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2025 COMPENSATION POLICIES & PRACTICES SURVEY REPORT



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& Benefits Consultants

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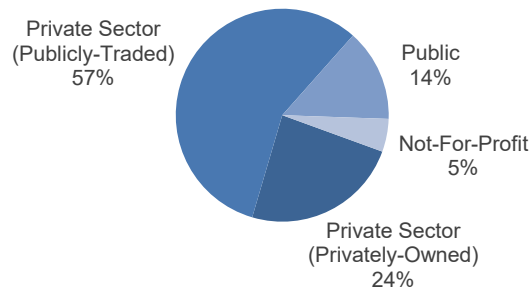
TABLE OF CONTENTS

	Page
Section 1: Introduction	1
Section 2: Compensation Administration	3
Compensation Philosophy	4
Job Architecture	5
Pay Equity/Pay Transparency	5
Regional Differentiation	7
Salary Benchmarking Practices	9
Diversity, Equity & Inclusion (DE&I)	9
Section 3: Variable Pay	11
Annual Incentive Plans	12
Other Short-Term Incentives	14
Mid-Term/Long-Term Incentives	14
Employee Share/Stock Purchase Plan (ESPP)	15
Section 4: Paid Time Off	17
Vacation Entitlement	18
Statutory Holidays	20
Holiday Closures	20
Personal Days	20
Leaves of Absence	21
Maternity/Parental Leave Top-Up	22
Section 5: Compensation Policies	25
Hours of Work/Work Schedules	26
Overtime	28
Transportation Benefits	29
Use of Generative AI	30
Severance	31
Section 6: Compensation Practices	33
Compensation Challenges	33
Perquisites/Allowances	35
Performance & Recognition	35
Health Promotion & Wellness Programs	37
Work Life Initiatives	37
Training & Career Development	38
Hiring/Recruiting	39
Turnover/Retention	39
Section 7: Survey Participants	41
Section 8: Glossary	47

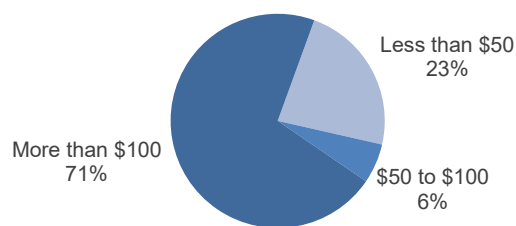
SECTION 7: SURVEY PARTICIPANTS

A total of 391 organizations provided data for this survey. The participants are broken down below by economic sector, annual revenues, number of employees, organizations and type of business.

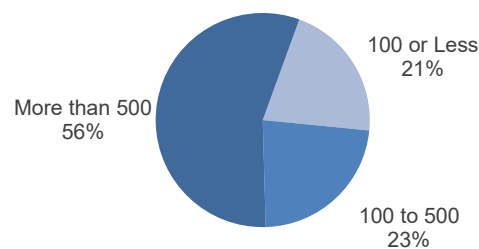
Sector of Economy



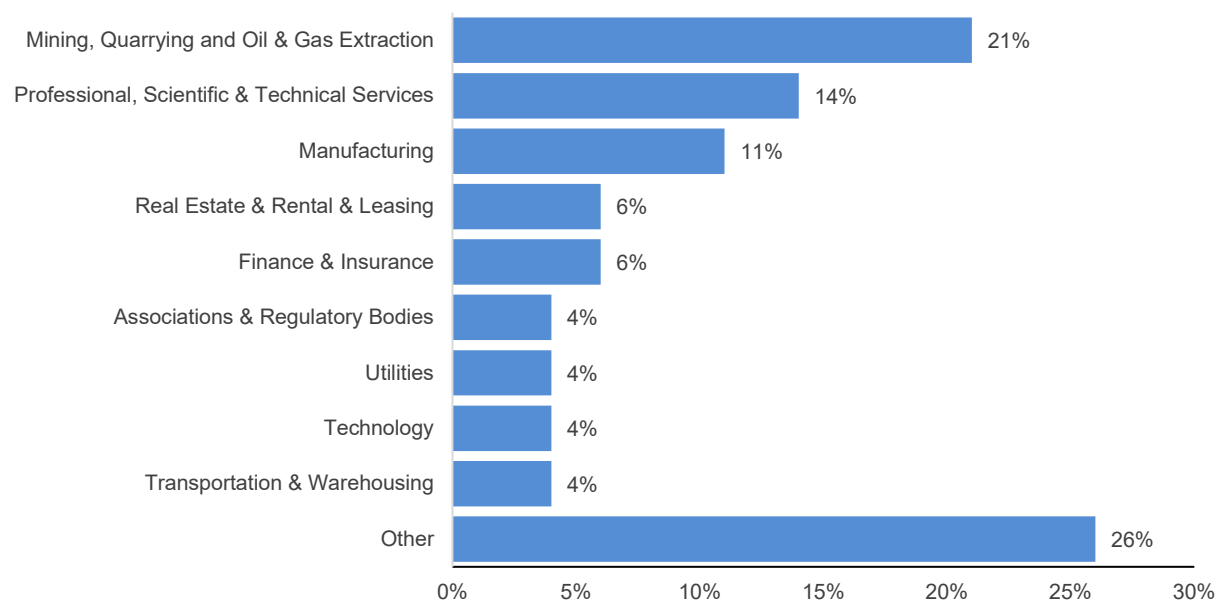
Annual Revenues (in \$Million)



