

2018 Progress Report on Salaries

2019 Salary Recommendations



Background

In November 2005, the Consulting Engineers of Alberta (CEA) Board of Directors initiated the implementation of a multi-year strategy to attempt to match CEA's average engineer salaries with Value of Professional Services Survey for APEGA. At that time, CEA salaries would have to increase approximately 9% per year to match "All Industries" salaries by 2009. We recognized that our benchmark will be a moving target and that this analysis should be revisited each year.

The initiative has been reviewed in the fall of each year since 2005, resulting in new salary and rate targets being set. The 2018 CEA Rate / Salary Guide Task Group chaired by Monica Wagner included Grant Hallam, Matt Brassard, Paul Breeze, Mark Bowen, and Darryl Doucet. The task group conducted this year's review and analysis and the recommendations are set in this document. The yeoman efforts of creating tables and managing the data by Paul Breeze is acknowledged.

In the table below we have provided a summary of actual engineers' and technologists' salaries in 2018 and recommended 2019 salaries.

These are all base salaries, and do not include bonuses.

CEA Strategic Priorities:

Speak with One VOICE
for the Future of Our
Industry

Our ADVICE is Sought
and Respected

Shape Public POLICY

Deliver Valuable
SERVICE

Attract Exceptional
TALENT to Our Industry



Classification	CEA	Value of Professional Services Survey for APEGA		CEA	
		Recommended 2019 Salary Targets	All Industries		Consulting
		Target	Average	Salary	Average
	A-	\$56,700	\$56,536	\$51,572	\$47,600
E1	A	\$74,000	\$72,266	\$65,726	\$63,300
E2	B	\$86,000	\$84,467	\$77,052	\$77,400
E3	C	\$104,000	\$100,974	\$92,933	\$91,800
E4	D	\$127,200	\$126,444	\$117,637	\$111,400
E5	E	\$156,600	\$156,547	\$144,607	\$141,600
E6	F	\$188,000	\$187,938	\$169,399	\$180,000
	F+	\$231,000	\$230,971	\$214,773	\$200,300
T1		\$54,300			\$50,100
T2		\$62,600			\$58,300
T3		\$70,500			\$68,100
T4		\$86,300			\$81,000
T5		\$101,400			\$97,300
T6		\$120,000			\$116,400

Disclaimer for CEA's Use of Aon's 2018 Value of Professional Services for APEGA

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The survey results for our benchmark – Value of Professional Services Survey for APEGA – increased by 0.50% over 2018, following decreases of 1.43% from 2016 to 2017 and a further decrease of 0.75% between 2017 and 2018. Our member firms' salaries, as represented in the WCBC (Western Compensation and Benefits Consultants) survey on average show no increase (0.0%) over 2018 salary levels.

Due to increases in previous years, our salaries in all engineering classifications except E, F and F+ are now greater than the Value of Professional Services Survey for APEGA. Similarly, salaries for technologist positions exceed the corresponding salary levels in the WCBC survey for all classifications except T7. We therefore are holding our salary recommendations at 2018 levels for engineering classifications A to D and technologist levels T1 to T6. Modest increases are recommended for engineering classification



E (0.38%), F (0.75%) and F+ (0.65%) as well as technologist level T7 (0.49%).

We have not recommended reductions to salaries in any classification as we believe that it is crucial to our industry to continue to attract young talent, and the drop in the average All Industries salaries makes the consulting industry more attractive than in past years.

The Task Group continues to encourage our member firms to increase salaries sufficiently to attract and retain talented personnel.

The Task Group wishes to remind our member firms that our benchmark is only the average for all industries employing engineers in Alberta. Our goal should continue to be to meet and exceed this benchmark if we are to remain an attractive industry for engineers and technologists.

CLASSIFICATION GUIDE

This Guide describes several classifications of responsibility, experience and training. With some interpolation, engineering and technical positions within most consulting firms can be categorized to align with these classifications. These classifications support the positions contained in APEGA's published Salary Survey—'Value of Professional Services Guideline'.

PROFESSIONAL SERVICES

A- Engineering Student

University co-op or summer student.

A Member-in-Training

University graduate from an accredited engineering program.

B Assistant Project Engineer

E.G.G. assignments of limited scope and complexity. Work supervised in detail. May give guidance to members-in-training, technicians, technologists, contractor employees, etc.

C Project Engineer

Independently puts out responsible and varied E.G.G. assignments. Work not generally supervised in detail. May give guidance to 1 or 2 other E.G.G.'s but supervision of other E.G.G.'s is not usually a continuing responsibility.

D Supervisory Engineer

First level of direct and sustained supervision over E.G.G.'s.

Specialist Engineer

First level of full specialization in complex engineering applications (research, design, product application, sales, etc).

E Management Engineer

Has authority over supervisory E.G.G.'s or a large group containing both professionals and non-professionals.

Advanced Specialist Engineer

In addition to specialization, generally exercise authority over a group of highly qualified professionals engaged in complex engineering applications.

F Senior Management Engineer

Has authority over several related professional groups in different fields, each under a management E.G.G.

Senior Specialist Engineer

Recognized authority in a field of major importance and generally exercises authority over a group of highly qualified professionals engaged in complex engineering applications.

TECHNICAL SERVICES

T1 Technician

Under close supervision, carries out straightforward duties such as preparing uncompleted or repetitive drawing, maintaining drawing files and assisting with field survey. Little independent judgment required. Acts according to standardized procedures. No previous experience required.

T2 Technician/Technologist

Under close supervision supports engineering personnel in field, design and/or ACAD drafting. Performs clearly defined, straightforward tasks. Acts according to standardized procedures. Carries out straightforward computational work using standard accept formulate and manuals.

T3 Technician/Technologist

Under general supervision supports engineering personnel in field, design, drawing production and/or construction specifications and quality control. Performs variety of defined assignments with some independent judgment required. May provide technical advice to less experienced technicians/technologist in same area of specialty.

T4 Technician/Technologist

Under minimal supervision carries out design tasks and/or complex ACAD assignments and/or performs field quality control functions. Analyzes, provides recommendations and makes decisions with regard to technical problems encountered. May provide technical advice or supervise the daily activity of all lower level technical staff with regard to processes and procedures. Verifies accuracy and adequacy of their work.

T5 Technician/Technologist

Supervises directly or indirectly the work of junior personnel while at the same time undertaking project related functions on a continual basis. May function as

"Lead CAD" on projects in support of the Project Manager. Prepares production and progress reports as required. Assists the Project Manager in determining personnel and man-hour requirements. Reviews and verifies accuracy of work carried out by others.

T6 Technician/Technologist

Independently manages design functions on projects. Supervises the activities of other staff in execution of projects. Assists in recruitment and management of personnel as required. May assume role of Project Manager on projects. Professional Engineering Technologists (P. Tech.) may take technical responsibility for projects within the limits of the approved scope of practice. Assists with marketing and client services on a regular basis.

T7 Technician/Technologist

Independently represents the company with clients on an ongoing basis. Manages and supervises staff on a continual basis. Manages major projects. Responsible for identifying and pursuing market opportunities in area of specialization. Professional Engineering Technologists (P. Tech.) may take technical responsibility for projects within the limits of the approved scope of practice. Responsible for assisting in recruitment, career reviews and salary reviews for staff under their direction supervision. Typical role is that of Group Manager or Discipline Lead.

* E.G.G. = Engineers, Geologists, Geophysicists



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