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2025 CONSULTING ENGINEERS COMPENSATION SURVEY REPORT



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Reports Available

- Clerical/Administrative Support
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- Group Insurance & Retirement Benefits
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- Executive
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SAMPLE POSITION

Closeness of Match (% Of Inc.)

Close Match	97%
Smaller in Scope	0%
Larger in Scope	3%

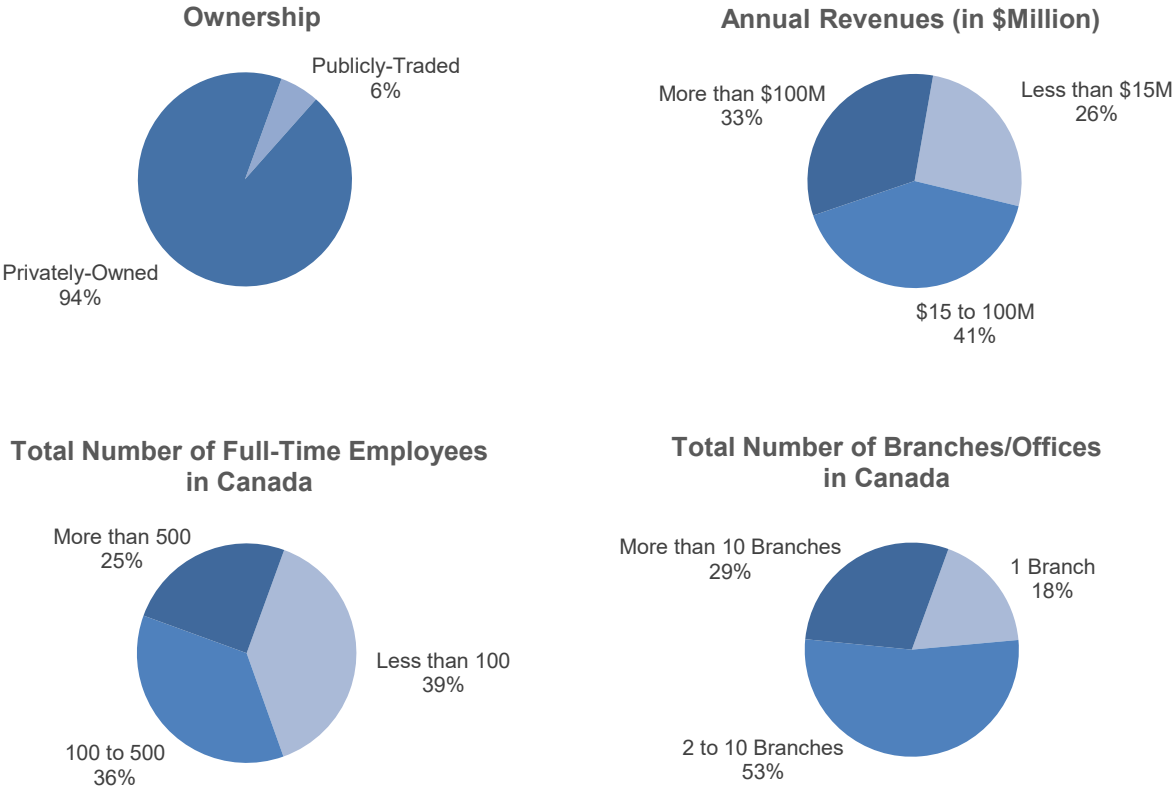
Hours per Week (% Of Inc.)

