

2021 salary guide.



foreword.

Heading into 2021, the primary hurdle businesses are facing is recovery in the aftermath of the COVID-19 pandemic. During the initial lockdown phase of the crisis, Canada lost over 2 million jobs and reached a peak unemployment rate of 13.7% in May. Recovery began in mid-June 2020, as provinces across the country eased their lockdown restrictions and gradually reopened the economy in phases. The possibility of a second wave of COVID-19 looms, and if it comes to fruition, it will impact the pace of recovery.

Throughout the COVID-19 crisis, despite job losses, salaries have held fairly steady or increased across most industries and job sectors. In-demand and essential workers bring key skills that organizations need during this challenging time. Those essential workers must be compensated for what they bring to the table. Employers who take care of their employees and treat them well during this period will have an easier time retaining talent during the recovery phase when the job market opens up. Cutting corners on compensation and nickel and diming core workers will lead to disengaged employees and a poor employer brand long-term.

Building a compensation strategy that rewards and incentivizes critical workers, while also being mindful of tightening budgets and unpredictability in the market, will be essential when planning for 2021.

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about this guide.

Salary information is generated by the Economic Research Institute (ERI) and validated by our industry experts across Canada. ERI compiles robust data on salaries, cost of living, and executive compensation, with current market data for more than 1,000 sectors. All data is provided by employers and comes from a variety of sources such as internally conducted salary surveys and purchased third-party salary surveys.

Our 2021 Salary Guide provides salary information based on years of experience, across a range of Canadian cities, roles, and sectors. All salaries are expressed in thousands of dollars (e.g., 55.6 = \$55,600) and represent annual base salaries (before benefits), with the exception of industrial support, skilled trades, and industrial management, which are presented in hourly rates.

For engineering, technologies, human resources, and sales and marketing, salary ranges correspond to the 25th and 75th percentiles for entry-level, mid-level, and senior-level (entry: 1–3 years; mid: 4–7 years; senior: 8–12 years). For industrial support, skilled trades, industrial management, administrative support, and customer care and contact centre roles, salary ranges correspond to the 25th and 75th percentiles for the 1st, 3rd, and 5th years of experience. Roles in finance and accounting correspond to the 25th and 75th percentiles for the 1st, 3rd, 5th, and 10th years of experience. For executive positions, the size of the company has more impact on wages than years of experience, so salaries are based on company revenue.

In this guide, data is categorized by region, rather than city. This reflects the impact of remote work, as it's becoming increasingly common, and that organizations are starting to hire across metro regions rather than in specific niche areas.

calgary metropolitan region

customer care & contact centre

all industries	1 year	3 years	5 years
customer loyalty agent	40.8 - 48.8	44.5 - 53.5	48.5 - 57.9
customer service manager	74.7 - 90.3	80.9 - 97.6	86.9 - 104.7
customer service representative	36.7 - 43.5	40.0 - 47.3	43.1 - 50.9
customer service supervisor	60.7 - 73.3	65.6 - 79.2	70.3 - 84.8
customer service team lead	56.1 - 68.8	61.5 - 75.3	66.5 - 81.4
customer service trainer	46.4 - 55.5	50.8 - 60.8	55.1 - 65.9
e-chat representative	34.8 - 41.2	37.9 - 44.7	40.8 - 48.1
fundraiser agent	35.1 - 38.2	37.8 - 42.3	41.0 - 48.5
help desk representative - level 1	36.1 - 41.9	41.5 - 50.6	45.9 - 54.8
inside sales manager	74.3 - 91.0	81.1 - 99.3	87.6 - 107.2
inside sales representative	56.4 - 66.4	59.3 - 69.8	62.2 - 73.3
junior collection agent	34.8 - 41.3	38.0 - 45.0	41.0 - 48.5
order desk	36.1 - 41.8	39.6 - 45.8	42.8 - 49.3
service coordinator	41.5 - 49.6	44.8 - 53.4	48.0 - 57.2
survey agent	35.1 - 40.7	38.5 - 44.6	41.4 - 47.8
telemarketing agent	35.1 - 41.0	37.8 - 44.2	40.5 - 47.3
telephone dispatcher	42.1 - 49.0	45.7 - 53.2	49.0 - 57.0

salaries can be shown in two ways: annual or hourly rates, by years of experience

annual salaries are expressed in thousands of dollars (e.g., 73.3 = \$73,300)

engineering

construction	entry	mid	senior
architect	57.8 - 75.9	65.4 - 87.8	74.9 - 100.4
architectural drafter	46.1 - 59.8	53.6 - 70.7	62.7 - 82.9
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	55.2 - 72.3	62.8 - 83.3	71.9 - 94.7
civil engineer	62.3 - 82.2	70.7 - 94.5	80.6 - 106.7
civil engineering drafter	49.4 - 62.5	56.3 - 72.2	64.3 - 81.6

entry: 1–3 years of experience;
mid: 4–7 years of experience;
senior: 8–12 years of experience

the impact of COVID-19.

compensation changes

For the most part, companies are opting to stay the course and hold off making sweeping changes to their compensation strategy. Almost half (45%) of all respondents to ERI's survey said they remain undecided about how they will change their compensation structure in response to COVID-19. 20.7% of employers are keeping compensation stable, and 14.5% have frozen or slowed pay growth. Altogether, that's 80.2% of employers who have made no significant changes to their pay structure. On the opposite end of the spectrum, 19.2% of companies offered hazard pay to their employees during the lockdown phase of the pandemic.



workforce changes

Overall, employers have not made significant changes to the size of their workforce in response to COVID-19. 30.8% of employers remain undecided about whether they will make changes. Another 22.2% have made no changes. 8.2% have enacted a hiring freeze. Altogether that represents 61.2% of employers who have made no significant changes. On the other side of the coin, 35.8% reduced the size of their workforce: 26.9% decreased their staff, while another 8.9% furloughed workers. Just 3% of employers increased the size of their workforce to respond to an urgent increase in demand.

industries most affected

The top 3 fastest growing industries are nursing and healthcare, essential retail, and banking and finance, reflecting the core services people relied on at the height of the crisis. Healthcare saw the highest wage growth of any industry, with 25% of organizations in the sector reporting that they increased employee salaries. 18% of employers in essential retail and 17% of employers in banking and finance reported wage growth.

The 3 industries that were hit hardest by wage decreases were transportation, aviation and aerospace, and manufacturing of durable goods. This reflects the reality of the pandemic. With widespread travel bans in place, it makes sense that transportation and aviation services were hit hard. With the financial uncertainty of the pandemic, people were also holding off on big purchases, so durable goods (such as large appliances and furniture) saw demand drop precipitously.



job market trends.

openness to flexible work

When the pandemic hit North America in mid-March, most office-based employers shifted their workforce to remote work. Even highly traditional firms and small businesses that were resistant to working from home made the transition. That experience, and seeing first-hand that remote work can be effective, has made organizations more open-minded to the possibility of long-term remote work. Organizations are also recognizing benefits such as reducing the overhead costs of office space and being able to promote flexible work as a perk for employees.

impact of CERB

The Canada Emergency Response Benefit (CERB) has pushed up wages in lower-paying jobs. Organizations seeking candidates for traditionally low-paying jobs are finding that they must offer above minimum wage to attract workers who have the alternative of staying home and collecting CERB without putting their health at risk. CERB benefits work out to the equivalent of about \$12.50 per hour for a full-time worker. Jobs that are traditionally filled at minimum wage must now offer \$1 to \$3 more per hour to attract workers. Temporary hazard pay is another common trend to attract low-wage workers.

candidates seek stability

Job stability is of the utmost importance to workers in the aftermath of the COVID-19 crisis. Uncertainty in the job market has made workers less willing to consider switching jobs right now. Those who have steady jobs are reluctant to leave. And active job seekers are looking for work in stable industries that have withstood the ups and downs of the pandemic, such as banking, insurance, pharmaceuticals, and food production.

preference for local candidates remains

Local candidates remain top priority for employers when making hiring decisions. Though some think pieces have been written about how long-term remote work could lead to employees working from anywhere and telecommuting over long distances, local candidates continue to be more sought-after than long-distance candidates. Organizations want to keep their options open and are seeking candidates who could potentially come into their worksite (whether part-time or full-time) when the pandemic abates.



sought-after skills.

shift to digital skills

Across industries, demand for tech-savvy candidates who have specific digital skills is soaring. COVID-19 accelerated the adoption of remote work and the need for workers to know their way around work-from-home software and tools. Fields such as data analysis, information security, digital marketing, HR tech, ecommerce, and remote customer support are booming and show no signs of slowing down as the economy begins to recover.

blended job titles

Another trend accelerated by the pandemic is the shift to blended roles that serve more than one job function. As budgets tightened during the pandemic, employers moved away from narrow, single-focus roles into blended roles that cover more than one function. For instance, there's a shift to administrative roles that incorporate more accounting functions and a preference to hire HR generalists, who have many functions, over specialized talent acquisition specialists. Cross-training, and seeking out candidates who can wear multiple hats, is also increasingly common.

focus on advanced skill sets

Employers are looking for candidates who walk onto the job ready to work, with advanced training, skills, and certifications already acquired. The pandemic has made employers more cautious, so experienced candidates who require less training are attractive. In industrial roles, for example, we're seeing a shift away from general labour roles that require minimal training or experience to roles like forklift drivers that have specialized skills and certifications.

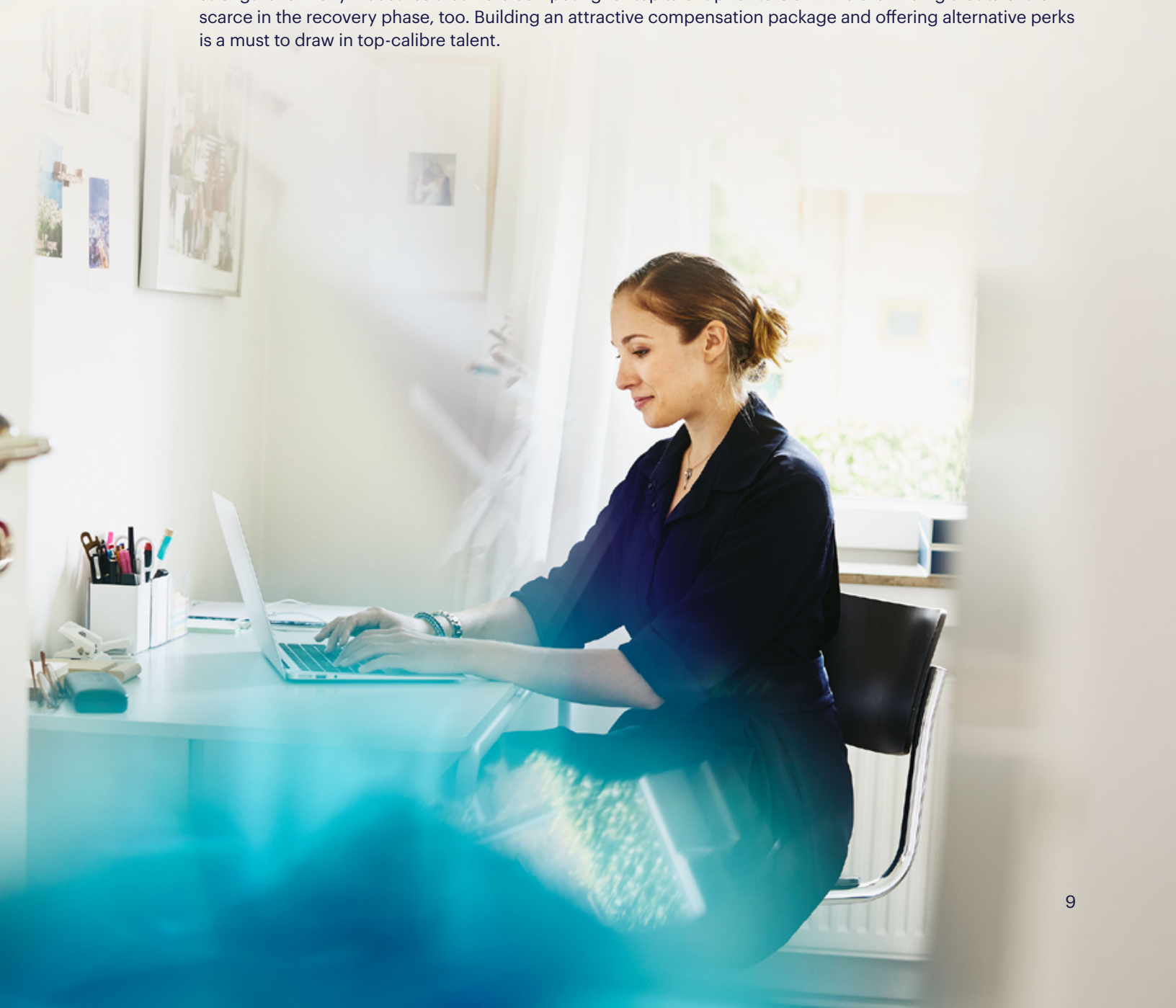
consultants are in demand

The demand for consultants and experts with niche skills has surged. When the pandemic hit North America in mid-March, many businesses were caught unprepared. Consultants were brought in to advise on and address urgent issues and support strategic planning, without committing to hiring permanent, full-time employees due to long-term uncertainty. Consultants with expertise in functions such as operations, data security, ecommerce, financial planning, digital marketing, and health and safety were in especially high demand, and continue to be.



total compensation packages.

Crafting attractive compensation packages remains important. Though the pandemic briefly transformed the job market into an employer market, that trend is already showing signs of reversing as the economy strengthens. Many industries that were competing for top talent prior to COVID-19 are finding that talent is scarce in the recovery phase, too. Building an attractive compensation package and offering alternative perks is a must to draw in top-calibre talent.



total compensation packages.

flexible work

It goes without saying that flexible work has surged during the COVID-19 crisis. The vast majority of office workers shifted to remote work as a health and safety measure. Now that workers have had a taste of the flexibility of working from home, many don't want to go back to the pre-pandemic status quo of long commutes and standard office hours. Employers who are able to offer flexibility in scheduling and working from home (even part-time) will have an advantage when competing for hard-to-find talent.

technology and software

During the pandemic, some employers who continued hiring actively sought out talent who already had a computer and the ability to set up their own workspace as a time-saving and cost-cutting measure. Employers who are going above and beyond to provide support and technology such as laptops, monitors, webcams, headsets, and software licences to help workers get set up are more attractive to job seekers.

home office set-up

Another perk we're seeing trending during this period is stipends or other compensation for employees to set up an effective, ergonomic workspace in their home. This can mean offering a budget for employees to spend as they choose, or setting up employees with access to suppliers who can ship out essentials like desks, office chairs, video cameras, and other tech hardware.

internet subsidies

One of the biggest hurdles to working from home effectively is a poor internet connection. A surprising number of Canadians don't have a strong broadband internet connection, which is a must for video meetings and a number of other tasks employees are doing from home. Subsidizing home internet service is a perk that's growing in popularity, especially in industries like IT where a lot of bandwidth is required.





salary data.

across the country directory of compensation data by major regions and job functions

calgary metropolitan region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	40.8 - 48.8	44.5 - 53.5	48.5 - 57.9
customer service manager	74.7 - 90.3	80.9 - 97.6	86.9 - 104.7
customer service representative	36.7 - 43.5	40.0 - 47.3	43.1 - 50.9
customer service supervisor	60.7 - 73.3	65.6 - 79.2	70.3 - 84.8
customer service team lead	56.1 - 68.8	61.5 - 75.3	66.5 - 81.4
customer service trainer	46.4 - 55.5	50.8 - 60.8	55.1 - 65.9
e-chat representative	34.8 - 41.2	37.9 - 44.7	40.8 - 48.1
fundraiser agent	35.1 - 38.2	37.8 - 42.3	41.0 - 48.5
help desk representative - level 1	36.1 - 41.9	41.5 - 50.6	45.9 - 54.8
inside sales manager	74.3 - 91.0	81.1 - 99.3	87.6 - 107.2
inside sales representative	56.4 - 66.4	59.3 - 69.8	62.2 - 73.3
junior collection agent	34.8 - 41.3	38.0 - 45.0	41.0 - 48.5
order desk	36.1 - 41.8	39.6 - 45.8	42.8 - 49.3
service coordinator	41.5 - 49.6	44.8 - 53.4	48.0 - 57.2
survey agent	35.1 - 40.7	38.5 - 44.6	41.4 - 47.8
telemarketing agent	35.1 - 41.0	37.8 - 44.2	40.5 - 47.3
telephone dispatcher	42.1 - 49.0	45.7 - 53.2	49.0 - 57.0

engineering

	entry	mid	senior
construction			
architect	57.8 - 75.9	65.4 - 87.8	74.9 - 100.4
architectural drafter	46.1 - 59.8	53.6 - 70.7	62.7 - 82.9
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	55.2 - 72.3	62.8 - 83.3	71.9 - 94.7
civil engineer	62.3 - 82.2	70.7 - 94.5	80.6 - 106.7
civil engineering drafter	49.4 - 62.5	56.3 - 72.2	64.3 - 81.6
civil engineering technologist	45.7 - 59.4	51.6 - 68.2	58.7 - 77.4
civil project engineer	69.8 - 94.9	80.0 - 110.9	92.5 - 127.4

civil project manager	75.2 - 99.5	84.6 - 113.7	95.9 - 128.2
construction coordinator	48.0 - 63.5	53.7 - 72.5	60.8 - 82.1
construction director	98.7 - 129.7	125.5 - 164.4	154.6 - 202.1
construction manager	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
construction project manager	63.4 - 86.7	73.4 - 102.0	85.1 - 116.6
contracts administrator	58.3 - 77.0	66.2 - 88.7	75.6 - 100.3
contracts manager	88.8 - 111.3	98.9 - 126.5	111.6 - 143.7
demand planner	48.1 - 66.2	57.8 - 79.9	68.2 - 91.5
director of operations	122.3 - 161.8	158.8 - 209.7	199.3 - 263.3
drafter	51.8 - 64.9	58.1 - 73.9	65.8 - 83.4
electrical designer/engineer	65.2 - 87.4	75.8 - 103.1	88.5 - 118.8
electrical engineer	71.2 - 95.1	82.6 - 112.3	96.3 - 129.5
electrical engineering technician	52.3 - 67.0	59.7 - 77.4	68.2 - 87.7
electrical inspector	40.1 - 53.6	46.4 - 62.4	53.2 - 71.3
engineering manager	78.4 - 104.8	89.2 - 121.5	102.4 - 138.6
environmental engineer	59.5 - 78.7	67.8 - 91.2	77.9 - 103.8
environmental inspector	45.5 - 58.1	50.0 - 65.1	55.7 - 72.8
estimation engineer	66.2 - 87.9	76.0 - 102.4	87.7 - 117.1
estimator	59.5 - 77.3	66.1 - 87.3	74.3 - 98.2
facilities manager	63.4 - 84.2	72.8 - 98.2	84.0 - 111.9
general manager	91.7 - 104.0	98.3 - 112.9	108.2 - 130.5
health and safety manager	59.2 - 75.8	67.9 - 88.0	77.7 - 99.6
health and safety specialist	64.1 - 83.9	73.2 - 97.1	84.0 - 110.0
HVAC drafter	50.9 - 65.2	57.2 - 74.1	64.3 - 82.7
HVAC engineer	51.7 - 68.8	59.1 - 79.7	68.0 - 90.1
materials manager	74.8 - 97.6	82.4 - 109.4	92.1 - 122.8
mechanical designer	51.0 - 67.3	58.7 - 78.2	67.2 - 87.8
mechanical drafter	47.6 - 61.8	53.6 - 71.4	61.6 - 83.2
mechanical engineer	71.6 - 94.0	80.9 - 108.0	92.3 - 122.6
mechanical engineering technician	50.3 - 65.9	57.2 - 76.0	65.3 - 85.4
operations manager	77.8 - 104.6	87.7 - 119.6	99.3 - 133.9
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.6 - 83.2
planner/scheduler	38.8 - 49.5	44.1 - 56.7	49.9 - 63.7
project director	106.7 - 129.0	126.9 - 160.2	153.0 - 191.9
project engineer	83.3 - 106.3	90.2 - 117.4	99.3 - 130.6
project manager	71.6 - 98.2	83.1 - 115.5	96.3 - 131.7
purchasing manager	80.7 - 105.7	90.9 - 120.7	102.8 - 135.4
QA/QC inspector	52.9 - 70.1	61.2 - 81.7	70.4 - 93.2
quality control engineer	63.2 - 82.9	71.3 - 94.9	80.9 - 106.9
quality inspector	38.2 - 48.7	42.8 - 55.4	48.2 - 62.4
safety inspector	61.2 - 79.4	69.1 - 90.9	78.2 - 102.2

site supervisor	68.5 - 89.1	75.0 - 99.5	83.3 - 111.2
specification writer	50.7 - 65.2	57.2 - 74.7	64.9 - 84.1
structural designer	48.7 - 63.5	55.1 - 72.9	62.6 - 81.9
structural engineer	63.3 - 83.3	71.7 - 96.0	82.1 - 109.1
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	38.5 - 49.1	43.2 - 56.0	48.7 - 63.3
supply chain manager	79.6 - 104.8	90.4 - 120.4	102.6 - 134.6
energy & oil			
applications engineer	90.2 - 120.1	105.5 - 142.3	123.0 - 161.9
architect	77.2 - 101.5	87.4 - 117.4	100.2 - 134.2
architectural drafter	61.6 - 79.8	71.5 - 94.3	83.6 - 110.6
assistant chief inspector	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
automation engineer	83.0 - 109.4	94.1 - 125.9	107.4 - 142.8
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	73.7 - 96.6	84.0 - 111.5	96.1 - 126.6
chemical engineer	103.7 - 135.4	114.4 - 151.8	127.4 - 169.6
chemical technician	71.6 - 93.5	79.7 - 106.0	90.0 - 120.7
chief inspector	67.7 - 88.7	76.0 - 100.8	85.6 - 112.9
civil engineer	83.2 - 109.8	94.4 - 126.4	107.8 - 142.7
civil engineering drafter	65.9 - 83.4	75.1 - 96.4	85.9 - 109.1
civil engineering technologist	61.0 - 79.3	68.9 - 91.1	78.4 - 103.3
civil project engineer	93.2 - 127.0	107.0 - 148.4	123.7 - 170.5
civil project manager	100.6 - 133.1	113.2 - 152.2	128.2 - 171.5
coating inspector	47.3 - 61.8	53.9 - 71.0	61.2 - 80.6
commissioning and start up engineer	78.1 - 104.0	89.8 - 121.7	103.8 - 138.0
commissioning coordinator	64.1 - 84.8	71.8 - 96.8	81.2 - 109.8
construction coordinator	64.1 - 84.8	71.8 - 96.8	81.2 - 109.8
construction director	132.1 - 173.6	168.0 - 220.1	207.0 - 270.7
construction manager	94.9 - 123.5	103.8 - 137.8	115.4 - 154.8
construction project manager	84.6 - 115.9	98.0 - 136.4	113.8 - 156.0
continuous improvement engineer	98.3 - 127.4	109.1 - 143.6	122.0 - 160.2
contracts administrator	77.9 - 103.0	88.6 - 118.6	101.0 - 134.0
contracts manager	118.8 - 148.9	132.4 - 169.3	149.4 - 192.4
control technician	64.0 - 84.0	73.0 - 97.1	83.4 - 110.0
controls designer/engineer	66.5 - 88.8	76.4 - 103.3	87.8 - 117.5
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	64.1 - 88.6	77.2 - 106.9	91.2 - 122.4
director of operations	163.7 - 216.6	212.5 - 280.8	266.9 - 352.6
drafter	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
electrical designer/engineer	87.1 - 116.8	101.3 - 137.9	118.3 - 159.0
electrical engineer	95.2 - 127.2	110.4 - 150.2	128.8 - 173.3

electrical engineering technician	69.8 - 89.5	79.7 - 103.4	91.1 - 117.2
electrical inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
electrical test engineer	91.8 - 121.8	105.2 - 142.0	121.4 - 162.4
engineering manager	104.8 - 140.2	119.3 - 162.6	137.0 - 185.5
environmental engineer	79.4 - 105.2	90.6 - 121.9	104.2 - 138.8
environmental inspector	60.7 - 77.6	66.8 - 87.0	74.4 - 97.3
estimation engineer	88.6 - 117.6	101.5 - 136.9	117.1 - 156.6
estimator	79.4 - 103.4	88.3 - 116.8	99.2 - 131.3
expediter	50.9 - 65.4	57.7 - 75.1	65.4 - 85.2
facilities manager	84.6 - 112.7	97.3 - 131.3	112.3 - 149.6
field service engineer	67.9 - 90.0	77.3 - 104.3	88.9 - 120.2
general inspector	65.8 - 86.2	73.8 - 98.0	83.2 - 110.0
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	84.0 - 109.0	94.7 - 124.8	107.8 - 141.5
geotechnical technician	69.8 - 89.5	79.7 - 103.4	91.1 - 117.2
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	79.1 - 101.3	90.6 - 117.7	103.8 - 133.2
health and safety specialist	85.7 - 112.1	97.8 - 129.8	112.2 - 147.2
HVAC drafter	67.8 - 87.0	76.3 - 99.1	85.9 - 110.6
HVAC engineer	69.0 - 91.9	79.1 - 106.7	90.8 - 120.5
industrial engineer	91.0 - 118.0	100.8 - 132.8	112.9 - 148.2
inventory analyst	64.4 - 84.4	73.3 - 97.6	83.9 - 111.2
inventory control manager	80.8 - 105.2	90.1 - 119.6	101.8 - 135.0
logistics manager	80.4 - 106.7	91.9 - 123.7	105.7 - 140.5
logistics specialist	73.9 - 98.4	84.7 - 114.2	97.4 - 129.1
materials manager	100.0 - 130.4	110.2 - 146.4	123.1 - 164.3
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
mechanical drafter	63.6 - 82.6	71.5 - 95.3	82.2 - 111.2
mechanical engineer	95.6 - 125.6	108.2 - 144.5	123.4 - 164.0
mechanical engineering technican	67.2 - 88.1	76.4 - 101.6	87.2 - 114.2
operations manager	103.9 - 139.9	117.2 - 160.1	132.8 - 179.2
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	93.2 - 120.6	104.9 - 138.1	119.4 - 157.7
piping designer	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
piping engineer	82.6 - 107.8	92.3 - 122.4	104.3 - 138.2
planner/scheduler	51.8 - 66.0	58.9 - 75.6	66.6 - 85.1
plant manager	114.2 - 157.6	136.2 - 190.4	161.5 - 220.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	79.7 - 105.8	91.2 - 122.6	104.8 - 138.8
procurement director	122.0 - 159.7	159.2 - 208.7	192.1 - 251.0

procurement specialist	63.4 - 82.6	70.3 - 93.5	79.3 - 106.0
program manager	91.9 - 118.4	104.4 - 136.8	119.3 - 155.9
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	111.4 - 142.2	120.6 - 157.0	132.8 - 174.7
project manager	95.8 - 131.4	111.0 - 154.6	128.8 - 176.3
purchasing manager	108.0 - 141.4	121.6 - 161.5	137.5 - 181.1
QA/QC inspector	70.7 - 93.7	81.8 - 109.2	94.1 - 124.6
quality assurance manager	102.8 - 132.7	113.5 - 148.9	126.5 - 166.2
quality assurance/control technician	77.8 - 102.8	90.0 - 120.7	104.2 - 136.9
quality control engineer	84.5 - 110.9	95.2 - 126.8	108.1 - 143.0
quality inspector	51.0 - 64.9	57.0 - 73.8	64.3 - 83.2
safety inspector	81.7 - 106.2	92.3 - 121.6	104.5 - 136.7
SCADA engineer	81.5 - 107.9	92.9 - 124.8	106.6 - 141.5
site supervisor	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
sourcing engineer	71.4 - 94.9	81.6 - 110.2	94.0 - 125.4
specification writer	67.7 - 87.1	76.6 - 99.8	86.8 - 112.3
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	67.8 - 87.4	75.5 - 98.8	84.6 - 109.8
structural designer	64.9 - 84.8	73.6 - 97.3	83.5 - 109.6
structural engineer	84.5 - 111.5	95.9 - 128.5	109.7 - 145.9
structural engineering technologist	67.6 - 89.2	76.7 - 102.8	87.7 - 116.7
superintendent	51.5 - 65.6	57.6 - 74.8	65.0 - 84.5
supply chain manager	106.4 - 140.2	120.8 - 161.2	137.2 - 180.1
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	69.7 - 90.6	78.7 - 103.9	89.5 - 118.2
transmission line engineer	96.7 - 121.8	104.6 - 133.9	114.7 - 148.0
transportation manager	99.1 - 129.8	111.7 - 148.7	126.7 - 168.5
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
welding inspector	67.1 - 87.4	75.8 - 100.2	86.0 - 112.8
manufacturing			
applications engineer	75.2 - 100.0	87.8 - 118.4	102.4 - 134.7
automation engineer	69.2 - 91.1	78.4 - 104.8	89.5 - 118.9
buyer	61.3 - 80.4	69.9 - 92.8	80.0 - 105.4
chemical engineer	86.4 - 112.7	95.2 - 126.4	106.1 - 141.1
chemical technician	59.7 - 77.8	66.4 - 88.2	74.9 - 100.5
cmm programmer	51.0 - 65.5	56.7 - 74.1	63.6 - 82.9
CNC programmer	54.1 - 71.6	61.5 - 82.7	70.4 - 94.5
coating inspector	39.4 - 51.5	44.8 - 59.1	51.0 - 67.2
commissioning and start up engineer	65.2 - 86.8	74.9 - 101.5	86.6 - 115.8
continuous improvement engineer	81.9 - 106.1	90.8 - 119.6	101.7 - 133.4
contracts administrator	64.9 - 85.8	73.7 - 98.7	84.2 - 111.6

contracts manager	98.9 - 124.0	110.2 - 140.9	124.3 - 160.2
control technician	53.3 - 69.9	60.8 - 80.8	69.5 - 91.6
controls designer/engineer	55.4 - 73.9	63.6 - 86.0	73.2 - 97.8
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	53.4 - 73.7	64.3 - 89.0	75.9 - 101.9
director of operations	136.2 - 180.3	176.9 - 233.7	222.1 - 293.4
drafter	57.7 - 72.2	64.7 - 82.3	73.2 - 92.9
electrical designer/engineer	72.5 - 97.3	84.4 - 114.8	98.5 - 132.3
electrical engineer	79.2 - 105.9	92.0 - 125.1	107.2 - 144.3
electrical engineering technician	58.2 - 74.5	66.4 - 86.1	75.9 - 97.6
electrical inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
electrical test engineer	76.5 - 101.4	87.7 - 118.2	101.1 - 135.1
engineering manager	87.2 - 116.7	99.3 - 135.4	114.1 - 154.4
environmental engineer	66.1 - 87.6	75.4 - 101.5	86.7 - 115.6
environmental inspector	50.6 - 64.7	55.6 - 72.4	62.0 - 81.1
estimation engineer	73.7 - 97.9	84.6 - 114.0	97.6 - 130.4
estimator	66.2 - 86.1	73.5 - 97.2	82.6 - 109.3
field service engineer	56.6 - 75.0	64.4 - 86.9	74.0 - 100.1
field service technician	55.4 - 72.6	64.2 - 84.6	73.6 - 95.8
general inspector	54.8 - 71.8	61.5 - 81.7	69.3 - 91.6
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	164.7 - 228.0	212.0 - 317.9	287.3 - 398.0
health and safety manager	65.8 - 84.4	75.5 - 98.0	86.4 - 110.9
health and safety specialist	71.3 - 93.3	81.4 - 108.1	93.4 - 122.5
HVAC drafter	56.5 - 72.5	63.5 - 82.5	71.5 - 92.1
HVAC engineer	57.5 - 76.5	65.8 - 88.8	75.6 - 100.3
industrial engineer	75.7 - 98.2	84.0 - 110.6	94.1 - 123.4
inventory analyst	53.7 - 70.3	61.0 - 81.2	69.8 - 92.6
inventory control manager	67.2 - 87.6	75.1 - 99.6	84.7 - 112.4
logistics manager	66.9 - 88.8	76.5 - 103.0	88.0 - 117.0
logistics specialist	61.6 - 82.0	70.6 - 95.1	81.1 - 107.5
machining manager	64.0 - 82.2	71.0 - 93.0	79.9 - 105.0
maintenance manager	65.9 - 86.7	75.5 - 100.0	85.8 - 111.1
manufacturing director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
manufacturing engineer	71.8 - 94.6	81.5 - 109.0	93.0 - 122.9
materials manager	83.2 - 108.6	91.8 - 121.9	102.5 - 136.8
mechanical designer	56.7 - 74.9	65.3 - 87.0	74.8 - 97.8
mechanical drafter	53.0 - 68.8	59.6 - 79.4	68.5 - 92.6
mechanical engineer	79.7 - 104.6	90.1 - 120.3	102.7 - 136.5
mechanical engineering technican	55.9 - 73.3	63.7 - 84.6	72.7 - 95.1
operations manager	86.5 - 116.5	97.6 - 133.2	110.6 - 149.2

planner/scheduler	43.1 - 55.0	49.1 - 63.0	55.5 - 70.9
plant manager	95.1 - 131.1	113.4 - 158.5	134.5 - 183.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	66.4 - 88.1	75.9 - 102.1	87.2 - 115.6
procurement director	101.6 - 133.0	132.6 - 173.7	159.9 - 208.9
procurement specialist	52.7 - 68.8	58.6 - 77.9	66.0 - 88.2
production manager	89.0 - 115.7	99.3 - 131.4	111.9 - 148.4
production planner	52.6 - 69.4	60.6 - 80.4	69.1 - 89.6
program manager	76.5 - 98.6	86.9 - 113.9	99.3 - 129.7
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	92.7 - 118.4	100.4 - 130.7	110.6 - 145.5
project manager	79.7 - 109.3	92.5 - 128.7	107.2 - 146.7
purchasing manager	89.9 - 117.7	101.3 - 134.5	114.5 - 150.8
QA/QC inspector	58.9 - 78.0	68.1 - 91.0	78.4 - 103.7
quality assurance manager	85.7 - 110.5	94.5 - 123.9	105.3 - 138.3
quality assurance/control technician	64.7 - 85.7	75.0 - 100.5	86.7 - 114.0
quality control engineer	70.3 - 92.3	79.3 - 105.7	90.1 - 119.0
quality inspector	42.5 - 54.1	47.5 - 61.5	53.6 - 69.3
safety inspector	68.1 - 88.4	76.9 - 101.2	87.0 - 113.8
SCADA engineer	67.8 - 89.8	77.4 - 103.9	88.7 - 117.8
site supervisor	76.3 - 99.2	83.5 - 110.7	92.7 - 123.9
sourcing engineer	59.5 - 79.1	68.0 - 91.8	78.3 - 104.4
specification writer	56.3 - 72.5	63.7 - 83.1	72.3 - 93.5
stationary engineer	56.5 - 72.7	62.9 - 82.2	70.5 - 91.5
supply chain manager	88.6 - 116.7	100.6 - 134.2	114.2 - 149.9
transportation manager	82.5 - 108.1	93.0 - 123.8	105.5 - 140.2
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
warehouse manager	82.5 - 108.1	93.0 - 123.8	105.5 - 140.2

