on our members' businesses and potential risks related to schedule, labour and cost uncertainties. Within our client groups there has been considerable movement of staff resulting in the challenge of re-establishing awareness of our industry's issues with new leadership during dynamic market conditions.

CEA continues to interact on a regular basis with the Association of Professional Engineers and Geoscientists of Alberta (APEGA). Through a semi-annual stakeholder's meeting and a number of specific task group meetings we have been providing input in relation to several of APEGA's Practice Standards and Guidelines throughout the year as well as voicing our concerns on issues related to authentication, technical reliance and scope of practice that directly impact the consulting engineering business. In many cases our input would be strengthened through more consultant involvement on APEGA's Council and Committees and I encourage such participation with our regulator.

From the Registrar's perspective we currently have 73 member firms within our association which represents no overall change from last year. Our "N" number is currently 8450 compared to 8775 last year. Some consolidation has continued to occur in the Alberta industry; however, our current "N" numbers have remained relatively steady around our five-year average "N" of 8536. CEA's strength and stability rests upon the foundation of our members' involvement and support in having a unified business voice through our collective association.

Many companies and people have made significant commitments to serve on our Board and our committees and to support our events. I am grateful for your continued dedication to make CEA a success.

I also want to express my sincere thanks to our staff, Lisa Krewda, Inderjeet Singh and Madison Kuzma for your hard work and adaptability in an unpredictable environment to ensure our organization remains viable and meets all our goals. I look forward to working with all of you through the upcoming year.



Ken Kozakewich, MBA, P.Eng.

Treasurer's Message

CEA exceeded its financial goals in 2021/2022 due to the focused commitment of our member firms and the Association's staff during our emergence from the COVID-19 pandemic. The participation by member company volunteers on committees, association events and activities, strategic engagement with Government, and on the Board continue to be fundamental for the organization's overall resilience and effectiveness. The Association remains in a solid position to continue as a strong industry voice for the consulting engineering business in Alberta and as a facilitator for the development of staff through virtual training programs, conferences, and events which thankfully, we have been able to resume.

Over the past year we exceeded our financial plan expectations primarily through eligible COVID Subsidy Payments, significant reductions in variable admin expenses, and maintaining our reduced administration operating costs due to few in-person events during the fiscal year. This exceeded the very slight decrease in membership fees and continued lower events and programs revenue.

Financial Activity Highlights

Revenue:

Memberships:

Membership revenue is the key component to maintaining ongoing operations. CEA closely monitors current market conditions, including the impacts of COVID-19, and has focused awareness of the continuing strain this imposes on our member firms and their staff. In 2021/22 the Board approved a zero percent increase to our CEA memberships fees for the 2022-2023 fiscal year. Although the economic conditions and continued industry consolidation over the past few years have impacted the year-over-year total membership, CEA continues to attract new members and the membership revenue has only been slightly impacted and has been stable over the last five years. To carry out CEA's objectives, dependable sources of revenue are vital, and only possible through the engagement of our members. It is necessary to implement strategies that sustain the current base membership while recruitment efforts are exerted to increase it. CEA's administration and executive have continued to connect with non-member firms to promote the value in becoming a member of CEA. Associate memberships and Affinity memberships (sponsorships) supplement our base revenue and continue to be stable as well.

Events and Programs:

Our CEA events and programs revenue was lower than planned in 2021/2022, largely due to the postponements of the Transportation Connects Conference and Annual Awards Gala into fiscal 2022/2023 due to COVID delays and also with the deferral of a number of in-person events cancelled or rescheduled due to the pandemic. This decrease in revenue was, however, significantly offset by greater revenues than planned with our Edmonton Golf tournament, Young Professionals' Conference and virtual PSMJ training sessions which had excellent participation and sponsorship support. CEA looks forward to a resurgence of in-person events through 2022/2023.

Expenses:

Administration and Operations:

In 2021/22 there was a continued focus on maintaining core services to the CEA membership through efficiencies and careful cost management with a focused view on sustainability of the CEA as an advocacy group. Fixed Administration Expenses were slightly higher than budgeted, with one new staff member added to support the resurgence of in person events. This cost was offset with a significant reduction of our Variable Admin Expenses and Membership Expenses due to the limited number of in-person meetings and expenses, as well as significant eligible COVID-19 Subsidy Payments.

Strategic Initiatives and Committee Activity:

Expenses in this area remained below budget due to cost control measures, even with the significant increase in CEA activity and ongoing use of our government relations consultant to assist the Board of Directors with advocacy with the Government of Alberta and in general.

Financial Investments:

Under CEA's– Statement of Investment Policy and Procedures document, adopted by the Board in May 2012, there are three categories of funds:

1) General Funds, 2) Stabilization Funds and 3) Restricted Funds (funds held in trust). Investment of the funds is at the discretion of the CEA Executive under guidance of an investment advisor and is reported to the CEA Board whenever the funds are accessed.

The Financial Stabilization Fund is maintained at a target level of \$130,000. This target amount was set to align with CEA's 3-month cash flow requirements. If a financial need arises that has not been budgeted, this fund may be temporarily drawn upon as long as the fund is replenished within the following two budget cycles.

The Restricted Funds (Funds held in Trust) is currently at \$167,027 and is for the Strategic Priorities Group (Transportation Conference), Operations Expo and Infrastructure Partners Conference.

The General Investment Fund balance is \$406,118 in unallocated reserves from CEA's prior operating years. A positive surplus to fund strategic initiatives must be maintained to uphold CEA's stature as a sought after and respected voice of the consulting industry.



**Joel Nolin, P.Eng.
AECOM**

2021/2022 Financial Summary:

Revenues	AMOUNT	Financial Notes
Memberships	\$497,611	
Events and Programs	\$158,385	Schedule 1
Interest Income	\$14,813	
Strategic Initiatives and Committees	\$460	Schedule 3
Total Revenue	\$671,269	
Expenses		
Administration	\$506,927	Schedule 2
Events and Programs	\$87,626	Schedule 1
Strategic Initiatives and Committees	\$39,215	Schedule 3
	\$633,768	
Excess of revenues over expenses from operations	\$37,501	
Other income		
COVID-19 subsidies	72,731	
Alberta relaunch grant	-	
	72,731	
Excess of revenues over expenses for the year 2021/2022	\$110,232	

2022/2023 Proposed CEA Operating Budget:

Revenues	AMOUNT
Memberships, Investment Interest and Sponsorships	\$527,616
Misc. Net Revenue	\$500
Events and Programs (Net)	\$106,000
Total Projected Revenue	\$634,116
Expenses	
Administration	\$478,430
Variable Administration	\$129,850
Membership Expenses	\$10,500
Committees and Strategic Initiatives	\$43,000
Total Projected Expenses	\$661,780
Projected 2022/2023 Net Income:	(\$27,664)

CEA would like to thank all of our member firms and external sponsors for their continued support.

Independent Practitioner's Review Engagement Report for Year Ended March 31, 2022

Mowbrey Gil, Chartered Professional Accountants LLP

We have reviewed the accompanying financial statements of Consulting Engineers of Alberta which comprise the statement of financial position as at March 31, 2022 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

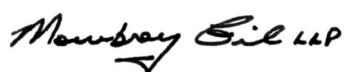
Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Consulting Engineers of Alberta as at March 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Mowbrey Gil
Chartered Professional Accountants

Statement of Financial Position:

	2022	2021
ASSETS		
Current		
Cash	\$895,312	\$546,913
Short-term investments	29,232	2,422
Accounts receivable	6,033	14,793
Prepaid expenses and deposits	28,820	47,634
	\$959,397	\$611,762
Long-term investments		
Equipment	4,328	2,626
Deposit	12,441	12,441
	\$1,264,989	\$931,270
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$69,769	\$34,082
Deferred revenue	421,985	231,833
Funds held in trust	167,027	167,027
	\$658,781	\$432,942
Deferred leasehold inducement	30,090	32,442
Canada Emergency Business Account	40,000	40,000
	\$728,871	\$505,384
Net Assets		
Unrestricted fund	406,118	295,886
Internally restricted fund	130,000	130,000
	536,118	425,886
	\$1,264,989	\$931,270

Statement of Revenues and Expenditures:

	2022	2021
Revenues		
Membership dues	\$497,611	\$506,911
Events and Programs	158,385	58,998
Interest Income	14,813	8,179
Strategic Initiatives and Committees	460	1,540
	\$671,269	\$575,628
Expenses		
Administration	\$506,927	\$458,157
Events and Programs	87,626	24,129
Strategic Initiative and Committee	39,215	30,382
	633,768	512,668
Excess of revenues over expenses from operations	\$37,501	\$62,960
Other income		
COVID-19 subsidies	72,731	92,321
Alberta relaunch grant	-	18,523
	72,731	110,844
Excess of revenues over expenses for the year	\$110,232	\$173,804

Statement of Changes in Net Assets:

	Unrestricted Fund	Internally Restricted Fund	2022	2021
Net assets – beginning of the year	\$295,886	\$130,000	\$425,886	\$252,082
Excess of revenues over expenses for the year	110,232	–	110,232	173,804
Net assets – end of year	\$406,118	\$130,000	\$536,118	\$425,886

Notes to Financial Statements

1. Purpose of the Society

Consulting Engineers of Alberta (the Society) was formed in 1978 under the Societies Act of Alberta. The Society now operates under the Consulting Engineers of Alberta Act as a not-for-profit organization. The Consulting Engineers of Alberta Act (Bill 29) received Royal Assent by the Alberta Legislature on June 11, 1992 and was proclaimed on April 28, 1993. As a not-for-profit organization under the Income Tax Act, Canada, the Society is not subject to income taxes.

The Society represents the business and professional interests of consulting engineering companies in Alberta. The Society works with all levels of government and other stakeholders to promote opportunities and a positive business environment for its members.

2. Significant accounting policies

These financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations. The precise determination of many assets and liabilities is dependent on future events. As a result, the preparation of financial statements for a period involves the use of estimates and approximations which have been made using careful judgment. The significant areas requiring management estimate are the allowance for doubtful accounts and the estimated useful life of equipment. Actual results could differ from those estimates and approximations. The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and within the framework of the accounting policies summarized as follows:

Cash

Cash consists of demand deposits held with a financial institution.

