



# APEGA Salary Survey Member Report



November 2022

welcome to brighter



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# Introduction



# Introduction

We are pleased to present the 2022 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 154 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 2022, we again partnered with Mercer to solicit participation and administer the APEGA Salary Survey. Mercer compiled the results, ensuring confidentiality for all participants.

Should you have questions or comments about the APEGA Salary Survey, please send them to [salarysurvey@apega.ca](mailto:salarysurvey@apega.ca).

Best regards,

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



# Survey Overview



# APEGA Salary Survey Overview

## 2022 Survey Overview

	Number of organizations	154
	Number of incumbents	10,511
	Median number of FTEs* participating per organization	107
	Canadian corporations	75%
	Privately held organizations	62%
	Publicly traded organizations	32%

\*Full-time equivalent employees

### Survey Profile

**93%**  
Engineers

**7%**  
Geoscientists

**71%**  
Male\*

**19%**  
Female\*

\*Gender was not reported for 10% of incumbents; no organizations reported "non-binary" incumbents.

# 154

Participating Organizations

### 10 Regions Within Alberta

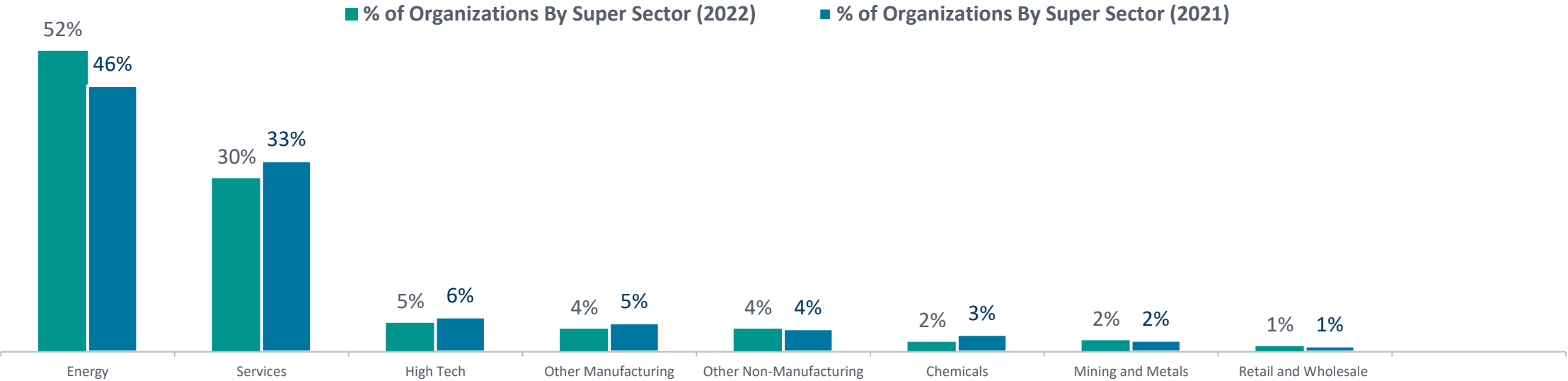
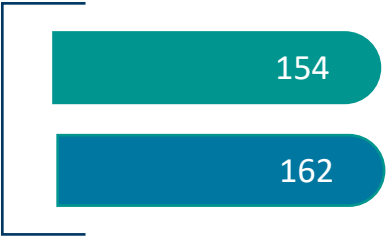
• Peace Region	• Vermilion River
• Fort McMurray	• Central Alberta
• Yellowhead	• Calgary
• Edmonton	• Medicine Hat
• Lakeland	• Lethbridge

# APEGA Salary Survey Participation

## Incumbents



## Organizations





# Classification Guide of Responsibility Levels — Professional

Career Level	Career Level Description	2022 Median Base		2022 25 <sup>th</sup> – 75 <sup>th</sup>
<b>P1 Entry Professional</b>	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.	ENG	\$73,969	\$66,560–\$81,933
		GEO	\$71,900	\$64,501–\$77,350
<b>P2 Experienced Professional</b>	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.	ENG	\$91,571	\$84,199–\$98,500
		GEO	\$86,000	\$77,939–\$94,300
<b>P3 Senior Professional</b>	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.	ENG	\$111,300	\$103,482–\$122,499
		GEO	\$109,699	\$103,171–\$118,824
<b>P4 Specialist Professional</b>	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.	ENG	\$136,900	\$127,100–\$149,325
		GEO	\$135,300	\$122,900–\$147,675
<b>P5 Expert Professional</b>	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.	ENG	\$172,364	\$159,756–\$185,000
		GEO	\$177,500	\$162,700–\$187,300
<b>P6 Pre-eminent Professional</b>	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.	Insufficient Data (ISD)		

