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TABLE OF CONTENTS

	Page
Section 1: Introduction	1
Section 2: Applying the Survey Data to Your Organization	3
Section 3: Survey Results - Analysis of Base Salary & Short-Term Incentives	5
Summary Analysis of Base Salary & Salary Plus Short-Term Incentives	6
6101.1 Vice President, Operations (Manufacturing)	8
6103.2 Operations Manager/General Manager	9
6103.3 Plant Manager	11
6103.4 Plant Supervisor	12
6103.5 Building/Facilities Manager	13
6104.6 Estimator	14
6103.7 Security Manager	15
6113.10 Production Manager	16
6114.11 Production Planner	17
6114.12 Production Coordinator	18
6114.14 Packaging Coordinator	19
6113.15 Materials Manager	20
6116.16 Material Handler/Order Filler	21
6114.17 Manufacturing Engineer - Senior	22
6114.18 Manufacturing Engineer - Intermediate	23
6114.19 Manufacturing Engineer - Junior	24
6112.79 Quality Assurance Director	25
6113.20 Quality Assurance Manager	26
6114.21 Quality Assurance Analyst	27
6113.22 Quality Control Manager	28
6113.23 Quality Control Supervisor	29
6114.24 Quality Control Inspector	30
6113.25 Shift Leader/Supervisor	31
6113.26 Foreman	32
6133.45 Lead Hand	33
6123.27 Logistics/Distribution Manager	34
6123.28 Materials/Logistics Supervisor	35
6124.29 Logistics Analyst	36
6125.30 Logistics Clerk	37
6125.31 Billing & Shipping Clerk	38
6123.32 Shipping & Receiving Supervisor	39
6125.33 Shipping & Receiving Clerk	40
6125.35 Order Clerk	41
6124.36 Import/Export Specialist	42
6123.41 Fleet Manager	43
6126.42 Motor Vehicle Dispatcher	44
6126.43 Truck Driver, Heavy	45
6126.44 Truck Driver, Light	46
6136.48 Assembler - Senior	47
6136.49 Assembler - Intermediate	48
6136.50 Assembler - Junior	49
6134.51 Machine Operator - Senior	50
6134.52 Machine Operator - Intermediate	51
6134.53 Machine Operator - Junior	52
6134.54 Tool and Die Maker	53
6136.55 Electrician	54
6136.78 Electrician - Apprentice	55
6134.56 Millwright/Industrial Mechanic	56
6134.57 Millwright/Industrial Mechanic - Apprentice	57
6134.58 Welder	58
6134.76 Welder - Apprentice	59
6134.59 Plumber	60
6134.77 Plumber - Apprentice	61

	<u>Page</u>
6143.60 Warehouse Manager	62
6143.61 Warehouse Supervisor	63
6146.62 Warehouse Worker	64
6146.63 Forklift Operator	65
6136.57 Carpenter	66
6143.64 Inventory Supervisor	67
6145.65 Inventory/Stock Clerk	68
6152.74 Maintenance Director	69
6153.68 Maintenance Manager	70
6153.69 Maintenance Supervisor	71
6156.70 Maintenance Worker	72
6156.72 Labourer	73
6156.73 Custodian	74
6161.81 Vice President, Real Estate Development	75
6162.82 Real Estate Development Director	76
6161.84 Vice President, Construction	77
6162.85 Construction Director	78
6163.86 Construction Manager	79
2162.47 Purchasing Director	80
2163.48 Purchasing Manager	81
2164.49 Buyer - Senior	82
2164.50 Buyer - Junior	83
2165.51 Purchasing Clerk	84
3152.37 Occupational Health & Safety Director	85
3153.38 Occupational Health & Safety Manager	86
3154.39 Safety Officer	88
Section 4: Survey Participants	91
Section 5: Position Descriptions	95
Section 6: Glossary	105

SAMPLE POSITION

Closeness of Match (% Of Inc.)

Close Match	97%
Smaller in Scope	2%
Larger in Scope	2%

Hours per Week (% Of Inc.)