Equipment

Equipment is stated at cost less accumulated amortization and is amortized over its estimated useful life at the following rates and methods:

Computer equipment	30%	declining balance method
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Leasehold inducements

Leasehold inducements, including rent-free periods received from non-related third parties are amortized on a straight-line basis over the term of the lease (10 years) and recorded on the statement of revenues and expenditures.

Impairment of long-lived assets

The Society tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent the carrying value exceeds its fair value.

Revenue recognition

Membership dues are recognized as revenue in the year in which they are billed. Membership dues are billed at the beginning of each fiscal year.

Events and programs revenues are recognized as revenue when the services are provided.

Strategic initiative and committee revenues are recognized as revenue when the services are provided.

Interest income is recognized as revenue when earned.

The Society follows the deferral method of accounting for contributions. Contributions are recognized as revenue in the year in which the revenues are received or receivable. The exception is that contributions to fund a specific future period's operating expenses are included in revenue of that later period.

Government assistance

Government assistance is accounted for as other income in the period the assistance is provided for.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the statement of revenues and expenditures. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of revenues and expenditures.

Contributed services

Volunteers contribute large numbers of hours every year to assist the Society in carrying out its events. The Society does not track the hours contributed by volunteers therefore contributed services are not recognized in these financial statements.

3. Cash

	2022	2021
Cash	\$728,865	\$555,061
Cash held in investment accounts	207,044	4,747
Outstanding cheques	(40,597)	(12,895)
	\$895,312	\$546,913

Notes to Financial Statements

4. Investments

	2022	2021
Short-term investments	\$29,232	\$2,422
Long-term investments	288,823	304,441
	\$318,055	\$306,863

Investments in the amount of \$167,027 are held in trust for future use on programs specified by the contributors. The amount has been shown as funds held in trust on the balance sheet. The details of the amounts held in trust are outlined in Note 9.

Short-term investments consist of term deposits and accrued interest earned in the year on investments held with National Bank Financial. The bonds bear interest at 2.56% to 3.18% per annum and have maturity dates of less than one year.

Long-term investments consist of bond and equity investments held with National Bank Financial. The bonds bear interest at 1.01% to 6.93% per annum and have maturity dates of greater than one year.

5. Accounts receivable

	2022	2021
Trade accounts receivable	6,033	4,094
COVID-19 subsidies receivable	-	\$10,699
	\$6,033	\$14,793

6. Equipment

	Cost	Accumulated Amortization	2022 Net Book Value	2021 Net Book Value
Computer equipment	\$12,011	\$9,033	\$2,978	\$2,626
Furniture and fixtures	1,500	150	1,350	-
	13,511	9,183	4,328	2,626

7. Accounts payable and accrued liabilities

	2022	2021
Accounts payable and accrued liabilities	\$59,555	\$27,991
Government remittances payable	10,214	6,091
	\$69,769	\$34,082

8. Deferred revenue

The funding received by the Society is deferred and recognized in conjunction with the related expense. The balance at year end consists of the following:

	2022	2021
CEA Transportation Conference	187,154	162,120
Showcase Awards Gala	111,952	-
CEA Membership Dues	74,353	32,607
ACEC Membership Dues	22,818	9,439
Young Professionals Conference	21,045	17,016
City of Calgary Mixer	3,128	-
Miscellaneous	1,156	10,651
Young Professionals Red Deer	379	-
	\$421,985	\$231,833

9. Funds held in trust

	2022	2021
Infrastructure Partnerships Conference	87,901	87,901
Strategic Priorities Group	62,354	62,354
Operations Expo	16,772	16,772
	\$167,027	\$167,027

The Infrastructure Partnerships Conference was established between the Alberta Government Infrastructure, Consulting Architects of Alberta, Consulting Engineers of Alberta, Alberta Construction Association, and the Edmonton Construction Association to develop and support an annual two day Infrastructure Conference in the late fall of each year. The conference is held in Edmonton. Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other partners. Any surplus funds realized from the conference are held in trust by the Society and will be spent at the discretion of the group.

The (SPG) was established as a result of the partnership between Alberta Transportation, the Alberta Roadbuilders & Heavy Construction Association and Consulting Engineers of Alberta to develop and support an annual two day Transportation Conference in March of each year. Historically, Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other two partners, however this year the conference was postponed due to the COVID-19 pandemic and therefore no management fee was received in the current year. Any surplus funds realized from the Tri-Party Transportation Conference from prior years are held in trust by the Society and will be spent at the discretion of the SPG committee.

The Operations Expo was established as a partnership between Alberta Transportation and the Alberta Roadbuilders & Heavy Construction Association to develop and support an annual highway maintenance conference. The Society was contracted to organize and execute the conference. Any surplus funds realized from the conference are held in trust by the Society and will be spent at the discretion of the two partners.

10. Deferred leasehold inducement

The Society received a rent-free year relating to their premises lease.

	2022
Opening Balance	\$32,442
Amortization	(2,352)
	\$30,090

11. Canada Emergency Business Account

The amounts are advanced from Scotiabank as part of the Canada Emergency Business Account (CEBA) program created by the federal government as part of the COVID-19 response. The initial loan is unsecured, non-interest bearing and the term expires December 31, 2023 for eligible CEBA loan holders in good standing. There are no required repayments during this time. If the balance of the loan is paid before December 31, 2023, this will result in loan forgiveness of 25%.

Any remaining balance as of January 1, 2024 will be renewed into a three year term loan with interest of 5% per annum and a maturity date of December 31, 2025.

Notes to Financial Statements

12. Internally Restricted

The Financial Stabilization Fund was established to provide for unexpected expenses. As directed by the Board, the Fund is to approximate three months of expenses.

13. COVID-19 subsidies

The recent outbreak of the coronavirus, also known as COVID-19, has spread across the globe and is impacting worldwide activity. Conditions surrounding the coronavirus continue to rapidly evolve and government authorities are continuing to implement measures to mitigate the spread of the virus. The outbreak and related mitigation measures may have adverse impact on global economic conditions as well as on the Society's activities. The extent to which the coronavirus may impact the Society's activities will depend on future developments, such as the ultimate geographic spread of the disease, the duration of the outbreak, travel restrictions, business disruptions, and the effectiveness of actions taken in Canada and other countries to contain and treat the disease. These events are highly uncertain and as such, the Society cannot determine their financial impact at this time.

Federal government assistance was provided under the Canada Emergency Wage Subsidy (CEWS) program and the Canada Emergency Rent Subsidy (CERS) program. These programs provide non-repayable subsidies to entities experiencing a decrease in revenues over the eligibility period to subsidize labour and rent costs in the face of COVID-19.

	2022	2021
Canada Emergency Wage Subsidy	\$45,620	\$74,117
Canada Emergency Rent Subsidy	27,111	15,454
Temporary Wage Subsidy	-	2,750
	<u>\$72,731</u>	<u>\$92,321</u>

14. Lease commitments

The Society's total commitment, under an operating lease and a property lease agreement, exclusive of occupancy costs, is as follows:

2023	\$38,799
2024	34,720
2025	35,082
2026	36,890
2027	36,890
Thereafter	108,862
	<u>\$291,243</u>

15. Financial instruments

Financial instruments are defined as contractual rights to receive or deliver cash or another financial asset. The Society's financial instruments consist of recorded amounts of cash, short-term investments, accounts receivable, long-term investments, accounts payable and accrued liabilities, deferred revenue, and funds held in trust.

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as of March 31, 2022.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Society is exposed to credit risk primarily from members. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts and other information. The Society has a significant number of members which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Society is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, in order to pay its accounts payable and accrued liabilities, deferred revenue, and funds held in trust.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Society is not exposed to currency risk and other price risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Society is exposed to interest rate risk primarily through its fixed rate short-term and long-term investments.

Government Relations Committee

With a new government taking shape the role of the CEA had to adapt efficiently and strategically to ensure that the voice of our member firms was heard among the political party and Ministries in both Infrastructure and Transportation. Our collaborative approach with other associations was more critical than ever to ensure that we as an industry were speaking with one voice...to ensure stability as well as stimulus for Alberta echoing the UCP's message and platform for 'getting Alberta back to work'.

Strategy sessions were held in the fall with the board to review and reassess the approach to this priority. The intent was to solidify CEA Priorities; Government Relations was deemed essential to advance further with new elected officials. We discussed lessons learned from 2020/2021 on approach, re-developed the MLA Toolkit and Outreach Strategy with Key Messages. The CEA created an action plan for 2022 with scheduled meetings with MLAs and Ministers. Our focus is on sustainable funding and fair procurement practices and to raise the awareness and profile of CEA.

The CEA has since met with 15 MLA and 4 Ministries to continue on with discussions around ensuring that businesses can see sustainable funding on projects and long term asset planning is being implemented.

The CEA also continued to work with consulting firm, Loyaltan Strategies, led by Brookes Merritt – to help us navigate and strategize to ensure that we provided the greatest impact to all Ministries and MLAs across the province in advocating for our industry and strategic priorities.

Another focus of ours was Prompt Payment legislation which was front and centre over the past 9 months - a focus area the Government relations teams took part in being part of several stakeholder engagements with other Associations including the Consulting Architects of Alberta and Construction Associations across Alberta. Working with Minister Nate Glubish with Service Alberta and his team of advisors was a great experience where we wanted to shape the regulations where Professional services, Architecture and Engineering were included in the Regulations as forming an important part of the supply chain and prompt payment requirements. We look forward to seeing this implemented later this fall and working through the initial launch stages with Service Alberta and industry representatives. The CEA is also working with Gowling LLP to educate members on the changes and how it may impact business operations in general - a town hall webinar session was held in April and will form part of the overall information piece for the impacts of these new regulations.

Summary of the meetings with MLAs included discussion topics around:

- The opportunities and challenges in the industry around labour shortages, rising costs of construction and supply chain pressures.
- Conversations around how CEA can work with owner groups and levels of government to provide asset management plans and sustainable funding for long terms project.

- Ensuring that there are shovel worthy projects and not just shovel ready.

The CEA also noted that we would like to see all public infrastructure funding tied to asset management plans. CEA are experts in Asset Management - and there is a lot of capacity in our industry. We shared that our association can provide a lot of value if we are provided a seat at the table...we are a great sounding board and the more collaboration we bring early onto into the project planning the greater the benefit to the industry and tax payer.