Total Number of Employees



Business Classification



List of Participants

360 Engineering & Environmental Consulting Ltd. -
Canada

4AG Robotics Inc.

5N Plus Inc.

Acadian Timber Corp.
Adler University
Advantage Energy Ltd.
Aecon Group Inc.
Aegis Brands Inc.
Ag Growth International Inc.
Agnico Eagle Mines Limited
Aimia Inc.
Air Canada
Alamos Gold Inc.
Alberta Medical Association
Algonquin Power & Utilities Corp.
Allied Properties Real Estate Investment Trust
Allnorth Consultants Limited
AltaGas Ltd.
Al-Terra Group Ltd.
Ambrose University
AMGAS Service Inc.
Apex Distribution Inc.
ARC Resources Ltd.
Aritzia Inc.
Artis REIT
Associated Engineering Group Ltd.
ATCO Ltd.
AtkinsRéalis Group Inc.
ATS Corporation

B2Gold Corp.
Badger Infrastructure Solutions Ltd.
Ballard Power Systems Inc.
Bank of Montreal
Bank of Nova Scotia
Bantrel
Barrick Mining Corporation
Barron Base Oil Corporation
Bausch Health Companies Inc.
Baytex Energy Corp.
BC Institute of Technology
BC Public Service Agency
BCE Inc.
BCL Engineering Ltd.
BCNET
Beacon Community Services
Beedie Development Group
Beverage Container Management Board
Big Rock Brewery Inc.
Binnie
Birchcliff Energy Ltd.
Bird Construction Inc.
BJ Energy Solutions Canada, ULC
BKL Consultants Ltd.
BlackBerry Limited
BMTC Group Inc.
Boardwalk REIT
Bombardier Inc.
Bonterra Energy Corp.
Boralex Inc.

Bosa Properties Inc.
Bri-Chem Corp.
British Pacific Properties Limited
Brookfield Corporation
Brown and Caldwell Inc.
BRP Inc.

CAE Inc.
Calfrac Well Services Ltd.
Calgary Co-operative Association Limited
Calgary Municipal Land Corporation
Cameco Corporation
Camosun College
Canada Goose Holdings Inc.
Canada Lands Company Limited
Canadian Apartment REIT
Canadian Centre for Professional Legal Education
Canadian Imperial Bank of Commerce
Canadian National Railway Company
Canadian Natural Resources Limited
Canadian Pacific Kansas City Limited
Canadian Tire Corporation
Canadian Utilities Limited
Canarie
Canfor Corporation
Canterbury Coffee Corporation
Capilano University
Capital City Shopping Centre Ltd.
Capital Power Corp.
CargoJet Inc.
Cariboo Regional District
Carrier Sekani Tribal Council
Cascades Inc.
Catterall & Wright Consulting Engineers
CCL Industries Inc.
Celero Solutions, Inc.
Celestica Inc.
Cenovus Energy Inc.
Centerra Gold Inc.
CES Energy Solutions Corp.
CGI Group Inc.
ChampionX Corporation
Chartwell Retirement Residences
Chemtrade Logistics Income Fund
Choice Properties REIT
Chorus Aviation Inc.
CI Financial Corp.
CIMA+
Cineplex Inc.
Citadel Drilling
City of Burnaby
City of New Westminster
City of Penticton
Clarke Inc.
Clifton Engineering Group Inc.
Cogeco Communications Inc.
College of Dental Surgeons of Alberta
College of Nurses of Ontario
College of Physicians & Surgeons of Alberta
College of Physicians & Surgeons of BC
College of Registered Nurses of Manitoba
College of Registered Nurses of Saskatchewan
Colliers International
Columbia College

