



APEGA Salary Survey Member Report



October 2020

welcome to brighter



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Introduction



Introduction

We are pleased to present the 2020 Association of Professional Engineers and Geoscientists of Alberta (APEGA) Salary Survey, one of the most sought-after publications by APEGA members year over year. This annual survey provides aggregated compensation data and human resource practice information from participating APEGA permit holders. The data are collected from and submitted by human resource professionals and those who oversee and administer the compensation of our APEGA members. APEGA encourages you to review and use this document, along with any other resources at your disposal, to gain insight into the compensation and human resource practices offered to APEGA members by permit holders.

We thank the 171 permit holders that participated this year, and we appreciate their effort in completing the survey. This enables us to provide APEGA members with accurate and relevant market data.

For 2020, we again partnered with Mercer to solicit participation and administer the APEGA Salary Survey. Mercer compiled the results, ensuring confidentiality for all participants. You will notice the introduction of the Mercer Job Library this year, which provides a common framework for similar work performed in different industries and organizational settings, and it demonstrates the relationships between similar industry-specific and cross-industry jobs.

Should you have questions or comments about the APEGA Salary Survey, please send them to salariesurvey@apega.ca.

Best regards,

Jay Nagendran, P.Eng., FCAE, ICD.D, FEC, FGC (Hon.)
Registrar & CEO



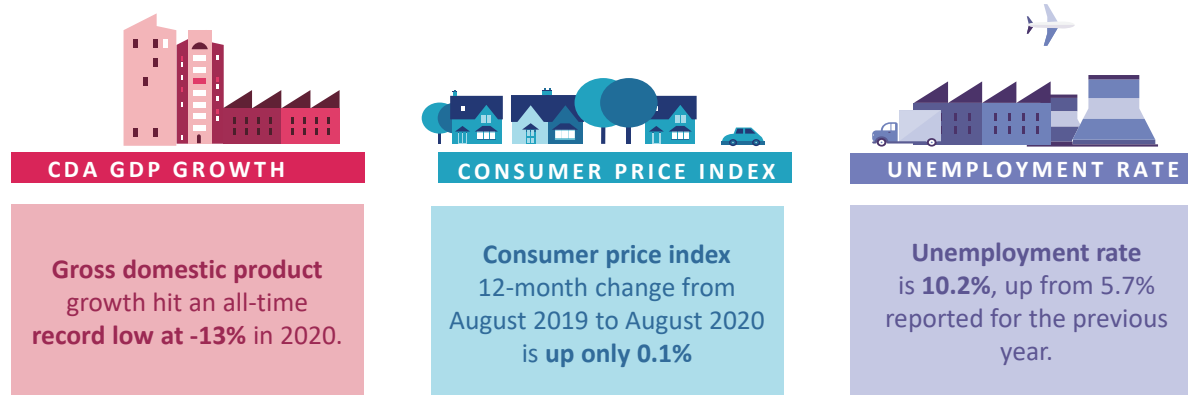
Economic Context

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Economic Context

Impacts of the COVID-19 pandemic

- With the constraints imposed on economic activities to curtail the pandemic, the Canadian economy contracted sharply in the second quarter of 2020. The impacts of shutdowns of non-essential businesses, restrictions of travel and tourism, and border closures were exacerbated by sharp quarterly declines in major trading partners' economies, such as the United States (-9.1%), the United Kingdom (-20.4%), France (-13.8%), Italy (-12.4%), and Japan (-7.8%).
- As measures by governments to contain the pandemic have been relaxed, economic activity has increased. Therefore, third-quarter GDP is expected to rise.



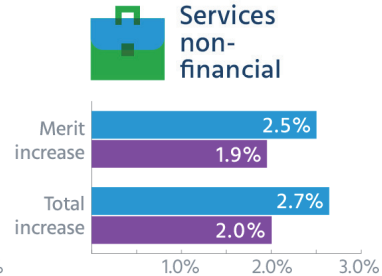
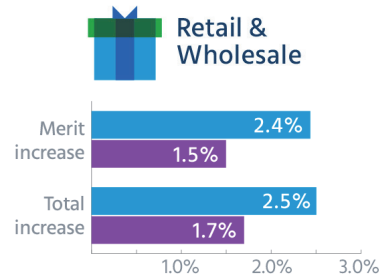
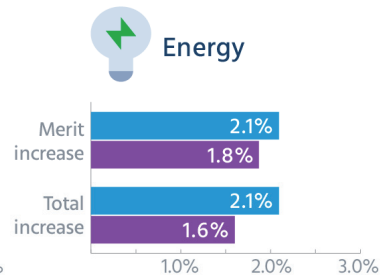
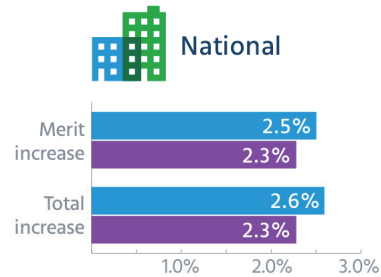
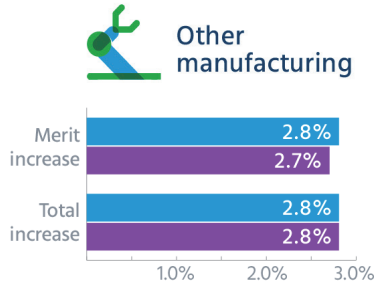
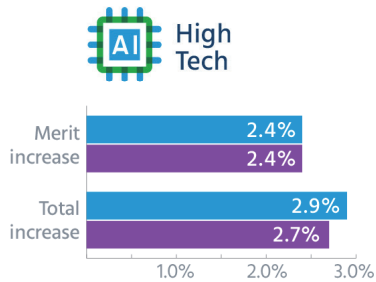
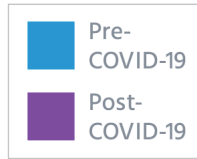
- As of the week of August 9 to 15, 2020, the total number of Canadian workers affected by the COVID-19 economic shutdown stood at 1.8 million. In April, this number reached a peak of 5.5 million, including a 3 million drop in employment and a 2.5 million increase in COVID-related absences from work.