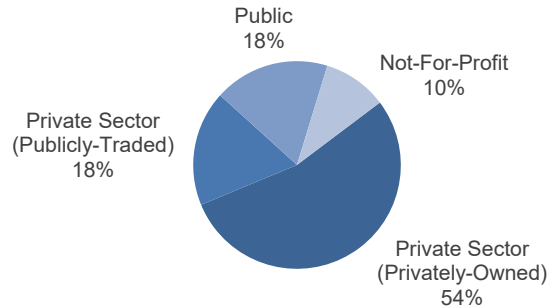
35.0	34%
37.5	29%
40.0	32%
Other	5%

	# 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	103	234	66	64.0	84.4	78.3	70.0	78.3	86.0	80.1	70.2	79.0	89.3	78.0	69.5	77.2	84.9	79.9	69.9	77.4	86.8
Privately-Owned	26	60	9	65.8	93.7	82.7	75.4	81.3	92.2	86.5	76.2	84.1	97.5	85.1	78.8	84.2	91.4	90.0	80.0	87.3	98.4
Publicly-Traded	5	14	5	65.6	96.2	83.8		85.1		91.1		88.9		85.1	78.6	84.4	91.1	91.4	83.9	88.4	98.2
Public Sector	29	97	20	66.8	81.9	77.5	70.0	73.0	82.1	77.5	70.0	73.0	82.1	74.2	69.0	74.3	78.0	74.2	69.0	74.3	78.0
Not-For-Profit	43	63	32	61.4	81.5	75.5	65.8	73.0	81.6	76.7	66.0	74.8	81.8	75.3	67.3	74.0	80.4	76.6	67.7	74.0	81.8
<\$50M Rev	44	58	26	61.7	80.2	75.0	65.3	72.4	79.9	76.4	65.5	73.1	80.5	76.2	70.2	74.0	80.0	77.5	70.2	74.4	81.3
\$50-\$100M Rev	19	20	13	65.5	83.4	78.3	70.4	78.8	85.5	79.3	70.4	78.8	85.9	77.6	67.1	78.6	84.9	78.6	67.1	78.6	85.5
>\$100M Rev	40	156	27	65.4	88.9	81.9	72.4	82.1	90.0	84.6	72.9	84.1	95.9	78.7	69.4	77.4	85.1	81.0	69.8	77.4	88.1
<100 Employees	37	37	20	59.3	76.2	73.2	65.0	71.1	78.2	74.8	65.2	71.1	79.0	73.2	65.0	71.1	78.2	74.8	65.2	71.1	79.0
100-500 Employees	37	57	24	67.5	86.8	79.7	72.7	79.5	87.8	80.7	73.0	79.7	87.9	79.6	74.0	79.3	86.8	80.6	74.0	79.7	87.9
>500 Employees	29	140	22	64.4	89.2	82.9	73.0	82.6	89.9	86.1	81.0	85.7	98.4	78.6	69.4	77.4	85.0	81.0	69.4	77.4	87.6
Prof. Services	15	46	5	65.8	97.2	87.2	79.7	85.1	93.9	90.7	80.6	86.1	100.5	88.3	80.2	86.8	92.8	91.5	80.8	87.7	98.7
Education	8	52	7	59.6	77.1	69.5	62.4	66.5	73.8	69.6	63.0	66.7	73.8	71.1	66.1	70.7	77.4	71.1	66.1	70.7	77.4
Finance/Ins	3	11	3	54.6	75.3	67.3		67.5		68.5		67.5		67.5	66.2	68.2	68.9	68.5	66.2	68.9	68.9
Assoc./Regulatory	19	31	15	65.2	85.8	80.8	74.0	79.3	85.0	82.6	76.3	80.2	86.0	80.5	74.0	79.3	84.9	82.1	74.0	80.3	86.9
Ag./Forestry	7	18	6	68.4	96.6	81.9		82.6		90.9		88.9		82.4	77.2	82.5	86.9	94.3	86.0	94.6	100.3
British Columbia	65	119	40	66.0	85.8	78.6	70.1	79.3	85.1	80.5	70.5	79.9	87.9	78.8	70.4	78.0	84.9	81.5	70.7	80.3	87.2
Metro Vancouver	44	90	25	65.3	85.3	79.9	70.4	79.4	87.1	81.6	72.2	80.1	89.3	79.2	70.2	78.0	85.0	81.0	70.6	78.8	85.4
Privately-Owned	13	21	2	62.9	89.3	83.3	75.0	83.3	92.3	86.1	75.1	85.0	92.3	86.7	78.0	85.0	92.3	90.3	81.0	85.2	98.2
