



# APEGA Salary Survey Member Report



December 2023

welcome to brighter



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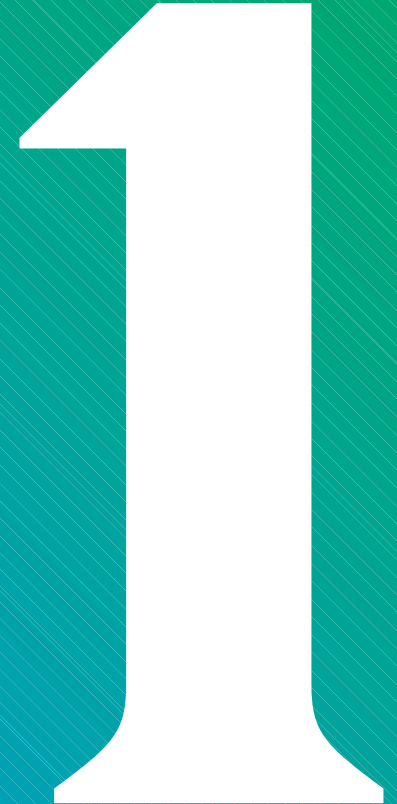
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400 West Market Street, Suite 700  
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# Introduction



# Introduction

We are pleased to present the 2023 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 212 companies 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 2023, 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 [salariesurvey@apega.ca](mailto:salariesurvey@apega.ca).

Best regards,

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



# Survey Overview



# APEGA Salary Survey Reporting

The APEGA Salary Survey collects data on engineering and geoscience jobs within Alberta.

These data do not include temporary staff or contractor data.

The data in this report are incumbent weighted and reported in Canadian dollars.

The data shared in this report pertain to base salary, total compensation and policy highlights.

Data reportability is limited based on the number of distinct organizations.

- If the entire super sector, sector, or sub-sector data is not reportable, it has been omitted from this report.
- If the data are unavailable for certain levels within any super sector, sector, subsector, or other analysis, it is noted with “ISD” in lieu of the value.

[Click here](#) to access the Mercer Industry Sector List in Excel

# APEGA Salary Survey Overview

# 2023

## Survey Overview

	Number of organizations	212
	Number of incumbents	16,074
	Median number of FTEs* participating per organization	218
	Privately held organizations	44%
	Publicly traded organizations	49%

\*Full-time equivalent employees

### Survey Profile



\*Gender was not reported for 1% of incumbents

# 212

Participating Organizations

### 10 Regions Within Alberta

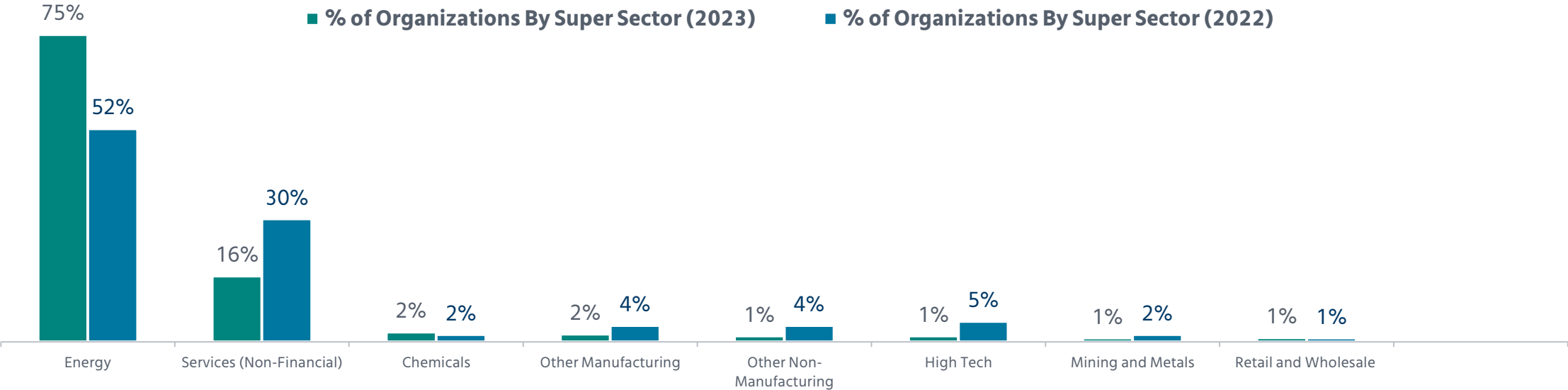
- Peace Region
- Fort McMurray
- Yellowhead
- Edmonton
- Lakeland
- Vermilion River
- Central Alberta
- Calgary
- Medicine Hat
- Lethbridge



# APEGA Salary Survey Participation

## Incumbents

## Organizations



# Classification Guide of Responsibility Levels — Professional

Career Level	Career Level Description	2023 Median Base		2023 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	\$78,614	\$70,607- \$85,203
		GEO	\$81,900	\$73,091- \$90,000
<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	\$94,777	\$85,550- \$103,746
		GEO	\$95,500	\$86,904- \$101,892
<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	\$114,400	\$105,000- \$124,686
		GEO	\$112,550	\$105,160- \$120,462
<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	\$143,268	\$132,491- \$156,691
		GEO	\$144,675	\$132,787- \$155,925
<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	\$180,306	\$166,582- \$195,000
		GEO	\$185,300	\$171,600- \$202,000