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	138.2 - 241.5	196.0 - 342.4	276.7 - 484.3
chief human resources officer	115.9 - 193.5	154.4 - 257.3	191.0 - 318.3
chief information officer	111.8 - 195.7	165.4 - 288.7	226.1 - 395.3
chief operating officer	145.6 - 260.1	210.2 - 375.6	298.0 - 533.5
chief technology officer	109.2 - 191.2	161.0 - 281.1	221.3 - 386.9
communications vice-president	108.1 - 162.8	144.9 - 217.2	184.8 - 276.9
marketing vice-president	129.2 - 196.2	179.8 - 272.6	230.2 - 349.1

sales vice-president	150.9 - 213.5	201.5 - 285.1	256.2 - 362.7
vice-president finance	120.0 - 180.0	175.0 - 226.0	218.0 - 300.0
vice-president information	95.6 - 167.5	124.8 - 218.4	171.8 - 300.0
vice-president internal audit	125.1 - 165.7	157.0 - 207.3	189.9 - 250.8
vice-president operations	110.0 - 154.0	145.0 - 197.0	170.0 - 255.0
vice-president technology	100.0 - 150.0	145.0 - 185.0	165.0 - 227.0
construction			
chief financial officer	139.6 - 244.1	199.7 - 349.0	285.7 - 500.0
chief human resources officer	117.1 - 195.5	157.4 - 262.2	197.2 - 328.6
chief information officer	113.0 - 197.8	168.5 - 294.2	233.4 - 408.1
chief operating officer	147.1 - 262.8	214.2 - 382.8	307.6 - 551.0
chief technology officer	110.0 - 192.9	162.4 - 283.9	223.4 - 390.9
communications vice-president	108.8 - 164.2	146.1 - 219.2	186.5 - 279.7
marketing vice-president	130.2 - 198.0	181.4 - 275.3	232.3 - 352.7
sales vice-president	152.2 - 215.5	203.4 - 287.9	258.7 - 366.4
vice-president finance	120.0 - 182.0	178.0 - 225.0	220.0 - 300.0
vice-president information	96.2 - 168.9	125.8 - 220.5	173.3 - 303.0
vice-president internal audit	126.1 - 167.1	158.3 - 209.2	191.6 - 253.3
vice-president operations	140.0 - 180.0	170.0 - 240.0	200.0 - 300.0
vice-president technology	140.0 - 180.0	150.0 - 220.0	180.0 - 250.0
energy & oil			
chief financial officer	139.9 - 244.5	201.4 - 352.0	286.9 - 502.2
chief human resources officer	117.3 - 195.9	158.8 - 264.5	198.0 - 330.0
chief information officer	113.2 - 198.1	170.0 - 296.8	234.4 - 409.8
chief operating officer	147.4 - 263.3	216.1 - 386.1	309.0 - 553.3
chief technology officer	110.3 - 193.7	163.0 - 285.2	224.4 - 392.8
communications vice-president	109.2 - 164.8	146.6 - 220.2	187.2 - 280.9
marketing vice-president	130.6 - 198.8	182.1 - 276.5	233.3 - 354.4
sales vice-president	152.8 - 216.4	204.2 - 289.3	259.9 - 368.1
vice-president finance	125.0 - 160.0	155.0 - 190.0	175.0 - 300.0
vice-president information	96.5 - 169.6	126.2 - 221.4	174.0 - 304.4
vice-president internal audit	126.5 - 167.7	158.9 - 210.1	192.4 - 254.4
vice-president operations	130.0 - 170.0	150.0 - 215.0	180.0 - 300.0
vice-president technology	130.0 - 170.0	135.0 - 200.0	172.0 - 275.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	56.8 - 66.1	63.8 - 72.1	66.2 - 84.8	76.1 - 90.4
accounting clerk	43.0 - 45.7	42.6 - 49.1	45.4 - 52.3	51.5 - 59.4
accounting manager	74.4 - 84.6	81.7 - 90.8	83.5 - 92.6	89.8 - 100.0
accounting supervisor	63.7 - 76.5	68.0 - 82.2	72.5 - 87.9	82.7 - 89.3
accounts payable clerk	42.1 - 44.7	44.0 - 49.5	47.7 - 53.7	53.0 - 61.8
accounts payable manager	63.5 - 74.3	69.8 - 75.0	72.3 - 77.2	74.3 - 85.2
accounts receivable clerk	42.6 - 45.3	44.6 - 50.2	49.8 - 56.2	56.1 - 63.1
accounts receivable manager	63.5 - 74.3	69.8 - 75.0	72.3 - 77.2	74.3 - 85.2
analyst - financial planning & analysis	69.7 - 80.9	77.9 - 90.6	86.5 - 94.3	92.2 - 101.7
assistant controller	81.6 - 89.4	88.0 - 98.1	97.0 - 103.7	102.5 - 117.4
billing specialist	43.3 - 46.1	45.3 - 51.0	49.1 - 55.3	54.6 - 63.7
bookkeeper	54.5 - 63.5	61.3 - 69.3	63.6 - 75.1	73.1 - 77.4
business analyst	68.9 - 82.3	74.3 - 88.7	79.4 - 92.7	91.3 - 95.9
compliance officer	86.1 - 104.4	96.0 - 116.5	105.4 - 127.9	124.7 - 137.8
compliance specialist	52.6 - 60.5	59.4 - 73.6	66.3 - 81.5	70.2 - 103.1
cost accountant	60.0 - 71.7	64.8 - 77.4	69.4 - 82.9	79.7 - 95.4
credit and collections accountant	44.7 - 47.6	46.7 - 52.6	52.3 - 59.1	58.9 - 66.3
credit and collections manager	63.5 - 74.3	69.8 - 75.0	72.3 - 77.2	74.3 - 85.2
credit and collections supervisor	56.4 - 66.1	62.1 - 66.7	64.3 - 68.7	66.1 - 75.8
director - financial planning & analysis	92.3 - 97.8	95.4 - 100.8	99.6 - 121.2	117.9 - 132.2
external auditor	62.4 - 75.1	67.0 - 80.1	72.7 - 85.5	81.6 - 97.8
financial analyst	56.8 - 66.1	63.8 - 72.1	66.2 - 84.8	76.1 - 90.3
financial reporting manager	73.8 - 78.2	76.3 - 80.7	79.7 - 97.0	94.2 - 105.8
internal audit manager	78.2 - 89.9	88.7 - 100.3	97.1 - 136.2	130.7 - 154.3
internal auditor	47.3 - 52.4	50.0 - 59.4	56.6 - 67.5	65.4 - 85.0
payroll clerk	42.4 - 49.4	46.6 - 54.3	50.4 - 58.8	57.5 - 67.1
payroll manager	71.7 - 86.7	77.4 - 93.7	82.9 - 100.4	95.0 - 104.5
payroll specialist	50.8 - 59.3	55.9 - 65.2	60.5 - 70.6	69.0 - 80.6
payroll supervisor	60.9 - 73.7	65.8 - 79.6	70.5 - 85.3	80.8 - 88.8
risk analyst	58.0 - 70.2	63.4 - 76.6	68.5 - 82.9	80.2 - 92.8
risk director	84.1 - 90.7	89.8 - 108.8	95.4 - 115.6	108.8 - 132.0
risk supervisor	73.5 - 89.0	79.7 - 96.4	85.4 - 103.5	97.0 - 117.5
tax analyst	63.7 - 69.9	67.1 - 80.2	73.9 - 92.2	88.4 - 97.3
tax manager	88.5 - 108.7	95.0 - 116.7	101.4 - 124.4	116.3 - 142.8
treasury analyst	56.8 - 63.8	62.7 - 70.9	68.9 - 81.2	81.1 - 94.1

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	95.3 - 166.9	128.5 - 224.9	168.7 - 294.6
finance director	125.8 - 164.6	160.6 - 209.6	194.6 - 254.1

human resources

	entry	mid	senior
all industries			
benefits administrator	59.2 - 75.6	66.2 - 85.9	74.8 - 96.9
compensation and benefits manager	95.4 - 123.0	105.4 - 138.8	118.2 - 156.8
health and safety advisor	65.5 - 83.8	75.0 - 97.2	85.8 - 109.9
HRIS analyst	64.4 - 84.3	73.7 - 98.0	84.6 - 111.2
human resources assistant	44.7 - 56.9	50.7 - 64.0	56.0 - 69.0
human resources business partner	82.4 - 101.5	95.2 - 115.4	110.3 - 130.4
human resources coordinator	52.8 - 68.3	58.5 - 77.3	65.8 - 88.0
human resources generalist	66.2 - 82.9	70.9 - 90.6	77.7 - 101.5
human resources manager	89.6 - 117.2	101.0 - 134.5	114.9 - 152.8
human resources supervisor	69.5 - 90.0	77.1 - 101.8	86.9 - 115.8
labour relations advisor	69.4 - 91.4	78.9 - 105.6	90.4 - 120.1
labour relations manager	97.5 - 130.9	114.0 - 155.3	133.0 - 178.8
recruitment coordinator	43.6 - 56.6	50.0 - 65.1	56.7 - 73.2
talent acquisition specialist	65.7 - 85.3	72.9 - 96.2	81.9 - 108.1

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.2 - 18.5	17.8 - 19.9	18.6 - 20.8
electronic parts assembler	17.0 - 20.9	18.6 - 22.7	20.0 - 23.9
forklift operator	17.5 - 19.2	18.6 - 22.4	20.8 - 23.4
general labourer - heavy	16.8 - 19.1	17.9 - 20.3	18.8 - 21.1
general labourer - light	16.2 - 18.3	16.9 - 19.2	18.5 - 19.9
industrial painter	19.4 - 23.2	20.7 - 24.6	22.2 - 25.7
inventory control clerk	18.6 - 21.3	20.4 - 24.3	22.6 - 25.5
logistics coordinator	23.3 - 27.9	26.1 - 28.7	26.6 - 31.5
machine operator	18.2 - 22.2	20.4 - 24.7	22.1 - 26.8
manufacturing worker	16.8 - 18.9	18.1 - 21.8	20.8 - 24.9
material handler	16.7 - 19.7	18.4 - 21.2	20.4 - 22.2
parts manager	25.5 - 30.4	27.4 - 32.9	30.1 - 39.5
picker/packer	16.7 - 18.9	18.1 - 22.3	20.4 - 22.2

production labourer	16.7 - 18.4	17.8 - 20.4	18.9 - 22.0
reach truck operator	18.5 - 20.2	19.1 - 23.2	22.1 - 24.9
sandblasting operator	18.8 - 21.3	19.4 - 23.5	20.5 - 26.0
shipping and receiving clerk	17.9 - 20.2	18.9 - 22.2	19.9 - 24.5
warehouse labourer	16.5 - 18.9	17.6 - 19.8	18.5 - 20.2

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	42.9 - 51.3	46.4 - 55.3	49.6 - 59.3
benefits clerk	44.0 - 49.1	47.2 - 53.9	50.3 - 58.3
buyer assistant	42.3 - 49.3	46.9 - 54.7	51.0 - 59.4
contracts administrator	65.6 - 78.9	70.9 - 84.5	76.8 - 92.1
data entry clerk	36.4 - 41.1	40.0 - 45.4	43.3 - 50.0
dispatcher	42.1 - 49.0	45.7 - 53.2	49.0 - 57.0
document controller	40.9 - 44.2	42.8 - 47.6	45.3 - 52.2
executive assistant	56.7 - 69.3	63.0 - 77.0	69.0 - 84.2
file clerk	36.7 - 42.4	41.6 - 48.0	45.3 - 52.3
human resources assistant	46.7 - 53.6	49.9 - 56.9	52.5 - 60.0
import/export clerk	41.3 - 47.3	44.7 - 52.2	48.4 - 56.4
legal assistant	50.6 - 59.6	57.8 - 68.6	63.5 - 75.6
mailroom clerk	34.9 - 40.0	38.1 - 43.6	40.7 - 46.5
office clerk	39.4 - 45.6	42.2 - 48.7	44.8 - 51.6
office manager	59.4 - 71.6	63.1 - 76.1	66.8 - 80.6
order clerk	36.1 - 41.8	39.6 - 45.8	42.8 - 49.3
order supervisor	54.9 - 64.7	61.1 - 72.1	66.9 - 78.8
project coordinator	47.1 - 56.2	50.9 - 60.7	54.6 - 65.1
property administrator	40.6 - 45.1	43.9 - 49.5	47.7 - 55.0
property manager	65.6 - 79.1	71.7 - 86.5	77.6 - 93.6
receptionist	36.4 - 41.2	38.0 - 44.2	41.3 - 48.1
sales assistant	42.7 - 49.9	45.6 - 53.2	48.6 - 56.7
supply clerk	35.9 - 42.1	39.0 - 45.5	41.7 - 48.6

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	52.9 - 65.8	57.4 - 72.7	63.2 - 81.0
business development manager*	101.8 - 133.9	113.4 - 152.5	128.5 - 174.8

key accounts manager - consumer goods*	74.2 - 94.9	83.6 - 108.9	95.0 - 123.6
merchandiser - consumer goods	65.2 - 85.0	72.8 - 96.5	82.3 - 109.1
sales representative, account manager - channel manager*	83.1 - 110.4	93.6 - 126.3	106.2 - 142.6
sales representative, account manager - consumer goods*	53.0 - 66.5	57.9 - 73.9	64.1 - 82.4
sales representative, account manager - professional services*	51.5 - 64.1	55.6 - 70.6	61.1 - 78.8
sales representative, account manager - telecommunications*	58.5 - 72.4	63.1 - 79.6	69.2 - 88.7
digital marketing			
digital marketing manager	69.6 - 88.3	80.0 - 103.0	92.1 - 116.4
digital media specialist	43.8 - 56.2	51.1 - 66.7	59.7 - 76.3
digital specialist	52.2 - 69.2	60.5 - 81.5	70.4 - 92.8
e-commerce manager	84.6 - 110.3	94.5 - 125.5	106.8 - 142.2
marketing content manager	53.7 - 67.9	61.5 - 79.1	70.8 - 89.8
social media manager	63.6 - 89.8	79.0 - 109.6	93.9 - 122.0
web manager	71.3 - 92.6	79.1 - 104.7	88.9 - 118.1
web marketing analyst	54.3 - 71.7	63.0 - 84.3	72.9 - 95.7
industrial sales			
sales engineer - distribution*	74.7 - 97.3	82.0 - 108.8	91.2 - 121.2
sales engineer - manufacturing**	64.0 - 85.4	72.7 - 98.3	82.7 - 110.4
sales representative, account manager - distribution*	53.8 - 67.3	58.5 - 74.6	64.6 - 83.3
sales representative, account manager - industrial equipment*	51.8 - 64.2	55.9 - 70.5	61.2 - 78.4
sales representative, account manager - industrial service*	57.7 - 72.0	62.4 - 79.4	68.7 - 88.5
sales representative, account manager - machinery*	57.2 - 70.8	61.6 - 77.8	67.6 - 86.8
sales representative, account manager - manufacturing**	51.9 - 73.1	56.1 - 80.3	61.3 - 88.8
sales representative, account manager - retail network**	57.3 - 70.9	61.7 - 78.1	67.9 - 87.8
technical sales representative - manufacturing**	56.4 - 74.5	64.1 - 86.2	73.6 - 99.2
marketing and communications			
brand or product manager	87.2 - 112.0	96.9 - 126.5	108.8 - 141.7
brand or product manager assistant	69.4 - 92.9	80.7 - 109.1	93.3 - 124.1
communications manager	71.0 - 92.0	78.8 - 104.1	88.5 - 116.6
communications specialist	58.5 - 79.8	69.6 - 95.7	81.9 - 109.1
marketing coordinator	45.3 - 60.3	52.1 - 70.6	60.1 - 80.3
marketing director	100.6 - 135.7	118.0 - 160.7	137.6 - 182.7
marketing project manager	57.4 - 76.7	66.2 - 89.5	76.4 - 101.9
marketing specialist	51.5 - 68.5	59.0 - 79.5	67.7 - 89.9

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	28.1 - 31.9	29.8 - 35.5	31.9 - 37.0
CNC machinist	25.0 - 27.3	26.4 - 28.6	27.8 - 37.0
conventional machinist	23.9 - 26.1	25.4 - 28.2	27.3 - 36.1
electrician	27.4 - 33.6	30.5 - 35.9	32.2 - 39.4
electronics technician	26.9 - 31.8	29.4 - 34.8	31.6 - 36.8
field service technician	28.8 - 31.7	29.4 - 35.2	33.4 - 39.0
heavy equipment mechanic	27.6 - 32.4	29.6 - 35.8	33.0 - 38.2
lead hand/team lead	21.5 - 25.3	23.1 - 26.5	25.4 - 29.6
logistics supervisor	31.5 - 37.9	34.6 - 41.7	37.5 - 44.7
maintenance manager	33.5 - 38.7	36.3 - 42.9	40.1 - 46.5
maintenance mechanic	25.4 - 29.5	27.3 - 31.4	30.6 - 36.6
maintenance supervisor	31.2 - 36.9	33.7 - 38.7	36.0 - 43.5
millwright	29.2 - 33.2	32.0 - 35.5	34.0 - 40.0
production manager	40.5 - 47.0	43.0 - 55.2	50.1 - 58.7
production supervisor	28.5 - 33.1	31.9 - 37.6	35.4 - 40.8
quality control technician	21.4 - 28.5	25.1 - 29.9	28.4 - 33.9
warehouse supervisor	26.4 - 30.0	28.1 - 32.5	29.6 - 36.1
welder	24.3 - 28.4	26.9 - 30.4	29.2 - 37.6

technologies

	entry	mid	senior
application software			
.net/C# developer	72.6 - 93.5	81.1 - 106.3	91.5 - 119.2
application support analyst	63.5 - 83.2	72.6 - 95.8	82.4 - 107.6
automation tester	65.5 - 82.3	80.3 - 92.7	90.0 - 107.5
C++/ embedded software engineer	70.7 - 91.0	78.9 - 103.4	89.0 - 116.0
database SQL developer	64.7 - 85.4	73.7 - 99.0	84.5 - 112.2
devops development side	69.5 - 92.7	80.3 - 109.0	93.2 - 124.2
ERP developer	73.1 - 94.0	81.5 - 106.8	92.0 - 130.8
front-end developer	68.9 - 90.1	78.7 - 104.4	90.1 - 125.4
full stack developer	78.8 - 103.1	90.0 - 119.5	103.1 - 135.2
java developer	70.3 - 90.4	78.5 - 102.8	88.5 - 115.6
machine learning developer	75.9 - 111.8	101.3 - 139.6	120.5 - 145.0
manual tester	51.4 - 68.3	60.0 - 80.7	69.8 - 91.8

mobile application developer (iOS/android)	65.4 - 95.2	86.2 - 120.2	104.0 - 135.8
quality assurance manager	87.6 - 112.8	96.5 - 126.4	107.5 - 141.2
RPA developer	53.8 - 70.5	61.6 - 81.7	70.4 - 91.5
technical lead	110.9 - 147.2	125.3 - 168.9	142.3 - 189.7
UI/UX designer	65.4 - 84.6	73.5 - 96.5	83.1 - 107.7
architecture			
application architect	100.6 - 132.5	112.7 - 151.6	127.9 - 172.8
architect (enterprise)	97.9 - 131.3	112.0 - 152.7	128.8 - 174.7
architect (solutions/technical)	88.2 - 109.7	98.7 - 124.9	111.3 - 139.9
cloud architect	88.9 - 111.2	100.1 - 127.2	113.4 - 142.4
data & analytics			
BI data architect	91.2 - 121.5	101.8 - 138.2	114.8 - 155.4
big data engineer	85.8 - 111.6	95.7 - 126.9	108.0 - 143.3
business intelligence developer	69.1 - 89.1	77.3 - 101.3	90.0 - 118.0
data analyst	69.8 - 92.7	80.1 - 108.1	92.3 - 122.8
data architect	74.4 - 97.6	85.4 - 113.9	98.4 - 129.6
data engineer	73.6 - 97.7	84.5 - 114.0	97.3 - 129.4
data scientist	80.6 - 107.3	92.9 - 125.6	107.2 - 142.4
database administrator	70.5 - 95.3	82.9 - 113.5	97.1 - 129.8
leadership/business technology			
business analyst	68.5 - 85.0	77.0 - 100.0	92.0 - 125.0
IT director	100.0 - 110.0	105.0 - 135.0	130.0 - 225.0
IT manager	73.8 - 96.0	82.3 - 108.9	93.0 - 126.0
networking/infrastructure			
bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 82.0
cloud engineer	77.0 - 101.9	89.4 - 119.7	103.3 - 135.0
devops system side	84.3 - 115.7	97.9 - 135.4	112.6 - 152.4
help desk representative	48.7 - 64.6	55.8 - 74.3	63.1 - 82.9
information security engineer	75.5 - 100.3	86.7 - 117.1	100.0 - 132.8
information security manager	99.0 - 128.3	110.1 - 145.5	123.9 - 164.6
information security specialist	64.0 - 83.6	73.0 - 96.9	87.6 - 129.5
information systems analyst	68.1 - 87.0	75.3 - 98.0	84.2 - 109.8
linux/unix administrator	76.8 - 100.2	87.4 - 116.1	100.3 - 132.1
network administrator	64.8 - 86.1	74.5 - 100.5	85.8 - 114.4
network engineer	71.1 - 94.2	81.4 - 109.9	93.9 - 125.7
systems administrator	72.9 - 94.3	81.9 - 107.7	92.8 - 121.7
tech support	66.3 - 87.2	76.3 - 101.5	87.5 - 114.9
telecommunications analyst	67.4 - 89.2	77.0 - 104.0	88.9 - 119.6
project management			
business systems analyst	70.0 - 92.9	81.6 - 109.9	95.1 - 128.8
ERP project manager	99.9 - 132.0	108.7 - 146.4	120.1 - 163.7

alberta

functional analyst	56.2 - 72.9	63.3 - 83.4	71.7 - 98.1
organizational change manager (OCM)	70.2 - 94.0	81.6 - 111.3	95.7 - 129.6
product owner	77.9 - 102.0	89.0 - 118.2	101.9 - 133.3
product owner/manager	82.6 - 113.0	95.6 - 132.8	110.8 - 151.6
program manager	100.0 - 115.0	110.0 - 135.0	134.0 - 165.0
project coordinator	62.6 - 78.9	71.3 - 91.4	81.8 - 103.7
project manager (infrastructure)	83.8 - 112.5	94.4 - 128.8	107.2 - 151.3
project manager (software)	91.8 - 120.5	102.4 - 136.8	115.2 - 159.3
scrum master	76.6 - 99.2	86.2 - 113.6	97.9 - 129.2
technical writer	63.2 - 81.8	73.4 - 96.1	85.0 - 109.1

edmonton metropolitan region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	39.7 - 47.3	43.5 - 51.8	47.1 - 56.1
customer service manager	71.1 - 85.8	76.9 - 92.8	82.6 - 99.6
customer service representative	35.9 - 42.3	38.9 - 45.9	41.9 - 49.3
customer service supervisor	58.5 - 70.6	63.2 - 76.3	67.7 - 81.7
customer service team lead	56.1 - 68.8	61.5 - 75.3	66.5 - 81.4
customer service trainer	45.9 - 54.7	50.1 - 59.8	54.2 - 64.7
e-chat representative	34.8 - 41.2	37.9 - 44.7	40.8 - 48.1
fundraiser agent	35.1 - 38.2	37.8 - 42.3	41.0 - 48.5
help desk representative - level 1	36.1 - 41.9	41.5 - 50.6	45.9 - 54.8
inside sales manager	70.6 - 86.2	77.0 - 94.0	83.0 - 101.4
inside sales representative	54.3 - 64.0	57.1 - 67.3	60.0 - 70.7
junior collection agent	33.8 - 39.9	36.8 - 43.4	39.6 - 46.7
order desk	35.3 - 40.6	38.6 - 44.4	41.6 - 47.8
service coordinator	40.5 - 48.2	43.7 - 52.0	46.7 - 55.7
survey agent	34.4 - 39.6	37.6 - 43.3	40.3 - 46.4
telemarketing agent	34.3 - 40.0	36.9 - 43.0	39.5 - 46.0
telephone dispatcher	41.0 - 47.7	44.5 - 51.7	47.7 - 55.5

engineering

	entry	mid	senior
construction			
architect	74.5 - 98.0	84.4 - 113.4	96.7 - 129.6
architectural drafter	59.8 - 76.9	69.1 - 90.8	80.6 - 106.4
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	70.4 - 91.9	80.2 - 106.1	91.4 - 120.6
civil engineer	80.2 - 105.5	90.8 - 121.6	103.6 - 137.3
civil engineering drafter	63.8 - 80.4	72.6 - 92.6	82.7 - 104.8
civil engineering technologist	59.3 - 76.6	66.7 - 87.7	75.6 - 99.4
civil project engineer	90.5 - 122.6	103.7 - 143.0	119.6 - 164.2

civil project manager	96.7 - 128.0	108.7 - 146.4	123.2 - 165.0
construction coordinator	62.5 - 82.7	70.1 - 94.2	79.2 - 106.6
construction director	127.6 - 167.0	161.6 - 211.6	198.8 - 260.9
construction manager	92.0 - 119.4	100.7 - 133.0	111.7 - 149.0
construction project manager	82.1 - 112.2	95.0 - 131.6	110.2 - 150.2
contracts administrator	74.4 - 98.0	84.4 - 112.9	96.2 - 127.9
contracts manager	112.7 - 141.5	125.5 - 160.8	141.8 - 182.8
demand planner	61.6 - 84.5	73.8 - 101.6	86.9 - 116.2
director of operations	156.7 - 207.2	203.4 - 269.8	256.2 - 340.1
drafter	67.0 - 83.4	75.0 - 94.9	84.6 - 107.2
electrical designer/engineer	83.9 - 112.2	97.3 - 132.6	113.6 - 152.9
electrical engineer	91.4 - 122.3	106.1 - 144.6	123.8 - 166.7
electrical engineering technician	67.6 - 86.2	76.9 - 99.4	87.6 - 112.7
electrical inspector	52.6 - 69.8	60.5 - 81.2	69.4 - 92.9
engineering manager	101.5 - 135.2	115.4 - 156.6	132.2 - 178.4
environmental engineer	76.6 - 101.2	87.1 - 117.2	100.1 - 133.7
environmental inspector	58.2 - 74.0	63.8 - 82.8	71.0 - 92.4
estimation engineer	85.2 - 112.9	97.6 - 131.8	112.6 - 150.7
estimator	75.8 - 98.4	84.1 - 111.1	94.4 - 125.2
facilities manager	81.5 - 108.2	93.5 - 126.2	107.9 - 144.0
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	76.6 - 98.2	87.8 - 114.0	100.6 - 129.0
health and safety specialist	82.4 - 107.8	94.0 - 124.8	107.8 - 141.6
HVAC drafter	66.7 - 85.2	74.9 - 96.8	84.1 - 108.1
HVAC engineer	66.8 - 88.4	76.2 - 102.5	87.4 - 115.8
materials manager	94.8 - 123.7	104.5 - 139.1	116.8 - 156.1
mechanical designer	65.9 - 86.6	75.7 - 100.4	86.5 - 112.9
mechanical drafter	61.7 - 79.7	69.2 - 91.7	79.3 - 106.9
mechanical engineer	91.9 - 120.8	103.9 - 139.1	118.6 - 157.8
mechanical engineering technican	65.0 - 84.7	73.8 - 97.6	84.0 - 109.7
operations manager	99.7 - 134.0	112.4 - 153.2	127.3 - 171.6
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	50.3 - 63.8	57.0 - 73.1	64.4 - 82.2
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	107.9 - 137.2	116.6 - 151.2	128.3 - 168.1
project manager	92.9 - 126.8	107.5 - 148.9	124.4 - 169.6
purchasing manager	102.4 - 134.2	115.3 - 153.5	130.6 - 172.1
QA/QC inspector	68.4 - 90.1	78.8 - 104.9	90.5 - 119.8
quality control engineer	81.4 - 106.6	91.6 - 122.0	103.9 - 137.6
quality inspector	49.9 - 63.4	55.8 - 72.0	62.8 - 81.0
safety inspector	79.2 - 102.8	89.5 - 117.8	101.3 - 132.4

site supervisor	88.8 - 115.3	97.2 - 128.4	107.9 - 143.5
specification writer	65.8 - 84.5	74.4 - 96.7	84.2 - 108.7
structural designer	63.0 - 81.7	71.2 - 93.6	80.5 - 105.2
structural engineer	81.4 - 107.0	92.2 - 123.5	105.4 - 140.4
structural engineering technologist	65.1 - 85.6	73.7 - 98.8	84.3 - 112.3
superintendent	50.8 - 64.6	56.8 - 73.3	64.0 - 82.7
supply chain manager	100.9 - 133.0	114.6 - 153.1	130.2 - 171.1
energy & oil			
applications engineer	87.1 - 115.9	101.8 - 137.2	118.6 - 156.0
architect	74.6 - 98.3	84.6 - 113.8	97.0 - 130.0
architectural drafter	59.8 - 77.0	69.2 - 91.0	80.8 - 106.6
assistant chief inspector	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
automation engineer	80.2 - 105.5	90.7 - 121.4	103.6 - 137.9
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	70.6 - 92.2	80.3 - 106.4	91.7 - 121.1
chemical engineer	99.8 - 130.6	110.2 - 146.5	122.9 - 163.7
chemical technician	69.4 - 90.0	77.0 - 102.0	86.8 - 116.3
chief inspector	66.2 - 86.6	74.3 - 98.5	83.5 - 110.3
civil engineer	80.4 - 105.8	91.1 - 121.9	103.9 - 137.8
civil engineering drafter	64.0 - 80.5	72.7 - 92.9	82.8 - 105.1
civil engineering technologist	59.3 - 76.7	66.7 - 87.8	75.7 - 99.6
civil project engineer	90.6 - 123.0	104.0 - 143.5	120.0 - 164.8
civil project manager	97.0 - 128.4	109.0 - 146.9	123.6 - 165.6
coating inspector	46.6 - 60.5	52.8 - 69.4	59.9 - 78.6
commissioning and start up engineer	76.0 - 101.0	87.2 - 117.7	100.7 - 133.2
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	62.6 - 82.8	70.1 - 94.4	79.3 - 106.9
construction director	128.0 - 167.6	162.2 - 212.4	199.7 - 262.1
construction manager	92.3 - 119.8	100.9 - 133.4	112.1 - 149.6
construction project manager	82.2 - 112.6	95.3 - 132.1	110.4 - 150.8
continuous improvement engineer	93.5 - 121.2	103.7 - 136.8	116.2 - 152.8
contracts administrator	74.5 - 98.3	84.6 - 113.3	96.5 - 128.3
contracts manager	113.0 - 142.0	126.0 - 161.4	142.3 - 183.5
control technician	62.0 - 81.0	70.7 - 93.5	80.5 - 106.0
controls designer/engineer	64.4 - 85.6	73.9 - 99.5	84.7 - 113.2
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	61.6 - 84.6	73.9 - 101.9	87.1 - 116.5
director of operations	157.3 - 208.1	204.2 - 271.0	257.3 - 341.6
drafter	67.1 - 83.6	75.1 - 95.2	84.8 - 107.5
electrical designer/engineer	84.0 - 112.6	97.6 - 133.1	114.0 - 153.5
electrical engineer	91.7 - 122.8	106.4 - 145.1	124.2 - 167.3