Businesses like predictability and one way of ensuring that is building a level of trust and transparency among all of the stakeholders involved. Working with local jurisdictions to understand other levels of challenges and regulations is another item that was discussed with some detail.

Risk in our industry is also increasing and it needs to be allocated to the party best able to manage it. Alternate project delivery methods have been discussed and used to increasingly move or share risk as appropriate.

Our industry has shown resiliency and with other associations and stakeholders to advocate for topics critical to sustainability of our industry including responses to pressing issues such as QBS and procurement. The transparency and discussions were noted that in order to reduce costs on projects, it is effective to adopt fair contract clauses, clear scopes of work and a more efficient procurement methods including fair selection of vendors given some of the challenges in delivering various complexities in projects.

Looking forward we will continue to communicate our industry's best interests and concerns with our Government bodies while developing stronger and trusted relationships with our industry partners will help promote a stronger Alberta economically and socially.

Our next steps are to reconvene as a board at our board retreat in June and review the results of the Leadership review and the impacts that may have overall to our advocacy efforts.



Derek Ciezki, P.Eng.
SMP Engineering



Transportation Committee

The Transportation Committee (TC) continues to maintain and improve its relationship with Alberta Transportation (AT) through its strategic interactions, collaboration on common issues, and facilitating open dialogue to maintain trust. As part of the commitment of the executive volunteers, current and past members continue to participate on the Strategic Priorities Group (SPG), Operations (OPS) Committee, and the Bridge Operations Subcommittee (BOS). Along with the CEA these tri-party committees include members from AT and the Alberta Roadbuilders & Heavy Construction Association (ARHCA). These committees provide a forum for all parties to raise concerns; allow open communication of policy issues, and the TC provides input and participation in the implementation of day-to-day changes.

One such example of the value of the TC and the overall partnering process with the Department was with an issue regarding changes to Department Hydrovac agreement requirements. A member firm brought forth this issue at our regular TC meeting. Concerns were discussed and ramifications to the industry were identified. It was mutually agreed that this was an issue that affected the entire industry and would cause serious issues for the Department in the design process of projects that needed to be escalated. The Executive Committee of the TC brought this issue to the OPS Committee where the item was addressed and taken away for internal review by the Department so that they could understand the concerns of the CEA. Ultimately, the Department worked with executive members (on behalf of the membership) to understand the seriousness of the issue and its repercussions on the industry and were able to work towards transitioning a system that works for Consultants and benefits the Department. This highlights the functionality of the Transportation Committee work and the partnering that continues to take place with the Department.

As COVID-19 measures remained in place over the 2021 – 2022 season the Transportation Committee (TC) continued to engage with Alberta Transportation (AT) through its virtual committee meetings. Although still not the same as face-to-face discussions, virtual meetings still allowed us to have open dialogue with Alberta Transportation representatives. With four (4) Transportation Committee meetings since September 2021 Alberta Transportation representatives were more than happy to join us to present a variety of topics, provide updates, and entertain questions from the membership.

Some of the other usual functions, such as mixers, were still unable to be rekindled. However, as restrictions have been lifted, we were able to attend the 25th Showcase Awards Gala on April 8 and are now looking forward to continuing face-to-face interactions and discussions at the CEA Transportation Connects Conference going ahead from May 1 to May 3 as an in-person event. It is interesting to think that this is the 2nd Annual event but as we look back the first annual conference was

way back in March of 2019 (a span of three years). I would like to thank those at the CEA that put so much time in to organizing and scheduling (and re-scheduling) these events as restrictions and requirements continuously kept changing.

In 2021 we saw the introduction of a new Minister of Transportation as Rajan Sawhney was sworn in on July 8. Ms. Sawhney will be joining the Transportation Connects Conference to hand out Minister Awards to the

deserving recipients. She has been working hard over the past 10 months to understand the industry and the challenges we face along with the exceptional work that we continually do to facilitate and maintain transportation corridors in the Province.

We continue to be encouraged with the Department's priority of maintaining Alberta's infrastructure and maintain funding for maintenance of their infrastructure assets. With a total of 84 anticipated tenders for the 2022-23 fiscal year the Province looks to have a budget this year of \$2.66 billion and \$7.3 billion over the next three years.

We continue to ride the wave of what is happening in the world with lasting implications from the COVID-19 pandemic and supply chain issues to the new war in Ukraine which puts even more strain on the economy through escalating fuel prices and continuing supply chain issues for certain products such as bridge steel, which the industry has been warned could have delays up to 1 year. However, the transportation sector is resilient having been through many economy and industry downturns. As always, we continue to work on behalf of the membership to ensure a strong, resilient industry and 2022 will be an interesting year to see what new challenges that arise as we approach the construction season.

TC continues to promote Qualifications Based Selection (QBS). As some projects were delayed reviews are still needed on some of the stragglers of the 13 projects that were awarded several years back. We look forward hearing from the Department on its final review of QBS and to hear the outcome of these reviews. As mentioned previously, QBS feedback is positive and looks to be another "Tool" for the Department to add to the "Toolbelt".

The TC also continues to provide support through reviews of forthcoming changes in standards, specifications, and guidelines. This includes nearing completion with the updates to the Highway Geometric Design Guide with the closing out of Chapter E.

As we continue to work with AT (and the ARHCA) Task Groups continue to work and discuss common issues and improve our working relationships.

- The Consultant Procurement Steering Committee
- The Partnering Steering Committee.

Unfortunately, one of our partners that supports and provides industry training, C-TEP (Centre for Transportation & Engineering Planning) has been unable to provide courses since the shut-down in 2020 and we look forward to its return and assistance in training of Consultants in the industry.

As we move into the summer June will be my last meeting as Chair and Warren McKay takes over for his two-year role and a new Vice-Chair is nominated. I am looking forward to having new representation on the Executive team to share new thoughts and ideas from their own experiences.

Lastly, I'd like to finish by thanking all of the representative members that attend our Transportation Committee meetings and provide valuable input into our industry along with the Executive Members of the Transportation Committee who dedicate their time and represent our membership. This includes Vice-Chair, Warren McKay, and Past-Chairs, Des Kernahan and James Morgan. Thank you for your ongoing participation and commitment and all of your efforts on the Committee. James continues to fill in roles, and provide support to the Transportation Committee as some of the Executive Members have moved on to other endeavors and, I believe, has a new commitment record as the greatest number of years served!



