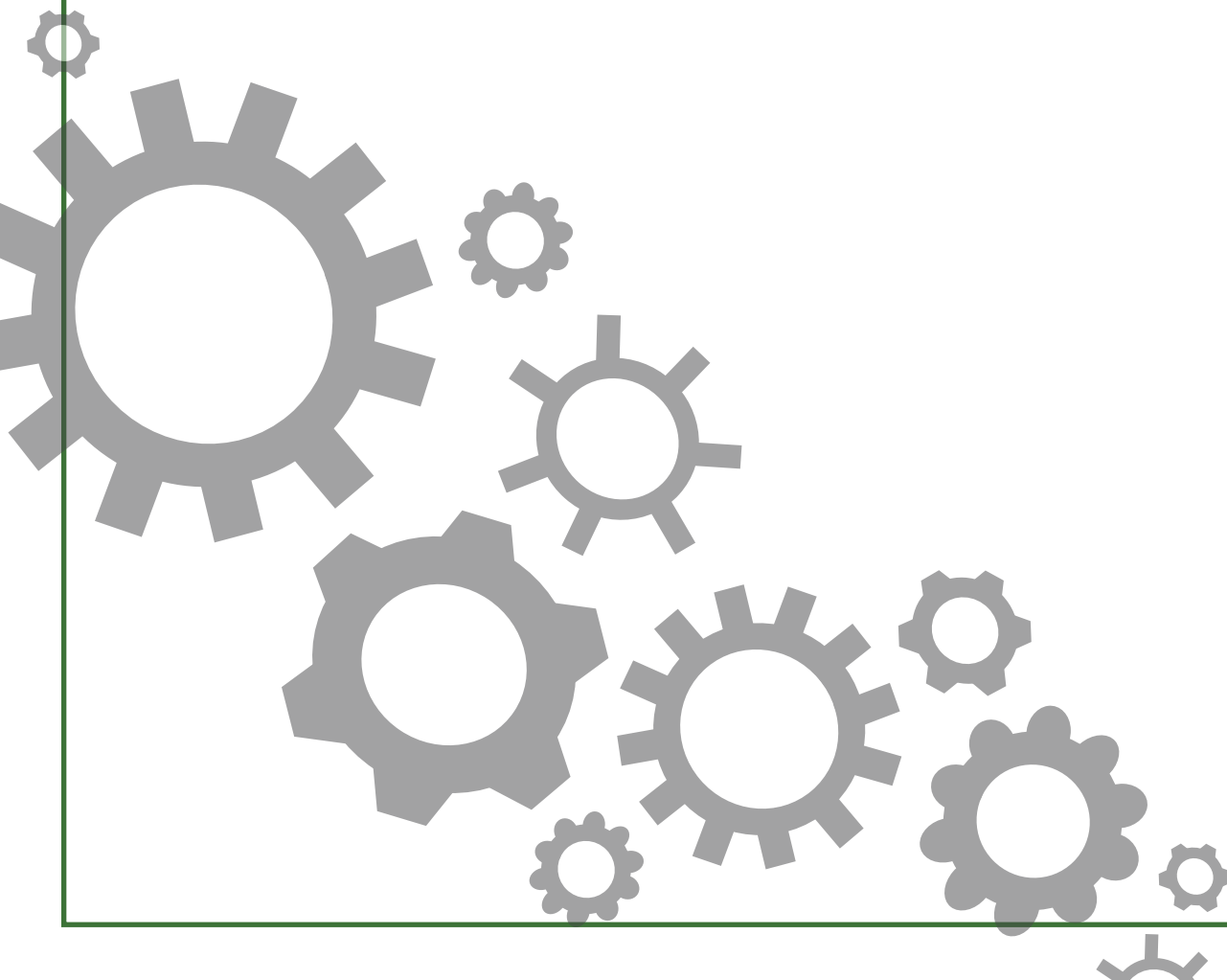




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INFORMATION TECHNOLOGY COMPENSATION SURVEY REPORT **2026**



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.)

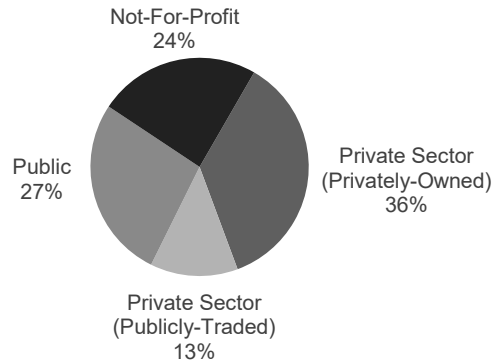
35.0	34%
37.5	29%
40.0	32%
Other	5%

	# 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	

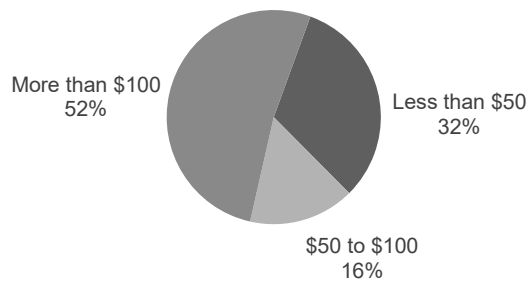
SECTION 4: SURVEY PARTICIPANTS

A total of 243 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.

