

2014

CONSULTING ENGINEERS OF ALBERTA

BUILDING OUR PLACE IN THE COMMUNITY

CEA Annual Report 2013-2014

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cea staff



Ken Pilip, P.Eng.
CEO
REGISTRAR



Lisa Krewda
DIRECTOR
OPERATIONS



Barb Senko, B. A.
ADMINISTRATIVE
SPECIALIST



Inderjeet Singh
INFORMATION
SPECIALIST



Kary Kremer
EVENT
MANAGER



Sharon Moroskat
FINANCE
MANAGER

2013 - 2014 board of directors



Craig Clifton, P.Eng.
PRESIDENT
Clifton Associates



Matt Brassard, P.Eng.
VICE PRESIDENT
Urban Systems



Sheldon Hudson, P.Eng.
PAST PRESIDENT
Al-Terra Engineering Ltd.



Doug Olson, P.Eng.
TREASURER
Associated Engineering



Ed Stelmach
HONORARY DIRECTOR



Deon Wilner, P.Eng.
DIRECTOR
ISL Engineering



Dwayne Johnston, P.Eng.
DIRECTOR
Morrison Hershfield Limited



Eva Schulz, P. Ag.
DIRECTOR
AECOM Canada Ltd.



Heinrich Heinz, P.Eng.
DIRECTOR
Thurber Engineering



John Slater, P.Eng.
DIRECTOR
AMEC



Kelly Yuzdepski, P.Eng.
DIRECTOR
CIMA+



Manoj Mistry, P.Eng.
DIRECTOR
Stantec Consulting



Mike Hopkins, E.I.T.
YP DIRECTOR
Urban Systems



Patrick Fleming, P.Eng.
DIRECTOR
KFR Engineering



Todd McGaw, P.Eng.
DIRECTOR
Hemisphere Engineering



Art Washuta, P.Eng.
HONORARY DIRECTOR
AECOM



Paul Ruffell, P.Eng.
ACEC LIAISON
TetraTech EBA Inc.



Gord Johnston, P.Eng.
ACEC LIAISON
Stantec Consulting



Dick Walters, P.Eng.
APEGA LIAISON
Walters Chambers



Brad Kennedy
CAA LIAISON
Brinsmead Kennedy Architecture

president's message

Over my time on the Board, I have witnessed a tremendous evolution and growth in the CEA as we continue to build our place in the community. The past year has been another year of growth for the organization, with some significant changes, great progress on many fronts, a few challenges, and many new opportunities on the horizon.

As others before have said, our successes and momentum in recent years is as a result of the decision to develop and execute our strategic plan. It's important to mention it, if for no other reason than to understand how we've come to have the success we've experienced over the last few years. Our strategic plan continues to focus our effort and provides the framework for our success.

Since the last AGM, much work has been done and substantial success has been made on our QBS initiative. Over the past year we have met with numerous bureaucrats and politicians from many of the GOA ministries espousing the virtues of QBS. Currently Service Alberta and Minister Griffiths are evaluating QBS legislation with hopes to introduce it in the fall sitting of the legislative assembly. Our hope is that by the end of the year, QBS will be law of the land, with work beginning on the associated regulations some time after the New Year. On behalf of the membership, I would like to thank Ken and Sheldon for all the hard work they have put into this. I'd also like to remind the membership that as we near the end of this effort, we will need to continue to speak with one voice for the industry and individuals may be asked to help in the effort.

Arising from our efforts during the flood recovery in southern Alberta, the CEA has developed an exciting and unique relationship with the Alberta Construction Consulting and Emergency Response Team (ACCERT). ACCERT is a collaboration between the Alberta Construction Association, Alberta Road Builders and Heavy Construction Association, Consulting Architects of Alberta and Consulting Engineers of Alberta. This is a first for Alberta; the formation of a part IX non-profit company who will work with the government to expedite recovery efforts for past and future emergencies. This group will ensure that critical infrastructure is rebuilt as quickly as possible. On behalf of all the members of ACCERT, I express our thanks and admiration to Scott Matheson of the Alberta

Construction Association for spearheading this initiative and for serving as chairperson.

On the municipal front, CEA has been working with Alberta Municipal Affairs and two municipalities, the Town of Elk Point and the Village of Boyle, to undertake an infrastructure assessment pilot project. Both communities were selected because they have the challenges of old infrastructure as well as the demands of growth and expansion, this pilot project will assist municipalities to determine the physical status of both below and above ground infrastructure and enable them to plan for new or replacement infrastructure projects. The assessment will work in tandem with a financial evaluation to ensure municipalities have a full understanding of their infrastructure assets and liabilities. Our hope is that with good engineering assessment, we can help communities build and maintain sustainable infrastructure for generations to come.

Working on these initiatives has allowed me to get to know the members of the executive and CEA staff much better. I would like to say a special thank you to a few people; our CEO Ken Pilip for providing such thoughtful guidance throughout the year, Sheldon Hudson and Matt Brassard for showing such dedication to the organization and our initiatives, and Lisa Krewda for helping me stay on top of everything.

We are approaching the one year anniversary since Lisa joined us at the CEA. Lisa has been a wonderful addition to the organization and in January was promoted to Director of Operations. She has made both Ken and myself much more effective in our roles and I'd like to thank her for all her help over the year.

In doing our work with QBS, ACCERT, the infrastructure assessment pilot project, and other initiatives, the CEA has continued to strengthen our brand. We have continued building our relationships with partner organizations, as well as with government agencies and elected officials. Speaking with one voice for our industry has enabled this, and led to having our advice sought and facilitated our shaping of public policy. The hard work of the many volunteers and the Board and Executive striving to fulfill our strategic priorities has led to a virtuous cycle where the CEA brand and reputation grows with each initiative.



Craig Clifton, P.Eng.

ceo & registrar's message

The past year was remarkable. The Consulting Engineers have made progress on almost every initiative.

Following our last AGM and Board Retreat, we worked hard to pursue Qualifications Based Selection. A significant part of our effort related to informing people within our industry, within municipalities and within government about the benefits of QBS. We have been successful on many fronts as more and more people are realizing how application of QBS in the procurement process will lead to less cost over-runs, more innovation and better projects.

There is still a lot of educating to do—particularly among some who are reluctant to accept change or feel they may be losing control of their role in the procurement process. Most importantly we have engaged with elected members of governments in both Alberta and Saskatchewan and have received a very favorable response. We are pursuing a number of options including legislated QBS for the public sector or administrative application of the process. I express sincere admiration and thanks to Craig Clifton and Sheldon Hudson for their commitment and willingness to take time away from their business activities to pursue our QBS Goal.

Last year we initiated a municipal infrastructure assessment process. Many municipalities have a good idea of the financial value of their infrastructure assets but few except for the larger cities have a good understanding of the physical condition of their infrastructure assets. With that in mind we pursued two pilot projects—one with the Town of Elk Point and one with the Village of Boyle. Both communities are facing typical Alberta growth pressures while at the same time dealing with aging infrastructure. Applications to fund the pilot infrastructure assessments in those communities are currently being processed by Alberta Municipal Affairs. In addition we outlined the infrastructure assessment process at the Alberta Urban Municipalities Convention last fall.

We have been speaking with one voice for our industry. You will recall that last year we held our first news conference with amazingly positive results. In January of this year we issued a news release supporting the Northern Gateway Pipeline. We supported it on the basis of the engineering capabilities of Consulting Engineers to design a pipeline that would meet all of the construction and environmental challenges. Amazingly

the news release was broadcast throughout North America with likely over one hundred million people seeing it. (Yahoo Finance - 5 million, ABC New York - 24 million, CBS - 24 million, Fox - 25 million). We also issued a news release that supported infrastructure spending in the provincial budget expressing our view that it is important to have continual investment rather than inconsistent spending.

We have been successful in building and maintaining relationships with the various organizations we interact with—the architects, road builders, construction associations etc. At the same time we have been invited to be a key component of ACCERT, (Alberta Consulting Construction Emergency Response Team) a non-profit organization which the government can delegate infrastructure projects to when those projects are beyond the capacity of a government department to undertake. Thanks to the aggressive public endeavors of the CEA we are becoming increasingly well-known now and are in the position where government calls us for advice.

On the administrative side our office is running well under the capable leadership of Lisa Krewda. Every member of our staff has gone beyond the call of duty to ensure our organization flourishes. You saw the results at our Gala where we had one of our largest attendances ever and where the program was outstanding. In the next year we will be spending more attention on communications with our members as requested in the Communications Survey we completed.

On a personal note, I thank, President Craig, past-president Sheldon, incoming president Matt, every member of our Board and all of our staff for their support and encouragement during my recent health challenges. Your Board is an exceptional team.

Registrar's Report

As hard as we tried this last year we were unable to reach our goal of 100 firms representing 10,000 individuals. We did attract 7 new firms but we had 5 firms opt out to review their membership. In the coming months we will be increasing our efforts to attract new and retain existing firms. ACEC will be providing support to each of the member organizations in support of membership and we welcome their participation. Our membership remains stable at 94 firms with an N number of 9145. We thank you the member firms for your continued support.



Ken Pilip, P.Eng.

vice president's message

CEA has made great strides over the last few years and we continued to build momentum and make progress in 2013/14. With our strategic priorities guiding our activities, we continue to affect positive outcomes for our industry and ultimately for our communities. Looking ahead to 2014/15, there is an impetus to not only continue with our level of effort but to increase our focus and drive to achieve our goals. I would suggest that with our collective efforts this upcoming year, a first but significant milestone in our journey to mitigate the unintended consequences of the NWPTA may come to fruition. QBS legislation is on the horizon.

Our progress on this important initiative has been a team effort, principally led by our Past President Sheldon Hudson, our CEO Ken Pilip, and our President Craig Clifton. They have worked tirelessly and sacrificed business and personal goals in order to move our industry closer to our collective QBS objective. Thank you for your leadership, passion, and resilience in this effort. It is appreciated.

Later this month, our board will spend two days looking forward to set the stage for the next few years, and outline specific action items for the upcoming year. We intend to review our strategic priorities and confirm our direction such that our efforts are focused to achieve the best possible outcomes.