Greg Bulych, P.Eng.
Tetra Tech Canada

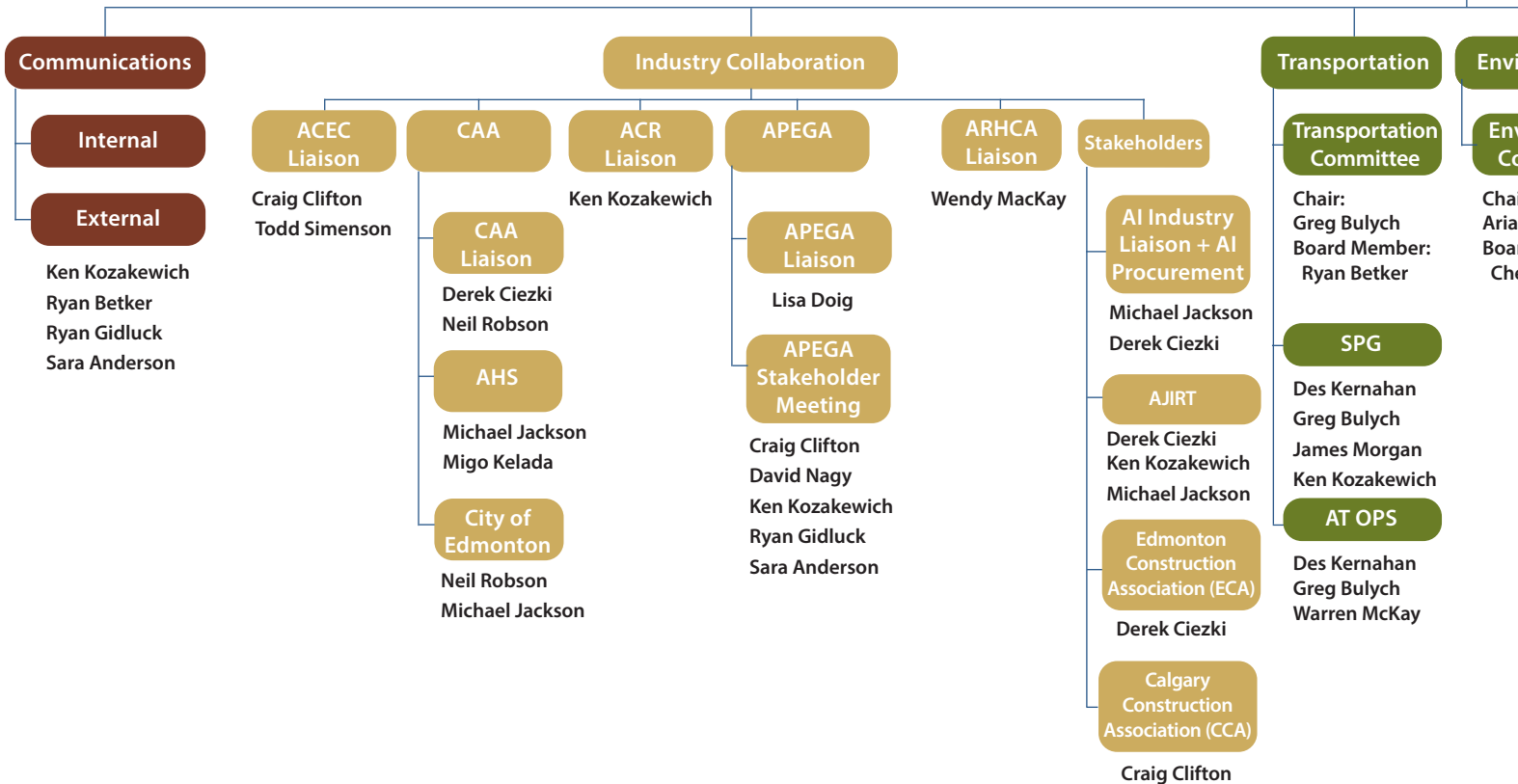


STRATEGIC IN

SPEAK WITH ONE **VOICE** FOR THE FUTURE OF OUR INDUSTRY

OUR **ADVICE** IS SOUGHT AND RESPECTED

SHAPE PUBLIC P





2021 - 2022 Organizational Chart

CEA Staff

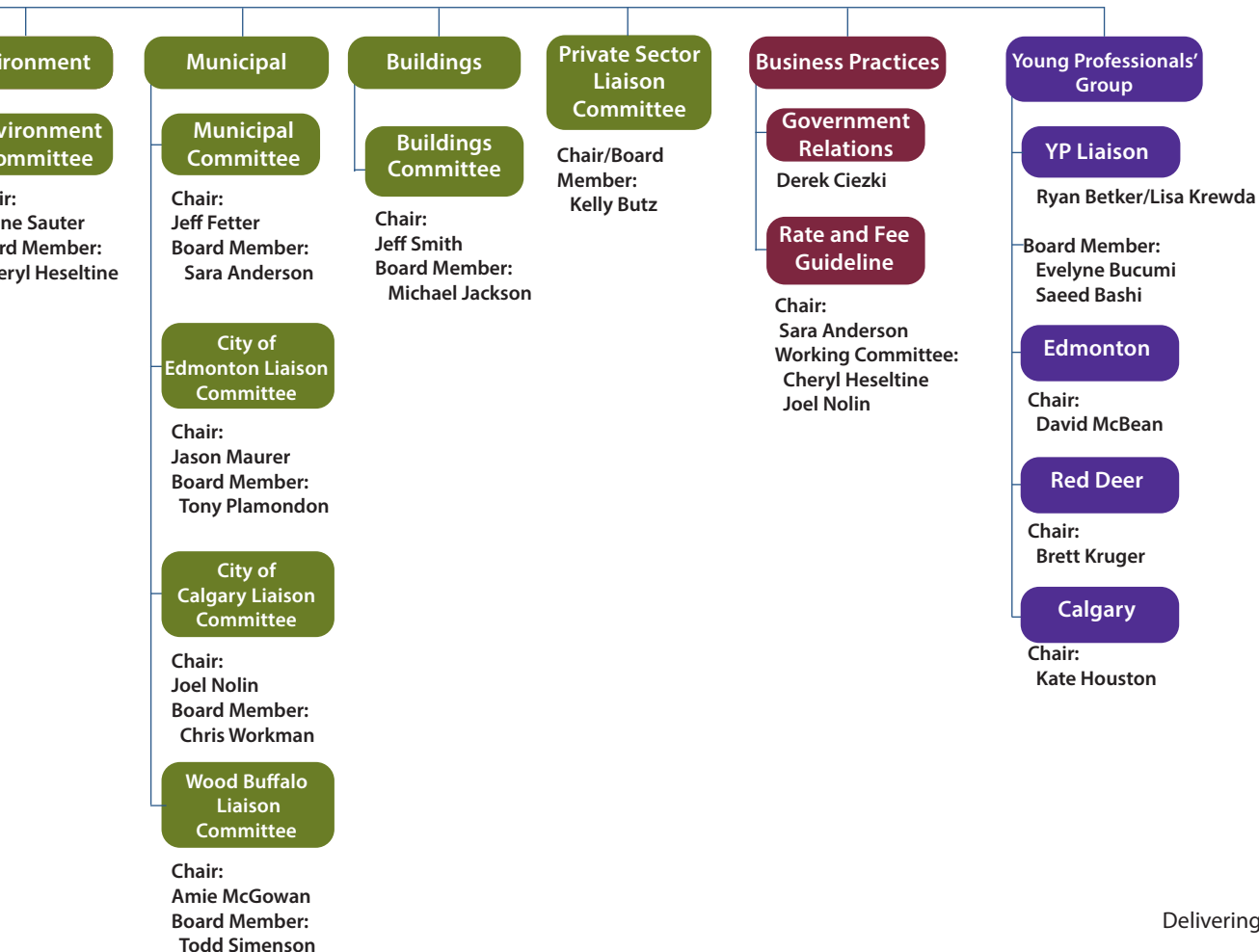
CEO and Registrar	Ken Kozakewich
Chief Operating Officer	Lisa Krewda
Information Specialist	Inderjeet Singh
Operations Coordinator	Madison Kuzma

INITIATIVES

POLICY

DELIVER VALUABLE SERVICES

ATTRACT EXCEPTIONAL TALENT TO OUR INDUSTRY



City of Calgary Liaison Committee

The CEA and the City of Calgary continued our years' long work of building bridges to foster our working relationship. A valuable process, our members are informed of emerging issues within the City with opportunities for input and consultation provided early in the process. Equally beneficial is the opportunity for our membership to raise items of concern in a manner that we genuinely believe is listened to by the City.

We have met four times since September 2021. The first portion of our meetings is for CEA members only and comprises internal member discussions relating to meeting topics and items that we would like to address. The CEA board uses this opportunity to update the membership of ongoing CEA activities. This is also a valuable opportunity for member firms to have a candid conversation relating to the local working environment and its effect on member firms.

Staff from the City join us for the second half of our meetings, the focal point of our discussions. Participation from The City has been constant and regular attendees include Shawna Cochrane (Capital Project Strategist), Christine Beaton (Procurement Lead, Sourcing Group), Phil Lawrence (Buyer), Jaibe Bridge (Procurement Leader), Shelley Faria (Enterprise Support Services) and Erin Bird (Leader, Corporate Capital Project Strategies). Guest speakers from The City occasionally attend.

The membership has identified that the following be key items for discussion with the City and our priority items for the coming year:

- **Qualifications Based Selection (QBS):** The City's procurement team continues to believe in the QBS process; however, they have communicated the internal pressures for greater attention to pricing on some procurement items. The City has received a summary of the recently-completed University of Alberta QBS Study and CEA will be exploring next steps with the City in this regard.
- **Master Consulting Terms and Conditions – Reliance Clause:** The City requires consultants to allow other City departments and third parties to rely on consultant reports. In some cases, the City has requested (required) that consultants apply specific language relating to

reliance on consultant work product. This creates issues with third party liability and insurability. CEA membership's concerns around this requirement (it has been raised in the past) have been raised again. The new Relying on the Work of others (APEGA May 2022) may have an effect on the City's requested standards. The City has agreed to review.

- **Proposal Debriefs:** The City is trying to get better at consistency and timeliness of debriefs; however, remains constrained by internal resources to support. The City understands that this is a topic of significant interest to the CEA members and keeps our membership informed of their progress.
- **Market Changes:** CEA has raised the issue of marketplace changes on staff salaries and rising charge out rates with the City. Associated discussions have included contractor pricing pressures, supply chain issues and market volatility.
- **Administrative Items:** The City keeps the membership informed of changes to administrative items, including: procurement change from Merx to SAP/Ariba, COVID-19 policy, impacts of prompt payment legislation on consulting work.

Additional topics of conversation include: responsibilities respecting the completion of Final Acceptance Certificates; delays in notification of contract award, contract award and purchase order issue; requests for references in proposals; and issues relating to subcontracting (safety, liability, costs of management), amongst others.

The traditional annual mixer with member firms was held on April 20, 2022, after two years of being cancelled due to COVID-19. Attendance was excellent with a large number of the attendees staying through to close.

CEA appreciates the opportunity to have honest, meaningful dialogue with The City and we look forward to even greater engagement in 2022. Special thanks to Chris Delanoy, ISL Engineering, for being Vice Chair of the committee.



CHAIR: Joel Nolin, P.Eng.
AECOM



City of Edmonton Liaison Committee

In 2021/2022 the City of Edmonton Liaison Committee continues to maintain our strong working relationship with The City of Edmonton. There were five committee meetings, consisting of CEA firms only, meeting every 2 months from September through May. Through these meetings and additional input from member firms we have participated collaboratively with the City of Edmonton on the following procurement documents:

- Transportation Planning and Design Prequalification
- Major Neighbourhood Renewal Standing Arrangement

Transportation Planning and Design Prequalification
Major Neighbourhood Renewal Standing Arrangement

Work is also ongoing with providing input for an update to the Consulting Contract General Conditions.

A subcommittee consisting of the following members meets with City Branch Managers to represent and provide updates to the larger committee.

Jason Maurer, Scheffer Andrew Ltd.
Tony Plamondon, ISL Engineering and Land Services
Corry Broks, Al-Terra Engineering
Kent Eklund, Associated Engineering

Quarterly meetings are held with the Integrated Infrastructure Services Branch Managers and twice a year are done jointly with CAA. Since the onset of Covid, the subcommittee has also been doing a monthly ½ hour check-in with Craig Walbaum, Branch Manager of Building Great Neighbourhoods and Open Spaces.

The Committee continued its tradition to host the Edmonton Partnering with Industry Symposium on January 13, 2022. The symposium was held virtually again and presentations were made by the City of Edmonton, Strathcona County, City of St. Albert, City of Leduc, Leduc County and EPCOR.

Most recently, on May 12, 2022, the CEA City of Edmonton and Partners Mixer was held at the Westin. The event was well attended and it was great to see everyone in person. Greetings and appreciation for CEA and our member firms was provided by Adam Laughlin, Deputy City Manager with the City of Edmonton and from Mary Persson, Deputy Minister of Alberta Infrastructure.



