

Compensation Policies & Practices Survey



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Content

Date collected

Compensation philosophy
Salary administration
Regional differentiation
Short-term incentives
Mid-term incentives
Long-term incentives
Perks/allowances
Vehicle policies
Severance
Hours of work
Overtime
Vacation entitlement
Statutory holidays
Personal days
Leaves of absence
Maternity/parental leave top-up
Performance & recognition programs
Work life initiatives
Training & career development

Breakdowns

President/CEO
Other Executives
Management/Supervisory
Professional & Technical
Clerical/Administrative Support
Hourly Workers

Geographic Coverage

National

CompPlus, our online sorting tool, enables you to:

- customize reports based on location, industry, company size and more; and
- exclude or include your organizations data in your analysis (available to participants only)

WCBC Western Compensation
& Benefits Consultants

Suite 502 - 595 Howe Street
Vancouver, BC V6C 2T5

Need More Info?

Nancy MacLeod | 604 683 9155
www.wcbc.ca | wcbc@wcbc.ca

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Timelines



February
Data Collection Opens



July
Data Collection Closes



Year round
Results Available

Pricing

CompEssentials

| | |
|--|---------|
| Clerical/Administrative Support | \$1,700 |
| Middle Management & Professional | \$1,700 |
| Information Technology | \$1,700 |
| Marketing & Sales | \$1,700 |
| Engineering & Technical | \$1,700 |
| Production & Distribution | \$1,700 |
| Executive Compensation | \$2,000 |
| Consulting Engineers Compensation, Benefits & Employment Practices | \$5,000 |
| Group Insurance & Retirement Benefits | \$900 |



Compensation Policies & Practices

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|--|---------|
| CompPlus – WCBC’s online data sorting tool | \$1,700 |
| Salary Increases | \$1,700 |
| Board of Directors Compensation | \$2,000 |

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