35.0	0%
37.5	58%
40.0	41%
Other	0%

	# of Orgs	# of Incumbents	Company Weighted (\$000's)												Incumbent Weighted (\$000's)							
			Salary Range			Base Salary				Salary Plus Short-Term Incentives				Base Salary				Salary Plus Short-Term Incentives				
			Orgs with Range	Min Avg	Max Avg	Avg	P25	P50	P75	Avg	P25	P50	P75	Avg	P25	P50	P75	Avg	P25	P50	P75	
All Organizations	25	542	10	111.4	170.0	148.4	136.1	145.5	166.4	163.1	141.1	154.9	190.6	150.4	132.0	147.0	166.8	163.0	136.4	152.9	180.2	
<\$15M Rev	6	10	1			140.7		137.6		151.2		142.4		149.2	135.7	138.9	167.8	162.7	136.8	147.6	191.3	
\$15-\$100M Rev	9	78	3	103.7	143.4	147.9	138.2	146.0	166.4	164.0	141.3	164.4	193.7	139.5	121.0	139.6	151.8	153.4	128.1	142.4	165.0	
>\$100M Rev	10	454	6	112.8	181.1	153.6	142.3	152.6	164.4	169.4	148.4	156.3	189.0	152.3	134.2	149.5	169.3	164.6	137.5	155.0	181.7	
<100 Employees	5	8				142.2		140.0		154.0		147.5		153.3	137.1	143.0	176.6	169.0	144.4	150.4	206.3	
100-500 Employees	10	80	4	109.4	153.3	146.4	134.2	145.7	163.3	161.3	138.3	154.9	186.9	139.4	121.3	138.9	151.8	153.0	128.2	142.1	162.3	
>500 Employees	10	454	6	112.8	181.1	153.6	142.3	152.6	164.4	169.4	148.4	156.3	189.0	152.3	134.2	149.5	169.3	164.6	137.5	155.0	181.7	
2-10 Branches	13	66	2	110.6	147.6	151.0	140.0	146.0	166.5	167.2	145.3	164.4	193.7	145.3	125.3	142.1	166.4	162.6	135.0	147.6	185.8	
>10 Branches	11	474	7	109.5	174.5	146.8	137.1	145.5	157.6	160.7	141.2	154.9	174.0	151.2	133.5	147.8	167.2	163.1	136.5	153.4	179.9	
British Columbia	17	148	7	118.0	182.1	151.4	135.2	153.8	166.4	166.5	137.3	166.0	188.3	157.9	138.2	157.9	175.2	182.3	149.2	175.4	206.1	
Metro Vancouver	14	68	5	120.8	180.3	154.9	136.2	158.7	168.1	170.0	138.9	170.4	189.5	160.6	141.9	162.8	174.2	180.7	149.3	176.0	199.3	
<\$15M Rev	2	3	1			134.0				136.3				133.6		135.2		136.6		135.2		
\$15-\$100M Rev	5	17	2	110.6	147.6	145.7		152.4		173.1		164.4		150.7	130.0	150.5	172.5	186.4	136.4	168.0	233.3	
>\$100M Rev	7	48	2	128.3	211.7	167.4		165.5		177.5		176.6		165.8	151.4	166.6	176.9	181.4	154.6	178.4	197.4	
100-500 Employees	6	19	3	115.9	159.5	143.6		142.6		167.1		150.9		148.8	129.2	141.5	172.0	181.2	134.6	160.9	228.6	
>500 Employees	7	48	2	128.3	211.7	167.4		165.5		177.5		176.6		165.8	151.4	166.6	176.9	181.4	154.6	178.4	197.4	
2-10 Branches	6	15	2	110.6	147.6	152.9		153.1		176.8		177.7		157.4	134.3	168.9	172.5	198.0	151.7	191.0	236.8	
>10 Branches	7	51	2	128.3	211.7	159.8		164.1		168.9		170.7		162.6	145.7	163.5	176.2	177.3	149.8	175.9	196.9	
Vancouver Island	7	11	2	112.1	194.9	141.8		140.5		168.0		157.9		143.1	137.1	141.0	150.9	164.3	148.4	152.8	181.8	
\$15-\$100M Rev	2	2				142.6				195.0				142.6				195.0				
>\$100M Rev	4	8	2	112.1	194.9	150.0		142.9		166.2		152.8		147.7	139.9	141.5	152.0	162.1	148.8	151.0	164.8	
100-500 Employees	2	2				142.6				195.0				142.6				195.0				
>500 Employees	4	8	2	112.1	194.9	150.0		142.9		166.2		152.8		147.7	139.9	141.5	152.0	162.1	148.8	151.0	164.8	
2-10 Branches	3	3				130.8		133.3		170.4		185.8		130.8		133.3		170.4		185.8		
>10 Branches	4	8	2	112.1	194.9	150.0		142.9		166.2		152.8		147.7	139.9	141.5	152.0	162.1	148.8	151.0	164.8	
Other BC	7	69	3	121.7	205.0	166.3		166.3		184.5		187.8		157.6	135.0	156.0	180.0	186.8	151.0	175.8	216.0	
\$15-\$100M Rev	2	6				166.4				185.6				166.4		166.4		185.6		169.2		
>\$100M Rev	5	63	3	121.7	205.0	166.3		156.2		184.1		187.8		156.8	134.8	151.8	180.0	186.9	147.1	178.5	218.0	
100-500 Employees	2	6				166.4				185.6				166.4		166.4		185.6		169.2		
>500 Employees	5	63	3	121.7	205.0	166.3		156.2		184.1		187.8		156.8	134.8	151.8	180.0	186.9	147.1	178.5	218.0	
2-10 Branches	2	6				166.4				185.6				166.4		166.4		185.6		169.2		
>10 Branches	5	63	3	121.7	205.0	166.3		156.2		184.1		187.8		156.8	134.8	151.8	180.0	186.9	147.1	178.5	218.0	
Alberta	10	81	4	131.3	218.1	161.5	140.3	161.9	185.1	174.4	145.4	169.7	201.9	165.7	145.6	165.5	183.6	183.1	150.1	176.2	200.0	
Calgary	7	41	3	143.1	239.5	178.6		184.2		193.0		184.2		171.8	149.5	171.2	185.0	185.6	153.1	176.2	202.0	
\$15-\$100M Rev	2	6				172.2				176.2				154.5		145.6		155.8		145.6		
>\$100M Rev	5	35	3	143.1	239.5	181.2		184.2		199.7		184.2		174.7	161.1	175.0	187.3	190.7	168.2	179.6	202.8	
100-500 Employees	2	6				172.2				176.2				154.5		145.6		155.8		145.6		
>500 Employees	5	35	3	143.1	239.5	181.2		184.2		199.7		184.2		174.7	161.1	175.0	187.3	190.7	168.2	179.6	202.8	
>10 Branches	6	40	3	143.1	239.5	175.3		178.0		190.7		182.7		171.1	149.4	170.2	184.0	185.1	152.6	176.2	200.5	
Edmonton	8	33	4	126.9	211.1	157.6	142.9	161.3	167.9	174.4	147.3	168.1	199.0	163.5	150.1	163.0	185.7	186.7	150.2	183.0	202.0	
>\$100M Rev	7	29	4	126.9	211.1	159.3		163.0		177.9		174.9		166.0	154.8	164.3	186.1	191.8	154.8	187.3	207.5	
>500 Employees	7	29	4	126.9	211.1	159.3		163.0		177.9		174.9		166.0	154.8	164.3	186.1	191.8	154.8	187.3	207.5	
>10 Branches	8	33	4	126.9	211.1	157.6	142.9	161.3	167.9	174.4	147.3	168.1	199.0	163.5	150.1	163.0	185.7	186.7	150.2	183.0	202.0	