**CHAIR: Jason Maurer, P.Eng.
Scheffer Andrew**

Wood Buffalo Liaison Committee

The Wood Buffalo Liaison Committee (WBLC) represents the consulting engineering firms in the Fort McMurray-Wood Buffalo Region with a focus on continued growth of our industry presence and strengthening our relationship with the Regional Municipality of Wood Buffalo (RMWB), a major client and the local government entity for the region. In 2021 the WBLC continued to meet virtually on a bi-monthly basis as the COVID-19 pandemic was still ongoing. The regional economy went through some notable fluctuations, with continued recovery efforts from the 2020 flood coupled with impacts from global supply chain challenges, however has more recently seen positive trends with increasing activity in the region as the price of oil has rebounded. Throughout the year we continued to meet monthly with leaders of the Fort McMurray Construction Association, Fort McMurray Chamber of Commerce, Wood Buffalo Economic Development Corporation, and other key business associations, as well as with executive leadership at the RMWB. This participation continued to amplify our voice as an industry and enable contribution to a wider range of important initiatives and key challenges for our members. Highlights from the Committee include:

- **Standard Consulting Agreement:** Through the summer and fall of 2021, held dedicated conversations with RMWB Procurement and Legal Services and reviewed comprehensive feedback on the current form of the Standard Consultant Agreement (although slow moving, key updates to the Form of Agreement are anticipated later this summer, prior to the enactment of the updated Prompt Payment Legislation in the fall of 2022).
- **Social Procurement:** August 2021 the RMWB invited the WBLC as a key stakeholder to a dedicated engagement workshop for their new Social Procurement Policy.
- **Procurement Advocacy:** February 2022 the WBLC received a formal invitation to hold a seat on the RMWB Procurement Partnership Committee, alongside a handful of major local business associations. Two meetings have been held thus far, with candid

discussion focused on the RMWB's construction contract. The WBLC has also continued its advocacy efforts with the RMWB for improved procurement processes, specifically related to consulting engineering; consensus from members emphasized increased delays and challenges related to contract awards, debriefs, payment and changes in 2021.

- **Professional Services Procurement:** Received, via the CEA Board, preliminary results of the U of A Qualifications Based Selection (QBS) study and identified opportunities to leverage study outcomes in the region.

Of note over the last 10 months, the RMWB has experienced leadership changes at multiple levels with a new Council elected in the fall of 2021, and more recently, turnover in key executive leadership roles. These members of executive leadership were important champions for the engineering consulting industry and value of professional services in local government.



**Amie McGowan, P.Eng.
Urban Systems**

Despite these challenges, the WBLC has successfully continued to enhance our presence and participation in the Region and move the dial on key initiatives aligned with our strategic priorities. A thank you to the CEA Board and Executive team for their confident support, and to our WBLC members for their time, energy, and enthusiasm to improving our collective work in the Fort McMurray-Wood Buffalo Region.

Buildings Committee

Activity for the Buildings Committee in 2021/22 continued to be focused on a number of key items plus remaining a forum for information sharing amongst both peers and partner associations. Information on programs such as Prompt Payment, Alberta Infrastructure Vendor Performance Management Program (VPMP), and Government sponsored training incentives were brought forward through our liaison members from CAA, ACA, and CEA Executive. I would like to thank Linus Murphy, Ken Gibson, Ken Kozakewich, and Michael Jackson for their continued participation and contributions.

Progress was also made this year as it relates to establishing a working committee to address Building Envelope projects and Prime Consulting responsibilities. Participants include members from APEGA and AAA with the goal being to create a clear working agreement and understanding as to the professional requirements to oversee this specialized work. The Buildings Committee brought the issue forward based on a change of practice bulletin issued by AAA. Through collaboration between APEGA and AAA we anticipate full resolution and clarity that allows our CEA member companies to continue providing engineering service and expertise to their Clients. Thanks to Nick Trovato from RJC for putting his name forward as an APEGA representative and keeping the Buildings committee updated.

While restrictions related to COVID continued to provide barriers in further developing Speaker Series engagements, work continued on bringing the benefits and opportunities of the Buildings Engineering sector to Students at the U of A and U of C. We believe

there is a unique opportunity of working with engineering faculties to provide meaningful presentations and interaction which promote careers in our unique and diverse field. As the teaching institutions reorganize how delivery of their programs will look going forward, we remain committed to this important initiative.

2021/22 also provided an opportunity for reflection on what the objectives and goals of the Buildings Committee should be moving forward. A visioning session was conducted in which potential activities and opportunities could be further explored and refined. Generally, it is believed the Buildings Committee should be either participating in, or hosting, an event in which we can promote topics germane to the Buildings Engineering industry. It is believed partnering with industry relevant groups such as architects, developers, construction, and teaching institutions are a natural fit. I am excited at the opportunity of refocusing our Committee and establishing some relevant, meaningful, and fun interaction going forward.

I'd like to thank all of those members who regularly attend our committee meetings and contribute to discussing and sharing information that is important to the engineering disciplines representing the building sector.



CHAIR: Jeff Smith, P.Eng.
MCW Hemisphere

Environmental Committee

Our 17 members' background is varied, ranging from water resources engineering to landfill site remediation. We also have young professionals who are part of our group and the CEA YP group.

Over the last year our group focused on developing term of references to help us focus on what matters to all of us. We wanted to have terms that would reflect the wide variety of backgrounds that the members of the environment group have. The terms of reference are presented below:

- Updating our membership with news and information on policy changes and the impact this will have to our membership.
- Connecting the private industry with regulatory bodies. Providing supporting expertise for regulatory bodies.
- Become a recognized and engaged stakeholder with regulatory bodies and connect to provide value to our members.

Our group also hosted one lunch and learn session since September 2021


- A jurisdiction Review of Groundwater (Drinking Water) pathway assessment, presented by Sheila Duchek

We also have a potential new lunch and learn on nuclear power as a source of energy for remote sites.

Our objective for the upcoming year will be to strengthen our connections with regulatory bodies while attracting more members with diverse backgrounds. Our new chair, Sheila Duchek will be taking on her new role in September 2022.



Ariane Sauter, M.Sc., P.L.(Eng.)
Wood Environment & Infrastructure



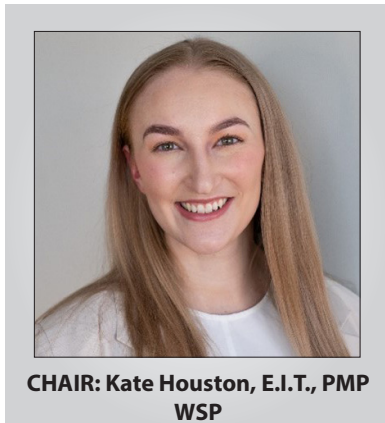
A Jurisdiction Review of Groundwater (Drinking Water) Pathway Assessments

Young Professionals' Group Calgary

Calgary CEA Young Professionals' Group had a great year in 2021-2022. We held virtual monthly meetings to plan events and discuss other pursuits of the CEA and its committees. I want to give a huge thank you to those who have been a part of the committee this year, including:

- Saeed Bashi, Urban Systems, Past Chair and YP Director
- Sarbjot Singh, TetraTech, Vice-Chair
- Annelise Loczy, Read Jones Christoffersen, Event Director
- Devin Walline, Fast + Epp, Event Director
- Briana Pink, SMP, Student Event Director
- Alyson Stout, McElhanney Consulting, Technical Tour Director

One of our goals for the year was to understand how young professionals were doing over a year into the pandemic and provide events that would be helpful and relevant to them.



In December of 2021, we organized an event that we called "Everyone is Watching: Communicating Effectively in a Virtual Environment". This was a two-hour session that covered how to present yourself in meetings with leaders to show that you're engaged in the topic and growing as a professional. The session had solid attendance

and received good feedback from the committee members who attended.

In March of 2022, we supported the Edmonton Young Professionals' Group with the NAIT & SAIT Engineering Technology Student Mixer by presenting on the topics of Civil and Electrical Engineering Technology. We were proud of our presentations and the value that we brought to students through this event. We hope this annual event can continue and grow in following years.

We are excited about the 8th Young Professionals' Conference, hosted for the first time in Canmore. The conference has the theme of "Adaptability in an Ever-Changing World" and will feature panels on Environmental Resiliency and Technology as well as presentation on networking, negotiating, and mental health.

This May, we are looking forward to hosting a YYC Year End Event at National Bowling. This will be the first in-person event that we've put on since the start of the pandemic. It will be a great opportunity to get young professionals together to meet and network. This will also be a great time to promote volunteering for the CEA as we will look for anyone that is interested in joining the committee for the 2022-2023 year.

Next year, we are optimistic about more opportunities to gather in-person as we look to support our young professional members to grow their networks and get involved in their community.

Young Professionals' Group Edmonton

The 2021-2022 Edmonton Young Professional Group (YPG) had a quieter year this year due to the pandemic. Our main goals this year were to transition from virtual events to in person events to build the young professional consulting community within Edmonton. By pivoting our approach, the Edmonton YPG team was able to help build connections between engineers.

With mandated restrictions in the fall and winter of 2021 banning in person gatherings, the Edmonton YPG group was light on events during this time. We turned our focus in to planning events for the springtime. One of these events will be taking place in June and will



be a rock climbing event with a presentation on what the CEA YPG does and how to get involved. We hope that this event will help build the networks for our members that attend.

A virtual event in March was organized by some of our key committee members. This event was a NAIT & SAIT Engineering Technology Mixer. CEA YP members presented to NAIT and SAIT

students what a day in the life of a consulting engineer/technologist looked like. This helped promote the consulting industry to students and broadened perspectives of how much variety in the consulting industry there is for NAIT and SAIT grads.

Despite the circumstances this year, the Edmonton YPG group was able to still meet monthly and discuss the challenges and benefits of being a young consultant in this busy industry. These meetings helped build a support network for YPs as we could talk about the day-to-day interactions of our work life.

Going forward, our goal is to eventually have at least one YP attend our meetings from each of the CEA member-firms. Now that in-person events can happen again, we are hoping to keep building up momentum for the future.

- Elaine Mukarakate (Associated Engineering), Chair - 2021
- David McBean (Tetra Tech), Chair -2022
- Evelyne Bucumi (IBI Group), YPG Board Rep
- Victoria Buffam (Dialog), Vice Chair
- Courtney Newsham (Stantec), ACEC Liaison
- Aaron Schooler (Dillon), Post-Secondary (NAIT) Liaison
- Thomas Ziegler (Al Terra Engineering), YP Merge Liaison
- Raziq Dhanani (AECOM)
- Tony Te (Tetra Tech), Event Planner
- Zion Yua (Thurber Engineering)
- Chantal Pawlychka (Tetra Tech)
- Hafsa Salman (Morrison Hershfield)

Young Professionals' Group Red Deer

The Red Deer YPG proudly stands as the CEA's only formal group in Central Alberta continuing to provide ongoing opportunities for young engineers and technologists to network among their peers in the consulting industry and with clients. Due to the looming uncertainties of COVID-19, the Red Deer YPG is transitioning towards hosting virtual events in order to maintain our presence in the community and to reach out to developing engineers and technologists in the region.