# Classification Guide of Responsibility Levels — Management

Career Level	Career Level Description	2023 Median Base		2023 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	\$124,460	\$113,814-\$143,617
		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	\$160,601	\$143,147-\$179,200
		GEO	\$186,550	\$168,125-\$215,492
<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	\$186,744	\$167,000-\$211,118
		GEO	\$213,947	\$190,000-\$226,950
<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	\$217,618	\$194,700-\$238,810
		GEO	\$245,000	\$233,900-\$260,820
<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	\$230,000	\$201,238-\$260,089
		GEO	Insufficient Data	

# Survey Results

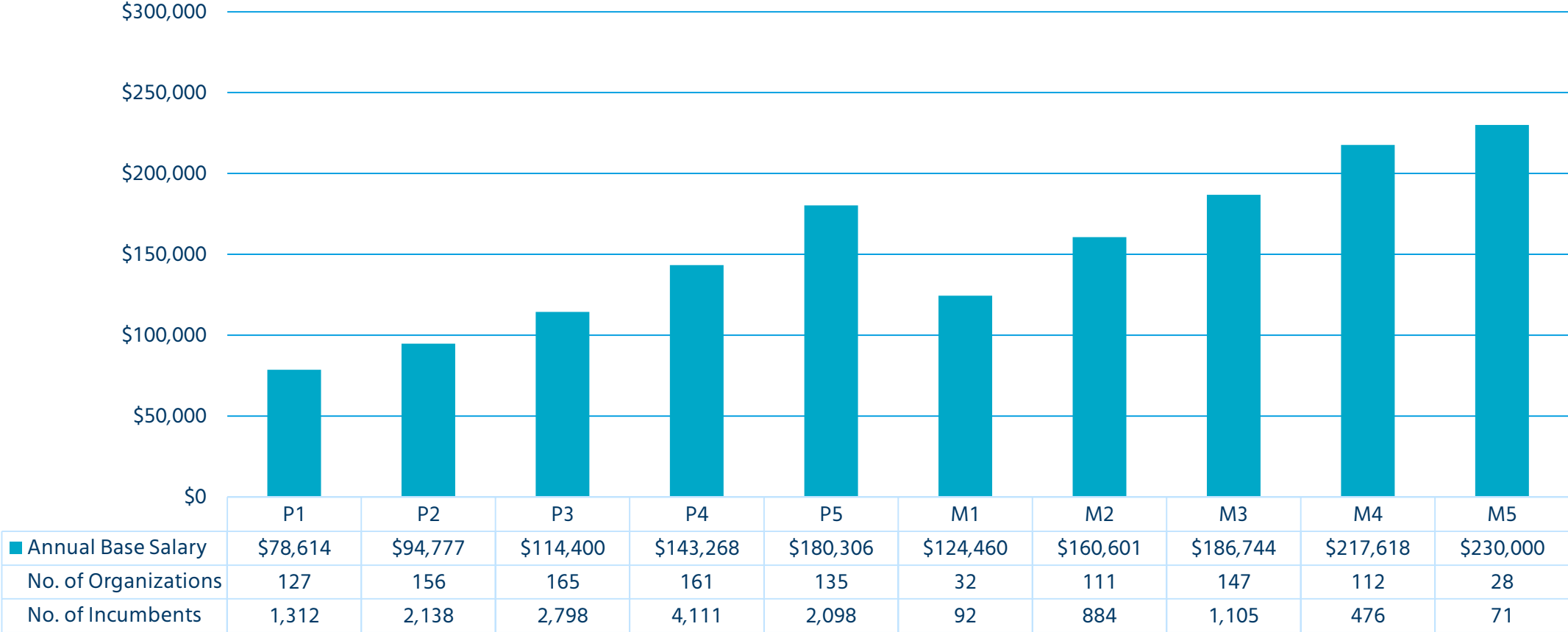
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# Median Base Salary