electrical engineering technician	67.7 - 86.3	77.0 - 99.6	87.8 - 112.9
electrical inspector	52.7 - 70.0	60.6 - 81.4	69.5 - 93.0
electrical test engineer	88.4 - 117.4	101.4 - 137.0	117.1 - 156.7
engineering manager	101.9 - 135.7	115.8 - 157.1	132.6 - 179.0
environmental engineer	76.7 - 101.4	87.4 - 117.6	100.3 - 134.0
environmental inspector	58.2 - 74.2	64.0 - 82.9	71.2 - 92.6
estimation engineer	85.3 - 113.3	97.8 - 132.1	112.9 - 151.3
estimator	76.0 - 98.6	84.4 - 111.5	94.7 - 125.5
expediter	49.6 - 63.6	56.2 - 73.0	63.6 - 82.8
facilities manager	81.7 - 108.5	93.7 - 126.7	108.2 - 144.5
field service engineer	65.9 - 86.8	74.8 - 100.4	85.7 - 115.8
general inspector	64.4 - 84.2	72.2 - 95.9	81.4 - 107.4
general manager	85.3 - 113.3	97.8 - 132.1	112.9 - 151.3
geotechnical engineer	81.0 - 105.0	91.2 - 120.4	103.8 - 136.6
geotechnical technician	72.9 - 94.5	82.1 - 108.3	93.4 - 122.9
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	76.7 - 98.5	88.1 - 114.4	100.8 - 129.5
health and safety specialist	82.7 - 108.0	94.2 - 125.3	108.1 - 142.1
HVAC drafter	66.8 - 85.4	75.0 - 97.1	84.4 - 108.4
HVAC engineer	66.8 - 88.6	76.3 - 102.7	87.6 - 116.2
industrial engineer	87.7 - 113.6	97.2 - 128.2	108.8 - 143.2
inventory analyst	61.9 - 80.8	70.3 - 93.1	80.3 - 106.0
inventory control manager	77.8 - 101.4	86.9 - 115.3	98.0 - 130.1
logistics manager	76.7 - 101.4	87.5 - 117.7	100.6 - 133.9
logistics specialist	70.8 - 94.0	81.0 - 109.1	93.0 - 123.5
materials manager	95.0 - 124.2	104.8 - 139.6	117.1 - 156.6
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	66.0 - 86.8	75.8 - 100.7	86.6 - 113.2
mechanical drafter	61.8 - 79.8	69.2 - 91.9	79.4 - 107.2
mechanical engineer	92.2 - 121.2	104.3 - 139.6	118.9 - 158.4
mechanical engineering technican	65.2 - 85.0	73.9 - 97.8	84.2 - 110.0
operations manager	100.0 - 134.5	112.8 - 153.8	127.7 - 172.2
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	89.9 - 116.3	101.0 - 133.3	115.1 - 152.3
piping designer	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
piping engineer	79.7 - 103.8	88.9 - 118.1	100.4 - 133.4
planner/scheduler	50.4 - 64.0	57.1 - 73.2	64.4 - 82.3
plant manager	108.6 - 150.1	129.7 - 181.6	154.1 - 210.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	77.0 - 101.9	87.8 - 118.3	100.9 - 134.0
procurement director	116.0 - 152.3	151.8 - 199.0	183.2 - 240.2

procurement specialist	61.0 - 79.0	67.6 - 89.3	75.8 - 101.2
program manager	89.3 - 115.0	101.5 - 132.5	115.8 - 150.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	108.1 - 137.6	117.0 - 151.8	128.6 - 168.8
project manager	93.1 - 127.3	107.9 - 149.4	124.8 - 170.3
purchasing manager	102.7 - 134.6	115.7 - 154.1	130.9 - 172.7
QA/QC inspector	68.4 - 90.4	79.0 - 105.2	90.7 - 120.1
quality assurance manager	97.8 - 126.4	107.9 - 141.8	120.4 - 158.4
quality assurance/control technician	75.0 - 99.2	86.9 - 116.4	100.4 - 132.0
quality control engineer	81.5 - 106.8	91.8 - 122.4	104.3 - 138.1
quality inspector	50.0 - 63.5	55.8 - 72.0	62.9 - 81.1
safety inspector	79.3 - 103.2	89.6 - 118.2	101.5 - 132.8
SCADA engineer	78.6 - 103.9	89.5 - 120.4	102.6 - 136.6
site supervisor	89.0 - 115.7	97.4 - 128.9	108.2 - 144.0
sourcing engineer	68.3 - 90.4	77.9 - 104.8	89.4 - 119.3
specification writer	65.9 - 84.7	74.5 - 97.0	84.4 - 109.1
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	66.8 - 85.8	74.3 - 96.8	83.2 - 107.8
structural designer	63.0 - 82.0	71.3 - 93.8	80.6 - 105.5
structural engineer	81.6 - 107.4	92.4 - 124.0	105.7 - 140.9
structural engineering technologist	65.3 - 85.9	73.9 - 99.2	84.6 - 112.7
superintendent	50.8 - 64.6	56.8 - 73.3	64.0 - 82.8
supply chain manager	101.2 - 133.4	115.0 - 153.6	130.7 - 171.8
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	67.3 - 87.4	76.0 - 100.3	86.4 - 114.0
transmission line engineer	93.2 - 117.4	100.8 - 129.2	110.6 - 142.9
transportation manager	94.2 - 123.6	106.3 - 141.7	120.6 - 160.7
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
welding inspector	66.0 - 85.7	74.5 - 98.2	84.4 - 110.5
manufacturing			
applications engineer	72.6 - 96.5	84.7 - 114.2	98.7 - 129.8
automation engineer	66.8 - 87.8	75.5 - 101.1	86.2 - 114.8
buyer	58.8 - 76.7	66.9 - 88.6	76.4 - 100.8
chemical engineer	83.2 - 108.7	91.7 - 122.0	102.4 - 136.3
chemical technician	57.8 - 75.0	64.1 - 85.0	72.3 - 96.8
cmm programmer	49.3 - 63.3	54.7 - 71.6	61.4 - 80.0
CNC programmer	52.8 - 69.6	59.9 - 80.3	68.5 - 91.7
coating inspector	38.8 - 50.4	44.0 - 57.7	49.8 - 65.5
commissioning and start up engineer	63.4 - 84.3	72.8 - 98.2	84.1 - 111.8
continuous improvement engineer	77.9 - 101.0	86.4 - 113.9	96.7 - 127.1
contracts administrator	62.1 - 81.8	70.4 - 94.3	80.3 - 106.8

contracts manager	94.1 - 118.2	104.9 - 134.4	118.5 - 152.7
control technician	51.7 - 67.5	58.8 - 77.9	67.1 - 88.3
controls designer/engineer	53.7 - 71.3	61.5 - 82.9	70.6 - 94.3
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	51.3 - 70.5	61.6 - 84.9	72.6 - 97.0
director of operations	131.0 - 173.2	170.0 - 225.5	214.1 - 284.3
drafter	55.9 - 69.6	62.6 - 79.3	70.6 - 89.5
electrical designer/engineer	70.0 - 93.7	81.3 - 110.8	94.9 - 127.8
electrical engineer	76.3 - 102.2	88.6 - 120.8	103.4 - 139.3
electrical engineering technician	56.4 - 71.9	64.1 - 83.0	73.1 - 94.1
electrical inspector	43.8 - 58.2	50.5 - 67.8	57.9 - 77.5
electrical test engineer	73.7 - 97.8	84.4 - 114.1	97.5 - 130.5
engineering manager	84.8 - 113.0	96.4 - 130.8	110.4 - 149.1
environmental engineer	63.9 - 84.4	72.8 - 97.9	83.6 - 111.6
environmental inspector	48.5 - 61.8	53.2 - 69.1	59.2 - 77.1
estimation engineer	71.1 - 94.3	81.5 - 110.0	94.0 - 125.9
estimator	63.3 - 82.2	70.2 - 92.8	78.9 - 104.6
field service engineer	54.9 - 72.3	62.2 - 83.7	71.4 - 96.5
field service technician	53.7 - 70.1	62.0 - 81.5	71.0 - 92.3
general inspector	53.7 - 70.2	60.2 - 79.8	67.7 - 89.5
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	157.1 - 220.1	218.7 - 307.0	276.8 - 386.2
health and safety manager	63.9 - 82.0	73.3 - 95.2	84.0 - 107.8
health and safety specialist	68.8 - 89.9	78.5 - 104.3	90.0 - 118.3
HVAC drafter	55.7 - 71.1	62.5 - 80.9	70.2 - 90.2
HVAC engineer	55.7 - 73.8	63.6 - 85.6	72.9 - 96.7
industrial engineer	73.0 - 94.6	80.9 - 106.7	90.6 - 119.1
inventory analyst	51.6 - 67.2	58.5 - 77.6	66.8 - 88.2
inventory control manager	64.7 - 84.4	72.3 - 96.0	81.6 - 108.3
logistics manager	63.9 - 84.5	72.8 - 98.0	83.7 - 111.5
logistics specialist	59.0 - 78.2	67.5 - 90.8	77.4 - 102.8
machining manager	62.8 - 80.5	69.6 - 91.0	78.2 - 102.9
maintenance manager	64.7 - 84.8	74.0 - 97.8	83.9 - 108.6
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	69.2 - 91.2	78.5 - 105.2	89.6 - 118.7
materials manager	79.2 - 103.4	87.3 - 116.2	97.5 - 130.4
mechanical designer	55.0 - 72.3	63.1 - 83.8	72.2 - 94.3
mechanical drafter	51.5 - 66.4	57.7 - 76.5	66.2 - 89.3
mechanical engineer	76.8 - 100.9	86.8 - 116.2	99.0 - 131.8
mechanical engineering technican	54.3 - 70.7	61.6 - 81.5	70.1 - 91.6
operations manager	83.2 - 112.0	93.9 - 128.1	106.3 - 143.4

planner/scheduler	42.0 - 53.3	47.6 - 61.0	53.7 - 68.6
plant manager	90.5 - 125.0	108.0 - 151.2	128.2 - 175.4
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	64.1 - 84.9	73.2 - 98.5	84.0 - 111.6
procurement director	96.6 - 126.8	126.4 - 165.6	152.5 - 200.0
procurement specialist	50.8 - 65.8	56.2 - 74.4	63.2 - 84.2
production manager	84.7 - 110.2	94.4 - 125.2	106.5 - 141.5
production planner	51.2 - 67.4	58.9 - 78.1	67.1 - 86.9
program manager	74.4 - 95.7	84.5 - 110.3	96.4 - 125.4
project director	114.9 - 138.8	136.0 - 172.3	171.1 - 206.9
project engineer	90.1 - 114.6	97.5 - 126.3	107.1 - 140.5
project manager	77.5 - 106.0	89.8 - 124.4	103.9 - 141.7
purchasing manager	85.5 - 112.1	96.3 - 128.2	109.0 - 143.8
QA/QC inspector	57.0 - 75.2	65.8 - 87.6	75.5 - 100.0
quality assurance manager	81.5 - 105.2	89.8 - 118.1	100.2 - 131.9
quality assurance/control technician	62.5 - 82.6	72.4 - 96.9	83.6 - 109.9
quality control engineer	67.9 - 89.0	76.4 - 101.9	86.8 - 114.9
quality inspector	41.7 - 52.9	46.5 - 60.0	52.3 - 67.6
safety inspector	66.1 - 85.9	74.7 - 98.4	84.6 - 110.6
SCADA engineer	65.5 - 86.5	74.6 - 100.2	85.5 - 113.7
site supervisor	74.1 - 96.3	81.2 - 107.3	90.1 - 119.8
sourcing engineer	56.9 - 75.2	64.8 - 87.2	74.5 - 99.4
specification writer	54.9 - 70.5	62.0 - 80.8	70.3 - 90.8
stationary engineer	55.6 - 71.4	61.9 - 80.7	69.2 - 89.7
supply chain manager	84.2 - 111.1	95.7 - 127.9	108.8 - 143.0
transportation manager	78.5 - 102.9	88.5 - 117.9	100.4 - 133.7
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
warehouse manager	65.1 - 84.4	72.2 - 95.4	81.0 - 107.1

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	131.7 - 231.9	187.3 - 331.3	266.5 - 471.8
chief human resources officer	110.4 - 184.9	147.3 - 247.3	182.5 - 307.5
chief information officer	106.4 - 187.1	157.7 - 278.3	216.8 - 383.6
chief operating officer	139.9 - 251.4	202.5 - 365.6	288.9 - 522.2
chief technology officer	104.0 - 182.7	153.5 - 270.8	212.1 - 375.2
communications vice-president	103.9 - 156.4	139.3 - 209.3	177.7 - 268.1
marketing vice-president	122.1 - 186.3	170.4 - 260.8	219.3 - 336.2

sales vice-president	142.8 - 203.1	191.4 - 273.1	244.8 - 349.5
vice-president finance	120.0 - 150.0	140.0 - 180.0	170.0 - 260.0
vice-president information	90.9 - 159.7	119.0 - 209.3	163.8 - 289.4
vice-president internal audit	119.2 - 157.9	149.7 - 198.3	181.4 - 241.0
vice-president operations	120.0 - 155.0	130.0 - 190.0	180.0 - 290.0
vice-president technology	120.0 - 160.0	145.0 - 185.0	160.0 - 230.0

construction

chief financial officer	133.1 - 234.4	191.0 - 337.7	275.3 - 487.5
chief human resources officer	111.5 - 186.9	150.1 - 252.2	188.5 - 317.6
chief information officer	107.6 - 189.1	160.7 - 283.7	223.9 - 396.2
chief operating officer	141.4 - 254.1	206.4 - 372.6	298.4 - 539.5
chief technology officer	104.7 - 184.4	154.8 - 273.5	214.1 - 379.2
communications vice-president	104.6 - 157.7	140.4 - 211.3	179.3 - 270.7
marketing vice-president	123.1 - 188.0	171.9 - 263.5	221.4 - 339.7
sales vice-president	144.0 - 205.0	193.2 - 275.9	247.2 - 353.2
vice-president finance	115.0 - 140.0	130.0 - 170.0	160.0 - 280.0
vice-president information	91.5 - 161.1	119.9 - 211.2	165.3 - 292.3
vice-president internal audit	120.1 - 159.3	151.0 - 200.2	183.1 - 243.4
vice-president operations	125.0 - 150.0	135.0 - 200.0	180.0 - 270.0
vice-president technology	120.0 - 160.0	150.0 - 200.0	180.0 - 240.0

energy & oil

chief financial officer	133.4 - 234.9	192.7 - 340.8	276.5 - 489.6
chief human resources officer	111.7 - 187.2	151.4 - 254.4	189.3 - 319.0
chief information officer	107.8 - 189.4	162.1 - 286.3	224.9 - 398.0
chief operating officer	141.7 - 254.6	208.2 - 376.0	299.7 - 541.8
chief technology officer	105.0 - 185.1	155.4 - 274.8	215.0 - 381.1
communications vice-president	105.0 - 158.3	140.9 - 212.3	180.0 - 272.0
marketing vice-president	123.5 - 188.8	172.6 - 264.7	222.4 - 341.4
sales vice-president	144.6 - 205.9	194.0 - 277.2	248.4 - 354.9
vice-president finance	120.0 - 150.0	140.0 - 180.0	175.0 - 270.0
vice-president information	91.8 - 161.7	120.3 - 212.2	165.9 - 293.7
vice-president internal audit	120.6 - 159.9	151.6 - 201.1	183.9 - 244.5
vice-president operations	125.0 - 160.0	150.0 - 200.0	185.0 - 270.0
vice-president technology	125.0 - 170.0	145.0 - 200.0	170.0 - 220.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	56.2 - 65.4	63.2 - 71.3	65.5 - 83.9	75.3 - 89.5
accounting clerk	42.6 - 45.2	42.1 - 48.6	44.9 - 51.8	50.9 - 58.8
accounting manager	73.6 - 83.7	80.8 - 89.9	82.6 - 91.7	88.8 - 99.0
accounting supervisor	63.0 - 75.7	67.3 - 81.3	71.7 - 87.0	81.9 - 88.4
accounts payable clerk	41.6 - 44.3	43.5 - 49.0	47.2 - 53.1	52.5 - 61.2
accounts payable manager	62.8 - 73.5	69.1 - 74.2	71.5 - 76.4	73.5 - 84.3
accounts receivable clerk	42.1 - 44.8	44.1 - 49.6	49.3 - 55.6	55.5 - 62.4
accounts receivable manager	62.8 - 73.5	69.1 - 74.2	71.5 - 76.4	73.5 - 84.3
analyst - financial planning & analysis	69.0 - 80.1	77.1 - 89.7	85.6 - 93.3	91.2 - 100.6
assistant controller	80.7 - 88.5	87.0 - 97.1	96.0 - 102.6	101.4 - 116.2
billing specialist	42.9 - 45.6	44.8 - 50.5	48.6 - 54.7	54.1 - 63.1
bookkeeper	54.0 - 62.8	60.6 - 68.5	62.9 - 74.4	72.3 - 76.6
business analyst	68.2 - 81.4	73.5 - 87.8	78.6 - 91.7	90.3 - 94.8
compliance officer	85.2 - 103.3	95.0 - 115.2	104.2 - 126.5	123.4 - 136.4
compliance specialist	52.1 - 59.9	58.8 - 72.9	65.6 - 80.7	69.5 - 102.0
cost accountant	59.4 - 71.0	64.1 - 76.6	68.6 - 82.1	78.9 - 94.4
credit and collections accountant	44.3 - 47.1	46.2 - 52.1	51.7 - 58.5	58.3 - 65.6
credit and collections manager	62.8 - 73.5	69.1 - 74.2	71.5 - 76.4	73.5 - 84.3
credit and collections supervisor	55.8 - 65.4	61.5 - 66.0	63.6 - 68.0	65.4 - 75.0
director - financial planning & analysis	91.4 - 96.7	94.4 - 99.7	98.5 - 119.9	116.7 - 130.8
external auditor	61.8 - 74.4	66.3 - 79.2	71.9 - 84.6	80.7 - 96.7
financial analyst	56.2 - 65.4	63.2 - 71.3	65.5 - 83.9	75.3 - 89.4
financial reporting manager	73.0 - 77.4	75.5 - 79.8	78.9 - 96.0	93.2 - 104.7
internal audit manager	77.4 - 88.9	87.8 - 99.3	96.1 - 134.8	129.3 - 152.7
internal auditor	46.8 - 51.9	49.4 - 58.8	56.0 - 66.8	64.7 - 84.1
payroll clerk	41.9 - 48.9	46.1 - 53.8	49.9 - 58.2	56.9 - 66.4
payroll manager	71.0 - 85.8	76.6 - 92.7	82.1 - 99.4	94.0 - 103.4
payroll specialist	50.3 - 58.7	55.3 - 64.5	59.9 - 69.8	68.2 - 79.7
payroll supervisor	60.3 - 72.9	65.1 - 78.8	69.7 - 84.4	79.9 - 87.9
risk analyst	57.4 - 69.5	62.7 - 75.8	67.8 - 82.1	79.3 - 91.8
risk director	83.2 - 89.8	88.8 - 107.6	94.4 - 114.4	107.6 - 130.6
risk supervisor	72.8 - 88.1	78.9 - 95.4	84.5 - 102.4	96.0 - 116.3
tax analyst	63.1 - 69.2	66.4 - 79.3	73.1 - 91.3	87.4 - 96.3
tax manager	87.6 - 107.5	94.0 - 115.4	100.3 - 123.0	115.1 - 141.3
treasury analyst	56.2 - 63.2	62.0 - 70.1	68.2 - 80.4	80.3 - 93.1

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	90.6 - 159.2	122.5 - 215.6	160.9 - 284.1
finance director	119.9 - 157.0	153.1 - 200.6	186.0 - 244.2

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	41.1 - 47.2	44.2 - 50.8	47.1 - 54.2
accounts payable clerk	41.2 - 46.4	45.6 - 51.2	49.4 - 55.5
accounts receivable clerk	41.8 - 47.0	46.2 - 51.9	50.1 - 56.3
bookkeeper	40.1 - 47.3	43.4 - 51.0	46.4 - 54.7
credit & collection specialist	38.9 - 44.8	42.7 - 49.2	46.2 - 53.2
invoicing clerk	39.2 - 45.7	43.0 - 50.1	46.3 - 53.9
payroll administrator	45.2 - 53.8	49.3 - 58.7	53.2 - 63.4
payroll clerk	43.9 - 51.1	48.3 - 56.2	52.2 - 60.8

human resources

	entry	mid	senior
all industries			
benefits administrator	56.8 - 72.2	63.4 - 82.0	71.5 - 92.5
compensation and benefits manager	90.7 - 117.2	100.3 - 132.3	112.6 - 149.5
health and safety advisor	63.6 - 81.4	72.9 - 94.4	83.3 - 106.8
HRIS analyst	62.2 - 81.4	71.1 - 94.5	81.6 - 107.2
human resources assistant	43.4 - 55.1	49.1 - 61.9	54.2 - 66.8
human resources business partner	82.4 - 101.5	95.2 - 115.4	110.3 - 130.4
human resources coordinator	51.1 - 66.1	56.6 - 74.8	63.7 - 85.1
human resources generalist	63.4 - 79.1	67.8 - 86.5	74.2 - 97.0
human resources manager	85.2 - 111.6	96.1 - 128.3	109.4 - 145.7
human resources supervisor	66.4 - 85.9	73.6 - 97.3	82.9 - 110.9
labour relations advisor	69.4 - 91.4	78.9 - 105.6	90.4 - 120.1
labour relations manager	92.7 - 124.8	108.6 - 148.1	126.8 - 170.6
recruitment coordinator	42.4 - 54.7	48.4 - 63.0	54.9 - 70.8
talent acquisition specialist	62.9 - 81.4	69.7 - 91.9	78.1 - 103.4

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.6 - 19.5	18.0 - 20.8	19.5 - 21.2
electronic parts assembler	17.0 - 20.5	18.4 - 22.2	20.0 - 23.5
forklift operator	17.8 - 19.4	18.7 - 22.5	20.8 - 23.8
general labourer - heavy	17.1 - 19.5	18.3 - 20.8	19.3 - 21.8
general labourer - light	16.5 - 18.5	17.3 - 19.6	18.8 - 20.4
industrial painter	19.5 - 23.6	20.9 - 24.8	22.6 - 25.9
inventory control clerk	18.5 - 21.1	19.9 - 23.9	22.4 - 25.5
logistics coordinator	23.5 - 27.8	25.9 - 28.6	26.8 - 31.1
machine operator	18.0 - 22.1	20.3 - 24.5	22.1 - 26.6
manufacturing worker	16.5 - 18.8	17.9 - 21.7	19.8 - 22.4
material handler	16.6 - 19.6	18.2 - 21.1	20.1 - 22.0
parts manager	25.2 - 30.3	27.2 - 32.5	29.6 - 38.6
picker/packer	16.5 - 18.6	17.9 - 21.9	19.8 - 21.9
production labourer	16.4 - 18.2	17.5 - 20.3	18.8 - 21.8
reach truck operator	18.2 - 20.3	19.4 - 23.0	22.1 - 24.7
sandblasting operator	18.9 - 21.4	20.0 - 23.8	20.9 - 26.5
shipping and receiving clerk	17.6 - 20.1	18.5 - 22.3	20.1 - 24.7
warehouse labourer	16.3 - 18.5	17.5 - 19.8	18.5 - 20.4

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	41.9 - 50.5	45.8 - 54.3	48.9 - 58.0
benefits clerk	42.9 - 47.6	45.8 - 52.2	48.9 - 57.5
buyer assistant	40.8 - 47.5	45.2 - 52.7	49.1 - 57.2
contracts administrator	63.3 - 76.8	68.0 - 82.6	75.6 - 90.8
data entry clerk	36.2 - 40.8	38.3 - 44.1	41.9 - 48.6
dispatcher	41.0 - 47.7	44.5 - 51.7	47.7 - 55.5
document controller	34.5 - 39.7	37.7 - 43.4	40.4 - 46.5
executive assistant	54.6 - 66.7	60.7 - 74.1	66.4 - 81.1
file clerk	35.8 - 41.3	40.5 - 46.5	44.0 - 50.6
human resources assistant	43.4 - 50.5	47.3 - 55.1	50.6 - 59.0
import/export clerk	39.1 - 45.6	43.1 - 50.2	46.6 - 54.2
legal assistant	48.8 - 58.8	55.6 - 67.1	61.9 - 74.7

mailroom clerk	34.2 - 38.9	37.2 - 42.3	39.6 - 45.1
office clerk	38.4 - 44.2	41.0 - 47.2	43.5 - 50.0
office manager	57.1 - 69.0	60.8 - 73.3	64.3 - 77.6
order clerk	35.3 - 40.6	38.6 - 44.4	41.6 - 47.8
order supervisor	52.9 - 62.3	58.9 - 69.4	64.4 - 75.9
project coordinator	45.9 - 54.6	49.6 - 59.1	53.1 - 63.3
property administrator	40.4 - 44.9	42.8 - 48.6	46.9 - 53.5
property manager	63.7 - 76.9	69.7 - 84.1	75.4 - 91.0
receptionist	36.3 - 41.0	38.0 - 43.8	40.9 - 47.5
sales assistant	41.2 - 48.0	44.0 - 51.2	46.8 - 54.5
supply clerk	35.7 - 41.8	38.6 - 44.9	41.3 - 48.2

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	50.9 - 63.4	55.2 - 70.1	60.9 - 78.1
business development manager*	98.7 - 129.4	109.8 - 147.3	124.3 - 168.6
district sales manager**	77.3 - 99.7	88.1 - 115.6	101.1 - 132.1
key accounts manager - consumer goods*	71.6 - 91.6	80.6 - 105.1	91.7 - 119.3
merchandiser - consumer goods	62.4 - 81.1	69.6 - 92.2	78.5 - 104.3
sales representative, account manager - channel manager*	78.9 - 104.4	88.7 - 119.4	100.5 - 134.9
sales representative, account manager - consumer goods*	51.8 - 64.8	56.5 - 71.9	62.5 - 80.1
sales representative, account manager - professional services*	49.5 - 61.4	53.4 - 67.6	58.6 - 75.3
sales representative, account manager - telecommunications*	56.3 - 69.8	60.7 - 76.8	66.7 - 85.6
digital marketing			
digital marketing manager	67.2 - 85.2	77.2 - 99.3	88.9 - 112.2
digital media specialist	42.3 - 54.0	49.2 - 63.8	57.3 - 72.8
digital specialist	50.3 - 66.2	58.1 - 77.8	67.3 - 88.6
e-commerce manager	80.3 - 104.4	89.5 - 118.6	101.0 - 134.5
marketing content manager	51.9 - 65.5	59.4 - 76.3	68.3 - 86.7
social media manager	60.6 - 85.1	75.0 - 103.7	88.9 - 113.0
web manager	67.8 - 87.7	75.1 - 99.1	84.2 - 111.6
web marketing analyst	52.4 - 69.2	60.8 - 81.4	70.3 - 92.3
industrial sales			
sales engineer - distribution*	72.6 - 94.2	79.6 - 105.1	88.4 - 116.9
sales engineer - manufacturing**	62.3 - 82.9	70.7 - 95.2	80.3 - 106.7
sales representative, account manager - distribution*	51.7 - 64.5	56.1 - 71.3	61.9 - 79.5
sales representative, account manager - industrial equipment*	49.8 - 61.8	53.8 - 68.0	59.0 - 75.6
sales representative, account manager - industrial service*	55.4 - 68.8	59.9 - 75.8	65.8 - 84.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

sales representative, account manager - machinery*	55.0 - 68.2	59.3 - 75.1	65.2 - 83.8
sales representative, account manager - manufacturing**	50.0 - 70.5	54.0 - 77.5	59.1 - 85.7
sales representative, account manager - retail network**	55.2 - 68.3	59.4 - 75.3	65.4 - 84.7
technical sales representative - manufacturing**	54.7 - 71.9	62.0 - 83.0	71.0 - 95.6
marketing and communications			
brand or product manager	82.7 - 105.9	91.7 - 119.6	102.9 - 134.0
brand or product manager assistant	67.0 - 89.9	78.0 - 105.8	90.3 - 120.4
communications manager	69.0 - 89.4	76.6 - 100.9	86.0 - 112.9
communications specialist	57.0 - 77.6	67.7 - 92.9	79.6 - 105.8
marketing coordinator	43.4 - 57.6	49.9 - 67.1	57.4 - 76.2
marketing director	95.2 - 128.3	111.6 - 152.1	130.1 - 173.2
marketing project manager	55.2 - 73.2	63.3 - 85.4	73.0 - 97.3
marketing specialist	49.6 - 65.5	56.6 - 75.9	64.8 - 85.8

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	28.1 - 31.8	29.2 - 34.9	31.2 - 36.5
CNC machinist	24.5 - 27.2	25.8 - 28.7	27.2 - 36.8
conventional machinist	23.7 - 26.3	25.1 - 28.2	27.1 - 36.1
electrician	27.0 - 33.1	29.9 - 35.3	31.9 - 38.5
electronics technician	26.6 - 31.4	29.1 - 34.2	31.3 - 36.7
field service technician	28.7 - 31.0	28.9 - 34.7	33.1 - 38.5
heavy equipment mechanic	28.5 - 32.9	30.0 - 36.1	33.8 - 38.5
lead hand/team lead	21.4 - 25.4	23.5 - 26.8	25.7 - 29.8
logistics supervisor	30.3 - 37.5	34.5 - 40.6	37.2 - 42.9
maintenance manager	32.9 - 38.2	35.8 - 41.9	39.7 - 45.8
maintenance mechanic	25.1 - 28.9	26.8 - 30.9	29.7 - 35.8
maintenance supervisor	30.9 - 36.5	33.5 - 38.3	35.4 - 42.6
millwright	29.0 - 33.6	31.9 - 36.1	34.9 - 40.2
production manager	40.0 - 48.6	43.1 - 53.9	49.8 - 58.5
production supervisor	28.3 - 32.8	31.0 - 36.8	34.9 - 39.9
quality control technician	21.0 - 27.6	24.8 - 29.3	28.1 - 33.0
warehouse supervisor	26.2 - 29.7	27.8 - 32.3	29.0 - 35.2
welder	23.9 - 28.0	25.9 - 30.2	29.0 - 37.2

