

CONSULTING ENGINEERS OF ALBERTA SHOWCASE AWARDS

**2019**

# IGNITE

**FUELING THE NEXT GENERATION  
GROWTH & ENGAGEMENT**



## **CEA ANNUAL REPORT**

**2018 - 2019**

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## CEA Team



**Ken Kozakewich, MBA, P.Eng.**  
Chief Executive Officer



**Lisa Krewda**  
Chief Operating Officer



**Daniel Shieman**  
Event Coordinator



**Inderjeet Singh**  
Information Specialist



**Erin Orsini**  
Administration &  
Marketing Assistant



## 2018 - 2019 Board of Directors



**Derek Ciezki**  
PRESIDENT  
SMP Engineering



**David Nagy**  
PAST PRESIDENT  
Associated Engineering



**Sean Snowden**  
VICE PRESIDENT  
WSP



**Jillian Mitton**  
TREASURER  
Golder Associates



**Allan Partridge**  
CAA LIAISON  
Next Architecture



**Bernie Teufele**  
DIRECTOR  
Tetra Tech Canada



**Frank Proseri-Porta**  
DIRECTOR  
RJC Engineers



**Grant Hallam**  
DIRECTOR  
McElhanney Consulting



**Greg Burghardt**  
DIRECTOR  
Arrow Engineering



**Helder Afonso**  
ACEC LIAISON  
Associated Engineering



**Jason Vanderzwaag**  
APEGA LIAISON  
Associated Engineering



**Kelly Yuzdepski**  
HONORARY PAST PRESIDENT LIAISON  
CIMA Canada Inc.



**Matt Brassard, P.Eng.**  
HONORARY PAST PRESIDENT LIAISON  
Urban Systems



**Monica Wagner**  
DIRECTOR  
Wood Environment &  
Infrastructure Solutions



**Nathan Murdoch**  
YP DIRECTOR  
Jacobs



**Phil Warner**  
HONORARY DIRECTOR  
Bishop & McKenzie



**Rod Schebesch**  
DIRECTOR  
Stantec Consulting



**Ryan Gidluck**  
DIRECTOR  
Morrison Hershfield



**Sara Anderson**  
DIRECTOR  
Urban Systems



**Sheldon Hudson**  
ACEC LIAISON  
AI-Terra Engineering



**Thomas Ziegler**  
YP DIRECTOR  
AI-Terra Engineering



**Todd Simenson**  
DIRECTOR  
Stantec Consulting

# President's Message

This past year has come and gone and we have experienced a lot of change within the association and industry. From new administrative staff and CEO to a new government elected at the end of the year, we had progress along the way to celebrate. Over the past several months I have been involved in various initiatives and committees to ensure that our industry and member firms are well represented in our constantly changing business environment.

Despite our economy in this province, we continue to have support from our member firms being involved in various committees and initiatives and I want to thank everyone involved for your continued support of CEA. We were also successful in attracting new member firms into our association, adding over 180 new staff to our N number.

We've had various achievements of note this year with our two major industry events including our 23rd annual Showcase Awards Gala event successfully held in Calgary with over 420 people in attendance as well as our first annual Transportation Connects Alberta conference which was held in April in Red Deer which replaced the previous Tri-Party Transportation conference. Based on the success of this event we look forward to enhancing the program every year to ensure we have a broad spectrum of presenters focused on the latest industry trends and opportunities.

When I assumed the role of President this past May I was both 'proud and humbled' to be nominated for the role. After being involved with the CEA for over 15 years, starting my career as an active Young Professional member, it felt like it was the right time to take on a bigger role within the organization, hoping to make an impact wherever possible in an industry I am so passionate about.

My theme for this year was sparked by my strong desire to engage and inspire the future leaders of our industry with the following key initiatives:

- To engage our current membership to have an active role and voice in the issues that we face
- To grow our industry and diversify with new upcoming leaders so we can pave the path for the generations to come; and provide guidance and mentorship to our future leaders within each organization

As We Look Back, We look at the Accomplishments and The Road Ahead

As we tackled our strategic initiatives at the start of the year we were able to accomplish the following:

- **QBS:** With the economic downturn over the past couple of years and increased competition in Alberta there is added pressure for our member firms to be more competitive. A QBS study is currently underway with the University of Alberta and industry representatives with hopes to gather relative information to support the benefits of using QBS and help align major client groups across the province and country.
- **Membership:** Our goal was to increase membership and engage existing members. We were successful in adding new member firms during the course of the year as well as providing consistent and continued support and involvement within all of the committees. We look to achieve continued support in the years to come so that we can stay at the forefront of current industry initiatives and challenges.
- **Partnering with Industry:** CEA's focus was to continue to build and foster relationships with the Edmonton and Calgary Construction Associations, Consulting Architects of Alberta, Alberta Roadbuilders and Heavy Construction Associations and Government and Municipal Liaison groups. The Alberta Infrastructure Industry Liaison committee worked on developing a new Vendor Performance Management Program in consultation from Industry representatives with a goal to help develop a framework for establishing best practices across Canada when reviewing and selecting Consultants while providing consistent and informative de-briefs. The CEA was also involved in various Public and Private Owner group forums across the province to help establish best practices in the industry for Supplier Performance Tools and Project Delivery Methods and to raise the bar of our profession.
- **Diversity and Attracting Exceptional Talent:** A separate committee was established to focus on diversifying our leadership and was successful in developing a new framework for the board composition based on a unique skill set in order to provide diversity of opinions and a broad section of board members to ensure all aspects of our industry are well represented.



**Derek Ciezki, P.Eng.**  
**President**

• **Technological Changes:** With Building information Modelling at the forefront of tools within the buildings industry we have been working closely within our industry partners and the Edmonton Construction Association including various Owner groups (Alberta Infrastructure and University of Alberta), Contractors, Sub Contractors and Engineering Consultants. A course has been developed (BIM 102) by various CEA and CAA member firms for this technology trend in order to establish industry best practices and to enhance our engineering industry.

• **Engaging the Next Generation:** How do we attract more consultants into our industry? Young Professional involvement is increasing at a tremendous rate and we as an industry have an obligation to support these initiatives. We have some of the best schools in Alberta that attract amazing talent around the world and we need to showcase and retain local talent for our industry and ensure that the talent doesn't leave our province. The CEA is currently in discussions with the Faculty of Engineering at the UofA to develop a new lecture series and summit as well as providing support to students for their Cap Stone projects. This lecture series will help expose students to our Consulting Industry as well as act as a way to engage and retain our young talent in Alberta and provide professional development opportunities for our member firms.

• **Political Landscape:** We've been working closely with various MLAs throughout the different levels of government but need to take further initiative to meet with the newly elected government and ministry to ensure infrastructure projects are a top priority to ensure stability and to speak with one voice the challenges we are facing as an industry.

I want to thank everyone who has been involved in the various committees and for those who attended the networking events over the past year. It goes without saying but this is how we build a stronger community and foster relationships with stakeholders in our industry.

We need to continue to 'walk the talk' and to 'raise the profile' of our business in the Engineering profession...and give back to the future generations.

This industry still isn't as well respected as its work deserves and that is why we all need to take advantage of inspiring others to become the best they can be and to strive for excellence.

By getting involved and speaking up as an industry, we can increase our influence over areas from public policy to best practices in design and construction, in order to better advance the projects for the benefit of the public and our communities.

We all need to believe that we as 'Engineers' are the centre of everyday life, we are innovative and we make things work, and what we do better the lives and health of millions of people around the world.

I'm honored to have served as President for an incredible industry and to have been an advocate on behalf of all members firms on both the challenges and opportunities we have been facing within our growing and changing industry.

During this past year I have grown both professionally and individually and want to pay a special thanks to Lisa Krewda and her team for their continued support; Ken Kozakewich, our newly appointed CEO, for his mentorship as well as the Board of Directors for their trust, collegiality and support throughout the year.

## CEO's Message – April 2019

Over the past year, a number of changes have taken place within the Consulting Engineers of Alberta. Foremost among these were a few changes in staff, which included my appointment to the CEO position last October. Over the past few months I have been involved in a number of meetings with our Board and senior staff from member firms (as well as non-member firms). We have discussed a number of current CEA initiatives where our membership recognizes value to their organizations and we have identified opportunities to further assist the industry in our constantly changing business environment. Despite the challenges in economic conditions in this province, we continue to have a good commitment from our member companies and have also attracted a few new members in recent months. I thank each of you for your ongoing support of CEA, our committees, activities and events and especially for input on areas for improvement to ensure that CEA can continue to advocate on those issues of importance to our industry.

Over the past winter we moved ahead with a couple of refreshed approaches to two of our major CEA industry events. Our 23rd annual Gala Awards event successfully returned to Calgary in February with 430 people in attendance. At this time, our intent will be to continue to alternate the location of this event between Edmonton and Calgary in future years. Additionally, we replaced our annual Tri-Party Transportation conference with the Transportation Connects Alberta conference which was held in April in Red Deer. The new format allowed us to include a broader spectrum of clients from the transportation sector and more diversity in presentations. Based on the response (and attendance of approximately 500 people) we plan to continue with this format for next year.

Traditionally, CEA, as an industry voice for the consulting engineering businesses in Alberta, continues to be involved with public sector clients regarding ongoing issues of sustainable funding for infrastructure, fair procurement practices and reasonable contractual terms. As I am preparing this message, our province has elected a new government. The result will be some changes in key issues of importance to us in terms of government funding and economic growth. Although we remained non-partisan throughout the recent election campaign, we did undertake a number of activities with like-minded allied industry groups to express our concerns to political candidates about the current infrastructure deficit and the need for a long-term strategy in relation to, not only new capital projects, but also the rehabilitation and reconstruction of existing infrastructure throughout this province.

