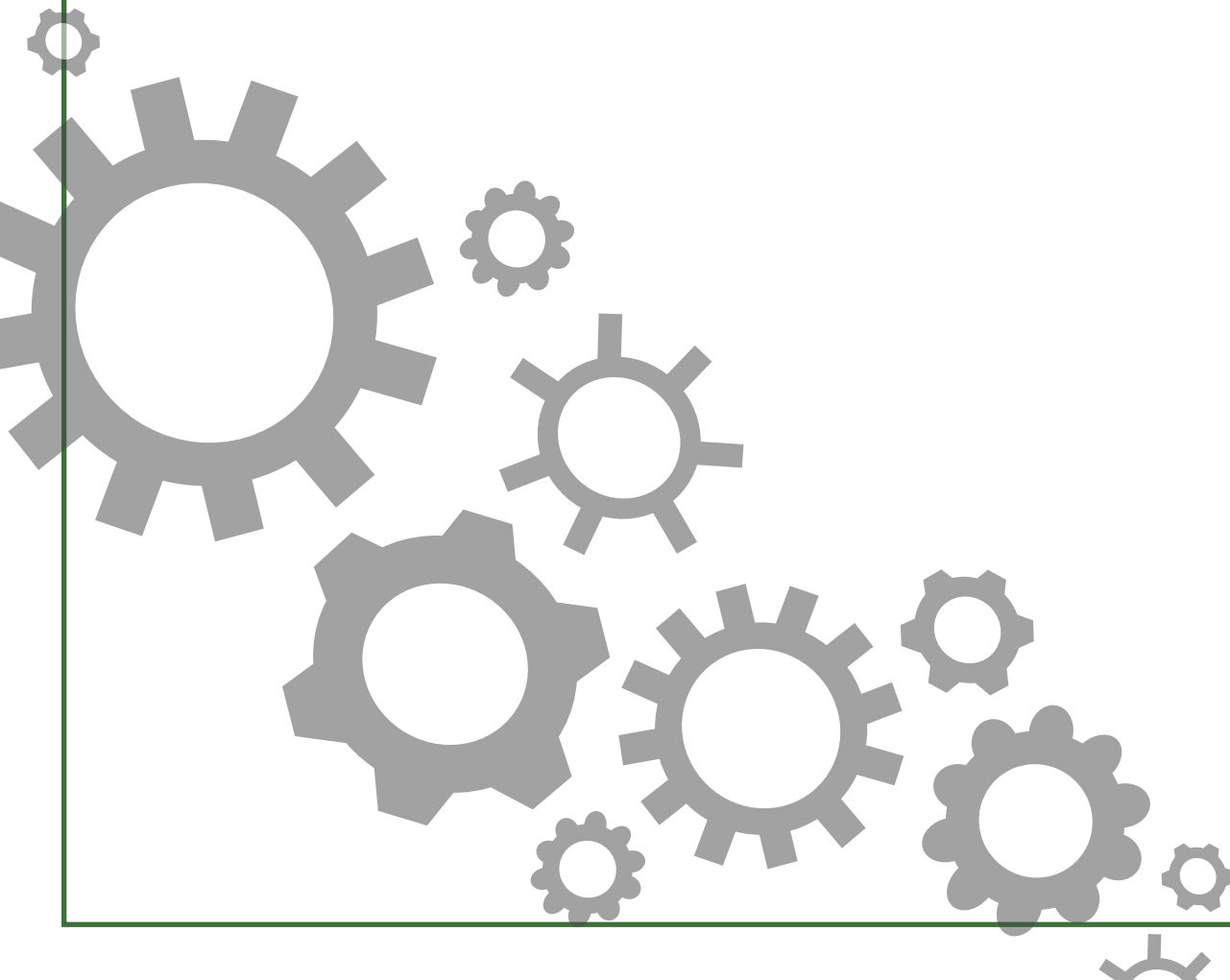




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CORPORATE & ADMINISTRATIVE COMPENSATION SURVEY REPORT **2026**



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

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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.)

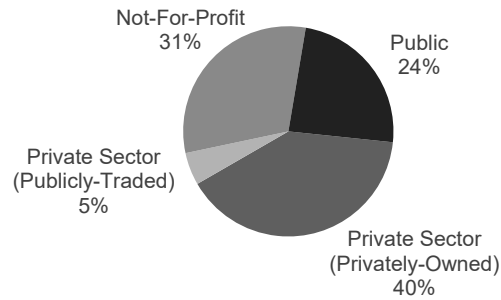
35.0	34%
37.5	29%
40.0	32%
Other	5%

	# 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
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	

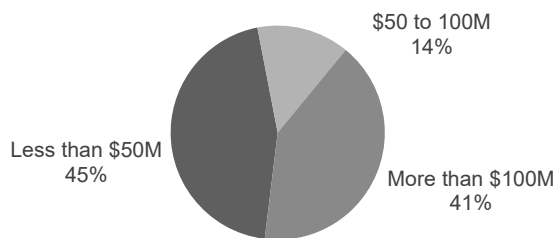
SECTION 4: SURVEY PARTICIPANTS

A total of 330 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.