## All Data

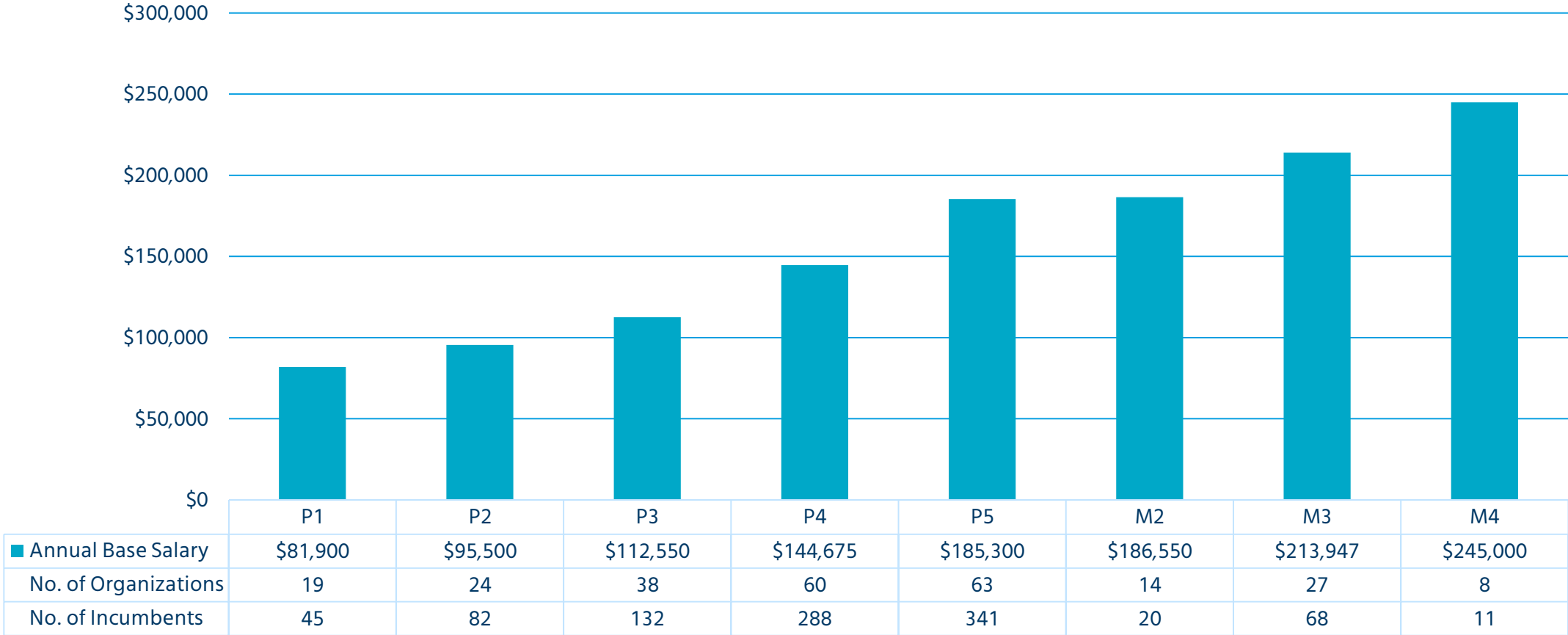
# Median Base Salary by Level

## Engineering



# Median Base Salary by Level

## Geoscience

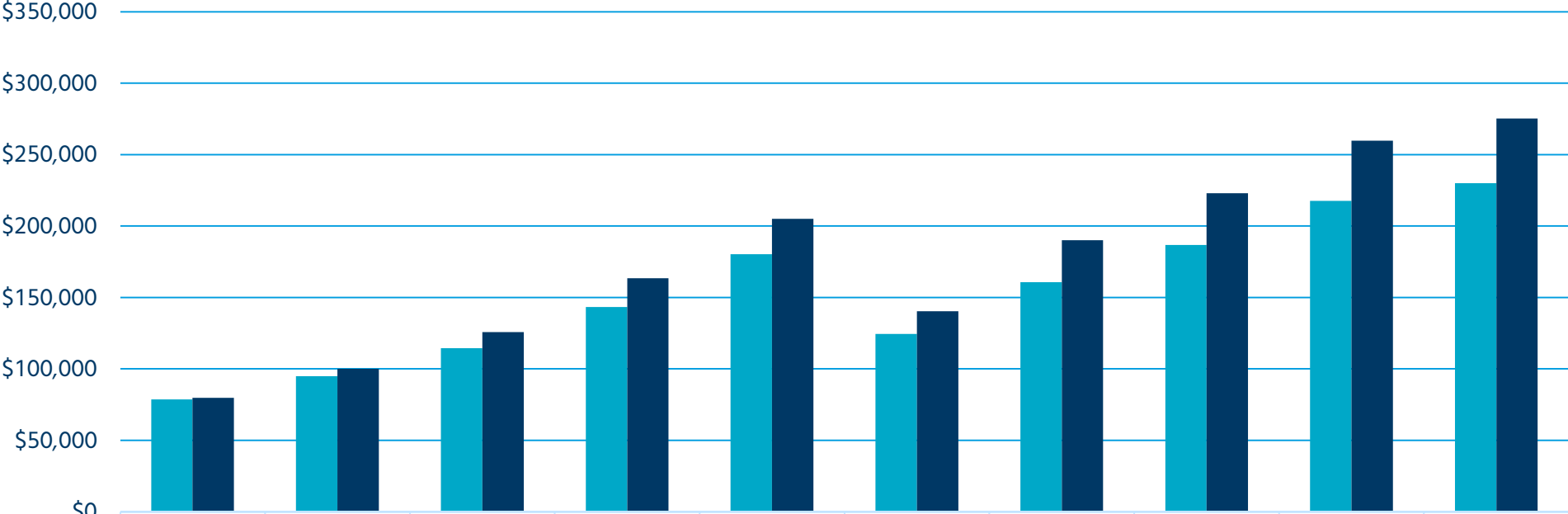


# **Median Base Salary & Total Cash All Data**



# Median Base Salary & Total Cash Compensation by Level

## Engineering

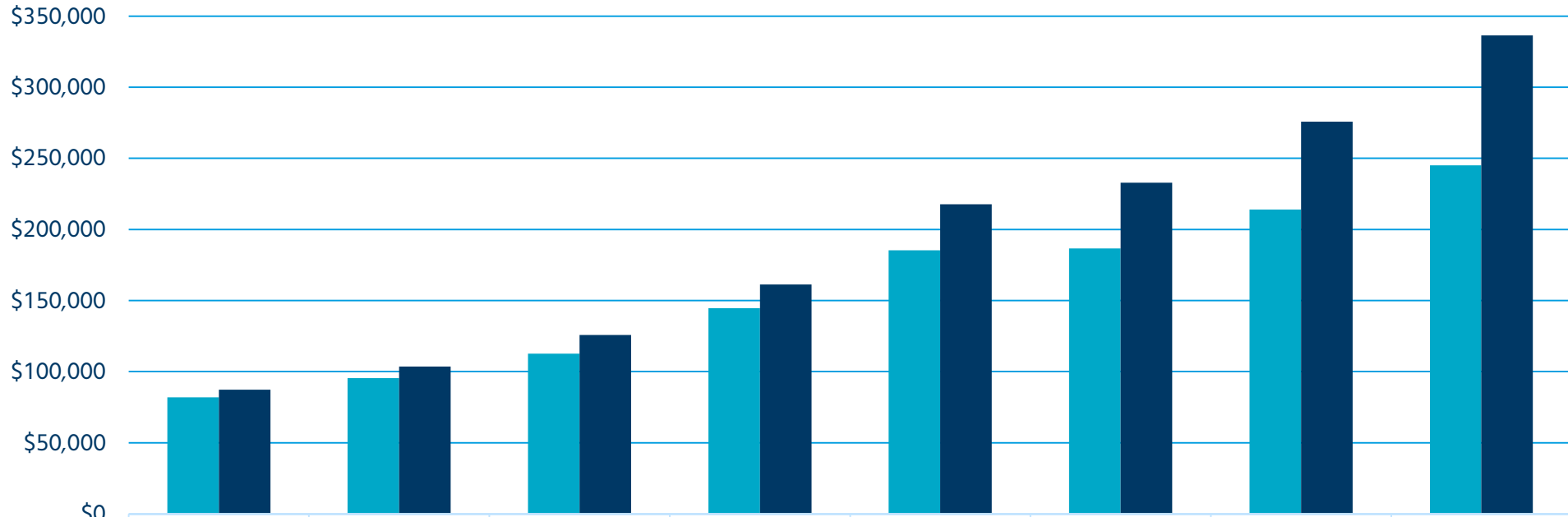


	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
■ Annual Base Salary	\$78,614	\$94,777	\$114,400	\$143,268	\$180,306	\$124,460	\$160,601	\$186,744	\$217,618	\$230,000
■ Total Cash Compensation	\$79,800	\$100,000	\$125,800	\$163,494	\$205,000	\$140,266	\$190,024	\$222,964	\$259,803	\$275,282
No. of Organizations	127	156	165	161	135	32	111	147	112	28
No. of Incumbents	1,312	2,138	2,798	4,111	2,098	92	884	1,105	476	71

Total Cash includes Bonus and Allowances if applicable

# Median Base Salary & Total Cash Compensation by Level

## Geoscience



	P1	P2	P3	P4	P5	M2	M3	M4
■ Annual Base Salary	\$81,900	\$95,500	\$112,550	\$144,675	\$185,300	\$186,550	\$213,947	\$245,000
■ Total Cash Compensation	\$87,244	\$103,625	\$125,822	\$161,190	\$217,693	\$232,747	\$275,750	\$336,327
No. of Organizations	19	24	38	60	63	14	27	8
No. of Incumbents	45	82	132	288	341	20	68	11

Total Cash includes Bonus and Allowances if applicable

# **Median Base Salary by Super Sector, Sector & Sub-Sector**

## **Engineering**

# Engineering Median Base Salary

## Data by Super Sector

Super Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