In addition to QBS, CEA will continue to work hard to ensure that our members see and receive value from our initiatives and efforts. The paradox is that as a volunteer led organization we are able to achieve our collective goals only through the contributions of our members. Thank you.

As the incoming President of CEA, I look forward to serving you in 2014/15.



Matt Brassard, P.Eng.

treasurer's message

CEA continues to be a well-managed organization and has been aggressively pursuing the implementation of the key strategic initiatives.

Financial Activity Highlights:

Revenue:

Memberships & Interest Income:

Member engagement is a top priority for CEA and the need to implement strategies to sustain the current membership and increase it through recruitment efforts. CEA held new membership drives in Edmonton, Red Deer and Calgary and is attracting interest from new members; however fell short on achieving the new membership financial target for the year. Interest income from our financial reserves was also lower due to maturing GIC's and the presently lower available interest rates.

Management Fees and Endorsements:

One of the major conferences that was budgeted for did not materialize this year resulting in a significant shortfall on anticipated management fees.

Events and Programs:

Participation from member firms was good however a little lower than anticipated. In addition, venue expenses continue to increase resulting in lower than anticipated net revenue.

Expenses:

Administration & Operations:

Additional staff was added to the CEA operations team in 2013 to assist with the operations and delivery of events and services to the membership. The administration expenses were well managed and maintained very close to the budget amount.

The lower than anticipated revenue from new memberships, management fees for conferences and from events and programs as noted above resulted in a net operating loss of \$49,734 compared to a budgeted net loss of \$18,350 for the year. This shortfall was covered by drawing from CEA's unallocated financial reserves.

Strategic Initiative and Committee Activity:

There was significant strategic initiative and committee activity this year; however there were no membership dues contributions this past year to directly fund these activities. The expenses incurred were therefore covered from the internally restricted trust funds for the committees and the unallocated financial reserves. The modified membership invoicing format implemented this year will be used to fund the strategic

initiatives and committee activities going forward to allow the Board to invest in key strategies identified in the Strategic Plan and strengthen CEA and the industry in the long term.

Financial Investments:

Under CEA's Statement of Investment Policy and Procedures document, adopted



Doug Olson, P.Eng.

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 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 the 3 month cash flow requirements. If an emergent financial need arises that has not been budgeted, this fund may be temporarily drawn upon as long as the fund is replaced within the following 2 budget cycles.

The Restricted Funds (Funds held in Trust) is currently at \$141,337 and is for the Strategic Priorities Group

(Transportation Conference), Operations Expo and Infrastructure Partners Conference.

The General Investment Fund balance is \$68,328 in unallocated reserves from CEA's prior operating years. The combination of the stabilization fund and unallocated reserves gives the CEA approximately 4 months reserve cash flow. This reserve fund has been used to finance the implementation of the strategic plan initiatives over the past three years and as a result is slowly depleting. Maintaining a positive surplus to fund these strategic initiatives is imperative to strengthening CEA's sought and respected voice in the industry and delivery of valuable services to our membership.

2013/2014 FINANCIAL SUMMARY:		
Revenue	AMOUNT	Financial Notes
Revenue from Memberships & Interest Income	\$478,882	
Revenue for Management Fees and Endorsements	\$90,692	
Revenue from Events and Programs	\$440,572	Schedule 1
Total Revenue:	\$1,010,146	
Expenses		
Fixed Administration Expenses	\$636,429	Schedule 2
Variable Administration Expenses	\$77,315	Schedule 2
Membership Expenses	\$8,348	
Events and Program Expenses	\$337,788	Schedule 1
Total Expenses:	\$1,059,880	
NET REVENUE OVER EXPENSES FOR 2013/2014:	-\$49,734	

2014/2015 PROPOSED CEA OPERATING BUDGET:	
Revenue:	AMOUNT
Base Revenue from Memberships, Investment Interest & Sponsorships	\$550,268
Revenue from Management Fees	\$101,300
(Net) Revenue from Events and Programs	\$121,400
Total Projected Revenue:	\$772,968
Expenses:	
Fixed Administration Expenses	\$661,157
Variable Administration Expenses	\$101,470
Membership Expenses	\$10,100
Events and Program Expenses (included in Net Revenue above)	
Total Projected Expenses:	\$772,727
Projected Net Income From Operations:	\$241

2014/2015 PROPOSED CEA STRATEGIC INITIATIVE & COMMITTEE ACTIVITY BUDGET:	
Revenue:	AMOUNT
Base Revenue from Membership Annual Dues	\$47,500
Revenue from Management Fees – ACCERT & Asset Management	\$7,000
Total Projected Revenue:	\$54,500
Expenses:	
Committee Expenses	\$28,300
Strategic Initiative Expenses	\$25,700
Total Projected Expenses:	\$54,000
Projected Net Income From Strategic Initiatives & Committees:	\$500
Projected 2014/15 Net Income from Operations & Strategic Initiatives:	\$741

Board of Directors

Registrar

Ken Pilip

Executive Committee

President Craig Clifton
 Vice President Matt Brassard
 Treasurer Doug Olson
 Vice Treasurer Vacant
 Past President Sheldon Hudson

Standing Committee on Acts, Regulations & Bylaws

Sheldon Hudson

Nominating Committee

Sheldon Hudson

Speak with one VOICE for our industry

Communications

Internal

External

Ken Pilip
 Craig Clifton
 Matt Brassard
 Sheldon Hudson

ACEC Liaison

Gord Johnston
 Paul Ruffell

CAA Liaison

Patrick Fleming

ACR Liaison

Craig Clifton

APEGA Liaison

Dick Walters

Executive

Stakeholders

ACA

our ADVICE is sought and respected

Industry Collaboration

Practice Standards

Sheldon Hudson

ARHCA Liaison

Kelly Yuzdepski

Urban Municipalities Edmonton

Urban Municipalities Calgary

DCTAC

Sheldon Hudson
 Craig Clifton
 Doug Olson
 Gord Johnston
 Ken Pilip

Calgary Construction Association (CCA)

Adrian Wilson/Reid Costley

Delivery Methods

ASET



organizational chart

CEA Member Firms

CEA Staff

Chief Executive Officer	Ken Pilip
Media and Government Relations	CEO; President and Honorary Director, Ed Stelmach
Media and Government Relations	Consultant - Brian Stecyk
Director of Operations	Lisa Krewda
Finance Manager	Sharon Moroskat
Event Manager	Kary Kremer
Information Specialist	Inderjeet Singh
Administrative Specialist	Barb Senko

shape public POLICY

deliver valuable SERVICES

attract exceptional TALENT to our industry

Transportation

Environmental

Municipal

Buildings

Private Sector

Business Practices

Young Professionals Group

Transportation Committee

Chair:
James Morgan
Board Member:
Sheldon Hudson

Environmental Committee

Chair:
Neal Fernuik
Board Member:
John Slater

Municipal Committee

Chair &
Board Member:
Deon Wilner

Edmonton Buildings Committee

Chair:
Robert Bourdages
Board Members:
Patrick Fleming
Todd McGaw

Chair:
Paul Ruffell
Members:
Todd McGaw
John Slater
Eva Schulz
Craig Clifton
Matt Brassard

WCBC Salary Survey

Executive Committee Lead:
Rod Karius

Board Member:
Mike Hopkins

SPG

Sheldon Hudson
Greg Plewis
Sal Augruso
Ken Pilip

Water Council

TBD

City of Edmonton Liaison Committee

Chair:
Tony Plamondon
Board Member:
Matt Brassard

Calgary Buildings Committee

Chairs:
Adrian Wilson/
Reid Costley
Board Member: Vacant

Industrial

Non-Government Clients

Rate and Fee Guideline

Chair: Paul Ruffell

Practice Bulletins

Chair: John Slater

Edmonton

Chair:
Jackie Mykytiuk

Red Deer

Chair:
Ben Haeusler

AT OPS

Greg Plewis
James Morgan
Darcy Taylor

City of Calgary Liaison Committee

Chair:
Glen Furtado
Board Member:
Gord Johnston

IIPC

Ken Pilip
Sheldon Hudson
Patrick Fleming

Contracts / Agreements

Chair:
Heinrich Heinz

Calgary

Chair:
Anthony Ferrise

BIM

Dick Walters
Patrick Fleming
Todd McGaw

transportation committee

For the 2013/14 year, the Transportation Committee has been an active partner of Alberta Transportation. We've provided input on a number of issues/documents that include:

- Financial Guarantees for Nuclear Licenses
- Design Bulletin 68 – Roundabout Guidelines
- Design Bulletin 64 – Barriers and Barrier End Treatments
- Draft 2013 Specifications for Bridge Construction
- AT Deferral Instructions
- PAM Bulletin #7 - Consultant Contract Decision Ladder
- Roadway Spec Update
- CEA Feedback on AT Systems, Processes and Performance
- Engineering Consultant Guidelines Volume 2
- P.Tech (Eng) Designation
- Word vs. WordPerfect
- Asphalt Lab Technician Certification
- Benefit Cost Analysis Update
- Civil Works Master Specification
- AT Ranking List and APC Advertising Administration
- AT Ft. McMurray SOA RFP's
- Need For Tendering Workshop
- Low Number of Responses for Ministers Awards for Innovation
- Bridge Hydrotechnical and Conceptual Design Guidelines

We continue to work with the Department on the following initiatives:

- Guidelines for Land Acquisition for Overhead Utilities
- Qualifications Based Selection
- PAM Bulletin 5 – Consultant Performance Evaluation Process
- Administration of Expired Agreements
- Performance Based Maintenance Contract
- PAM Bulletin - Guidelines for Evaluating Consultant Manpower

Requirements on Transportation Projects

We've had some very influential guests attend our Transportation Committee meetings over the last 12 months. They've brought us updates from their teams/organizations and they've allowed us to give input on how their operations can affect the members of the Transportation Committee. Guests included:

- Rob Penny, Deputy Minister, AT
- Bruno Zutautas, Assistant Deputy Minister, AT
- Rob Quinton, Director, Programming, AT
- Darrell Camplin, Regional Director, Southern Region, AT
- Landon Reppert, Regional Director, Fort McMurray Region, AT
- Kevin Van Den Bruel, Business Analyst, RCS Inc.
- James Ryan, ATCO Electric
- Larry Caouette, Fortis Alberta

The Transportation Committee met five times in the last 12 months. During this time, we've seen some significant changes with Alberta Transportation at the highest levels (i.e. Minister, Deputy Minister, and Assistant Deputy Minister). Apart from the very large delivery projects such as Hwy 63 and the ring roads, provincial budget levels have been severely impacted. Our relationship with Alberta Transportation was once the envy of all provinces. With the reduced budget levels and more emphasis on price-based selection of Consultants, we've seen our relationship with AT deteriorate somewhat.

