



# APEGA Salary Survey Member Report



November 2024

welcome to brighter



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# Introduction

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# Introduction

We are pleased to present the 2024 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. Please note that the intent of this document is not to dictate individual salaries or to benchmark compensation structures. The intent is to enable APEGA members to have more informed conversations regarding compensation.

We thank the 221 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 2024, 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

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# 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.

# APEGA Salary Survey Overview

## 2024 Survey Overview

	Number of organizations	221
	Number of incumbents	19,373
	Median number of FTEs* participating per organization	197
	Privately held organizations	43%
	Publicly traded organizations	49%

\*Full-time equivalent employees



# Classification Guide of Responsibility Levels — Professional

Career Level	Career Level Description	2024 Median Base	
<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	\$79,380
		GEO	\$67,434
<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	\$95,160
		GEO	\$82,800
<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	\$116,072
		GEO	\$105,560
<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	\$147,705
		GEO	\$145,600
<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	\$183,004
		GEO	\$188,002

P6 data not reportable in APEGA Salary Survey

# Classification Guide of Responsibility Levels — Management

Career Level	Career Level Description	2024 Median Base	
<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	\$125,008
		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	\$164,407
		GEO	\$159,823
<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	\$188,101
		GEO	\$194,350
<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	\$220,106
		GEO	\$231,758
<b>M5 Director</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	\$230,391
		GEO	Insufficient Data

# Survey Results

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# Median Base Salary & Total Cash Compensation by Level

