

# Middle Management & Professional Compensation Survey

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## Content

**CompEssentials** segments the data into the most commonly used breakdowns so you can quickly target salary levels. Results supplied in both excel and pdf formats.

**CompPlus**, our online tool, enables you to generate customized reports. Participants receive complimentary access to CompPlus (a \$1,700 value). CompEssentials is included with CompPlus.

### Geographic Coverage    Data Collected

|                  |                  |
|------------------|------------------|
| British Columbia | salary ranges    |
| Alberta          | base salaries    |
| Saskatchewan     | total cash       |
| Manitoba         | quality of match |
| Ontario          | hours of work    |

## Positions

(Below is a full list of positions we are currently collecting data for)

|  |   |   |
|--|---|---|
| <b>Finance Director</b>                    | <b>Human Resources Administrator</b>                    | <b>Editor</b>                                   |
| <b>Corporate Controller</b>                | <b>HRIS Manager</b>                                     | <b>Communications Director</b>                  |
| <b>Division/Regional Controller</b>        | <b>HRIS Analyst</b>                                     | <b>Communications Manager</b>                   |
| <b>Assistant Controller</b>                | <b>Recruitment Director</b>                             | <b>Communications Officer</b>                   |
| <b>Accounting Manager/Chief Accountant</b> | <b>Recruitment Manager</b>                              | <b>Events Manager</b>                           |
| <b>Accountant - Senior</b>                 | <b>Technical Recruiter</b>                              | <b>Events Coordinator</b>                       |
| <b>Accountant - Intermediate</b>           | <b>Recruiter</b>  | <b>Community Relations Manager</b>              |
| <b>Accountant - Junior</b>                 | <b>Training &amp; Development Director</b>              | <b>Indigenous Liaison Manager</b>               |
| <b>Accounting Clerk Supervisor</b>         | <b>Training &amp; Development Manager</b>               | <b>Indigenous Liaison</b>                       |
| <b>Cost Accounting Manager</b>             | <b>Trainer</b>  | <b>Investor Relations Manager</b>               |
| <b>Cost Accountant</b>                     | <b>Payroll Manager</b>                                  | Investor Relations Advisor                      |
| <b>Tax Manager</b>                         | <b>Payroll Supervisor</b>                               | <b>Customer Service Director</b>                |
| Tax Accountant                             | <b>Payroll Officer</b>                                  | <b>Customer Service Manager</b>                 |
| <b>Internal Audit Director</b>             | <b>Payroll &amp; Benefits Administrator/Coordinator</b> | <b>Call Centre Manager</b>                      |
| <b>Internal Audit Manager</b>              | <b>Labour Relations Director</b>                        | <b>Call Centre Supervisor</b>                   |
| <b>Internal Auditor</b>                    | <b>Labour Relations Manager</b>                         | <b>Member Services Director</b>                 |
| <b>Financial Analysis Manager</b>          | <b>Labour Relations Analyst</b>                         | <b>Member Services Manager</b>                  |
| <b>Financial Analyst - Senior</b>          | <b>Employee Relations Manager</b>                       | <b>Member Services Coordinator</b>              |
| <b>Financial Analyst - Junior</b>          | Employee Relations Representative                       | <b>Fundraising Manager</b>                      |
| <b>Budget Manager</b>                      | <b>Compensation Manager</b>                             | <b>Business Development Director</b>            |
| <b>Budget Analyst</b>                      | <b>Compensation Analyst</b>                             | <b>Business Development Manager</b>             |
| <b>Risk Management Director</b>            | <b>Compensation &amp; Benefits Manager</b>              | <b>Operations Manager (Non-Manufacturing)</b>   |
| <b>Risk Manager</b>                        | <b>Benefits Manager</b>                                 | <b>Office Manager</b>                           |
| <b>Risk Analyst</b>                        | <b>Benefits Analyst</b>                                 | <b>Clerical Supervisor/Manager</b>              |
| <b>Strategic Planning Director</b>         | <b>Benefits Administrator</b>                           | <b>Project Management Office (PMO) Director</b> |
| <b>Strategic Planning Manager</b>          | <b>Occupational Health &amp; Safety Director</b>        | <b>Project Management Office (PMO) Manager</b>  |
| Strategic Planning Analyst                 | <b>Occupational Health &amp; Safety Manager</b>         | <b>Project Administrator</b>                    |
| <b>Treasurer</b>                           | <b>Safety Officer</b>                                   | <b>Contract Manager</b>                         |
| <b>Assistant Treasurer</b>                 | <b>Information Technology Director</b>                  | <b>Contract Administrator</b>                   |
| Treasury Analyst                           | <b>Information Technology Manager</b>                   | <b>Vendor Relationship Manager</b>              |
| <b>Credit Manager</b>                      | Data Entry Supervisor                                   | <b>Proposal Writer</b>                          |
| <b>Credit Analyst</b>                      | <b>Research &amp; Development Manager</b>               | <b>Proposal Coordinator</b>                     |
| <b>Supply Chain Director</b>               | <b>Researcher</b>                                       | <b>Librarian</b>                                |
| <b>Supply Chain Manager</b>                | <b>Regional/Branch Manager</b>                          | <b>Library Technician</b>                       |
| <b>Purchasing Director</b>                 | <b>Operations Manager/General Manager</b>               | <b>Legal Counsel - Senior</b>                   |
| <b>Purchasing Manager</b>                  | <b>Security Manager</b>                                 | <b>Legal Counsel - Junior</b>                   |
| <b>Buyer - Senior</b>                      | <b>Marketing Director</b>                               | <b>Compliance Manager</b>                       |
| <b>Buyer - Junior</b>                      | <b>Marketing Manager</b>                                | <b>Compliance Officer</b>                       |
| <b>Human Resources Director</b>            | <b>Sales Director</b>                                   | <b>Government Affairs Manager</b>               |
| <b>Human Resources Manager</b>             | <b>Sales Manager</b>                                    |   |
| <b>Regional Human Resources Manager</b>    | <b>Advertising Manager</b>                              |   |
| <b>Human Resources Generalist</b>          |   |   |

Bolded positions are contained in the 2020 survey



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## Need More Info?

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COMPPLUS, WCBC'S ONLINE TOOL**

**RECEIVE A COPY OF OUR SALARY  
INCREASE SURVEY** reporting actual &  
projected salary increases



## Pricing

|   | Participant Price | Non-Participant-Price |
|---|-------------------|-----------------------|
| <b>CompEssentials</b>   |                   |                       |
| Clerical/Administrative Support   | \$849             | \$1,700               |
|  <b>Middle Management &amp; Professional</b> | <b>\$849</b>      | <b>\$1,700</b>        |
| Information Technology  | \$849             | \$1,700               |
| Marketing & Sales   | \$849             | \$1,700               |
| Engineering & Technical   | \$849             | \$1,700               |
| Production & Distribution   | \$849             | \$1,700               |
| Executive Compensation  | \$999             | \$2,000               |
| Consulting Engineers Compensation, Benefits & Employment Practices  | \$2,499           | \$5,000               |
| Group Insurance & Retirement Benefits   | \$449             | \$900                 |
| Compensation Policies & Practices   | \$449             | \$900                 |
| <b>CompPlus – WCBC's online data sorting tool</b>   | <b>FREE</b>       | <b>\$1,700</b>        |
| <b>Salary Increases</b>   | <b>FREE</b>       | <b>\$1,700</b>        |
| Board of Directors Compensation   | —                 | \$2,000               |



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