However, we're encouraged by the recent changes in the Department as well as a commitment to reinvigorate our Partnering Charter. As well, the Provincial Government looks ready to implement a pilot initiative of selecting Consultants by

Qualifications. We believe 2014/15 will be an exciting year.

I'd like to thank the participation of the Executive Members of the Transportation Committee (Darcy Taylor - Vice-Chair and Greg Plewis - Past Chair) for their efforts on the Committee. Others participating on the Committee were:

Alf Guebert, AAGA
Bernie Teufele, Tetra Tech
Blair Martin, Focus
Cathy Duarte, ISL
Cory Wilson, McElhanney
Craig Clifton, CEA
Dale Serink, Buckland and Taylor
Damian O'Kane, Tetra Tech
Dan Dmytryshyn, CIMA+
Dan Walsh, Morrison Hershfield
Des Kernahan, Associated
Don Proudfoot, Thurber
Doug Cox, AMEC
Dwight Carter, Associated
Ed Spetter, MMM
Garry Stone, Focus
Gerard Kennedy, Tetra Tech
Greg Bulych, Clifton
Ian Pestano, ISL
John Rakievich, JR Paine & Associates
Leon Seto, AECOM
Lisa Krewda, CEA
Mike Field, DES
Mike Tokar, GeoMetrix
Nikol Kochmanova, Golder
Patrick Tso, McElhanney
Randy Block, Focus
Roy Biller, ISL
Sal Augruso, Tetra Tech
Sean Snowden, Opus Stewart Weir
Selby Thannikary, MMM
Shane Duval, Tetra Tech
Sheldon Hudson, Al-Terra
Stu Becker, Stantec
Terry Gee, Morrison Hershfield
Tony Churchill, Tetra Tech
Wilhelm Thiele, MMM



city of calgary liaison committee

The past year was a productive one for the City of Calgary Liaison Committee. We were fortunate to enjoy excellent participation from our Member Firms as well as from our City of Calgary colleagues. There were a few changes that occurred at the City of Calgary this past year. Sarah Aspinall was appointed Manager, Supply Management. She comes to the City of Calgary from Canadian Pacific Railway where she was Director Rolling Stock Operations and Services (Sourcing and Supply Chain). We have not yet had the opportunity to meet with Sarah but we are planning to do so very soon and look forward to working with her to reinforce the benefits of Qualifications Based Selection.

Jennifer Enns, P.Eng., Manager, Engineering and Energy Services remains our primary liaison and has done an excellent job over the past year keeping the Committee informed of new developments at the City. She also works hard recruiting volunteers from various departments within the City to attend our Committee meetings to update us on matters relevant to working together with the CEA. We appreciate the effort of Jennifer and other City staff not only in developing these informative presentations but also in coming to our early morning meetings every month. In addition, we have enjoyed regular participation from Christine Beaton and Lisa Ludwig from Supply Management and Mary Lifton from Infrastructure and Information Services.

Beyond our regular Committee meetings we held our third annual meeting with City Manager, Owen Tobert and his Administrative Leadership Team which consists of all the Department General Managers or their representatives. Our meeting was held in October 2013 and as one would expect, the flooding that occurred in June 2013 was front of mind. We acknowledged the tremendous efforts put forward by the City in getting critical infrastructure back up and running as quickly as they did. It was amazing to see the level of commitment, collaboration, and partnerships that developed in the days and weeks that followed the June event. Owen noted that the flood added a layer of need onto the City and that infrastructure renewal and recovery will take some time. Walking around

Calgary today, less than a year later, it is obvious that the City, local contractors, and our member firms are all working diligently on a variety of infrastructure and building projects to help things along. Owen has now retired as City Manager and we would like to thank him for his many years of service at the City and his support of the CEA.

As I am sure you all know Jeff Fielding was appointed City Manager April 14th. Mr. Fielding was the former City Manager in Burlington Ontario and has extensive experience in the public sector. We look forward to introducing the CEA to him and letting him know about the diversity of services and industry capacity that our member firms can offer the City. We hope he will continue the tradition of meeting with the CEA and his Administrative Leadership Team to discuss opportunities and issues relevant to our profession.

Our regular annual events had very good attendance this year as well. The CEA Member-Client Golf Tournament was held in Kananaskis May 30, 2013 and despite the rain, those that attended appeared to have enjoyed themselves. Attendees were lucky to have had the opportunity to play one of the final few rounds on the course before the June floods and the closure of the facility. The City of Calgary Mixer was held October 24, 2013 and once again the attendance from the City of Calgary was impressive. The ratio of consultants to City staff was approximately 50:50.

In closing, I would like to thank all our committee members and City of Calgary representatives for their hard work over the past year. I would like to thank Rod Schebesch, P.Eng. as Past Chair and Duane Strayer, P.Eng. as Vice-Chair for their help and support and am looking forward to the year ahead. Together, we will continue to communicate with our City of Calgary colleagues regularly, transparently, and openly in an effort to further enhance our excellent working relationship and promote our common goals and objectives. If you have an interest in our Committee I would encourage you to contact me or the CEA directly to get involved.



city of edmonton liaison committee

The City of Edmonton Liaison Committee enjoyed another productive year...it's hard to believe that it is already coming to a close!

We met regularly as a committee in the fall of 2013 and the spring of 2014, with a good consistent group of "regulars". Our main areas of focus were: enhancing our relationships with the City of Edmonton Administration through regular dialogue, procurement, contracts, QBS, and liaison with other committees. Ryan Betker stepped up as Vice Chair of our committee and we look forward to his leadership starting in the fall of 2014.

The committee met four times between fall 2013 and spring 2014, with a final fifth meeting being held on May 12. Our "Contracts and Procurement" subcommittee, led by Robert Bourdages, received feedback from 3rd party legal counsel on the City of Edmonton' Professional Services Agreement, with suggested changes brought forward to the City's Materials Management Branch. The committee also spearheaded an initiative for feedback on City of Edmonton Roads Design and Construction (RD&C) procurement process.

We invited guests from the City of Edmonton to participate in two of our committee meetings. Dorian Wandzura, the new General Manager of Transportation Services delivered a presentation to the committee in January on Transportation Services short term and long term focus. It was a great opportunity for members of the committee to get to know Dorian in a casual setting. In our March meeting, Mark Hall joined us and spoke about the Blatchford Redevelopment project.

In addition to regular committee meetings, we hosted City of Edmonton Administration at our annual mixer at Metro Billiards on October 17, 2013 which was well received and had positive feedback with interaction between General Managers, City Staff and CEA Members. We also hosted the City of Edmonton

Partnering with Industry event on January 16, 2014 and received presentations from various Departments of the City on their 2014 strategic plans and direction. Finally, we look forward to hosting the Mayor, City Council and Senior Staff at a luncheon on June 9, 2014.

We continue to work together as a cohesive group, and look forward to continuing our strong relationship with the City of Edmonton.

Committee Members:

Chair: Tony Plamondon, P.Eng., ISL Engineering

Vice Chair: Ryan Betker, P. Eng., McElhanney Consulting

Ahreum Lee, AMEC

Alex Nagy, AMEC

Art Washuta, AECOM

Chris Skowronski, Associated Engineering

Christina Schmidtke, Urban Systems

Corry Broks, Al-Terra Engineering

Dan Walsh, Morrison Hershfield

David Blanchette, CH2M Hill

David Yue, Sameng

Glen Campbell, AECOM

Kirsten Davis, Opus Stewart Weir

Lisa Krewda, CEA

Mark Perry, AECOM

Matt Brassard – Past Chair, Urban Systems

Mike Christensen, Golder

Mike Koziol, MMM Group

Peter Leung, FOCUS

Robert Bourdages, Stantec Consulting

Ryan Olson, MMM Group

Stephen Hill, Opus Stewart Weir

Terry Gee, Morrison Hershfield

Wayne Stewart, Geometrix



edmonton buildings committee

CEA Edmonton Buildings Committee Report April, 2014

The committee met on Sept 10 2013; Nov 18, 2013; Jan 14 2014

November 18th meeting was held as a joint Calgary and Edmonton meeting.

Last year can be summarized as a year connecting to our industry partners and to the public sector, following a directive from Ken Pilip.

Emphasis was on a) getting ACA and CAA to attend our committee meetings and b) connect to Alberta Infrastructure and Alberta Health Services.

Common interests among CEA, ACA and CAA include:

1. Procurement in the Public Sector
2. Quality of Drawings
3. Qualifications Based Selection (QBS)
4. Improved agreements with Alberta Infrastructure (AI)
5. Improved agreements with Alberta Health Services (AHS)
6. Owner Education

In this regard, shared advocacy has merit, and underlines the importance of having regular and formal communication with each other.

Ken Gibson of ACA highlighted their concerns:

1. Is concerned about the lack of responsiveness of some public agencies.
2. ACA is attempting to reduce government intervention, and focus more on outcome.
3. Is concerned about the effectiveness of the apprentice program.
4. Is promoting Integrated Project Delivery (IPD)
5. Is promoting BIM
6. Is participating in the AceBIM program
7. Promotes collaboration between ACA, CAA and CEA.
8. ACA is part of ACCERT (Alberta Consulting Construction Emergency Response Team), a part 9 Not for Profit Organization dedication to provide administrative, procurement, engineering, and construction solutions for emergencies, such as flood control.

