



**CONFIDENTIAL**

# 2025 INFORMATION TECHNOLOGY SURVEY REPORT



# WCBC Published Surveys

## Report Highlights



### Reports Available

- Clerical/Administrative Support
- Middle Management & Professional
- Information Technology
- Marketing & Sales
- Engineering & Technical
- Production & Distribution
- Group Insurance & Retirement Benefits
- Compensation Policies & Practices
- Executive
- Board of Directors
- Consulting Engineers Compensation, Benefits & Employment Practices Survey

### More than 500 Positions

- Operations/Administration
- Finance & Accounting
- Human Resources
- Information Technology
- Marketing, Sales & Communications
- Engineering, Scientific & Technical
- Logistics, Manufacturing & Distribution
- Legal & Regulatory Affairs



Western Compensation  
& Benefits Consultants

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Vancouver, BC V6C 2T5

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## SAMPLE POSITION

### Closeness of Match (% Of Inc.)

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

### Hours per Week (% Of Inc.)

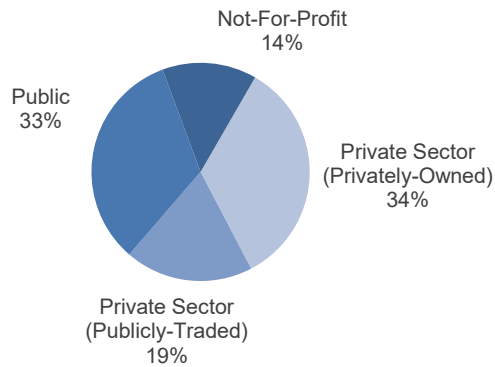
35.0	34%
37.5	29%
40.0	32%
Other	5%

	# 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
<b>All Organizations</b>	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
<b>British Columbia</b>	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
<b>Alberta</b>	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	

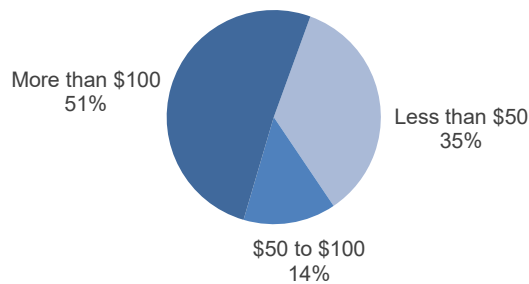
## SECTION 4: SURVEY PARTICIPANTS

A total of 231 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.