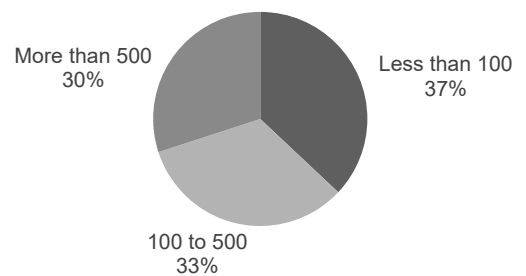
Sector of Economy



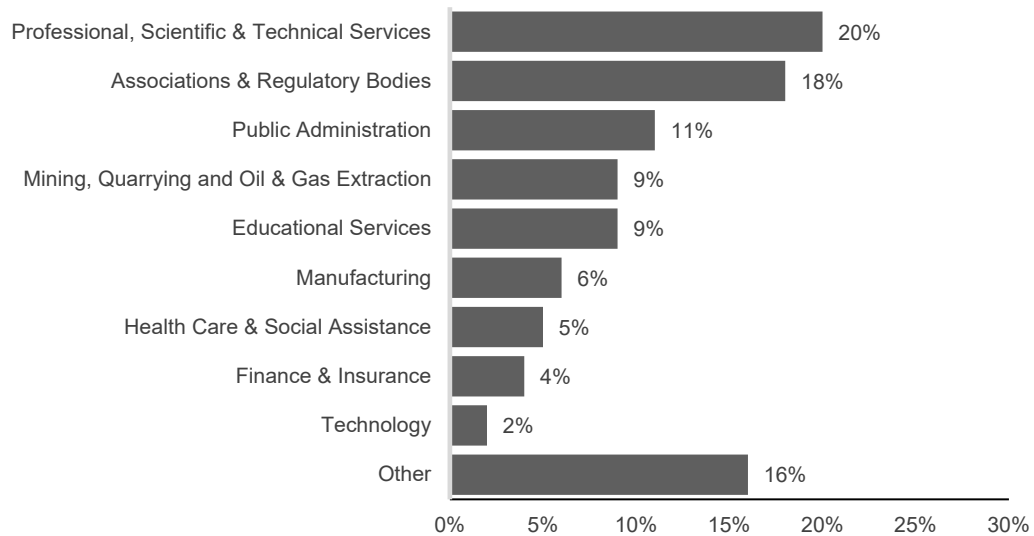
Annual Revenues (in \$Million)



Total Number of Employees



Business Classification



List of Participants

360 Engineering & Environmental Consulting Ltd. -
Canada
4AG Robotics Inc.

Aarcomm Systems Inc.
Acadia University
Actsafes Safety Association
Adelantar Consulting
AKITA Drilling Ltd.
Alberta Blue Cross
Alberta College of Pharmacy
Alberta College of Social Workers
Alberta Insurance Council
Alberta Medical Association
Alberta Motor Vehicle Industry Council
Alberta Municipal Health and Safety Association
Alberta Real Estate Association
All Weather Windows Ltd.
Allnorth Consultants Limited
Al-Terra Group Ltd.
AMGAS Service Inc.
Amnesty International Canada
Apex Distribution Inc.
Apex Oilfield Services (2000) Inc.
Applied Science Technologists & Technicians of BC
Architectural Institute of BC
Associated Engineering Group Ltd.
Athabasca University

Bantrel Co.
Barron Base Oil Corporation
BC Assessment Authority
BC Association of Crane Safety
BC Automobile Association
BC College of Nurses & Midwives
BC College of Oral Health Professionals
BC Construction Safety Alliance
BC Financial Services Authority
BC Forest Safety Council
BC Housing Management Commission
BC Hydro and Power Authority
BC Institute of Agrologists
BC Institute of Technology
BC Lottery Corporation
BC Municipal Safety Association
BC Pavilion Corporation
BC Public School Employers' Association
BC Public Service Agency
BC Real Estate Association
BC Securities Commission
BC Transit Corporation
BC Utilities Commission
BCL Engineering Ltd.
BCNET
Beacon Community Services
Beedie Development Group
Beverage Container Management Board
BGC Engineering Inc.
Bishop's University
BJ Energy Solutions Canada, ULC
BKL Consultants Ltd.
Blackstone Drilling Fluids Limited
Bosa Properties Inc.
Bow Valley College

BrettYoung Seeds Limited
British Pacific Properties Limited
Brock University
Brown and Caldwell Inc.
Burnaby School District No. 41
Bylands Nurseries Ltd.