Publicly-Traded	3	7	2	58.7	88.0	87.5		85.6		97.1		98.4		86.4		84.9		96.5		96.4	
Public Sector	11	35	8	69.8	86.2	81.8	72.8	78.4	88.8	81.8	72.8	78.4	88.8	77.5	71.0	76.5	81.0	77.5	71.0	76.5	81.0
Not-For-Profit	17	27	13	63.9	83.6	74.7	65.0	76.5	80.9	75.4	65.5	76.5	81.3	73.8	66.2	73.0	79.6	74.5	66.2	73.0	81.1
<\$50M Rev	15	20	9	62.7	79.7	76.4	65.0	79.3	81.3	77.3	65.3	79.5	81.8	77.2	69.2	79.3	81.3	78.1	69.3	80.1	82.4
\$50-\$100M Rev	9	9	7	66.9	86.8	76.6	73.0	78.0	78.8	77.5	73.0	78.0	78.8	76.6	73.0	78.0	78.8	77.5	73.0	78.0	78.8
>\$100M Rev	20	61	9	66.7	89.6	83.9	72.9	84.1	92.7	86.7	74.6	85.1	98.7	80.3	70.1	77.5	85.3	82.5	70.8	80.8	87.2
<100 Employees	12	12	6	59.0	73.8	73.6	64.4	69.3	80.5	74.5	64.6	69.3	80.5	73.6	64.4	69.3	80.5	74.5	64.6	69.3	80.5
100-500 Employees	20	28	12	69.7	90.1	80.3	74.5	79.4	87.1	81.5	75.1	79.9	87.1	79.4	74.9	79.1	83.8	80.4	75.1	79.6	84.7
>500 Employees	12	50	7	63.2	86.9	85.4	75.7	85.1	93.8	89.0	79.6	87.1	100.7	80.5	70.3	77.4	85.2	83.0	70.3	81.0	87.1
Prof. Services	6	13	2	62.9	89.3	88.7		86.5		91.3		86.5		91.8	81.1	87.2	94.6	95.3	83.6	87.2	111.6
Education	4	4	3	54.8	71.4	62.5		62.4		62.7		62.8		62.5		62.4		62.7		62.8	
Assoc./Regulatory	8	12	7	68.6	85.5	79.9	77.7	80.1	81.3	81.2	78.2	80.6	81.5	79.7	78.3	79.3	81.3	81.1	78.7	80.9	82.4
Ag./Forestry	4	9	2	58.7	88.0	84.8		85.3		94.2		93.6		84.2	77.5	84.0	92.0	94.0	85.4	94.5	98.8
Vancouver Island	6	7	4	65.7	84.2	76.2		76.5		78.1		76.5		75.1		75.0		77.2		80.0	
Public Sector	4	4	3	66.1	80.1	75.0		76.5		75.1		76.5		75.0		76.5		75.1		76.5	
<\$50M Rev	3	3	2	62.2	85.8	74.2		72.1		77.3		72.1		74.2		72.1		77.3		72.1	
>\$100M Rev	2	3	1			75.0				76.2				73.0		75.0		74.7		80.0	
100-500 Employees	3	3	3	66.0	85.3	78.3		84.3		81.4		84.3		78.3		84.3		81.4		84.3	
>500 Employees	2	3	1			75.0				76.2				73.0		75.0		74.7		80.0	
Education	2	2	2	62.4	78.1	71.9				72.1				71.9				72.1			
Other BC	17	22	11	67.8	87.7	77.9	70.3	79.5	82.6	80.6	70.3	82.1	87.9	78.4	71.4	79.3	83.9	84.8	72.1	85.4	94.2
Alberta	27	41	17	60.6	80.2	77.5	68.9	75.0	89.5	79.4	70.1	77.7	90.9	79.1	70.2	74.0	90.8	81.3	71.6	76.6	95.4
Calgary	11	14	4	63.6	89.1	80.8	70.1	87.6	91.0	82.9	70.1	91.0	95.1	82.5	70.5	87.3	91.9	85.0	70.6	90.4	96.9
Privately-Owned	3	4				92.1		92.1		93.2		92.1		91.0		91.7		92.6		94.3	