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

technologies

	entry	mid	senior
application software			
.net/C# developer	70.1 - 90.2	78.3 - 102.5	88.2 - 114.9
application support analyst	61.2 - 80.3	70.1 - 92.4	79.5 - 103.8
automation tester	66.0 - 84.3	79.2 - 97.0	91.3 - 100.6
C++/ embedded software engineer	68.2 - 87.8	76.2 - 99.7	85.9 - 111.8
database SQL developer	62.4 - 82.4	71.1 - 95.5	81.5 - 108.2
devops development side	67.1 - 89.5	77.5 - 105.1	89.9 - 119.7
ERP developer	70.6 - 90.7	78.7 - 103.0	88.7 - 116.4
front-end developer	66.6 - 86.9	75.9 - 100.7	87.0 - 114.2
full stack developer	76.1 - 99.4	86.9 - 115.2	99.4 - 130.2
java developer	67.9 - 87.3	75.8 - 99.2	85.4 - 111.5
machine learning developer	73.3 - 107.8	97.7 - 134.5	116.2 - 145.0
manual tester	50.2 - 66.6	58.6 - 78.7	68.1 - 89.4
mobile application developer (ios/android)	63.1 - 91.8	83.2 - 115.9	100.3 - 130.8
quality assurance manager	83.3 - 107.4	91.8 - 120.4	102.3 - 134.6
RPA developer	52.0 - 68.0	59.5 - 78.8	67.9 - 88.2
technical lead	105.6 - 140.4	119.4 - 161.0	135.7 - 181.2
UI/UX designer	63.1 - 81.6	71.0 - 93.1	80.2 - 103.9
architecture			
application architect	95.7 - 126.3	107.3 - 144.6	121.9 - 164.8
architect (enterprise)	94.5 - 126.5	108.0 - 147.0	124.1 - 168.2
architect (solutions/technical)	85.1 - 105.8	95.2 - 120.4	107.3 - 134.8
cloud architect	85.8 - 107.2	96.6 - 122.6	109.3 - 137.1
data & analytics			
BI data architect	88.6 - 117.6	98.7 - 133.5	111.1 - 150.1
big data engineer	82.8 - 107.6	92.3 - 122.3	104.1 - 138.0
business intelligence developer	66.7 - 85.9	74.6 - 97.7	84.0 - 108.9
data analyst	67.4 - 89.4	77.3 - 104.2	89.1 - 118.4
data architect	71.9 - 94.2	82.4 - 109.9	95.0 - 125.1
data engineer	71.0 - 94.2	81.5 - 109.9	93.9 - 124.7
data scientist	77.8 - 103.5	89.6 - 121.0	103.4 - 137.2
database administrator	68.0 - 91.9	80.0 - 109.4	93.7 - 125.0
leadership/business technology			
business analyst	68.0 - 88.0	77.0 - 100.0	88.0 - 114.0
IT director	91.0 - 108.0	106.0 - 130.0	125.0 - 215.0
IT manager	70.3 - 91.3	78.3 - 103.7	88.4 - 117.9

networking/infrastructure

bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
cloud engineer	74.3 - 98.3	86.3 - 115.4	99.6 - 130.1
devops system side	81.4 - 111.5	94.5 - 130.4	108.6 - 146.7
help desk representative	47.0 - 62.3	53.8 - 71.7	60.9 - 80.0
information security engineer	72.9 - 96.7	83.7 - 112.8	96.4 - 127.9
information security manager	94.2 - 122.2	104.8 - 138.7	118.1 - 156.9
information security specialist	61.7 - 80.7	70.5 - 93.5	80.7 - 105.5
information systems analyst	65.7 - 84.0	72.6 - 94.5	81.3 - 105.9
linux/unix administrator	74.1 - 96.6	84.4 - 111.9	96.7 - 127.3
network administrator	62.6 - 83.1	71.9 - 96.9	82.8 - 110.3
network engineer	68.6 - 90.9	78.6 - 106.0	90.6 - 121.2
systems administrator	70.4 - 91.0	79.1 - 103.9	89.5 - 117.3
tech support	64.0 - 84.1	73.6 - 97.9	84.5 - 110.8
telecommunications analyst	65.0 - 86.0	74.3 - 100.3	85.8 - 115.3

project management

business systems analyst	67.5 - 89.6	78.8 - 106.0	91.8 - 121.2
ERP project manager	95.1 - 125.8	103.5 - 139.6	114.4 - 156.0
functional analyst	54.5 - 70.5	61.3 - 80.6	69.4 - 90.9
organizational change manager (OCM)	66.9 - 89.4	77.6 - 105.9	91.0 - 123.5
product owner	75.6 - 98.9	86.4 - 114.5	98.8 - 129.1
product owner/manager	80.3 - 109.4	92.9 - 128.3	107.4 - 146.4
program manager	100.0 - 115.0	110.0 - 135.0	134.0 - 180.0
project coordinator	60.4 - 76.1	68.8 - 88.2	78.9 - 100.0
project manager (infrastructure)	79.3 - 106.8	89.4 - 122.5	101.8 - 139.1
project manager (software)	87.3 - 114.8	97.4 - 130.5	109.8 - 147.1
scrum master	74.4 - 96.2	83.7 - 110.1	94.9 - 125.1
technical writer	61.6 - 79.5	71.4 - 93.3	82.6 - 105.8

northern alberta

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	42.2 - 50.5	46.4 - 55.3	50.2 - 59.9
customer service manager	76.4 - 91.8	82.5 - 99.2	88.5 - 106.4
customer service representative	38.1 - 45.0	41.4 - 48.9	44.6 - 52.6
customer service supervisor	62.7 - 75.5	67.7 - 81.6	72.5 - 87.4
customer service team lead	54.3 - 62.9	61.5 - 69.8	66.5 - 78.1
customer service trainer	48.2 - 57.4	52.6 - 62.7	56.9 - 67.9
e-chat representative	34.8 - 41.2	37.9 - 44.7	40.8 - 48.1
fundraiser agent	35.1 - 38.2	37.8 - 42.3	41.0 - 48.5
help desk representative - level 1	36.1 - 41.9	41.5 - 50.6	45.9 - 54.8
inside sales manager	74.9 - 91.4	81.6 - 99.5	88.0 - 107.3
inside sales representative	57.7 - 67.9	60.6 - 71.4	63.6 - 75.0
junior collection agent	35.7 - 42.4	39.0 - 46.2	42.1 - 49.7
order desk	37.4 - 43.3	41.1 - 47.4	44.3 - 51.0
service coordinator	43.8 - 52.1	47.2 - 56.1	50.5 - 60.0
survey agent	36.5 - 42.2	40.0 - 46.2	42.9 - 49.5
telemarketing agent	36.0 - 42.2	38.8 - 45.5	41.7 - 48.7
telephone dispatcher	44.3 - 51.6	48.1 - 55.9	51.5 - 59.8

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	17.5 - 20.6	19.2 - 22.3	20.8 - 24.0
electronic parts assembler	18.0 - 20.8	19.3 - 22.6	20.9 - 24.2
forklift operator	18.4 - 20.8	19.8 - 22.9	21.9 - 24.6
general labourer - heavy	18.3 - 22.4	19.9 - 24.5	22.2 - 26.6
general labourer - light	17.5 - 21.0	19.1 - 22.8	21.6 - 24.8
industrial painter	20.1 - 23.9	21.5 - 25.6	23.1 - 26.8
inventory control clerk	19.3 - 22.2	21.1 - 24.4	22.8 - 26.1
logistics coordinator	24.3 - 29.8	26.7 - 31.7	29.6 - 34.2

machine operator	19.3 - 22.9	21.1 - 25.4	23.2 - 27.4
manufacturing worker	18.1 - 19.4	18.5 - 22.8	20.2 - 23.1
material handler	18.2 - 21.1	19.9 - 23.2	21.3 - 25.5
parts manager	26.8 - 32.9	28.8 - 33.9	30.6 - 38.8
picker/packer	17.5 - 19.8	18.4 - 21.9	20.5 - 23.0
production labourer	17.3 - 19.1	18.4 - 21.9	20.4 - 23.9
reach truck operator	19.0 - 21.2	20.4 - 23.5	22.7 - 25.5
sandblasting operator	20.1 - 22.8	21.4 - 24.2	21.6 - 25.5
shipping and receiving clerk	20.8 - 23.8	22.9 - 26.1	24.4 - 27.9
warehouse labourer	18.0 - 20.7	18.8 - 21.2	20.7 - 23.4

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	43.8 - 52.2	47.1 - 55.9	50.8 - 60.1
benefits clerk	43.5 - 50.8	47.8 - 55.7	51.8 - 60.2
buyer assistant	42.9 - 50.3	47.7 - 55.4	51.9 - 60.0
contracts administrator	65.5 - 78.1	71.2 - 85.6	76.1 - 91.9
data entry clerk	36.8 - 42.1	39.9 - 46.0	42.9 - 49.8
dispatcher	44.3 - 51.6	48.1 - 55.9	51.5 - 59.8
document controller	36.6 - 42.3	40.1 - 46.3	43.1 - 49.7
executive assistant	58.0 - 70.7	64.4 - 78.5	70.4 - 85.8
file clerk	37.5 - 43.2	41.9 - 48.5	45.9 - 53.6
human resources assistant	46.3 - 54.0	50.5 - 58.8	54.1 - 62.9
import/export clerk	40.9 - 47.6	45.3 - 52.8	48.7 - 56.9
legal assistant	51.4 - 62.0	58.7 - 70.7	65.3 - 78.7
mailroom clerk	36.8 - 41.9	40.1 - 45.6	42.3 - 48.6
office clerk	40.9 - 47.2	43.8 - 50.5	46.5 - 53.5
office manager	59.8 - 72.8	64.1 - 76.6	67.1 - 78.0
order clerk	37.4 - 43.3	41.1 - 47.4	44.3 - 51.0
order supervisor	56.8 - 66.8	63.2 - 74.3	69.0 - 81.2
project coordinator	48.9 - 58.3	52.9 - 62.8	57.0 - 66.8
property administrator	42.5 - 47.0	44.4 - 50.4	48.7 - 56.3
property manager	67.3 - 81.1	73.5 - 88.6	79.5 - 95.8
receptionist	37.2 - 42.7	40.1 - 45.8	42.6 - 49.8
sales assistant	43.8 - 51.1	46.8 - 54.5	49.9 - 58.0
supply clerk	37.9 - 44.3	41.1 - 48.0	43.9 - 51.1

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	28.6 - 33.5	30.7 - 35.4	32.9 - 38.5
CNC machinist	25.7 - 29.5	27.4 - 30.9	29.0 - 36.9
conventional machinist	25.3 - 29.1	27.2 - 30.7	28.7 - 36.6
electrician	29.9 - 33.4	30.7 - 37.1	34.2 - 40.4
electronics technician	27.8 - 32.3	30.4 - 35.8	32.5 - 38.6
field service technician	30.9 - 35.4	33.6 - 37.1	35.6 - 42.5
heavy equipment mechanic	30.9 - 35.2	32.5 - 37.9	35.6 - 41.9
lead hand/team lead	22.5 - 26.9	25.1 - 29.3	27.2 - 31.5
logistics supervisor	33.1 - 38.5	36.1 - 41.4	38.9 - 44.5
maintenance manager	33.3 - 39.4	36.7 - 42.9	41.1 - 47.3
maintenance mechanic	27.2 - 30.3	28.4 - 31.9	30.8 - 37.4
maintenance supervisor	31.5 - 37.4	33.9 - 39.6	36.6 - 44.1
millwright	30.3 - 34.2	32.7 - 37.8	35.9 - 42.2
production manager	44.4 - 49.9	47.8 - 56.1	50.5 - 61.0
production supervisor	30.1 - 35.2	32.2 - 38.5	36.4 - 41.3
quality control technician	22.7 - 28.1	25.8 - 29.9	28.2 - 34.2
warehouse supervisor	28.5 - 31.7	30.1 - 34.1	31.7 - 36.9
welder	25.9 - 30.8	27.8 - 33.1	31.5 - 37.9

red deer

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	38.3 - 45.5	41.9 - 49.8	45.3 - 53.9
customer service manager	68.7 - 83.0	74.3 - 89.8	79.8 - 96.5
customer service representative	34.7 - 40.7	37.6 - 44.1	40.3 - 47.4
customer service supervisor	56.8 - 68.6	61.4 - 74.1	65.8 - 79.5
customer service team lead	54.3 - 62.9	61.5 - 69.8	66.5 - 78.1
customer service trainer	44.0 - 52.4	48.0 - 57.2	51.9 - 61.9
e-chat representative	33.1 - 37.4	35.2 - 40.2	37.0 - 45.5
fundraiser agent	33.1 - 37.4	35.2 - 40.2	37.0 - 45.5
help desk representative - level 1	36.1 - 41.9	41.5 - 50.6	45.9 - 54.8
inside sales manager	68.1 - 83.2	74.3 - 90.7	80.1 - 97.9
inside sales representative	52.5 - 61.8	55.2 - 65.0	58.0 - 68.3
junior collection agent	32.9 - 38.6	35.7 - 41.8	38.3 - 44.9
order desk	34.2 - 39.2	37.3 - 42.8	40.1 - 46.0
service coordinator	39.6 - 47.0	42.6 - 50.7	45.6 - 54.2
survey agent	33.3 - 38.2	36.3 - 41.7	38.9 - 44.6
telemarketing agent	33.4 - 38.7	35.8 - 41.5	38.2 - 44.3
telephone dispatcher	40.1 - 46.5	43.4 - 50.4	46.5 - 54.0

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.3 - 18.4	17.6 - 19.7	18.5 - 20.7
electronic parts assembler	16.9 - 20.7	18.4 - 22.5	20.1 - 23.7
forklift operator	17.3 - 19.0	18.3 - 22.1	20.7 - 23.2
general labourer - heavy	16.7 - 19.0	17.6 - 20.1	18.6 - 21.0
general labourer - light	16.0 - 18.1	17.1 - 19.0	18.4 - 19.8
inventory control clerk	19.2 - 23.0	20.9 - 24.5	22.0 - 25.1
janitor/custodian	16.0 - 18.6	17.5 - 20.1	19.4 - 22.1
logistics coordinator	23.0 - 27.2	25.9 - 28.5	26.4 - 31.2

machine operator	18.0 - 21.9	20.2 - 24.5	21.9 - 26.5
machine operator assistant	16.6 - 18.8	18.0 - 20.9	19.9 - 23.8
manufacturing worker	16.5 - 18.3	17.9 - 21.2	20.5 - 24.3
material handler	16.6 - 19.2	17.5 - 20.4	18.9 - 21.2
moulding machine operator	17.5 - 21.4	19.8 - 23.4	20.9 - 24.3
parts manager	25.2 - 30.0	27.1 - 32.4	30.1 - 39.2
picker/packer	16.6 - 18.7	17.7 - 21.9	19.6 - 22.6
polisher/deburrer	18.2 - 21.6	20.5 - 22.9	21.3 - 24.7
production labourer	16.5 - 18.1	17.5 - 20.1	18.6 - 22.1
reach truck operator	18.2 - 20.1	19.0 - 22.9	22.0 - 24.5
shipper/receiver	16.9 - 20.7	18.2 - 20.5	19.7 - 23.2
shipping and receiving clerk	17.7 - 19.9	18.5 - 21.6	19.8 - 24.1
warehouse labourer	16.5 - 18.7	17.5 - 19.6	18.5 - 20.2

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	41.5 - 50.1	45.4 - 53.9	48.6 - 57.2
benefits clerk	41.9 - 47.5	45.6 - 53.8	49.3 - 59.4
buyer assistant	40.4 - 49.1	45.2 - 52.7	49.8 - 57.9
contracts administrator	60.5 - 75.8	69.4 - 83.8	75.3 - 90.1
data entry clerk	35.9 - 40.7	38.3 - 44.4	42.1 - 48.7
document controller	38.6 - 42.2	40.8 - 46.2	44.2 - 50.5
executive assistant	54.7 - 67.6	61.1 - 75.4	67.0 - 82.1
file clerk	37.9 - 40.4	39.9 - 46.4	44.6 - 50.9
invoicing clerk	38.4 - 44.0	42.1 - 48.2	44.6 - 51.8
legal assistant	47.2 - 56.9	53.8 - 64.9	59.9 - 72.3
mailroom clerk	34.1 - 38.9	37.1 - 42.4	39.3 - 45.5
office clerk	38.4 - 44.1	40.9 - 46.6	42.8 - 50.5
office manager	55.5 - 67.0	60.1 - 74.3	65.2 - 78.8
order clerk	35.6 - 40.6	38.2 - 44.6	41.1 - 47.3
order supervisor	53.4 - 62.3	59.9 - 70.1	65.6 - 77.4
project coordinator	45.5 - 55.1	49.8 - 58.7	52.9 - 64.3
property administrator	39.8 - 44.1	42.9 - 48.5	45.5 - 54.5
receptionist	34.3 - 40.2	37.2 - 42.3	40.8 - 46.5
sales assistant	40.9 - 48.2	44.4 - 51.8	47.3 - 55.5

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	27.1 - 30.6	28.4 - 34.1	30.5 - 36.3
CNC machinist	23.5 - 27.0	24.9 - 28.8	27.2 - 33.5
electrician	26.6 - 33.9	29.7 - 35.1	32.0 - 38.4
electronics technician	25.8 - 31.2	29.2 - 34.0	31.1 - 37.0
field service technician	28.0 - 30.9	29.0 - 34.5	33.0 - 38.1
heavy equipment mechanic	28.2 - 32.8	30.1 - 36.3	33.5 - 38.5
lead hand/team lead	20.8 - 25.1	22.8 - 26.4	25.1 - 28.6
logistics supervisor	29.6 - 35.5	33.2 - 39.3	36.4 - 40.7
maintenance mechanic	25.2 - 28.8	26.4 - 30.7	28.6 - 35.5
maintenance supervisor	30.8 - 36.3	33.8 - 38.1	35.5 - 42.7
millwright	28.5 - 33.0	30.9 - 35.8	33.8 - 39.7
production manager	39.9 - 48.2	42.8 - 53.8	49.5 - 58.2
production supervisor	28.0 - 31.2	30.5 - 36.4	34.3 - 39.4
quality control technician	20.6 - 27.1	24.3 - 29.0	27.4 - 31.9
warehouse supervisor	25.9 - 29.4	27.3 - 31.8	29.0 - 34.7
welder	22.9 - 27.3	25.3 - 30.0	28.6 - 36.4

fraser valley

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	39.6 - 45.6	42.6 - 49.1	45.5 - 52.5
accounts payable clerk	39.7 - 44.8	44.0 - 49.6	47.7 - 53.8
accounts receivable clerk	40.3 - 45.4	44.6 - 50.2	48.4 - 54.5

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.0 - 18.7	16.5 - 19.0	18.0 - 22.0
counterbalance forklift operator	17.0 - 19.0	18.5 - 21.0	19.0 - 24.0
electronic parts assembler	16.4 - 19.3	17.6 - 20.7	18.7 - 22.0
forklift operator	17.0 - 19.0	18.5 - 21.0	19.0 - 24.0
general labourer - heavy	16.7 - 19.3	18.3 - 21.1	19.7 - 22.7
general labourer - light	15.4 - 16.5	15.5 - 17.5	16.5 - 18.0
inventory control clerk	17.2 - 19.8	18.8 - 21.7	20.3 - 23.3
janitor/custodian	13.9 - 15.8	15.0 - 17.4	16.2 - 18.7
logistics coordinator	22.8 - 26.9	24.9 - 29.4	26.8 - 31.6
machine operator	17.4 - 20.8	19.2 - 22.9	20.7 - 24.8
machine operator assistant	16.4 - 18.8	18.1 - 20.6	19.6 - 22.3
manufacturing worker	16.5 - 17.6	16.6 - 18.9	17.8 - 20.3
material handler	15.0 - 18.1	17.2 - 20.1	18.7 - 21.8
moulding machine operator	17.0 - 20.3	18.7 - 22.3	20.3 - 24.2
parts manager	24.0 - 28.7	25.9 - 31.0	27.8 - 33.2
picker/packer	16.5 - 17.4	17.0 - 18.9	17.3 - 19.0
polisher/deburrer	17.7 - 20.4	19.3 - 22.3	20.9 - 24.0
production labourer	16.5 - 16.8	16.0 - 19.0	18.1 - 20.9
reach truck operator	17.5 - 18.5	17.3 - 20.0	19.0 - 25.0
shipper/receiver	18.1 - 20.9	19.4 - 22.4	20.6 - 23.8
shipping and receiving clerk	18.9 - 21.6	20.6 - 23.0	22.2 - 25.3
warehouse labourer	16.5 - 18.0	17.0 - 19.2	18.5 - 21.8

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	40.6 - 48.5	43.8 - 52.3	46.9 - 56.7
administrative assistant (bilingual)	45.5 - 50.2	49.2 - 55.1	55.2 - 59.1
benefits clerk	39.7 - 46.3	43.6 - 50.8	47.2 - 55.0
buyer assistant	39.3 - 45.9	43.7 - 50.9	47.4 - 55.3
contracts administrator	90.9 - 106.0	97.9 - 114.2	104.7 - 122.3
data entry clerk	32.8 - 37.9	35.9 - 41.4	38.6 - 44.5
document controller	33.4 - 38.5	36.6 - 42.2	39.2 - 45.2
executive assistant	53.5 - 65.5	59.6 - 72.9	65.2 - 79.8
executive assistant (bilingual)	59.1 - 66.5	65.0 - 71.1	70.3 - 79.2
executive legal assistant	61.2 - 70.3	69.3 - 79.8	78.8 - 88.4
file clerk	34.7 - 38.2	36.5 - 45.2	42.0 - 51.0
insurance claims clerk	35.3 - 37.2	36.5 - 40.0	37.5 - 45.0
invoicing clerk	37.8 - 44.1	41.5 - 48.4	44.7 - 52.1
law clerk	35.1 - 40.1	39.3 - 47.1	46.9 - 55.0
legal assistant	47.7 - 57.6	54.5 - 65.9	60.7 - 73.4
mailroom clerk	32.7 - 37.4	35.7 - 40.7	38.0 - 43.4
office clerk	36.8 - 42.5	39.4 - 45.4	41.8 - 48.2
office manager	55.3 - 66.8	58.8 - 71.1	62.3 - 75.3
office/operations manager	56.2 - 59.1	58.2 - 64.1	63.5 - 71.0
order clerk	34.2 - 39.4	37.4 - 43.2	40.3 - 46.5
order supervisor	51.1 - 60.3	57.0 - 67.3	62.4 - 73.6
payroll administrator	43.7 - 52.1	47.7 - 56.9	51.5 - 61.5
project coordinator	44.6 - 53.3	48.3 - 57.7	51.8 - 61.9
receptionist	33.3 - 38.9	35.7 - 41.7	38.0 - 44.4
sales assistant	39.7 - 46.4	42.4 - 49.5	45.2 - 52.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	24.9 - 29.7	26.8 - 32.0	28.6 - 34.2
CNC machinist	25.0 - 27.0	26.5 - 31.0	29.0 - 36.0
electrician	25.0 - 30.9	27.6 - 33.4	29.6 - 35.8
electronics technician	24.9 - 29.8	26.9 - 32.2	28.8 - 34.4
field service technician	24.6 - 29.1	27.2 - 32.1	29.6 - 34.9
heavy equipment mechanic	25.1 - 30.0	27.8 - 33.2	30.2 - 36.1
lead hand/team lead	18.5 - 21.0	19.5 - 22.5	20.3 - 24.0
logistics supervisor	23.9 - 28.2	25.7 - 30.3	27.4 - 32.4
maintenance mechanic	23.0 - 26.0	25.2 - 29.1	27.3 - 31.0
maintenance supervisor	28.0 - 34.0	31.1 - 37.2	33.6 - 40.2
millwright	24.7 - 29.0	27.0 - 32.3	30.0 - 41.0
production manager	39.3 - 47.0	42.4 - 51.2	45.3 - 54.8
production supervisor	26.7 - 32.0	29.0 - 34.6	31.2 - 37.2
quality control technician	19.6 - 23.4	21.1 - 25.2	22.0 - 26.8
warehouse supervisor	23.6 - 28.1	25.7 - 30.7	27.8 - 33.2
welder	23.0 - 25.1	23.5 - 27.3	26.2 - 32.0

greater vancouver

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	38.6 - 46.1	42.4 - 50.6	45.9 - 54.8
customer service manager	62.1 - 72.5	72.4 - 85.6	80.7 - 97.5
customer service representative	34.8 - 41.2	37.9 - 44.7	40.8 - 48.1
customer service supervisor	52.3 - 62.8	62.4 - 74.3	65.9 - 79.7
customer service team lead	48.1 - 58.5	54.3 - 65.4	61.9 - 75.8
customer service trainer	44.1 - 52.6	48.2 - 57.6	52.2 - 62.4
e-chat representative	34.8 - 41.2	37.9 - 44.7	40.8 - 48.1
fundraiser agent	32.2 - 35.3	35.1 - 43.7	39.8 - 45.6
help desk representative - level 1	36.1 - 41.9	41.5 - 50.6	45.9 - 54.8
inside sales manager	68.7 - 84.1	75.0 - 91.7	80.9 - 99.0
inside sales representative	52.4 - 61.9	55.2 - 65.2	58.0 - 68.5
junior collection agent	32.6 - 38.5	35.5 - 42.0	38.3 - 45.2
order desk	34.2 - 39.5	37.5 - 43.3	40.5 - 46.6
service coordinator	43.1 - 47.2	46.8 - 50.9	45.7 - 54.5
survey agent	33.4 - 38.5	36.5 - 42.2	39.2 - 45.2
telemarketing agent	33.1 - 38.7	35.7 - 41.7	38.2 - 44.6
telephone dispatcher	42.8 - 46.6	43.4 - 50.6	46.6 - 54.3

engineering

	entry	mid	senior
construction			
architect	72.0 - 95.2	81.8 - 110.2	93.8 - 125.9
architectural drafter	57.2 - 73.9	66.4 - 87.5	77.6 - 102.7
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	68.5 - 89.6	78.0 - 103.6	89.2 - 118.0
civil engineer	77.4 - 102.1	87.8 - 117.7	100.2 - 133.1
civil engineering drafter	61.2 - 77.3	69.7 - 89.3	79.6 - 101.0
civil engineering technologist	56.6 - 73.6	64.0 - 84.5	72.6 - 95.9
civil project engineer	88.0 - 119.8	101.0 - 139.9	116.8 - 160.9

civil project manager	93.5 - 124.0	105.2 - 142.1	119.4 - 160.3
construction coordinator	61.1 - 80.9	68.4 - 92.3	77.4 - 104.6
construction director	124.7 - 163.8	158.4 - 208.2	195.6 - 257.4
construction manager	89.5 - 116.5	98.0 - 130.0	109.0 - 145.9
construction project manager	79.7 - 109.4	92.5 - 128.6	107.3 - 147.1
contracts administrator	72.4 - 95.6	82.2 - 110.3	93.8 - 125.0
contracts manager	110.2 - 138.6	122.9 - 157.9	139.1 - 179.6
demand planner	60.1 - 82.8	72.2 - 99.8	85.3 - 114.4
director of operations	153.6 - 204.0	200.0 - 266.3	252.7 - 336.6
drafter	64.2 - 80.3	72.0 - 91.4	81.4 - 103.3
electrical designer/engineer	81.0 - 108.6	94.1 - 128.5	110.0 - 148.4
electrical engineer	88.4 - 118.4	102.7 - 140.3	120.0 - 162.0
electrical engineering technician	64.8 - 82.9	73.8 - 95.8	84.4 - 108.6
electrical inspector	50.6 - 67.7	58.4 - 78.8	67.2 - 90.4
engineering manager	98.9 - 132.2	112.6 - 153.4	129.2 - 175.1
environmental engineer	73.9 - 97.8	84.2 - 113.5	96.8 - 129.5
environmental inspector	57.7 - 73.6	63.4 - 82.3	70.6 - 91.9
estimation engineer	82.3 - 109.3	94.3 - 127.7	109.0 - 146.3
estimator	73.8 - 96.0	82.0 - 108.6	92.2 - 122.4
facilities manager	78.7 - 104.8	90.4 - 122.4	104.4 - 139.7
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	73.7 - 94.7	84.6 - 110.0	97.1 - 124.7
health and safety specialist	79.7 - 104.3	90.8 - 121.0	104.4 - 137.4
HVAC drafter	64.7 - 82.8	72.6 - 94.2	81.7 - 105.2
HVAC engineer	64.3 - 85.4	73.6 - 99.1	84.4 - 112.1
materials manager	92.5 - 121.2	102.1 - 136.3	114.2 - 153.1
mechanical designer	63.4 - 83.6	73.0 - 97.1	83.5 - 109.3
mechanical drafter	59.0 - 76.6	66.4 - 88.3	76.2 - 103.1
mechanical engineer	88.9 - 117.0	100.6 - 134.9	114.8 - 153.2
mechanical engineering technican	62.4 - 81.5	70.9 - 94.1	80.9 - 105.8
operations manager	97.4 - 131.2	109.9 - 150.2	124.6 - 168.4
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	49.0 - 62.4	55.7 - 71.5	62.9 - 80.5
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	105.1 - 134.2	113.9 - 148.1	125.3 - 164.9
project manager	90.4 - 124.0	104.8 - 145.8	121.6 - 166.3
purchasing manager	100.1 - 131.4	112.8 - 150.6	127.8 - 169.1
QA/QC inspector	65.5 - 86.8	75.8 - 101.2	87.1 - 115.6
quality control engineer	78.6 - 103.1	88.4 - 118.2	100.6 - 133.4
quality inspector	48.0 - 61.1	53.6 - 69.6	60.5 - 78.5
safety inspector	76.2 - 99.2	86.3 - 113.8	97.7 - 127.9

british columbia

site supervisor	86.4 - 112.4	94.6 - 125.5	105.1 - 140.4
specification writer	64.1 - 82.4	72.5 - 94.6	82.2 - 106.4
structural designer	60.4 - 78.6	68.3 - 90.1	77.4 - 101.4
structural engineer	78.6 - 103.6	89.0 - 119.6	102.0 - 136.2
structural engineering technologist	62.9 - 82.8	71.2 - 95.7	81.6 - 109.0
superintendent	49.0 - 62.4	54.8 - 71.2	61.9 - 80.4
supply chain manager	98.5 - 130.3	112.1 - 150.1	127.6 - 168.1
energy & oil			
applications engineer	85.1 - 113.4	99.5 - 134.3	116.0 - 152.9
architect	72.1 - 95.4	82.0 - 110.4	94.1 - 126.4
architectural drafter	57.2 - 74.0	66.5 - 87.6	77.6 - 102.8
assistant chief inspector	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
automation engineer	77.4 - 102.1	87.7 - 117.6	100.2 - 133.7
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	68.6 - 89.9	78.1 - 103.8	89.4 - 118.3
chemical engineer	96.6 - 126.5	106.7 - 142.2	119.0 - 159.0
chemical technician	66.6 - 86.8	74.0 - 98.4	83.5 - 112.2
chief inspector	64.1 - 84.1	72.0 - 95.9	81.1 - 107.3
civil engineer	77.5 - 102.4	88.0 - 118.1	100.4 - 133.6
civil engineering drafter	61.3 - 77.4	69.8 - 89.5	79.7 - 101.4
civil engineering technologist	56.8 - 73.7	64.0 - 84.5	72.7 - 96.0
civil project engineer	88.1 - 120.1	101.3 - 140.4	117.1 - 161.5
civil project manager	93.7 - 124.4	105.5 - 142.6	119.8 - 160.9
coating inspector	44.6 - 58.2	50.8 - 67.0	57.6 - 76.2
commissioning and start up engineer	73.9 - 98.5	85.0 - 115.2	98.3 - 130.8
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	61.2 - 81.0	68.5 - 92.5	77.5 - 104.9
construction director	125.0 - 164.4	159.0 - 209.0	196.3 - 258.6
construction manager	89.8 - 116.9	98.3 - 130.4	109.3 - 146.5
construction project manager	79.9 - 109.7	92.8 - 129.1	107.6 - 147.7
continuous improvement engineer	91.2 - 118.7	101.3 - 134.0	113.6 - 149.9
contracts administrator	72.5 - 95.9	82.3 - 110.6	94.1 - 125.4
contracts manager	110.5 - 139.1	123.4 - 158.5	139.6 - 180.4
control technician	59.5 - 77.9	67.8 - 90.1	77.4 - 102.2
controls designer/engineer	61.8 - 82.3	70.9 - 95.9	81.6 - 109.2
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	60.2 - 82.9	72.4 - 100.2	85.4 - 114.7
director of operations	154.2 - 204.8	200.9 - 267.5	253.9 - 338.2
drafter	64.3 - 80.4	72.1 - 91.7	81.6 - 103.7
electrical designer/engineer	81.1 - 109.0	94.3 - 129.0	110.4 - 149.0
electrical engineer	88.6 - 118.9	103.0 - 140.8	120.4 - 162.6

electrical engineering technician	64.9 - 83.0	74.0 - 96.0	84.6 - 109.0
electrical inspector	50.8 - 67.7	58.6 - 79.0	67.3 - 90.5
electrical test engineer	85.4 - 113.8	98.0 - 132.8	113.4 - 152.3
engineering manager	99.1 - 132.7	112.9 - 154.0	129.6 - 175.8
environmental engineer	74.0 - 98.0	84.4 - 113.9	97.1 - 130.0
environmental inspector	57.7 - 73.7	63.5 - 82.4	70.6 - 92.2
estimation engineer	82.4 - 109.7	94.6 - 128.2	109.3 - 146.8
estimator	73.9 - 96.2	82.2 - 108.8	92.4 - 122.8
expediter	48.4 - 62.3	54.8 - 71.5	62.3 - 81.2
facilities manager	78.8 - 105.0	90.6 - 122.8	104.8 - 140.2
field service engineer	63.1 - 83.5	71.8 - 96.8	82.4 - 111.7
general inspector	62.3 - 81.8	70.0 - 93.2	79.0 - 104.6
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	78.2 - 101.5	88.2 - 116.5	100.4 - 132.4
geotechnical technician	70.4 - 91.4	79.4 - 104.9	90.4 - 119.1
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	73.8 - 94.9	84.8 - 110.4	97.3 - 125.0
health and safety specialist	79.8 - 104.5	91.1 - 121.3	104.6 - 137.9
HVAC drafter	64.8 - 83.0	72.7 - 94.4	82.0 - 105.5
HVAC engineer	64.3 - 85.6	73.7 - 99.4	84.6 - 112.4
industrial engineer	84.7 - 110.0	94.0 - 124.2	105.4 - 138.8
inventory analyst	45.4 - 59.3	51.6 - 68.6	59.0 - 78.1
inventory control manager	56.6 - 74.2	63.4 - 84.4	71.6 - 95.3
logistics manager	56.0 - 74.3	64.0 - 86.4	73.6 - 98.4
logistics specialist	51.7 - 68.7	59.1 - 79.8	68.0 - 90.5
materials manager	69.6 - 91.2	76.8 - 102.5	86.0 - 115.3
mechanical completions	40.2 - 53.6	46.4 - 62.5	53.3 - 71.4
mechanical designer	47.6 - 62.8	54.8 - 73.0	62.7 - 82.2
mechanical drafter	44.4 - 57.5	49.9 - 66.3	57.2 - 77.5
mechanical engineer	66.8 - 88.0	75.7 - 101.4	86.4 - 115.4
mechanical engineering technican	46.8 - 61.3	53.3 - 70.7	60.8 - 79.6
operations manager	73.3 - 98.7	82.7 - 113.0	93.8 - 126.7
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.6 - 83.2
pipeline engineer	65.2 - 84.4	73.3 - 96.9	83.5 - 110.9
piping designer	77.5 - 91.8	85.8 - 106.5	101.1 - 140.3
piping engineer	57.7 - 75.3	64.4 - 85.8	72.8 - 97.0
planner/scheduler	36.8 - 46.9	41.8 - 53.7	47.3 - 60.5
plant manager	79.7 - 110.4	95.2 - 133.9	113.3 - 155.7
PLC programmer	51.0 - 67.5	58.9 - 78.4	67.4 - 88.1
process engineer	55.7 - 74.0	63.7 - 86.0	73.3 - 97.5
procurement director	85.1 - 112.1	111.7 - 147.0	135.1 - 177.8