Sources: Statistics Canada, August 28, 2020.

Mercer Canada Compensation Trends — The Pay Landscape in 2020

The COVID-19 pandemic has created different outcomes for industries. High tech, mining, and bio sciences have been thriving, whereas retail and energy have been challenged through this period of crisis response.

COVID-19 is affecting **INDUSTRIES** in different ways — there are highs and lows.



Salary-Increase Budgets

Salary-increase budgets are based on the average amount of increase budgeted across all employees for salary increases from one year to the next. As an applied value, some employees may receive more or less. Not all companies increase salaries every year. Values are based on variables, such as company performance and economic indicators.

Merit-Increase Budgets

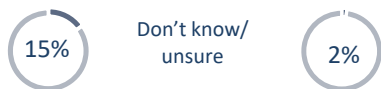
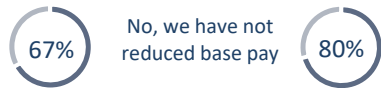
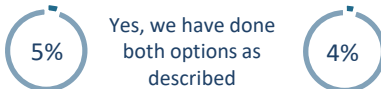
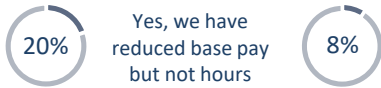
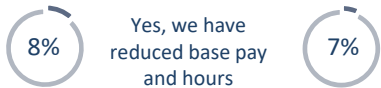
Merit-increase budgets contribute to a portion of the total increase budget that is typically reserved to reward individual performance.

Mercer Canada Compensation Trends — The Pay Landscape in 2020

Salary freezes and reductions to base pay were common actions in response to COVID-19. Salary reductions and freezes are seen at higher rates within the energy sector, which affects Alberta pay for engineers.

ENERGY

CROSS-INDUSTRY



Survey Overview

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APEGA Salary Survey Overview

2020 Survey Overview

	Number of organizations	171
	Number of incumbents	12,891
	Median number of FTEs* participating per organization	100
	Canadian corporations	75%
	Privately held organizations	61%
	Publicly traded organizations	31%

*Full-time equivalent employees

Survey Profile

95%
Engineers

5%
Geoscientists

63%
Male*

18%
Female*

*Gender was not reported for 19% of incumbents; no organizations reported “non-binary” incumbents.