Barbara Bruce of CAA noted:

1. CAA is now 4 years old and has 36 firms that represent 65% of the Architects in Alberta.
2. CAA has developed the following priorities:
 - a. Scope and Fee Guidelines
 - b. Key Messages & Position Statements
 - c. Owner Education

- d. Non-Dues Revenue Generation
- e. Member Recruitment & Retention
- f. Member Communication
- g. Member Engagement
- h. Board & Committee Leadership Development
- i. Staff Resourcing
- j. Relationships with Allied Organizations

3. CAA published their Annual Report of 2013, and this report was made available to the committee attendees.
4. CAA is working with AAA to map out areas of business interests, respective boundaries and advocacy.
5. CAA officially supports QBS.

Calgary Building Committee

Robert Bourdages and Lisa Krewda had a conference call with Calgary Building Committee to share our experiences and motivate them to pursue similar challenges – connect with industry partners and to the public sector.

Edmonton Building Committee

1. Have drafted a sustainability policy that is now being reviewed by separate engineering disciplines
2. Have regular updates from the BIM task force
3. Have regular updates from the YP group
4. The AI subcommittee is tasked to develop closer business relationships to AI. There has been significant movement in this regard. Robert Bourdages has met with Brian Soutar to understand AI's perspective on the building design community.
5. Have initiated an AHS subcommittee to develop closer business relationships. CAA has made inroads into AHS and has made high level contacts and has shared them with CEA.
6. Have initiated a design-build subcommittee.
7. Robert Bourdages attended the Minister of Infrastructure Roundtables in Calgary and Edmonton.
8. Following the Calgary roundtable, AI met with CEA to establish a stronger and more formal connection to the CEA building committee. There was general agreement that the IIPC be reorganized to have a subset Building Committee with includes CEA, CAA and ACA. There was also a realization that some of our CEA representatives need to report to the building committee. CEA also requested an update of the school procurement strategy.
9. Following the AI meeting noted above (item 8), AI will be presenting the status of the public school 50+70 procurement strategies on April 26.
10. CEA held an Edmonton Buildings Sector Mixer on February 27th. It was well attended.



environmental committee

This report brings a close to the 2013/2014 CEA Environmental Committee. The next scheduled meeting is for May 2014.

The committee met five times and had one morning presentation in January 2014 from the Alberta Energy Regulator (AER). The AER presentation provided an overview on organization and policies as they pertain to the environment. We wanted to hold a one-half day session on Wetlands but will likely have it in the fall of this year due to actual timing of the Wetlands policy.

The environmental mixer was held in November at the Metro Billards Café. Pool, drinks and appetizers were enjoyed by all. This was the first time that a joint mixer (transportation committee) was held in conjunction with the environmental committee. The joint mixer was well attended and provided positive networking opportunities.

For 2014/2015 we hope to do some brain storming within the committee and CEA executive to make the environmental committee stronger and more vibrant.

Committee Members:

- Paul Morton
- Jim Thomson
- Mike Hopkins
- David Das
- Keri Walker
- Kyle Schweiser
- Alison Kirwan
- Sandra Meidinger
- Richard Simpson
- Erin Rooney
- John Slater
- Susi Martin
- Lisa Krewda

apega liaison report

- The Association of Professional Engineers and Geoscientists of Alberta has experienced another year of challenging growth and change. With a continuing strong Alberta economy and with the demand for engineering and geoscience service continuing to expand, the membership is over 73,000 members. This is the largest in western Canada and very close to being the 2nd largest in Canada. APEGA's role is to regulate the professions and through those efforts protect the public. CEA's primary interest is with the business issues associated with the consulting business. Ethical business practices are key to both the mandate of APEGA and CEA. There must be a continuing dialog between the two organizations to enable both groups to meet the challenges of a rapidly growing demand for services.
- APEGA has had a busy year. There have been several changes in the senior staff with new personnel hired to replace the retiring members of the staff. To ensure an orderly transition the retiring staff are being retained in reduced roles. Under the leadership of President Colin Yeo APEGA implemented a new governance model that should serve the organization well into the future.
- In December there was a joint meeting of the executive committees of APEGA and CEA. Several issues of mutual concern were discussed. It was agreed that the two organizations need to continue to work together on issues of mutual importance. The major issue for CEA and supported by APEGA is Qualifications Based Selection for engineering services.
- APEGA has several programs designed to attract youth into the professions. There is special emphasis placed on aboriginals and women but recently the change has been to try and change the programs to reflect all youth with emphasis on groups that are under-represented in the professions.
- APEGA is open to input from CEA on any regulatory issues that affect the consulting community. We are indeed fortunate to have as President, Jim Gilliland and as Vice-President Brian Pearse who are both members of the consulting community.
- I have enjoyed my time on the board for the past year. I would like to thank the CEA Board for allowing me to provide my input and to freely participate in the board meetings.



acec liaison report

ACEC Initiatives

Highlights from 2013-2014:

- **Parliament Hill Day:** In October 2013, ACEC held its annual Parliament Hill Day, the largest and most successful yet. Over 35 ACEC representatives had over 65 meetings with Parliamentarians to stress the urgency of launching the New Building Canada Plan (NBCP) and to raise the importance of supporting northern and remote infrastructure.
- **Lobbying for the New Building Canada Plan:** In February 2014 the \$53 billion New Building Canada Plan (NBCP) was announced by Prime Minister Stephen Harper and Minister of Infrastructure, Hon. Denis Lebel. ACEC's leadership and credibility on the issue of long-term, sustainable funding contributed significantly to the government's renewed commitment to infrastructure.
- **Private Sector Outreach:** Support interaction and collaboration with organizations that represent key markets in the private sector to promote and positive business and regulatory climate for firms active in those sectors.
- **Northern Resource Development:** ACEC is collaborating directly with the Mining Association of Canada and other resource sector stakeholders to study the challenges of doing business in the North and to identify strategies to encourage more investment.
- **Scientifically-Based Environmental Reviews:** ACEC has joined forces with several other organizations to voice its concern about Natural Resources Canada's potentially precedent-setting review of the proposed tailings facility for a mining project in BC that appears to have either overlooked or disregarded critical engineering features.
- **Protecting Statements of Limitations:** ACEC challenged Public Works and Government Services Canada's (PWGSC) position on reports containing Statements of Limitation believing that PWGSC misunderstood their intent and use. After ACEC raised its concerns with senior officials, PWGSC issued a clarification on its position.
- **Keystone XL Pipeline:** ACEC-Canada and ACEC-US sent a joint letter to U.S. and Canadian governments supporting Keystone XL Pipeline approval. As a result of the letter, ACEC President John Gamble appeared on CTV's Power Play.
- **Northern Gateway Pipeline:** On December 19, ACEC issued a press release welcoming the work of the Joint Review Panel and its finding that the proposed Northern Gateway Pipeline fits squarely within Canada's national interest.
- **Canadian Consulting Engineering Awards:** A record 26 awards were handed out honouring outstanding achievements in a range of project categories. Twenty projects were selected by the jury for Awards of Excellence and five of these received additional recognition by way of Special Achievement Awards.
- **ACEC Leadership Summit:** A Summit Advisory Group was created in 2013 and has put forward a theme for 2014: Driving Business Innovation.
- **Student Outreach:** ACEC's fourth annual Engineering Student YouTube Contest to raise awareness of careers in consulting engineering ran from December 18, 2013 to February 2, 2014. The winner will attend the CEO Awards in April.
- **Professional Development:** ACEC has developed a seminar with DFS on contracting practices. It is design to be viable in all parts of the country. MO may partner on these seminars and receive half of profits while ACEC assumes the financial risk. Seminars have been held in NB and BC.
- **ACEC Staff Resources:** ACEC has hired Martine Proulx as Manager, Member Engagement. She will act as a resource to MOs and assist with coordinated member retention and recruitment efforts.

Upcoming Initiatives for 2014-2015

- **Member Engagement Action Plan:** ACEC is developing a member engagement plan and will be seeking input from MOs on the plan and working with MOs on its implementation.
- **Recruitment/Marketing Study:** Identify firms that service primarily private sector clients and who are not currently members to understand services and programs that ACEC could offer that would provide value to these firms to strengthen recruitment and broaden membership. MOs will have input into RFP and results will be shared with MOs.
- **Member Value Study:** A comprehensive study of the existing membership to identify programs and activities that provide the best value proposition to members to strengthen member retention and recruitment. MOs will have input into RFP and results will be shared with MOs.
- **Increased MO Travel:** Allow increased direct interaction and engagement between the ACEC and MOs and member firms. It will also allow ACEC more opportunities to support MO activities and events.
- **Summit Marketing Plan:** Promote member participation in the annual Leadership Summit and Annual General Meeting.
- **Parliamentary Partners:** Continue to engage participants of Parliament Hill Day through meetings with Federal Members of Parliament in their Ridings and communities on an ongoing basis and strengthen advocacy and member engagement. It will also facilitate knowledge transfer on advocacy initiatives.
- **Business Integrity:** ACEC has struck a task force on business integrity that will make recommendations at the April 7th Board meeting. This may result in ACEC providing to tools and resources for firms.

CEA ACEC Liaison Comments:

- **Launching a New Building Canada Plan**
- The \$53 billion New Building Canada Plan announced in February 2014 by Prime Minister Stephen Harper and Minister of Infrastructure Hon. Denis Lebel was welcome news for consulting engineers and their clients. ACEC's leadership and credibility on the issue of long-term sustainable funding contributed significantly to the government's renewed commitment to infrastructure. ACEC, with several stakeholders, invested significant time and energy in promoting infrastructure investment by the Federal Government.
- **Making the Case for Northern Infrastructure Investment**
- As part of its Parliament Day meetings, ACEC raised the importance of supporting northern infrastructure for improving access to Canada's natural resources and allowing their transport to market. ACEC is collaborating directly with the Mining Association of Canada to study the unique challenges of doing business in the North and to identify policies and programs to encourage more investment.
- **Promoting Responsible Resource Development**
- ACEC is actively engaged with the resources sector and is committed to providing more value to members of the association in that sector through advocacy and other activities.
- ACEC partnered with MAC to challenge a precedent-setting decision by CEEA that could actively affect our members.
- ACEC has also been recognized as a balanced and credible voice on the economic benefits of the proposed Northern Gateway and Keystone XL pipelines.
- **Fighting for Business Fairness**
- ACEC challenged the recent decision by PWGSC when they announced that they would no longer accept reports containing Statements of Limitations. After consultation with ACEC, PWGSC issued a clarification of that they would continue to accept limitations in certain conditions.



municipal liaison committee

The CEA Municipal Liaison Committee has vetted their new 3-year strategic plan in early 2014.