Concert Properties Ltd.
Connective
Consumer Protection BC
Continuing Legal Education Society of BC
CORE Linepipe Inc.
Corix Group of Companies
Corrpro Canada, Inc.
Corus Entertainment Inc.
Covenant House Vancouver
Crandall University
Creative Energy
Credit Union Central of Manitoba
Crombie REIT
Crosier Kilgour & Partners Ltd.
CTQ Consultants Ltd.
Cybera Inc.

D2L Inc.
Daiya Foods Inc.
Descartes Systems Group Inc.
Destination Vancouver
DIALOG
District of Central Saanich
District of North Saanich
District of Port Hardy
Dollarama Inc.
Dorel Industries Inc.
Douglas College
Dream Office REIT
Dream Unlimited Corp.
Dundee Corporation

Ecora Engineering & Environmental Ltd.
Eldorado Gold Corporation
Element Fleet Management Corp.
Elevate Development Corp.
Emera Incorporated
Emily Carr University of Art & Design
Enbridge Inc.
Enerflex Ltd.
Energera International Inc.
ENGCOMP Engineering & Computing Professionals Inc.
Enghouse Systems Ltd.
Ensign Energy Services Inc.
EQB Inc.
Exchange Income Corporation
Exchanger Industries Ltd.
Extencicare Inc.

Fairfax Financial Holdings Ltd.
Fairleigh Dickinson University
Falkirk Environmental Consultants Ltd.
Federated Co-operatives Limited
Finning International Inc.
First Majestic Silver Corp.
First Nations Health Authority
FirstService Corporation
FLINT Corp.
Fort Edmonton Management Company
Fortis Inc.
FP Newspapers Inc.
Franco-Nevada Corp.
Freehold Royalties Ltd.

Gateway Tubulars Inc.
George Weston Limited

Gibson Energy Inc.
Gildan Activewear Inc.
Glotman-Simpson Consulting Engineers
Goodfellow Inc.
Government of Manitoba
Gran Tierra Energy Inc.
Granite REIT
Greater Victoria Harbour Authority
Great-West Lifeco Inc.
Groupe BBA Inc.

H&R Real Estate Investment Trust
H.H. Angus & Associates Limited
Halliburton Company
Hedgehog Technologies Inc.
High Liner Foods Incorporated
HTEC
Hudbay Minerals Inc.
Hydro One Ltd.

iA Financial Group
Iamgold Corporation
IGM Financial Inc.
Imperial Oil Limited
Innergex Renewable Energy Inc.
Intact Financial Corporation
InterCAD Services Ltd.
Interfor Corporation
ISL Engineering and Land Services Ltd.
IWA Forest Industry Pension & LTD Plans

Jamieson Wellness Inc.
JRS Engineering Ltd.

K-Bro Linen Inc.
Kelso Technologies Inc.
Kelt Exploration Ltd.
Kerr Wood Leidal Associates Ltd.
Keyera Corp.
KGS Group
Kinross Gold Corporation
Knight Therapeutics Inc.

Land Title and Survey Authority of BC
Lassonde Industries Inc.
Laurentian Bank of Canada
Law Society of Alberta
Law Society of BC
Layfield Group of Companies
Leon's Furniture Limited
Levare Canada Ltd.
Liberty Energy, Inc.
Lifting Solutions Inc.
Lightspeed Commerce Inc.
Loblaw Companies Limited
Lucara Diamond Corp.
Lululemon Athletica Inc.
Lundin Mining Corporation

Magellan Aerospace Corporation
Manulife Financial Corporation
Maple Leaf Foods Inc.
Martinrea International Inc.
Mattr Corp.
Maxim Power Corp.
McElhanney Consulting Services Ltd.
MEG Energy Corp.

Methanex Corporation
Metro Inc.
Miller Titerle Law Corporation
Morguard Corporation
Mullen Group Ltd.

National Bank of Canada
Netskrt Systems Inc.
New Gold Inc.
NFI Group Inc.
Northland Power Inc.
NOV Canada ULC
Novacom Building Partners Ltd.
NuVista Energy Ltd.