171

Participating Organizations

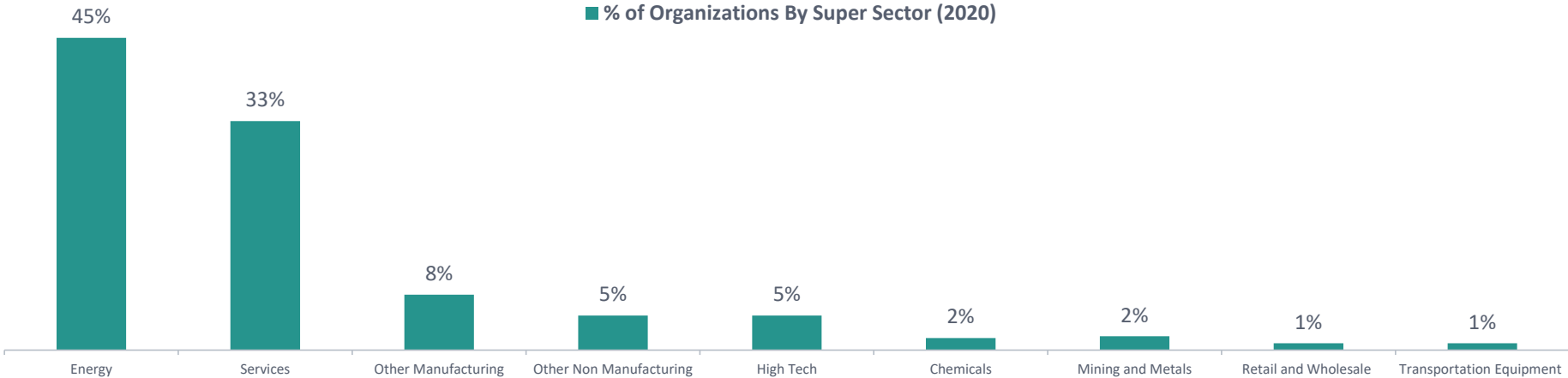
10 Regions Within Alberta

• Peace Region	• Vermilion River
• Fort McMurray	• Central Alberta
• Yellowhead	• Calgary
• Edmonton	• Medicine Hat
• Lakeland	• Lethbridge

APEGA Salary Survey Participation

Incumbents

Organizations



Classification Guide of Responsibility Levels — Professional

Career Level	Career Level Description	2020 Median Base		2020 25 th – 75 th
P1 Entry Professional	An Entry Professional (P1) applies broad theoretical job knowledge typically obtained through advanced education. May require the following proficiencies: working under close supervision; solving problems that are not typically difficult or complex; and explaining facts, policies, and practices related to job area. Comparable to Level A in the 2019 Salary Survey.	ENG	\$68,890	\$62,400–\$76,700
		GEO	\$64,890	\$59,468–\$77,000
P2 Experienced Professional	An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiencies: working independently with general supervision and solving problems that are difficult but typically not complex. May influence others within the job area through explanation of facts, policies, and practices. Comparable to Level B in the 2019 Salary Survey.	ENG	\$88,076	\$78,000–\$96,747
		GEO	\$87,205	\$77,903–\$92,653
P3 Senior Professional	A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include managing projects/processes; working independently with limited supervision; coaching and reviewing the work of lower level professionals; and solving problems that are difficult and sometimes complex. Comparable to Level C in the 2019 Salary Survey.	ENG	\$105,607	\$95,000–\$114,431
		GEO	\$109,321	\$101,157–\$115,655
P4 Specialist Professional	A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include managing large projects or processes with limited oversight from manager; coaching, reviewing, and delegating work to lower level professionals; and solving problems that are difficult and often complex. Comparable to Level D in the 2019 Salary Survey.	ENG	\$129,682	\$119,985–\$141,096
		GEO	\$135,000	\$124,894–\$146,425
P5 Expert Professional	An Expert Professional (P5) is a recognized master in professional discipline typically obtained through advanced education and work experience. Typically responsible for establishing operational plans for job area and developing and implementing new products, processes, standards, or operational plans that will have impact on the achievement of functional results. Requires communication with leadership. Comparable to Levels E and F in the 2019 Salary Survey.	ENG	\$161,616	\$147,713–\$175,909
		GEO	\$168,436	\$155,700–\$184,725
P6 Pre-eminent Professional	A Pre-eminent Professional (P6) is recognized both within and outside the organization as a thought leader in area of expertise. Responsibilities typically include recommending operational strategies and plans with direct impact on results; influencing business decisions made by leadership; and solving problems that are complex and multi-dimensional. Requires communicating with executive leadership on matters of strategic importance. Comparable to Levels F and F+ in the 2019 Salary Survey.	Insufficient Data (ISD)		

Classification Guide of Responsibility Levels — Management

Career Level	Career Level Description	2020 Median Base		2020 25 th – 75 th
M1 Team Leader (Para-Professional)	A Team Leader (M1) supervises para-professional employees. Responsibilities typically include setting day-to-day operational objectives for team; solving problems that may be difficult but typically are not complex; and ensuring policies, practices and procedures are understood and followed by direct reports, customers, and stakeholders. Comparable to Level D in the 2019 Salary Survey.	ENG	\$120,000	\$105,000–\$144,773
		GEO	Insufficient data	
M2 Team Leader (Professional)	A Team Leader (M2) supervises professional-level employees (typically entry or experienced level) and may supervise some para-professional employees. Responsibilities typically include setting goals and objectives for team members for achievement of operational results; solving problems that may be difficult but typically are not complex; and ensuring policies, practices, and procedures are understood and followed by direct reports, customers, and stakeholders. Comparable to Level E in the 2019 Salary Survey.	ENG	\$157,000	\$132,500–\$173,652
		GEO	\$178,900	\$154,270–\$184,725
M3 Manager	A Manager (M3) manages experienced professionals who exercise latitude and independence in assignments. Responsibilities typically include policy and strategy implementation for short-term results (1 year or less); solving problems that are difficult to moderately complex; and influencing others outside of own job area regarding policies, practices, and procedures. Comparable to Levels E and F in the 2019 Salary Survey.	ENG	\$174,552	\$155,169–\$198,000
		GEO	\$208,500	\$173,971–\$221,400
M4 Senior Manager	A Senior Manager (M4) typically manages a department or small unit that includes multiple teams led by Managers and/or Team Leaders. Responsibilities typically include ownership of short to mid-term (1-3 years) execution of functional strategy and the operational direction of the department; solving problems that are often complex and require extensive investigation and analysis; influencing others to accept practices and approaches; and having ability to communicate and influence executive leadership. Comparable to Levels F and F+ in the 2019 Salary Survey.	ENG	\$201,093	\$180,000–\$227,937
		GEO	\$244,670	Insufficient data
M5 Sub-Function Head/Senior Manager II	A Senior Manager II (M5) typically manages multiple teams led by Senior Managers and Managers. May be a Country Sub-function Head. Responsibilities typically include ownership of short to mid-term (1-3 years) strategy execution and operational direction in alignment with parent/independent organization objectives; making decisions that have a serious impact on the overall success or failure on area of accountability; and interacting with executive leadership and others concerning matters of significance to the organization. Comparable to Levels F and F+ in the 2019 Salary Survey.	Insufficient data		