Over the past year we have seen some planned changes in approach by the provincial government in procurement. We continue to be consulted and actively involved through a number of CEA committees with both Alberta Infrastructure and Alberta Transportation. The common theme is the need for more transparency in procurement. More detailed evaluations of proposals, improved debriefings and vendor performance management are some of the current items under review and discussion with the provincial government (as well as a number of cities and major municipalities). Although there has been a change in government at the political level, I expect that we will continue to be involved with senior management in these government entities to address some of the evaluation and procurement issues that impact us. We will work in partnership with them wherever possible to create value adding solutions for both ourselves and our clients.

In relation to procurement, I continue to hear concerns about the increased costs of business related to proposal preparation and selection processes in the public sector. We remain committed in our desire for all levels of government to use procurement practices

such as Qualifications Based Selection (QBS) which are in the public interest. We have revisited the strategy in how to create some change in this area over the next couple of years. Re-educating our members and ensuring alignment within our ranks as well as with our allied industry partners were identified as an area for improvement. We need to continue to work together to achieve successes at the project, client and industry levels. From the client perspective, we have had some recent success in clients initiating pilot QBS projects. Alberta Transportation has completed selection of consultants on 13 projects in their pilot program. Alberta Infrastructure and the City of Edmonton have also used the QBS process on two projects in each organization. We remain in contact with both the consultants and owners on these projects to ensure that we capture lessons learned to assist in improving the process for future procurements and project delivery. Additionally, at the national level two QBS projects were undertaken by Public Services and Procurement Canada driven by efforts through ACEC Canada.

Some of my initial work since joining CEA involved working with the University of Alberta on obtaining funding for a study of the "Impact of Qualifications-Based Selection of Engineering Services on Project Outcomes". Last year CEA received a grant through Alberta Economic Development and Trade towards this study. This year we are pleased to report that an additional grant was received from the federal government through NSERC. Also, ACEC Canada has made a financial commitment towards this research. With this new budget and in-kind commitment from members of our industry, the University of Alberta has now commenced this two-year study and will be contacting clients and member companies to obtain information. Through the NSERC grant application, we identified the need for the study to include development of a Decision Support Model for public sector procurement. I trust that everyone from our member companies, who is contacted by the University, will participate. They require as much information as possible to strengthen the results of the study.

Although, we have undergone some changes over the past year at our CEA office, there have been some constants. I want to thank Lisa Krewda and Inderjeet Singh for their continued commitment to our organization. As you will read in the financial report, we have been able to stay ahead of budget in our operations. This has not come about without significant forethought and frugality in all aspects of our day-to-day operations as well as industry events.

Please take time to review this annual report which highlights activities of our committees and volunteers. Many people have made significant commitments of their time in support of our industry and I thank everyone has continued to contribute.

As a final note, I thank the CEA Executive Committee and Board for their support in my new role over the past few months. It has been both a pleasure and a privilege to have been your representative and I look forward to working with our new Board and taking on the many challenges ahead!



**Ken Kozakewich, P.Eng., MBA**

## Treasurer's Message

CEA exceeded its financial goals in 2018/2019 due to the ongoing cooperation and commitment of our member firms and the Association's staff. The participation by member company volunteers in committees, association events and activities is fundamental for the organization's overall strength and effectiveness. The Association remains in a strong position to continue as an industry voice for the consulting engineering business in Alberta and as a facilitator for the development of staff through training programs, conferences and events.

Over the past year we exceeded our financial plan expectations primarily through increased revenue from events, new membership and a reduction in administration operating costs.

### Financial Activity Highlights

#### Revenue:

#### Memberships & Interest Income:

Membership revenue is a component to maintaining the ongoing operation. CEA closely monitors current market conditions and is aware of the strain this condition imposes on member firms. Although the economic conditions and industry consolidation over the past few years have impacted the year-over-year total membership, CEA continues to attract new members and the membership revenue has only been marginally impacted. To carry out CEA's objectives, dependable sources of revenue are vital and only possible through the engagement of our members. It is necessary to implement strategies that sustain the current base membership while recruitment efforts are exerted to increase it. In addition to membership drives, CEA's administration and executive have continued to connect with non-member firms to promote the value in becoming a member of CEA. Associate memberships and Affinity memberships (sponsorships) supplement our base revenue.

#### Events, Programs and Conferences:

Over the past year we achieved additional revenue over budget in CEA events and programs. In 2019, the Showcase Awards Gala was held in Calgary after several years of being hosted in Edmonton. Building on the success of the previous CEA Showcase Awards programs, this year's event was very successful and exceeded budget. A special thank-you is extended to all of the member companies and CEA administrative staff who participated in and made this year's Awards Gala a huge success with a continuation of alternating the Gala between Edmonton and Calgary. We also had another successful year with the PSMJ Project Management training program in terms of attendance and revenue generation. Additionally, the Calgary Golf tournament had better than anticipated revenue.

We ended our year with our Transportation Connects Alberta Conference in Red Deer. This replaced our former Tri-Party Transportation Conference. The Conference was a huge success with over 400 delegates registering, and provided a broad spectrum of sessions and plenary sessions highlighting emerging technologies. Revenues from the Transportation Connects Alberta Conference, WCBC Salary Survey and the Young Professionals' Conference exceeded budget targets.

#### Expenses:

##### Administration and Operations:

In 2018/19 a number of expenses were tracking ahead of budget throughout the year and in response a variety of offsetting cost cutting measures were taken on the operations side, which enhanced our positive budget outcome.

##### Strategic Initiatives and Committee Activity:

Expenses in this area remained below budget as a result of less than anticipated activity and cost control measures.

#### Financial Investments:

Under CEA's Statement of Investment Policies and Procedures document, adopted by the Board, there are three categories of funds: 1) General Funds, 2) Stabilization Funds and 3) Restricted Funds (funds held in trust). Investment of the funds is at the discretion of the CEA Executive under guidance of an investment advisor and is reported to the CEA Board whenever the funds are accessed.

The Financial Stabilization Fund is maintained at a target level of \$130,000. This target amount was set to align with CEA's 3 month cash flow requirements. If a financial need arises that has not been budgeted, this fund may be temporarily drawn upon as long as the fund is replenished within the following 2 budget cycles.

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

The General Investment Fund balance is \$137,221 in unallocated reserves from CEA's prior operating years. A positive surplus to fund strategic initiatives must be maintained to uphold CEA's stature as a sought after and respected voice of the consulting industry.



**Jillian Mitton, P.Eng., M.Sc.**  
Golder Associates Ltd.

### 2018/2019 Financial Summary:

Revenue	AMOUNT	Financial Notes
Memberships	\$511,299	
Events and Programs	\$716,099	Schedule 1
Strategic Initiatives and Committees	\$40,993	Schedule 3
Interest Income	\$14,781	
<b>Total Revenue</b>	<b>\$1,283,172</b>	
Expenses		
Administration	\$618,232	Schedule 2
Events and Programs	\$551,158	Schedule 1
Strategic Initiatives	\$69,841	Schedule 3
<b>Total Expenses</b>	<b>\$1,239,231</b>	
<b>NET REVENUE OVER EXPENSES FOR 2018/2019:</b>	<b>\$43,941</b>	

### 2019/2020 Proposed CEA Operating Budget:

Revenue	AMOUNT
Memberships, Investment Interest and Sponsorships	\$551,401
Misc. Net Revenue	\$32,500
Events and Programs (Net)	\$102,000
<b>Total Projected Revenue</b>	<b>\$685,901</b>
Expenses	
Administration	\$677,600
Committees	\$9,500
Strategic Initiatives	\$19,500
<b>Total Projected Expenses</b>	<b>\$706,600</b>
<b>Projected 2019/2020 Net Income:</b>	<b>(\$20,699)</b>

## Registrar Report

With a certain amount of uncertainty in the economy, it is my pleasure to report the number of Alberta firms supporting the Consulting Engineers of Alberta is remaining stable. Even with some consolidation through mergers and acquisitions that has occurred during this reporting year, we remain fiscally positive. Over the past year, we welcomed ten new firms as members and together they provided an increase in our "N" number of 186. It is important to note, the "N" number reflects directly to the financial stability of your Association. In times of uncertainty it is very important that the Consulting Engineers as a business advocacy association, be very active voicing your concerns and helping to shape public policy. For the new firms, thank you for your membership and please find the opportunity to be part of the many CEA committees. We always need to speak with one voice and your input provides the guidance to advocate on your behalf. For those firms that have been members for many years we cannot take your membership for granted and I know that your new CEO considers a stable membership a priority. As always it is a pleasure to serve. Thank you.

**Ken Pilip, H/Col, P.Eng.**

**CEA Registrar**

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

# Independent Practitioner's Review Engagement Report for Year Ended March 31, 2019

## Mowbrey Gil, Chartered Professional Accountants LLP

We have reviewed the statement of financial position of Consulting Engineers of Alberta as at March 31, 2019 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Financial Statements

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

### Practitioner's Responsibility

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

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

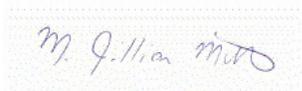
The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

### Conclusion

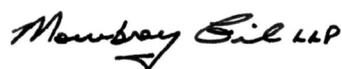
Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of Consulting Engineers of Alberta as at March 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with the Canadian accounting standards for not-for-profit organizations.



