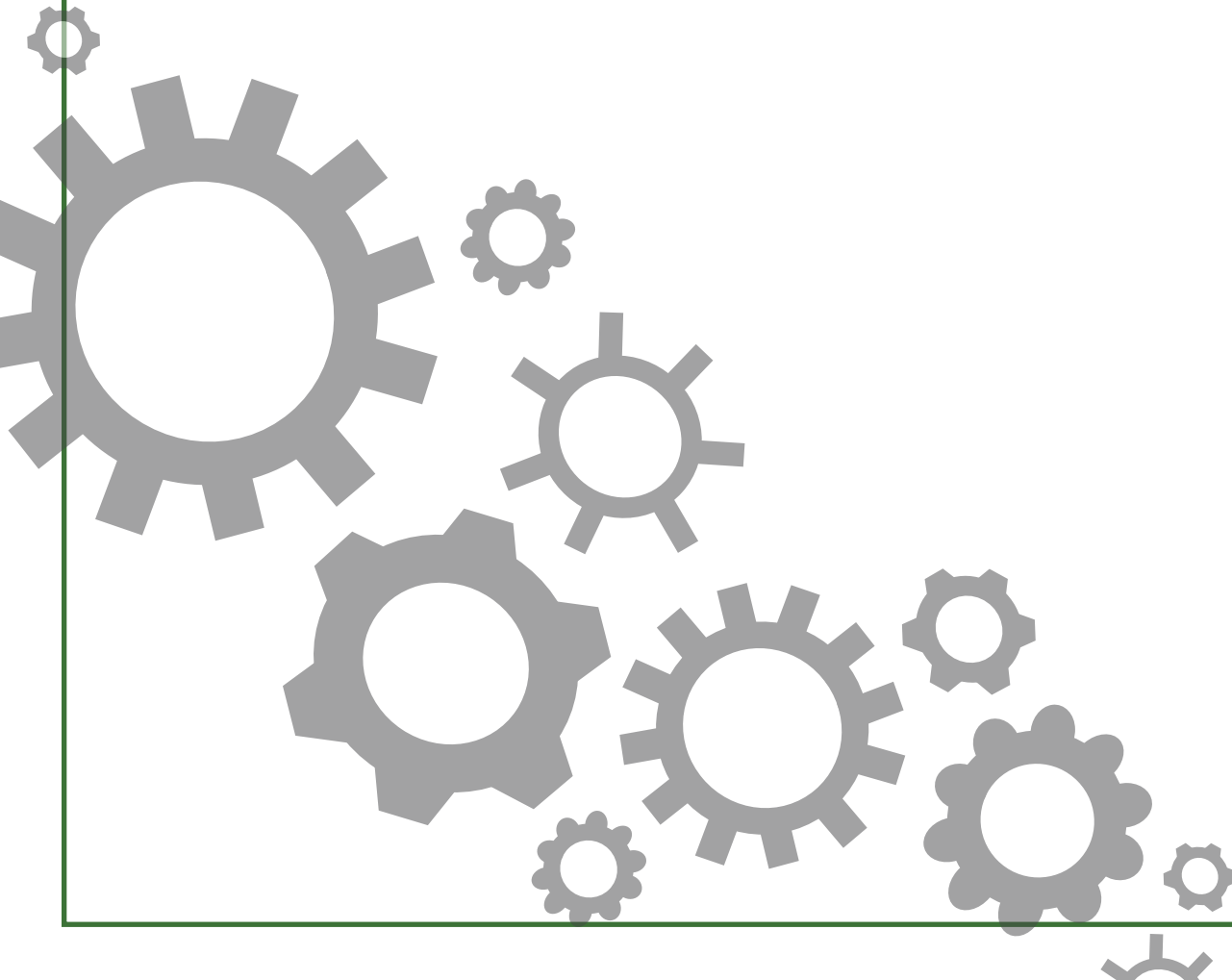




CONFIDENTIAL

CONSULTING ENGINEERS COMPENSATION SURVEY REPORT **2026**



WCBC Published Surveys

Report Highlights



Reports Available

- Corporate & Administrative
- Information Technology
- Marketing & Sales
- Engineering & Technical
- Manufacturing & Logistics
- Group Insurance & Retirement Benefits
- Compensation Policies & Practices
- Executive & Senior Management
- Board of Directors
- Consulting Engineers Compensation, Benefits & Employment Practices Survey