Survey Results

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2020 APEGA Salary Survey

Employment Trends

12% of organizations reduced overall number of hours worked per week.

Types of Salary Adjustments Made in 2020

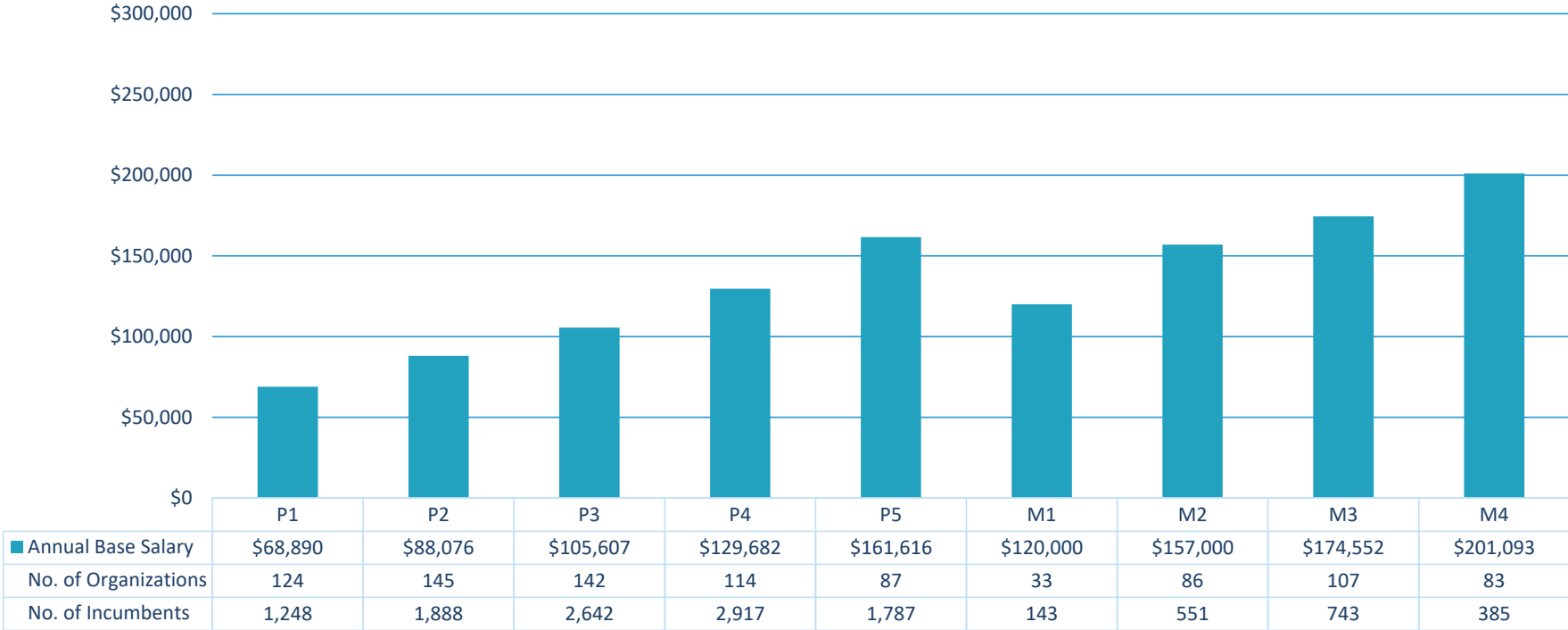
Salary Freeze	41%
Salary Increase	27%
Salary Decrease	14%
Unknown	17%

Planned Head Count Adjustment to Professional Staff over the next 12 months (Engineers and Geoscientists)

