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2024 CONSULTING ENGINEERS COMPENSATION SURVEY REPORT



WCBC Published Surveys Report Highlights



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- Board of Directors
- Consulting Engineers Compensation, Benefits & Employment Practices Survey

More than 400 Positions

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SAMPLE POSITION

Closeness of Match (% Of Inc.)

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

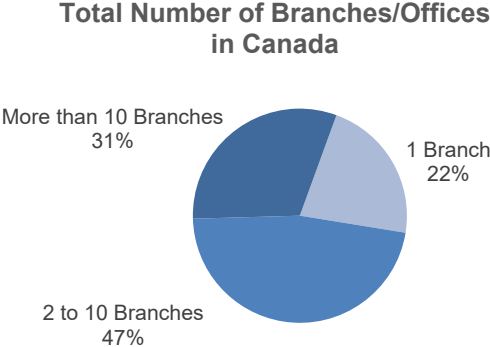
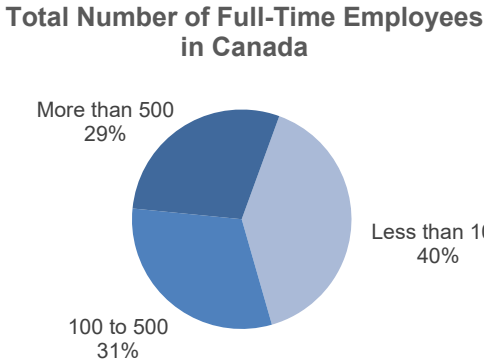
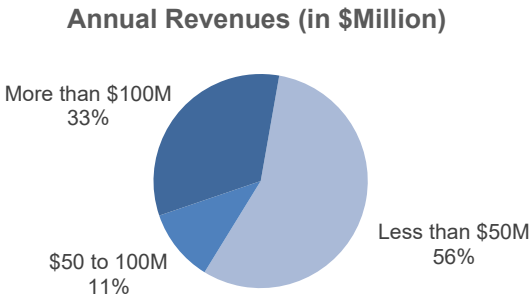
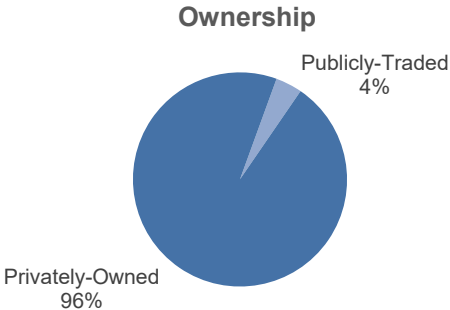
Hours per Week (% Of Inc.)

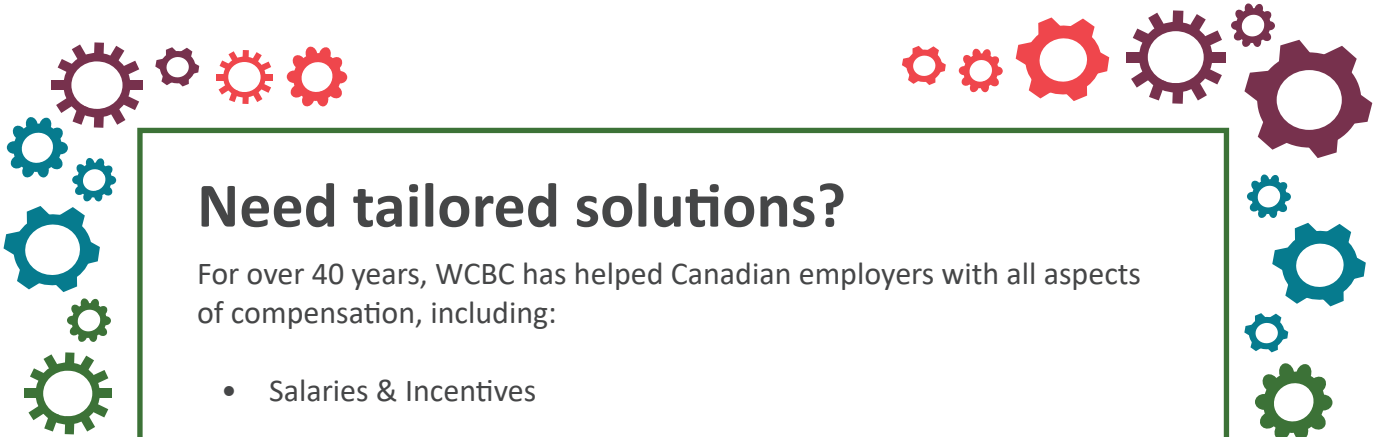
35.0	0%
37.5	58%
40.0	41%
Other	0%

	# 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		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		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		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		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		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		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		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		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		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		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		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		130.8		133.3		170.4		185.8	
>10 Branches	4	8	2	112.1	194.9	150.0		142.9				166.2		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		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		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		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		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		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		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		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		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		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		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 45 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.





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www.wcbc.ca	595 Howe Street
wcbc@wcbc.ca	Vancouver, BC
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