Chemicals	\$88,375	\$116,176	\$145,958	ISD	\$186,946	ISD	ISD	\$183,000	ISD	ISD
Energy	\$81,700	\$96,157	\$114,235	\$143,813	\$182,400	\$125,028	\$163,760	\$193,050	\$228,249	\$244,142
Other Manufacturing	ISD	ISD	ISD	ISD	ISD	ISD	ISD	\$157,500	ISD	ISD
Services (Non-Financial)	\$72,030	\$86,266	\$110,007	\$139,000	\$171,135	\$100,000	\$138,060	\$172,409	\$191,607	\$217,779

# Engineering Median Base Salary

## Data by Super Sector: Energy - Energy Sectors

Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
Energy Alternative & Renewable Energy	ISD	\$80,000	\$125,000	ISD	ISD	ISD	ISD	ISD	ISD	ISD
Energy Downstream	ISD	ISD	\$126,776	\$169,232	\$187,850	ISD	ISD	\$213,311	\$238,158	ISD
Energy Engineering, Procurement & Construction	\$75,002	\$93,995	\$122,100	\$144,800	\$183,280	\$156,166	\$162,613	\$187,013	\$221,806	ISD
Energy Fully Integrated and Exploration & Production	\$84,200	\$97,991	\$117,100	\$149,136	\$183,524	\$148,394	\$179,100	\$206,370	\$242,975	\$285,650
Energy Other	\$66,846	\$86,902	\$100,035	\$126,563	\$161,160	ISD	\$135,730	\$155,980	\$190,990	ISD
Energy Pipeline/Midstream	\$82,680	\$98,922	\$114,292	\$143,564	\$183,200	ISD	\$168,980	\$198,739	\$230,161	ISD
Energy Services, Drilling & Equipment	\$69,085	\$87,750	\$105,842	\$136,116	\$172,520	\$116,470	\$140,150	\$155,000	\$185,000	\$207,599
Energy Utilities	\$85,204	\$94,205	\$110,984	\$134,503	\$168,247	\$118,906	\$141,100	\$166,382	\$201,250	ISD