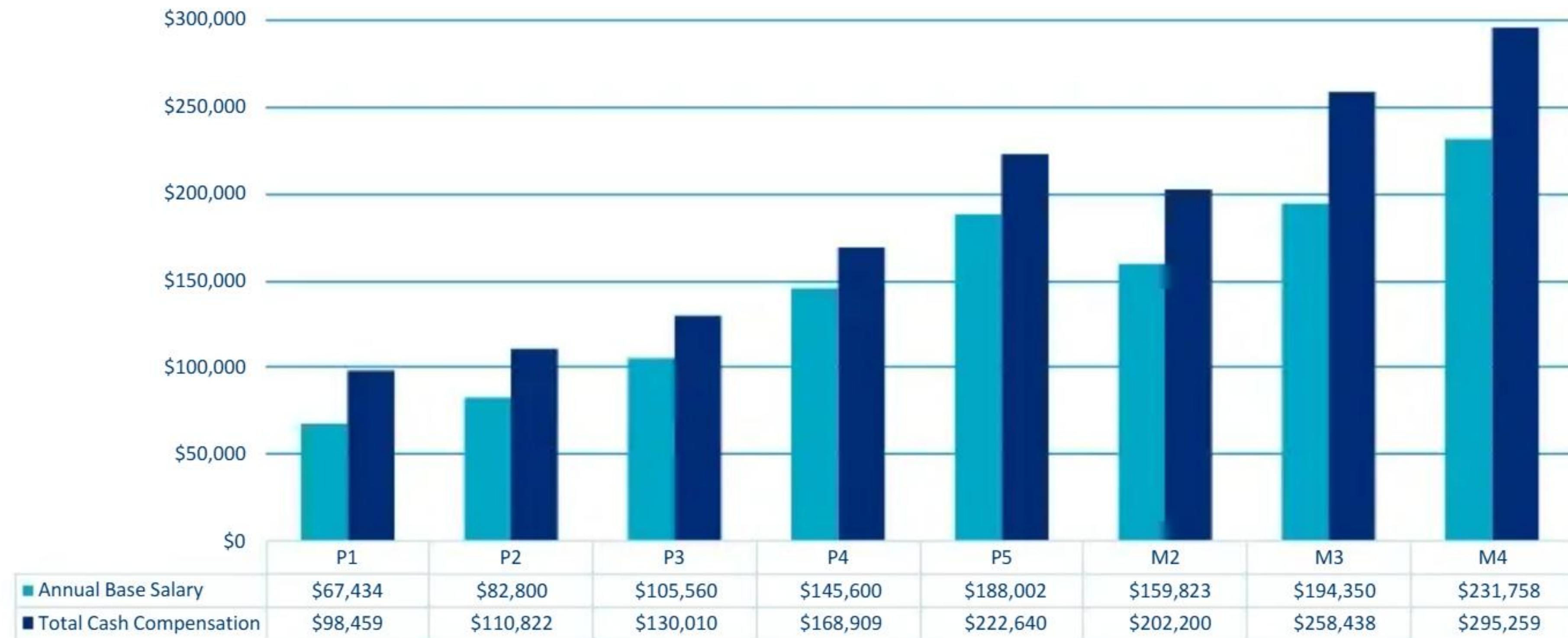
## Engineering



*Total cash includes bonus and allowances, if applicable*

# Median Base Salary & Total Cash Compensation by Level

## Geoscience



*Total cash includes bonus and allowances, if applicable*

*Insufficient data to report M1 and M5*

# 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 due to an insufficient sample of data.

Unspecified did not provide gender.