CHAIR: Brett Kruger, E.I.T.
Stantec Consulting

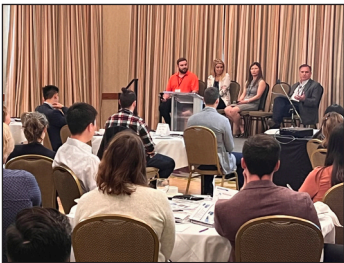
The past year was quieter due to the circumstances, but YP Group is currently planning various events both virtual and in-person for the upcoming year. Events include a regularly scheduled speaker series of experiences practitioners from the different firms to present various technical and personal skills for development, a technical tour of the Red Deer Polytechnic's Centre for Innovation in

Manufacturing Lab and Alternative Energy Lab, and mixer/boardgame night to encourage the development of interpersonal and communicative skills.

The Red Deer YPG is continuing its commitment to promote consulting engineering to the first-year students at Red Deer Polytechnic as we have in the past. The YP Group intended to present again, but due to the uncertainties out of both the YP Group and the College's control we were not able to arrange a presentation. We hope to return to the College in the upcoming year.

Executive Committee Members:

- Brett Kruger (Stantec), Chair
- Sarah Kun (Al-Terra Engineering (Red Deer)), Past Chair
- Bryce Pasiuk (Stantec), Vice Chair; Ellie Bron (Stantec), Member at Large
- Sophie Sadowski (Stantec), Member at Large
- Brandon Wetmore (Al-Terra Engineering (Red Deer)), Member at Large
- Kamal Jamaluddin (WSP), Member at Large
- Emma Vink (Al-Terra Engineering (Red Deer)), Member at Large
- Kory Drake (Al-Terra Engineering (Red Deer)), Member at Large



Municipal Liaison Committee

The Municipal Liaison Committee consists of representatives from member firms in Edmonton and Calgary. Our sub-committees are focused on engagement with Alberta Municipalities, Rural Municipalities Association, Local Government Administrators Association and Indigenous Services Canada to act as one voice for the CEA.

The Committee participated in the trade show and speaking session at the Alberta Municipalities conference in November 2021. This was a well attended in-person event enjoyed by all attendees. CEA provided a session discussing Asset Management benefits to Economic



Jeff Fetter, P.Eng.
Associated Engineering

Development. The session was a presentation and panel discussion led by Doug Ramage, P.Eng., ENV SP with McElhanney, Christina Hopkins, P.Eng. with Urban Systems and Trevor Lewington CEO of Economic Development Edmonton and Mayor of the Village of Stirling. Thank you to these folks for their time and effort. The session was well attended and generated positive feedback.

We met with the Rural Municipalities Association Advocacy group to make a new connection and explore initiatives common to both organizations. Some common themes include promoting asset management initiatives and better understanding the impacts of climate change and how management of natural assets in rural areas could help reduce impacts. The Rural Municipalities Association appreciates the input and perspective from CEA and is considering opportunities for engagement such as participation in regional meetings and speaking at the Fall 2022 conference.

The Committee has continued discussions with Indigenous Services Canada (Water/Wastewater Group) trends in procurement and delivery of consulting services to First Nations in Alberta. Two topics the Committee will explore further with Indigenous Services Canada include improving the consistency of Requests for Proposals and considering a template for Standing Offer Agreements. Asset management was also a hot topic and the Committee will discuss if CEA can provide future support or education to help focus this initiative.

CAA Liaison Report

The Consulting Architects of Alberta (the CAA) continues its core mandate of working on behalf of the business interests of Architecture in the Province of Alberta. Our Association's operations are modelled after the CEA and in this way, we are very much aligned with the operational model, core mandates and vision of the CEA. Through our growing alliance, we are building a strong reliance between the two. Although the CAA's work typically focuses on vertical infrastructure whilst the CEA is both vertical and horizontal, working with the Consulting Engineers of Alberta, the CAA Board Liaison Role continues to build on our interrelationship.



Linus Murphy, Architect
S2 Architecture

As the business voice for architects in Alberta, the CAA has and continues to focus on strengthening our influence and relevance on behalf of our members. By percentage and relative size, we represent industry architects similarly to that which the CEA represents engineers. Our relationships with not only the CEA but also ACA, IDA, RAIC, and other key industry leaders, continues to strengthen and

grow. This growing relationship with the CEA and others has resulted in greater involvement and influence with many stakeholders, particularly with: Alberta Infrastructure; Alberta Health Services; The City of Edmonton; and the City of Calgary.

We have been busy and have a productive year.

Our focus has been on our front-line efforts: industry support collaboration and knowledge sharing; sparking industry dialogue on key business issues; and helping to build a positive business

environment for our members and their clients. Our focus continues to be architectural Business Advocacy work: Advocacy – with government and client groups, to represent the business voice of consulting architects; Communication – with our member firms, to provide information and opportunities for sharing knowledge; and Networking – in the form of events for members and client groups, to foster connections and build relationships.

Our Procurement and Contract team and our Pitching Green Initiatives remain important points of contact and resources for our members. Our Fee and Scope / QBS work is being re-set and refocused to again build its relevancy with industry. The association is proud that both the City of Calgary and the City of Edmonton use the CAA/CEA sanctioned and approved Fee and Scope Guidelines as the reference point for fees and we are excited to be again reconnecting our joint taskforce with the CEA. We have begun a new series of discussions with Alberta Infrastructure and Alberta Health Services on contract improvements hoping to continue to achieve improvements.

The CAA continues to look at and work with clients on P3 projects, the CAA and CEA are again acting as a sage and experienced advisor. Work with major municipalities on contract requirements is beginning again, including understanding the new Prompt Payment Act, looking for disbursement clarity, phase allocation of fee, QBS, and percentage of phased billings especially as it pertains to BIM and the increased liability and amount of work now typically expended earlier in a project phasing.

The CAA has Board has also moved to a second generation of leaders which speaks to the health and strength of the CAA. Our governance includes leaders in industry including Interior Design firms where our support is growing.

The CAA and CEA continue our industry's strong synergy with both associations representing a united front to our members and owners alike. The CAA and the CEA benefit from representation on each association's board and committee meetings, which provides ongoing and frequent communication on issues and actions. Our work together over the years and into the future helps pave and explore creatively and efficiently ways to solve shared issues to the benefit our members, our clients, our industries and, ultimately, our province.

ARHCA Liaison Report

The Alberta Roadbuilders and Heavy Construction Association represents over 800 member contractors and suppliers delivering civil infrastructure projects for both the public and private sector infrastructure owners.



Wendy MacKay, P.Eng.
Morrison Hershfield

The board, committees and administration staff have continued to deliver on the Association's mandate – Driving Improvement.

Key work by the Association included the modernization of the Rate Guide and the ARHCA Website.

The Government Relations Committee was very active again with emerging issues:

- Coordination of ARHCA/CEA/Alberta Transportation Tri-Party Retreat
- Soft launch of the AT Contractor Evaluation system and
- Addressing inflation, fuel prices, and supply chain issues and tender validity with all major municipalities/provincial government.

The Safety Committee was also busy with the formal launch of RSTS 2.0 Safety Training. This is available for both members and non-members.

ARHCA also continued their liaison with Alberta Transportation, City of Edmonton and City of Calgary with their annual partnering sessions and budget updates that directly impact Albertans. A public facing advocacy campaign for sustainable infrastructure spending continues as the province moves towards record revenues and an election in 2023.

With COVID restrictions slowly easing, the Association is looking forward to their Spring Reunion in Banff, a summer of golf events and the AGM and conference in Edmonton in November 2022.

ACEC Liaison Report

After four years of representing CEA on the ACEC Board of Directors, Helder Alfonso's term on the national board has ended. During his tenure, Helder did an exceptional job representing our collective interests and communicating the activities of ACEC. We should all thank Helder for his effort and dedication on behalf of the CEA membership. Todd Simenson from Stantec, Red Deer has been appointed to fill the vacancy left by Helder and will be one of the CEA representatives for the next four years. Thank you, Todd, for volunteering for this role.

ACEC's core activities are guided by the organization's three strategic priorities - Advocacy, Profile, and Member Engagement. As the national voice for the consulting engineering industry, the Association of Consulting Engineering Companies – Canada (ACEC) advocates for a predictable, stable and thriving business environment for its member companies through consistent funding of infrastructure in support of the public interest. The second year of the COVID pandemic continued to present challenges to the organization, which were further exacerbated by a federal election in the fall of 2021 and other well publicized events in Ottawa. Given all these challenges, the progress of the ACEC staff in advancing the priorities of the organization has been tremendous. A summary of some of the programs, services and initiatives of the organization are summarized below.

ADVOCACY

- Due to the pandemic, the decision was made to cancel the in-person Parliament Hill Day for a second year. In its place the Parliamentary Partners Program was continued for a second year and Parliament Hill Day was converted to a virtual event in February 2022. The Parliamentary Partners Program directly engages members in ACEC's advocacy efforts to demonstrate the effects of government decisions on projects in communities from coast-to-coast-to-coast. Unlike our Parliament Hill Day where participants need to be in Ottawa, the program allows the association to leverage ACEC members' local connections in their ridings and communities year-round.
- ACEC's virtual Parliament Hill Day will take place in mid-February 2022 to create a dialogue with members of Parliament. Board members were encouraged to participate.
- ACEC-Canada and its stakeholders worked to have committed infrastructure investments flowing and to have all levels of government working together for new projects in an effort to assure Canada's economic recovery. This included continuation of the "Building for Recovery" information campaign in cooperation with construction stakeholder partners and engaging members through a relaunch of ACEC's Parliamentary Partners program.
- John Gamble reported that the Language Commissioner issued a directive that all procurement documents issued by the federal government must be made available in both official languages, in all regions, regardless of demand. He noted that there is significant capacity, logistical and liability issues for both federal government departments and consultants providing documents to the federal government. Public Service and Procurement Canada (PSPC) is aware of these issues which are also shared by other industry associations. A preliminary meeting will be held between industry associations and PSPC in order to gain an understanding of the scope of the Language Commissioner's

ruling and to discuss practical solutions that respect the Official Languages Act that will allow projects to proceed. A meeting with the Language Commissioner is likely to occur in the future.