# Engineering Median Base Salary

## Data by Energy Sectors by Sub-Sectors

Sub-Sectors	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
<b>Sub-Sector</b>	<b>SECTOR: ENERGY DOWNSTREAM</b>									
<b>Energy Refining/Processing</b>	ISD	ISD	\$126,776	\$169,232	\$187,850	ISD	ISD	\$213,311	\$238,158	ISD
<b>Sub-Sectors</b>	<b>SECTOR: ENERGY ENGINEERING, PROCUREMENT &amp; CONSTRUCTION</b>									
<b>Oil &amp; Gas Engineering, Procurement &amp; Construction</b>	\$74,880	\$93,600	\$118,913	\$140,400	\$181,800	ISD	\$155,319	\$184,434	\$221,069	ISD
<b>Power &amp; Utilities Engineering, Procurement &amp; Construction</b>	\$80,000	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD	ISD
<b>Sub-Sectors</b>	<b>SECTOR: ENERGY FULLY INTEGRATED AND EXPLORATION &amp; PRODUCTION</b>									
<b>Energy Exploration &amp; Production</b>	\$81,700	\$95,712	\$115,500	\$145,650	\$181,416	ISD	\$178,125	\$203,300	\$236,000	\$259,199
<b>Energy Fully Integrated</b>	ISD	\$110,190	ISD	\$163,137	\$200,640	ISD	ISD	\$219,800	ISD	ISD
<b>Sub-Sector</b>	<b>SECTOR: ENERGY OTHER</b>									
<b>Public Sector</b>	ISD	\$86,828	\$100,035	\$133,366	ISD	ISD	ISD	ISD	ISD	ISD

# Engineering Median Base Salary

Data by: Energy Sectors by Sub-Sectors (continued)

Sub-Sectors	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
<b>Sub-Sectors</b>	<b>SECTOR: ENERGY SERVICES, DRILLING &amp; EQUIPMENT</b>									
<b>Energy Drilling</b>	ISD	ISD	ISD	ISD	ISD	ISD	\$140,351	\$155,600	ISD	ISD
<b>Energy Equipment</b>	ISD	\$66,300	\$96,500	ISD	ISD	ISD	ISD	ISD	ISD	ISD
<b>Energy Services</b>	\$71,240	\$78,000	\$107,030	\$127,055	ISD	ISD	ISD	ISD	ISD	ISD
<b>Energy Services, Drilling &amp; Equipment Combination</b>	\$76,000	\$95,774	\$106,126	\$135,980	ISD	ISD	ISD	ISD	ISD	ISD
<b>Sub-Sector</b>	<b>SECTOR: ENERGY UTILITIES</b>									
<b>Fully Integrated Utility</b>	\$84,591	\$92,884	\$110,210	\$133,950	\$167,921	ISD	\$141,083	\$166,000	\$201,245	ISD

# Engineering Median Base Salary

## Data by Super Sector: Services (Non-Financial) by Sector and Sub-Sectors

Services (Non-Financial) Sectors	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
<b>Business/Professional Services</b>	\$72,030	\$86,000	\$109,200	\$137,526	\$171,135	\$100,000	\$138,060	\$170,000	\$191,607	\$225,000
<b>Sub-Sector</b>	<b>SECTOR: BUSINESS/PROFESSIONAL SERVICES</b>									
<b>Engineering Firms</b>	\$71,877	\$84,890	\$105,612	\$133,575	\$175,084	\$100,000	\$138,030	\$169,000	\$191,198	\$228,500



# **Median Base Salary by Super Sector, Sector & Sub-Sector**

## **Geoscience**

# Geoscience Median Base Salary

## Data by Super Sector: Energy - Energy Sectors and Sub-Sectors

Super Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
Energy	\$88,700	\$99,000	\$113,200	\$144,392	\$185,400	ISD	\$191,219	\$215,000	\$246,100	ISD

Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
Energy Fully Integrated and Exploration & Production	\$86,000	\$96,900	\$115,000	\$145,000	\$186,510	ISD	\$193,137	\$215,000	\$246,100	ISD

Sub-Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
Energy Exploration & Production	\$83,750	\$96,000	\$115,000	\$145,000	\$186,900	ISD	\$196,569	\$215,000	\$247,200	ISD

# Geoscience Median Base Salary

## Data by Super Sector: Services (Non-Financial) Sectors and Sub-Sectors

Super Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
Services (Non-Financial)	\$69,000	\$85,000	\$108,444	\$145,997	\$181,501	ISD	ISD	\$144,500	ISD	ISD

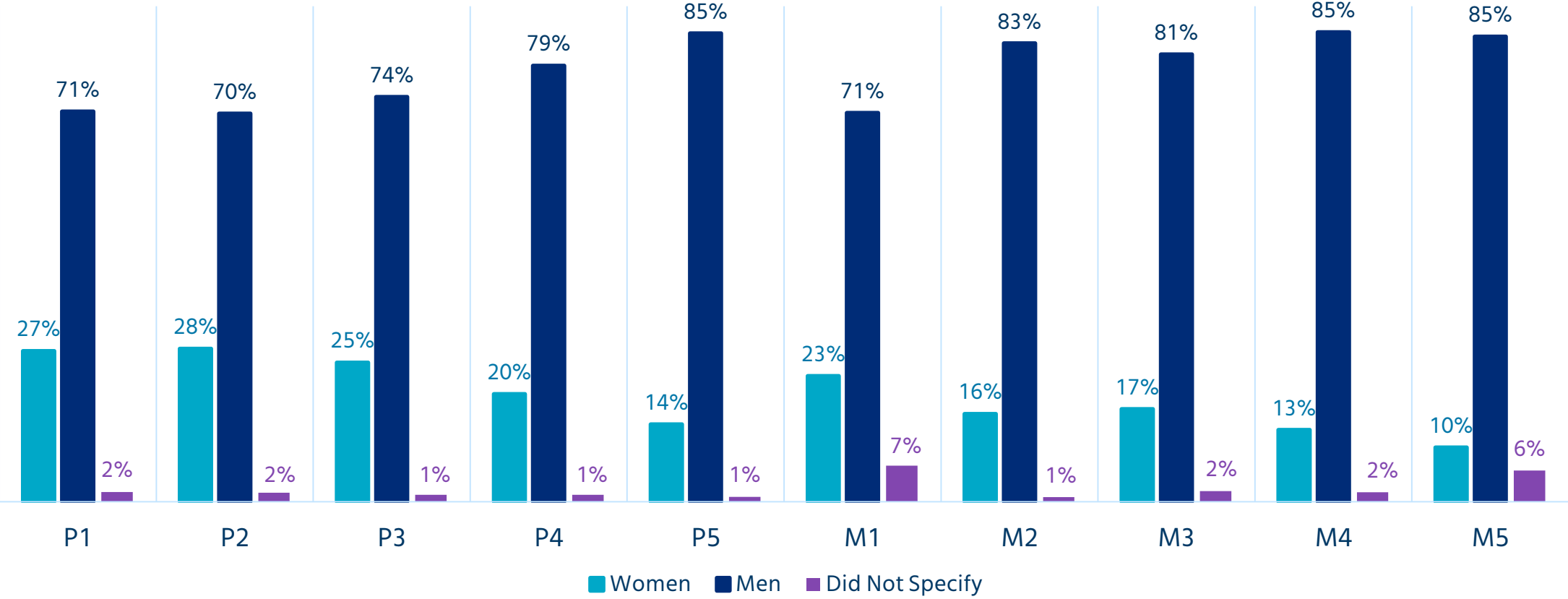
Sector	P1	P2	P3	P4	P5	M1	M2	M3	M4	M5
Business/Professional Services	\$69,000	\$85,000	\$108,444	\$145,997	\$181,501	ISD	ISD	\$144,500	ISD	ISD