Hiring Freeze	56%
Increase	25%
Decrease	19%

Survey Results — Median Base Salary by Level

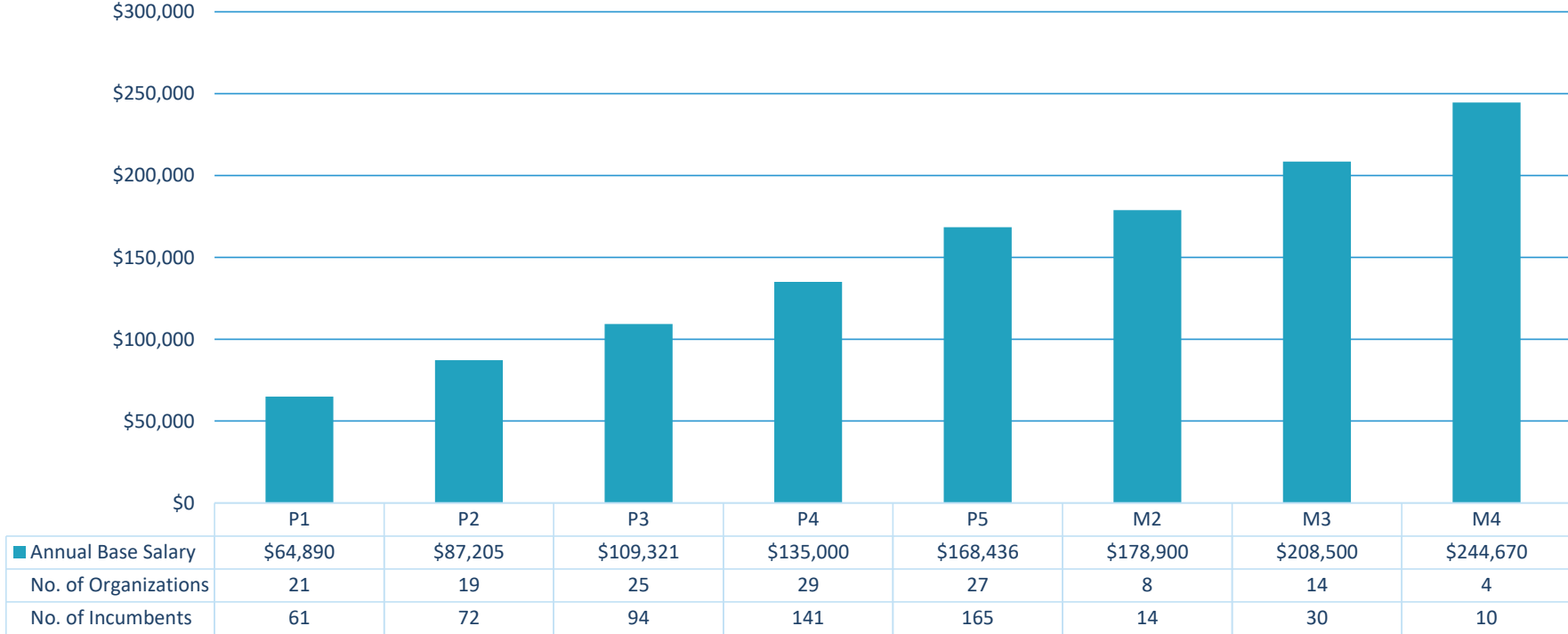
Engineering



All amounts in CAD; insufficient data for levels P6 and M5.

Survey Results — Median Base Salary by Level

Geoscience



All amounts in CAD; insufficient data for levels P6, M1, and M5.

Survey Results — Median Base Salary by Super Sector and Level Engineering

Super Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4
Energy	\$73,000	\$91,229	\$108,132	\$133,000	\$165,080	\$137,280	\$164,180	\$179,131	\$207,500
High Tech	\$64,382	\$76,320	\$102,265	ISD	ISD	ISD	\$116,097	\$153,063	ISD
Other Manufacturing	\$75,000	\$87,000	\$114,583	\$128,769	ISD	ISD	\$121,200	\$145,000	\$170,000
Other Non-Manufacturing	\$62,000	\$77,100	\$84,500	\$95,656	\$119,106	ISD	\$142,854	\$166,500	\$174,250
Services (Non-Financial)	\$66,000	\$80,000	\$97,825	\$120,555	\$155,000	\$108,891	\$132,003	\$148,689	\$194,820

All amounts in CAD; insufficient data (ISD) for P6, M5, and where noted in the table. Insufficient data for the following super sectors and the sectors and sub-sectors that fall under them: retail, wholesale, and transportation equipment.