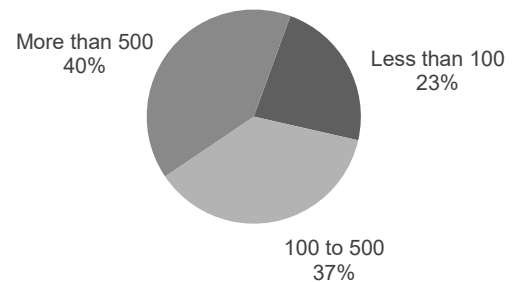
Sector of Economy



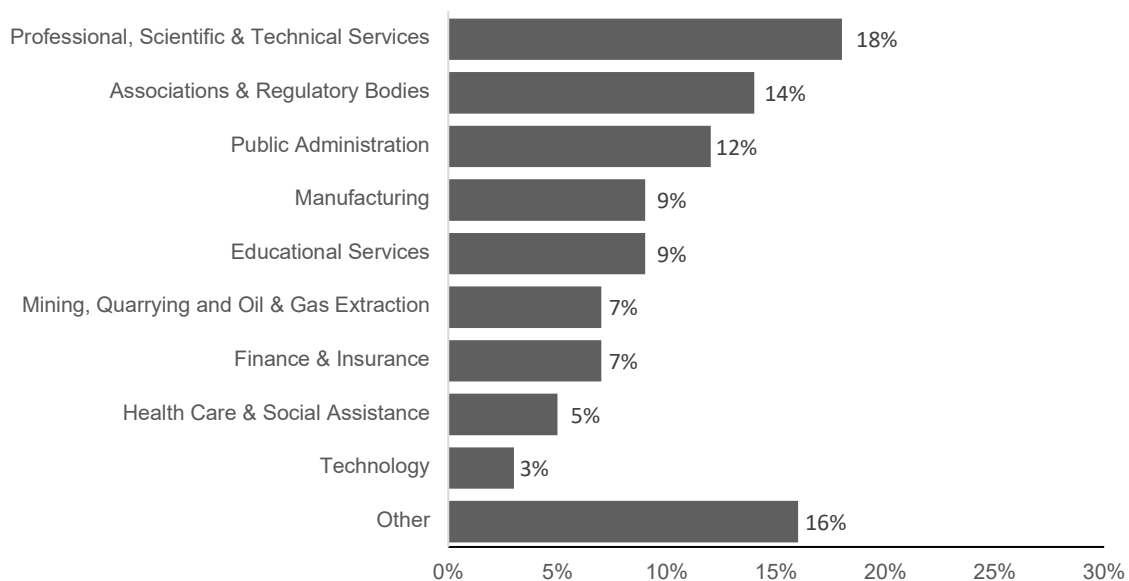
Annual Revenues (in \$Million)



Total Number of Employees



Business Classification



List of Participants

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

Aarcomm Systems Inc.
Acadia University
AKITA Drilling Ltd.
Alberta Blue Cross
Alberta College of Pharmacy
Alberta Insurance Council
Alberta Medical Association
Alberta University of the Arts
Algonquin Power & Utilities Corp.
All Weather Windows Ltd.
Allnorth Consultants Limited
Al-Terra Group Ltd.
AMGAS Service Inc.
Apex Oilfield Services (2000) Inc.
Assiniboine College
Associated Engineering Group Ltd.
Athabasca University

Ballard Power Systems Inc.
Bank of Nova Scotia
Bantrel Co.
BC Assessment Authority
BC Automobile Association
BC College of Nurses & Midwives
BC College of Oral Health Professionals
BC Institute of Technology
BC Lottery Corporation
BC Pavilion Corporation
BC Public School Employers' Association
BC Public Service Agency
BC Real Estate Association
BC Securities Commission
BC Transit Corporation
BCNET
Beacon Community Services
Beedie Development Group
Beverage Container Management Board
BGC Engineering Inc
Bishop's University
BJ Energy Solutions Canada, ULC
Bow Valley College
Boyd Group Services Inc.
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
Canadian Tire Corporation, Limited
Canarie
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+
Cineplex Inc.
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 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 Physicians & Surgeons of Alberta
College of Physicians & Surgeons of BC
College of Physiotherapists of Alberta
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
Covenant House Vancouver
COWI North America, Ltd.
Crosier Kilgour & Partners Ltd.
CTQ Consultants Ltd.
Cybera Inc.