# **Gender Metrics**

## **Engineering & Geoscience**

# Headcount by Gender

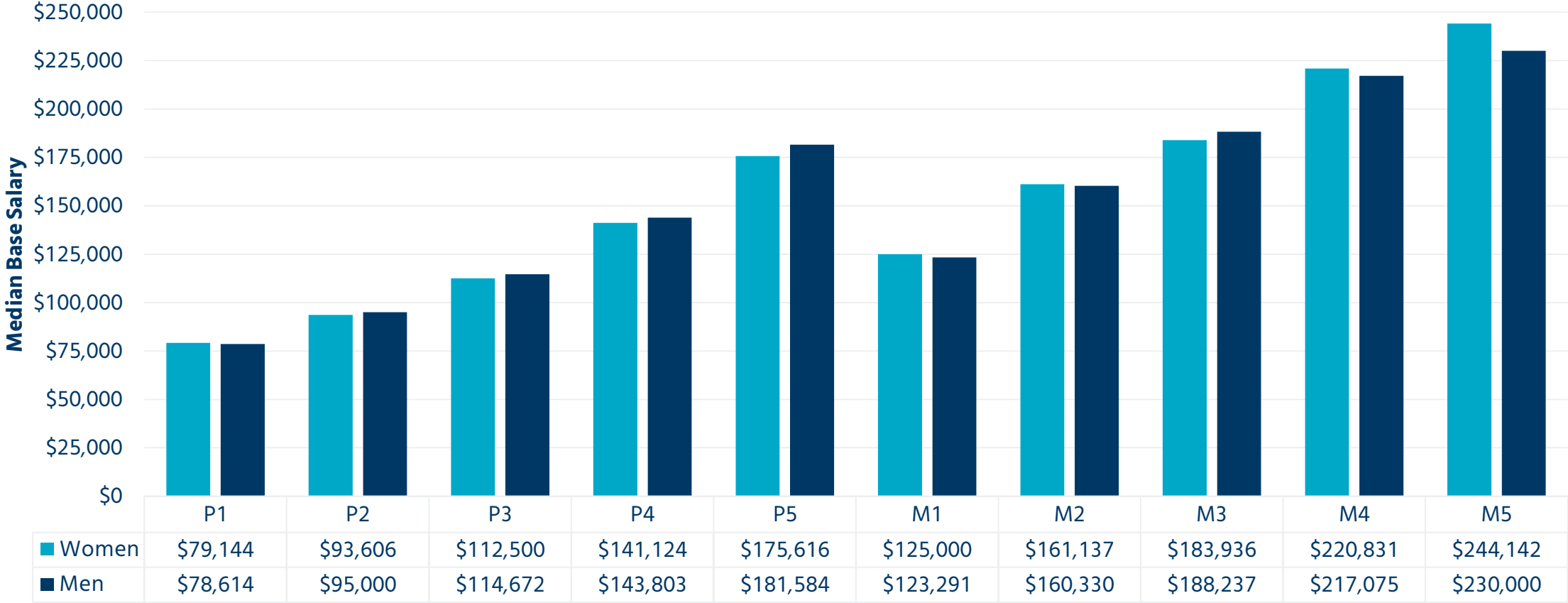
## Engineering



Total % may not equal 100% due to rounding.  
Possible answers included male, female, and non-binary. Non-binary incumbents were not considered here due to an insufficient sample of data.