SECTION 11: SURVEY PARTICIPANTS

A total of 49 organizations provided compensation data for this survey. The participants are broken down below by type of ownership, annual revenues, number of employees, and number of branches.



List of Participants

Allnorth Consultants Limited
Al-Terra Group Ltd.
Associated Engineering Group Ltd.

Bantrel
BCL Engineering Ltd.
Binnie
BKL Consultants Ltd.
Brown and Caldwell Inc.

Catterall & Wright Consulting Engineers
CIMA+
Clifton Engineering Group Inc.
Crosier Kilgour & Partners Ltd.
CTQ Consultants Ltd.

DIALOG

Ecora Engineering & Environmental Ltd.
ENGCOMP Engineering & Computing Professionals
Inc.

Falkirk Environmental Consultants Ltd.

Glotman-Simpson Consulting Engineers
Groupe BBA Inc.

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Hedgehog Technologies Inc.
HTEC

InterCAD Services Ltd.
ISL Engineering and Land Services Ltd.

JRS Engineering Ltd.

Kerr Wood Leidal Associates Ltd.
KGS Group

McElhanney Consulting Services Ltd.

PBX Engineering Ltd.
Pinchin Ltd.

R.V. Anderson Associates Limited
RAM Consulting Group
RDH Building Science Inc.
RJC Engineers
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The AME Consulting Group Ltd.
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Price List



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Clerical/Administrative Support	\$999	\$2,000
Middle Management & Professional	\$999	\$2,000
Information Technology	\$999	\$2,000
Marketing & Sales	\$999	\$2,000
Engineering & Technical	\$999	\$2,000
Production & Distribution	\$999	\$2,000
Executive Compensation	\$1,249	\$2,500
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,900	\$5,800
Group Insurance & Retirement Benefits	\$524	\$1,050
Compensation Policies & Practices	\$524	\$1,050
CompPlus – WCBC’s online data sorting tool	FREE	\$2,000
Salary Increases	FREE	\$2,000
Board of Directors Compensation	—	\$2,500



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