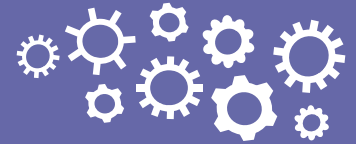


# Consulting Engineers Compensation Survey

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## Content

**CompEssentials** segments the data into the most commonly used breakdowns so you can quickly target salary levels. Results supplied in both excel and pdf formats.

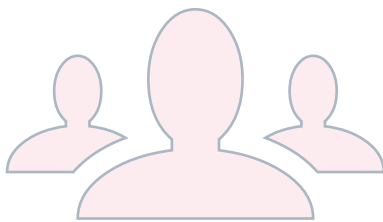
**CompPlus**, our online tool, enables you to generate customized reports. Participants receive complimentary access to CompPlus (a \$1,700 value). CompEssentials is included with CompPlus.

### Breakdowns

Geographic location  
Annual revenues  
Number of employees  
Number of branches

### Data Collected

salary ranges  
base salaries  
total cash  
quality of match  
hours of work  
group insurance  
retirement benefits  
paid time off  
compensation policies  
employment practices  
actual & planned salary increases



## Positions

Over 150 positions in the following functional areas:

- engineers
- scientists
- technicians/technologists
- environmental science
- executives
- business development
- project management
- finance
- human resources
- information technology
- administrative support



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

## Need More Info?

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## Positions

(Below is a full list of positions we are currently collecting data for)

Vice President, Engineering  
Chief Engineer I  
Chief Engineer II  
Administrative Engineering Manager  
Senior Engineering Manager  
Engineering Manager  
Engineer V  
Engineer IV  
Engineer III  
Engineer II  
Engineer I - Engineer-in-Training  
Engineering Student  
Environmental Manager  
Environmental Engineer  
Specialist Consultant III  
Specialist Consultant II  
Specialist Consultant I  
Technician/Technologist 7  
Technician/Technologist 6  
Technician/Technologist 5  
Technician/Technologist 4  
Technician/Technologist 3  
Technician/Technologist 2  
Technician/Technologist 1  
Technician/Technologist Student  
Survey Technologist 3  
Survey Technologist 2  
Survey Technologist 1  
Land Surveyor 3 (Project Manager)  
Land Surveyor 2  
Land Surveyor 1  
Scientist 6  
Scientist 5  
Scientist 4  
Scientist 3  
Scientist 2  
Scientist 1 - Member-in-Training  
GIS Specialist III  
GIS Specialist II  
GIS Specialist I  
Lab Supervisor  
President/CEO  
Chief Operating Officer  
Group Vice President/Group General Manager  
Division Vice President/General Manager  
Regional/Branch Manager  
Vice President, Operations (Non-Manufacturing)  
Vice President, Corporate Development  
Vice President, Finance/CFO  
Finance Director  
Corporate Controller  
Division/Regional Controller  
Assistant Controller  
Accounting Manager/Chief Accountant  
Accountant - Senior  
Accountant - Intermediate  
Accountant - Junior

Accounting Clerk Supervisor  
Accounting Clerk - Senior  
Accounting Clerk - Intermediate  
Accounting Clerk - Junior  
Cost Accountant  
Financial Analysis Manager  
Financial Analyst - Senior  
Vice President, Risk Management  
Vice President, Strategic Planning  
Credit Manager  
Credit Analyst  
Credit/Collection Clerk  
Buyer - Senior  
Vice President, Human Resources  
Human Resources Director  
Human Resources Manager  
Senior Human Resources Generalist/  
HR Business Partner  
Human Resources Generalist  
Human Resources Administrator  
Human Resources Assistant  
HRIS Manager  
HRIS Analyst  
Recruitment Director  
Recruitment Manager  
Recruiter  
Training & Development Director  
Training & Development Manager  
Trainer  
Training Assistant  
Payroll Manager  
Payroll Supervisor  
Payroll Officer  
Payroll Clerk  
Payroll & Benefits Administrator/  
Coordinator  
Compensation Analyst  
Benefits Administrator  
Occupational Health & Safety Director  
Occupational Health & Safety Manager  
Safety Officer  
Vice President, Information  
Technology  
Information Technology Director  
Information Technology Manager  
Regional IT Coordinator  
Business Analysis Manager  
Business Analyst - Senior  
Business Analyst - Junior  
Systems Analyst Manager  
Systems Analyst - Senior  
Systems Architect  
Programmer/Analyst - Senior  
Programmer/Analyst - Intermediate  
Programmer - Senior  
Programmer - Intermediate  
Programmer - Junior  
Software Engineer - Senior  
Software Engineer - Intermediate  
Web Master

Network Services Specialist  
Network Analyst - Senior  
Network Administrator  
Network Operator/Technician  
IT Security Analyst  
Help Desk Specialist  
Desktop Support - Senior  
Desktop Support - Junior  
Computer Support Specialist  
Database Analyst - Senior  
Estimator  
Quality Assurance Analyst  
Custodian  
Vice President, Marketing  
Marketing Director  
Marketing Manager  
Marketing Coordinator  
Vice President, Marketing & Sales  
Channel Marketing Specialist  
Social Media Coordinator  
Sales Director  
Graphic Designer  
Communications Director  
Communications Manager  
Communications Officer  
Vice President, Business Development  
Business Development Director  
Business Development Manager  
Business Development Representative  
Project Management Office (PMO)  
Director  
Project Management Office (PMO)  
Manager  
Project Administrator  
Contract Manager  
Contract Administrator  
Proposal Writer  
Proposal Coordinator  
Operations Manager (Non-Manufacturing)  
Clerical Supervisor/Manager  
Administrative Assistant - Executive  
Administrative Assistant - Senior  
Administrative Assistant - Intermediate  
Administrative Assistant - Junior  
Receptionist  
Librarian  
Records Management Coordinator  
Records Management Clerk  
Clerk - Intermediate  
Clerk - Junior  
Mail Clerk  
Vice President, Legal  
Legal Counsel - Senior  
Corporate Secretary



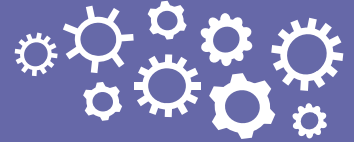
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**NO PURCHASE REQUIRED**

**RECEIVE A COPY OF OUR SALARY INCREASE SURVEY** reporting actual & projected salary increases

**RECEIVE A 50% DISCOUNT**

**RECEIVE COMPLIMENTARY ACCESS TO COMPLUS, WCBC'S ONLINE TOOL**

## Pricing

Full Prices	
Non-Participant	\$5,500.00
Non-Participant & Membership Discount*	\$4,250.00



Participant Prices	
Participant	\$2,750.00
Participant & Membership Discount	\$1,925.00
Participant, Membership & Loyalty Discount	\$1,636.25

**Best Value**

\* Members of the Association of Canadian Engineering Company – Canada (ACEC-Canada), the Consulting Engineers of Alberta (CEA) or the Association of Canadian Engineering Companies – BC (ACEC-BC) are eligible for an additional 15% discount.



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