The committee's mandate is: "Liaise and support groups and organizations that represent the interests of municipalities, within CEA and externally. Providing productive 2-way communication between CEA and municipal sectors to clearly understand client expectations, be accepted as trusted advisors, educate, advance the use of Qualifications Based Selection (QBS), and increase business opportunities."

The key priorities for the upcoming three years are: 1) Establish CEA as a recognized resource and trusted advisor for municipal organizations; 2) Provide external and internal education; 3) Demonstrate the value of QBS, and 4) Strengthen the MLC to advance mutually beneficial objectives.

The executive committee members are:

Chair: Deon Wilner – ISL Engineering and Land Services

Vice-Chair: Grant Hallam – McElhanney

Treasurer: Sara Anderson – Urban Systems

The sub-committee chairs are:

AUMA Liaison: Troy McNeill – McElhanney

AAMDC Liaison: John Kloster – MMM Group

LGAA Liaison: Kessie Govender – Focus Corporation

First Nation Liaison: Jason Kopan – ISL Engineering and Land Services

Internal Liaison: Derek Sinclair – V3 Group

The MLC met a total of five (5) times from August 2013 to April 2014. A lot of time was dedicated to developing the 3-year strategic plan and setting up the different sub-committees in order to efficiently interface with different parties that represent the interests of municipalities.

Other MLC activities included: Sheldon Hudson presented on QBS at the AUMA conference in Calgary in November 2013. The MLC has also been closely monitoring the Municipal Government Act (MGA) re-write and have attended the consultation sessions in Calgary in early April 2014.

The MLC is currently working with two smaller municipalities to implement QBS as a means of procuring infrastructure assessment and master planning services. The intent is for these projects to serve as a model to other municipalities on the use of QBS.

At the end of the CEA year Deon will become the past-chair and Grant Hallam will be the chair of the MLC for the next two years.

ypg edmonton committee

The past year was another extremely successful year for the Edmonton Young Professional Committee. The Committee consisted of over 25 dedicated individuals that helped in the success of the year. The Edmonton Committee reached out to well over 150 YPs in the Edmonton Area over 5 events to date: Fall U of A Mixer, Trenchless Technology Speaker, EWB & New Technology Presentation/Mixer, Winter U of A Mixer and Technical Tour of the Edmonton Clinic Building.

The final event of the season will be a tour of Landmark Building Solutions Facility Tour.

This past year, the Edmonton Committee put a large focus on outreach to Students. In doing so, the Edmonton Committee hosted two student mixers as well as attended the U of A Engineering Career Fair. Attendance by the students was nothing short of outstanding with attendance reaching over 150 attendees at each of the events. The mixers provided students with short presentations about the different sides of Consulting Engineering and allowed time for the students to socialize with YPs to learn more about their opportunities in the industry. This was the first year the Edmonton YP Committee attended the Engineering Career Fair but it will definitely not be the last. The Students seemed interested in CEA, the resources available, and the YP support.

The Edmonton YP Committee took a strong interest in the other CEA Committees this past year. The Edmonton YPs had a representative on each CEA Committee and in many cases there was more than one YP representative. The YPs took these positions to heart and got involved in each of the CEA Committees in addition the work they were doing with the YP group. This is a trend we hope continues over years to come.

To expand our network of Engineering YPs, the Edmonton YP Committee also took on the initiative to contact other engineering and construction YP groups in Edmonton. The intent is to invite the other groups to CEA YP events and possibly to partner with these groups for events in the future. YP networks the Edmonton Committee successfully connected with include: CSCE YoPro, Young Builder Group (part of Edmonton Construction Association), Young Professionals in Energy

The 2014/2015 Executive Committee consisted of the following dedicated individuals:

Chair: Jackie Mykytiuk, Associated Engineering

Vice Chair: Mike Hopkins, Urban Systems

Past Chair: Glen Campbell, CIMA+

Treasurer: Ryan Williams, ISL Engineering

Post Secondary: Christina Schmidtke, Urban Systems & Bruce Willoughby, Klohn

External Liaison: Travis Hnidan, U of A Grad Student

Marketing: Ahreum Lee, AMEC

Thank you to everyone who participated to make this past year another success for the Young Professional Committee in Edmonton, I look forward to continuing to working with all of you in years to come.



CHAIR: Deon Wilner, P.Eng.
ISL Engineering + Land Services



CHAIR: Jackie Mykytiuk, P. Eng.
Associated Engineering

ypg red deer committee

2013 was a year of change for the Red Deer YPG as this group continues to promote the CEA in central Alberta. The long standing committee Chair, Heather Bettenson, stepped down and Ben Haeusler was excited to be appointed as her replacement. A new member also joined the YPG Executive Committee.

The Group started in Red Deer in 2009 and has provided ongoing opportunities for young engineers and technologists to network among their peers in the consulting industry and with clients.

Events held in 2013 have been well attended and include:

- Presentation to First Year Engineering Students at Red Deer College
- Curling Bonspiel (third annual)
- Soccer Match (second annual)
- Year End Social Mixer

Events held in 2014 to date:

- Presentation to First Year Engineering Students at Red Deer College
- Curling Bonspiel (fourth annual)

Events scheduled for 2014:

- Eagle Builder Lunch and Learn
- Soccer Match (third annual)
- Alix Malthouse Technical Tour
- Annual Year End Social Mixer

Executive Committee Members:

- Ben Haeusler (Stantec), Chair
- Karla Hoffman (Associated Engineering), Treasurer
- Fahim Quamrul (Al-Terra Engineering), Member at Large
- Joel Sawatzky (Stantec), Member at Large
- Sara Kun (Al-Terra Engineering), Member At Large (New Member)



ypg calgary committee

The Calgary CEA Young Professionals Group (YPG) had a successful year hosting a number of events for both young professionals in the consulting industry and students aspiring to join the industry in the future.

The primary focus at the beginning of the 2013-2014 YPG calendar of events was to increase awareness of the CEA and the CEA YPG within the consulting industry in Calgary. This goal would not only help increase attendance at YPG events, but would support the success of the first annual CEA YPG conference which was planned for May 2014 in Edmonton. A few new initiatives sprung from this goal: a “year-at-a-glance” calendar of events that was distributed to a number of member firms offices, the first time the CEA participated in the University of Calgary (UofC) Career Fair, and the creation of a new YPG director position, the ‘Community Outreach’ Director. Kerri Walker, from Golder Associates, took on the challenge of being the first Community Outreach Director, planning Lunch-and-Learn events about the CEA at member firms throughout Calgary.

The overall Calgary YPG calendar of events began in September 2013 with the annual ‘Kick-Off’ Mixer where CEA YPG members mixed with YPs from industry, promoting upcoming CEA events and opportunities. This was followed by the first time the CEA participated in the UofC Career Fair, promoting the consulting industry, the CEA and the YPG to future engineering graduates. Other events included: a student/industry mixer at the University of Calgary, a Speaker Series event on Decision Making and Negotiation with Dr. Hartman of the UofC, and a Technical Tour of the flood recovery efforts at the Talisman Centre. The year will be closed out with a spring ‘Special Guests’ Mixer where YPs will have the opportunity to mix and network with YPs from the City of Calgary EIT rotation program.

2013-2014 Calgary CEA YPG Executive Committee:

- Chair: Anthony Ferrise, Read Jones Christoffersen Ltd.
- Vice-Chair/Speaker Series Director: Phil Kirkham, Urban Systems
- Treasurer: Jenna Majkut, Urban Systems
- Social Director: Claire Wade, Stantec
- Communications Director: Chun Man, Urban Systems
- Community Outreach Director: Kerri Walker, Golder Associates
- Post-Secondary Directors: Alp Enginsal, Williams Engineering / Kelvin Yip, Stantec
- Technical Tour Director: Cory Wilson, McElhanney / Johnathon Bain, Williams Engineering
- YP Conference Rep: Fadi Guirgis, CH2M Hill
- Liaison Committee Reps: Navid Sasanian, Halsall / Simon Tam, IBI Group / Jenna Majkut, Urban Systems / Kerri Walker, Golder Associates

caa liaison report

The design and construction industry in Alberta has never been static. There are always new ways of doing business, new technologies, economic ups and downs, and demographic and skill shifts. The past year has seen more than its share of these elements.

Currently, escalating population growth is creating opportunities for both our member firms, and for our industry associations. The “same old” way of doing business is no longer sufficient to meet current needs. Case in point: the Alberta government, municipalities and school boards are looking to industry for support and innovative solutions as they struggle to meet the urgent demands for schools. At the same time, private sector clients are looking for consultants to deliver creatively and efficiently on a myriad of commercial and industrial projects.

The demand for better approaches has created an exceptional opportunity for our industry associations. CEA and CAA are uniquely positioned to contribute to, and in some cases shape, discussions around the business of architecture and engineering. Together we are having a significant impact on the way work is procured, contracted and delivered, and the way professional services are valued. The business voice has never been more relevant than it is now.

The CAA Board is pleased to provide unanimous support for CEA’s position on Qualifications Based Selection (QBS). We believe that the QBS process currently being promoted by CEA to the Government of Alberta would facilitate the selection of professional consultants based on their qualifications, experience and competence, and ultimately provide the highest possible outcomes for clients and end users. We look forward to providing whatever support we can to CEA in your ultimate goal of seeing QBS become a provincially-legislated procurement process.

CAA is proud to be partnered with CEA on several industry committees and in consultation sessions.

One of our joint initiatives is the CAA/CEA Scope & Fees Committee. In the coming months this dedicated committee will be looking at the next round of enhancements to the jointly-authored Architectural and Engineering Suggested Fee and Scope of Services Reference. The committee will further address emerging design technologies and new delivery models and continue to refine to this “living document”.

The innovative Alberta Consulting Construction Emergency Response Team (ACCERT) is another new initiative where CAA is pleased to partner with CEA and our colleagues in construction. Although this groundbreaking initiative was developed in response to the need for assistance with recovery efforts related to the 2013 floods, the ACCERT partnership has also spurred innovative thinking and a preparedness across the design and construction industry for future disasters.