Survey Results — Median Base Salary by Sector and Level

Engineering

Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4
Energy Engineering, Procurement & Construction	\$71,456	\$91,998	\$114,875	\$144,697	\$178,165	ISD	\$164,890	\$171,187	\$207,174
Energy Fully Integrated and Exploration & Production	\$75,462	\$90,500	\$108,159	\$133,000	\$163,630	ISD	\$173,985	\$183,946	\$207,560
Energy Services & Drilling	\$71,000	\$92,500	\$120,750	\$127,888	\$150,000	ISD	\$136,500	\$155,000	ISD
Energy Utilities	\$62,640	\$90,851	\$103,305	\$128,063	\$158,405	ISD	\$142,398	\$171,621	\$200,693
Energy Other	\$70,018	\$77,755	\$92,324	\$115,426	\$156,785	ISD	ISD	\$146,148	ISD
Machinery Manufacturing	\$63,170	\$74,416	ISD	ISD	ISD	ISD	ISD	ISD	ISD
Other Manufacturing	\$79,747	\$98,000	ISD	ISD	ISD	ISD	ISD	ISD	ISD
Business/Professional Services	\$66,000	\$77,168	\$94,863	\$120,242	\$155,000	\$113,833	\$132,003	\$152,500	\$196,000
Business/Professional Services Other	ISD	ISD	\$118,560	ISD	ISD	ISD	ISD	ISD	ISD

All amounts in CAD; insufficient data (ISD) for levels P6, M5, and where noted in the table.

Survey Results — Median Base Salary by Sub-Sector and Level

Engineering

Sub-Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4
Energy Exploration & Production	\$70,570	\$89,905	\$104,160	\$127,700	\$158,250	ISD	\$174,395	\$195,825	\$217,750
Energy Fully Integrated	\$82,250	\$90,902	\$109,421	\$135,190	\$169,232	ISD	\$173,750	\$175,812	ISD
Energy Services & Equipment	\$71,000	\$94,850	\$117,975	\$127,888	\$150,000	ISD	ISD	\$155,000	ISD
Fully Integrated Utility	ISD	\$90,994	\$102,221	\$126,368	\$156,924	ISD	\$141,780	\$169,013	\$199,161
Oil & Gas Engineering, Procurement & Construction	\$71,750	\$93,912	\$118,966	\$145,600	\$178,165	ISD	\$165,984	\$172,000	\$208,312
Engineering Firms	\$66,000	\$77,168	\$94,863	\$120,242	\$155,000	\$113,833	\$132,003	\$152,500	\$196,000

All dollar amounts in CAD; insufficient data (ISD) for levels P6, M5, and where noted in the table.

Survey Results — Median Base Salary by Super Sector and Level

Geoscience

Super Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4
Energy	\$82,250	\$89,104	\$110,340	\$138,233	\$169,977	ISD	\$179,200	\$210,050	\$244,670
Services (Non-Financial)	\$63,692	\$84,219	\$101,210	\$123,636	\$159,307	ISD	ISD	ISD	ISD

All dollar amounts in CAD; insufficient data (ISD) for levels P6, M1, M5, and where noted in the table. Insufficient data for the following super sectors and the sectors and sub-sectors that fall under them: retail, wholesale, and transportation equipment.