Daiya Foods Inc.
DIALOG
Dillon Consulting Limited
District of Saanich
DLH Group
Dollarama Inc.
Douglas College

EggSolutions - Vanderpols Inc.
Emily Carr University of Art & Design
Eminence Organic Skin Care
ENGCOMP Engineering & Computing Professionals
Inc.
Engineers & Geoscientists British Columbia
Equilibrium Engineering
Extendicare Inc.

Falkirk Environmental Consultants Ltd.

Fanshawe College
Fast + Epp
First Nations Health Authority
FirstService Corporation
FLINT Corp.
Forestry Innovation Investment Ltd.
FPI Fireplace Products International Ltd.

Glotman-Simpson Consulting Engineers
Government of Alberta
Greater Vancouver Food Bank Society
Greater Vancouver Realtors
Groupe BBA Inc.

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

IFD Technologies Inc.
Insurance Council of BC
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 Ltd.
Legal Aid BC
Leukemia & Lymphoma Society of Canada
Levare Canada Ltd.
Lifting Solutions Inc.
Loblaw Companies Limited

Magellan Aerospace Corporation
Magnum Cementing Services Ltd.
MakeWay
Manitoba Liquor & Lotteries Corporation
McElhanney Consulting Services Ltd.
Metercor Inc.
Metis Nation BC
Metro Vancouver
Michael Smith Health Research BC
Municipal Insurance Association of BC
My Mutual Insurance

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

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

Pacesetter Directional Drilling Limited Partnership
PBX Engineering Ltd.
Peace Hills General Insurance Company
Pinchin Ltd.
Pollard Banknote Limited
Portage la Prairie Mutual Insurance Company

Postmedia Network Canada Corp.
Precision Drilling Corporation
PRI Engineering
Product Care Association
PRT Growing Services Ltd.
PTW Energy Services Ltd.

Qualico Developments West Ltd.
Quebecor Inc.

R.V. Anderson Associates Limited
RAM Consulting Group
RDH Building Science Inc.
Red River Mutual Insurance Company
Richelieu Hardware Ltd.
RJC Engineers
Roska DBO 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
Saskatchewan Indian Institute of Technologies
Saskatchewan Liquor & Gaming Authority
School District No. 36 - Surrey
Science World BC
Seaspan Ship Management Ltd.
Singleton Urquhart Reynolds Vogel LLP
SLB Limited
Squamish Nation
SRK Consulting (Canada) Inc.
Stahl Peterbilt Inc.
Steelhaus Technologies Inc.
STEP Energy Services Ltd.
Strata Engineering Inc.
Stream-Flo Industries Ltd.
Strike Group Limited Partnership

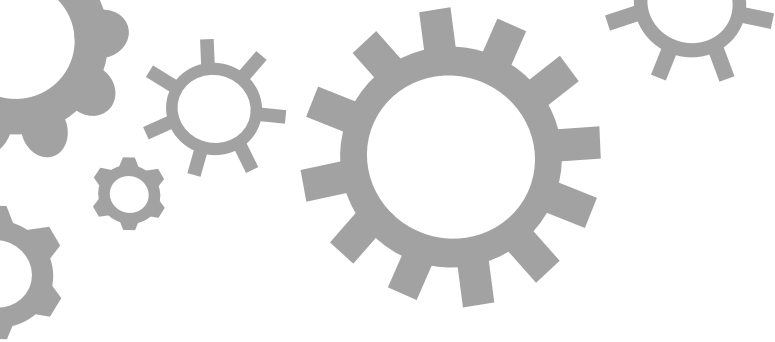
Tatham Engineering Limited
Technical Safety BC
Tetra Tech Canada Inc.
The AME Consulting Group Ltd.
The Great Little Box Company Ltd.
The Mutual Fire Insurance Company of BC
Thorsteinssons LLP
Thurber Engineering Ltd.
Tiger Calcium Services Inc.
TMX Group Limited
Toromont Industries Ltd.
Toronto Regional Real Estate Board
Transat A.T. Inc.
TransLink
Trican Well Service Ltd.
Trillium Mutual Insurance Company
Triton Environmental Consultants Ltd.
TYCROP Manufacturing Ltd.

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

Vancouver Foundation
Vehicles Sales Authority of BC

Weatherford Canada Ltd.
Westview Primary Care Network
WorkSafeBC
World Animal Protection Canada

YMCA BC
YMCA Calgary
YWCA Metro Vancouver



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

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- 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.

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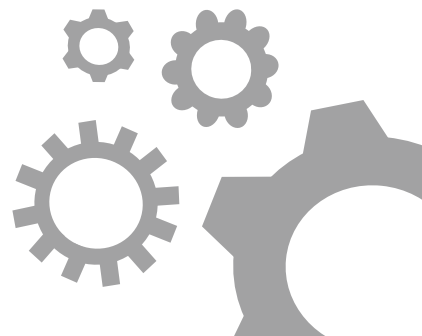
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V6E 2T5



Price List



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	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



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