Derek Ciezki, P.Eng.  
President, CEA



Jillian Mitton, P.Eng.  
Treasurer, CEA



Mowbrey Gil  
Chartered Professional Accountants

## Statement of Financial Position:

	2019	2018
<b>ASSETS</b>		
<b>Current</b>		
Cash	\$194,529	\$276,946
Short-term investments	101,820	70,117
Accounts receivable	27,101	30,121
Prepaid expenses and deposits	76,362	80,586
	<b>\$399,812</b>	<b>\$457,770</b>
<b>Long-term investments</b>	<b>267,621</b>	<b>286,007</b>
<b>Equipment</b>	<b>6,937</b>	<b>10,874</b>
	<b>\$674,370</b>	<b>\$754,651</b>
<b>Liabilities and Net Assets</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	\$189,113	\$204,528
Deferred revenue	51,009	147,002
Funds held in trust	167,027	179,841
	<b>\$407,149</b>	<b>\$531,371</b>
<b>Net Assets</b>		
Unrestricted fund	137,221	93,280
Internally restricted fund	130,000	130,000
	<b>267,221</b>	<b>223,280</b>
	<b>\$674,370</b>	<b>\$754,651</b>

## Statement of Revenues and Expenditures:

	2019	2018
<b>Revenues</b>		
Membership dues	\$511,299	\$496,308
Events and Programs	716,099	477,595
Strategic Initiative and Committee	40,993	39,375
Interest income	14,781	6,586
	<b>\$1,283,172</b>	<b>\$1,019,864</b>
<b>Expenses</b>		
Administration	\$618,232	\$639,451
Events and Programs	551,158	289,111
Strategic Initiative and Committee	69,841	77,997
	<b>1,239,231</b>	<b>1,006,559</b>
<b>Excess of revenues over expenses for the year</b>	<b>\$43,941</b>	<b>\$13,305</b>

## Statement of Changes in Net Assets:

	Unrestricted Fund	Internally Restricted Fund	2019	2018
Net assets – beginning of the year	\$93,280	\$130,000	\$223,280	\$209,975
Excess of revenues over expenses for the year	43,941	–	43,941	13,305
Net assets – end of year	\$137,221	\$130,000	\$267,221	\$223,280

## Notes to Financial Statements

### 1. Purpose of the Society

Consulting Engineers of Alberta (the “Society”) was formed in 1978 under the Societies Act of Alberta. The Society now operates under the Consulting Engineers of Alberta Act as a not-for-profit organization. The Consulting Engineers of Alberta Act (Bill 29) received Royal Assent by the Alberta Legislature on June 11, 1992 and was proclaimed on April 28, 1993. As a not-for-profit organization under the Income Tax Act, Canada, the 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 in Part III of the Chartered Professional Accountant’s of Canada 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 demand deposits held with a financial institution.

#### 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
Equipment	3 years	straight-line method
Leasehold Improvements	4 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.

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

Interest income is recognized as revenue when earned.

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

### Financial instruments

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

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

### Contributed services

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

### 3. Cash

	2019	2018
Cash	\$271,369	\$403,282
Outstanding deposits	383	266
Outstanding cheques	(77,223)	(126,602)
	\$194,529	\$276,946

# Notes to Financial Statements

## 4. Investments

	2019	2018
Short-term investments	\$101,820	\$70,177
Long-term investments	267,621	286,007
	<b>\$369,441</b>	<b>\$356,124</b>

Investments in the amount of \$167,027 (2018 - \$179,841) are 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 8.

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 bear interest at 1.80% to 2.28% per annum and mature between July 2019 and August 2019. The bonds bear interest at 1.75% to 2.55% per annum.

Long-term investments consist of bonds. The bonds bears interest at 1.90% to 6.93% per annum.

## 5. Equipment

	Cost	Accumulated Amortization	2019 Net Book Value	2018 Net Book Value
Computer equipment	\$10,670	\$5,310	\$5,360	\$8,902
Furniture and fixtures	36,629	35,052	1,577	1,972
Equipment	27,408	27,408	-	-
Leasehold Improvements	8,829	8,829	-	-
	<b>\$83,536</b>	<b>\$76,599</b>	<b>\$6,937</b>	<b>\$10,874</b>

## 6. Accounts payable and accrued liabilities

	2019	2018
Accounts payable and accrued liabilities	\$191,403	\$208,870
Government remittances (receivable) payable	(2,290)	(4,342)
	<b>\$189,113</b>	<b>\$204,528</b>

## 7. Deferred revenue

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

	2019	2018
Young Professionals Conference	25,049	24,151
ACEC - Canada	25,000	-
Annual General Meeting	960	-
CEA Membership Dues	-	89,089
ACEC Membership Dues	-	23,918
Enterprise Affinity Sponsorship	-	6,000
Edmonton Council Luncheon	-	2,484
Edmonton Golf Tournament	-	1,000
Environmental Committee	-	300
YPG Edmonton	-	60
	<b>\$51,009</b>	<b>\$147,002</b>

## 8. Funds held in trust

	2019	2018
Infrastructure Partnerships Conference	87,901	87,901
Strategic Priorities Group	62,354	75,168
Operations Expo	16,772	16,772
	<b>\$167,027</b>	<b>\$179,841</b>

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.

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.

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.

## 9. Internally Restricted

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

## 10. Lease commitments

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

2020	\$120,775
2021	5,351
2022	5,351
2023	5,351
2024	5,351
Thereafter	13,377
	<u>\$137,556</u>

## 11. Financial instruments

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

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, 2019.

### Credit risk

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

### Liquidity risk

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

### Market risk

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

### Interest rate risk

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

## Diversification and Leadership Committee

Recognizing the importance and advantages of having a diversified Board, CEA implemented a new nomination process this year. This process provides an objective framework for the selection of incoming Director(s), Vice President and Treasurer to the CEA Board.

The new process involves three distinct phases identified as Search, Recruitment and Selection and is supported by a Nomination Subcommittee that is comprised of individuals from both the CEA Executive team and the CEA Diversity and Leadership Committee.

During the Search phase, the Nomination Subcommittee not only reviews all the active CEA member firms to develop a list of individuals who are active participants within CEA but are also recognized industry leaders. Moreover, each of the current CEA Directors are asked to provide two names to add to the list that they recommend based on the mentioned criteria of involvement and leadership.

With this list, the process moves into the Recruitment phase where the members of the Nomination Subcommittee reach out to each individual identified on the list. The purpose of conducting the personal outreach is twofold: the first reason is to confirm interest and discuss commitment with each candidate; and, the second reason is to have the opportunity to receive feedback from individuals who have been identified by their peers as industry leaders. This phase underscores an emphasis on effective communication and membership empowerment that insights, thoughts and opinions are being sought.

With a confirmed list of candidates, the process moves into the final phase- Selection. For this a Matrix was established based on 36 different criteria that covers three broad areas- Business Experience, Industry Representation and Regional Representation. This matrix is filled out by each candidate and by every CEA Board Director. By having all the Directors fill out the matrix, the Board's composition is effectively mapped based on objective criteria so that the evaluation of candidates is then based on the same set selection criteria and blind spots can be appropriately removed. Candidates are also asked to provide a copy of their resume for further reference during the evaluation by the Nomination Subcommittee. The final task for the Nomination Subcommittee is to make their recommendation to the Board for nominations. Once the Board accepts the nominations, they are presented at the Annual General Meeting and voted on again.

A similar process occurs for the nomination of the incoming Vice President and Treasurer; however, the Search Phase for these executive positions are generally focused on current CEA Board members. The Recruitment and Selection phases are supported with the Skills Matrix and Nomination Subcommittee performs an evaluation, provides a recommendation and two supporting votes are required- first by the Board, then by the Membership- similar to that of a Director.

As this is the first year of implementing this process, we are very hopeful that it will achieve the overall goal of creating a diversified Board reflective of the industry.



**CHAIR: David Nagy, P.Eng., MBA  
Associated Engineering**

## Transportation Committee

The Transportation Committee (TC) focuses on developing relationships with Alberta Transportation (AT). TC current and past executive members also participate on the Tri-Party Strategic Priorities Group (SPG), Operations (OPS) Committee, and the Bridge Operations Subcommittee (BOS), which include members from AT and the Alberta Roadbuilders & Heavy Construction Association (ARHCA). These committees provide an avenue for all parties to raise concerns; they allow open communication of high-level policy issues at SPG, and we provide input and participate in the implementation of day to day changes at OPS.

AT is currently in the process of gathering feedback from those involved in the 13 projects in the QBS pilot program that were awarded last year. The department plans to share their assessment of the success of the procurement portion of QBS with CEA shortly. These trial projects are a significant step towards achieving our goal of the exclusive use of QBS to retain Consultants.

While the QBS pilot program had been an extremely positive development, ongoing changes to AT procurement processes are causing significant challenges. AT decided late Spring 2018 that they would revert to the lowest fee getting the highest score creating a "race to the bottom" mentality in the industry when it can least be afforded, especially reflecting on the current economic conditions in the province.

Despite this development, CEA TC has continued to engage with the department in an effort to maximize the outcome in terms of the expectations of our member companies. The most recent meeting to discuss AT Procurement Modernization was held at the end of January and at that meeting it was agreed that a new Consultant Procurement Steering Committee will be established.

AT have indicated that their overall Procurement Goals include :

1. Achieving best value and service to Albertans
2. Adhering to trade agreement obligations
3. Adoption of a one-government approach
4. Ensuring a fair, transparent, open and competitive procurement process
5. Implementation of the Capital Plan through efficient and effective processes and strategies.

The scope for the new committee is to adopt a collaborative approach with the goal of finding procurement solutions to support these goals.

In addition, a new Engineering RFP template has been developed which is currently under review by CEA membership firms. Proposal Evaluation Criteria are not being changed, rather they are to be expanded to more clearly define and breakdown how points are scored in the various categories.

AT plans to change to one point of contact for RFPs and Tenders and that point of contact will be in Procurement – the hope is this will improve consistency as to when and how information is shared with respondents etc.

AT are proposing that they will be posting engineering contract prices moving forward. The suggestion is that the Canadian Free Trade Agreement (CFTA) requires that "the value of the successful tender" be published. CEA TC is

currently pushing back against this concept as it is our opinion projects are not awarded solely based on price. AT have agreed to discuss this matter with Economic Development and Trade and revisit at next meeting.