Survey Results — Median Base Salary by Sector, Sub-Sector, and Level

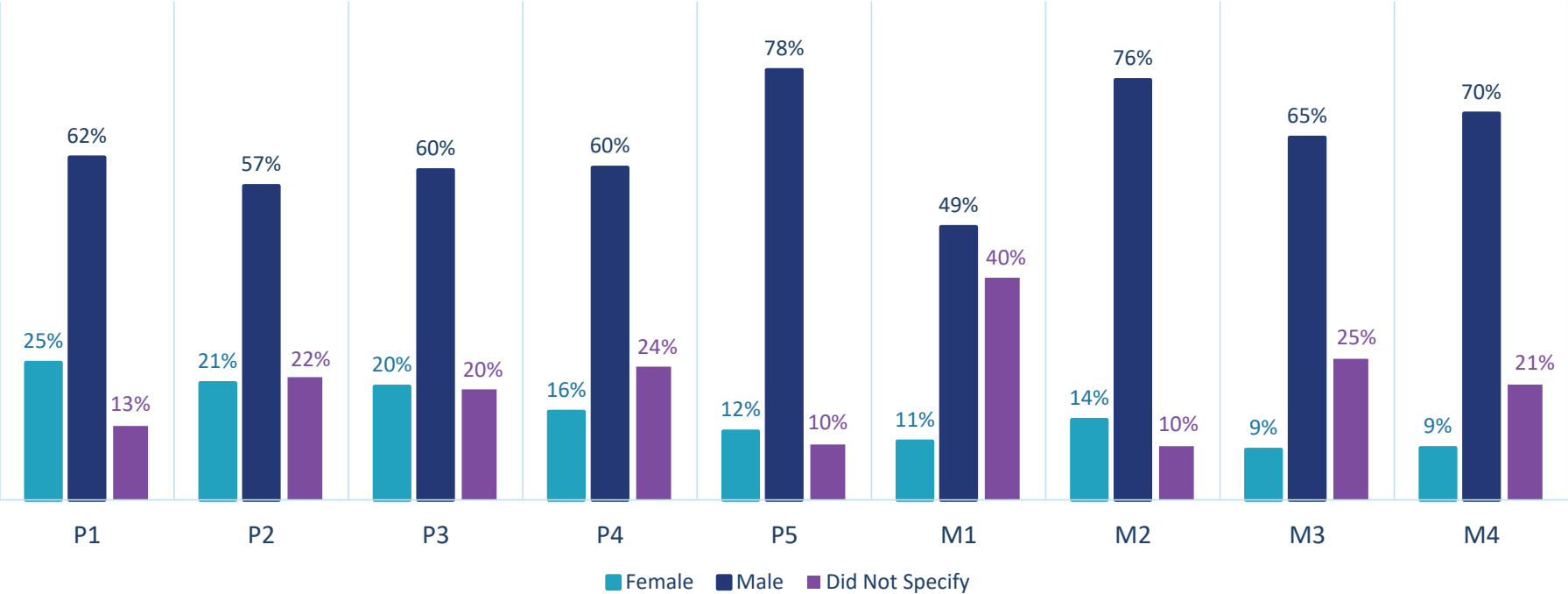
Geoscience

Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4
Energy Fully Integrated and Exploration & Production	\$85,000	\$89,947	\$109,900	\$138,250	\$170,813	ISD	\$179,600	\$211,100	\$244,670
Business/Professional Services	\$63,684	\$84,219	\$98,000	\$122,472	\$159,307	ISD	ISD	ISD	ISD
Sub-Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4
Energy Exploration & Production	\$80,000	\$88,000	\$105,000	\$138,900	\$175,000	ISD	ISD	\$204,100	ISD
Energy Fully Integrated	ISD	ISD	\$111,420	\$137,400	\$169,300	ISD	ISD	ISD	ISD
Engineering Firms	\$63,684	\$84,219	\$98,000	\$122,472	\$159,307	ISD	ISD	ISD	ISD

All dollar amounts in CAD; insufficient data (ISD) for levels P6, M1, M5, and where noted in the tables.

Survey Results — Headcount by Gender

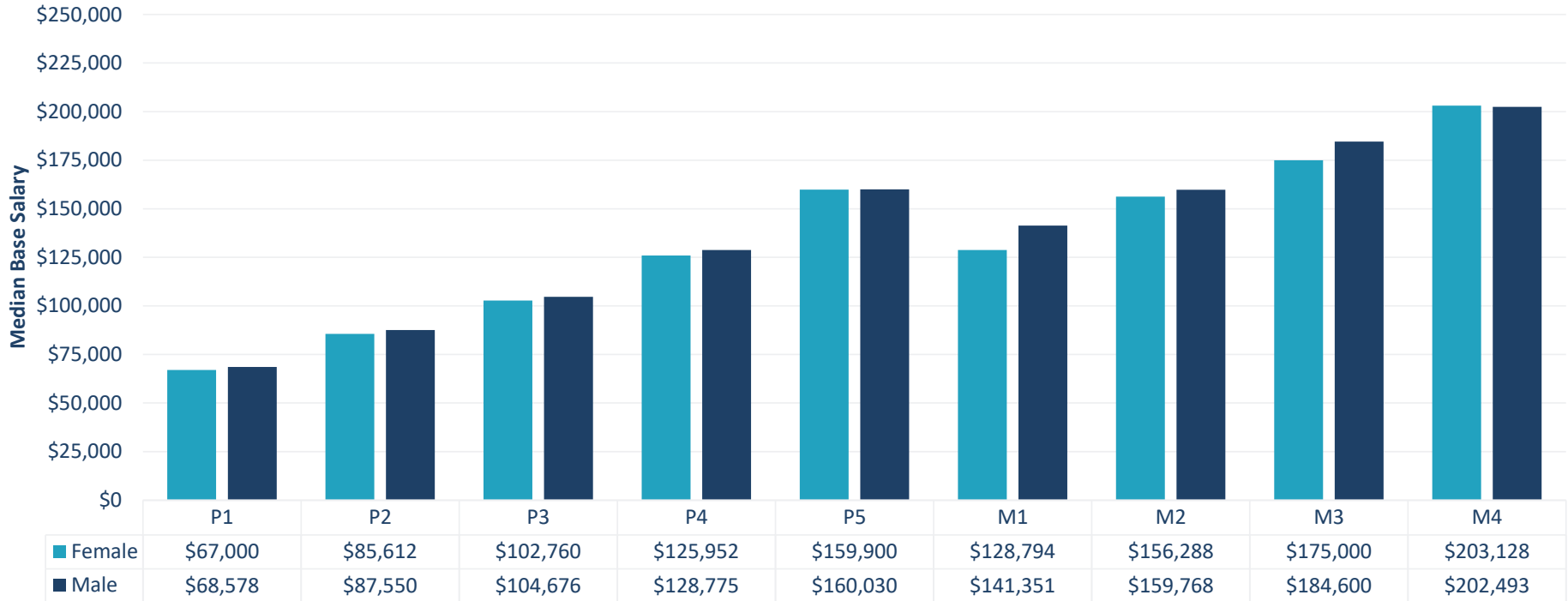
Engineering



*Insufficient data for levels P6 and M5.
Possible answers included male, female, and non-binary. No organizations reported non-binary incumbents.*