procurement specialist	44.3 - 57.7	49.1 - 65.3	55.4 - 74.0
program manager	65.2 - 84.2	74.1 - 97.1	84.7 - 110.6
project director	106.7 - 129.0	126.9 - 160.2	153.0 - 191.9
project engineer	79.0 - 100.9	85.7 - 111.5	94.2 - 124.1
project manager	68.0 - 93.2	78.8 - 109.7	91.4 - 125.2
purchasing manager	75.2 - 98.9	84.9 - 113.3	96.2 - 127.3
QA/QC inspector	49.2 - 65.3	57.0 - 76.1	65.5 - 86.9
quality assurance manager	71.6 - 92.8	79.1 - 104.3	88.4 - 116.6
quality assurance/control technician	54.9 - 72.7	63.6 - 85.4	73.6 - 96.8
quality control engineer	59.0 - 77.6	66.5 - 88.9	75.6 - 100.4
quality inspector	36.0 - 45.9	40.2 - 52.2	45.5 - 59.0
safety inspector	57.2 - 74.6	64.8 - 85.6	73.4 - 96.2
SCADA engineer	57.0 - 75.4	64.9 - 87.5	74.5 - 99.4
site supervisor	64.9 - 84.6	71.1 - 94.4	79.1 - 105.7
sourcing engineer	49.8 - 66.1	56.9 - 76.8	65.4 - 87.6
specification writer	48.2 - 62.0	54.5 - 71.1	61.7 - 80.0
start up lead	68.7 - 89.4	75.2 - 99.7	83.5 - 111.6
stationary engineer	47.6 - 61.5	53.1 - 69.5	59.5 - 77.4
structural designer	45.3 - 59.1	51.3 - 67.8	58.1 - 76.3
structural engineer	59.0 - 77.9	67.0 - 90.0	76.7 - 102.4
structural engineering technologist	47.2 - 62.4	53.6 - 72.0	61.3 - 81.9
superintendent	36.7 - 46.9	41.1 - 53.4	46.4 - 60.3
supply chain manager	74.1 - 98.0	84.3 - 113.0	95.9 - 126.5
tanks inspector	40.2 - 53.6	46.4 - 62.5	53.3 - 71.4
telecommunications technician	49.1 - 64.0	55.5 - 73.5	63.3 - 83.7
transmission line engineer	67.6 - 85.2	73.2 - 93.9	80.3 - 104.0
transportation manager	68.9 - 90.7	77.9 - 104.1	88.5 - 118.3
turnaround coordinator	77.5 - 91.8	85.8 - 106.5	101.1 - 140.3
welding inspector	47.3 - 61.7	53.6 - 70.9	60.8 - 79.8
manufacturing			
applications engineer	63.8 - 85.0	74.5 - 100.6	86.9 - 114.5
automation engineer	58.1 - 76.5	65.7 - 88.2	75.1 - 100.2
buyer	51.5 - 67.3	58.6 - 77.9	67.0 - 88.7
chemical engineer	72.5 - 94.8	79.9 - 106.6	89.3 - 119.2
chemical technician	50.0 - 65.0	55.4 - 73.7	62.6 - 84.1
cmm programmer	43.1 - 55.5	48.0 - 62.9	53.9 - 70.4
CNC programmer	52.8 - 68.2	65.3 - 79.1	75.2 - 90.5
coating inspector	44.6 - 58.2	50.6 - 67.0	57.6 - 76.1
commissioning and start up engineer	73.9 - 98.6	85.1 - 115.4	98.4 - 131.6
continuous improvement engineer	91.2 - 118.6	101.3 - 133.9	113.5 - 149.6
contracts administrator	72.5 - 95.8	82.3 - 110.5	94.0 - 125.3

contracts manager	110.4 - 139.0	123.2 - 158.3	139.3 - 180.1
control technician	59.4 - 77.9	67.8 - 90.0	77.4 - 102.1
controls designer/engineer	61.8 - 82.3	70.9 - 95.9	81.5 - 109.1
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	60.2 - 82.9	72.4 - 100.1	85.4 - 114.6
director of operations	154.1 - 204.6	200.6 - 267.1	253.6 - 337.7
drafter	64.3 - 80.4	72.1 - 91.7	81.5 - 103.6
electrical designer/engineer	81.1 - 108.8	94.3 - 128.9	110.3 - 148.8
electrical engineer	88.6 - 118.8	102.8 - 140.6	120.2 - 162.5
electrical engineering technician	64.9 - 83.0	73.9 - 95.9	84.5 - 108.8
electrical inspector	50.8 - 67.7	58.4 - 79.0	67.3 - 90.4
electrical test engineer	85.4 - 113.6	98.0 - 132.7	113.3 - 152.0
engineering manager	99.1 - 132.5	112.8 - 153.8	129.5 - 175.6
environmental engineer	73.9 - 98.0	84.4 - 113.8	97.0 - 129.8
environmental inspector	57.7 - 73.7	63.4 - 82.4	70.6 - 92.2
estimation engineer	82.4 - 109.6	94.6 - 128.0	109.2 - 146.6
estimator	73.9 - 96.1	82.1 - 108.7	92.3 - 122.6
field service engineer	63.1 - 83.5	71.8 - 96.7	82.4 - 111.7
field service technician	61.8 - 80.9	71.5 - 94.2	82.0 - 106.9
general inspector	62.3 - 81.7	70.0 - 93.1	79.0 - 104.5
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	185.4 - 261.0	259.4 - 365.2	329.0 - 460.4
health and safety manager	73.8 - 94.9	84.7 - 110.3	97.2 - 124.9
health and safety specialist	79.7 - 104.4	91.0 - 121.2	104.5 - 137.6
HVAC drafter	64.7 - 82.9	72.7 - 94.4	81.8 - 105.4
HVAC engineer	64.3 - 85.6	73.6 - 99.4	84.5 - 112.3
industrial engineer	84.6 - 109.9	93.8 - 124.1	105.2 - 138.7
inventory analyst	60.5 - 79.1	68.8 - 91.3	78.6 - 104.0
inventory control manager	75.5 - 98.8	84.5 - 112.4	95.4 - 127.0
logistics manager	74.6 - 99.0	85.2 - 115.1	98.0 - 131.0
logistics specialist	68.9 - 91.6	78.8 - 106.4	90.6 - 120.5
machining manager	72.4 - 93.0	80.3 - 105.2	90.4 - 119.0
maintenance manager	75.4 - 99.1	86.4 - 114.2	98.0 - 127.0
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	80.2 - 106.0	91.1 - 122.3	104.0 - 138.1
materials manager	92.8 - 121.4	102.4 - 136.6	114.5 - 153.6
mechanical designer	63.5 - 83.8	73.1 - 97.3	83.6 - 109.6
mechanical drafter	59.2 - 76.7	66.5 - 88.4	76.3 - 103.3
mechanical engineer	89.0 - 117.2	100.8 - 135.1	115.1 - 153.6
mechanical engineering technican	62.4 - 81.6	71.0 - 94.2	81.0 - 106.1
operations manager	97.7 - 131.5	110.2 - 150.6	124.9 - 168.8

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planner/scheduler	49.0 - 62.4	55.7 - 71.5	63.0 - 80.6
plant manager	106.1 - 147.1	126.8 - 178.3	151.0 - 207.4
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	74.3 - 98.5	84.8 - 114.5	97.6 - 129.8
procurement director	113.4 - 149.3	148.8 - 195.7	179.9 - 236.8
procurement specialist	59.0 - 76.8	65.5 - 87.0	73.8 - 98.6
production manager	99.2 - 129.5	110.8 - 147.4	125.2 - 166.8
production planner	60.0 - 79.3	69.2 - 92.0	79.0 - 102.5
program manager	86.8 - 112.1	98.8 - 129.4	112.8 - 147.4
project director	134.9 - 168.2	168.1 - 203.4	202.1 - 244.8
project engineer	105.2 - 134.4	114.1 - 148.4	125.5 - 165.4
project manager	90.5 - 124.2	105.0 - 146.2	121.8 - 166.8
purchasing manager	100.2 - 131.8	113.0 - 151.0	128.2 - 169.6
QA/QC inspector	65.6 - 86.9	75.8 - 101.4	87.2 - 115.8
quality assurance manager	95.4 - 123.6	105.4 - 139.0	117.7 - 155.4
quality assurance/control technician	73.1 - 97.0	84.8 - 113.8	98.2 - 129.0
quality control engineer	78.6 - 103.3	88.7 - 118.4	100.8 - 133.8
quality inspector	48.0 - 61.2	53.6 - 69.6	60.6 - 78.6
safety inspector	76.3 - 99.5	86.4 - 114.0	97.9 - 128.2
SCADA engineer	75.8 - 100.6	86.5 - 116.5	99.2 - 132.4
site supervisor	86.5 - 112.7	94.8 - 125.8	105.4 - 140.8
sourcing engineer	66.4 - 88.1	75.7 - 102.2	87.1 - 116.6
specification writer	64.1 - 82.6	72.6 - 94.7	82.3 - 106.7
stationary engineer	63.5 - 81.8	70.8 - 92.6	79.3 - 103.1
supply chain manager	98.8 - 130.6	112.3 - 150.6	127.8 - 168.6
transportation manager	91.9 - 120.8	103.8 - 138.7	118.0 - 157.6
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
warehouse manager	76.1 - 99.0	84.5 - 112.0	94.9 - 125.8

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	129.3 - 229.2	184.7 - 328.7	263.8 - 469.7
chief human resources officer	108.1 - 182.3	144.7 - 244.7	179.9 - 304.8
chief information officer	104.2 - 184.5	155.1 - 275.6	214.1 - 381.1
chief operating officer	137.3 - 248.6	199.7 - 362.8	286.0 - 520.1
chief technology officer	101.8 - 180.1	151.0 - 268.1	209.4 - 372.7
communications vice-president	101.7 - 153.6	136.6 - 206.5	174.9 - 265.1
marketing vice-president	119.4 - 183.3	167.4 - 257.7	216.2 - 333.0

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sales vice-president	139.9 - 200.0	188.4 - 269.9	241.6 - 346.4
vice-president finance	118.0 - 145.0	135.0 - 175.0	170.0 - 250.0
vice-president information	88.9 - 157.1	116.6 - 206.6	161.3 - 286.7
vice-president internal audit	116.9 - 155.4	147.1 - 195.7	178.8 - 238.3
vice-president operations	120.0 - 150.0	125.0 - 185.0	170.0 - 290.0
vice-president technology	122.0 - 160.0	140.0 - 180.0	170.0 - 230.0
construction			
chief financial officer	130.7 - 231.8	188.4 - 335.1	272.6 - 485.4
chief human resources officer	109.3 - 184.3	147.6 - 249.5	185.9 - 315.0
chief information officer	105.4 - 186.5	158.1 - 281.1	221.3 - 393.8
chief operating officer	138.8 - 251.3	203.6 - 369.9	295.5 - 537.4
chief technology officer	102.5 - 181.8	152.3 - 270.8	211.4 - 376.7
communications vice-president	102.4 - 155.0	137.8 - 208.5	176.5 - 267.8
marketing vice-president	120.4 - 185.0	168.9 - 260.3	218.3 - 336.6
sales vice-president	141.1 - 201.9	190.2 - 272.7	244.1 - 350.1
vice-president finance	120.0 - 180.0	170.0 - 230.0	187.0 - 270.0
vice-president information	89.4 - 158.5	117.5 - 208.6	162.7 - 289.6
vice-president internal audit	117.8 - 156.7	148.4 - 197.6	180.5 - 240.7
vice-president operations	125.0 - 150.0	145.0 - 204.0	170.0 - 280.0
vice-president technology	115.0 - 160.0	150.0 - 200.0	180.0 - 230.0
energy & oil			
chief financial officer	130.9 - 232.2	190.1 - 338.2	273.8 - 487.6
chief human resources officer	109.5 - 184.6	148.9 - 251.7	186.7 - 316.4
chief information officer	105.6 - 186.8	159.5 - 283.6	222.2 - 395.6
chief operating officer	139.0 - 251.7	205.4 - 373.2	296.8 - 539.8
chief technology officer	102.8 - 182.5	152.9 - 272.1	212.4 - 378.6
communications vice-president	102.7 - 155.6	138.3 - 209.4	177.2 - 269.1
marketing vice-president	120.8 - 185.8	169.6 - 261.5	219.3 - 338.2
sales vice-president	141.7 - 202.8	191.0 - 274.0	245.2 - 351.8
vice-president finance	100.0 - 160.0	142.0 - 185.0	175.0 - 260.0
vice-president information	89.7 - 159.1	117.9 - 209.5	163.4 - 291.0
vice-president internal audit	118.2 - 157.4	149.0 - 198.4	181.3 - 241.8
vice-president operations	122.0 - 150.0	135.0 - 195.0	175.0 - 260.0
vice-president technology	115.0 - 155.0	125.0 - 190.0	170.0 - 255.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	55.6 - 64.7	62.5 - 70.6	64.8 - 83.0	74.5 - 88.5
accounting clerk	42.1 - 44.7	41.7 - 48.1	44.5 - 51.2	50.4 - 58.1
accounting manager	72.8 - 82.8	80.0 - 88.9	81.7 - 90.7	87.9 - 97.9
accounting supervisor	62.3 - 74.9	66.6 - 80.4	71.0 - 86.0	81.0 - 87.4
accounts payable clerk	41.2 - 43.8	43.1 - 48.5	46.7 - 52.5	51.9 - 60.5
accounts payable manager	62.1 - 72.7	68.4 - 73.4	70.8 - 75.6	72.7 - 83.4
accounts receivable clerk	41.7 - 44.4	43.6 - 49.1	48.7 - 55.1	54.9 - 61.8
accounts receivable manager	62.1 - 72.7	68.4 - 73.4	70.8 - 75.6	72.7 - 83.4
analyst - financial planning & analysis	68.3 - 79.2	76.3 - 88.7	84.7 - 92.3	90.2 - 99.5
assistant controller	79.9 - 87.5	86.1 - 96.1	95.0 - 101.6	100.3 - 114.9
billing specialist	42.4 - 45.1	44.4 - 49.9	48.1 - 54.1	53.5 - 62.4
bookkeeper	53.4 - 62.1	60.0 - 67.8	62.2 - 73.6	71.5 - 75.8
business analyst	67.4 - 80.5	72.7 - 86.9	77.7 - 90.8	89.4 - 93.8
compliance officer	84.3 - 102.2	94.0 - 114.0	103.1 - 125.2	122.1 - 134.9
compliance specialist	51.5 - 59.2	58.1 - 72.1	64.9 - 79.8	68.7 - 100.9
cost accountant	58.8 - 70.2	63.4 - 75.8	67.9 - 81.2	78.0 - 93.4
credit and collections accountant	43.8 - 46.6	45.8 - 51.5	51.2 - 57.8	57.7 - 64.9
credit and collections manager	62.1 - 72.7	68.4 - 73.4	70.8 - 75.6	72.7 - 83.4
credit and collections supervisor	55.2 - 64.7	60.8 - 65.3	63.0 - 67.2	64.7 - 74.2
director - financial planning & analysis	90.4 - 95.7	93.4 - 98.7	97.5 - 118.7	115.4 - 129.5
external auditor	61.1 - 73.6	65.6 - 78.4	71.1 - 83.7	79.9 - 95.7
financial analyst	55.6 - 64.7	62.5 - 70.6	64.8 - 83.0	74.5 - 88.4
financial reporting manager	72.3 - 76.5	74.7 - 79.0	78.0 - 95.0	92.3 - 103.6
internal audit manager	76.5 - 88.0	86.9 - 98.2	95.0 - 133.4	128.0 - 151.0
internal auditor	46.3 - 51.3	48.9 - 58.1	55.4 - 66.1	64.0 - 83.2
payroll clerk	41.5 - 48.4	45.6 - 53.2	49.4 - 57.6	56.3 - 65.7
payroll manager	70.2 - 84.9	75.8 - 91.7	81.2 - 98.3	93.0 - 102.3
payroll specialist	49.8 - 58.0	54.7 - 63.8	59.2 - 69.1	67.5 - 78.9
payroll supervisor	59.6 - 72.2	64.4 - 77.9	69.0 - 83.5	79.1 - 87.0
risk analyst	56.8 - 68.7	62.0 - 75.0	67.1 - 81.2	78.5 - 90.9
risk director	82.3 - 88.8	87.9 - 106.5	93.4 - 113.2	106.5 - 129.2
risk supervisor	72.0 - 87.1	78.0 - 94.4	83.6 - 101.3	95.0 - 115.0
tax analyst	62.4 - 68.4	65.7 - 78.5	72.4 - 90.3	86.5 - 95.2
tax manager	86.7 - 106.4	93.0 - 114.2	99.2 - 121.7	113.8 - 139.8
treasury analyst	55.6 - 62.5	61.4 - 69.4	67.4 - 79.5	79.4 - 92.1

british columbia

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	88.6 - 156.6	120.2 - 212.9	158.3 - 281.4
finance director	117.5 - 154.4	150.6 - 197.9	183.4 - 241.5

human resources

	entry	mid	senior
all industries			
benefits administrator	55.2 - 70.3	61.7 - 80.0	69.6 - 90.3
compensation and benefits manager	88.7 - 114.9	98.2 - 129.9	110.3 - 146.9
health and safety advisor	61.2 - 78.5	70.2 - 91.1	80.4 - 104.2
HRIS analyst	61.4 - 80.5	70.3 - 93.6	80.8 - 106.2
human resources assistant	42.3 - 53.8	47.9 - 60.6	52.9 - 65.3
human resources business partner	82.4 - 101.5	95.2 - 115.4	110.3 - 130.4
human resources coordinator	49.0 - 58.6	52.5 - 64.2	57.1 - 70.9
human resources generalist	61.6 - 77.1	66.0 - 84.4	72.3 - 94.8
human resources manager	83.2 - 109.4	94.0 - 125.9	107.2 - 143.2
human resources supervisor	64.7 - 83.9	71.7 - 95.0	80.9 - 108.4
labour relations advisor	69.4 - 91.4	78.9 - 105.6	90.4 - 120.1
labour relations manager	90.7 - 122.4	106.3 - 145.5	124.4 - 168.0
recruitment coordinator	41.2 - 53.5	47.3 - 61.7	53.6 - 69.4
talent acquisition specialist	61.2 - 79.4	67.9 - 89.7	76.2 - 101.0

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.0 - 18.8	16.5 - 19.0	18.0 - 22.1
counterbalance forklift operator	17.0 - 19.0	18.5 - 21.0	19.0 - 24.0
electronic parts assembler	16.4 - 19.4	17.6 - 20.8	18.7 - 22.1
forklift operator	17.0 - 19.0	18.5 - 21.0	19.1 - 24.0
general labourer - heavy	16.8 - 19.4	18.3 - 21.1	19.7 - 22.7
general labourer - light	15.4 - 16.5	15.5 - 17.5	16.5 - 18.0
inventory control clerk	17.2 - 19.9	18.9 - 21.7	20.3 - 23.4
janitor/custodian	13.9 - 15.8	15.1 - 17.4	16.3 - 18.8
logistics coordinator	22.9 - 27.0	25.0 - 29.0	26.9 - 31.8
machine operator	17.0 - 20.9	19.2 - 23.0	20.8 - 24.9
machine operator assistant	16.0 - 18.8	18.2 - 20.7	19.7 - 22.4
manufacturing worker	16.5 - 17.6	16.7 - 19.0	17.8 - 20.3
material handler	15.0 - 18.2	17.2 - 20.1	18.7 - 21.8

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moulding machine operator	17.0 - 20.4	18.8 - 22.4	20.3 - 24.2
parts manager	24.1 - 28.8	26.0 - 31.1	27.9 - 33.3
picker/packer	16.5 - 17.5	17.0 - 18.9	17.3 - 19.0
polisher/deburrer	17.7 - 20.4	19.4 - 22.3	20.9 - 24.1
production labourer	16.5 - 16.9	16.0 - 19.1	18.2 - 21.0
reach truck operator	17.5 - 18.5	17.3 - 20.0	19.0 - 25.0
shipper/receiver	18.2 - 21.0	19.0 - 22.4	20.7 - 23.8
shipping and receiving clerk	19.0 - 21.6	20.7 - 23.0	22.3 - 25.4
warehouse labourer	16.5 - 18.1	17.0 - 19.2	18.5 - 21.9

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	40.8 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	45.5 - 50.0	49.2 - 55.1	55.0 - 59.1
benefits clerk	39.8 - 46.4	43.7 - 51.0	47.3 - 55.2
buyer assistant	39.4 - 46.0	43.8 - 51.1	47.6 - 55.5
contracts administrator	91.2 - 106.4	98.2 - 114.7	105.1 - 122.7
data entry clerk	32.9 - 38.0	36.0 - 41.5	38.7 - 44.6
document controller	33.5 - 38.7	36.7 - 42.3	39.4 - 45.4
executive assistant	53.7 - 65.7	59.8 - 73.2	65.4 - 80.1
executive assistant (bilingual)	59.1 - 66.5	65.0 - 71.1	70.3 - 79.2
executive legal assistant	61.2 - 70.3	69.3 - 79.0	78.8 - 88.0
file clerk	34.8 - 40.2	39.4 - 45.4	42.9 - 49.4
insurance claims clerk	35.3 - 37.2	36.5 - 40.0	37.5 - 42.0
invoicing clerk	37.9 - 44.3	41.6 - 48.5	44.8 - 52.3
law clerk	35.1 - 40.1	39.3 - 47.1	46.9 - 55.0
legal assistant	47.9 - 57.8	54.7 - 66.1	60.9 - 73.7
mailroom clerk	32.8 - 37.5	35.8 - 40.8	38.2 - 43.5
office clerk	37.0 - 42.6	39.5 - 45.6	41.9 - 48.3
office manager	55.5 - 67.1	59.0 - 71.4	62.5 - 75.6
office/operations manager	56.2 - 59.1	58.2 - 64.1	63.5 - 71.0
order clerk	34.2 - 39.5	37.5 - 43.3	40.5 - 46.6
order supervisor	51.3 - 60.5	57.2 - 67.5	62.6 - 73.9
project coordinator	44.8 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	33.4 - 39.0	35.8 - 41.8	38.1 - 44.5
sales assistant	39.9 - 46.5	42.6 - 49.7	45.4 - 52.9

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	49.1 - 61.3	53.3 - 67.9	58.9 - 75.8
business development manager*	96.3 - 126.8	107.3 - 144.5	121.7 - 165.8
district sales manager**	75.3 - 97.3	85.9 - 113.0	98.7 - 129.3
key accounts manager - consumer goods*	69.4 - 88.9	78.3 - 102.1	89.1 - 116.0
merchandiser - consumer goods	60.7 - 79.1	67.8 - 90.0	76.6 - 102.0
sales representative, account manager - channel manager*	76.8 - 101.9	86.5 - 116.8	98.1 - 132.1
sales representative, account manager - consumer goods*	50.4 - 63.2	55.1 - 70.3	60.9 - 78.3
sales representative, account manager - professional services*	47.8 - 59.5	51.6 - 65.5	56.7 - 73.0
sales representative, account manager - telecommunications*	54.4 - 67.7	58.7 - 74.5	64.6 - 83.1
digital marketing			
digital marketing manager	65.6 - 83.3	75.4 - 97.2	86.9 - 109.8
digital media specialist	40.9 - 52.4	47.7 - 62.1	55.6 - 71.0
digital specialist	48.8 - 64.4	56.4 - 75.8	65.5 - 86.5
e-commerce manager	78.2 - 101.9	87.3 - 116.0	98.6 - 131.7
marketing content manager	50.5 - 63.9	57.9 - 74.5	66.7 - 84.7
social media manager	58.9 - 83.0	73.0 - 101.2	86.8 - 115.0
web manager	65.9 - 85.6	73.1 - 96.7	82.1 - 109.1
web marketing analyst	51.0 - 67.6	59.2 - 79.5	68.7 - 90.3
industrial sales			
sales engineer - distribution*	70.7 - 92.1	77.6 - 103.0	86.3 - 114.9
sales engineer - manufacturing**	60.5 - 80.8	68.7 - 93.1	78.3 - 104.6
sales representative, account manager - distribution*	50.0 - 62.5	54.3 - 69.2	59.9 - 77.2
sales representative, account manager - industrial equipment*	48.1 - 59.8	51.9 - 65.8	57.0 - 73.3
sales representative, account manager - industrial service*	53.6 - 66.8	58.0 - 73.6	63.7 - 82.0
sales representative, account manager - machinery*	53.1 - 66.1	57.4 - 72.8	63.1 - 81.3
sales representative, account manager - manufacturing**	48.2 - 68.3	52.1 - 75.2	57.1 - 83.2
sales representative, account manager - retail network**	53.3 - 66.2	57.4 - 73.0	63.3 - 82.3
technical sales representative - manufacturing**	52.4 - 69.1	59.5 - 80.0	68.3 - 92.3
marketing and communications			
brand or product manager	80.6 - 103.5	89.5 - 117.0	100.4 - 131.2
brand or product manager assistant	64.9 - 87.3	75.7 - 102.8	87.7 - 117.0
communications manager	67.0 - 87.1	74.5 - 98.5	83.8 - 110.4
communications specialist	55.5 - 75.8	66.1 - 90.9	77.8 - 103.7
marketing coordinator	42.0 - 55.9	48.3 - 65.3	55.7 - 74.2
marketing director	92.9 - 125.6	109.0 - 149.2	127.3 - 170.2
marketing project manager	53.6 - 71.3	61.6 - 83.3	71.1 - 95.1
marketing specialist	48.1 - 63.8	55.0 - 74.0	63.0 - 83.7

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	24.9 - 29.8	26.9 - 32.1	28.7 - 34.4
CNC machinist	25.0 - 27.0	26.5 - 31.0	29.0 - 36.0
electrician	25.0 - 31.0	27.7 - 33.0	29.7 - 35.9
electronics technician	25.0 - 29.9	27.0 - 32.3	28.9 - 34.0
field service technician	24.7 - 29.2	27.3 - 32.2	29.7 - 35.1
heavy equipment mechanic	25.2 - 30.1	27.9 - 33.3	30.3 - 36.2
lead hand/team lead	18.5 - 21.0	19.5 - 22.5	20.3 - 24.0
logistics supervisor	24.0 - 28.3	25.8 - 30.0	27.0 - 32.0
maintenance mechanic	23.1 - 26.0	25.3 - 29.2	27.4 - 31.0
maintenance supervisor	28.0 - 34.2	31.2 - 37.3	33.7 - 40.3
millwright	24.7 - 29.0	27.1 - 32.4	30.0 - 41.0
production manager	39.0 - 47.0	42.0 - 51.4	45.0 - 55.0
production supervisor	26.8 - 32.1	29.1 - 34.8	31.3 - 37.4
quality control technician	21.5 - 23.0	22.2 - 25.2	23.5 - 29.0
warehouse supervisor	23.6 - 28.2	25.8 - 30.9	27.9 - 33.3
welder	23.0 - 25.2	23.5 - 27.4	26.2 - 32.0

technologies

	entry	mid	senior
application software			
.net/C# developer	68.4 - 88.2	76.5 - 100.3	86.3 - 112.5
application support analyst	59.7 - 78.4	68.4 - 90.4	77.7 - 101.5
automation tester	65.5 - 82.3	80.3 - 92.7	90.0 - 107.5
C++/ embedded software engineer	66.6 - 85.8	74.4 - 97.6	83.9 - 120.0
database SQL developer	60.9 - 80.6	69.5 - 93.4	79.7 - 105.9
devops development side	65.4 - 87.5	75.7 - 102.8	87.9 - 117.2
ERP developer	68.9 - 88.7	76.9 - 100.8	86.8 - 114.0
front-end developer	65.4 - 87.5	75.7 - 102.8	87.9 - 120.0
full stack developer	74.3 - 97.3	84.9 - 112.8	97.3 - 127.6
java developer	65.4 - 87.5	75.7 - 102.8	87.9 - 120.0
machine learning developer	71.6 - 105.5	95.5 - 131.8	113.8 - 140.0
manual tester	48.4 - 64.5	56.6 - 76.4	66.0 - 86.9
mobile application developer (iOS/android)	61.6 - 89.8	81.3 - 113.5	98.1 - 128.3
quality assurance manager	81.4 - 105.1	89.7 - 118.1	100.2 - 132.1

british columbia

RPA developer	50.6 - 66.4	58.0 - 77.0	66.3 - 90.0
technical lead	103.4 - 137.9	117.1 - 158.5	133.2 - 178.6
UI/UX designer	61.6 - 79.8	69.3 - 91.1	78.3 - 101.6
architecture			
application architect	93.6 - 123.9	105.1 - 142.0	119.5 - 162.2
architect (enterprise)	92.4 - 124.0	105.7 - 144.3	121.6 - 165.4
architect (solutions/technical)	83.2 - 103.5	93.1 - 117.9	105.0 - 132.2
cloud architect	83.8 - 104.9	94.5 - 120.1	107.0 - 134.5
data & analytics			
BI data architect	86.3 - 115.0	96.3 - 130.8	108.6 - 147.3
big data engineer	80.9 - 105.3	90.3 - 119.8	101.9 - 135.4
business intelligence developer	65.1 - 84.0	72.9 - 95.6	82.2 - 106.7
data analyst	65.8 - 87.4	75.5 - 102.0	87.1 - 115.9
data architect	70.3 - 92.2	80.6 - 107.6	93.0 - 122.6
data engineer	69.3 - 92.2	79.7 - 107.5	91.8 - 122.1
data scientist	76.0 - 101.3	87.6 - 118.5	101.2 - 134.5
database administrator	66.4 - 89.9	78.2 - 107.1	91.6 - 122.5
leadership/business technology			
business analyst	53.2 - 67.9	65.4 - 83.4	82.5 - 105.7
IT director	102.4 - 124.2	122.8 - 148.4	135.0 - 168.2
IT manager	68.5 - 89.2	76.4 - 101.5	86.4 - 115.6
networking/infrastructure			
bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
cloud engineer	72.6 - 96.2	84.4 - 113.0	97.5 - 127.5
devops system side	79.5 - 109.2	92.4 - 127.9	106.3 - 144.0
help desk representative	45.7 - 60.8	52.4 - 70.0	59.4 - 78.1
information security engineer	71.1 - 94.6	81.8 - 110.5	94.3 - 125.4
information security manager	92.1 - 119.9	102.6 - 136.2	115.8 - 154.3
information security specialist	60.2 - 78.8	68.8 - 91.4	78.9 - 103.3
information systems analyst	64.1 - 82.1	70.9 - 92.4	79.4 - 103.6
linux/unix administrator	72.4 - 94.5	82.5 - 109.6	94.6 - 124.7
network administrator	61.0 - 81.2	70.2 - 94.8	80.9 - 107.9
network engineer	67.0 - 88.9	76.8 - 103.7	88.6 - 118.7
systems administrator	68.7 - 88.9	77.3 - 101.7	87.6 - 114.9
tech support	62.4 - 82.2	71.9 - 95.7	82.6 - 108.5
telecommunications analyst	63.4 - 84.1	72.6 - 98.1	83.9 - 112.9
project management			
business systems analyst	65.9 - 87.6	77.0 - 103.7	89.7 - 118.7
ERP project manager	93.0 - 123.4	101.3 - 137.1	112.1 - 153.5
functional analyst	53.1 - 68.9	59.8 - 78.8	67.8 - 88.9
organizational change manager (OCM)	65.1 - 87.3	75.7 - 103.7	89.0 - 121.1

british columbia

product owner	74.3 - 97.3	84.9 - 112.7	97.2 - 127.1
product owner/manager	78.1 - 106.9	90.5 - 125.7	104.9 - 143.6
program manager	100.0 - 115.0	110.0 - 135.0	134.0 - 165.0
project coordinator	58.9 - 74.4	67.2 - 86.2	77.1 - 97.9
project manager (infrastructure)	65.9 - 87.6	77.0 - 103.7	89.7 - 118.7
project manager (software)	85.3 - 112.5	95.3 - 128.0	107.5 - 144.5
scrum master	73.0 - 94.6	82.2 - 108.4	93.4 - 123.2
technical writer	60.0 - 77.6	69.7 - 91.3	80.7 - 103.7