Calfrac Well Services Ltd.
Calgary Co-operative Association Limited
Calgary Municipal Land Corporation
Calgary Real Estate Board
Camosun College
Canada Lands Company Limited
Canadian Centre for Professional Legal Education
Canadian Light Source Inc.
Canarie
Canterbury Coffee Corporation
Canuck Place Children's Hospice
Cape Breton University
Capilano University
CARE Canada
Cariboo Regional District
Carrier Sekani Tribal Council
Catterall & Wright Consulting Engineers
Centennial College
ChampionX Corporation
Chartered Professional Accountants of BC
Children Believe
CIMA+
City of Abbotsford
City of Burnaby
City of Coquitlam
City of Fort St. John
City of Kelowna
City of Langford
City of Maple Ridge
City of Mission
City of Nelson
City of New Westminster
City of North Vancouver
City of Penticton
City of Pitt Meadows
City of Prince George
City of Prince Rupert
City of Richmond
City of Surrey
City of Vancouver
City of Victoria
Clifton Engineering Group Inc.
Coast Mountain College
College of Health and Care Professionals of BC
College of New Caledonia
College of Nurses of Ontario
College of Physicians & Surgeons of Alberta
College of Physicians & Surgeons of BC
College of Physiotherapists of Alberta
College of Registered Nurses of Manitoba
College of Registered Nurses of Saskatchewan
College of the Rockies
Columbia Basin Trust
Community Social Services Employers' Association of
BC
Concert Properties Ltd.
Consumer Protection BC

Continuing Legal Education Society of BC
Coquitlam School District No. 43
CORE Linepipe Inc.
Corix Group of Companies
Corpro Canada, Inc.
Covenant House Vancouver
COWI North America, Ltd.
Crosier Kilgour & Partners Ltd.
CTM Design Services Ltd.
CTQ Consultants Ltd.
Cybera Inc.

Daiya Foods Inc.
Delta School District No. 37
Destination Vancouver
DIALOG
Dillon Consulting Limited
District of Central Saanich
District of North Saanich
District of Saanich
DLH Group
Douglas College

EggSolutions - Vanderpols Inc.
Emily Carr University of Art & Design
Eminence Organic Skin Care
Encorp Pacific (Canada)
Energy Safety Canada
ENGCOMP Engineering & Computing Professionals Inc.
Engineers & Geoscientists British Columbia
Ensign Energy Services Inc.
Equilibrium Engineering
Exchanger Industries Ltd.

Falkirk Environmental Consultants Ltd.
Fanshawe College
Fast + Epp
Federated Co-operatives Limited
First Nations Health Authority
FLINT Corp.
Food for the Hungry Canada
Forestry Innovation Investment Ltd.
FortisBC Energy Inc.
FPI Fireplace Products International Ltd.

Gateway Tubulars Inc.
Glotman-Simpson Consulting Engineers
go2HR
Government of Alberta
Greater Vancouver Food Bank Society
Greater Vancouver Realtors
Greater Victoria Harbour Authority
Groupe BBA Inc.

H.H. Angus & Associates Limited
Halliburton Company
Hatfield Consultants
Health Employers Association of BC
Hedgehog Technologies Inc.
HTEC
Humane Canada
Hybrid Chemical Technologies, Ltd.

IFD Technologies Inc.
Insurance Corporation of BC
Insurance Council of BC
Integrated Sustainability

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

Jim Pattison Group
JRS Engineering Ltd.

Kerr Wood Leidal Associates Ltd.
KGS Group
Kinetic Construction Ltd.
Kinvia
Kwantlen Polytechnic University

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 Ltd.
Legal Aid BC
Leukemia & Lymphoma Society of Canada
Levare Canada Ltd.
LEX3 Engineering
Liberty Energy, Inc.
Lifting Solutions Inc.
Lil'wat Nation
Local Government Management Association of BC
Lonsdale Energy Corporation

M2 Engineering
Magnum Cementing Services Ltd.
MakeWay
M'akola Development Services
Manitoba Liquor & Lotteries Corporation
Maple Ridge-Pitt Meadows School District No. 42
Maxim Power Corp.
McElhanney Consulting Services Ltd.
Metercor Inc.
Metis Nation BC
Metro Vancouver
Michael Smith Health Research BC
Miller Titerle Law Corporation
Municipal Insurance Association of BC
Musqueam Indian Band
My Mutual Insurance

Nch'kay Development Corporation
Netskrt Systems Inc.
New Westminster School District No. 40
Northern Savings Credit Union
NOV Canada ULC
Novacom Building Partners Ltd.