- The Federal Industry Real Property Advisory Council (FIRPAC) met virtually on June 30, 2021. FIRPAC is a joint committee of federal government departments that have real property assets and industry associations represent design firms and contractors providing services to these departments. John Gamble attended on behalf of ACEC. The major topics of discussion was regarding federal adoption of Building Information Modelling (BIM)

PROFILE

- ACEC's award winning #20DaysofExcellence campaign took place again in 2021 on ACEC-Canada's Twitter and Facebook pages as well as LinkedIn and Instagram. In October 2021, FIDIC recognized the campaign as a Best Practice.
- ACEC-Canada continues to have a successful and longstanding partnership with the Canadian Federation of Engineering Students (CFES). CFES provided complimentary registration for two members of ACEC-Canada to the CFES Canadian Engineering Leadership Conference (CELC) and the Canadian Engineering Competition (CEC).
- Plans for the 2022 ACEC executive forum are underway. The 2022 forum is scheduled for June 13-15, 2022 at the Kingbridge Conference Centre & Hotel in King City, Ontario. The concept is to bring together a select group, by-invitation, executives that represent the leadership of Canada's consulting engineering sector and provide them with a roundtable to explore and strategically discuss the industry's most pressing issues.

MEMBER ENGAGEMENT

- ACEC President & CEO John Gamble was interviewed by Daily Commercial News and Engineering News Record following the Speech to the Throne in September 2020 and the Canada Infrastructure Bank infrastructure investment announcement. ACEC was also quoted in a Canadian Consulting Engineer magazine article. John Gamble was also interviewed by On Site magazine for an article on the future of the design and construction industry.
- Due to COVID pandemic restrictions, the National Leadership Conference was cancelled for a second year. However, the AGM and the Canadian Consulting Engineering Awards Gala proceeded in a virtual online format. There were 61 project submissions for the 2021 Canadian Consulting Engineering Awards and 20 winners were announced in a virtual celebration that took place on October 28th.
- During the Gala, the 2021 Beaubien Award was presented to Mr. Bob Gomes, former President of Stantec and current Stantec Board Member.



Craig Clifton, P.Eng.
Clifton Associates



Todd Simenson, P.Eng., FEC, ENV SP
Stantec Consulting Ltd.

APEGA Liaison Report

Fair Registration Practices Act

As part of meeting the Government of Alberta's requirement that regulators provide applicants with an interim decision on their application status within six months of submission, APEGA made several adjustments to meet this requirement for most applications. A significant action was recruiting more volunteers to sit on the Board of Examiners (BOE), which reviews all applications. There are now 137 volunteers on the BOE—almost double the number from 2019. In 2021, 87.2 per cent of interim applications were under 180 days.

Practice Standards and Online Learning Courses

In May, APEGA published the Relying on the Work of Others and Outsourcing practice standard and had 1,119 professionals complete the online course. The Authenticating Professional Work Products practice standard, first published in 2020, saw an additional 4,632 complete the online course. APEGA also developed online courses for its Permit to Practice Seminar and had 2,190 complete the course.

In October 2021, APEGA updated the Professional Practice Management Plan practice standard, following external stakeholder review and input. APEGA Council approved the revisions in March 2022. The practice standard will be published this spring with a one-year transition period for permit holders.

Practice Review Progress

APEGA introduced the Graduated Risk Assessment of Permit Holders—a revised practice review process—in 2021. The process evaluates permit holders on a progressive, five-level scale, with a focus on managing risk. In 2021, APEGA completed 192 practice reviews, 143 more than in 2019. Completing more reviews on an annual basis while maintaining quality and targeting risk areas strengthens public safety.

Special Committee of Council on Nominations and Bylaw Vote

After more than two years of research and consultation, APEGA licensed professionals voted in favour of proposed bylaw amendments to the Council nomination process. The changes ensure a simple, accessible, and transparent nomination process that should proactively attract diverse and qualified election candidates. Changes come into effect for this year's nomination process to identify candidates for the 2023 Council election.

Introducing myAPEGA

The simplified service portal, myAPEGA, launched in June 2021. It provides individual licensed professionals and permit holders with the tools they need to connect with APEGA and meet their regulatory obligations, such as updating their contact information, renewing and paying their annual fees, and tracking their continuing professional development hours.

Continuing Professional Development Program Compliance

In 2021, APEGA introduced activity-based continuing professional

development (CPD) reporting, with the launch of myAPEGA, and focused on educating and providing support to licensed professionals with the new CPD tools. APEGA supported more than 6,000 licensed professionals with their CPD reporting obligations to come into compliance with the program. By the end of 2021, 74 per cent were CPD compliant. APEGA also updated its CPD practice standard to align with activity-based reporting,

providing clarity on CPD requirements and licensed professionals' obligations.

Supporting the Professions

With the continued public health crisis brought on by the COVID-19 pandemic, many APEGA professionals continued to face stress, uncertainty, and financial difficulties last year. Therefore, APEGA extended the available reduction in annual dues for a second year. Individual licensed professionals experiencing unemployment or loss of income could apply to have their fees reduced by 75 per cent. The extension of dues reduction ended in March 2022.

Women and Gender Equity

APEGA began a three-year project in 2018—made possible by federal funding—to examine barriers women face in engineering and geoscience workplaces across Alberta. APEGA published the final report, *Women in the Workplace: A Shift in Industry Work Culture*, in November. It provides individuals, leaders, and organizations with recommended actions they can take to better support female professionals and create more inclusive workplace cultures, policies, and practices. As part of this project, APEGA also conducted a pay-equity analysis of its annual Salary Survey, which showed the average female base salary for qualified, senior-level professionals was 86.7 per cent of the average male base salary.

Indigenous Relations

APEGA worked with Reconciliation Education to offer education on the history and culture of Indigenous Peoples and encouraged all licensed professionals to register for the course and begin the journey towards reconciliation and understanding. As a regulator that supports equity, diversity, and inclusion in the engineering and geoscience professions, we pledge our continued support to all of our Indigenous professionals.



**Lisa Doig, P.Eng.,
FEC, FGC (Hon)**

Congratulations to the Winning Firms!

	Award of Excellence	Award of Merit
Building Engineering - Commercial	Project: Peter Lougheed Hospital Pandemic Response Unit Firm: Stantec Consulting Ltd.	Project: Platform Innovation Centre & Parkade Firm: Entuitive Corporation
Building Engineering - Institutional	Project: Mackimmie Tower Redevelopment Firm: DIALOG	Project: Edmonton Convention Centre Atrium Renovation Firm: DIALOG
Community Development	Project: Glenmore Dam Infrastructure Improvement: Dam Rehabilitation and Bridge Deck Replacement Firm: Klohn Crippen Berger Ltd.	Project: Bear Street Reconstruction: Prioritizing Pedestrians in Banff Firm: WSP
Community Outreach and In-House Initiatives	Project: Golder Technical Excellence and Innovation Program Firm: Golder Associates Ltd.	Project: Inclusion and Diversity Firm: Stantec Consulting Ltd.
Environmental	Project: Astotin Creek Resiliency Study Firm: WSP	Project: Development of Climate Change Data for Hydrologic and Hydraulic Analyses in The City of Calgary Firm: GHD Limited Project: 2020 Ice Jam Flood Wastewater & Stormwater Systems Recovery Firm: Stantec Consulting Ltd.
Project Management	Project: Peter Lougheed Hospital Pandemic Response Unit Firm: Stantec Consulting Ltd.	Project: Crowchild Trail Short-Term Improvements Firm: Joint Submission: Associated Engineering and ISL Engineering and Land Services Ltd.
Small Firm - Big Impact	Project: Pushing The Line: Groat Road Storm Trunk Rehabilitation Phase 2 Firm: SMA Consulting Ltd.	Project: Driftpile Cree Nation Wastewater Treatment Facility Firm: M2 Engineering
Studies, Software & Special Services	Project: Drinking Water Infrastructure Risk and Vulnerability Assessment Firm: Associated Engineering	Project: Development of Climate Change Data for Hydrologic and Hydraulic Analyses in The City of Calgary Firm: GHD Limited
Sustainable Design	Project: Edmonton Convention Centre Atrium Renovation Firm: DIALOG	Project: Calgary International Airport East Deicing Apron Firm: Stantec Consulting Ltd. Project: Blatchford District Energy System - Phase 1 Firm: Associated Engineering
Transportation Infrastructure - Roads, Interchanges, Airports, Mass Transit	Project: Trans-Canada Highway Avalanche Mitigation Firm: McElhanney Ltd.	Project: Crowchild Trail Short-Term Improvements Firm: Joint Submission: Associated Engineering and ISL Engineering and Land Services Ltd.
Transportation Infrastructure - Transportation Structures	Project: Crowchild Trail Bridge Over Bow River Firm: Associated Engineering	Project: Groat Road Bridge Rehabilitation Firm: DIALOG
Water Resources	Project: Glenmore Dam Infrastructure Improvement: Dam Rehabilitation and Bridge Deck Replacement Firm: Klohn Crippen Berger Ltd.	Project: Driftpile Cree Nation Wastewater Treatment Facility Firm: M2 Engineering

Lieutenant Governor's Award for Distinguished Service

The Shaping of an Engineer

EVEN THOUGH IT'S BEEN almost four years since he retired, Paul Ruffell still speaks about his work as a consulting engineer with the bright-eyed enthusiasm of a first-year undergrad.

"If you really, really like being an engineer, consulting engineering is the best place to be," Ruffell says over Zoom, calling from the Vancouver Island property that he has called home since 2018. "Honestly, sometimes I would have done projects for free, they were so interesting."

Ruffell's passion for the profession isn't just infectious, it's also been incredibly hard-won. And that's why he's the 2022 recipient of the Lieutenant Governor's Award for Distinguished Achievement. Although it would be hard to tell by speaking to him now, he certainly wouldn't describe himself as a "born" engineer. In fact, his retelling of his first exposures to the field that would later become his life's work paint the picture of a somewhat reluctant recruit.