greater victoria

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	37.3 - 44.5	40.9 - 48.8	44.3 - 52.9
customer service manager	61.1 - 74.4	74.3 - 84.1	79.3 - 97.5
customer service representative	33.7 - 39.7	36.6 - 43.1	39.3 - 45.7
customer service supervisor	51.3 - 61.3	61.2 - 73.6	64.4 - 78.9
customer service team lead	47.1 - 57.5	53.3 - 64.4	60.9 - 74.8
customer service trainer	42.7 - 51.0	46.7 - 55.8	50.6 - 60.5
e-chat representative	33.8 - 40.2	36.9 - 43.7	39.8 - 47.1
fundraiser agent	31.0 - 34.4	34.3 - 42.7	38.3 - 44.6
help desk representative - level 1	35.1 - 40.9	40.5 - 49.6	44.9 - 53.8
inside sales manager	66.6 - 81.6	72.7 - 89.0	78.5 - 96.2
inside sales representative	45.2 - 50.1	50.0 - 60.1	56.5 - 62.3
junior collection agent	31.8 - 37.5	34.6 - 40.7	37.2 - 43.8
order desk	33.2 - 38.2	36.3 - 41.8	39.0 - 45.0
service coordinator	42.1 - 46.2	45.8 - 49.8	45.7 - 53.5
survey agent	32.3 - 37.2	35.3 - 40.7	37.9 - 43.6
telemarketing agent	32.8 - 38.2	35.2 - 41.0	37.7 - 43.9
telephone dispatcher	41.8 - 45.6	42.4 - 49.6	45.6 - 53.5

engineering

	entry	mid	senior
construction			
architect	70.1 - 92.6	79.6 - 107.5	91.4 - 123.2
architectural drafter	56.2 - 72.7	65.3 - 86.0	76.3 - 101.2
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.0 - 86.5	75.2 - 100.2	86.0 - 114.4
civil engineer	74.9 - 99.1	85.1 - 114.6	97.3 - 129.8
civil engineering drafter	60.1 - 76.0	68.5 - 87.8	78.2 - 99.5
civil engineering technologist	55.7 - 72.4	62.9 - 83.0	71.4 - 94.3
civil project engineer	84.6 - 115.9	97.3 - 136.1	112.9 - 156.6

civil project manager	90.6 - 120.8	102.2 - 138.7	116.2 - 156.6
construction coordinator	59.0 - 78.1	66.1 - 89.2	74.8 - 101.2
construction director	120.8 - 159.5	154.2 - 203.0	190.6 - 251.6
construction manager	86.2 - 112.8	94.4 - 126.1	105.2 - 142.0
construction project manager	76.6 - 105.7	89.0 - 124.9	103.7 - 143.2
contracts administrator	69.8 - 92.4	79.3 - 106.8	90.6 - 121.3
contracts manager	106.8 - 134.9	119.4 - 153.8	135.2 - 175.1
demand planner	57.5 - 79.2	69.1 - 95.6	81.6 - 109.7
director of operations	147.4 - 196.3	192.5 - 257.4	244.1 - 326.6
drafter	63.1 - 78.8	70.8 - 90.0	80.0 - 101.8
electrical designer/engineer	78.4 - 105.6	91.3 - 125.4	106.9 - 145.0
electrical engineer	85.7 - 115.3	99.7 - 136.9	116.9 - 158.3
electrical engineering technician	63.7 - 81.5	72.6 - 94.2	82.9 - 107.0
electrical inspector	49.3 - 65.9	56.9 - 76.8	65.4 - 88.0
engineering manager	95.3 - 128.4	108.8 - 149.3	125.4 - 170.5
environmental engineer	71.5 - 94.9	81.6 - 110.4	93.8 - 126.4
environmental inspector	55.2 - 70.6	60.7 - 79.1	67.7 - 88.4
estimation engineer	79.7 - 106.3	91.6 - 124.4	106.0 - 142.9
estimator	71.2 - 92.8	79.1 - 105.1	88.9 - 118.7
facilities manager	76.2 - 101.8	87.6 - 119.2	101.4 - 136.3
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	60.2 - 77.5	69.2 - 90.2	79.4 - 102.3
health and safety specialist	64.2 - 84.4	73.4 - 98.2	84.4 - 111.7
HVAC drafter	52.3 - 67.0	58.7 - 76.2	66.1 - 85.2
HVAC engineer	51.9 - 68.9	59.3 - 80.2	68.1 - 90.8
materials manager	74.5 - 98.0	82.4 - 110.5	92.3 - 124.3
mechanical designer	51.2 - 67.5	58.9 - 78.5	67.4 - 88.5
mechanical drafter	48.4 - 62.7	54.4 - 72.3	62.4 - 84.6
mechanical engineer	71.8 - 94.9	81.4 - 109.6	93.1 - 124.8
mechanical engineering technician	51.1 - 66.8	58.1 - 77.1	66.2 - 86.9
operations manager	77.6 - 104.7	87.6 - 120.0	99.3 - 134.7
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	39.4 - 50.2	44.7 - 57.6	50.6 - 64.9
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	84.5 - 108.5	91.7 - 120.1	101.2 - 133.8
project manager	72.4 - 100.1	84.3 - 118.2	98.1 - 135.0
purchasing manager	80.7 - 106.5	91.2 - 122.2	103.5 - 137.3
QA/QC inspector	53.7 - 71.1	62.1 - 83.0	71.4 - 94.9
quality control engineer	63.4 - 83.4	71.5 - 95.9	81.3 - 108.5
quality inspector	39.1 - 49.8	43.7 - 56.6	49.3 - 63.9
safety inspector	62.3 - 81.2	70.5 - 93.2	80.0 - 105.0

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site supervisor	69.2 - 90.6	75.9 - 101.4	84.5 - 113.7
specification writer	51.1 - 65.9	57.8 - 75.6	65.6 - 85.2
structural designer	49.4 - 64.4	55.9 - 73.9	63.4 - 83.2
structural engineer	63.4 - 83.8	71.9 - 97.1	82.5 - 110.7
structural engineering technologist	50.7 - 67.0	57.5 - 77.7	66.0 - 88.6
superintendent	39.2 - 50.1	43.9 - 57.1	49.6 - 64.6
supply chain manager	79.4 - 105.6	90.6 - 121.9	103.3 - 136.5
energy & oil			
applications engineer	68.6 - 91.9	80.4 - 109.2	94.1 - 124.5
architect	58.5 - 77.4	66.4 - 89.9	76.4 - 103.0
architectural drafter	56.3 - 72.8	65.3 - 86.2	76.3 - 101.3
assistant chief inspector	86.1 - 102.0	95.3 - 118.3	112.3 - 155.9
automation engineer	62.4 - 82.6	70.8 - 95.4	81.0 - 108.7
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	55.1 - 72.3	62.8 - 83.7	71.9 - 95.6
chemical engineer	78.1 - 102.8	86.4 - 115.7	96.6 - 129.5
chemical technician	54.5 - 71.1	60.6 - 80.7	68.4 - 92.2
chief inspector	52.0 - 68.2	58.4 - 77.8	65.8 - 87.2
civil engineer	62.6 - 82.9	71.1 - 95.8	81.3 - 108.6
civil engineering drafter	50.2 - 63.4	57.2 - 73.3	65.3 - 83.2
civil engineering technologist	46.4 - 60.3	52.4 - 69.3	59.6 - 78.7
civil project engineer	70.6 - 97.0	81.4 - 113.8	94.4 - 131.0
civil project manager	75.7 - 101.0	85.4 - 116.0	97.2 - 131.0
coating inspector	36.5 - 47.4	41.3 - 54.5	46.9 - 61.9
commissioning and start up engineer	60.6 - 80.8	69.6 - 94.6	80.5 - 107.5
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	49.3 - 65.3	55.2 - 74.5	62.5 - 84.6
construction director	101.0 - 133.4	129.0 - 169.9	159.5 - 210.7
construction manager	72.0 - 94.3	78.9 - 105.5	88.0 - 118.7
construction project manager	64.0 - 88.3	74.4 - 104.4	86.6 - 119.7
continuous improvement engineer	73.5 - 96.0	81.7 - 108.7	91.8 - 121.6
contracts administrator	58.3 - 77.2	66.2 - 89.3	75.7 - 101.4
contracts manager	89.3 - 112.8	99.8 - 128.7	113.1 - 146.5
control technician	48.7 - 63.8	55.5 - 73.8	63.4 - 83.9
controls designer/engineer	50.6 - 67.5	58.1 - 78.6	66.8 - 89.7
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	48.0 - 66.1	57.7 - 79.9	68.1 - 91.7
director of operations	123.2 - 164.3	161.1 - 215.5	204.3 - 273.5
drafter	52.7 - 65.9	59.1 - 75.2	66.8 - 85.1
electrical designer/engineer	65.5 - 88.3	76.3 - 104.8	89.4 - 121.3
electrical engineer	71.5 - 96.4	83.3 - 114.5	97.7 - 132.5

electrical engineering technician	53.2 - 68.1	60.6 - 78.7	69.3 - 89.5
electrical inspector	41.2 - 54.9	47.5 - 64.0	54.6 - 73.3
electrical test engineer	69.0 - 92.2	79.3 - 108.0	91.9 - 123.9
engineering manager	79.6 - 107.4	91.0 - 124.9	104.9 - 142.7
environmental engineer	59.7 - 79.3	68.1 - 92.3	78.5 - 105.6
environmental inspector	46.1 - 58.9	50.6 - 66.0	56.4 - 73.9
estimation engineer	66.5 - 88.9	76.5 - 104.1	88.6 - 119.5
estimator	59.4 - 77.5	66.0 - 87.8	74.3 - 99.2
expediter	38.9 - 50.1	44.1 - 57.6	50.1 - 65.5
facilities manager	63.6 - 85.0	73.2 - 99.7	84.8 - 114.0
field service engineer	51.7 - 68.5	58.8 - 79.4	67.6 - 91.8
general inspector	50.5 - 66.3	56.8 - 75.6	64.0 - 85.0
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
geotechnical engineer	63.1 - 82.2	71.2 - 94.5	81.2 - 107.6
geotechnical technician	56.8 - 74.0	64.1 - 85.1	73.1 - 96.8
HDD inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
health and safety manager	72.4 - 93.2	83.3 - 108.6	95.5 - 123.1
health and safety specialist	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
HVAC drafter	72.4 - 93.2	83.3 - 108.6	95.5 - 123.1
HVAC engineer	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
industrial engineer	72.4 - 93.2	83.3 - 108.6	95.5 - 123.1
inventory analyst	57.8 - 75.7	65.8 - 87.5	75.2 - 99.8
inventory control manager	73.7 - 96.7	82.6 - 110.4	93.5 - 124.8
logistics manager	72.0 - 95.9	82.3 - 111.7	94.9 - 127.6
logistics specialist	66.4 - 88.4	76.1 - 103.1	87.5 - 117.0
materials manager	89.6 - 118.1	99.1 - 133.1	111.1 - 149.8
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	61.4 - 81.1	70.8 - 94.4	81.0 - 106.6
mechanical drafter	58.1 - 75.4	65.3 - 87.0	75.1 - 101.8
mechanical engineer	86.3 - 114.2	97.9 - 132.0	112.1 - 150.2
mechanical engineering technican	61.3 - 80.3	69.8 - 92.8	79.7 - 104.5
operations manager	93.4 - 126.0	105.5 - 144.5	119.6 - 162.2
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	84.1 - 109.4	94.8 - 126.0	108.4 - 144.4
piping designer	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
piping engineer	74.5 - 97.6	83.3 - 111.2	94.2 - 126.1
planner/scheduler	47.3 - 60.2	53.6 - 69.2	60.8 - 78.0
plant manager	102.8 - 143.4	123.5 - 174.0	147.2 - 202.6
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	71.9 - 95.6	82.2 - 111.5	94.7 - 126.7
procurement director	110.2 - 145.4	145.1 - 191.0	175.6 - 231.6

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procurement specialist	56.9 - 74.2	63.2 - 84.0	71.2 - 95.4
program manager	83.5 - 108.4	95.2 - 125.6	109.2 - 143.5
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	101.6 - 130.7	110.4 - 144.6	121.9 - 161.2
project manager	87.1 - 120.5	101.4 - 142.3	118.1 - 162.6
purchasing manager	97.1 - 128.3	109.8 - 147.1	124.7 - 165.4
QA/QC inspector	64.6 - 85.6	74.6 - 100.0	85.9 - 114.2
quality assurance manager	92.4 - 120.1	102.1 - 135.4	114.4 - 151.4
quality assurance/control technician	70.8 - 94.1	82.2 - 110.8	95.3 - 126.0
quality control engineer	76.2 - 100.4	85.9 - 115.4	97.9 - 130.6
quality inspector	47.0 - 59.8	52.4 - 68.0	59.2 - 76.7
safety inspector	74.9 - 97.8	84.8 - 112.2	96.2 - 126.5
SCADA engineer	73.4 - 97.7	83.9 - 113.5	96.4 - 129.2
site supervisor	83.2 - 109.1	91.3 - 122.0	101.8 - 136.9
sourcing engineer	64.1 - 85.1	73.1 - 99.1	84.2 - 113.3
specification writer	61.4 - 79.2	69.5 - 91.0	79.0 - 102.6
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	61.7 - 79.7	68.8 - 90.1	77.2 - 100.4
structural designer	59.4 - 77.4	67.2 - 88.9	76.2 - 100.2
structural engineer	76.2 - 100.9	86.5 - 116.9	99.2 - 133.3
structural engineering technologist	61.0 - 80.7	69.2 - 93.5	79.4 - 106.7
superintendent	47.0 - 60.1	52.8 - 68.6	59.6 - 77.5
supply chain manager	95.6 - 127.1	109.1 - 146.8	124.3 - 164.4
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	63.5 - 82.6	71.6 - 95.0	81.6 - 108.5
transmission line engineer	87.4 - 110.6	94.6 - 122.0	104.0 - 135.2
transportation manager	88.9 - 117.5	100.6 - 135.1	114.5 - 153.6
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
welding inspector	61.6 - 80.4	69.7 - 92.4	79.2 - 104.3
manufacturing			
applications engineer	82.3 - 110.2	96.4 - 130.9	112.8 - 149.3
automation engineer	74.9 - 99.0	84.8 - 114.5	97.2 - 130.3
buyer	66.1 - 86.6	75.2 - 100.3	86.2 - 114.6
chemical engineer	93.6 - 123.2	103.6 - 138.7	115.8 - 155.3
chemical technician	65.4 - 85.2	72.7 - 96.7	82.1 - 110.5
cmm programmer	55.7 - 71.6	61.9 - 81.1	69.6 - 90.8
CNC programmer	52.7 - 68.4	64.8 - 78.9	72.8 - 90.3
coating inspector	43.7 - 56.9	49.6 - 65.4	56.3 - 74.3
commissioning and start up engineer	72.7 - 97.1	83.6 - 113.6	96.8 - 129.8
continuous improvement engineer	88.1 - 115.1	98.0 - 130.2	110.0 - 145.8
contracts administrator	69.8 - 92.5	79.4 - 107.0	90.8 - 121.6

contracts manager	107.0 - 135.2	119.6 - 154.2	135.6 - 175.6
control technician	58.4 - 76.6	66.6 - 88.6	76.1 - 100.6
controls designer/engineer	60.7 - 80.9	69.7 - 94.3	80.2 - 107.5
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.6 - 79.3	69.2 - 95.9	81.7 - 109.9
director of operations	147.7 - 196.9	193.1 - 258.2	244.9 - 327.7
drafter	63.2 - 79.0	70.9 - 90.1	80.2 - 102.0
electrical designer/engineer	78.5 - 105.8	91.4 - 125.6	107.2 - 145.4
electrical engineer	85.8 - 115.7	99.8 - 137.3	117.1 - 158.8
electrical engineering technician	63.8 - 81.6	72.7 - 94.4	83.0 - 107.3
electrical inspector	49.4 - 65.9	57.0 - 76.8	65.5 - 88.0
electrical test engineer	82.8 - 110.5	95.0 - 129.5	110.2 - 148.6
engineering manager	95.5 - 128.8	109.1 - 149.6	125.8 - 171.0
environmental engineer	71.6 - 95.0	81.7 - 110.6	94.1 - 126.6
environmental inspector	55.3 - 70.7	60.7 - 79.2	67.7 - 88.6
estimation engineer	79.8 - 106.6	91.7 - 124.8	106.2 - 143.3
estimator	71.3 - 92.9	79.2 - 105.2	89.0 - 119.0
field service engineer	62.0 - 82.1	70.6 - 95.3	81.0 - 110.0
field service technician	60.7 - 79.6	70.3 - 92.6	80.5 - 105.2
general inspector	60.6 - 79.6	68.0 - 90.7	76.8 - 101.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	180.7 - 255.2	253.2 - 358.4	322.6 - 452.9
health and safety manager	72.4 - 93.2	83.2 - 108.5	95.5 - 123.0
health and safety specialist	77.2 - 101.4	88.2 - 118.1	101.5 - 134.4
HVAC drafter	62.8 - 80.5	70.6 - 91.7	79.4 - 102.5
HVAC engineer	62.3 - 82.8	71.3 - 96.4	81.8 - 109.2
industrial engineer	82.0 - 106.9	91.1 - 120.8	102.2 - 135.4
inventory analyst	57.8 - 75.6	65.8 - 87.4	75.1 - 99.7
inventory control manager	73.7 - 96.6	82.6 - 110.3	93.4 - 124.7
logistics manager	72.0 - 95.8	82.3 - 111.7	94.9 - 127.4
logistics specialist	66.4 - 88.3	76.0 - 103.0	87.5 - 116.9
machining manager	70.6 - 91.0	78.4 - 103.1	88.3 - 116.8
maintenance manager	72.6 - 95.8	83.3 - 110.6	94.8 - 123.2
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	77.6 - 103.0	88.3 - 119.2	101.0 - 134.8
materials manager	89.6 - 118.0	99.0 - 132.8	111.0 - 149.5
mechanical designer	61.4 - 81.1	70.7 - 94.4	81.0 - 106.4
mechanical drafter	58.1 - 75.4	65.3 - 87.0	75.0 - 101.8
mechanical engineer	86.3 - 114.1	97.8 - 131.9	112.0 - 150.1
mechanical engineering technician	61.3 - 80.3	69.7 - 92.8	79.6 - 104.4
operations manager	93.2 - 125.9	105.4 - 144.4	119.5 - 162.1

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planner/scheduler	47.3 - 60.2	53.6 - 69.1	60.8 - 78.0
plant manager	102.7 - 143.3	123.4 - 173.8	147.0 - 202.3
PLC programmer	71.2 - 81.5	80.4 - 101.8	97.4 - 112.8
process engineer	71.9 - 95.6	82.2 - 111.4	94.7 - 126.6
procurement director	110.0 - 145.3	145.0 - 190.8	175.3 - 231.4
procurement specialist	56.9 - 74.0	63.1 - 83.9	71.2 - 95.3
production manager	96.0 - 125.9	107.4 - 143.5	121.7 - 162.5
production planner	58.0 - 76.8	66.8 - 89.2	76.4 - 99.5
program manager	83.4 - 108.4	95.2 - 125.5	109.1 - 143.4
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	101.6 - 130.6	110.3 - 144.5	121.8 - 161.0
project manager	87.0 - 120.4	101.4 - 142.2	118.0 - 162.4
purchasing manager	97.0 - 128.2	109.7 - 147.0	124.6 - 165.1
QA/QC inspector	64.4 - 85.4	74.6 - 99.8	85.8 - 114.1
quality assurance manager	92.3 - 120.0	102.1 - 135.1	114.2 - 151.3
quality assurance/control technician	70.8 - 94.0	82.1 - 110.6	95.2 - 125.9
quality control engineer	76.2 - 100.3	85.9 - 115.3	97.8 - 130.4
quality inspector	47.0 - 59.8	52.4 - 68.0	59.2 - 76.7
safety inspector	74.9 - 97.7	84.7 - 112.1	96.1 - 126.4
SCADA engineer	73.4 - 97.6	83.8 - 113.4	96.4 - 129.1
site supervisor	83.2 - 109.0	91.2 - 121.9	101.6 - 136.8
sourcing engineer	64.0 - 85.1	73.1 - 99.0	84.1 - 113.2
specification writer	61.4 - 79.2	69.5 - 91.0	78.8 - 102.5
stationary engineer	61.7 - 79.6	68.8 - 90.0	77.0 - 100.3
supply chain manager	95.5 - 127.0	109.0 - 146.6	124.2 - 164.3
transportation manager	88.8 - 117.4	100.4 - 135.0	114.5 - 153.5
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
warehouse manager	73.3 - 95.8	81.6 - 108.5	91.8 - 122.3

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.9 - 18.0	17.3 - 20.1	18.6 - 21.7
counterbalance forklift operator	17.0 - 18.5	18.0 - 19.0	18.5 - 22.0
electronic parts assembler	16.2 - 19.1	17.4 - 20.0	18.4 - 21.7
forklift operator	17.0 - 18.5	17.5 - 19.0	18.4 - 21.0
general labourer - heavy	16.4 - 18.9	17.9 - 20.6	19.2 - 22.2
general labourer - light	15.2 - 17.0	16.5 - 19.9	17.5 - 21.8
inventory control clerk	16.7 - 19.2	18.2 - 21.0	19.6 - 22.6

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janitor/custodian	15.0 - 16.5	15.5 - 16.9	16.5 - 18.2
logistics coordinator	22.1 - 26.1	24.1 - 28.0	26.0 - 30.7
machine operator	17.2 - 20.6	18.9 - 22.6	20.0 - 24.4
machine operator assistant	16.2 - 18.4	17.8 - 20.3	18.5 - 21.9
manufacturing worker	15.2 - 17.3	16.3 - 18.6	17.0 - 19.9
material handler	15.1 - 17.6	16.7 - 19.4	18.1 - 21.1
moulding machine operator	16.7 - 19.9	18.3 - 21.9	19.8 - 23.7
parts manager	23.3 - 27.8	25.2 - 30.1	27.0 - 32.2
picker/packer	14.0 - 16.9	15.7 - 18.3	16.7 - 19.0
polisher/deburrer	17.3 - 20.0	18.9 - 21.8	20.4 - 23.6
production labourer	15.0 - 16.3	15.5 - 17.0	16.0 - 21.5
reach truck operator	17.0 - 17.5	17.0 - 19.0	18.0 - 21.0
shipper/receiver	17.6 - 20.2	18.8 - 21.7	20.0 - 23.0
shipping and receiving clerk	18.4 - 20.9	20.5 - 22.0	21.5 - 24.5
warehouse labourer	15.3 - 17.0	16.5 - 19.0	17.5 - 21.1

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	39.2 - 46.9	42.3 - 50.6	45.3 - 54.3
administrative assistant (bilingual)	45.5 - 50.0	49.2 - 55.1	55.0 - 59.1
benefits clerk	38.4 - 44.8	42.1 - 49.2	45.6 - 53.3
buyer assistant	38.3 - 44.6	42.5 - 49.5	46.1 - 53.8
contracts administrator	88.4 - 103.5	95.4 - 111.6	102.2 - 119.5
data entry clerk	32.2 - 37.1	35.1 - 40.4	37.7 - 43.4
document controller	32.4 - 37.3	35.4 - 40.8	38.0 - 43.7
executive assistant	51.9 - 63.6	57.8 - 70.8	63.3 - 77.6
executive assistant (bilingual)	59.1 - 66.4	65.9 - 71.2	70.9 - 87.0
executive legal assistant	61.2 - 70.1	69.3 - 79.1	78.7 - 88.0
file clerk	33.7 - 38.8	38.0 - 43.8	41.3 - 47.7
insurance claims clerk	35.3 - 37.2	36.5 - 40.0	37.6 - 47.0
invoicing clerk	36.8 - 42.9	40.4 - 47.1	43.4 - 50.7
law clerk	35.2 - 40.1	39.8 - 47.3	46.8 - 55.0
legal assistant	46.2 - 55.8	52.8 - 63.9	58.9 - 71.2
mailroom clerk	32.1 - 36.5	34.9 - 39.7	37.2 - 42.3
office clerk	36.0 - 41.5	38.5 - 44.4	40.8 - 47.1
office manager	54.1 - 65.5	57.6 - 69.8	61.0 - 73.9
office/operations manager	56.2 - 59.2	58.9 - 64.1	63.5 - 71.0
order clerk	33.2 - 38.2	36.3 - 41.8	39.0 - 45.0
order supervisor	50.0 - 59.1	55.7 - 65.9	61.1 - 72.2

project coordinator	43.2 - 51.6	46.8 - 55.9	50.2 - 60.0
receptionist	32.4 - 37.7	34.6 - 40.3	36.8 - 42.9
sales assistant	38.7 - 45.1	41.3 - 48.2	44.0 - 51.3

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	24.3 - 29.1	26.2 - 31.3	28.0 - 33.6
CNC machinist	19.8 - 23.6	21.0 - 25.8	23.2 - 27.8
electrician	25.0 - 30.2	27.0 - 32.7	29.0 - 35.1
electronics technician	24.6 - 29.4	26.0 - 31.7	28.4 - 34.0
field service technician	24.3 - 28.7	26.8 - 31.7	29.2 - 34.0
heavy equipment mechanic	24.6 - 29.4	27.2 - 32.0	29.6 - 35.3
lead hand/team lead	18.5 - 21.0	19.5 - 22.5	20.3 - 24.0
logistics supervisor	23.2 - 27.4	24.9 - 29.4	26.6 - 31.0
maintenance mechanic	22.4 - 25.8	24.0 - 28.3	26.6 - 30.6
maintenance supervisor	27.9 - 33.4	30.0 - 36.0	33.0 - 39.0
millwright	24.0 - 28.7	26.3 - 31.4	28.4 - 34.0
production manager	38.2 - 46.3	41.2 - 50.0	44.1 - 53.0
production supervisor	26.2 - 31.3	28.4 - 34.0	30.0 - 36.6
quality control technician	19.3 - 23.0	20.7 - 24.7	22.1 - 26.3
warehouse supervisor	22.8 - 27.2	24.9 - 29.7	26.9 - 32.1
welder	20.6 - 24.7	22.4 - 26.8	24.0 - 28.7

technologies

	entry	mid	senior
application software			
.net/C# developer	66.2 - 85.6	74.1 - 97.6	83.7 - 109.8
application support analyst	57.8 - 76.0	66.2 - 87.8	75.3 - 98.9
automation tester	50.2 - 68.0	67.0 - 90.2	85.0 - 110.9
C++/ embedded software engineer	64.4 - 83.3	72.1 - 94.9	81.4 - 106.8
database SQL developer	58.9 - 78.1	67.2 - 90.8	77.2 - 103.3
devops development side	63.3 - 84.9	73.4 - 100.2	85.4 - 114.5
ERP developer	66.7 - 86.1	74.5 - 98.1	84.2 - 111.3
front-end developer	62.8 - 82.5	71.8 - 95.9	82.5 - 109.1
full stack developer	72.0 - 94.7	82.4 - 110.1	94.6 - 124.8
java developer	64.1 - 82.8	71.6 - 94.4	81.0 - 106.5
machine learning developer	69.3 - 102.9	92.9 - 128.9	111.0 - 145.0

british columbia

manual tester	47.3 - 62.9	55.3 - 74.6	64.4 - 84.9
mobile application developer (iOS/android)	59.6 - 87.2	78.8 - 110.8	95.5 - 125.4
quality assurance manager	78.7 - 102.2	86.9 - 114.9	97.2 - 128.7
RPA developer	49.0 - 64.3	56.1 - 74.6	64.2 - 83.7
technical lead	100.4 - 134.3	114.0 - 154.5	129.8 - 174.3
UI/UX designer	59.6 - 77.3	67.1 - 88.5	75.9 - 102.4
architecture			
application architect	90.8 - 120.7	102.1 - 138.4	116.3 - 158.2
architect (enterprise)	89.8 - 121.1	103.0 - 141.1	118.8 - 161.9
architect (solutions/technical)	80.6 - 100.9	90.5 - 115.1	102.4 - 129.2
cloud architect	81.3 - 102.2	91.9 - 117.3	104.4 - 131.5
data & analytics			
BI data architect	83.2 - 111.8	93.2 - 127.4	105.4 - 143.5
big data engineer	78.5 - 102.7	87.7 - 117.0	99.2 - 132.4
business intelligence developer	63.0 - 81.5	70.6 - 93.0	79.7 - 104.0
data analyst	63.6 - 84.9	73.2 - 99.4	84.5 - 113.2
data architect	68.5 - 90.2	78.7 - 105.4	90.9 - 120.2
data engineer	67.1 - 89.6	77.2 - 104.9	89.2 - 119.3
data scientist	73.6 - 98.6	85.1 - 115.8	98.5 - 131.5
database administrator	64.2 - 87.3	75.8 - 104.4	89.0 - 119.7
leadership/business technology			
business analyst	68.0 - 88.0	77.0 - 100.0	88.0 - 114.0
IT director	92.4 - 110.8	105.0 - 140.0	135.0 - 162.0
IT manager	66.2 - 86.5	73.9 - 98.6	83.7 - 112.5
networking/infrastructure			
bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
cloud engineer	70.3 - 93.6	81.8 - 110.3	94.9 - 124.6
devops system side	77.1 - 106.5	89.8 - 125.0	103.6 - 140.8
help desk representative	44.3 - 58.8	50.7 - 67.7	57.4 - 75.7
information security engineer	68.9 - 92.0	79.3 - 107.8	91.7 - 122.5
information security manager	89.3 - 116.7	99.7 - 132.7	112.6 - 150.4
information security specialist	58.3 - 76.4	66.6 - 88.9	76.5 - 100.7
information systems analyst	62.1 - 79.6	68.7 - 89.8	77.0 - 101.0
linux/unix administrator	70.1 - 91.9	80.0 - 106.9	92.0 - 121.9
network administrator	59.0 - 78.8	68.0 - 92.3	78.5 - 105.3
network engineer	64.8 - 86.3	74.4 - 101.0	86.1 - 115.9
systems administrator	66.5 - 86.4	74.9 - 99.0	85.0 - 112.2
tech support	60.4 - 79.7	69.6 - 93.1	80.1 - 105.8
telecommunications analyst	61.4 - 81.6	70.3 - 95.5	81.4 - 110.2

project management

business systems analyst	63.8 - 85.1	74.6 - 101.1	87.2 - 115.9
ERP project manager	90.1 - 120.2	98.3 - 133.6	109.0 - 149.6
functional analyst	51.8 - 67.1	58.3 - 76.9	66.1 - 86.9
organizational change manager (OCM)	62.9 - 84.6	73.2 - 100.8	86.2 - 117.9
product owner	71.9 - 94.5	82.4 - 109.8	94.4 - 124.0
product owner/manager	75.2 - 103.7	87.4 - 122.3	101.7 - 139.9
program manager	100.5 - 117.8	112.9 - 124.8	115.2 - 175.8
project coordinator	57.0 - 72.0	65.0 - 83.7	74.7 - 95.3
project manager (infrastructure)	79.6 - 106.5	89.4 - 121.7	101.5 - 137.9
project manager (software)	82.6 - 109.5	92.4 - 124.7	104.5 - 140.9
scrum master	70.7 - 91.9	79.7 - 105.5	90.7 - 120.2
technical writer	57.5 - 74.5	66.8 - 87.8	77.5 - 99.9

okanagan

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.8 - 18.4	17.2 - 20.0	18.0 - 21.6
counterbalance forklift operator	17.0 - 18.5	18.0 - 19.0	18.5 - 22.0
electronic parts assembler	16.1 - 19.0	17.3 - 20.3	18.4 - 21.6
forklift operator	17.0 - 18.5	17.1 - 19.3	18.5 - 21.0
general labourer - heavy	16.6 - 19.1	18.1 - 20.8	19.4 - 22.3
general labourer - light	15.1 - 17.4	16.5 - 18.0	17.5 - 19.0
inventory control clerk	16.8 - 19.3	18.3 - 21.0	19.7 - 22.6
janitor/custodian	15.0 - 17.0	16.5 - 18.2	17.0 - 19.0
logistics coordinator	22.1 - 26.1	24.1 - 28.4	26.0 - 30.6
machine operator	17.2 - 20.4	18.8 - 22.4	20.3 - 24.2
machine operator assistant	16.1 - 18.3	17.7 - 20.1	18.5 - 21.8
manufacturing worker	15.1 - 17.2	16.3 - 18.0	17.4 - 19.8
material handler	15.2 - 17.6	16.7 - 19.0	18.1 - 21.1
moulding machine operator	16.7 - 19.9	18.3 - 21.8	19.8 - 23.6
parts manager	23.3 - 27.7	25.1 - 30.0	26.9 - 32.1
picker/packer	14.6 - 17.0	15.8 - 18.3	16.8 - 19.0
polisher/deburrer	17.3 - 19.9	18.9 - 21.8	20.4 - 23.0
production labourer	15.5 - 16.4	15.5 - 17.0	16.5 - 19.0
reach truck operator	17.0 - 18.5	17.5 - 21.5	18.5 - 24.0
shipper/receiver	17.6 - 20.3	18.8 - 21.7	20.0 - 23.0
shipping and receiving clerk	18.4 - 20.9	20.0 - 22.8	21.6 - 24.0
warehouse labourer	15.4 - 17.0	16.5 - 18.5	17.5 - 21.2