Moving forward Ranking Lists will be on a '3-year validity' period to comply with a clause within the CFTA also. There have been numerous other issues TC has provided input on in 2018/19, including:

- Traffic Accommodation Manual Revisions and Work Zone Bulletins
- Utility Coordination Process Manual
- Trial Edge Line Rumble Strips
- ACP Mix Design
- Environmental Risk Assessment
- Design Exceptions Guidelines
- Intelligent Compaction
- Bridge Approach Rail Transition
- Seal Coat Type
- Air Voids Testing
- Roadside Design Guide Revisions
- Median Acceleration Lanes
- Marshall Air Voids
- Contractor Supplied Borrow for Sideslope Improvement
- Decontamination Protocol Spec and DB
- Authentication of Electronic Engineering Documents
- Naming and Submitting Roadway Drawings
- Replacement of RWIS Sensors
- Update to the Engineering Consulting Guidelines

We also continue to work with AT (and in some cases the ARHCA) on the following initiatives through Task Groups. Previously some Task Groups reported to SPG, however going forward all now report to OPS:

- Consultant Performance Evaluation
- Consultant Procurement Steering Committee
- Partnering Steering Committee
- Highway Geometric Design Guide Update
- Utility Partnering Steering Committee
- Greening Maintenance & Construction
- Best Practices for Decontamination of In-Water Construction Equipment

We only had one AT guest, Shanti Archarjee, attend our TC meetings over the last 12 months. It has become increasingly difficult to have anyone from AT attend due, unfortunately, in a large part to the new way they have chosen to do business.

Key events in 2018/19 included the annual AT/CEA Mixer in Edmonton on November 8, 2018 which had 115 attendees; the CEA Gala Awards held in February in Calgary and the first annual Transportation Connects Alberta Conference in Red Deer on March 31 – April 2. The conference, with its new format and wider audience appeal presentations etc. was a great success, with nearly 500 attendees, 47 trade show booths and an excellent program. AT had 30 staff members in attendance which was higher than expected considering reduced budgets etc. but the good news was we had many attendees representing cities, municipalities, airports etc. Last year's decision to change the conference format to broaden the client attendee base have proved to be very successful with most attendees indicating they found the new format more interesting and inclusive.

I'd like to take this opportunity to thank the Executive Members of the Transportation Committee (Greg Bulych; Vice-Chair and Des Kernahan; Past Chair) for their ongoing participation and sterling efforts on the Committee.



**Damian O'Kane, M.Sc., P.Eng, FICE**  
Tetra Tech Canada



## City of Calgary Liaison Committee

The CEA has a strong relationship with the City of Calgary, and this committee is continuing to serve as a very good venue for both information transfer and discussion of current and upcoming issues. Discussions are always frank, open productive and respectful.

The committee met five times during this term with 10 to 15 firms typically represented at each meeting, along with a representative from the Consulting Architects of Alberta. The City representation and involvement at the meetings is very good, with Jennifer Enns (Manager, Corporate Engineering & Energy and APEGA Board Member), Lynne Davies (Manager of Supply), Jaibe Bridge (Senior Buyer, Strategic Sourcing), Shawna Cochrane (Capital Project Strategist) and Christine Beaton (Procurement Lead, Sourcing Group) typically in attendance. We greatly appreciate and recognize the City's efforts in making this committee a success.

In addition to presentation of new information, the committee also discusses the status on several ongoing issues, including:

- Implementation of the City's new procurement/contract documents, which are currently being finalized.
- Proposal debriefs
- Trade agreements
- Procurement strategies
- Roundtable of current and upcoming industry issues.

While the majority of the contractual terms of the new contract documents were negotiated in past years, a sub-committee was formed to continue discussions on billing a percentage of fees to cover miscellaneous disbursements. We have had several discussions with the City on these, but further work is required to find a mutually agreeable framework.

The City is a strong supporter and user of QBS for procurement of engineering services and believes that this provides overall value to their projects. This fits well with CEA's position and we appreciate the strong partner in this regard. However, the City has used the committee meetings to remind CEA firms that QBS also imparts responsibility on us, for example, personnel named in proposals (which form the basis of a selection), need to be the same teams assigned to the projects.

I have enjoyed my two-year term as chair of this committee and would like to thank John Estey of CIMA+ for ably assisting me as co-chair. John will be assuming chairperson duties after this year and am sure this committee will continue to support CEA's and the City's objectives for years to come.



**CHAIR: Chris Workman, P.Eng.**  
Thurber Engineering

## ARHCA Liaison Report

The Alberta Roadbuilders and Heavy Construction Association represents over 900 member contractors and suppliers delivering civil infrastructure projects for both the public and private sector infrastructure owners. After yet again, several years of uncertainty in budgeting by the Provincial Government the Board of the ARHCA decided in 2018 to create and deliver a professional advocacy strategy and campaign for the 2019 provincial election. The purpose was to bring public attention to the problems contractors see in the provincial highway system and to offer constructive solutions to help Alberta Transportation deal with the accumulating rehabilitation

and construction deficits. To provide a balanced and thoughtful set of recommendations the ARHCA convened a blue-ribbon panel of Albertans experience in the private and public capital programs and financing. Bob Gomes (now retired from Stantec and CEA Past President) represented the CEA with aplomb and we thank him for his contribution to the Panel. The Panel looked at 6 major transportation policy themes and provided 21

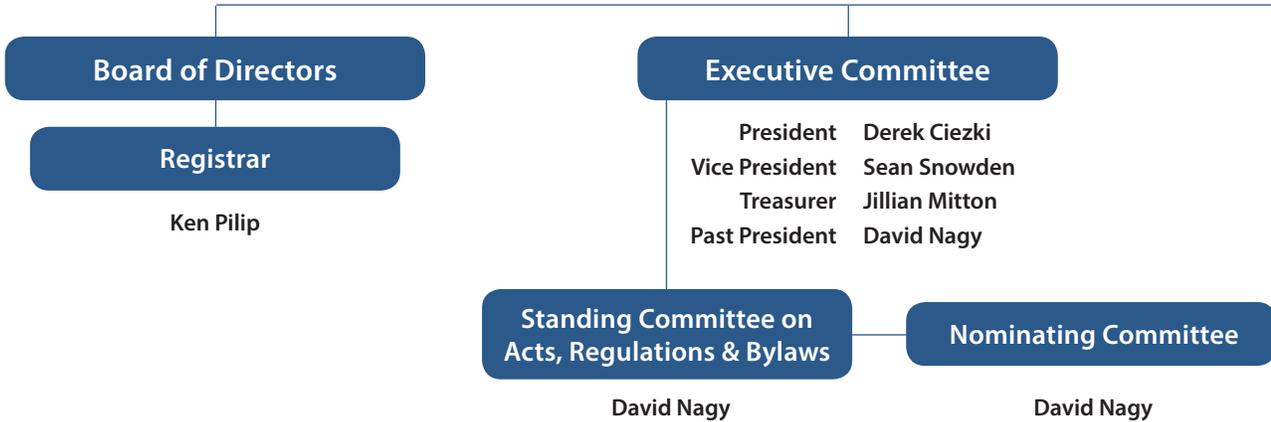
recommendations to address issues such as provincial economic growth, better network planning, better and more predictable governance and management of public highway infrastructure, technology adaptation, safety and of course financing. We believe the recommendations will provide for a better way of using scarce government funding and encourage the new government to rely on the expertise and ingenuity of the private sector to achieve results. We look forward to partnering with the CEA and Alberta Transportation to communicate again about our joint goal of providing excellent service to Albertans.

Please go to [www.drivingimprovement.ca](http://www.drivingimprovement.ca) for information about the campaign and the recommendations the ARHCA is making to the new UCP Government.



**Darcy Taylor, P.Eng.**  
ARA Engineering

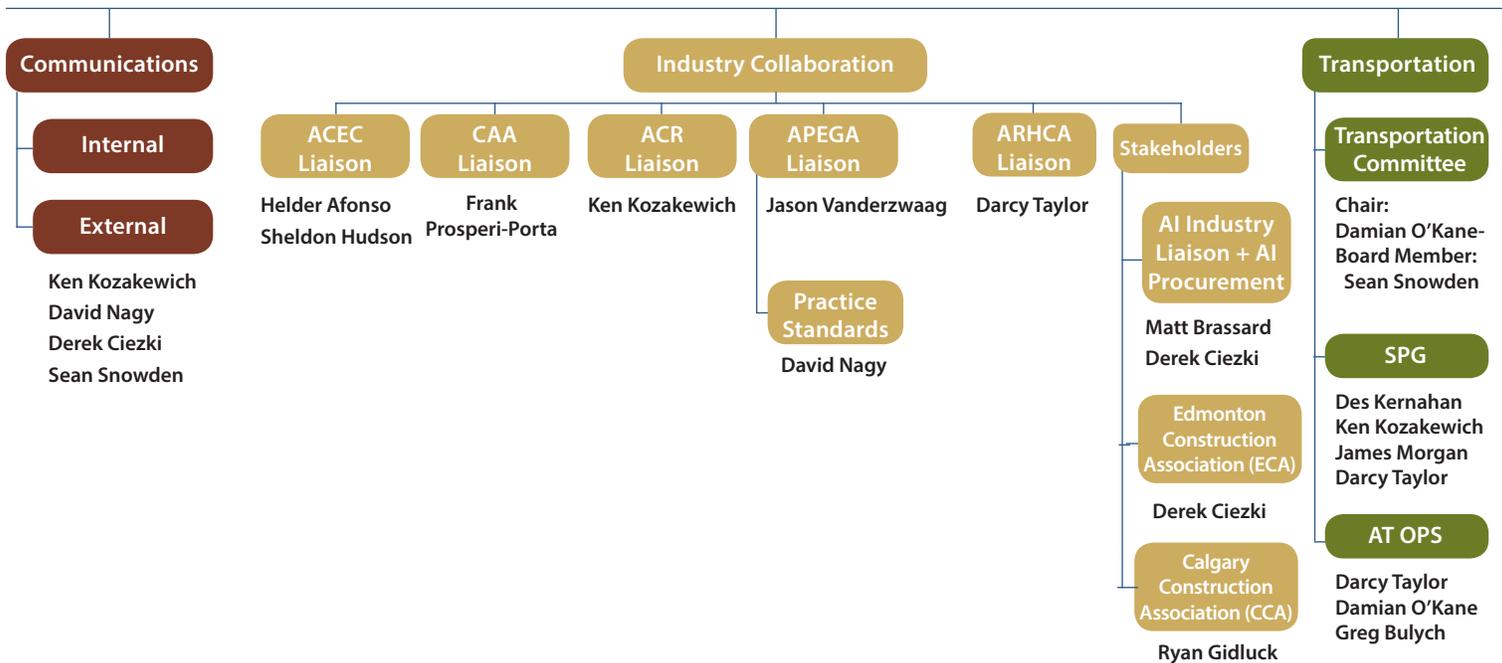
# CEA Member Firms



## STRATEGIC INITIATIVES

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

OUR **ADVICE** IS SOUGHT AND RESPECTED





# 2018 - 2019 Organizational Chart

## CEA Staff

Chief Executive Officer	Ken Kozakewich
Chief Operating Officer	Lisa Krewda
Event Coordinator	Daniel Schieman
Information Specialist	Inderjeet Singh
Administration and Marketing Assistant	Erin Orsini

