ASSOCIATION OF CONSULTING ENGINEERING COMPANIES MANITOBA

2026 Consulting Engineers Fee Schedule and Rate Guideline

This document provides a recommended schedule of hourly rates for engineers and technicians/technologists providing consulting services in Manitoba. Higher hourly rates may be applicable considering regional or specialty markets. The rates are subject to annual revisions.

Background

Professional engineering fees should be based on the value of services received by the Client and not simply the Consulting Engineer's cost of providing services. The fees listed are appropriate compensation for the professional work required to meet the necessary standards of engineering care and quality, and to sustain the profession through skills training and research and development. Since these fees are a matter of contract between the Consulting Engineer and the Client, both parties are free to develop arrangements suited to specific situations within the parameters presented in this document, bearing in mind the need for appropriate and adequate compensation as outlined in Engineers Geoscientists Manitoba's Code of Ethics. As a best practice, public agencies making investments in capital projects should adopt Qualifications Based Selection as the preferred method for procuring engineering services to achieve the best returns on their investments.

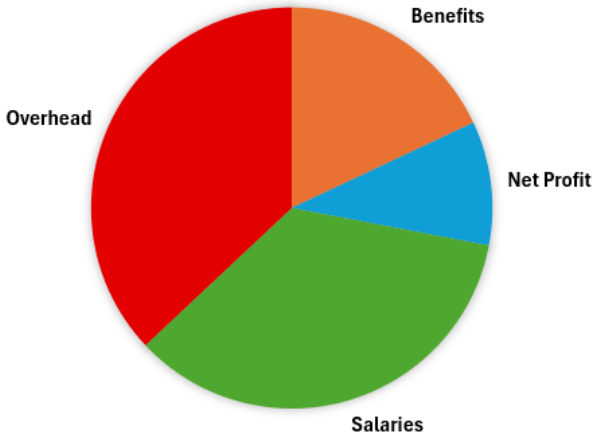
Clients seeking information regarding selection of a consulting engineering firm should consult the Federation of Canadian Municipalities National Guide to Sustainable Infrastructure Best Practice Guide on Selecting a Professional Consultant. The guide and other resources regarding best practice selection may be found at yes2qbs.com.

Salary Multipliers

Engineering consultants do not provide fees based on multipliers of salary because the Personal Information Protection and Electronic Documents Act (Canada) restricts how personal salary information can be collected, used or disclosed in the course of commercial activities.

Breakdown of Consulting Fees

The chart below provides a typical breakdown of fees for consulting engineers.



Time Basis

Hourly rates are the charge out fee per hour of service. Rates are recommended by ACEC-MB Members based on classification of professional engineering and technical service personnel based on the degree of practice independence and associated expertise required to perform at that level. Classifications are described in the following section. Rates are expressed in Canadian dollars per hour. For multiple year assignments, it is recommended that a rate escalation clause be included in the terms and conditions of the client/consultant agreement.

Professional Services		Technical Services	
Category	Rate ($CDN/hour)	Category	Rate ($CDN/hour)
E1	$158	T1	$120
E2	$180	T2	$142
E3	$218	T3	$164
E4	$271	T4	$174
E5	$289	T5	$201
E6	$324	T6	$223
E7	$365+	T7	$251+

Charges for Disbursements

Many disbursements are recommended to be charged at a rate of approximately 8% of professional fees. These disbursements may include:

- Communication costs
- Printing and plotting costs
- Bulk printing
- Software and computer costs
- Specialized software
- Office supplies
- Courier and messenger services
- Local travel
- Long distance travel
- Accommodation
- Vehicle rentals and fuel
- Testing services
- Approvals, permits, licenses
- Project specific insurance

Other disbursements can be compensated at a cost plus percentage rate, with typical percentages ranging from 10 to 15% of actual costs of the expense.

The Client and the Consulting Engineer should review the projected expenses prior to the start of a project and agree on the applicable disbursement rate and reimbursement method.

Classification Guide

This classification guide describes classifications of responsibility, experience and training. With some interpolation, engineering/ technical positions within most consulting firms can be categorized to align with these classifications. The following categories will assist with determining the hourly fee appropriate for a given staff member.

Professional Services Category		Authorized Responsibilities
E1	Engineer in Training	Engineer in Training or Members in Training
E2	Assistant Project Engineer	Engineering or geoscience assignments of limited scope and complexity. Work supervised in detail. May give guidance to members-in-training, technicians, technologists, contractor employees, etc.
E3	Project Engineer	Independently puts out responsible and varied engineering or geoscience assignments. Work not generally supervised in detail. May give guidance to 1 or 2 other engineers or geoscientists but supervision of other engineers or geoscientists is not usually a continuing responsibility.
E4	Supervisory Engineer	First level of direct and sustained supervision over engineers or geoscientists.
	Specialist Engineer	First level of full specialization in complex engineering applications (research, design, product application, sales, etc.)
E5	Management Engineer	Has authority over supervisory engineers, geoscientists, or a large group containing both professionals and non-professionals.
	Advanced Specialist Engineer	In addition to specialization, generally exercise authority over a group of highly qualified professionals engaged in complex engineering applications.
E6	Senior Project Management Engineer	Has authority over several related professional groups in different fields, each under a management engineer or geoscientist.
E7	Senior Specialist Engineer	Recognized authority in a field of major importance and generally exercise authority over a group of highly qualified professionals engaged in complex engineering applications.

Technical Services Category		Authorized Responsibilities
T1	Technician	Under close supervision, carries out straight-forward duties such as preparing simple or repetitive drawings, maintaining drawing files and assisting with field surveys. Little independent judgment required. Performs according to standardized procedures.
T2	Junior Technician/Technologist	Under close supervision supports engineering personnel in field, design, and/or ACAD drafting. Performs clearly defined, straightforward computational work using standard accepted formulate and manuals.
T3	Intermediate Technician/Technologist	Under direct supervision, supports engineering personnel in field, design, drawing production and/or construction specifications and quality control. Performs variety of defined assignments with some independent judgment required. May provide technical advice to less experienced technicians/technologists in same area of specialty.
T4	Senior Technician/Technologist	Under minimal supervision carries out design tasks and/or complex ACAD assignments and/or performs field quality control functions. Analyzes, provides recommendations and makes decisions with regard to technical problems encountered. May provide technical advice or supervise the daily activity of all lower level technical staff with regard to processes and procedures. Verifies accuracy and adequacy of their work.
T5	Specialist Technician/Technologist	Supervises directly or indirectly the work of junior personnel while at the same time undertaking project related functions on a continual basis. May function as “Lead CAD” on projects in support of the Project Manager. Prepares production and progress reports as required. Assists the Project Manager in determining personnel and man-hour requirements. Reviews and verifies accuracy of work carried out by others.
T6	Supervisor/Manager Technician/Technologist	Independently manages design functions on projects. Supervises the activities of other staff in execution of projects. Assists in recruitment and management of personnel as required. May assume role of Project Manager on projects. Technologists may take technical responsibility for projects within the limits of the approved scope of practice. Assists with marketing and client services on a regular basis.
T7	Group Manager or Discipline Lead Technician/Technologist	Independently represents the company with clients on an ongoing basis. Manages and supervises staff on a continual basis. Manages major projects. Responsible for identifying and pursuing market opportunities in area of specialization. Technologists may take technical responsibility for projects within the limits of the approved scope of practice. Responsible for assisting in recruitment, career reviews and salary reviews for staff under their direct supervision. Typical role is that of Group Manager or Discipline Lead.