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	24.2 - 29.0	26.1 - 31.2	27.9 - 34.0
CNC machinist	19.8 - 24.0	21.0 - 25.6	23.2 - 27.6
electrician	25.2 - 30.4	27.2 - 32.9	29.1 - 35.2
electronics technician	25.0 - 29.0	26.2 - 32.0	28.1 - 33.6
field service technician	24.0 - 29.0	27.0 - 32.0	28.8 - 34.1
heavy equipment mechanic	25.0 - 29.0	26.9 - 32.1	30.0 - 34.9
lead hand/team lead	18.5 - 21.0	19.5 - 22.5	20.3 - 24.0
logistics supervisor	23.2 - 27.3	24.9 - 29.4	26.6 - 31.3
maintenance mechanic	22.3 - 25.7	24.0 - 28.2	27.0 - 30.6
maintenance supervisor	27.6 - 33.0	30.1 - 36.1	32.6 - 39.1
millwright	24.0 - 28.6	26.2 - 31.3	28.4 - 33.9
production manager	38.3 - 46.4	41.3 - 50.1	44.2 - 53.0
production supervisor	26.1 - 31.2	28.3 - 33.8	30.4 - 37.0
quality control technician	19.1 - 22.8	20.6 - 25.0	21.9 - 26.1
warehouse supervisor	23.0 - 26.8	25.0 - 30.0	27.0 - 31.6
welder	20.6 - 24.6	22.3 - 26.6	23.9 - 28.6

winnipeg metropolitan region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	35.0 - 42.0	38.5 - 46.2	41.8 - 50.1
customer service manager	64.1 - 72.6	69.6 - 78.6	74.9 - 85.3
customer service representative	31.6 - 35.1	34.4 - 40.7	37.0 - 45.6
customer service supervisor	52.7 - 64.1	57.2 - 69.5	61.4 - 74.7
customer service team lead	48.0 - 59.1	52.7 - 64.9	57.1 - 70.2
customer service trainer	40.6 - 48.8	44.6 - 53.5	48.4 - 58.1
e-chat representative	31.6 - 35.1	34.4 - 40.7	37.0 - 45.6
fundraiser agent	28.0 - 32.7	31.0 - 36.3	33.8 - 35.6
help desk representative - level 1	35.0 - 42.0	38.5 - 46.2	41.8 - 50.1
inside sales manager	64.1 - 79.0	70.1 - 86.5	75.9 - 93.6
inside sales representative	45.6 - 52.3	51.2 - 60.7	53.8 - 63.8
junior collection agent	29.9 - 35.3	32.5 - 38.5	35.0 - 41.5
order desk	31.1 - 35.9	34.1 - 39.3	36.7 - 42.5
service coordinator	35.8 - 43.0	38.7 - 46.5	41.6 - 50.0
survey agent	30.3 - 34.9	33.1 - 38.3	35.6 - 41.1
telemarketing agent	30.7 - 35.8	33.0 - 38.6	35.4 - 41.4
telephone dispatcher	36.3 - 42.5	39.5 - 46.3	42.5 - 49.8

engineering

	entry	mid	senior
construction			
architect	67.0 - 89.0	76.2 - 103.6	87.8 - 118.9
architectural drafter	52.9 - 68.9	61.7 - 81.7	72.2 - 96.4
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	63.0 - 83.2	72.0 - 96.7	82.8 - 110.8
civil engineer	71.8 - 95.3	81.6 - 110.3	93.5 - 125.2
civil engineering drafter	56.8 - 72.0	64.8 - 83.4	74.2 - 94.8
civil engineering technologist	52.4 - 68.5	59.3 - 78.8	67.6 - 89.8
civil project engineer	81.6 - 112.6	94.2 - 132.4	109.6 - 152.8

civil project manager	87.0 - 116.4	98.2 - 133.8	111.8 - 151.6
construction coordinator	55.9 - 74.6	62.9 - 85.3	71.3 - 97.1
construction director	117.4 - 155.6	150.5 - 199.4	187.0 - 247.8
construction manager	83.2 - 109.3	91.3 - 122.5	102.0 - 138.2
construction project manager	73.8 - 102.4	86.0 - 121.3	100.4 - 139.3
contracts administrator	66.7 - 89.0	76.1 - 103.3	87.2 - 117.7
contracts manager	102.6 - 130.0	114.8 - 148.6	130.3 - 169.8
demand planner	54.6 - 75.7	65.9 - 91.8	78.0 - 105.6
director of operations	143.9 - 193.2	189.4 - 254.0	240.8 - 322.9
drafter	59.6 - 74.8	67.0 - 85.6	76.0 - 97.1
electrical designer/engineer	75.1 - 101.5	87.6 - 120.8	102.8 - 140.0
electrical engineer	82.1 - 111.0	95.8 - 132.1	112.4 - 153.2
electrical engineering technician	60.1 - 77.3	68.8 - 89.6	78.7 - 102.2
electrical inspector	46.2 - 62.2	53.5 - 72.7	61.8 - 83.5
engineering manager	92.2 - 124.8	105.5 - 145.4	121.8 - 166.7
environmental engineer	68.4 - 91.1	78.1 - 106.2	90.1 - 121.7
environmental inspector	52.1 - 66.8	57.4 - 75.0	64.1 - 84.1
estimation engineer	76.3 - 102.2	87.8 - 119.9	101.9 - 138.0
estimator	56.8 - 74.7	63.4 - 84.9	71.5 - 96.2
facilities manager	60.8 - 81.5	70.0 - 95.6	81.2 - 109.6
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	57.1 - 74.0	65.8 - 86.4	75.8 - 98.4
health and safety specialist	61.5 - 81.1	70.4 - 94.5	81.2 - 107.7
HVAC drafter	49.1 - 63.3	55.4 - 72.3	62.5 - 80.9
HVAC engineer	49.4 - 66.1	56.7 - 77.0	65.3 - 87.4
materials manager	71.5 - 94.3	79.1 - 106.4	88.7 - 120.0
mechanical designer	48.8 - 64.7	56.3 - 75.4	64.6 - 85.1
mechanical drafter	45.6 - 59.4	51.4 - 68.7	59.2 - 80.6
mechanical engineer	68.8 - 91.3	78.2 - 105.7	89.6 - 120.6
mechanical engineering technican	48.2 - 63.4	54.9 - 73.4	62.8 - 82.8
operations manager	75.1 - 101.9	85.0 - 117.2	96.6 - 131.8
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	37.0 - 47.5	42.2 - 54.6	47.9 - 61.7
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	81.8 - 105.5	88.9 - 116.9	98.3 - 130.6
project manager	70.0 - 97.2	81.6 - 115.0	95.2 - 131.8
purchasing manager	77.4 - 102.5	87.6 - 117.9	99.6 - 132.8
QA/QC inspector	50.7 - 67.5	58.8 - 79.1	67.8 - 90.7
quality control engineer	60.7 - 80.2	68.5 - 92.3	78.1 - 104.6
quality inspector	36.5 - 46.8	40.9 - 53.4	46.3 - 60.4
safety inspector	59.1 - 77.6	67.1 - 89.4	76.4 - 101.0

site supervisor	66.8 - 87.8	73.4 - 98.5	81.9 - 110.6
specification writer	49.3 - 63.9	55.9 - 73.5	63.6 - 83.1
structural designer	46.6 - 61.1	52.9 - 70.2	60.1 - 79.3
structural engineer	60.7 - 80.6	69.0 - 93.5	79.3 - 106.8
structural engineering technologist	48.6 - 64.5	55.2 - 74.8	63.4 - 85.4
superintendent	37.1 - 47.6	41.7 - 54.4	47.2 - 61.6
supply chain manager	76.3 - 101.6	87.0 - 117.6	99.4 - 132.1
energy & oil			
applications engineer	65.9 - 88.7	77.4 - 105.8	90.8 - 120.9
architect	67.1 - 89.3	76.4 - 103.9	88.1 - 119.3
architectural drafter	44.1 - 57.4	51.4 - 68.2	60.3 - 80.4
assistant chief inspector	86.1 - 102.0	95.3 - 118.3	112.3 - 155.9
automation engineer	59.7 - 79.3	67.9 - 91.8	77.8 - 104.8
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	52.6 - 69.5	60.1 - 80.8	69.1 - 92.6
chemical engineer	75.0 - 99.0	83.0 - 111.7	93.0 - 125.3
chemical technician	51.5 - 67.5	57.4 - 76.8	64.9 - 88.0
chief inspector	49.0 - 64.8	55.2 - 74.0	62.4 - 83.1
civil engineer	59.9 - 79.6	68.1 - 92.2	78.1 - 104.7
civil engineering drafter	47.3 - 60.1	54.1 - 69.7	61.9 - 79.2
civil engineering technologist	43.7 - 57.1	49.5 - 65.7	56.4 - 74.9
civil project engineer	68.2 - 94.1	78.7 - 110.7	91.6 - 127.8
civil project manager	72.7 - 97.3	82.1 - 111.9	93.5 - 126.8
coating inspector	34.0 - 44.5	38.6 - 51.3	44.0 - 58.5
commissioning and start up engineer	57.6 - 77.5	66.5 - 91.1	77.2 - 103.8
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	46.7 - 62.3	52.5 - 71.3	59.6 - 81.1
construction director	98.1 - 130.2	125.8 - 166.9	156.5 - 207.5
construction manager	69.5 - 91.4	76.3 - 102.5	85.2 - 115.6
construction project manager	61.7 - 85.6	71.9 - 101.4	83.9 - 116.6
continuous improvement engineer	70.5 - 92.3	78.5 - 104.6	88.3 - 117.3
contracts administrator	55.7 - 74.4	63.5 - 86.4	72.9 - 98.4
contracts manager	85.8 - 108.7	96.0 - 124.3	109.0 - 142.1
control technician	45.9 - 60.5	52.5 - 70.2	60.1 - 79.9
controls designer/engineer	47.7 - 64.0	55.0 - 74.8	63.4 - 85.6
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	45.6 - 63.2	55.0 - 76.7	65.2 - 88.3
director of operations	120.4 - 161.7	158.5 - 212.7	201.6 - 270.4
drafter	49.7 - 62.5	55.9 - 71.5	63.4 - 81.1
electrical designer/engineer	62.7 - 84.9	73.2 - 101.0	86.0 - 117.2
electrical engineer	68.6 - 92.8	80.1 - 110.5	94.0 - 128.2

electrical engineering technician	50.2 - 64.6	57.4 - 74.9	65.8 - 85.4
electrical inspector	38.6 - 51.9	44.7 - 60.7	51.5 - 69.7
electrical test engineer	66.2 - 88.7	76.2 - 104.1	88.4 - 119.8
engineering manager	77.0 - 104.3	88.2 - 121.7	101.9 - 139.5
environmental engineer	57.1 - 76.1	65.3 - 88.8	75.3 - 101.8
environmental inspector	43.4 - 55.8	47.9 - 62.6	53.4 - 70.2
estimation engineer	63.7 - 85.4	73.4 - 100.3	85.1 - 115.4
estimator	56.8 - 74.7	63.4 - 84.9	71.5 - 96.2
expediter	36.5 - 47.5	41.6 - 54.8	47.5 - 62.5
facilities manager	60.9 - 81.7	70.2 - 96.0	81.5 - 110.0
field service engineer	48.8 - 65.0	55.6 - 75.6	64.1 - 87.7
general inspector	47.6 - 62.9	53.7 - 71.9	60.7 - 80.9
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
geotechnical engineer	60.4 - 78.9	68.2 - 91.0	78.0 - 103.7
geotechnical technician	54.4 - 71.0	61.4 - 81.9	70.2 - 93.3
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	57.2 - 74.2	66.0 - 86.7	76.0 - 98.7
health and safety specialist	61.6 - 81.3	70.6 - 94.8	81.4 - 108.1
HVAC drafter	72.4 - 93.2	83.3 - 108.6	95.5 - 123.1
HVAC engineer	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
industrial engineer	72.4 - 93.2	83.3 - 108.6	95.5 - 123.1
inventory analyst	55.0 - 72.2	62.6 - 83.8	71.9 - 95.9
inventory control manager	70.4 - 92.9	79.1 - 106.2	89.6 - 120.5
logistics manager	68.9 - 92.0	79.0 - 107.4	91.2 - 122.8
logistics specialist	63.4 - 85.1	72.8 - 99.6	84.2 - 113.4
materials manager	86.0 - 113.5	95.2 - 128.2	106.8 - 144.5
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	58.6 - 77.8	67.7 - 90.7	77.6 - 102.5
mechanical drafter	54.7 - 71.4	61.7 - 82.7	71.2 - 97.1
mechanical engineer	82.8 - 109.9	94.1 - 127.3	107.9 - 145.3
mechanical engineering technican	57.8 - 76.2	66.0 - 88.3	75.6 - 99.7
operations manager	90.4 - 122.8	102.4 - 141.1	116.4 - 158.8
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	80.6 - 105.2	91.0 - 121.4	104.2 - 139.4
piping designer	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
piping engineer	71.3 - 93.7	79.8 - 107.0	90.5 - 121.6
planner/scheduler	44.5 - 57.1	50.6 - 65.6	57.6 - 74.0
plant manager	98.8 - 138.4	118.8 - 168.7	142.1 - 197.4
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	68.8 - 91.9	78.8 - 107.3	91.0 - 122.0
procurement director	105.8 - 140.3	139.9 - 185.9	170.3 - 226.2

procurement specialist	54.1 - 71.0	60.2 - 80.8	68.0 - 91.9
program manager	80.6 - 105.1	92.2 - 122.2	105.8 - 139.8
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	98.5 - 127.1	107.0 - 140.9	118.3 - 157.3
project manager	84.1 - 117.0	98.2 - 138.6	114.6 - 158.8
purchasing manager	93.2 - 123.5	105.5 - 142.0	120.0 - 160.1
QA/QC inspector	61.0 - 81.2	70.7 - 95.2	81.6 - 109.2
quality assurance manager	88.7 - 115.6	98.2 - 130.3	109.9 - 146.3
quality assurance/control technician	67.8 - 90.5	78.8 - 106.9	91.7 - 121.9
quality control engineer	73.0 - 96.5	82.4 - 111.1	94.1 - 125.9
quality inspector	43.8 - 56.2	49.1 - 64.1	55.6 - 72.5
safety inspector	71.0 - 93.5	80.8 - 107.6	91.9 - 121.7
SCADA engineer	70.3 - 93.8	80.4 - 109.2	92.5 - 124.6
site supervisor	80.3 - 105.7	88.3 - 118.6	98.5 - 133.3
sourcing engineer	61.1 - 81.6	70.0 - 95.2	80.8 - 109.0
specification writer	59.3 - 76.8	67.2 - 88.4	76.6 - 100.0
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	58.7 - 76.1	65.5 - 86.3	73.7 - 96.4
structural designer	55.9 - 73.4	63.5 - 84.5	72.2 - 95.4
structural engineer	73.0 - 97.0	83.0 - 112.6	95.4 - 128.6
structural engineering technologist	58.4 - 77.6	66.4 - 90.0	76.3 - 102.9
superintendent	44.5 - 57.2	50.0 - 65.3	56.6 - 74.0
supply chain manager	91.8 - 122.3	104.8 - 141.6	119.6 - 159.1
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	60.6 - 79.3	68.5 - 91.4	78.4 - 104.6
transmission line engineer	83.8 - 106.4	90.8 - 117.5	100.0 - 130.6
transportation manager	85.2 - 113.0	96.6 - 130.2	110.2 - 148.3
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
welding inspector	58.3 - 76.6	66.2 - 88.1	75.4 - 99.5
manufacturing			
applications engineer	79.0 - 106.3	92.8 - 126.7	108.8 - 145.0
automation engineer	71.6 - 95.2	81.4 - 110.2	93.4 - 125.6
buyer	63.1 - 83.3	72.1 - 97.0	82.9 - 111.0
chemical engineer	89.9 - 118.7	99.5 - 133.9	111.5 - 150.2
chemical technician	61.8 - 80.9	68.8 - 92.2	77.9 - 105.6
cmm programmer	52.9 - 68.5	59.0 - 77.9	66.5 - 87.4
CNC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
coating inspector	40.7 - 53.4	46.3 - 61.6	52.8 - 70.2
commissioning and start up engineer	69.2 - 93.0	79.9 - 109.4	92.8 - 125.4
continuous improvement engineer	84.5 - 110.6	94.1 - 125.4	105.8 - 140.6
contracts administrator	66.8 - 89.2	76.2 - 103.6	87.5 - 118.0

contracts manager	102.8 - 130.3	115.1 - 149.0	130.7 - 170.3
control technician	55.1 - 72.6	62.9 - 84.1	72.1 - 95.9
controls designer/engineer	57.2 - 76.8	65.9 - 89.8	76.0 - 102.6
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	54.7 - 75.8	66.0 - 92.0	78.1 - 105.8
director of operations	144.4 - 193.8	190.0 - 254.9	241.6 - 324.1
drafter	59.6 - 74.9	67.1 - 85.7	76.1 - 97.2
electrical designer/engineer	75.2 - 101.8	87.7 - 121.1	103.1 - 140.5
electrical engineer	82.3 - 111.2	96.0 - 132.5	112.7 - 153.7
electrical engineering technician	60.2 - 77.4	68.8 - 89.9	78.8 - 102.4
electrical inspector	46.2 - 62.3	53.6 - 72.8	61.8 - 83.6
electrical test engineer	79.3 - 106.3	91.3 - 124.8	106.0 - 143.5
engineering manager	92.4 - 125.0	105.7 - 145.9	122.2 - 167.2
environmental engineer	68.5 - 91.3	78.2 - 106.4	90.4 - 122.0
environmental inspector	52.1 - 67.0	57.4 - 75.1	64.1 - 84.2
estimation engineer	76.4 - 102.5	88.0 - 120.2	102.1 - 138.4
estimator	68.2 - 89.5	76.0 - 101.8	85.8 - 115.3
field service engineer	58.6 - 77.9	66.7 - 90.6	76.9 - 105.1
field service technician	57.2 - 75.5	66.5 - 88.2	76.4 - 100.4
general inspector	57.1 - 75.5	64.3 - 86.2	72.7 - 97.1
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	175.6 - 247.8	247.5 - 352.0	316.3 - 445.9
health and safety manager	68.5 - 88.9	79.1 - 103.9	91.2 - 118.3
health and safety specialist	73.9 - 97.4	84.6 - 113.6	97.6 - 129.6
HVAC drafter	59.0 - 76.1	66.5 - 86.9	75.1 - 97.3
HVAC engineer	59.4 - 79.4	68.2 - 92.5	78.5 - 105.1
industrial engineer	78.6 - 102.7	87.4 - 116.4	98.3 - 130.6
inventory analyst	55.0 - 72.2	62.6 - 83.8	71.8 - 95.9
inventory control manager	70.3 - 92.8	79.0 - 106.2	89.6 - 120.4
logistics manager	68.9 - 91.9	78.8 - 107.3	91.1 - 122.6
logistics specialist	63.4 - 85.1	72.8 - 99.5	84.1 - 113.3
machining manager	67.1 - 86.6	74.5 - 98.3	84.1 - 111.5
maintenance manager	69.2 - 91.8	79.7 - 106.4	90.7 - 118.7
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	74.4 - 98.9	84.7 - 114.7	97.1 - 130.0
materials manager	85.9 - 113.4	95.0 - 128.0	106.7 - 144.4
mechanical designer	58.6 - 77.8	67.6 - 90.6	77.6 - 102.4
mechanical drafter	54.7 - 71.4	61.7 - 82.7	71.0 - 97.0
mechanical engineer	82.8 - 109.8	94.0 - 127.2	107.8 - 145.1
mechanical engineering technican	57.8 - 76.2	66.0 - 88.2	75.5 - 99.6
operations manager	90.4 - 122.6	102.2 - 141.0	116.3 - 158.6

planner/scheduler	44.5 - 57.0	50.6 - 65.6	57.6 - 74.0
plant manager	98.8 - 138.1	118.7 - 168.5	141.8 - 197.0
PLC programmer	54.2 - 64.8	62.8 - 75.9	74.1 - 87.9
process engineer	68.8 - 91.8	78.7 - 107.2	90.8 - 121.9
procurement director	105.7 - 140.2	139.8 - 185.6	170.0 - 225.8
procurement specialist	54.1 - 70.9	60.2 - 80.6	68.0 - 91.9
production manager	92.2 - 121.2	103.2 - 138.4	117.0 - 157.2
production planner	55.0 - 73.2	63.6 - 85.3	72.8 - 95.4
program manager	80.5 - 105.0	92.0 - 122.0	105.7 - 139.6
project director	106.7 - 129.0	126.9 - 160.2	153.0 - 191.9
project engineer	73.8 - 95.2	80.2 - 105.5	88.7 - 117.9
project manager	63.1 - 87.7	73.6 - 103.8	85.9 - 118.9
purchasing manager	69.8 - 92.5	79.0 - 106.4	89.9 - 119.9
QA/QC inspector	45.7 - 60.8	53.0 - 71.4	61.1 - 81.8
quality assurance manager	66.4 - 86.6	73.5 - 97.7	82.4 - 109.6
quality assurance/control technician	50.8 - 67.9	59.1 - 80.1	68.7 - 91.4
quality control engineer	54.6 - 72.3	61.7 - 83.3	70.5 - 94.3
quality inspector	32.9 - 42.1	36.8 - 48.1	41.7 - 54.4
safety inspector	53.3 - 70.0	60.5 - 80.6	68.9 - 91.2
SCADA engineer	52.7 - 70.3	60.3 - 81.8	69.4 - 93.3
site supervisor	60.2 - 79.2	66.2 - 88.8	73.8 - 99.8
sourcing engineer	45.8 - 61.2	52.5 - 71.4	60.6 - 81.6
specification writer	44.4 - 57.6	50.4 - 66.2	57.3 - 74.9
stationary engineer	44.0 - 57.1	49.1 - 64.7	55.3 - 72.2
supply chain manager	68.8 - 91.6	78.5 - 106.1	89.6 - 119.3
transportation manager	63.9 - 84.7	72.4 - 97.6	82.5 - 111.2
turnaround coordinator	77.5 - 91.8	85.8 - 106.5	101.1 - 140.3
warehouse manager	52.7 - 68.9	58.7 - 78.2	66.1 - 88.2

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	121.6 - 219.5	176.0 - 317.3	253.4 - 456.6
chief human resources officer	101.2 - 173.6	136.7 - 234.6	171.2 - 293.8
chief information officer	97.4 - 175.7	146.9 - 265.0	204.7 - 369.0
chief operating officer	128.9 - 237.9	190.0 - 350.3	274.6 - 505.8
chief technology officer	95.1 - 171.4	142.8 - 257.6	200.1 - 360.6
communications vice-president	94.6 - 144.9	128.3 - 196.7	165.8 - 254.1
marketing vice-president	113.7 - 176.5	160.9 - 249.7	208.9 - 324.1

sales vice-president	133.7 - 193.0	181.6 - 261.9	234.0 - 337.3
vice-president finance	118.0 - 190.0	155.0 - 210.0	200.0 - 270.0
vice-president information	82.7 - 148.9	109.3 - 197.3	153.0 - 275.9
vice-president internal audit	109.6 - 147.1	139.0 - 186.6	170.1 - 228.4
vice-president operations	125.0 - 155.0	142.0 - 190.0	170.0 - 250.0
vice-president technology	120.0 - 150.0	138.0 - 180.0	160.0 - 230.0

construction

chief financial officer	123.0 - 222.0	179.5 - 323.6	262.1 - 472.2
chief human resources officer	102.3 - 175.5	139.4 - 239.4	177.1 - 303.8
chief information officer	98.5 - 177.7	149.9 - 270.4	211.7 - 381.6
chief operating officer	130.3 - 240.5	193.8 - 357.3	283.9 - 522.9
chief technology officer	95.8 - 173.0	144.0 - 260.3	202.0 - 364.6
communications vice-president	95.3 - 146.2	129.3 - 198.6	167.4 - 256.7
marketing vice-president	114.6 - 178.2	162.4 - 252.3	211.0 - 327.6
sales vice-president	134.9 - 194.9	183.3 - 264.6	236.3 - 341.0
vice-president finance	120.0 - 150.0	140.0 - 180.0	170.0 - 250.0
vice-president information	83.2 - 150.2	110.2 - 199.2	154.4 - 278.8
vice-president internal audit	110.5 - 148.5	140.2 - 188.5	171.8 - 230.7
vice-president operations	125.0 - 155.0	130.0 - 210.0	170.0 - 255.0
vice-president technology	118.0 - 150.0	130.0 - 180.0	160.0 - 235.0

public administration

chief financial officer	120.9 - 218.3	168.5 - 303.8	203.0 - 366.0
chief human resources officer	90.0 - 154.2	113.6 - 195.0	143.1 - 245.6
chief information officer	98.7 - 178.0	144.4 - 260.4	208.4 - 375.8
chief operating officer	130.7 - 241.3	189.1 - 348.7	246.6 - 454.4
chief technology officer	127.1 - 221.2	181.1 - 318.3	255.7 - 452.4
communications vice-president	112.3 - 166.7	151.4 - 226.6	215.1 - 324.0
marketing vice-president	138.8 - 209.9	188.4 - 286.7	271.1 - 414.8
sales vice-president	146.6 - 188.4	184.4 - 250.0	249.6 - 336.7
vice-president finance	122.0 - 155.0	153.0 - 221.0	219.0 - 280.0
vice-president information	98.4 - 169.2	142.3 - 248.5	202.4 - 356.6
vice-president internal audit	118.2 - 155.2	151.0 - 220.0	219.0 - 299.5
vice-president operations	120.0 - 150.0	148.0 - 207.0	180.0 - 290.0
vice-president technology	120.0 - 148.0	142.0 - 185.0	160.0 - 265.0

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	36.4 - 42.0	39.2 - 45.3	41.9 - 48.5
accounts payable clerk	36.5 - 41.2	40.5 - 45.7	44.0 - 49.7
accounts receivable clerk	37.0 - 41.8	41.0 - 46.3	44.6 - 50.4

assistant controller	83.7 - 106.8	90.8 - 115.8	97.7 - 124.7
invoicing clerk	34.7 - 40.6	38.1 - 44.6	41.1 - 48.2
payroll administrator	40.0 - 48.1	43.8 - 52.6	47.5 - 57.0
payroll clerk	39.0 - 45.6	43.0 - 50.3	46.6 - 54.6

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.1 - 17.5	16.5 - 19.0	17.7 - 20.6
boom truck operator	20.2 - 24.3	22.5 - 26.1	24.7 - 29.3
electronic parts assembler	14.8 - 17.8	15.9 - 18.7	17.1 - 20.4
forklift operator	15.0 - 17.7	16.4 - 18.4	18.3 - 19.9
industrial painter	16.2 - 18.7	17.6 - 20.7	19.1 - 22.3
inventory control clerk	16.1 - 18.9	17.5 - 20.6	18.8 - 22.2
logistics coordinator	19.8 - 23.6	21.6 - 24.2	23.8 - 25.6
machine operator	16.3 - 19.4	17.9 - 21.3	19.3 - 23.1
machine operator assistant	15.2 - 17.3	16.7 - 19.0	18.1 - 20.6
manufacturing worker	13.8 - 15.8	15.2 - 17.1	16.2 - 18.4
material handler	14.2 - 16.5	15.7 - 18.2	17.0 - 19.8
moulding machine operator	16.0 - 19.0	17.5 - 20.8	18.8 - 22.5
parts manager	22.5 - 26.8	24.3 - 29.0	26.0 - 31.1
picker/packer	13.5 - 15.8	14.7 - 17.1	15.7 - 18.2
print press operator	14.2 - 17.3	16.5 - 18.7	17.5 - 19.8
production labourer	13.8 - 16.2	15.0 - 17.4	16.1 - 18.7
sandblasting operator	15.2 - 18.3	16.5 - 19.7	17.4 - 20.5
scissor lift operator	15.5 - 18.2	16.9 - 18.9	18.8 - 20.4
shipping and receiving clerk	16.8 - 19.4	18.5 - 21.1	19.7 - 22.8
warehouse labourer	14.0 - 16.2	16.1 - 18.4	17.6 - 19.4

legal services

	1 year	3 years	5 years
all industries			
contracts administrator	49.9 - 57.4	56.2 - 68.1	59.8 - 72.8
document services specialist	29.7 - 34.3	33.0 - 38.1	35.7 - 41.3
executive legal assistant	35.4 - 41.5	39.5 - 54.1	53.7 - 64.7
law clerk	40.1 - 51.2	45.2 - 64.8	64.3 - 102.5
legal assistant	33.1 - 39.5	37.6 - 52.1	51.1 - 64.3
office/operations manager	48.5 - 57.2	50.6 - 61.5	53.2 - 64.8

office & administrative support

	1 year	3 years	5 years
all industries			
accountant	58.8 - 70.6	62.1 - 74.6	65.4 - 78.5
administrative assistant	37.2 - 44.6	40.1 - 48.2	43.1 - 51.7
benefits clerk	36.1 - 42.3	39.7 - 46.5	43.1 - 50.5
buyer assistant	36.1 - 42.3	40.2 - 47.0	43.7 - 51.2
claims supervisor	59.2 - 72.0	63.9 - 77.7	68.5 - 83.3
data entry clerk	30.3 - 34.5	32.5 - 37.4	35.6 - 41.2
dispatcher	36.8 - 43.0	40.1 - 46.8	43.0 - 50.1
document controller	30.6 - 35.3	33.5 - 38.6	35.9 - 41.4
executive assistant	49.4 - 60.6	55.1 - 67.9	60.4 - 74.4
file clerk	31.6 - 36.4	35.7 - 41.0	38.7 - 44.6
HR administrator	43.1 - 51.7	46.9 - 56.4	50.6 - 60.8
HR coordinator	46.2 - 60.2	51.3 - 68.4	57.8 - 78.1
HR manager	76.6 - 101.0	86.3 - 116.1	98.3 - 132.3
human resources assistant	38.4 - 45.0	42.0 - 49.2	45.1 - 52.8
import/export clerk	34.6 - 40.5	38.2 - 44.8	41.4 - 48.5
insurance claims clerk	35.4 - 40.9	38.7 - 44.7	41.8 - 48.3
leasing coordinator	38.3 - 45.6	41.1 - 49.2	44.1 - 52.7
mailroom clerk	30.2 - 34.5	32.9 - 37.6	35.1 - 40.1
office clerk	34.0 - 39.3	36.4 - 42.1	38.6 - 44.7
office manager	51.5 - 62.6	54.9 - 66.8	58.2 - 70.8
order clerk	31.4 - 36.2	34.3 - 39.5	36.9 - 42.6
order supervisor	47.4 - 56.3	53.1 - 63.0	58.3 - 69.2
project coordinator	40.8 - 49.0	44.2 - 53.2	47.6 - 57.2
property administrator	38.2 - 45.6	41.1 - 49.2	44.1 - 52.7
property manager	57.2 - 69.6	62.8 - 76.3	68.1 - 82.9
receptionist	30.3 - 35.4	32.5 - 37.9	34.6 - 40.5
sales assistant	36.5 - 42.7	39.0 - 45.7	41.6 - 48.8
supply clerk	31.1 - 36.3	33.6 - 39.3	35.9 - 42.1