# Median Base Salary by Gender

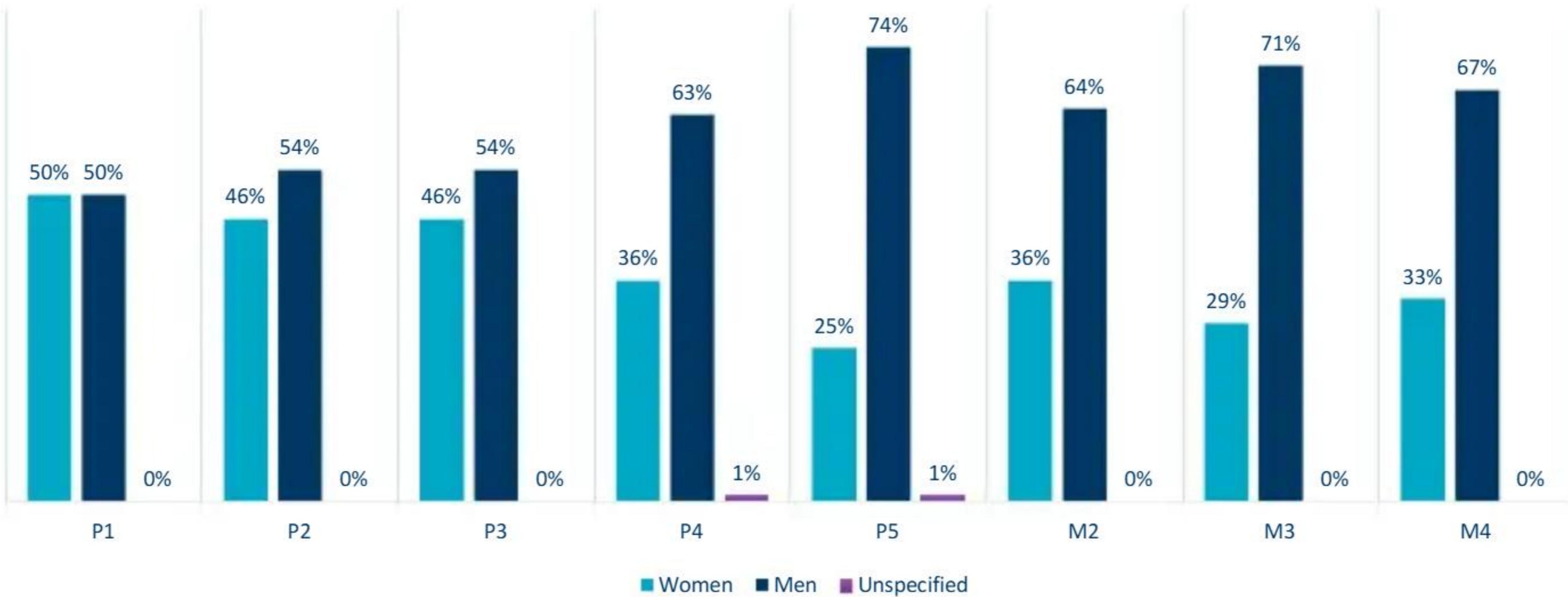
## Engineering



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

# Headcount by Gender

## Geoscience



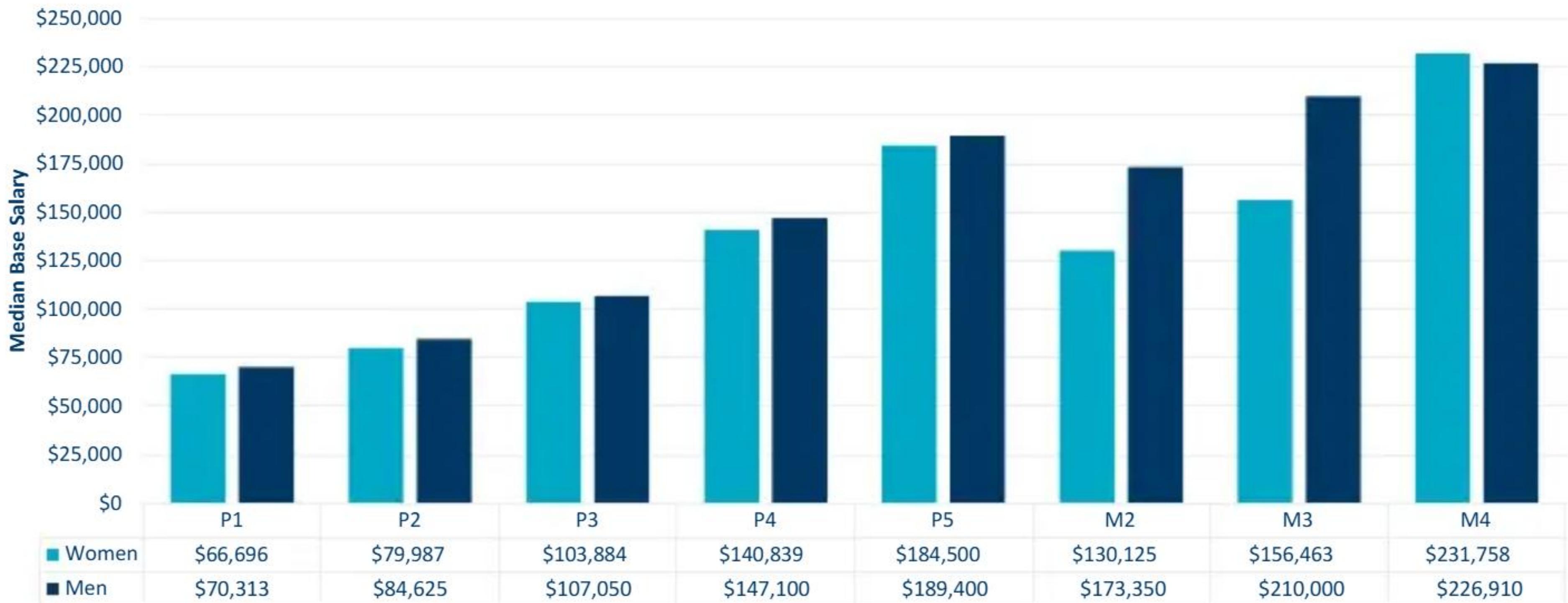
Total % may not equal 100% due to rounding.

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

Unspecified did not provide gender.

# 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 Policies

(applies to entire organization)

# 2024 APEGA Salary Survey

## Employment Trends – Hybrid/Remote Work

**72%**

of organizations offer hybrid and/or remote work

### Hybrid and/or Remote Work Practices

Offer a hybrid work program	72% based on data from 164 organizations that responded
Two days from home is the most common	44% based on data from 124 organizations that responded
Core days when all employees are required to be in the office	48% based on data from 120 organizations that responded
Allow employees to be fully remote	40% based on data from 121 organizations that responded



# 2024 APEGA Salary Survey

## Employment Trends – Vacation

**77%**

of organizations base vacation entitlement on service only

### Vacation Practices

Ability to negotiate vacation upon hire	48% based on data from 190 organizations that responded
External experience recognized when determining vacation entitlement	85% based on data from 185 organizations that responded
Unused vacation may carry over into the following year allowed	92% based on data from 191 organizations that responded



# Definitions

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# Definitions

- **Annual base salary** – Includes annualized base salary (equivalent to full-time employment). Calculation for employees receiving an hourly wage: hourly rate x 52 x standard work week (capped at 60 hours or equal to 40 hours if not provided).
- **Incumbents** – The number of distinct employees (i.e., observations) that are used to present mean, median, and percentile remuneration statistics.
- **Gender** – The per cent of incumbents in the position reported as women, men, or non-binary. Some organizations did not identify their incumbents' genders, which led to the creation of a fourth category labelled "unspecified."
- **Median base salary** – The data point that is higher than 50 per cent of all other data in the sample when ranked from low to high. Also known as the 50<sup>th</sup> percentile.