595 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

502 - 595 Howe Street
Vancouver, BC V6C 2T5

www.wcbc.ca/published-surveys
604.683.9155 | wcbc@wcbc.ca

wcbc.ca/subscribe

Receive news, research updates and promotions regarding WCBC products.

Copyright 2026 by Western Compensation & Benefits Consultants (WCBC)

All rights reserved. This publication may not be reproduced or transmitted in whole or in part, by any means, electronic or mechanical, photocopying, recording or otherwise without the express written permission of Western Compensation & Benefits Consultants.

TABLE OF CONTENTS

	Page
Section 1: Introduction	1
Section 2: Analysis of Base Salary & Total Cash	3
Summary Analysis of Base Salary & Salary Plus Short-Term Incentives	4
1101.1 President/CEO	29
1101.2 President (Subsidiary)	30
1101.3 Chief Operating Officer	31
1101.4 Group Vice President/Group General Manager	32
1101.5 Division Vice President/General Manager	33
1101.6 Vice President, Operations (Non-Manufacturing)	34
1121.13 Vice President, Strategic Planning	35
1121.18 Vice President, Corporate Development	36
1142.29 Enterprise Risk Management/Business Continuity Director	37
1153.36 Corporate Services/Administration Manager	38
1164.42 Supply Chain Analyst - Senior	39
1163.47 Purchasing Manager	40
1165.48 Buyer - Senior	41
1166.49 Buyer	42
1165.52 Procurement/Purchasing Coordinator	43
1172.54 Operations Director (Non-Manufacturing)	44
1173.55 Operations Manager (Non-Manufacturing)	45
1182.58 Project Management Office (PMO) Director	46
1183.59 Project Management Office (PMO) Manager	47
1187.61 Project Coordinator/Administrator	48
1183.62 Contract Manager	50
1185.63 Contract Administrator	51
1183.64 Proposal Manager	52
1185.65 Proposal Writer	53
1186.66 Proposal Coordinator	54
1192.74 Construction Director	55
1193.75 Construction Manager	56
1194.76 Estimator - Senior (Capital Projects)	57
1195.82 Facilities Coordinator/Technician	58
2101.1 Vice President, Finance/CFO	59
2101.2 Vice President, Finance & Administration	60
2102.3 Finance Director	61
2103.4 Finance Manager (General Finance)	62
2113.5 Corporate Controller	63
2113.6 Division/Regional Controller	64
2113.7 Assistant Controller	65
2113.8 Accounting Manager	66
2115.9 Accountant - Senior	67
2115.11 Accountant - Intermediate	68
2116.12 Accountant - Junior	69
2115.13 General Ledger (GL) Accountant	70
2115.16 Cost Accountant	71
2117.17 Cost Accounting Clerk	72
2115.18 Accounting Clerk Supervisor	73
2117.19 Accounting Clerk - Senior	74
2117.21 Accounting Clerk - Intermediate	75
2117.22 Accounting Clerk - Junior	77
2123.23 Credit Manager	78
2127.27 Credit/Collection Clerk	79
2153.47 Financial Planning & Analysis (FP&A) Manager	80
2154.48 Financial Analyst - Senior	81
2155.49 Financial Analyst	82
2161.55 Vice President, Risk Management	83