Survey Results — Median Base Salary by Gender

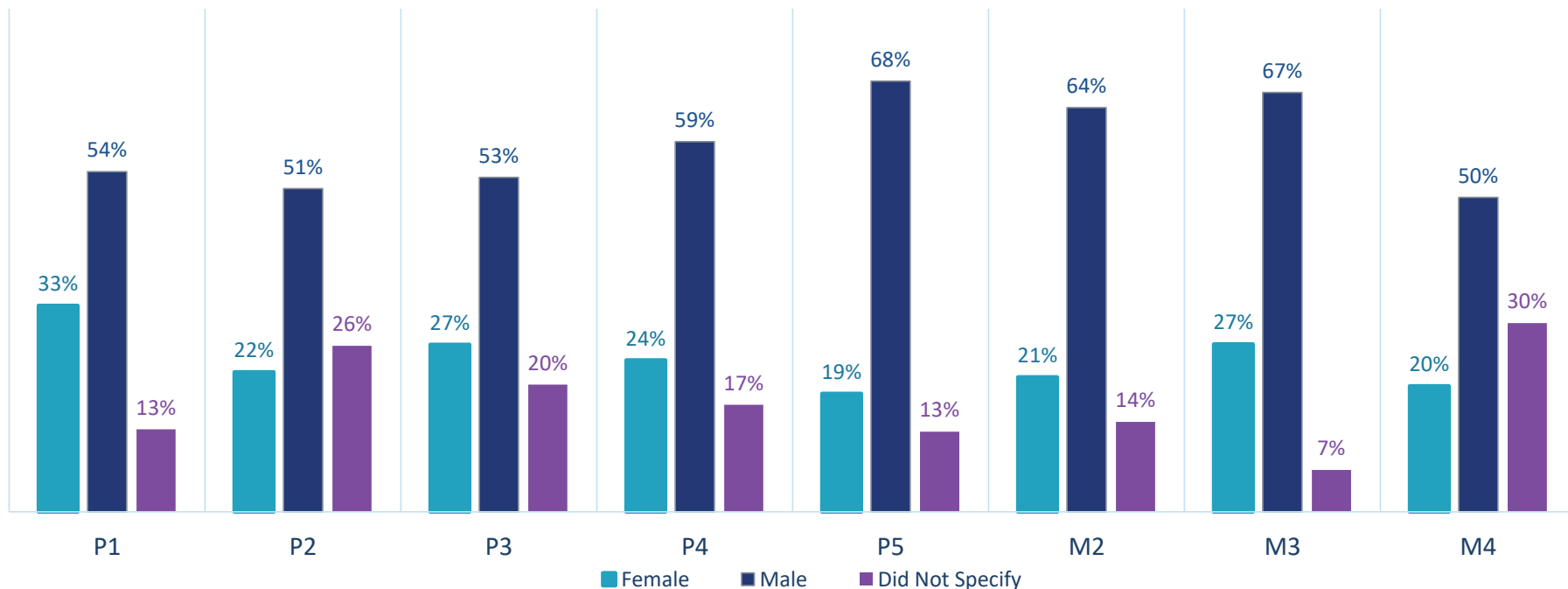
Engineering



All dollar amounts in CAD; insufficient data for levels P6 and M5. Possible answers included male, female, and non-binary. No organizations reported non-binary incumbents.

Survey Results — Headcount by Gender

Geoscience



*Insufficient data for levels P6, M1, and M5.
Possible answers included male, female, and non-binary. No organizations reported non-binary incumbents.*

Survey Results — Median Base Salary by Gender

Geoscience



All dollar amounts in CAD; insufficient data (ISD) for levels P6, M1, M4, M5, and where noted in the table. Possible answers included male, female, and non-binary. No organizations reported non-binary incumbents.

Survey Results

Definitions

- **Annual Base Salary** – Base pay statistics calculated using individual standard hourly rates reported for each incumbent, across all organizations, that have been annualized to reflect a work week of 40 hours.
- **Super Sectors, Sectors, Sub-Sectors** – Organization-identified industry category (super sector) or sub-category (sector or sub-sector). [Click here](#) to open the attachment panel and access the Mercer Industry List in Excel.
- **Incumbents** – Individuals matched to survey positions.
- **Gender** – Survey options were “female,” “male,” and “non-binary.” Some organizations did not identify their incumbents’ genders, which led to the creation of a fourth category labelled “unspecified.”