# Median Base Salary by Gender

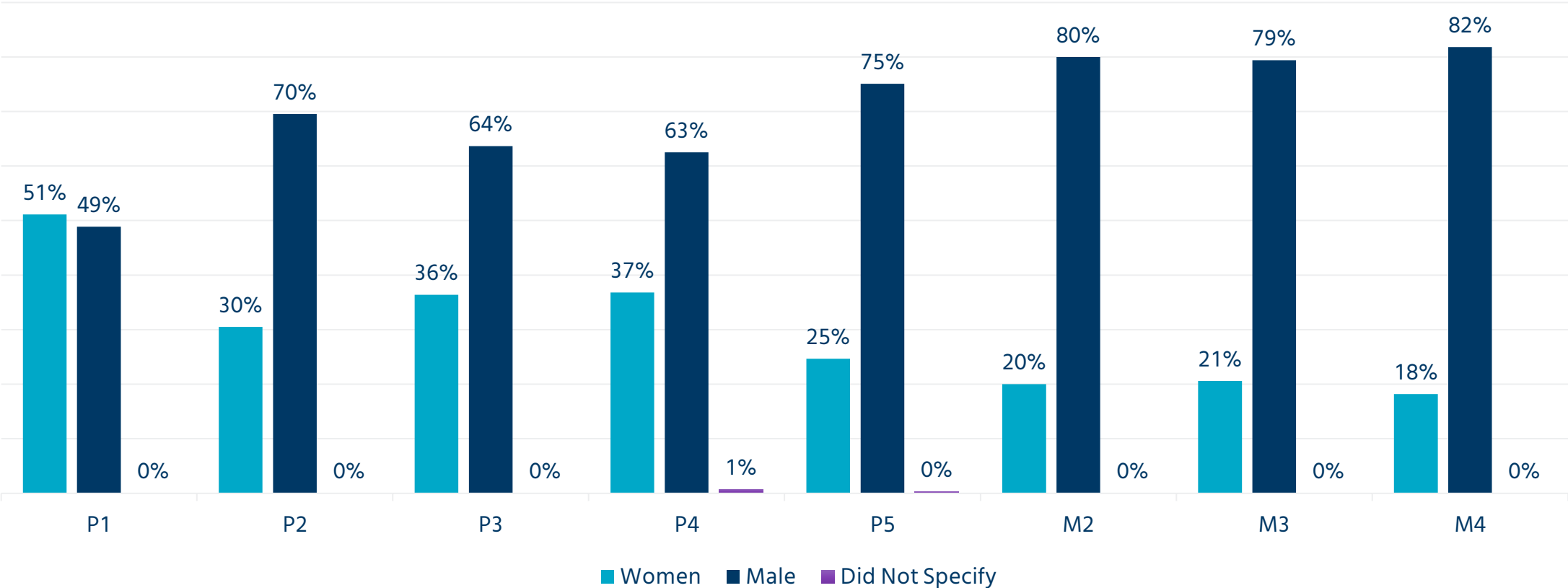
## Engineering



Possible answers included male, female, and non-binary. Non-binary incumbents were not considered here due to an insufficient sample of data.

# Headcount by Gender

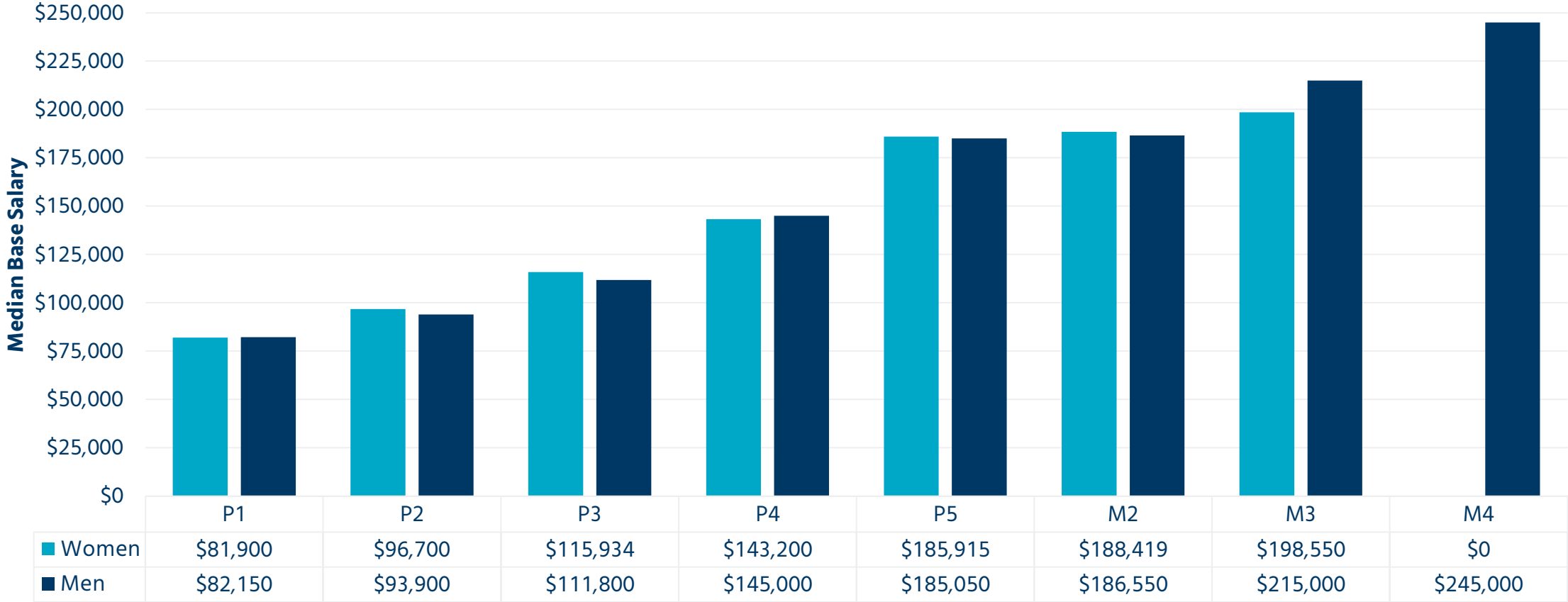
## Geoscience



Total % may not equal 100% due to rounding.  
Possible answers included male, female, and non-binary. Non-binary incumbents were not considered here due to an insufficient sample of data.