Olympic International Sales Ltd.
Onsite Engineering Ltd.
Ontario Motor Vehicle Industry Council
Ontario Real Estate Association

Pacesetter Directional Drilling Limited Partnership
PBX Engineering Ltd.
Peace Hills General Insurance Company
Peaskie Minerals Inc.
Penta Completions Supply & Services Ltd.
Pinchin Ltd.
Post-Secondary Employers' Association
Precision Drilling Corporation
PRI Engineering

Product Care Association
PRT Growing Services Ltd.
PTW Energy Services Ltd.

Qualico Developments West Ltd.

R.V. Anderson Associates Limited
RAM Consulting Group
RDH Building Science Inc.
Red River Mutual Insurance Company
Richmond School District No. 38
RJC Engineers
Robinson Consultants Inc.
Roska DBO Inc.
Royal College of Dental Surgeons of Ontario
RTR Terra Contracting Ltd.

SafeCare BC
Sandbox Mutual Insurance Company
Sanjel Energy Services Inc.
Sarcen Recycling
Saskatchewan Blue Cross
Saskatchewan First Nations Family & Community
Institute Inc.
Saskatchewan Government Insurance
Saskatchewan Indian Institute of Technologies
Saskatchewan Liquor & Gaming Authority
Sasuchan Development Corporation
Save the Children Canada
School District No. 36 - Surrey
School District No. 39 - Vancouver
Science World BC
Simon Fraser University
Singleton Urquhart Reynolds Vogel LLP
Site Power Engineering Consultants Ltd.
SLB Limited
Squamish Nation
SRK Consulting (Canada) Inc.
Stahl Peterbilt Inc.
Steelhaus Technologies Inc.
STEP Energy Services Ltd.
StoneCroft Engineering Ltd
Straiton Engineering Ltd.
Strata Engineering Inc.
Stream-Flo Industries Ltd.
Strike Group Limited Partnership
Surepoint Technologies Group Ltd.
SYLVIS Environmental Services Inc.
Synergy Partners Consulting Ltd.

Tatham Engineering Limited
Technical Safety BC
TerraLink Horticulture Inc.
Tetra Tech Canada Inc.
The AME Consulting Group Ltd.
The Great Little Box Company Ltd.
The Mutual Fire Insurance Company of BC
Thorsteinssons LLP
Thurber Engineering Ltd.
Tiger Calcium Services Inc.
Tla'amin Management Services LP
Toronto Regional Real Estate Board
TransLink
Trican Well Service Ltd.
Trillium Mutual Insurance Company
Triton Environmental Consultants Ltd.
Trucking Safety Council of BC

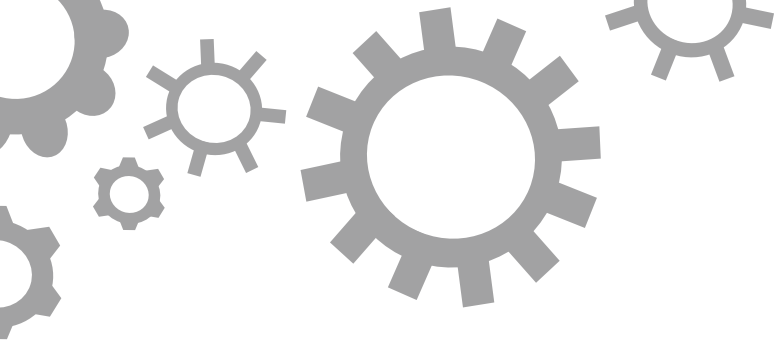
TYCROP Manufacturing Ltd.

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

Vancouver Airport Authority
Vancouver Coastal Health
Vancouver Foundation
Vancouver Fraser Port Authority
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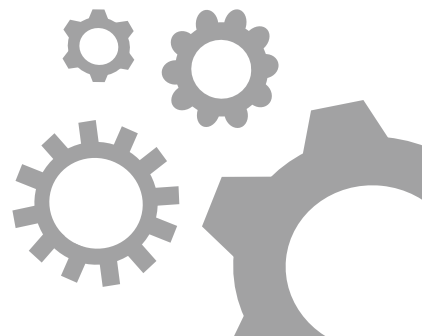
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Price List



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	Participant Price	Non- Participant Price
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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



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