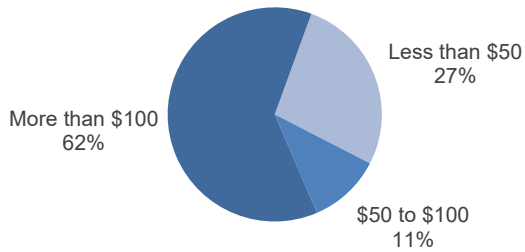
SECTION 4: SURVEY PARTICIPANTS

A total of 157 organizations provided compensation data for this survey. The participants are broken down below by economic sector, annual revenues, number of employees and type of business.

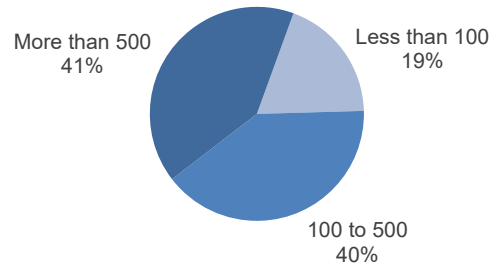
Sector of Economy



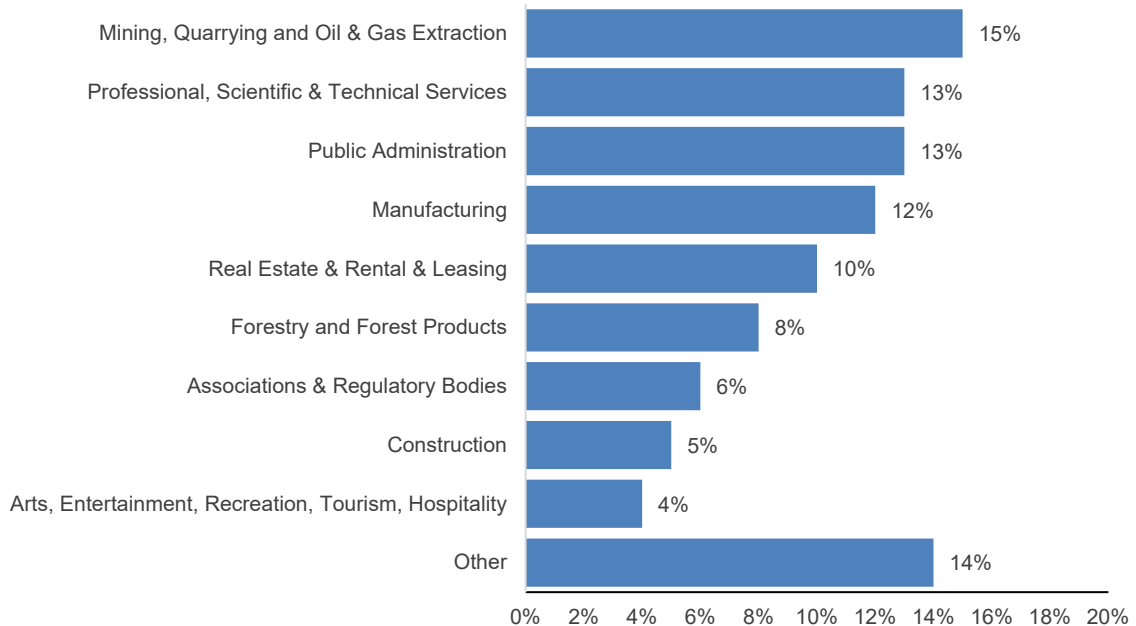
Annual Revenues (in \$Million)

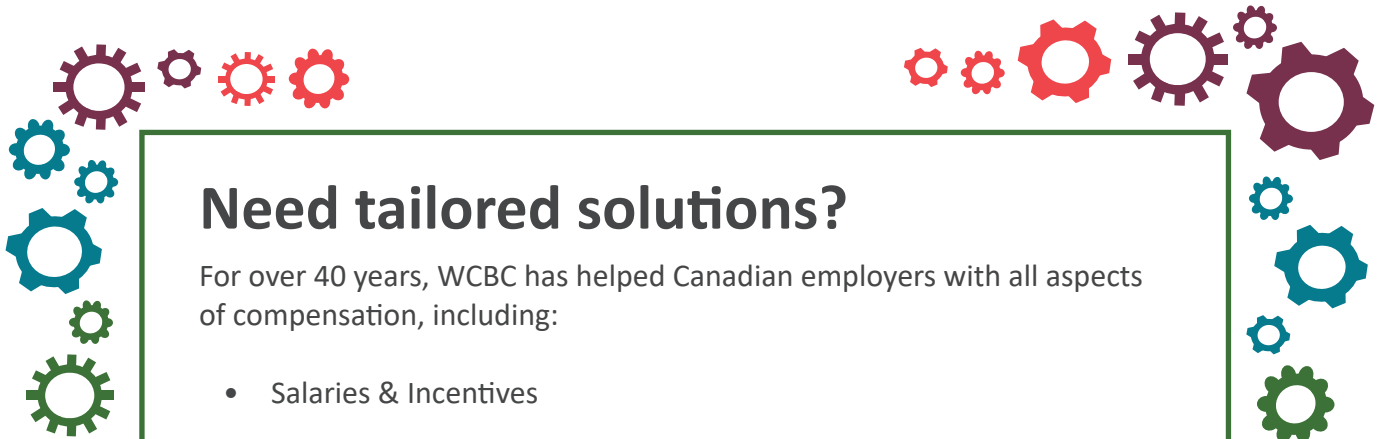


Total Number of Employees



Business Classification





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