# Classification Guide of Responsibility Levels — Management

Career Level	Career Level Description	2022 Median Base		2022 25 <sup>th</sup> – 75 <sup>th</sup>
<b>M1 Team Leader (Para-Professional)</b>	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.	ENG	\$119,093	\$109,703–\$147,633
		GEO	Insufficient data	
<b>M2 Team Leader (Professional)</b>	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.	ENG	\$158,165	\$138,133–\$175,000
		GEO	\$188,500	\$168,000–\$216,900
<b>M3 Manager</b>	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.	ENG	\$176,328	\$158,525–\$202,130
		GEO	\$207,400	\$176,800–\$221,570
<b>M4 Senior Manager</b>	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.	ENG	\$208,000	\$186,070–\$226,988
		GEO	\$253,736	\$237,150–\$261,700
<b>M5 Sub-Function Head/Senior Manager II</b>	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.	ENG	\$211,610	\$200,050–\$237,500
		GEO	Insufficient data	

# Survey Results

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# 2022 APEGA Salary Survey

## Employment Trends

**84%** of organizations administered salary increases in 2022

### Types of Salary Adjustments Made in 2022

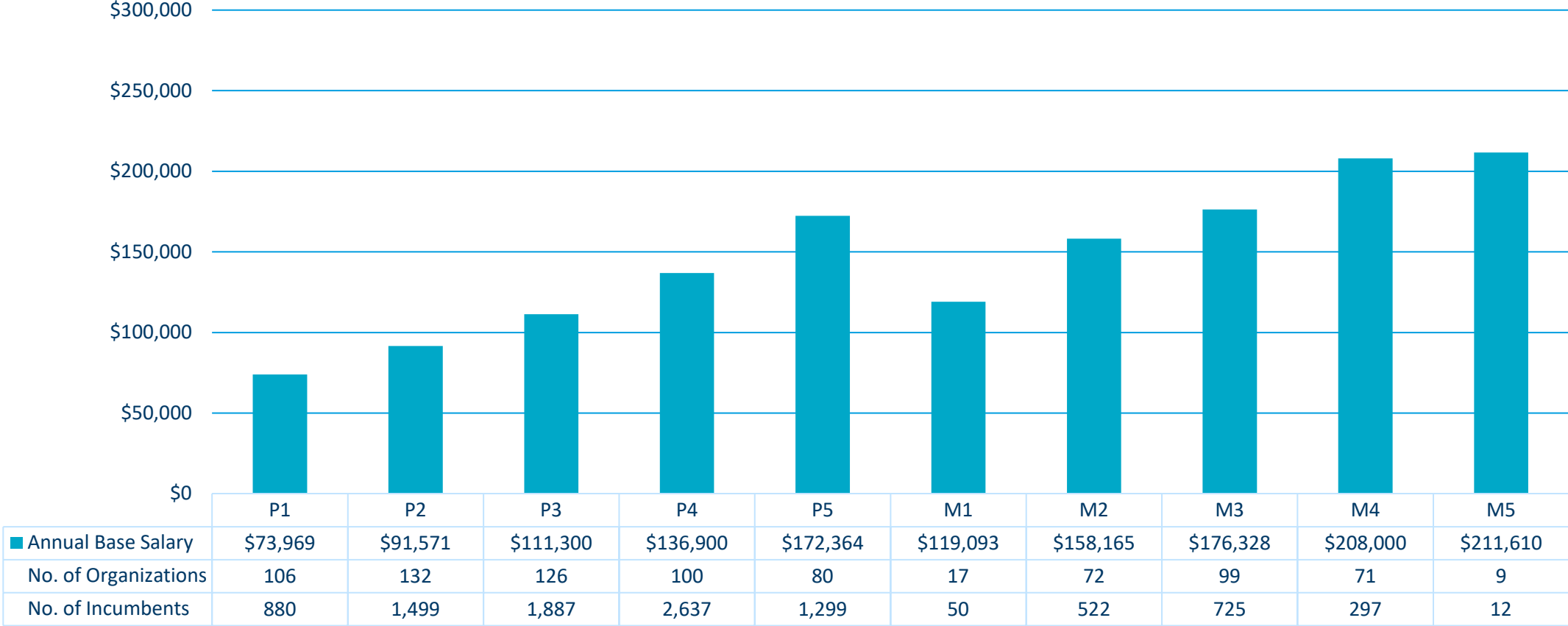
Salary Freeze	5%
Salary Increase	84%
Salary Decrease	1%
Unknown	10%