While much of CAA is immersed in our business advocacy agenda, another part of our organization continues to keep a keen focus on building our young organization. Although we continue to have strong support from our membership base and our annual sponsors, there is room for growth within both. If we are to meet our members needs for years to come, we must continue to build our foundation. To this end, we have more fully defined our strategic approach to both advocacy and membership engagement, and are looking forward to harnessing the momentum of our first five years of operations to take us confidently into the future.

Together CAA and CEA provide a dynamic and positive business voice in Alberta.



progress report on salaries

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 APEGA's "All Industries" salaries. 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 2014 CEA Rate/Salary Guide Task Group chaired by Paul Ruffell, included Paul Breeze, Gord Johnston, Steve Stowkowy, Howard Trofanenko, Grant Hallam, Brett Young and Matt Brassard. The Task Group conducted this year's review and analysis and the recommendations are set in this document.

The APEGA and CEA Salary Surveys for 2013 were published in late summer/early fall. In the table below we have provided a summary of progress made on engineers' salaries between 2012 and 2013, as well as the recommendations for 2014. These are all base salaries, and do not include bonuses.

Industries) increased by 5.5% between 2012 and 2013. Our member firms, measured in the WCBC survey, barely achieved a 2% overall increase. While this average comprises a wide range of increases in different classifications, we note that we are

falling behind our benchmark for most of our employees.

As in previous years, the Task Group found it hard to recommend increased salaries for the upcoming year when there was evidence that the gap between the average salaries paid by our member firms and our benchmark is not closing: We can only conclude that many of our member firms are not taking the bold steps necessary to increase salaries above those of others who employ engineers. We believe, however, that some of our member firms have made the commitment to significantly increase their salaries and that these firms should continue to be supported through the efforts of this Task Group.

The overall increase in salaries recommended for 2014 is 4.4%, but ranges from 2% to more than 6% for some classifications. We believe this increase is reasonable, given the continued strength of the Alberta economy, and that the recommended salaries are achievable.

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 going to attract and retain staff for our industry.

The Progress Report on Salaries is available on the CEA website at www.cea.ca.

Classification	Recommended 2013 CEA Salary Targets	APEGA Salary Survey			WCBC Salary Survey for CEA	Recommended 2014 CEA Salary Targets
		"All Industries"	Government	Consulting		
A-	\$55,700	\$54,038	n/a	\$50,520	\$48,394	\$55,900
E1 A	\$70,040	\$71,960	\$76,400	\$66,566	\$64,007	\$72,000
E2 B	\$79,700	\$84,055	\$92,189	\$76,660	\$73,906	\$83,900
E3 C	\$93,500	\$99,757	\$107,338	\$90,781	\$89,764	\$99,700
E4 D	\$118,800	\$125,499	\$127,867	\$119,068	\$110,452	\$124,600
E5 E	\$140,700	\$157,992	\$155,141	\$139,585	\$130,662	\$145,800
E6 F	\$168,000	\$191,855	\$178,561	\$171,552	\$160,049	\$177,800
F+	\$199,500	\$220,850	n/a	\$207,533	\$226,212	\$220,800
T1	\$51,500				\$48,824	\$52,500
T2	\$58,710				\$56,143	\$59,900
T3	\$68,100				\$65,430	\$69,500
T4	\$83,300				\$78,662	\$85,000
T5	\$97,900				\$90,846	\$99,900
T6	\$115,360				\$107,593	\$117,700
T7	\$129,600				\$124,294	\$132,200

cea rate guideline report

The Consulting Engineers of Alberta is recommending an average increase in rates of approximately 4.8% over the 2013 Rate Guideline. This rate increase is based on the implementation of a recommended overall increase in salary of 4.4%.

This suggested rate guideline was developed to provide a list of standard hourly rates for engineers and technicians/technologists involved in providing professional services in Alberta. These guidelines should be used in conjunction with the APEGA document entitled "Development of Consulting Rate Structures and Contracts: Guideline for Professional Members". These rates are intended as a guideline for professional services on standard projects. Members will not face sanction if they do not follow these guidelines. Unfair methods of competition in terms of providing fees for service or obtaining clients must not be engaged in, particularly as prohibited under federal competition legislation. Unfair methods of competition can include, but not be limited to, price-fixing, conspiring to allocate customers and the under-scoping of projects.

CEA recommends using a Qualifications Based Selection (QBS) system for choosing consultants on a project when sole sourcing is not appropriate. For more information on QBS please refer to the InfraGuide available from www.thebestpractice.ca

Salary Multipliers

The Office of the Information and Privacy Commissioner has advised CEA the practice of disclosing salary multipliers to clients is not reasonable if a less privacy intrusive practice can be used. Hence, CEA recommends member firms do not provide project fees based on multipliers of salary. Divulging salary information of specific staff may contravene the Privacy Act in Alberta and the security of such information may be at risk.

For the most part, the practice of basing fees on salaries is

not common outside of consulting engineering. For example, the legal and medical professions have a history of using predetermined rates, resulting in a less intrusive approach. Where fees need to be based on a per diem basis, CEA recommends member firms use the hourly rates shown in this rate guideline.

Disbursements Specific to the Project

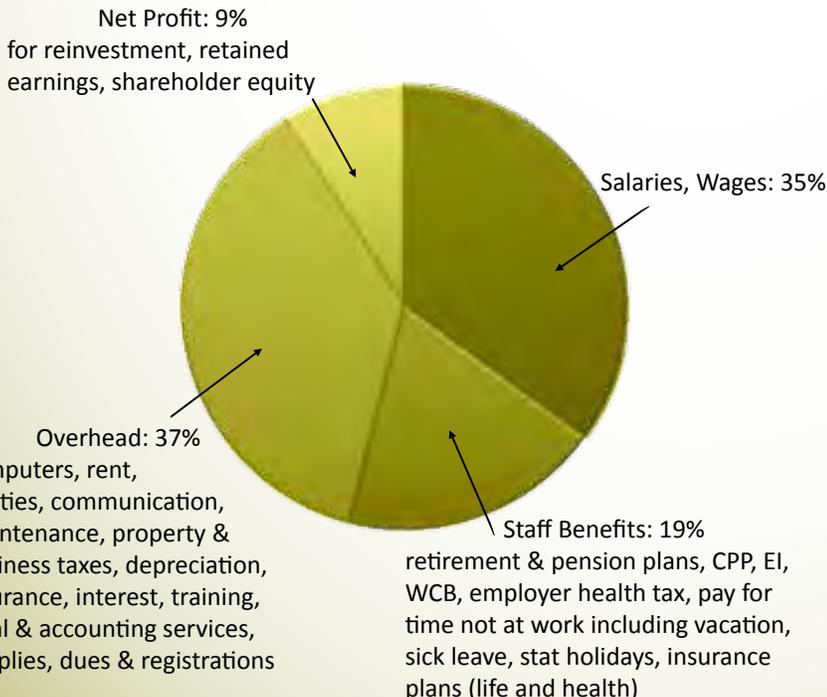
Minor disbursements — recommended to be charged as a percentage of fees (5 — 10%) include:

- Local communication costs (phone, cell phone, fax, etc.)
- Long distance phone expenses
- Routine production of drawings and documents
- Local travel expenses (up to 25 km from office)
- Courier and messenger services
- Standard software and computer costs

Examples of other disbursements to be reimbursed at cost plus an agreed percentage (10% recommended) administration fee include:

- Travel from or outside the local area (suggested current government mileage rate) or vehicle rental costs
- Approvals, permits, licenses, and specific taxes applied to fees
- Specialized, project specific computer software and/or services
- Project specific insurance if required by the client
- Tender documents and other non-routine documents
- Living expenses for personnel approved by the client
- Project related advertising costs
- Use of specialized equipment
- Testing Services
- Any other third party expenses paid by the consultant on the client's behalf

typical distribution of consulting fees



2014 industry standard hourly rates

professional services	
A -	\$96
E1 A	\$125
E2 B	\$144
E3 C	\$168
E4 D	\$203
E5 E	\$242
E6 F	\$292
F+	\$345

staff standard classification hourly rates

technical services	
T1	\$101
T2	\$111
T3	\$133
T4	\$149
T5	\$169
T6	\$191
T7	\$212

staff standard classification hourly rates

cea report on activities

The Consulting Engineers of Alberta (CEA) has had a very busy year with government and our membership:

GOVERNMENT INITIATIVES/LIAISON:

- **Qualifications Based Selection (QBS) and legislative initiative to deal with the procurement of services**

QBS continues to be the CEA's highest priority initiative, with discussions and education continuing on several fronts. In the past year we have worked with Alberta Transportation, Alberta Infrastructure, Alberta Municipal Affairs, and Service Alberta.

Working with Alberta Transportation we have developed a draft QBS Selection Process, and draft briefing notes for the Minister. The document has not yet been adopted, but our hope is that it will be used in a pilot project in the not too distant future.

Work with both Alberta Infrastructure and Alberta Municipal Affairs continues. We have had several meetings with each Minister over the last year and the level of support for QBS is much higher today compared to a year ago. Further work is required to get a complete adoption of QBS in the Departments, but progress over the past year has been tremendous.

Recently we have had meetings with the Minister of Service Alberta to present draft legislation on QBS. The Minister was extremely supportive of the idea and has agreed to begin the vetting process with the hope the legislation will be introduced in the fall session of the Legislative Assembly.

- **ACCERT – Alberta Consulting Construction Emergency Response Team**

Recovery effort from the June 2013 flooding is still ongoing. It is expected that the recovery will take approximately 10 years to complete, with more than \$3.4 billion in damages. Currently there is a significant effort to complete work on an emergency basis to prepare for this year's spring run-off.

Most of the flood recovery work is being completed through Alberta Infrastructure and they have said that they do not have capacity to complete both the flood recovery work and the new school initiative put forth by the provincial government. To assist in the delivery of this work, the CEA has partnered with the Alberta Construction Association, Alberta Roadbuilders and Heavy Construction Association, and Consulting Architects of Alberta to develop the Alberta Consulting Construction and Emergency Response Team (ACCERT). ACCERT is a part IX not-for-profit company who will work with the government to expedite recovery efforts for past and future emergencies. This group will ensure that critical infrastructure is rebuilt as quickly as possible.