"I didn't have a lot of choices when I left to go to university," Ruffell says. Raised in the village of Hythe in the New Forest, England, Ruffell's earliest career aspirations were to join his father in the shipping industry synonymous with England's southeast coast. A surprise acceptance to the University of Portsmouth initially put those plans on hold, but, following a freshman year that ended with a motorbiking injury and a full slate of incomplete exams, he set sail to work as an oilfield worker during Europe's 1970s boom.

"For a year, I worked for a seismic navigation company where I was the lowest guy on the totem pole... if there was a crappy job to do, I was the one that did it because I didn't have a degree.

"I would sit in my bunk and say, What's going on here? What am I going to do with my life to move up this ladder? The only thing I could think of was going back to school and getting a degree."

Ruffell returned to university with a newfound drive and completed a degree in engineering geology and geotechnics. His previous experience working outdoors helped him secure a position with Dutch construction company Volker-Stevin, performing site investigations in the Middle East, North Africa, Malaysia and Indonesia. He took another foray into the unknown in the summer of 1981, joining a team of offshore engineers from Edmonton's EBA Engineering working in the Canadian Arctic. Riding a wave of investment in northern oil exploration, the team from EBA tackled projects like extracting soil samples from beneath the frigid waters of the Beaufort Sea and building an artificial island to assist with drilling efforts. Ruffell eventually left EBA in 1990 after the Arctic group transitioned to onshore mining projects, but not before a whirlwind decade that reintroduced him to lessons about teamwork he had first learned playing rugby as a schoolboy.

"The thing that I learned from rugby — and I carried it through to my management style — was that it takes a team to win. [Looking at] that group of guys, they were all brilliant at different things. If you can meld that together, you have the best team ever."

Ruffell spent the next four years working with Laidlaw Waste Systems, learning waste management and exploring the intersection of engineering and the environment. But it wasn't long before he would return to EBA — first as the firm's COO in 1994, before rising up the ranks

to president and CEO. That move would also prove to be his last, with Ruffell leading EBA through a 20-year-stretch that saw the company quadruple in size and partner with global consulting and engineering services firm, Tetra Tech.

He served a one-year term as president of the Consulting Engineers of Alberta starting in 2002. He also served two three-year terms as a director, beginning in 2000 and 2013, respectively. These positions allowed him to encounter a new side of the industry he knew so well.

"[CEA] is the one place where all of the consulting engineering companies actually work together for a goal and it's a remarkable place. We all compete like crazy for work, but inside CEA, we actually collaborate. Going from competition to collaboration is really hard, but CEA makes that happen and it makes the business so much better."

Now retired, Ruffell spends his days catching up with his wife and indulging in his love for the outdoors in Vancouver Island's much more forgiving climate ("When you're retired, you've got nothing but time," he laughs. "You sure don't want to be sat behind a window watching it being -30 degrees celsius outside.") But, when he looks back on his career as a consulting engineer, Ruffell sees an industry that is remarkable not just for how it shapes structures and landforms, but people too.

"[I want to] thank my mentors and hopefully encourage other people to [become a consulting engineer and mentor] because it's a noble profession. You take raw clay and you mould it into this thing, and it takes time and patience and sometimes perspiration, but the remarkable thing is that person is immensely enriched by what you do."



Harold L. Morrison Rising Young Professional Award 2022

The Harold L. Morrison Rising Young Professional Award recognizes the outstanding and notable achievements in a young professional's career to date as well as their future potential. This year the award was presented to Tia Hill of Associated Engineering.



CEA Code of Ethics

CEA Code of Consulting Engineering Ethics

CEA member firms impose upon themselves a very strict Code of Ethics requiring disciplined fulfillment of their duties with honesty, justice and courtesy toward society, clients, other members of CEA and employees. Ongoing regulation by peers ensures quality management practices and the integrity of all CEA members.

CEA membership accreditation criteria are stringent. In addition to conforming with the standards of practice set by The Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGA) and the requirement to hold an APEGA Permit to Practice, member firms must maintain permanent facilities with employees in Alberta; be managed by one or more professional engineers; have at least two years operating experience as a consulting engineering business; and, employ an individual in Alberta who has at least five years experience in consulting engineering as a professional engineer.

Clients benefit directly by dealing with CEA member firms, professionals who are keenly interested in maintaining and promoting their own business association which, in turn, advocates the veracity and trust which can be expected from each of its members.

SOCIETY

1. Members shall practice their profession with concern for the social and economic well-being of Society.
2. Members shall conform with all laws, by-laws and regulations and with the APEGA Code of Ethics.
3. Members shall satisfy themselves that their designs and recommendations are safe and sound and, if their engineering judgment is overruled, shall report the possible consequences to clients, owners and, if necessary, the appropriate public authorities.
4. Members expressing engineering opinions to the public shall do so in a complete, objective, truthful and accurate manner.
5. Members are encouraged to participate in civic affairs and work for the benefit of their community and should encourage their employees to do likewise.

CLIENTS

6. Members shall discharge their professional and business responsibilities with integrity.
7. Members shall accept only those assignments for which they are competent or for which they associate with other competent experts.
8. Members shall immediately disclose any conflicts of interest to their clients.
9. Members shall respect the confidentiality of all information obtained for and from their clients but shall deal appropriately with any matters which may place the public in jeopardy.
10. Members shall obtain remuneration for their professional services solely through fees commensurate with the services rendered.
11. Members shall promote consulting engineering services in accordance with a qualifications-based selection system endorsed by CEA.

OTHER MEMBERS OF CEA

12. Members shall relate to other Members of CEA with integrity, and in a manner that will enhance the professional stature of consulting engineering.
13. Members engaged by a client to review the work of another Member of CEA, shall avoid statements which may maliciously impugn the reputation or business of that Member.
14. Members shall respect the clientele of other members of CEA and shall not attempt to supplant them when definite steps, including negotiations for an engagement, have been taken towards their engagement.
15. Members, when requesting professional engineering services from other consulting engineering businesses, including Members of CEA, shall promote the use of a qualifications-based selection system endorsed by CEA.

EMPLOYEES

16. Members shall treat their employees with integrity, provide for their proper compensation, require that they conform to high ethical standards in their work and fully understand this Code of Consulting Engineering Ethics.
17. Members shall not require or permit their employees to take responsibility for work for which they are not qualified.
18. Members shall encourage their employees to enhance their professional qualifications and development through appropriate continuing education.

CEA Member Firms 2021-2022

AECOM
Akron Engineering Consultant's Group Ltd.
Al-Terra Engineering (Red Deer) Ltd.
Al-Terra Engineering Ltd.
Almor Testing Services Ltd.
Aplin Martin
Arrow Engineering Inc.
Associated Engineering
Barr Engineering & Environmental Science Canada Ltd.
Binnie Consulting Ltd.
BPTEC Engineering Ltd.
CIMA Canada Inc. (CIMA+)
Clifton Engineering Group Inc.
COWI North America Ltd.
CTM Design Services Ltd.
CVL Engineers Inc.
D.E.S. Engineering Limited
DIALOG
Dillon Consulting Limited
Englobe Corp. (formerly McIntosh Lalani Engineering Ltd.)
Entuitive Corporation
exp Services Inc.
Fast + Epp
GeoMetrix Group Engineering Ltd.
GHD Limited
Golder Associates Ltd.
Great Northern Engineering Consultants Inc.
Hatch
Hawk's Aerial and Technical Solutions Inc.
HDR Corporation
Hedgehog Technologies
Howe Gastmeier Chapnik Limited (HGC Engineering)
IBI Group
Invistec Consulting Ltd.
ISL Engineering and Land Services Ltd.
J.R. Paine & Associates Ltd.
Jacobs
Kerr Wood Leidal Associates Ltd.
Klohn Crippen Berger Ltd.
LEX3 Engineering Inc.
M2 Engineering
Magna IV Engineering
McElhanney Ltd.
McIntosh Perry
MCW Hemisphere Ltd.
Morrison Hershfield Limited
MPA Engineering Ltd.
Northwest Hydraulic Consultants Ltd.
OGL Engineering
Parsons Inc.
Pasquini & Associates Consulting Ltd.
Patching Associates Acoustical Engineering Ltd.
Ready Engineering Corporation
RJC Engineers
Roseke Engineering Ltd.
Sameng Inc.
Scheffer Andrew Ltd.
SE Design and Consulting Inc.
SMA Consulting Ltd.
Smith + Andersen
SMP Engineering
SNC-Lavalin Inc.
SolidEarth Geotechnical Inc.
Stantec Consulting Ltd.
Stephenson Engineering Ltd.
T2 Utility Engineers Inc.
Tetra Tech Canada Inc.
Thurber Engineering Ltd.
TWD Technologies Limited
Urban Systems Ltd.
Wave Engineering Consultants Inc
Wood Environment & Infrastructure Solutions
WSP

CEA Member Charter

As Consulting Engineers, we provide professional advice, engineering expertise and knowledge and endeavor to serve the best interests of our clients. The relationship between Clients and Consulting Engineers are based on mutual trust and cooperation.

CEA fosters a positive business environment for the consulting industry by providing leadership to our members, and serving society through the promotion of economic growth, improved quality of life and environmental stewardship.

CEA's vision is a sustainable consulting engineering industry that provides value and equality to society. In order to achieve this vision, CEA must continue to be the united voice that speaks for the industry, thereby promoting a high level of trust and respect among our Member firms and the public.

In recognition of this vision, the undersigned as Corporate Leaders of CEA Member companies acknowledge that membership in CEA is important to us and that our companies will uphold the CEA Code of Ethics and the following principles.

Our company will:

1. Strive to enhance the stature of consulting engineering and the profession in general.
2. Relate to other Members of CEA with integrity, and respect their reputation and business.
3. Demonstrate solidarity by supporting the Guidelines issues by the Board.
4. Provide remuneration to our staff that is competitive with other industries to attract and retain the best and brightest people to our Industry.
5. Recruit staff in a manner that reflects how we would wish to be treated.
6. Respect the clientele of other members of CEA and not attempt to supplant them when definite steps have been taken for their engagement.
7. Promote the selection of consultants based on qualifications and experience.
8. Encourage alliances between CEA member companies to offer the best available team to our Clients.



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D'INGÉNIEURS-CONSEILS | CANADA

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