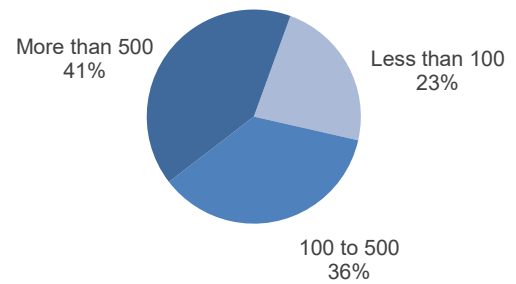
**Sector of Economy**



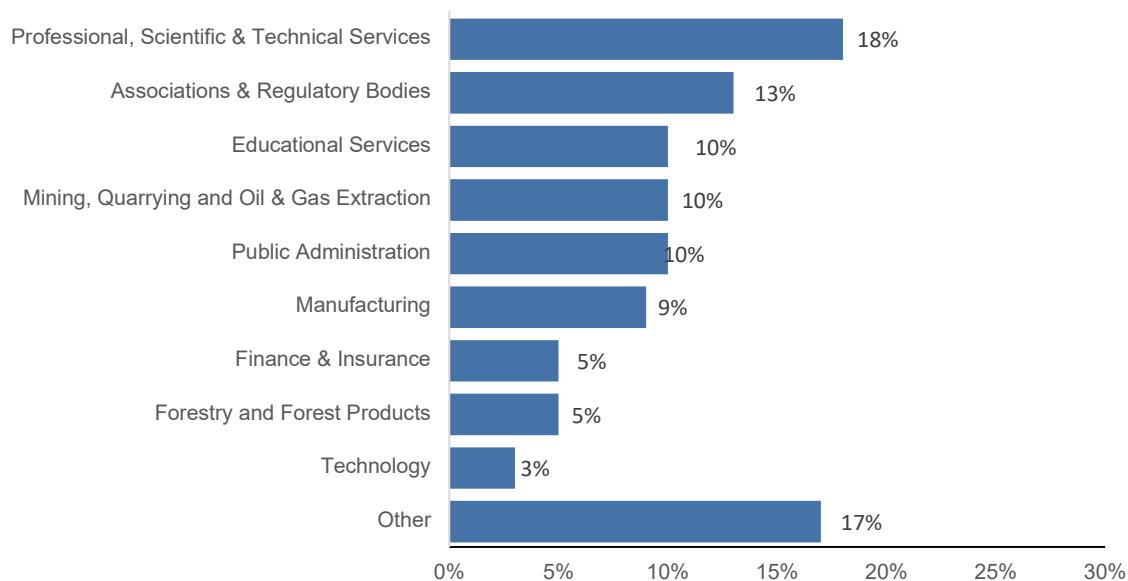
**Annual Revenues (in \$Million)**



**Total Number of Employees**



**Business Classification**



## List of Participants

360 Engineering & Environmental Consulting Ltd. -  
Canada

4AG Robotics Inc.

Aarcomm Systems Inc.  
Acadia University  
Agnico Eagle Mines Limited  
AKITA Drilling Ltd.  
Alberta Blue Cross  
Alberta College of Pharmacy  
Alberta Medical Association  
Alberta Motor Association  
Alberta Newsprint Company  
Alberta University of the Arts  
Allnorth Consultants Limited  
Aritzia Inc.  
Assiniboine College  
Associated Engineering Group Ltd.  
Athabasca University

Bank of Montreal  
Bantrel  
BC Assessment Authority  
BC College of Nurses & Midwives  
BC College of Oral Health Professionals  
BC Institute of Technology  
BC Lottery Corporation  
BC Pavilion Corporation  
BC Public Service Agency  
BC Real Estate Association  
BC Securities Commission  
BC Transit Corporation  
BCNET  
Beedie Development Group  
Beverage Container Management Board  
Binnie  
Bishop's University  
Boardwalk REIT  
Bombardier Inc.  
Bow Valley College  
Bravo Target Safety GP Ltd.  
BrettYoung Seeds Limited  
Brock University  
BRP Inc.

Calfrac Well Services Ltd.  
Calgary Co-operative Association Limited  
Calgary Real Estate Board  
Cambrian Credit Union  
Camosun College  
Canadian Centre for Professional Legal Education  
Canadian Light Source Inc.  
Canadian National Railway Company  
Canarie  
Canfor Corporation  
Canterbury Coffee Corporation  
Canuck Place Children's Hospice  
Cape Breton University  
Capilano University  
Capital Regional District  
Centennial College  
ChampionX Corporation

Chartered Professional Accountants of BC  
CIMA+  
Citadel Drilling  
City of Abbotsford  
City of Calgary  
City of Coquitlam  
City of Fort St. John  
City of Langford  
City of Maple Ridge  
City of Mission  
City of Nelson  
City of New Westminster  
City of North Vancouver  
City of Pitt Meadows  
City of Prince George  
City of Prince Rupert  
City of Vancouver  
Clifton Engineering Group Inc.  
Coast Mountain College  
Cogeco Communications Inc.  
Collège Boréal d'arts appliqués et de technologie  
College of Dental Surgeons of Alberta  
College of New Caledonia  
College of Physicians & Surgeons of Alberta  
College of Physicians & Surgeons of BC  
College of Psychologists of Ontario  
College of Registered Nurses of Saskatchewan  
College of the Rockies  
Columbia Basin Trust  
Concert Properties Ltd.  
Consumer Protection BC  
Continuing Legal Education Society of BC  
Corix Group of Companies  
Corpro Canada, Inc.  
Covenant House Vancouver  
Crandall University  
Creative Energy  
Crosier Kilgour & Partners Ltd.  
CTQ Consultants Ltd.  
Cybera Inc.

Daiya Foods Inc.  
Destination Vancouver  
DIALOG  
Directors Guild of Canada, Quebec  
District of Central Saanich  
DLH Group  
DMCL Chartered Professional Accountants  
Dollarama Inc.  
Domtar Corporation  
Douglas College

Ecora Engineering & Environmental Ltd.  
EggSolutions - Vanderpols Inc.  
Emily Carr University of Art & Design  
Energera International Inc.  
ENGCOMP Engineering & Computing Professionals  
Inc.  
Engineers & Geoscientists British Columbia  
Ensign Energy Services Inc.  
Exchanger Industries Ltd.  
Extendicare Inc.

Fairleigh Dickinson University  
Falkirk Environmental Consultants Ltd.  
Fanshawe College  
First Nations Health Authority  
FLINT Corp.  
Forestry Innovation Investment Ltd.  
FPI Fireplace Products International Ltd.

Gildan Activewear Inc.  
Glotman-Simpson Consulting Engineers  
Greater Vancouver Realtors  
Greater Victoria Harbour Authority  
Groupe BBA Inc.