## SHAPE PUBLIC POLICY

## DELIVER VALUABLE SERVICES

## ATTRACT EXCEPTIONAL TALENT TO OUR INDUSTRY

### Environmental

#### Environment Committee

Chair:  
Sandra Meidinger-  
Board Member:  
Jillian Mitton

### Municipal

#### Municipal Committee

Chair:  
Troy McNeill  
Board Member:  
Sara Anderson

#### City of Edmonton Liaison Committee

Chair:  
Glen Campbell  
Board Member:  
Matt Brassard

#### City of Calgary Liaison Committee

Chair:  
Chris Workman  
Board Member:  
Grant Hallam

#### Wood Buffalo Liaison Committee

Chair:  
Amie McGowan  
Board Member:  
Todd Simenson

### Buildings

#### Edmonton Buildings Committee

Chair:  
Steven Oosterhof  
Board Member:  
Greg Burghardt

#### Calgary Buildings Committee

Chair:  
Mike Bauer  
Board Member:  
David Nagy

### Private Sector Liaison Committee

Chair:  
Kelly Butz  
Board Member:  
Helder Afonso

### Business Practices

#### QBS

Board Executive  
Ken Kozakewich  
Matt Brassard  
Sheldon Hudson  
Kelly Yuzdepski

#### WCBC Salary Survey

Committee Lead:  
Helder Afonso

#### Rate and Fee Guideline

Chair:  
Monica Wagner

#### Contracts / Agreements

Chair:  
Sara Anderson  
Committee:  
Phil Warner

### Young Professionals Group

Board Member:  
Nathan Murdoch  
Thomas Ziegler

#### Edmonton

Chair:  
Joseph Der

#### Red Deer

Chair:  
Sarah Kun

#### Calgary

Chair:  
Lilianne Landry-Pare

### Diversity and Leadership

Chair:  
David Nagy

## City of Edmonton Liaison Committee

During the past year, the City of Edmonton Liaison committee met on a bi-monthly basis to collaborate and continue our ongoing relationship with the City of Edmonton. Similar to last year we have seen a great deal of change within the City of Edmonton. The Integrated Infrastructure Services (IIS) group has continued to roll out items in their business model including moving online to electronic procurement. Starting January 2019 the City went live with SAP Ariba for procuring goods, services, construction and intellectual property. There continues to be a strong focus on public engagement and project management in all areas of IIS.

We have continued building on our previous year's successes with a small working group that meets quarterly with key senior City management; these meetings act as a conduit to deliver messages from both the City to CEA, and the CEA to the City. Special thanks to Tony Plamondon and Craig Walbaum for spearheading these meetings.

In addition, the committee continued to host events with the City of Edmonton allowing member firms to network with City staff. These events would not be possible without the help of Lisa Krewda and all of the CEA staff. The City of Edmonton and Edmonton Buildings Mixer was well attended by City senior staff and provided opportunities to network throughout the evening. Adam Laughlin provided an update on the IIS group.

The Edmonton Partnering with Industry Symposium built on last year's success and continued to include partners from the City and the Capital region. Presentations were concise with a direct focus on projects and expected work to be coming out in the near future. This format received positive feedback from those in attendance.

The committee would like to encourage member firms in the Edmonton market with similar interests to join our meetings and future mixer events.



**CHAIR: Glen Campbell, P.Eng.**  
CIMA Canada Inc.

## Edmonton Buildings Committee

The Edmonton Buildings Committee began the year by reviewing and clarifying the committee's mandate:

The A+E Buildings Committee will advocate with clients, regulatory bodies and licensing authorities to further the interests of Consulting Engineers and Consulting Architecture firms in the areas of:

- a. Fostering the relationship between Architects and Engineers
- b. Engagement of Consulting Engineers and Consulting Architects
- c. Sustainability and the environment
- d. Client needs and satisfaction
- e. Regulatory and code change impacts

The objective of the committee is to achieve a marketplace where qualifications based selection procedures are the norm. This has been used as a framework to prioritize strategic initiatives to fulfill our mandate, resulting in the following ongoing initiatives: Guest Lecture Series at the U of A | To help attract talent to the

consulting industry, specifically in the buildings engineering sector, the committee has proposed presenting potential career paths for the many different disciplines that come together in building design. The committee believes there is currently a deficiency in the extent of exposure that engineering students have to this area. The university has expressed interest in hosting this event, and the committee is currently working with the Department of Engineering to launch the inaugural event in the Fall of 2019.

Best Practices for Procurement | The special working group is currently reviewing the resources available from the CEA to communicate best practices for procurement with clients. While the CEA currently has published a guideline for municipalities, the group working to determine whether there is a need to translate the guidelines in the document to be appropriate for a larger audience, including architects and private developers. Topics to be addressed include fairness and transparency around consultant evaluation and scoring.

## Edmonton Buildings Committee Continued

City of Edmonton and Edmonton Buildings Event | The buildings committee is planning to host a mixer, similar to the City of Edmonton mixer held in the past, to provide networking opportunities with both private and public sector owners and architects.

Other business of the committee includes a review of IPD contracts, collaboration with the Alberta Construction Association, partnering with the Edmonton Construction Association to provide input on an upcoming BIM course, and providing feedback to Alberta Infrastructure on their proposed digital project delivery requirements.



**CHAIR: Steven Oosterhof, Ph.D., P.Eng.**  
DIALOG

***Influence in Motion***

## 6<sup>th</sup> Annual Young Professionals' Conference 2019

The theme of this year's conference was Influence in Motion. The speakers focused on a variety of topics including: networking, diversified project teams, age diversity in the workplace and developing leadership. The event was very successful.



# Young Professionals' Group Edmonton

The 2018-2019 year was another exciting and successful year for the Young Professional Group (YPG) Edmonton Committee. Overall, this year focused on providing professional development opportunities to our members and strengthening relationships within the Edmonton YP network to build a stronger YP community for our members.

Through the dedicated efforts of the committee, nine events were successfully organized by the YPG. These events included:

- Fall University of Alberta Student Mixer
- University of Alberta CCIS and ECHA Building Tour
- Fall YP Social Mixer
- P.Eng, P. What? - CBA Presentation and Mixer
- Grant McEwan ENGG 101 Lecture
- Mental Health and Wellness Night
- Winter NAIT Student Mixer
- 6th Annual Young Professionals' Conference
- Winter YP Social Mixer

One of the key objectives of the YPG is to raise the profile and awareness of consulting engineering through student engagement and important strides forward were made this year in the Edmonton region. The YPG was able to connect with students from three major post secondary schools in Edmonton: the University of Alberta, Grant McEwan and NAIT through a combination of mixers and presentations. Through these events we created a platform for industry professionals to interact one on one with dozens of students towards considering consulting as a potential career choice. Of note, this year was the first time that the YPG was able to host a mixer event with students from NAIT. This event was well received by NAIT students and instructors and the positive success of this event is indicative of the dedication and hard work of our technologist YP members.

To provide opportunities for professional and personal development to our YPs, we organized two tours focused on sustainable buildings at the University of Alberta. Highlights of these tours included insight into the University of Alberta's unique district energy system and sustainable design features. As well, with the recent adoption of the competency based assessment for professional membership with APEGA, we organized an evening presentation and mixer with APEGA for our YPs to gain insight into this new process and allow for one-on-one questions with APEGA staff. Lastly, our members organized the first ever mental health and wellness night, which gave to a platform to three mental health and wellness industry professionals as well as one of our own YP members to discuss topics such as mental health first aid, mindfulness and work life balance.

To increase recognition and celebrate the success of our YPs we held 2 casual social mixers, one in the fall and a second in the winter, which were open to all members at large. These mixers build on the initiative from the previous year to create a casual forum where YPs can discuss topics both related to professional and personal development.

The year ended with the marquee YP event: the 6th annual Young Professionals' Conference. Members from both the Edmonton and Calgary Young Professionals' Committees invested a significant number of volunteer hours over 9 months to plan the event. The theme for this year's conference was Influence in Motion: Building Knowledge and Leadership. The goal of the conference was to empower young professionals to understand how to exert and develop influence and outlined a roadmap towards building a network in influence.

In addition to the events noted above, the YPG strengthened its commitment to establishing partnerships with other YP associations. A large part of this included continuing to support YP Merge, a unique, made-in-Edmonton partnership which aims to connect construction-design-consultant-owner

YP groups across Alberta's capital region. Partner organizations within YP Merge grew again this year and connected our YPs to an even more extensive YP network including: ECA's Young Builders Group, UDI New Horizons, Young Professionals in Energy, CSCE's YoPro, BOMA YP, Canadian Water Network - Student & Young Professional Committee, ASHRAE YEA and NAIOP. As a founding member, the Edmonton YPG continues to explore opportunities to leverage this partnership to provide value to our YP members. Exciting events for our YPs that emerged through the YP Merge partnership in 2018-2019 included: YP Toastmasters club, Winter Ice Breaker & Networking Event and the SHIFT Conference.

Over the course of the year, we held nine executive meetings to discuss and organize events and share insights from the other CEA committees. A new initiative this year to the executive meetings was to have a YP member present and guide a discussion on topics of interest relevant to YPs.

Select topics from this year included: career goal setting and development, overview of the history of indigenous relations in Canada and how the built environment can influence public health.