	Page
3101.1 Vice President, Human Resources	84
3102.2 Human Resources Director	85
3103.3 Human Resources Manager	86
3104.4 HR Generalist - Senior	87
3105.5 HR Generalist	88
3105.6 HR Coordinator	89
3107.7 HR Assistant	90
3113.11 HRIS & People Analytics Manager	91
3115.13 HRIS Analyst	92
3115.15 People Analytics Analyst - Senior	93
3122.18 Talent Acquisition Director	94
3123.19 Talent Acquisition Manager	95
3124.21 Recruiter - Senior	96
3125.22 Recruiter	97
3126.24 Recruitment Coordinator	98
3133.27 Learning & Development Manager	99
3134.28 Learning & Development Specialist - Senior	100
3135.29 Learning & Development Specialist	101
3136.33 Learning Coordinator	102
3143.35 Payroll Manager	103
3145.36 Payroll Supervisor	104
3145.37 Payroll & Benefits Specialist	105
3145.38 Payroll Specialist - Senior	106
3145.39 Payroll Specialist	107
3147.41 Payroll Clerk	108
3171.62 Vice President, Occupational Health & Safety	109
3172.63 Occupational Health & Safety Director	110
3173.64 Occupational Health & Safety Manager	111
3174.65 Occupational Health & Safety Specialist - Senior	112
3175.66 Occupational Health & Safety Specialist	113
3176.67 Occupational Health & Safety Coordinator	114
3195.84 Change Management Specialist	115
4101.1 Vice President, Information Technology	116
4102.2 Information Technology Director	117
4103.3 Information Technology Manager	118
4103.4 Divisional/Regional IT Manager	119
4114.8 Business Analyst - Senior	120
4115.9 Business Analyst - Intermediate	121
4116.11 Business Analyst - Junior	122
4113.13 Systems Analyst Manager	123
4115.14 Systems Analyst - Senior	124
4115.15 Systems Analyst - Intermediate	125
4116.16 Systems Analyst - Junior	126
4115.17 Systems Architect	127
4115.19 SharePoint/Collaboration Administrator	128
4123.22 Application Development Manager	129
4123.24 Software Development Manager	130
4124.26 Programmer/Analyst - Senior	131
4125.27 Programmer/Analyst - Intermediate	132
4126.28 Programmer/Analyst - Junior	133
4124.29 Software Architect	134
4124.31 Software Engineer - Senior	135
4125.32 Software Engineer - Intermediate	136
4126.33 Software Engineer - Junior	137
4144.54 Network Services Specialist - Senior	138
4145.55 Network Services Specialist	139
4144.56 Network Analyst - Senior	140
4145.59 Network Administrator	141
4146.62 Network Operator/Technician	142

	Page
4152.65 Information Security Director	143
4153.66 Information Security Manager	144
4155.68 Information Security Analyst - Senior	145
4156.69 Information Security Analyst	146
4163.74 Help Desk Manager	147
4165.75 Help Desk Analyst - Senior	148
4166.76 Help Desk Analyst	149
4163.77 Desktop Support Manager	150
4165.78 Desktop Support Technician - Senior	151
4166.79 Desktop Support Technician	152
4165.81 Regional IT Coordinator	153
4163.82 Technical Support Manager	154
4164.83 Technical Support Specialist - Senior	155
4165.84 Technical Support Specialist	156
4167.87 Systems Support Assistant	157
4174.92 Data Scientist - Senior	158
4175.93 Data Scientist - Intermediate	159
4173.95 Business Intelligence (BI) Manager	160
4175.96 Business Intelligence (BI) Developer	161
4174.103 Database Analyst - Senior	162
4175.104 Database Analyst	163
4174.105 Data Administrator	164
4185.113 DevOps Engineer	165
4193.135 Project Manager - Information Systems	166
4193.138 IT Product Manager	167
4205.118 AI & Machine Learning Engineer - Intermediate	168
4206.119 AI & Machine Learning Engineer - Junior	169
5101.1 Vice President, Engineering	170
5102.2 Engineering Director	171
5103.3 Administrative Engineering Manager	173
5103.4 Engineering Manager - Senior	174
5103.5 Engineering Manager	176
5105.6 Engineering Supervisor	179
5103.7 Environmental Manager	180
5105.8 Estimator - Senior (Engineering/Manufacturing)	181
5105.11 Cost Engineer	182
5111.13 Chief Engineer - Multiple Disciplines	183
5111.14 Chief Engineer - Single Discipline	184
5114.15 Engineer V	185
5114.16 Engineer IV	188
5115.17 Engineer III	192
5115.18 Engineer II	196
5116.19 Engineer I - Engineer-in-Training (EIT)	199
5117.21 Engineering Student	203
5114.22 Specialist Consultant III	205
5114.23 Specialist Consultant II	206
5115.24 Specialist Consultant I	207
5112.25 Project Director - Engineering	208
5113.26 Senior Project Manager - Engineering	209
5113.27 Project Manager - Engineering	211
5115.28 Project Coordinator - Engineering	214
5124.29 Technician/Technologist 7	215
5124.31 Technician/Technologist 6	217
5125.32 Technician/Technologist 5	219
5125.33 Technician/Technologist 4	222
5125.34 Technician/Technologist 3	225
5125.35 Technician/Technologist 2	228
5126.36 Technician/Technologist 1	231
5127.37 Technician/Technologist Student	234