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

Hiring Freeze	11%
Increase	85%
Decrease	4%

# Survey Results — Median Base Salary by Level

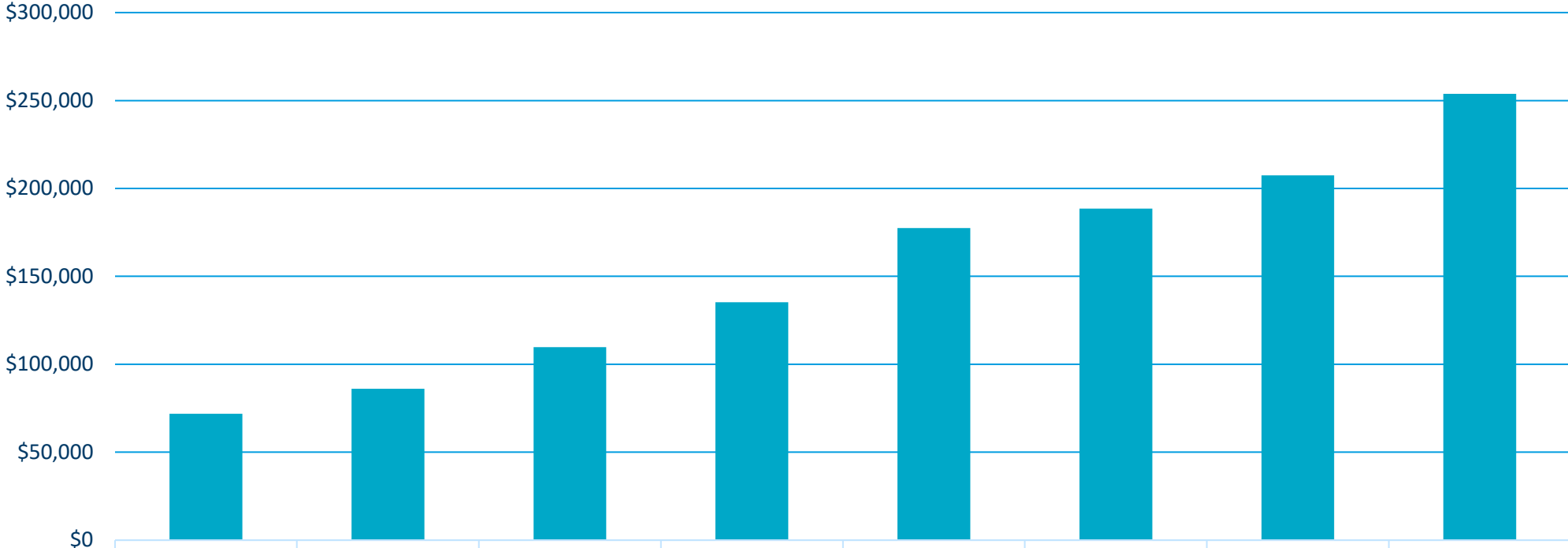
## Engineering



All amounts in CAD; insufficient data for level P6.

# Survey Results — Median Base Salary by Level

## Geoscience



	P1	P2	P3	P4	P5	M2	M3	M4
■ Annual Base Salary	\$71,900	\$86,000	\$109,699	\$135,300	\$177,500	\$188,500	\$207,400	\$253,736
No. of Organizations	9	19	21	27	21	5	15	4
No. of Incumbents	25	79	82	166	154	7	47	6

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	M2	M3	M4	M5
Energy	\$76,830	\$91,458	\$109,800	\$136,704	\$172,000	\$160,897	\$181,208	\$214,959	ISD
High Tech	\$71,540	\$92,310	\$111,280	\$126,587	ISD	\$121,136	ISD	ISD	ISD
Other Manufacturing	ISD	\$85,000	\$104,000	ISD	ISD	ISD	\$170,000	ISD	ISD
Other Non-Manufacturing	\$70,959	\$85,987	\$110,000	\$127,714	ISD	ISD	\$140,004	\$160,014	ISD
Services (Non-Financial)	\$68,957	\$92,331	\$119,924	\$131,170	\$177,925	\$146,106	\$155,433	\$179,718	\$210,000