- **An Engineering Approach to Asset Management for Small to Medium Sized Municipalities – Pilot Project**

CEA took a proposal to Alberta Municipal Affairs to develop a pilot program in which smaller communities have detailed engineering assessments done on municipal infrastructure in order to better understand and quantify longer term capital requirements for maintenance, rehab and asset replacement.

The two communities selected are the Town of Elk Point and the Village of Boyle. Both the provincial and local governments are supportive of the program and we expect funding to be coming within the next few weeks.

April 2013 - Council luncheon with the City of Edmonton

April 2013 - Roundtable meeting with the Minister of Transportation and CEA membership in Edmonton

October 2013 - CEA staff managed Infrastructure Partners Conference with Alberta Infrastructure, Consulting Architects of Alberta, Edmonton Construction Association and Alberta Construction Association as partners. (@400 attendees, two-day)

January 2014 - Managed the Partnering With Industry session (hosting the City of Edmonton senior managers)

March 2014 - Roundtable meeting with the Minister of Infrastructure and CEA membership in Calgary

March 2014 - CEA staff managed Transportation Conference with Alberta Transportation and Alberta Roadbuilders and Heavy Construction Association as partners. (@+700 attendees, 47 tradeshow booths, two-day)

April 2014 - Roundtable meeting with the Minister of Infrastructure and CEA membership in Edmonton

PUBLIC RELATIONS:

May 2013 - Press release for former Premier Ed Stelmach acceptance to serve as an honorary member of the Board of Directors of the Consulting Engineers of Alberta (CEA)

January 2014 - Press release for support of Northern Gateway Pipeline

February 2014 - Press release for Engineering Excellence Recognized at Awards Gala

March 2014 - Press release for Consulting Engineers Applaud Provincial Budget

- Speaking engagements on behalf of CEA on Qualifications Based Selection (QBS) and An Engineering Approach to Asset Management for Small to Medium Sized Municipalities – Pilot Project

EVENTS:

Since September 2013 we have hosted for our membership 2 CEO breakfasts, 11 mixers, attendance at 4 tradeshows and career fairs, 6 tech tour/speaker sessions, 1 media training session along with a one week long PSMJ Project Management Boot Camp in both Edmonton and Calgary. CEA hosted the, 1st Annual YP Conference which was well received. Still to come is the City of Edmonton Council luncheon, AGM, Board retreat, and two golf tournaments before the end of summer.

The CEA's major event has been the Showcase Awards Gala... Gala Italia where we hosted over 500 attendees and awarded twelve Awards of Excellence and 11 Awards of Merit, two Lieutenant Governor's Award for Distinguished Achievement, Harold L. Morrison Rising Young Professional Award, and the new President's Award.

ADMINISTRATIVE:

CEA revamped the organizational structure within the Association. This change will give the strength and foundation in Operations to continuously deliver high quality service with the ability to meet the future with confidence. Communication survey was also completed for the Association to move forward these initiatives for our members.

Lieutenant Governor's Award for Distinguished Achievement 2014



In recognition of their many years of excellence in civil engineering and community service, CEA's Lieutenant Governor's Award for distinguished service was presented to Corry and Leo Broks.

Leo Broks graduated as a P. Eng. from the U of A in 1970. In 1976 he incorporated Al-Terra Engineering Ltd. and was shortly thereafter joined by his brother Corry in the firm.

A key to Al-Terra's success is the brothers' ability to exceed customer expectations. "I get satisfaction from adding value to a project," says Leo. "I like to save money for the client, and I like to use land in a more productive way." Corry echos his brother stating "I like being able to offer low-cost solutions with high returns." He offers some examples from Al-Terra's recent portfolio. "We designed a jug-handle on 17th Street and Baseline Road," he says. "It was an area of high collisions and putting in an interchange was cost-prohibitive. The jug-handle removed left turns and made the area safer." Likewise, there are the rural roundabouts. Thinking outside the box, Al-Terra came up with roundabouts as a studied, low-cost solution to four- and five-kilometre queues forming in peak times at intersections on Highways 11A and 20.

Dedicated mentors, the Brokses believe that taking care of the next generation of engineers is the best way to ameliorate the dearth of professionals in the 20-to-40-year age group. "Mentorship is how you achieve controlled growth," Corry says. They are the progenitors of two namesake \$5,000 engineering scholarships. Their company is built on the premise that they give back to their community in tangible ways, too. "We give to a number of charities," Leo says.

"We donate about one per cent of our gross," Corry adds. "Every year we identify a charity, and usually charge a junior person with overseeing the process."

President's Award



The Consulting Engineers of Alberta President's Award was created to recognize and honour an individual outside the consulting engineering profession who has made an outstanding contribution to the consulting engineering profession. The award was presented to former MLA, Deputy Premier, Cabinet member, and Speaker of the Alberta Legislative Assembly, Ken Kowalski.

CEA was originally established in 1978 as an association of consulting engineering firms. Although successful, CEA always wanted to have their organization formalized. After discussion with Ken Kowalski, a decision was made to develop a Consulting Engineers Act.

As Minister of Public Works, Supply and Services, Ken Kowalski introduced and carried the Act through the legislature. He said, "Mr. Chairman, could I repeat again during committee ... that this Act was built, manufactured, written in consultation with the Association of Professional Engineers, Geologists, and Geophysicists of Alberta as well as the organization known as the Consulting Engineers of Alberta."

He also commented, "What this Bill will do, Mr. Speaker, is allow members of the Consulting Engineers of Alberta the right to title and the utilization of the phraseology "Member of the Consulting Engineers of Alberta" and to use the abbreviation MCEA after their names."

In 1992, the Consulting Engineers Act formalized the profession and with the by-laws and code-of ethics leads the consulting engineering profession today. "In his typical consultative fashion Ken Kowalski met with us over and over to ensure he fully understood our objectives and then he represented our interests in the legislature. He answered the questions and defended our profession during debate. We owe him a great deal of thanks," says CEA President Craig Clifton. "We have right to a title and it is thanks to Ken Kowalski."



Harold L. Morrison Rising Young Professional Award 2014



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 David Nagy, P.Eng., MBA, of AECOM.

cea 2014 showcase award winners

AECOM Canada Ltd.

Project: Shawnee Park Subdivision Land Use Re-designation and Outline Plan

Award of Excellence: Community Development

Project: Highway 63 Widening in Fort McMurray: Pinch Point Secant Pile Wall

Award of Merit: Transportation Infrastructure

Associated Engineering Alberta Ltd.

Project: Gregoire East Sanitary Sewer Outfall

Award of Excellence: Environmental

CH2M HILL Canada Limited

Project: Geomorphic Design of West Overburden Disposal Area

Award of Merit: Natural Resources, Mining and Industry

Golder Associates Ltd.

Project: Linking Science and Community in a Changing North

Award of Excellence: Community Outreach and In-House Initiatives

Project: Glacier Skywalk Environmental Assessment and Monitoring

Award of Merit: Environmental

Golder Associates Ltd.

(as part of The Consortium of Tailings Management Consultants)

Project: Oil Sands Technology Deployment Roadmaps

Award of Excellence: Natural Resources, Mining and Industry

MMM Group Limited

Project: Edmonton International Airport – Expansion 2012

Award of Merit: Project Management

MPE Engineering Ltd.

Project: Bridge Drive Utility Corridor

Award of Merit: Community Development

Award of Merit: Water Resources and Energy Production

Opus Stewart Weir Ltd.

Project: Southern Alberta Disaster Relief Efforts

Award of Merit: Community Outreach and In-House Initiatives

Read Jones Christoffersen Ltd.

Project: Glacier Skywalk

Award of Excellence: Building Engineering

SMA Consulting Ltd.

Project: Gold Bar Thickener/Fermenter Operational Simulation

Award of Excellence: Small Firm- Big Impact

Award of Merit: Studies, Software and Special Services

Project: EVIMS (Earned Value Integrated Monitoring System)

Award of Excellence: Studies, Software and Special Services

Project: North LRT Drainage Projects

Award of Merit: Small Firm- Big Impact

Award of Excellence: Project Management

Stantec Consulting Ltd.

Project: Sacramento Municipal Utility District

Award of Excellence: International

Award of Excellence: Sustainable Design

Project: Wandering River Pipeline and Reservoir Design Build

Award of Excellence: Water Resources and Energy Production

Project: North Highway Connector

Award of Excellence: Transportation Infrastructure

Project: Emergency Operations Centre

Award of Merit: Building Engineering

Williams Engineering Canada Inc.

Project: Jasper Place Library

Award of Merit: Sustainable Design



review of engagement report for year ended March 31, 2014

Mowbrey Gil, Chartered Accountants LLP

To the Members of Consulting Engineers of Alberta

We have reviewed the statement of financial position of Consulting Engineers of Alberta as at March 31,

2014 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of inquiry, analytical procedures and discussion related to information supplied to us by the Society.