	Page
5134.38 Survey Technologist 3	235
5135.39 Survey Technologist 2	236
5135.41 Survey Technologist 1	237
5134.42 Land Surveyor 3 (Project Manager)	238
5135.43 Land Surveyor 2	239
5136.44 Land Surveyor 1	240
5143.45 GIS/Geospatial Manager	241
5144.46 GIS Specialist III	242
5145.47 GIS Specialist II	243
5146.48 GIS Specialist I	244
5151.49 Scientist 6	245
5154.51 Scientist 5	246
5155.52 Scientist 4	248
5155.53 Scientist 3	250
5155.54 Scientist 2	252
5156.55 Scientist 1 - Member-in-Training	255
5162.56 Laboratory Director	257
5163.57 Lab Supervisor	258
5165.61 Laboratory Technologist - Senior	259
5165.62 Laboratory Technologist - Intermediate	260
5166.63 Laboratory Technologist - Junior	261
5171.69 Vice President, Research & Development	262
6125.28 Fleet Coordinator	263
6145.84 Warehouse Supervisor	264
6153.98 Building/Facilities Manager	265
6155.102 Maintenance Worker	266
6162.109 Quality Assurance Director	267
6163.111 Quality Assurance Manager	268
6165.112 Quality Assurance Engineer/Specialist	269
6165.113 Quality Assurance Analyst	270
6172.128 Health, Safety & Environment (HSE) Director	271
6173.129 Health, Safety & Environment (HSE) Manager	272
6175.131 Health, Safety & Environment (HSE) Advisor/Coordinator	273
7102.2 Marketing Director	274
7103.3 Marketing Manager	275
7105.4 Marketing Specialist	276
7107.5 Marketing Coordinator	277
7115.25 Digital Marketing Specialist	278
7117.31 Social Media Coordinator	279
7121.35 Vice President, Sales	280
7122.36 Sales Director	281
7123.44 Branch Sales Manager	282
7123.49 Key Account Manager	283
7143.79 Customer Success Manager	284
7153.101 Creative Services Manager	285
7155.103 Graphic Designer - Senior	286
7155.104 Graphic Designer - Intermediate	287
7157.105 Graphic Design - Junior	288
7155.107 Editor	289
7163.116 Communications Manager	290
7165.119 Internal Communications Specialist	291
7165.121 Communications Specialist - Senior	292
7165.122 Communications Specialist	293
7165.127 Community Relations Coordinator	294
7165.131 Indigenous Liaison	295
7181.149 Vice President, Business Development	296
7182.151 Business Development Director	297
7183.152 Business Development Manager	298
7185.153 Business Development Specialist	299