The Edmonton Young Professionals Committee is proud of its efforts over the past year and is looking forward to continuing to engage YPs within the consulting industry for 2019-2020 and beyond!

The 2018-2019 Committee consisted of 15 dedicated individuals that helped in the success of the year along with approximately 40 members at large.

The key members of the YPG include:

- YP Director: Thomas Ziegler, AI-Terra Engineering Ltd.
- Chair: Joseph Der, WSP
- Vice-Chair: Evelyne Bucumi, IBI Group
- Past-Chair: Laura Creswell, Urban Systems Ltd.
- Elaine Mukarakate, Associated Engineering
- Diana Williamson, DIALOG
- Al Al-Sammarraie, DIALOG
- Victoria Buffam, DIALOG
- Christine Tucker, IBI Group
- Zheng Luo, IBI Group
- Aaron Schooler, M2 Engineering
- Ibrahim Moraich, M2 Engineering
- Curtis Steiert, Sheffer Andrews
- David McBean, Tetra Tech
- Akosua Akude, Urban Systems Ltd.
- Adam Stefanyk, Wave Engineering



**CHAIR: Joseph Der, M.Sc.,  
P.Eng., LEED., AP BD+C  
WSP**

## Young Professionals' Group Calgary

The 2018-2019 season was one of transition for the YP team in Calgary. Some key members of the group left as new opportunities led them on to other professional paths. That set off a domino effect that brought newer members to step up and ensure yet another successful year in many regards.

It all started at our annual kickoff mixer in October, where the 2018-2019 committee was introduced to our members. Many new faces were welcomed, and we were pleased to see some return for subsequent CEA YP events. At our upcoming year-end mixer, we hope to introduce our incoming 2019-2020 CEA YP executive committee. We believe these mixers are essential in building the social fabric of the group, gauging interest for participation in the committee, and providing an overall great opportunity for YPs to build cross-disciplinary contacts.

In addition to our industry mixers, student engagement events were organized at the University of Calgary (U of C) and at the Southern Alberta Institute of Technology (SAIT) to promote consulting as an enviable and promising career path. At the U of C, we were excited to introduce a new workshop format, where students were presented with real-world engineering problems by young professionals of various engineering disciplines. The new format was very well received.

Events of technical nature were also organized by the YP group. These included technical tours of the newly opened Calgary Central Library in December and the City of Calgary Composting Facility in April, as well as a Speaker Series on the theme of Clean Drinking Water in Alberta in March. Those events were praised for the quality of their content and the engaging and knowledgeable speakers for each of the topics tackled. Building on the previous committee's efforts to diversify our membership base, these projects were chosen for their multidisciplinary aspects and their meaningful impacts on our society.

Understandably, a year of transition doesn't come without its share of challenges. However, the YP executive committee worked to identify areas of improvement and have started framing succession-planning solutions to ease the transition for incoming committee members to take on their new responsibilities. Many of our newer members took leadership in organizing our events this year and created a good partnership with our more seasoned members, who provided outstanding support to make it all happen.

This year was also a year of great collaboration with other YP groups. To start, the three regional CEA YP groups worked together on various projects including the creation of a social media charter and the 6th Annual YP Conference in Edmonton. Throughout the year, the Edmonton YP group provided support to the Calgary group to create a cross-organizational initiative similar to YP Merge. In this context, relationships with other young professionals' groups such as Young Leaders in Infrastructure (YLI) and the YP section of the CSCE are growing. Finally, one of our key members, Tia Haunts, has been a vocal advocate for Alberta on the ACEC Young Professionals' Network (YPN) and contributed to the development of our relationships and impact at a national level.

On a personal note, I want to express my deepest gratitude to all the members that have dedicated their time and efforts to ensure that the quality of our events remains exceptional. As I have myself taken on the Chair role in the early year shuffle, I understand very

well how demanding it can be to step into a new role in a very impromptu manner and am very aware of how critical support from a good group of seasoned members can be. Therefore, I would like to acknowledge the contribution of our members:

Annelise Loczy, Vice-Chair

Aparna Krishan, Past Chair and incoming YP Director

Nathan Murdoch, YP Director

Tia Haunts, ACEC Liaison

Jasmine Ahmadzadegan and Stephanie Dubiel, Communication Directors

Andrew Monson, Greg Pink, Nataliia Ruban, Sarah O'Shea, Sarbjot Singh and Sharna Batey, Event Directors

Aimee De Laurentiis, Devin Walline, Evan Bridson-Pateman, Jonathan VanHeyst and Niki Roy, Committee Liaisons

I trust that we have been able to develop a strong community and that the next committee will be set for great accomplishments. The CEA Calgary Young Professionals' Group is looking forward to continued collaboration with all CEA entities, including the CEA Administration, the various industry committees we are part of, the Board and our counterparts in Red Deer and Edmonton to keep sharing our passion for engineering and to deepen the impact consultants can have.



**CHAIR: Lilianne Landry-Pare, E.I.T.**  
Thurber Engineering



## Young Professionals' Group Red Deer

The Red Deer YPG proudly stands as the CEA's only formal group in Central Alberta continuing to provide ongoing opportunities for young engineers and technologists to network among their peers in the consulting industry and with clients. Evolving event requirements and market conditions have the Red Deer YPG adjusting focus to host fewer, but higher quality events to maximize the number of attendees. A key success for this small market group is the continued promotion of the CEA through inviting individuals from our public and private sector partners to network with member firm participants.



**CHAIR: Sarah Kun, P.Eng.**  
**AL-Terra Engineering**  
**(Red Deer) Ltd.**

The past year, while slower event wise, has been successful for the Red Deer YPG as we welcomed 4 new members. Red Deer YPG was pleased to continue with our annual presentation to the first-year engineering students at Red Deer College. The presentation explains to students what a consulting engineer is and the role they play in industry. We introduce the first years to a typical day in the life of a junior consulting engineer. Following the presentation and a formal question period, students are invited for an informal discussion

and appetizers. As in past years, the students took the opportunity to join us for the informal discussion and ask questions one on one. The Red Deer YPG hope to continue this relationship with Red Deer College for years to come.

The Red Deer YPG had a successful winter mixer this past year, creating networking connections for members outside of their own firms. The social events planned are of great importance to us, with our newly expanded group, we look forward to planning future events.

Executive Committee Members:

- Sarah Kun (AL-Terra Engineering), Chair
- Bryce Pasiuk (Stantec), Member At Large
- Amanda Bron (Stantec), Member At Large
- Ellie Bron (Stantec), Member At Large
- Brandon Wetmore (AL-Terra Engineering), Member At Large
- Brett Kruger (Stantec), Member At Large
- Sophie Sadowski (Stantec), Member At Large

## Private Sector Liaison Report

The Private Sector Committee had low progress this year; however, did identify and confirm a few priorities for the coming year. We've found the ambiguity of the "Private Sector" focus to create a challenge in determining where to place our efforts. Kind of like having 32 flavours of ice cream to choose from. We've continued to focus on providing support for the Alberta Chamber of Resources, where we are not currently at a Director level, but have had one-to-one meetings with their Executive Director to offer the support of the CEA members. The focus of the Alberta Chamber of Resources currently is to provide trusted recommendations to the new provincial government in areas of concern for ACR members. An example of this is to review which types of regulatory and environmental certifications could be performed by consultants to the regulator. ACR member firms have shared stories of lengthy certification review periods which could be aided by increased staff at the regulators, or by the regulator sourcing outside services (this is where CEA members fit in).

Another area of focus which was suggested this past year was to host a technical seminar lunch & afternoon in Calgary, whereby CEA member firms could invite their private sector clients for some Continuing Professional Development, sponsored by CEA member firms. A focus for this seminar could be "Sustainability Projects Completed by CEA Firms" with joint presentations by the CEA firm and the private sector facility owner. If you have interest in volunteering support for an event such as this, please reach out to me.

And, as always, I am tracking CEA member firm involvement in various private sector industry associations, as a way to showcase our industry involvement. If you know of someone from a CEA firm who is participating at a Committee, Committee Chair, or Executive level within an industry association, please let me know.



**Kelly Butz, P.Eng.**  
**Magna IV Engineering**

## ACEC Liaison Report

The core activities that ACEC undertakes over the course of a year are guided by the organization's three strategic priorities - Advocacy, Profile, and Member Engagement, which were reaffirmed at the Board's Strategic Planning Workshop in February of this year. For a more detailed review, please see the full edition of the Source, ACEC's monthly newsletter: [https://www.acec.ca/publications\\_media/Source/2019/january/voice1.html](https://www.acec.ca/publications_media/Source/2019/january/voice1.html)

### TIMELY INFRASTRUCTURE INVESTMENTS & FREE TRADE

In the spring of 2018, Mr. Gamble testified to the House of Commons Standing Committee on Transport, Infrastructure and Communities on the importance of sustained financial commitments, the government's infrastructure plans, and outlined a series of recommendations that would improve its implementation. This message was also a core piece of ACEC's submission to the Finance committee in the pre-budget submission in August 2018. ACEC also shared industry knowledge and expertise of infrastructure development with the President and CEO of the Canada

Infrastructure Bank Pierre Lavallée during an introductory meeting in July.

ACEC continued to collaborate with the Canadian Chamber of Commerce (CCC) on ensuring the government is aware of the need for Canada to remain competitive on the world stage. John Gamble shared his concern with the uncertainty around Canada's extensive regulatory burden and the potential impact of Bill C69 that could discourage investment in our natural resource sector.

### MOVING THE YARDSTICK ON QUALIFICATIONS BASED SELECTION (QBS)

After years of advocacy by ACEC and the Provincial / Territorial Associations for QBS when procuring consulting engineering services, ACEC's efforts resulted in a breakthrough. Public Services and Procurement Canada (PSPC) announced that it would launch a Qualifications Based Selection (QBS) pilot project following consultation with industry. ACEC, along with the Royal Architecture Institute of Canada (RAIC), worked with PSPC for several months to familiarize key leaders within the federal government on the many benefits of QBS. In July, the department issued the two RFPs for its QBS pilot.