A review does not constitute an audit and, consequently, we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

Edmonton, Alberta

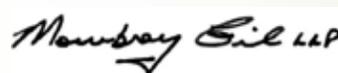
May 14, 2014



Craig Clifton, P.Eng.
President, CEA



Doug Olson, P.Eng.
Treasurer, CEA



Mowbrey Gil
Chartered Accountant

statement of financial position

	2014	2013
ASSETS		
Current		
Short-term investments (Note 3)	\$159,184	\$152,978
Accounts receivable	142,582	91,776
Prepaid expenses and deposits	67,659	58,094
	\$369,425	\$302,848
Long-term investments (Note 4)	252,518	298,005
Equipment (Note 5)	14,011	12,638
	\$635,954	\$613,491
LIABILITIES AND NET ASSETS		
Current		
Bank indebtedness (Note 3)	\$18,843	\$29,973
Accounts payable and accrued liabilities (Note 6)	253,513	189,626
Deferred revenue	23,933	2,635
Funds held in trust (Note 7)	141,337	122,707
	\$437,626	\$344,941
Net assets		
Unrestricted fund	68,328	85,746
Internally restricted fund (Note 8)	130,000	182,804
	198,328	268,550
	\$635,954	\$613,491

statement of revenues & expenditures

	2014	2013
Revenue		
Events and Programs (Schedule 1)	\$528,993	\$571,543
Membership dues	463,658	409,999
Interest income	15,224	8,327
Meloche Monnex Scholarship fund	2,271	3,195
	1,010,146	993,064
Expenses		
Administration (Schedule 2)	\$697,875	\$640,395
Events and Programs (Schedule 1)	360,005	381,763
Meloche Monnex Scholarship fund	2,000	2,000
NWPTA Lobbyist	—	16,713
	1,059,880	1,040,871
Deficiency of revenue over expenses from operations	(49,734)	(47,807)
Excess (deficiency) of revenue over expenses from committees (Schedule 3)	(20,488)	8,055
Deficiency of revenue over expenses for the year	\$(70,222)	\$(39,752)

statement of changes in net assets

	Unrestricted Fund	Internally Restricted Fund (Note 8)	2014	2013
Net assets - beginning of year	\$85,746	\$182,804	\$268,550	\$308,302
Deficiency of revenue over expenses	(49,734)	(20,488)	(70,222)	(39,752)
Transfer (Note 8)	32,316	(32,316)	—	—
Net assets - end of year	\$68,328	\$130,000	\$198,328	\$268,550

notes to financial statements

Year Ended March 31, 2014

1. Description and purpose of the organization

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, the organization 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 ("ASNPO") in Part III of the Chartered Professional Accountant's of Canada ("CPA") Handbook. 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 estimates are the allowance for doubtful accounts and estimated useful lives 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 cheques in excess of deposits and short and long-term investments.

Long-term investments

Long-term investments consists of Guaranteed Investment Certificates ("GICs") and bonds that are recorded at amortized cost.

Equipment

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

Computer equipment	30%	declining balance method
Furniture and fixtures	20%	declining balance method
Leasehold improvements	4 years	straight-line method
Equipment	3 years	straight-line method

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.

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.

Interest income is recognized as revenue when earned.

Financial instruments policy

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.

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 the financial statements.

3. Cash and short-term investments

	2014	2013
Cash	\$ 72,643	\$ 51,242
Outstanding cheques	(91,486)	(81,215)
Short-term investments	159,184	152,978
	\$ 140,341	\$ 123,005

Cash in the amount of \$141,337 (2013 - \$122,707) is restricted 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 6.

Short-term investments consist of guaranteed investment certificates ("GIC's") and bonds. The GIC's consist of non-redeemable term deposits. The non-redeemable GIC's of \$95,261 bear interest at 1.10% to 3.30% and mature in July 2014. The bonds of \$63,923 bear interest at 2.00% to 4.896%.

4. Long-term investments

Long-term investments consist of GIC's and bonds. The GIC's consist of non-redeemable term deposits that bear interest at 3.20% to 3.25% and mature in July 2015. The bonds bear interest at 2.10% to 7.05%.

5. Equipment

	Cost	Accumulated amortization	2014 Net book value	2013 Net book value
Computer equipment	\$72,863	\$61,993	\$10,870	\$7,843
Furniture and fixtures	35,439	32,298	3,141	3,927
Leasehold improvements	8,829	8,829		860
Equipment	27,408	27,408		8
	\$ 144,539	\$ 130,528	\$ 14,011	\$ 12,638

6. Accounts payable and accrued liabilities

	2014	2013
Accounts payable and accrued liabilities	\$ 239,950	\$ 190,611
	13,563	(985)
Government remittances payable (receivable)	\$ 253,513	\$ 189,626

notes to financial statements

for Year Ending March 31, 2014

7. Funds held in trust

	2014	2013
Strategic Priorities Group	\$36,664	\$20,613
Operations Expo	16,772	16,772
Infrastructure Partnerships Conference	87,901	85,322
	\$141,337	\$122,707

The Strategic Priorities Group 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. The conference rotates between Edmonton, Red Deer, and Calgary. Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other two partners. Any surplus funds realized from the Conference are held in trust by Consulting Engineers of Alberta and will be spent at the discretion of the group.

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. Consulting Engineers of Alberta was contracted to organize and execute the conference. Any surplus funds realized from the conference are held in trust by Consulting Engineers of Alberta and will be spent at the discretion of the two partners.

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 Consulting Engineers of Alberta and will be spent at the discretion of the group.

8. Internally restricted

	Balance at beginning of the year	Revenue Over (Under) Expenses	Transfers	Balance at end of year
Municipal Committee Fund	\$22,713	\$(15,969)	\$(6,744)	\$ —
Young Professionals Group - Edmonton	11,067	1,853	(12,920)	—
Young Professionals Group - Calgary	12,679	(3,025)	(9,654)	—
Young Professionals Group - Red Deer	914	(226)	(688)	—
Transportation Committee Fund	2,563	(2,711)	148	—
Overseas Recruitment Initiative	2,868	(410)	(2,458)	—
Financial Stabilization Fund	130,000	-	-	130,000
	\$182,804	\$(20,488)	\$(32,316)	\$130,000

- The Municipal Committee Fund was established to improve the image of Consulting Engineers, promote the use of consulting contract agreements that contain fair and equitable terms, represent committee firms in discussions with municipalities to improve contracts that contain requirements that are of common concern to member firms and promote the use of a standard consultant contract agreement by municipalities.

- The Young Professionals Groups were established to enhance the growth of the Consulting Engineers of Alberta and the engineering consulting industry by promoting the participation and development of young professionals.

- The Overseas Recruitment Initiative was established to assist participating member firms with overseas (United Kingdom) recruitment. These funds will be expended on relationship building mixers for the round one and round two immigrating families as well as member firm participants. The balance of the funds to be expended will be at the discretion of the participating member firms.

- The Transportation Committee Fund was established to help offset activities such as strategic planning sessions, breakfast information sessions and scholarships specifically aimed at the transportation sector.

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

9. Lease commitments

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

2015	\$50,169
2016	5,449
2017	3,178
	\$58,796

10. Comparative figures

Some of the comparative figures have been reclassified to conform to the presentation adopted in the current year. The reclassification of certain balances has no impact on retained earnings.

11. Financial instruments

Financial instruments are defined as contractual rights to receive or deliver cash or another financial asset. 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, 2014.

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 customers and other related sources and accounts payable.

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 short-term investments.

cea member firms 2013 - 2014

AAGuebert & Associates Consulting Inc.
AECOM
Almor Testing Services Ltd.
Al-Terra Engineering (Red Deer) Ltd.
Al-Terra Engineering Ltd.
AMEC Environment & Infrastructure
AN-GEO Environmental Consultants Ltd.
Aplin & Martin Consultants Ltd.
ARA Engineering Ltd.
Arrow Engineering Inc.
Associated Engineering Alberta Ltd.
Barr Engineering & Environmental Science Canada Ltd.
BBA Inc.
BPTEC Engineering Ltd.
Buckland & Taylor Ltd.
CH₂M HILL Canada Limited
CIMA+
Clifton Associates Ltd.
Coffey Geotechnics Inc.
Conestoga-Rovers & Associates Ltd.
CTM Design Services Ltd.
D.E.S. Engineering Limited
DCL Siemens Engineering Ltd.
Delcan Corporation
Dessau LVM Engineering Ltd.
DIALOG
Dillon Consulting Limited
Eagle Engineering Corp.
Emans Smith Andersen Engineering Ltd.
Eramosa Engineering Inc.
ESE-LSS Life Safety Systems Technologies
exp Services Inc.
Focus Corporation
FVB Energy Inc.
GeoMetrix Group Engineering Ltd.
Golder Associates Ltd.
Great Northern Engineering Consultants Inc.
Hatch Ltd.
Hatch Mott MacDonald Ltd.
HDR Corporation
Hemisphere Engineering Inc.
IBI Group
ISL Engineering and Land Services Ltd.
J.R. Paine & Associates Ltd.
Kerr Wood Leidal Associates Ltd.
KFR Engineering
Khanatek Technologies Inc.

Klohn Crippen Berger Ltd.
KTA Structural Engineers Ltd.
Lavolette Engineering Ltd.
Levelton Consultants Ltd.
Magna IV Engineering
Maskell Plenzik & Partners Engineering Inc.
McElhanney Consulting Services Ltd.
McIntosh Lalani Engineering Ltd.
MDH Engineered Solutions, Member of the SNC-Lavalin Group
MechWave Engineering Ltd.
Metallurgical Consulting Services Ltd.
Millennium EMS Solutions Ltd.
MMM Group Limited
Morrison Hershfield Limited
MPA Engineering Ltd.
MPE Engineering Ltd.
NORR Architects Engineers Planners
Northwest Hydraulic Consultants Ltd.
OPUS Stewart Weir Ltd.
P. Machibroda Engineering Ltd.
Parsons Brinckerhoff Halsall Inc
Pasquini & Associates Consulting Ltd.
Patching Associates Acoustical Engineering Ltd.
Protostatix Engineering Consultants Inc.
Read Jones Christoffersen Ltd.
Ready Engineering Corporation
Sameng Inc.
SarPoint Engineering
SCL Engineering Ltd.
Sereca Fire Consulting Ltd.
SMA Consulting Ltd.
Smith & Andersen Consulting Engineering
SMP Consulting Electrical Engineers
Stantec Consulting Ltd.
Stephenson Engineering Ltd.
Tetra Tech
Tetra Tech EBA Inc.
Thurber Engineering Ltd.
TWD Technologies Limited
Urban Systems Ltd.
V3 Companies of Canada Ltd.
Walters Chambers & Associates Ltd.
Watt Consulting Group
Williams Engineering Canada Inc.
WSP
Yellowhead Engineering Services Inc.
Yolles, A CH₂M Hill Company



cea member charter

As Consulting Engineers, we provide professional advice, engineering expertise and knowledge and endeavour to serve the best interests of our Clients. The relationships between Clients and Consulting Engineers are based on mutual trust and co-operation.

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 quality 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 issued 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 teams to our Clients.

By upholding these principles, Clients will receive value and quality and CEA will achieve our vision of a sustainable consulting engineering industry.



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