	Page
7187.154 Business Development Representative	300
7181.155 Vice President, Strategic Partnerships	301
7183.159 Business Development & Partnerships Manager	302
8103.1 Executive Assistant - Senior	303
8105.2 Executive Assistant	304
8105.3 Administrative Assistant - Senior	305
8105.4 Administrative Assistant - Intermediate	307
8107.5 Administrative Assistant - Junior	309
8115.12 Clerk - Intermediate	311
8117.13 Clerk - Junior	312
8115.14 Office Assistant	313
8127.15 Receptionist	314
8127.16 Office Services Clerk	315
8133.18 Records Manager	316
8135.19 Records Management Specialist	317
8135.24 Document Control Specialist	318
8135.23 Document Control Coordinator	319
8135.26 Librarian	320
8135.27 Library Technician	321
8143.29 Administrative Services Manager	322
8143.31 Office Manager	323
8145.32 Office Administrator	324
8145.33 Clerical Supervisor/Administrative Services Supervisor	326
9101.1 Vice President, Legal	327
9102.2 Legal Director	328
9105.3 Legal Counsel - Senior	329
9105.4 Legal Counsel	330
9107.7 Paralegal - I	331
9113.11 Compliance Manager	332
9121.13 Vice President, Regulatory Affairs	333
9125.16 Regulatory Affairs Specialist - Senior	334
Section 3: Compensation Increases	335
Other Executives	336
Management/Supervisory	337
Engineers/Scientists/Technicians/Professionals	338
Clerical/Administrative Support	339
Section 4: Variable Pay	341
Annual Incentive Plans	342
Other Short-Term Incentives	343
Mid-Term/Long-Term Incentives	344
Employee Share/Stock Purchase Plans (ESPP)	345
Section 5: Analysis of Short-Term Incentive & Profit Sharing Payouts	347
Section 6: Group Insurance & Retirement Benefits	353
Plan Eligibility	354
Flexible Benefits	354
Health Spending Account	354
Wellness Account	355
Sick Leave/Short-Term Disability Insurance	356
Prescription Drugs/Extended Health Benefits	357
Vision Care	360
Hearing Care	361
Paramedical and Mental Health Services	361
Other Health Benefits	363
Dental Benefits	363
Long-Term Disability Insurance	365

	Page
Group Life Insurance	366
Critical Illness Insurance	367
Accidental Death & Dismemberment Insurance	368
Business Travel Accident (BTA) Insurance	369
Employee/Family Assistance Program (EAP or EFAP)	369
Virtual Health/Telemedicine	369
Part-Time Employee Benefits	370
Retirement/Savings Plans	371
Post-Retirement Benefits	372
Section 7: Paid Time Off	373
Vacation Entitlement	374
Statutory Holidays	376
Holiday Closures	376
Personal Days	376
Leaves of Absence	377
Maternity/Parental Leave Top-up	378
Section 8: Compensation Administration	381
Compensation Philosophy	382
Job Architecture	383
Pay Equity/Pay Transparency	383
Diversity, Equity & Inclusion (DE&I)	385
Salary Benchmarking Practices	386
Regional Differentiation	387
Section 9: Compensation Policies	389
Hours of Work/Work Schedules	390
Overtime	393
Transportation Benefits	394
Use of Generative AI	395
Section 10: Compensation Practices	397
Compensation Challenges	397
Work Life Initiatives	399
Performance & Recognition	400
Perquisites/Allowances	401
Hiring/Recruiting	402
Turnover/Retention	402
Section 11: Survey Participants	405
Section 12: Position Descriptions	407
Section 13: Glossary	493

SAMPLE POSITION

Closeness of Match (% Of Inc.)