### RESPONSIBLE RESOURCE DEVELOPMENT

ACEC's message to Canadians and Members of Parliament on resource development was twofold. First, accessing Canada's natural resources and transporting them to market would create enormous economic opportunity. Secondly, consulting engineers can help the resource sector be economically viable as well as socially and environmentally responsible. ACEC believes that the creation of a national infrastructure corridor – essentially a network of rights-of-way for nation building infrastructure - would make it easier and more economically viable to move resources to market.

### ENSURING CONSISTENCY AND INDUSTRY CREDIBILITY

Increasingly large-scale and complex projects with large interdisciplinary teams have created varying and sometimes inconsistent interpretations of conflict of interest or unfair advantage by clients and their procuring agencies. To help ACEC members better manage and mitigate these situations, ACEC's Board of Directors adopted a national guideline that addresses conflict of interest and unfair advantage in a national context as well as concerns arising from recent interprovincial and international trade agreements. The document is now available on the ACEC website.

This past year ACEC also joined a group of stakeholders to support an independent study of the real and/or perceived causes and impacts of the quality of design on construction documents. The study, undertaken by the Ryerson Institute for Infrastructure Innovation, will reflect a pan-Canadian scope and stakeholder comments. ACEC will continue to offer support and input to the advisory committee and receive updates and reports on key decisions and milestones. The final report is expected to be published in 2019.

### ENGAGING INDUSTRY LEADERS

New in 2018, the ACEC Executive Forum brought together senior executives representing the leadership of Canada's consulting engineering sector to discuss trends, strategies, emerging best practices and new approaches to the big issues we face organizationally and as a sector. Over 20 C-suite representatives

of ACEC member firms came together as peers for open discussions on the consulting engineering sector today and their vision for its future. Based on the success of this inaugural event, the forum will again be taking place this June.

### THE CULMINATION OF ACEC'S EFFORTS

ACEC's yearlong advocacy efforts culminated at the annual Parliament Hill Day, which took place on October 23rd during the ACEC national leadership conference. It provided the opportunity for nearly 70 representatives from ACEC member firms to meet with MP's to discuss industry issues.

This national leadership conference concluded with the Canadian Consulting Engineering Awards, which showcases the industry and recognizes outstanding contributions and achievements. This year, the Beaubien Award, which recognizes outstanding

contributions to ACEC, was awarded to Chris Newcomb, P.Eng., a Past Chair at ACEC and Chair of the Board of McElhanney Consulting Services Ltd. ACEC also oversees the process for awarding the prestigious Allen D. Williams Scholarship to a young professional within a member firm who demonstrates a commitment to the consulting engineering industry. This year MCW Consultants Ltd.'s, Graham Lovely, P.Eng., was selected.

### THE YEAR AHEAD – LOOKING FORWARD TO 2019-2020

ACEC is gearing up for another busy year. The team is working on exciting projects for 2019 that will further support the organization's strategic priorities. Please consider attending the 2019 ACEC national leadership conference, which will take place October 27th to 29th in Ottawa, as it is a rare opportunity for members to come together from across the country to learn of the latest industry trends, challenges and opportunities, and to network with peers and national decision makers.



**Helder Afonso, P.Eng.**  
Associated Engineering



**Sheldon Hudson, P.Eng., MBA**  
AI-Terra Engineering

## CAA Liaison Report

Now, more than ever, the positive working relationship with the Consulting Engineers of Alberta is achieving great results.

As the business voice for architects in Alberta, the Consulting Architects of Alberta (CAA) have always focused on strengthening its influence and relevance on behalf of its members. It has also focused on enhancing relations with industry associations. The positive working relationship that has developed between the CAA and the CEA has resulted in greater involvement and influence with many stakeholders.

2018 was a busy and productive continuation of working collaboratively with public clients about contract issues. This included contract wording, issues with honorariums, timelines for RFQs and RFPs and more. We have also been at the table and participated in many ongoing discussions with the cities of Calgary and Edmonton to support their ongoing use of QBS. We were also in discussions with AHS about their use of a QBS selection process.

Additionally, we have prepared a draft private QBS proposal call,

available on our website, for clients' use. The Royal Mayfair Club recently used it in Edmonton to select architects for a new clubhouse project. It was seen as very helpful and they are a good reference for the approach.

Our two associations have also requested and attended numerous contract issue-specific meetings, including Alberta Infrastructure, the University of Alberta, the City of Edmonton, the City of Calgary, NAIT and Alberta Seniors and Housing, to name just a few. The CEA presence and dialogue at the CAA's monthly Procurement and Contracts Committee is also beneficial for both associations.

Together our two associations have developed a great synergy. Having both associations represented at many of the same meetings has created a strong front for both professions and associations. The CEA and the CAA also benefit from representation on each association's board and committee meetings, which ensures ongoing and frequent communication on issues and actions.

By working together, our associations are able to explore ways to work creatively and efficiently to solve shared issues that benefit our members, our clients, our industries and, ultimately, our province.



**Allan Partridge, AAA  
Next Architecture**

## Municipal Liaison Committee

The MLC'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."

Our key priorities for the three years commencing in 2018 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 Qualifications Based Selection (QBS), and
4. Strengthen the MLC to advance mutually beneficial objectives.

The MLC is now at the start of their three year strategic goal cycle and has completed the strategic priorities for the next three year's (2018-2021)

The current executive committee members are:

- Chair: Troy McNeill, McElhanney Ltd.
- Vice Chair: Jeff Fetter, Associated Engineering

The current sub-committee chairs are:

- AUMA Liaison: Paul Seal, McElhanney Ltd
- RMA Liaison: Nathan Miller, M2
- CPAA & LGAA Liaison: Vacant, Looking for Chair
- First Nation/Metis Liaison: Jason Kopan – ISL Engineering

The MLC met a total of three (3) times from September 2018 to April 2019. Highlights of the year include:

- AUMA: The Committee organized a booth at the tradeshow. The conference was held in Red Deer for the first time. The next conference and trade show are in Edmonton in fall of 2019 which CEA will again host a booth and is looking for an opportunity to present at the conference.
- The First Nations/Metis Liaison committee has had the opportunity to meet with INAC and have spoken to them about QBS. The committee is preparing a document to show how QBS could readily fit within the INAC procurement process to aid in future discussions.

I would like to thank all our committee members for volunteering their time to execute the MLC's strategic mandate and continue to enhance CEA's reputation with various organizations.



**Troy McNeill, P.Eng.  
McElhanney**

# APEGA Liaison Report

## KEY POINTS

### New authentication standard

The work of a panel of experts, combined with wide member and permit holder consultation, resulted in a revised and updated Authenticating Professional Documents Practice Standard. Tailored more than ever for the digital space and now titled Authenticating Professional Work Products, the standard improves definitions and adds clarity to a critical professional responsibility.

### ASET negotiations and legislative review

APEGA leadership conducted intensive negotiations with ASET about a multi-year legislative review. This led to a joint submission from the two organizations to the Government of Alberta in March 2019.

The submission contains recommended changes to the Engineering and Geoscience Professions Act and related regulations, which were arrived at after five rounds of stakeholder consultations and garnered more than 7,000 comments from members. Council provided input and approvals throughout the process.

### Qualifications-based selection (QBS)

APEGA Councillors and staff participated in a joint QBS task force with CEA representatives. Outcomes included key motions passed by Council in 2019, directing staff to update APEGA's Guideline for Selecting Engineering and Geoscience Consultants and to create QBS educational materials to support the guideline.

### Continuing Professional Development (CPD) program compliance

Over the last two years, APEGA's Professional Practice Department completed an analysis of compliance with the reporting requirements of APEGA's CPD program. The department also instituted a program to encourage noncompliant members to return to compliance.

Members receive multiple communications, by email, phone, and registered letter, to complete and submit a CPD report. Despite these efforts, some professional members and licensees continued to be noncompliant. In 2018, Council struck 94 of these members from the register.

### Practice review progress

APEGA initiated 27 practice reviews of permit-holding companies in 2018. Feedback from permit holders was mostly positive, with many of them thanking the association for its insights and recommendations.

Staff also collected data to inform future decisions on resourcing practice reviews.

### Adoption of competency-based assessments (CBAs)

APEGA launched competency-based assessments, an improved system for reporting and examining the work experience of applicants applying for professional engineer and engineering licensee designations.

### Membership services

APEGA is part way into a project to transform the digital experience of members and permit holders, whenever and wherever they interact with APEGA. It's called the Membership Experience Project (MEx).

### Centennial 2020

Council approved Centennial 2020 spending, which allowed staff to ramp up planning and resourcing for the year's activities and promotions. The project will delve into the association's long and storied past, using a variety of media platforms to highlight the role of APEGA and the contributions made by members and permit holders.

### Advancement of diversity

Among the outcomes from a three-year, \$350,000 federal grant to APEGA will be a collaboration with permit holders to develop, test, and release a workplace culture guideline. The guideline will address retention and advancement barriers that affect women's economic prosperity, in areas such as

hiring, wellness strategies, pay equity, training and advancement, and employee resource groups.

### New awards program for schools

APEGA launched the Innovation in Education Awards in 2018. The new monetary awards celebrate and boost exceptional teachers and their initiatives in science, technology, engineering, and math.

The program awarded \$50,000 in all to 12 schools, reaching about 850 students. Among the successful projects are the installation of interpretive trail signs to showcase geological, ecological, and Indigenous learnings, the creation of a turbine to charge cell phones, and the programming of sensors to optimize plant care—on Mars.