*All amounts in CAD; insufficient data (ISD) for P6 and where noted in the table. Insufficient data for the following super sectors and the sectors and sub-sectors that fall under them: Chemicals, Retail & Wholesale, Other Manufacturing and Mining & Metals.*

# Survey Results — Median Base Salary by Sector and Level

## Engineering

Sector	P1	P2	P3	P4	P5	M2	M3	M4	M5
Business/Professional Services	\$68,600	\$87,009	\$110,978	\$131,351	\$178,589	\$142,331	\$154,579	\$172,853	\$210,000
Energy Engineering, Procurement & Construction	\$67,080	\$89,544	\$121,878	\$140,430	\$180,000	\$165,677	\$181,632	\$215,500	ISD
Energy Fully Integrated and Exploration & Production	\$81,432	\$91,200	\$108,975	\$138,234	\$171,700	\$166,990	\$184,300	\$214,800	ISD
Energy Other	\$66,430	\$82,998	\$101,556	\$116,115	ISD	ISD	\$147,900	\$180,475	ISD
Energy Pipeline/Midstream	\$86,286	\$95,000	\$111,570	\$138,264	\$173,652	\$170,184	\$200,220	\$224,700	ISD
Energy Services & Drilling	\$76,100	\$94,500	\$123,900	\$134,700	ISD	\$143,000	\$152,755	ISD	ISD
Energy Utilities	\$79,438	\$89,766	\$106,000	\$128,972	\$158,720	\$138,055	\$164,290	\$196,547	ISD

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



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

## Engineering

Sub-Sector	P1	P2	P3	P4	P5	M2	M3	M4	M5
Energy Exploration & Production	\$76,200	\$85,050	\$106,785	\$133,000	\$166,600	\$186,300	\$212,300	\$233,500	ISD
Energy Other - Not Classified Elsewhere	\$66,560	\$86,320	\$126,000	ISD	ISD	ISD	\$139,965	ISD	ISD
Energy Services & Equipment	\$76,100	\$94,000	\$123,900	\$134,700	ISD	\$131,350	\$151,378	ISD	ISD
Engineering Firms	\$68,600	\$87,009	\$110,978	\$131,351	\$178,589	\$142,331	\$154,579	\$172,853	\$210,000
Fully Integrated Utility	\$79,438	\$89,503	\$105,060	\$128,392	\$158,720	\$137,871	\$162,756	\$196,547	ISD
Oil & Gas Engineering, Procurement & Construction	\$67,080	\$89,648	\$121,878	\$140,770	\$180,000	\$165,677	\$181,632	\$215,500	ISD

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

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

## Geoscience

Super Sector	P1	P2	P3	P4	P5	M2	M3	M4
Energy	\$77,350	\$93,850	\$108,500	\$135,000	\$177,721	\$188,500	\$213,600	\$253,736
Services (Non-Financial)	ISD	\$81,016	\$125,137	\$157,648	\$166,500	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: Chemicals, Retail & Wholesale, Other Manufacturing and Mining & Metals.*