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

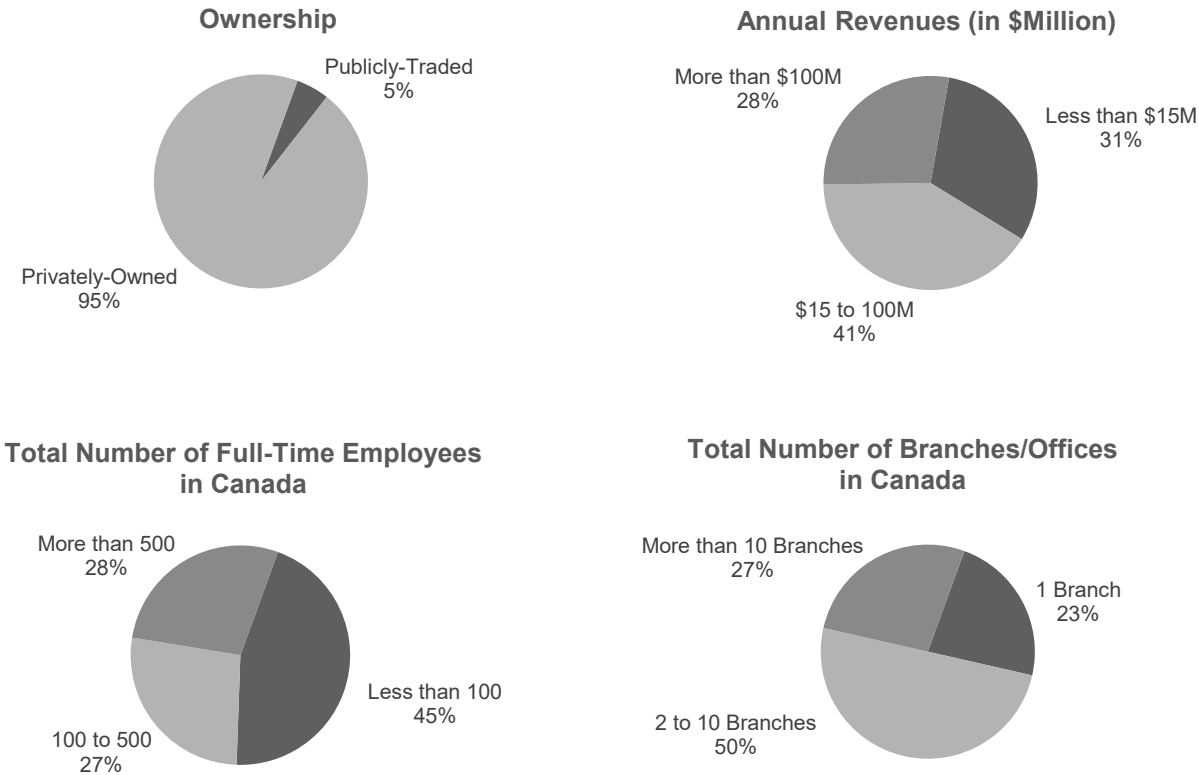
Hours per Week (% Of Inc.)

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		142.4		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		147.5		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		164.4		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		176.6		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		150.9		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		176.6		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		177.7		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		170.7		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		157.9		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		152.8		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		152.8		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		185.8		130.8		133.3		170.4		185.8		
>10 Branches	4	8	2	112.1	194.9	150.0		142.9		166.2		152.8		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		187.8		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		187.8		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		187.8		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		187.8		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		184.2		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		184.2		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		184.2		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		182.7		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		174.9		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		174.9		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 64 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.



List of Participants

Adelantar Consulting
Allnorth Consultants Limited
Al-Terra Group Ltd.
Associated Engineering Group Ltd.

Bantrel Co.
BCL Engineering Ltd.
BGC Engineering Inc
BKL Consultants Ltd.
Brown and Caldwell Inc.

Catterall & Wright Consulting Engineers
CIMA+
Clifton Engineering Group Inc.
COWI North America, Ltd.
Crosier Kilgour & Partners Ltd.
CTM Design Services Ltd.
CTQ Consultants Ltd.

DIALOG
Dillon Consulting Limited

ENGCOMP Engineering & Computing Professionals
Inc.
Equilibrium Engineering

Falkirk Environmental Consultants Ltd.
Fast + Epp
First Light Energy Solutions

Glotman-Simpson Consulting Engineers
Groupe BBA Inc.