H.H. Angus & Associates Limited  
Halliburton Company  
HTEC  
Hydro One Ltd.

Interfor Corporation  
ISL Engineering and Land Services Ltd.  
IWA Forest Industry Pension & LTD Plans

Kerr Wood Leidal Associates Ltd.  
KGS Group

Land Title and Survey Authority of BC  
Law Society of Alberta  
Law Society of BC  
Law Society of Manitoba  
Law Society of Ontario  
Layfield Group of Companies  
Legal Aid BC  
Lezare Canada Ltd.  
Liberty Energy, Inc.  
Lifting Solutions Inc.  
Lonsdale Energy Corporation

Magellan Aerospace Corporation  
M'akola Development Services  
McElhanney Consulting Services Ltd.  
Mercer International Inc.  
Metercor  
Millar Western Forest Products Ltd.  
Municipal Insurance Association of BC

Netskrt Systems Inc.  
Northern Savings Credit Union  
NOV Canada ULC  
Novacom Building Partners Ltd.

Olympic International Sales Ltd.  
Ontario College of Pharmacists  
Ontario Real Estate Association

Pacesetter Directional Drilling Limited Partnership  
PBX Engineering Ltd.  
Pinchin Ltd.  
Postmedia Network Canada Corp.  
Precision Drilling Corporation  
Propell (Alberta) Ltd.

Qualico Developments West Ltd.  
Quebecor Inc.

R.V. Anderson Associates Limited  
RAM Consulting Group

RDH Building Science Inc.  
Richelieu Hardware Ltd.  
RJC Engineers  
Roska DBO Inc.

Sagen MI Canada Inc.  
Sandbox Mutual Insurance Company  
Sangoma Technologies Corporation  
Sanjel Energy Services Inc.  
Saskatchewan Blue Cross  
Saskatchewan First Nations Family & Community Institute Inc.  
Saskatchewan Government Insurance  
Sasuchan Development Corporation  
Schlumberger Limited  
Science World BC  
Secure Waste Infrastructure Corp.  
Singleton Urquhart Reynolds Vogel LLP  
Site Power Engineering Consultants Ltd.  
Squamish Nation  
Stahl Peterbilt Inc.  
Steelhaus Technologies Inc.  
STEP Energy Services Ltd.  
Stream-Flo Industries Ltd.  
Strike Group Limited Partnership  
Struthers Technical Solutions Ltd.  
SYLVIS Environmental Services Inc.  
Synergy Partners Consulting Ltd.

Technical Safety BC  
Tetra Tech Canada Inc.  
The AME Consulting Group Ltd.  
The Great Little Box Company Ltd.  
The Mutual Fire Insurance Company of BC  
Thurber Engineering Ltd.  
Tiger Calcium Services Inc.  
Tolko Industries Ltd.  
Toromont Industries Ltd.  
Toronto Real Estate Board  
TransLink  
Trican Well Services Ltd.  
Trillium Mutual Insurance Company  
Triton Environmental Consultants Ltd.  
TYCROP Manufacturing Ltd.

Union Gospel Mission Foundation  
University of Manitoba  
Urban Systems Ltd.

Vancouver Foundation  
Vehicles Sales Authority of BC

Weatherford Canada Ltd.  
West Fraser Timber Co. Ltd.  
Western Forest Products Inc.  
Westview Primary Care Network  
Weyerhaeuser Company Limited  
Whitewater Management Limited Partnership  
Williams Engineering Canada Inc.  
WorkSafeBC  
Worley Canada Services Ltd.  
WSP Canada Inc.

YMCA BC  
YWCA Metro Vancouver





## Need tailored solutions?

For over 40 years, WCBC has helped Canadian employers with all aspects of compensation, including:

- Salaries & Incentives
- Executive & Board of Director Compensation
- Group Insurance, Retirement Benefits & Total Rewards
- Compensation Administration & Management

We work with you to identify your needs and design services tailored to provide the answers and/or tools required to ensure your compensation and benefits programs are both effective and cost-efficient.

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# Price List



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	Participant Price	Non- Participant Price
Clerical/Administrative Support	\$999	\$2,000
Middle Management & Professional	\$999	\$2,000
Information Technology	\$999	\$2,000
Marketing & Sales	\$999	\$2,000
Engineering & Technical	\$999	\$2,000
Production & Distribution	\$999	\$2,000
Executive Compensation	\$1,249	\$2,500
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,900	\$5,800
Group Insurance & Retirement Benefits	\$524	\$1,050
Compensation Policies & Practices	\$524	\$1,050
CompPlus – WCBC’s online data sorting tool	FREE	\$2,000
Salary Increases	FREE	\$2,000
Board of Directors Compensation	—	\$2,500



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