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

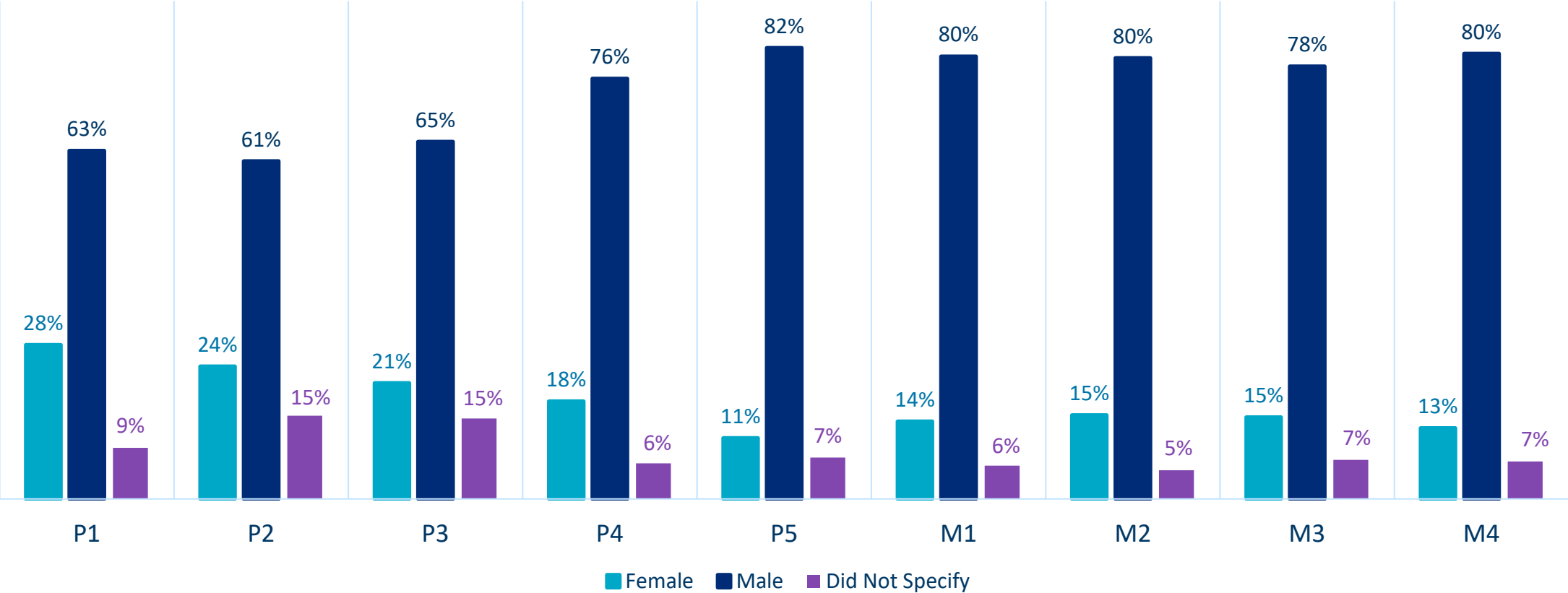
## Geoscience

Sector	P1	P2	P3	P4	P5	M2	M3	M4
Energy Fully Integrated and Exploration & Production	\$79,850	\$93,850	\$109,180	\$134,900	\$177,500	\$188,500	\$213,600	\$253,736
Business/Professional Services	ISD	\$81,114	\$125,137	\$157,648	\$166,500	ISD	ISD	ISD
Sub-Sector	P1	P2	P3	P4	P5	M2	M3	M4
Energy Exploration & Production	ISD	\$91,000	\$108,400	\$131,600	\$177,800	\$208,440	\$213,200	ISD
Engineering Firms	ISD	\$81,114	\$125,137	\$157,648	\$166,500	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