Obsidian Energy Ltd.
OceanaGold Corporation
Olympic International Sales Ltd.
Ontario Real Estate Association
OR Royalties Inc.
Ovintiv Inc.

Pacesetter Directional Drilling Limited Partnership
Pan American Silver Corp.
Paramount Resources Ltd.
Parex Resources Inc.
Parkland Corporation
PBX Engineering Ltd.
Pembina Pipeline Corporation
Penta Completions Supply & Services Ltd.
Pet Valu Holdings Ltd.
Peyto Exploration & Development Corp.
Pinchin Ltd.
Pollard Banknote Limited
Postmedia Network Canada Corp.
Power Corporation of Canada
Power to Change Ministries
PrairieSky Royalty Ltd.
Precision Drilling Corporation
Premium Brands Holdings Corporation
Propell (Alberta) Ltd.

Qualico Developments West Ltd.
Quebecor Inc.

R.V. Anderson Associates Limited
RAM Consulting Group
RDH Building Science Inc.
Restaurant Brands International Inc.
Richelieu Hardware Ltd.
RioCan Real Estate Investment Trust
RJC Engineers
Robinson Consultants Inc.
Rogers Communications Inc.
Rogers Sugar Inc.
Roska DBO Inc.
Royal Bank of Canada
Royal College of Dental Surgeons of Ontario
Russel Metals Inc.

Sagen MI Canada Inc.
Sandbox Mutual Insurance Company
Sandstorm Gold Ltd.
Sangoma Technologies Corporation
Sanjel Energy Services Inc.
Saskatchewan Blue Cross

Saskatchewan First Nations Family & Community
Institute Inc.
Saskatchewan Government Insurance
Savaria Corporation
Schlumberger Limited
Science World BC
Seaspan Ship Management Ltd.
Secure Waste Infrastructure Corp.
Sheritt International Corporation
Shopify Inc.
Sinclar Group Forest Products Ltd.
Site Power Engineering Consultants Ltd.
SmartCentres REIT
SSR Mining Inc.
Stahl Peterbilt Inc.
Steelhaus Technologies Inc.
Stella-Jones Inc.
STEP Energy Services Ltd.
Straiton Engineering Ltd.
Stream-Flo Industries Ltd.
Strike Group Limited Partnership
Struthers Technical Solutions Ltd.
Sun Life Financial Inc.
Suncor Energy Inc.
Superior Plus Corp.
Surge Energy Inc.
Swiss Water Decaffeinated Coffee Inc.
SYLVIS Environmental Services Inc.
Synergy Partners Consulting Ltd.

Taiga Building Products Ltd.
TC Energy Corporation
Technical Safety BC
Teck Resources Limited
TELUS Corporation
TerraLink Horticulture Inc.
Tetra Tech Canada Inc.
TFI International Inc.
The AME Consulting Group Ltd.
The Great Little Box Company Ltd.
The Mutual Fire Insurance Company of BC
The North West Company Inc.
The Toronto-Dominion Bank
Thomson Reuters Corporation
Thurber Engineering Ltd.
Tiger Calcium Services Inc.
Titanium Transportation Group Inc.
TMX Group Limited
Torex Gold Resources Inc.
Toromont Industries Ltd.
Total Energy Services Inc.
Tourmaline Oil Corp.
TransAlta Corporation
Transat A.T. Inc.
Transcontinental Inc.
TransLink
Tree Island Steel Ltd.
Trican Well Services Ltd.
Triton Environmental Consultants Ltd.
TVA Group Inc.
TYCROP Manufacturing Ltd.

Union Gospel Mission Foundation
University Neighbourhoods Association
University of Manitoba
Urban Systems Ltd.

Vancouver Foundation
Vehicles Sales Authority of BC
Vermilion Energy Inc.
VersaBank
Village of Pemberton

Wajax Corporation
Weatherford Canada Ltd.
West Fraser Timber Co. Ltd.
Western Forest Products Inc.
Western Transportation Advisory Council
Westmar Advisors Inc.
Westview Primary Care Network
Wheaton Precious Metals Corp.
Whitecap Resources Inc.
Whitewater Management Limited Partnership
WildBrain Ltd.
Williams Engineering Canada Inc.
Winpak Ltd.
WorkSafeBC
Worley Canada Services Ltd.
WSP Canada Inc.

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Salary Increases	FREE	\$2,000
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