H.H. Angus & Associates Limited
Hatfield Consultants
Hedgehog Technologies Inc.
HTEC

InterCAD Services Ltd.
ISL Engineering and Land Services Ltd.

JRS Engineering Ltd.

Kerr Wood Leidal Associates Ltd.

KGS Group

LEX3 Engineering
Lydium Technical Services

M2 Engineering
McElhanney Consulting Services Ltd.

Onsite Engineering Ltd.

PBX Engineering Ltd.
Pinchin Ltd.
PRI Engineering

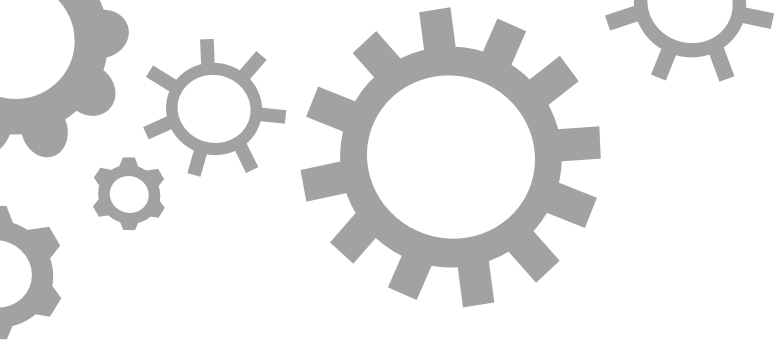
R.V. Anderson Associates Limited
RAM Consulting Group
RDH Building Science Inc.
RJC Engineers
Robinson Consultants Inc.
Rowan Williams Davies and Irwin Inc.

Site Power Engineering Consultants Ltd.
SRK Consulting (Canada) Inc.
StoneCroft Engineering Ltd
Straiton Engineering Ltd.
Strata Engineering Inc.
Synergy Partners Consulting Ltd.

Tatham Engineering Limited
Tetra Tech Canada Inc.
The AME Consulting Group Ltd.
Thurber Engineering Ltd.
Triton Environmental Consultants Ltd.

Urban Systems Ltd.

Westmar Advisors Inc.
Williams Engineering Canada Inc.
Worley Canada Services Ltd.
WSP Canada Inc.



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.

Contact us to learn how we can help you achieve your compensation and benefit goals.

604-683-9155

www.wcbc.ca

wcbc@wcbc.ca

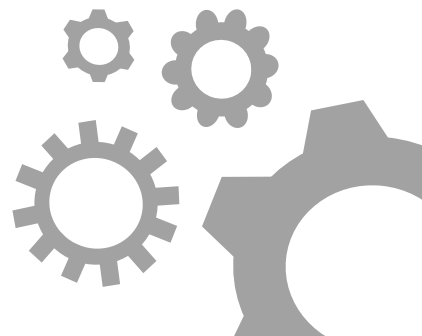
@WCBCConsulting

Suite 502

595 Howe Street

Vancouver, BC

V6E 2T5



Price List



Subscribe to our updates
www.wcbc.ca/subscribe

	Participant Price	Non-Participant Price
Corporate & Administrative	\$1,449	\$2,900
Information Technology	\$1,024	\$2,050
Marketing & Sales	\$1,024	\$2,050
Engineering & Technical	\$1,024	\$2,050
Manufacturing & Logistics	\$1,024	\$2,050
Executive & Senior Management	\$1,599	\$3,200
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,999	\$6,000
Group Insurance & Retirement Benefits	\$549	\$1,100
Compensation Policies & Practices	\$549	\$1,100
CompPlus – WCBC’s online data sorting tool	FREE	\$2,050
Salary Increases	FREE	\$2,050
Board of Directors Compensation	N/A	\$2,900



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

Need More Info?

Megan Lizée | 604 683 9155
www.wcbc.ca | wcbc@wcbc.ca
wcbc.ca/published-surveys/