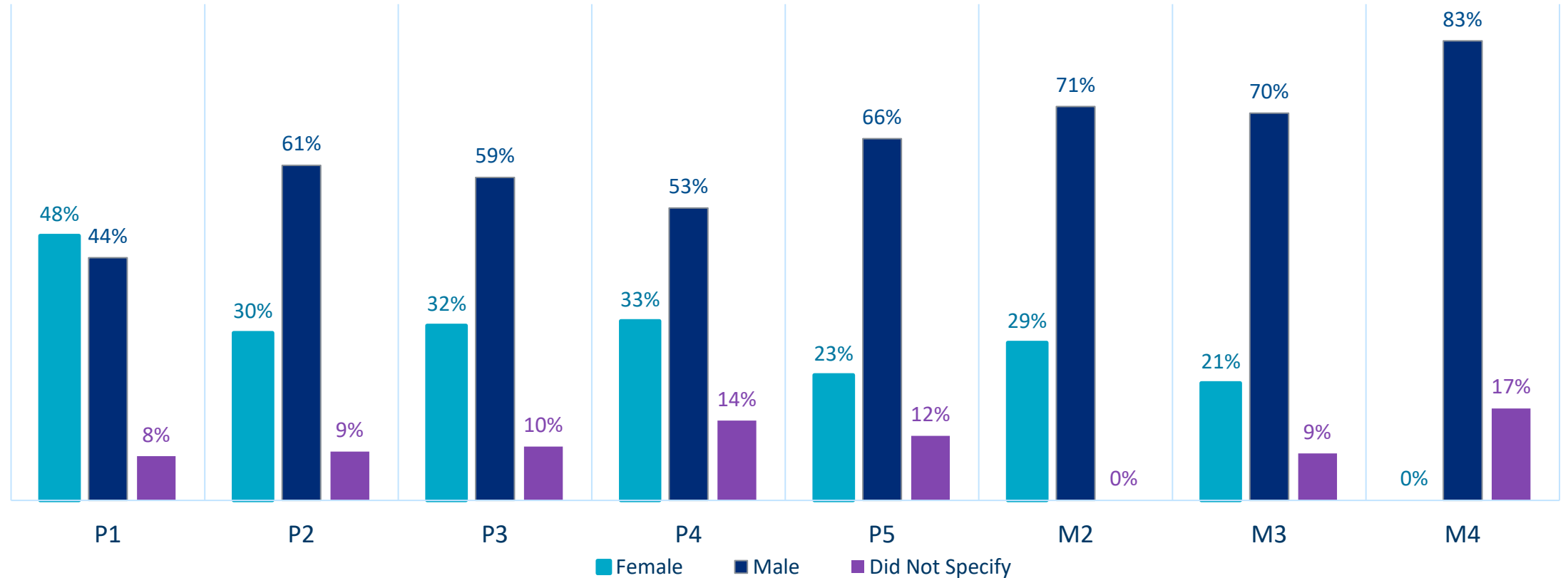
## Engineering



*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

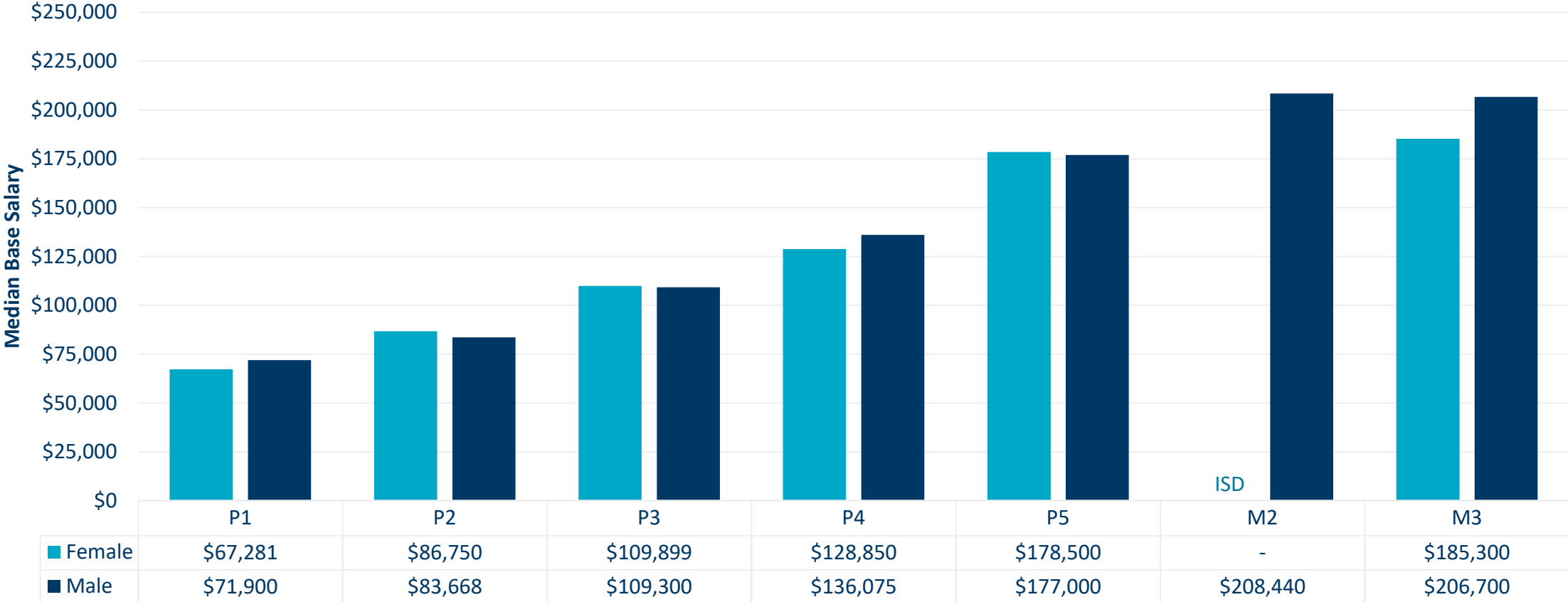
## Geoscience



*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.”