**Jason Vanderzwaag, P.Eng., LEED AP, PMP**  
Associated Engineering



The Consulting Engineers of Alberta held their 23<sup>rd</sup> Annual Showcase Awards Gala February 8, 2019

## Congratulations to the Winning Firms!

	Award of Excellence	Award of Merit
Building Engineering - Commercial	Project: Edmonton Tower Firm: <b>Stantec Consulting Ltd.</b>	Project: Blending Engineering & Science with Nature: Rocky Mountain Marijuana Inc. Firm: <b>MCW Hemisphere Ltd.</b>
Building Engineering - Institutional	Project: NAIT Productivity and Innovation Centre Firm: <b>Joint Submission: Fast + Epp; KFR Engineering and SMP Engineering</b>	Project: Bethany Riverview Firm: <b>SMP Engineering</b>
Community Development	Project: North Lateral Realignment Syphon Firm: <b>Wood Environment &amp; Infrastructure Solutions</b>	Project: Mechanized River Valley Access Firm: <b>DIALOG</b>
Environmental	Project: Tundra Mine Remediation Firm: <b>AECOM</b>	
Project Management	Project: Calgary Transit Operations Control Centre: Mission Critical Facility Firm: <b>Hatch</b>  Project: Trans-Canada Highway/Bowfort Road Interchange Firm: <b>Stantec Consulting Ltd.</b>	Project: Calgary Zoo Flood Mitigation Project Firm: <b>Joint Submission: Associated Engineering &amp; ISL Engineering and Land Services</b>
Small Firm - Big Impact	Project: Horse Lake First Nation Water Treatment Plant Upgrades Firm: <b>M2 Engineering</b>	Project: CASA Child, Adolescent and Family Mental Health Facility Firm: <b>Arrow Engineering Inc.</b>
Studies, Software & Special Services	Project: Landslides: an Agent-Based Simulation Firm: <b>Stantec Consulting Ltd.</b>	Project: NU Girder Bridge Design and Detailing Manual Firm: <b>Associated Engineering</b>
Sustainable Design		Project: 12 Street SE Bridge Replacement Firm: <b>Jacobs</b>  Project: Gary W. Harris Canada Games Centre Firm: <b>Stantec Consulting Ltd.</b>
Transportation Infrastructure - Roads, Interchanges, Airports, Mass Transit	Project: Trans-Canada Highway/Bowfort Road Interchange Firm: <b>Stantec Consulting Ltd.</b>	Project: Highway 762 - Landslide and Road Remediation Using Innovative Technologies Firm: <b>Tetra Tech Canada Inc.</b>
Transportation Infrastructure - Transportation Structures	Project: Walterdale Bridge Firm: <b>Joint Submission: DIALOG &amp; ISL Engineering and Land Services Ltd.</b>	Project: 12 Street SE Bridge Replacement Firm: <b>Jacobs</b>
Water Resources & Energy Production	Project: Calgary Zoo Flood Mitigation Project Firm: <b>Joint Submission: Associated Engineering and ISL Engineering and Land Services Ltd.</b>	Project: Kaliti Wastewater Treatment Plant and Sanitary Sewer Trunk Mains Firm: <b>Morrison Hershfield Limited</b>



# Lieutenant Governor's Award for Distinguished Service

## Embracing Challenges, Building Partnerships

### MOST ALBERTANS MAY NOT BE AWARE OF THE WAYS IN

which Art Washuta's work has touched their daily lives — work that includes designing portions of the original Edmonton LRT that opened in 1978, the procurement of the ongoing Valley Line Southeast LRT, and the structural design on the Goldbar Wastewater Treatment Plant and the Oldman River Dam spillway. Over the course of 40 years, Washuta has brought his technical expertise and management skills to many large-scale projects throughout Alberta, as well as Ontario and the Territories. As he begins to wind down a career that has been marked by taking leadership roles on complex, high-profile projects, Washuta is a well-deserving recipient of this year's CEA Lieutenant Governor's Award.

"It was such a nice surprise when I got the call about the award from the CEA," Washuta says. "I'm quite honoured to be selected."

Born in the Peace River area and raised in Edmonton, Washuta, like many who choose engineering as a career, excelled in math and science as a high school student. Upon graduating with distinction from the University of Alberta in 1973 with a B. Sc in Civil Engineering, he landed a job with Bolter Parish Trimble, where he gained a strong foundation in design and construction of infrastructure projects. He then went on to roles at UMA Engineering Ltd. from 1977 to 2008, starting as a project engineer and ascending to become the company's Edmonton regional vice president. In the years since, Washuta has held senior leadership positions at AECOM and Opus Stewart Weir, eventually becoming president of Opus Canada.

While Washuta is grateful for the opportunity to have worked on a wide variety of projects — such as CF-18 fighter jet facilities in the Arctic and the Southeast Anthony Henday Drive — he takes particular pride in the larger, long-term projects that have required careful planning and the development of complex partnerships. With UMA/AECOM, he managed a multi-discipline, multi-consultant project team for the design and implementation of a \$500 million environmental cleanup of 21 Distant Early Warning (DEW) Line sites across the Canadian Arctic, which spanned from 1992 to 2014.

"Signing a long-term memorandum of understanding with DND/DCC was one of my proudest moments," Washuta says. "I believe that building lasting client relationships is one of the most important aspects of consulting engineering. [This project] was a great example Embracing Challenges, Building Partnerships of what you can do when you become a trusted advisor to a major client.

It also provides great mentoring and staff development benefits." Working successfully on a variety of major initiatives — ones with so many moving parts — has allowed Washuta to serve as a vital leader over the years to many young engineers who want to take on multi-faceted infrastructure projects that involve a number of different disciplines and stakeholders. Washuta's collaborative approach with both clients and colleagues, and his commitment to open communication across disciplines, has demonstrated that consulting engineers can serve as visionaries and community builders.

"I've taken pride in contributing to creating a better community," Washuta says. "People are often not aware of how engineering contributes to society."

Washuta's belief in the importance of business advocacy is what led him to become involved with the CEA. Dating back to the early 2000s, he started serving on the City of Edmonton Liaison Committee, was first elected to the CEA Board of Directors in 2007 and served as president from 2009-2010. He remained active with the Board until 2017 as the liaison with the Association of Consulting Engineering Companies and the Association of Professional Engineers and Geoscientists of Alberta. His involvement with the CEA has also led Washuta, like many of his colleagues, to become a staunch advocate for a Qualifications Based Selection (QBS) system within the engineering world.

"It's very important to de-commoditize engineering," he says. "You don't go to a doctor or a dentist based on low price. You go to the best available professional, and that's what we're trying to do with engineering."

Washuta left Opus in 2018 and has now taken on what he calls a "part-time" role with CIMA+ as vice president of business development. Even with so many accomplishments on his resume, he continues to contribute through the pursuit of major Alternative Delivery opportunities as well as long-term strategic partnerships with clients, contractors and other consultants.

"Along the way, consultants have had to adjust to the trend toward larger, complex, high-risk projects where clients expect the latest technology and best possible advice," Washuta says. "I feel like I was a bit of a pioneer, informally facilitating partnering processes on major projects."



## Harold L. Morrison Rising Young Professional Award 2019

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 Diana Smith of DIALOG.



# CEA Code of Ethics

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## CEA Code of Consulting Engineering Ethics

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

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

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

### SOCIETY

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

### CLIENTS

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

### OTHER MEMBERS OF CEA

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

### EMPLOYEES

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

## CEA Member Firms 2018-2019

AECOM	KFR Engineering
Akron Engineering Consultant's Group Ltd.	Klohn Crippen Berger Ltd.
Allnorth Consultants Limited	M2 Engineering
Almor Testing Services Ltd.	Magna IV Engineering
Al-Terra Engineering (Red Deer) Ltd.	McElhanney Ltd.
Al-Terra Engineering Ltd.	McIntosh Lalani Engineering Ltd.
AN-GEO Environmental Consultants Ltd.	MCW Hemisphere Ltd.
Aplin Martin	Morrison Hershfield Limited
ARA Engineering Ltd.	MOST Engineering Ltd.
Arrow Engineering Inc.	MPA Engineering Ltd.
Associated Engineering	MPE Engineering Ltd.
Barr Engineering & Environmental Science Canada Ltd.	Mulvey + Banani International (Alberta) Inc.
Binnie Consulting Ltd.	Northwest Hydraulic Consultants Ltd.
BPTec Engineering Ltd.	OGL Engineering
CAP Engineering	ONEC Building Systems Inc.
CIMA Canada Inc. (CIMA+)	P. Machibroda Engineering Ltd.
Clifton Associates Ltd.	Parsons Inc.
COWI North America Ltd.	Pasquini & Associates Consulting Ltd.
CTM Design Services Ltd.	Patching Associates Acoustical Engineering Ltd.
CVL Engineers Inc.	Ready Engineering Corporation
D.E.S. Engineering Limited	RJC Engineers
DIALOG	Roseke Engineering Ltd.
Dillon Consulting Limited	Rotaflow Controls Inc.
Eagle Engineering Corp.	Sameng Inc.
EHAN Engineering Ltd.	Scheffer Andrew Ltd.
ENA2 Innovative Consulting Inc.	SE Design and Consulting Inc.
exp Services Inc.	SMA Consulting Ltd.
Fast + Epp	Smith + Andersen
FVB Energy Inc.	SMP Engineering
GeoMetrix Group Engineering Ltd.	SNC-Lavalin Inc.
GHD Limited	Stantec Consulting Ltd.
Golder Associates Ltd.	Stephenson Engineering Ltd.
Great Northern Engineering Consultants Inc.	Stratum Logics Inc.
Hatch	T2 Utility Engineers Inc.
HDR Corporation	Tetra Tech Canada Inc.
Howe Gastmeier Chapnik Limited (HGC Engineering)	Thurber Engineering Ltd.
IBI Group	TWD Technologies Limited
ISL Engineering and Land Services Ltd.	Urban Systems Ltd.
J.R. Paine & Associates Ltd.	V3 Companies of Canada Ltd.
Jacobs	Wave Engineering Consultants Inc
Jensen Hughes Consulting Canada Ltd.	Wood Environment & Infrastructure Solutions
Kerr Wood Leidal Associates Ltd.	WSP

# CEA Member Charter

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

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

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

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

## Our company will:

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



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ENGINEERING COMPANIES | CANADA  
ASSOCIATION DES FIRMES  
D'INGÉNIEURS-CONSEILS | CANADA

CEA is a member of ACEC-Canada  
Association of Consulting Engineering Companies Canada

[www.cea.ca](http://www.cea.ca)