# Median Base Salary by Gender

## Geoscience



Possible answers included male, female, and non-binary. Non-binary incumbents were not considered here due to an insufficient sample of data.



# **Company Policy**

**(applies to an entire organization)**

# 2023 APEGA Salary Survey

## Employment Trends – Compensation

4%

Median increase in 2023

### Compensation Highlights

2023 Median increase	4%
2024 Median increase projection	3%
Short-term incentives (STI) offered	88%



# 2023 APEGA Salary Survey

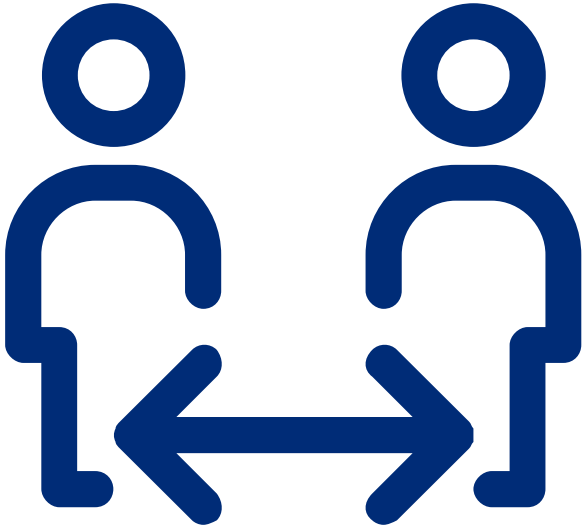
## Employment Trends - Staffing

56%

plan to increase staff in 2023

### 2023 Hiring Trends

Increase staff	56%
Decrease staff	4%
No change in staff	32%
Undecided or unknown	8%



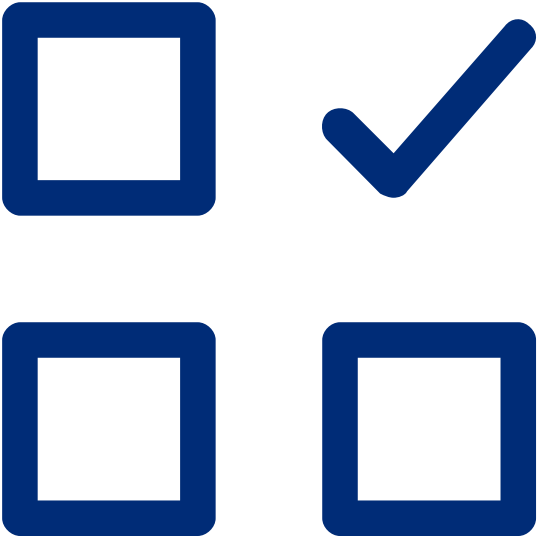
# 2023 APEGA Salary Survey

## Employment Trends – Hybrid and/or Remote Work

**65%** of organizations offer hybrid and/or remote work

### Hybrid and/or Remote-Work Practices

Offer a remote-work program	65%
Two days from home is the most common	40%
Core days employees required in office	25%
Allow employees to be fully remote	42%



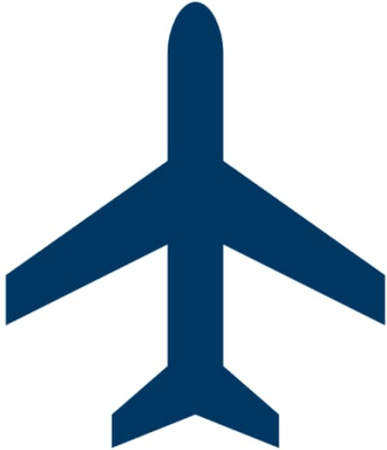
# 2023 APEGA Salary Survey

## Employment Trends – Vacation

**76%** of organizations base vacation entitlement on service only

### Vacation Practices

Ability to negotiate vacation upon hire	47%
External experience recognized when determining vacation entitlement	82%
Unused vacation may carry over into the following year allowed	74%



# Definitions



# Definitions

## Compensation Definitions

- **Annual Base Salary** – Base pay statistics are 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.
- **Median Base Salary** – Median salary is a figure that represents the middle point of all salaries within a specific career or category.
- **Increase** – A salary increase, or a salary raise, is an additional incremental amount added to current base wage; often occurs as part of an annual salary review but could occur with progression or promotion outside of an annual program.
- **Increase budget** – The total amount allocated to address individual increases to base salary
- **Forecasted increase budget** – The estimated increase budget for the upcoming annual salary program; subject to change throughout the planning process.
- **Short-Term Incentives (STI)** – Short-time incentives are those additions to base pay provided to employees within the current operating year. They are also called variable pay, depending on certain events or performances.
- **Long-Term Incentives (LTI)** – A long-term incentive, as the name suggests, is a vehicle that has an extended time horizon (generally greater than one year) and that can be a strategic compensation vehicle to promote long-term retention and alignment with company goals.
- **Total Cash** – Total cash consists of two main components: base salary and short-term incentives. In some cases, it could include special one-time payments, job related allowance, or location-based premium.

# Definitions

## Survey Definitions

- **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.”
- **Super Sectors** – Super Sector identifies the primary industry of the participating company.
- **Sectors** – Sector is an area of specialization under the super sector.
- **Sub-Sectors** – Sub-sectors are sub-specializations under the sector specialization.