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.1 - 28.2	24.8 - 29.8	26.8 - 31.7
CNC operator	18.3 - 21.5	19.8 - 23.5	21.5 - 25.8
CNC programmer	21.6 - 24.5	23.3 - 27.2	25.9 - 29.7
conventional machinist	18.1 - 21.0	20.4 - 24.3	21.8 - 26.1
electrician	24.2 - 28.2	26.8 - 31.4	28.6 - 34.1
electronics technician	23.4 - 28.4	25.1 - 30.2	27.3 - 32.4
field service technician	22.8 - 26.8	25.4 - 30.4	28.0 - 33.4
heavy equipment mechanic	24.3 - 28.9	26.8 - 31.2	28.9 - 33.4
logistics supervisor	27.2 - 33.1	29.8 - 34.5	31.2 - 37.5
maintenance manager	27.5 - 32.9	30.1 - 36.4	33.5 - 40.1
maintenance mechanic	22.5 - 24.8	23.5 - 27.0	25.6 - 29.8
maintenance supervisor	27.0 - 32.1	29.5 - 35.3	31.6 - 38.2
maintenance worker	18.9 - 21.8	21.4 - 24.3	23.1 - 27.6
millwright	22.7 - 27.1	24.8 - 29.7	26.9 - 32.1
production manager	37.1 - 44.2	39.5 - 46.5	42.1 - 51.4
quality control technician	18.0 - 21.2	19.5 - 23.2	21.4 - 25.3
quality control tester	24.6 - 29.3	27.2 - 32.5	29.3 - 35.3
tool and die maker	22.8 - 27.4	25.3 - 29.5	27.1 - 32.8
warehouse supervisor	21.4 - 25.6	23.5 - 27.6	25.3 - 30.5
welder	19.5 - 23.7	23.3 - 26.2	25.5 - 28.4

technologies

	entry	mid	senior
application software			
.net/C# developer	63.5 - 82.6	71.2 - 94.4	80.7 - 106.4
application support analyst	55.3 - 73.1	63.5 - 84.7	72.4 - 95.6
automation tester	65.5 - 82.3	80.3 - 92.7	90.0 - 107.5
C++/ embedded software engineer	61.7 - 80.2	69.2 - 91.7	78.4 - 103.4
database SQL developer	56.4 - 75.2	64.5 - 87.6	74.3 - 99.9
devops development side	60.7 - 81.8	70.5 - 96.9	82.3 - 111.0
ERP developer	64.0 - 83.0	71.6 - 94.8	81.2 - 107.8
front-end developer	60.2 - 79.4	69.0 - 92.7	79.5 - 105.7
full stack developer	69.1 - 91.4	79.4 - 106.6	91.4 - 121.2
java developer	61.4 - 79.8	68.8 - 91.2	78.0 - 103.1

machine learning developer	66.5 - 99.5	89.7 - 125.3	107.6 - 130.0
manual tester	44.3 - 59.5	52.1 - 70.7	60.9 - 80.7
mobile application developer (iOS/android)	57.0 - 84.1	75.8 - 107.3	92.2 - 121.8
quality assurance manager	75.5 - 98.3	83.5 - 110.8	93.5 - 124.4
RPA developer	46.7 - 61.6	53.6 - 71.7	61.5 - 80.7
technical lead	96.6 - 129.9	109.8 - 150.2	125.4 - 169.9
UI/UX designer	57.0 - 74.4	64.3 - 85.4	73.0 - 95.7
architecture			
application architect	87.2 - 116.4	98.2 - 134.0	112.1 - 153.9
architect (enterprise)	86.6 - 117.6	99.7 - 137.5	115.2 - 158.4
architect (solutions/technical)	77.6 - 97.6	87.3 - 111.6	99.0 - 125.6
cloud architect	78.3 - 98.9	88.7 - 113.8	101.0 - 127.9
data & analytics			
BI data architect	80.6 - 108.7	90.4 - 124.2	102.4 - 140.3
big data engineer	75.5 - 99.3	84.6 - 113.5	95.9 - 128.8
business intelligence developer	60.4 - 78.5	67.8 - 89.7	76.7 - 100.6
data analyst	61.0 - 81.8	70.3 - 96.1	81.5 - 109.7
data architect	65.4 - 86.9	75.5 - 102.1	87.6 - 116.8
data engineer	64.4 - 86.4	74.3 - 101.5	86.1 - 115.8
data scientist	70.8 - 95.3	82.0 - 112.3	95.2 - 127.9
database administrator	61.6 - 84.2	72.9 - 101.0	85.9 - 116.2
leadership/business technology			
business analyst	68.5 - 85.0	77.0 - 100.0	92.0 - 120.0
IT director	100.0 - 110.0	105.0 - 135.0	130.0 - 225.0
IT manager	63.4 - 83.0	70.8 - 94.8	80.4 - 108.4
networking/infrastructure			
bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
cloud engineer	67.5 - 90.3	78.8 - 106.8	91.6 - 121.0
devops system side	74.1 - 103.1	86.6 - 121.4	100.3 - 137.2
help desk representative	42.0 - 56.3	48.4 - 65.0	54.9 - 72.8
information security engineer	66.1 - 88.8	76.3 - 104.4	88.5 - 119.0
information security manager	85.8 - 112.5	95.8 - 128.3	108.5 - 146.1
information security specialist	55.7 - 73.5	63.9 - 85.7	73.5 - 97.3
information systems analyst	59.5 - 76.6	65.9 - 86.7	74.0 - 97.7
linux/unix administrator	67.3 - 88.7	77.0 - 103.5	88.8 - 118.3
network administrator	56.5 - 75.8	65.2 - 89.0	75.5 - 101.9
network engineer	62.1 - 83.2	71.5 - 97.7	82.9 - 112.4
systems administrator	63.8 - 83.3	72.0 - 95.7	81.9 - 108.7
tech support	57.8 - 76.8	66.8 - 89.9	77.1 - 102.4
telecommunications analyst	58.8 - 78.6	67.5 - 92.2	78.4 - 106.7

project management

business systems analyst	61.1 - 82.0	71.7 - 97.7	84.0 - 112.4
ERP project manager	86.6 - 115.9	94.6 - 129.2	105.0 - 145.2
functional analyst	49.0 - 64.1	55.4 - 73.7	63.0 - 83.6
organizational change manager (OCM)	60.2 - 81.2	70.2 - 96.9	82.8 - 113.7
product owner	68.8 - 91.0	79.0 - 106.0	90.9 - 120.0
product owner/manager	72.7 - 100.8	84.7 - 119.2	98.8 - 136.7
program manager	100.0 - 115.0	110.0 - 135.0	134.0 - 165.0
project coordinator	54.5 - 69.2	62.4 - 80.7	71.8 - 92.0
project manager (infrastructure)	79.3 - 105.4	88.8 - 120.4	100.6 - 136.4
project manager (software)	84.3 - 110.4	93.8 - 125.4	105.6 - 141.4
scrum master	67.6 - 88.4	76.4 - 101.8	87.2 - 116.2
technical writer	55.6 - 72.4	64.8 - 85.6	75.4 - 97.7

greater moncton

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	34.3 - 41.1	37.7 - 45.3	40.9 - 49.2
customer service manager	63.4 - 77.3	68.9 - 83.9	74.2 - 90.5
customer service representative	30.9 - 36.6	33.6 - 39.8	36.2 - 43.0
customer service supervisor	51.8 - 63.1	56.2 - 68.4	60.4 - 73.6
customer service team lead	47.1 - 58.0	51.7 - 63.8	56.1 - 69.2
customer service trainer	39.2 - 47.3	43.1 - 51.9	46.8 - 56.4
e-chat representative	34.7 - 41.6	38.1 - 45.8	41.4 - 49.6
fundraiser agent	27.4 - 32.0	30.3 - 35.5	33.0 - 38.6
help desk representative - level 1	35.0 - 39.1	38.7 - 46.4	42.6 - 51.1
inside sales manager	62.7 - 77.3	68.6 - 84.7	74.3 - 91.9
inside sales representative	47.2 - 56.1	49.8 - 59.1	52.4 - 62.2
junior collection agent	29.3 - 34.7	31.9 - 37.8	34.4 - 40.8
order desk	30.4 - 35.1	33.3 - 38.5	35.9 - 41.6
service coordinator	35.1 - 42.3	38.0 - 45.8	40.9 - 49.2
survey agent	29.6 - 34.2	32.4 - 37.5	34.8 - 40.3
telemarketing agent	29.5 - 34.5	31.8 - 37.1	34.0 - 39.9
telephone dispatcher	35.6 - 41.8	38.8 - 45.6	41.7 - 49.0

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.0 - 41.4	40.0 - 44.7	45.0 - 49.0
payroll administrator	39.3 - 47.4	43.1 - 51.9	46.8 - 56.2

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.4 - 16.8	15.7 - 18.4	16.9 - 19.8
forklift operator	14.1 - 16.5	15.7 - 18.4	17.1 - 20.0
general labourer - light	13.8 - 15.9	15.7 - 18.2	17.3 - 20.1
machine operator	15.6 - 18.8	17.2 - 20.7	18.7 - 22.5
machine operator assistant	14.7 - 16.8	16.3 - 18.6	17.6 - 20.2
manufacturing worker	13.8 - 15.8	14.9 - 17.0	15.9 - 18.2
material handler	13.9 - 16.2	15.4 - 18.0	16.7 - 19.6
parts manager	21.6 - 25.9	23.4 - 28.1	25.1 - 30.2
picker/packer	13.4 - 15.6	14.5 - 16.9	15.5 - 18.1
production labourer	13.0 - 15.1	14.8 - 17.1	16.3 - 18.8
shipper/receiver	16.2 - 18.8	17.4 - 20.2	18.5 - 21.5
shipping and receiving clerk	17.0 - 19.4	18.5 - 21.2	20.0 - 23.0
warehouse labourer	14.1 - 16.1	15.8 - 18.1	17.2 - 19.7

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	36.9 - 44.2	39.8 - 47.8	42.7 - 51.3
data entry clerk	30.0 - 36.0	35.0 - 46.0	45.0 - 50.0
executive assistant	40.0 - 50.0	45.0 - 55.0	54.0 - 65.0
executive assistant (bilingual)	45.0 - 55.0	50.0 - 60.0	58.0 - 68.0
human resources assistant	38.1 - 44.6	41.6 - 48.7	44.7 - 52.3
legal assistant	42.8 - 51.9	49.1 - 59.6	54.8 - 66.6
mailroom clerk	29.9 - 34.1	32.6 - 37.1	34.7 - 39.6
office manager	50.8 - 61.8	54.2 - 65.9	57.5 - 70.0
project coordinator	40.5 - 48.6	43.9 - 52.8	47.2 - 56.7
receptionist	30.1 - 35.1	32.2 - 37.6	34.3 - 40.1

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	18.3 - 22.0	20.0 - 24.1	21.6 - 26.0
heavy equipment mechanic	22.5 - 27.0	24.9 - 30.0	27.2 - 32.7
logistics supervisor	21.6 - 25.7	23.3 - 27.7	25.0 - 29.7
maintenance manager	27.5 - 33.0	30.2 - 36.3	32.8 - 39.4
maintenance worker	18.8 - 21.8	20.9 - 24.2	22.8 - 26.4
millwright	22.4 - 26.9	24.6 - 29.5	26.6 - 32.0
production manager	36.4 - 44.4	39.4 - 48.0	42.3 - 51.5
production supervisor	24.5 - 29.4	26.6 - 32.0	28.7 - 34.5
tool and die maker	22.7 - 27.3	24.9 - 29.9	27.0 - 32.4
warehouse manager	27.7 - 33.8	29.8 - 36.3	31.9 - 38.9
warehouse supervisor	21.3 - 25.6	23.3 - 28.0	25.3 - 30.4
welder	19.1 - 23.0	20.8 - 25.0	22.4 - 26.9

conception bay - st. john's

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.0 - 17.6	16.4 - 19.3	17.8 - 20.9
forklift operator	14.6 - 17.2	16.3 - 19.2	17.8 - 20.9
general labourer - light	14.3 - 16.7	16.0 - 19.1	18.2 - 21.1
machine operator	16.4 - 19.7	18.1 - 21.7	19.6 - 23.6
machine operator assistant	15.4 - 17.6	17.0 - 19.0	18.0 - 21.1
manufacturing worker	14.3 - 16.0	15.0 - 17.8	16.7 - 19.1
material handler	14.4 - 16.9	16.0 - 18.8	17.0 - 20.0
parts manager	22.9 - 27.0	24.8 - 29.7	26.6 - 31.9
picker/packer	13.8 - 16.2	15.0 - 17.7	16.1 - 18.9
production labourer	14.0 - 15.6	15.3 - 17.8	17.0 - 19.7
shipper/receiver	17.0 - 19.8	18.3 - 21.2	19.0 - 22.6
shipping and receiving clerk	17.8 - 20.4	19.0 - 22.3	21.1 - 24.1
warehouse labourer	14.6 - 16.8	16.0 - 18.9	17.9 - 20.6

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	36.9 - 44.2	39.8 - 47.8	42.7 - 51.3
data entry clerk	35.8 - 41.9	39.3 - 46.1	42.7 - 50.0
dispatcher	30.0 - 34.6	32.8 - 37.8	35.2 - 40.7
executive assistant	40.0 - 50.0	45.0 - 56.0	55.0 - 65.0
executive assistant (bilingual)	45.0 - 55.0	50.0 - 60.0	58.0 - 68.0
human resources assistant	42.8 - 51.9	49.1 - 59.6	54.8 - 66.6
legal assistant	29.9 - 34.1	32.6 - 37.1	34.7 - 39.6
mailroom clerk	30.0 - 35.2	35.1 - 40.5	40.2 - 45.0
office manager	40.5 - 48.6	43.9 - 52.8	47.2 - 56.7
project coordinator	30.1 - 35.1	32.2 - 37.6	34.3 - 40.1
receptionist	31.0 - 36.5	33.3 - 39.2	35.6 - 41.8

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.0 - 24.0	23.0 - 26.0	25.0 - 30.0
heavy equipment mechanic	23.0 - 27.0	26.4 - 30.0	28.8 - 34.6
logistics supervisor	22.0 - 26.0	23.0 - 28.0	25.0 - 30.0
maintenance manager	28.0 - 33.0	30.0 - 36.0	33.0 - 40.0
maintenance worker	19.0 - 22.0	21.0 - 24.0	23.0 - 26.0
millwright	22.0 - 27.0	25.0 - 30.0	27.0 - 32.0
production manager	32.0 - 40.0	36.0 - 48.0	42.0 - 51.0
production supervisor	25.0 - 30.0	27.0 - 32.0	29.0 - 35.0
tool and die maker	22.0 - 27.0	25.0 - 30.0	27.0 - 32.0
warehouse manager	27.0 - 33.0	30.0 - 36.0	32.0 - 38.0
warehouse supervisor	21.0 - 26.0	23.0 - 28.0	25.0 - 30.0
welder	20.1 - 23.0	21.0 - 25.0	22.0 - 27.0

greater halifax

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	34.7 - 41.6	38.1 - 45.8	41.4 - 49.6
customer service manager	63.1 - 76.8	68.5 - 83.4	73.7 - 89.8
customer service representative	31.3 - 37.0	34.0 - 40.3	36.6 - 43.4
customer service supervisor	52.0 - 63.3	56.4 - 68.7	60.7 - 73.8
customer service team lead	47.3 - 58.2	51.9 - 63.9	56.2 - 69.3
customer service trainer	40.5 - 48.6	44.4 - 53.3	48.2 - 57.8
e-chat representative	34.7 - 41.6	38.1 - 45.8	41.4 - 49.6
fundraiser agent	29.6 - 34.9	32.2 - 38.0	34.6 - 41.0
help desk representative - level 1	35.0 - 39.1	38.7 - 46.4	42.6 - 51.1
inside sales manager	64.0 - 78.9	70.0 - 86.3	75.8 - 93.5
inside sales representative	48.0 - 57.0	50.6 - 60.1	53.3 - 63.3
junior collection agent	29.6 - 34.9	32.2 - 38.0	34.6 - 41.0
order desk	30.8 - 35.5	33.7 - 39.0	36.4 - 42.1
service coordinator	35.6 - 42.7	38.5 - 46.2	41.3 - 49.6
survey agent	30.0 - 34.6	32.8 - 37.9	35.2 - 40.7
telemarketing agent	29.9 - 34.8	32.1 - 37.5	34.4 - 40.2
telephone dispatcher	36.0 - 42.2	39.2 - 46.0	42.2 - 49.4

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	120.5 - 218.4	174.8 - 316.4	252.4 - 456.3
chief human resources officer	100.1 - 172.4	135.5 - 233.6	170.1 - 292.8
chief information officer	96.3 - 174.5	145.8 - 264.0	203.6 - 368.3
chief operating officer	127.6 - 236.5	188.6 - 349.2	273.3 - 505.3
chief technology officer	94.0 - 170.2	141.6 - 256.5	198.9 - 359.9
communications vice-president	93.3 - 143.5	126.9 - 195.2	164.4 - 252.7
marketing vice-president	113.5 - 176.4	160.8 - 249.9	208.9 - 324.6
sales vice-president	133.6 - 193.0	181.5 - 262.1	234.1 - 337.9

nova scotia

vice-president finance	115.0 - 150.0	140.0 - 200.0	160.0 - 270.0
vice-president information	81.6 - 147.7	108.3 - 196.2	151.8 - 274.9
vice-president internal audit	108.5 - 146.0	137.8 - 185.5	169.0 - 227.3
vice-president operations	115.0 - 160.0	145.0 - 210.0	200.0 - 280.0
vice-president technology	110.0 - 150.0	140.0 - 200.0	185.0 - 265.0

construction

chief financial officer	121.9 - 220.9	178.3 - 322.8	261.0 - 471.9
chief human resources officer	101.2 - 174.4	138.3 - 238.3	175.9 - 302.9
chief information officer	97.4 - 176.5	148.7 - 269.4	210.6 - 381.0
chief operating officer	129.0 - 239.1	192.4 - 356.2	282.6 - 522.5
chief technology officer	94.6 - 171.8	142.9 - 259.2	200.9 - 363.9
communications vice-president	94.0 - 144.8	128.0 - 197.2	165.9 - 255.4
marketing vice-president	114.4 - 178.1	162.3 - 252.5	211.0 - 328.1
sales vice-president	134.7 - 194.9	183.2 - 264.8	236.5 - 341.6
vice-president finance	115.0 - 154.0	135.0 - 195.0	175.0 - 280.0
vice-president information	82.1 - 149.0	109.1 - 198.1	153.2 - 277.8
vice-president internal audit	109.4 - 147.3	139.0 - 187.3	170.6 - 229.6
vice-president operations	110.0 - 150.0	130.0 - 200.0	170.0 - 290.0
vice-president technology	105.0 - 145.0	125.0 - 190.0	160.0 - 210.0

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.0 - 41.5	40.0 - 44.8	46.0 - 49.0
payroll administrator	39.3 - 47.2	43.1 - 51.7	46.6 - 56.0

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.7 - 17.2	16.1 - 18.8	17.3 - 20.3
forklift operator	15.0 - 16.6	15.8 - 18.4	17.1 - 20.1
general labourer - light	13.9 - 16.1	15.0 - 18.4	17.0 - 20.3
machine operator	16.0 - 19.2	17.6 - 21.1	19.1 - 22.9
machine operator assistant	14.9 - 17.0	16.4 - 18.8	17.8 - 20.4
manufacturing worker	14.0 - 15.9	15.0 - 17.2	16.1 - 18.4
material handler	14.0 - 16.3	15.0 - 18.1	16.8 - 19.6
parts manager	21.8 - 26.2	23.6 - 28.4	25.4 - 30.0
picker/packer	14.0 - 15.7	14.0 - 17.0	15.0 - 18.1

nova scotia

production labourer	14.0 - 15.1	14.0 - 17.1	16.3 - 18.9
shipper/receiver	16.4 - 18.9	17.6 - 20.3	18.7 - 21.6
shipping and receiving clerk	17.1 - 19.6	18.7 - 21.4	20.2 - 23.1
warehouse labourer	14.2 - 16.2	15.0 - 18.1	17.2 - 19.7

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	36.9 - 44.2	39.8 - 47.8	42.7 - 51.3
benefits clerk	35.8 - 41.9	39.3 - 46.1	42.7 - 50.0
data entry clerk	30.0 - 35.0	34.0 - 45.0	44.0 - 50.0
executive assistant	40.0 - 50.0	45.0 - 55.0	54.0 - 65.0
human resources assistant	38.1 - 44.6	41.6 - 48.7	44.7 - 52.3
legal assistant	42.8 - 51.9	49.1 - 59.6	54.8 - 66.6
mailroom clerk	29.9 - 34.1	32.6 - 37.1	34.7 - 39.6
office manager	50.8 - 61.8	54.2 - 65.9	57.5 - 70.0
project coordinator	40.5 - 48.6	43.9 - 52.8	47.2 - 56.7
receptionist	30.1 - 35.1	32.2 - 37.6	34.3 - 40.1

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.0 - 24.0	23.0 - 26.0	25.0 - 30.0
heavy equipment mechanic	22.9 - 27.4	25.3 - 30.4	29.0 - 35.0
logistics supervisor	21.8 - 25.8	23.0 - 27.8	25.1 - 29.8
maintenance manager	27.6 - 33.2	30.4 - 36.0	33.0 - 39.7
maintenance worker	18.9 - 21.9	21.0 - 24.3	22.9 - 26.0
millwright	22.4 - 27.0	24.7 - 29.6	26.7 - 32.1
production manager	32.0 - 40.0	36.0 - 47.6	41.9 - 51.0
production supervisor	24.6 - 29.6	26.8 - 32.2	28.9 - 34.7
tool and die maker	22.0 - 27.1	24.7 - 29.7	26.8 - 32.3
warehouse manager	27.0 - 33.0	29.6 - 36.0	31.7 - 38.0
warehouse supervisor	21.4 - 25.7	23.4 - 28.1	25.4 - 30.0
welder	20.0 - 22.9	20.7 - 24.9	22.3 - 26.8

technologies

	entry	mid	senior
application software			
.net/C# developer	62.6 - 81.6	70.3 - 93.4	79.7 - 105.5
application support analyst	54.3 - 72.1	62.6 - 83.7	71.4 - 94.7
automation tester	55.0 - 70.0	65.0 - 85.0	83.0 - 95.0
C++/ embedded software engineer	60.8 - 79.3	68.3 - 90.8	77.5 - 102.5
database SQL developer	55.4 - 74.2	63.5 - 86.7	73.3 - 99.0
devops development side	59.7 - 80.9	69.5 - 96.0	81.3 - 110.0
ERP developer	63.0 - 82.1	70.6 - 93.9	80.2 - 106.9
front-end developer	59.2 - 78.5	68.0 - 91.8	78.5 - 104.8
full stack developer	68.2 - 90.5	78.4 - 105.7	90.5 - 120.2
java developer	60.5 - 78.8	67.9 - 90.2	77.0 - 102.1
machine learning developer	65.5 - 98.6	88.8 - 124.3	106.7 - 144.5
manual tester	44.0 - 59.2	51.8 - 70.5	60.6 - 80.6
mobile application developer (ios/android)	56.1 - 83.2	74.9 - 106.4	91.3 - 120.8
quality assurance manager	74.4 - 97.2	82.4 - 109.7	92.4 - 123.3
RPA developer	45.8 - 60.6	52.7 - 70.8	60.5 - 79.7
technical lead	95.5 - 128.8	108.7 - 149.0	124.3 - 168.8
UI/UX designer	56.1 - 73.4	63.4 - 84.4	72.1 - 94.8
architecture			
application architect	86.1 - 115.3	97.1 - 132.8	111.0 - 152.7
architect (enterprise)	85.7 - 116.6	98.8 - 136.4	114.3 - 157.3
architect (solutions/technical)	76.7 - 96.6	86.4 - 110.7	98.1 - 124.6
cloud architect	77.4 - 98.0	87.8 - 112.9	100.1 - 126.9
data & analytics			
BI data architect	79.0 - 106.8	88.6 - 122.2	100.6 - 138.2
big data engineer	74.5 - 98.4	83.6 - 112.6	95.0 - 127.8
business intelligence developer	59.4 - 77.6	66.8 - 88.8	75.7 - 99.7
data analyst	60.0 - 80.9	69.3 - 95.1	80.5 - 108.8
data architect	65.0 - 86.3	75.0 - 101.4	87.0 - 116.1
data engineer	63.4 - 85.5	73.3 - 100.6	85.1 - 114.9
data scientist	69.8 - 94.4	81.0 - 111.4	94.3 - 126.9
database administrator	60.6 - 83.2	71.9 - 100.1	85.0 - 115.2
leadership/business technology			
business analyst	53.2 - 67.9	65.4 - 79.4	78.5 - 98.7
IT director	102.4 - 124.2	122.8 - 148.4	135.0 - 168.2
IT manager	62.3 - 81.9	69.7 - 93.7	79.2 - 107.3

networking/infrastructure

bilingual tech support	50.8 - 65.5	57.4 - 69.5	64.1 - 78.5
cloud engineer	66.5 - 89.4	77.9 - 105.9	90.7 - 120.1
devops system side	73.2 - 102.2	85.7 - 120.4	99.3 - 136.1
help desk representative	41.2 - 55.3	47.5 - 64.0	54.0 - 71.9
information security engineer	65.1 - 87.9	75.4 - 103.5	87.6 - 118.0
information security manager	84.7 - 111.4	94.7 - 127.2	107.4 - 144.9
information security specialist	54.8 - 72.5	62.9 - 84.8	72.6 - 96.4
information systems analyst	58.5 - 75.7	65.0 - 85.7	73.1 - 96.8
linux/unix administrator	66.3 - 87.8	76.0 - 102.6	87.9 - 117.4
network administrator	55.5 - 74.9	64.3 - 88.1	74.6 - 101.0
network engineer	61.2 - 82.3	70.5 - 96.8	82.0 - 111.5
systems administrator	62.9 - 82.3	71.0 - 94.8	81.0 - 107.8
tech support	56.9 - 75.8	65.9 - 89.0	76.1 - 101.5
telecommunications analyst	57.8 - 77.6	66.5 - 91.3	77.4 - 105.8

project management

business systems analyst	60.1 - 81.1	70.7 - 96.8	83.1 - 111.5
ERP project manager	85.5 - 114.8	93.4 - 128.1	103.9 - 144.0
functional analyst	48.7 - 63.7	55.1 - 73.2	62.6 - 83.1
organizational change manager (OCM)	59.2 - 80.1	69.1 - 95.8	81.6 - 112.6
product owner	68.2 - 90.2	78.3 - 105.3	90.1 - 119.3
product owner/manager	71.2 - 98.9	83.0 - 117.2	97.0 - 134.6
program manager	85.6 - 116.7	97.3 - 135.4	111.9 - 156.1
project coordinator	53.6 - 68.2	61.4 - 79.7	70.9 - 91.1
project manager (infrastructure)	75.1 - 101.3	84.7 - 116.3	96.5 - 132.3
project manager (software)	78.1 - 104.3	87.7 - 119.3	99.5 - 135.3
scrum master	67.0 - 87.7	75.8 - 101.0	86.5 - 115.5
technical writer	54.7 - 71.4	63.8 - 84.5	74.3 - 96.5

brant county

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.5 - 18.6	17.5 - 20.7	19.0 - 22.2
counterbalance forklift operator	18.2 - 19.5	19.4 - 21.5	21.4 - 23.6
delivery/courier driver	17.5 - 19.0	18.9 - 20.3	20.2 - 23.0
electronic parts assembler	17.0 - 19.0	18.1 - 20.0	19.2 - 21.5
general labourer - heavy	17.5 - 18.2	18.0 - 19.8	19.0 - 20.0
general labourer - light	15.5 - 16.7	16.5 - 17.4	17.2 - 19.3
industrial painter	19.3 - 20.0	19.9 - 22.0	21.5 - 24.0
inventory control clerk	16.9 - 19.4	18.6 - 21.1	21.0 - 23.0
janitor/custodian	15.7 - 17.0	16.1 - 18.3	17.8 - 18.9
landscaping labour	17.0 - 18.4	18.0 - 19.8	19.1 - 21.0
machine operator	17.5 - 20.7	19.5 - 22.5	21.4 - 24.3
material handler	17.8 - 18.6	18.0 - 20.0	19.7 - 21.0
moulding machine operator	16.9 - 19.9	19.5 - 22.6	19.7 - 23.9
order/cherry picker forklift operator	18.5 - 19.5	19.2 - 23.1	22.0 - 24.0
parts manager	23.4 - 28.0	25.5 - 30.0	27.8 - 32.0
picker/packer	16.3 - 17.0	16.5 - 18.1	17.2 - 19.0
polisher/deburrer	17.5 - 18.9	18.3 - 21.9	19.8 - 23.4
production labourer	15.5 - 16.3	16.2 - 18.0	17.9 - 20.0
reach truck operator	18.7 - 20.1	19.4 - 21.7	20.9 - 23.2
sandblasting operator	18.3 - 19.0	18.8 - 21.5	19.6 - 22.9
set-up operator	19.5 - 22.1	20.9 - 22.7	22.5 - 24.0
shipper/receiver	18.9 - 21.6	20.7 - 23.1	22.2 - 24.5
shipping and receiving clerk	18.5 - 21.0	20.0 - 22.5	22.0 - 24.3
warehouse labourer	15.3 - 17.2	17.1 - 19.0	18.6 - 19.8

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	39.1 - 46.5	42.1 - 50.1	45.0 - 53.6
administrative assistant (bilingual)	42.0 - 49.0	45.0 - 52.0	47.0 - 56.0
benefits clerk	38.7 - 44.9	42.4 - 49.3	45.8 - 53.3
buyer assistant	38.3 - 44.5	42.3 - 49.2	45.9 - 53.4
claims supervisor	61.3 - 74.0	66.0 - 79.7	70.6 - 85.3
data entry clerk	32.8 - 37.5	35.7 - 40.8	38.2 - 43.8
dispatcher	38.8 - 45.1	42.0 - 48.9	45.0 - 52.4
document controller	32.9 - 37.6	35.8 - 41.0	38.3 - 43.9
document services specialist	32.2 - 36.8	35.6 - 40.7	38.3 - 43.9
executive assistant	51.9 - 63.4	57.7 - 70.6	63.2 - 77.3
executive assistant (bilingual)	53.0 - 65.0	60.0 - 73.0	66.0 - 80.0
executive legal assistant	56.2 - 68.3	62.3 - 75.8	68.0 - 82.8
file clerk	34.1 - 39.0	38.3 - 43.9	41.6 - 47.8
human resources assistant	41.0 - 47.7	44.7 - 52.0	47.8 - 55.6
import/export clerk	36.8 - 42.7	40.4 - 47.0	43.6 - 50.7
insurance claims clerk	37.1 - 43.1	40.8 - 47.5	44.0 - 51.3
logistics coordinator	46.0 - 54.1	50.1 - 59.0	58.4 - 61.8
mailroom clerk	32.8 - 37.0	35.5 - 40.2	37.7 - 42.7
office clerk	36.6 - 41.9	38.9 - 44.7	41.2 - 47.3
office manager	53.6 - 64.7	57.0 - 68.8	60.4 - 72.9
order clerk	33.6 - 38.5	36.6 - 42.0	39.3 - 45.1
project coordinator	43.3 - 51.6	46.8 - 55.8	50.2 - 59.8
property administrator	42.0 - 51.0	46.0 - 55.0	49.0 - 59.0
property manager	59.5 - 71.8	65.0 - 78.6	70.4 - 85.2
receptionist	32.9 - 38.0	35.0 - 40.6	37.2 - 43.1
receptionist (bilingual)	39.7 - 42.1	41.5 - 46.9	43.3 - 52.6
sales administrator	43.1 - 52.0	47.5 - 57.2	51.6 - 62.2
service coordinator	38.3 - 45.6	41.3 - 49.1	44.1 - 52.6
supply clerk	33.5 - 38.8	36.1 - 41.9	38.5 - 44.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	21.7 - 25.3	23.4 - 28.2	27.7 - 32.9
conventional machinist	22.3 - 25.0	24.6 - 27.6	26.4 - 30.9
electrician	29.5 - 32.3	32.0 - 34.6	33.7 - 39.0
field service technician	24.5 - 32.4	26.8 - 32.7	32.0 - 36.9
heavy equipment mechanic	28.0 - 32.2	31.8 - 335.0	33.0 - 37.3
lead hand/team lead	24.5 - 27.4	26.1 - 29.2	27.3 - 33.8
logistics supervisor	23.0 - 27.1	25.7 - 29.9	26.5 - 31.8
machine builder	26.8 - 30.4	28.5 - 34.5	31.7 - 37.6
maintenance manager	42.1 - 48.3	44.6 - 51.0	48.3 - 56.3
maintenance mechanic	28.5 - 32.3	30.1 - 34.8	33.9 - 38.9
maintenance planner	25.3 - 28.7	27.3 - 31.5	29.9 - 34.5
maintenance supervisor	36.2 - 39.1	37.4 - 41.0	38.9 - 42.3
mechanical assembler	19.5 - 22.6	21.1 - 24.2	23.5 - 26.8
millwright	28.5 - 32.3	31.3 - 35.0	33.9 - 39.1
mould maker	27.7 - 31.2	30.1 - 33.7	31.6 - 34.9
panel wirer	22.4 - 26.1	24.5 - 28.6	26.8 - 31.5
production supervisor	26.4 - 31.6	28.6 - 33.5	33.1 - 38.4
set-up technician	19.6 - 22.7	21.0 - 24.5	23.2 - 26.9
tool and die maker	28.8 - 31.5	30.2 - 34.9	32.7 - 35.3
warehouse manager	29.3 - 35.2	31.8 - 38.5	34.1 - 40.6
warehouse supervisor	22.4 - 27.8	24.5 - 29.3	26.8 - 32.9
welder	21.0 - 24.1	22.7 - 26.9	25.0 - 30.6

durham region

engineering

	entry	mid	senior
construction			
architect	54.3 - 71.6	61.6 - 83.0	70.7 - 95.0
architectural drafter	43.7 - 56.3	50.6 - 66.6	59.1 - 78.3
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	51.7 - 67.5	58.8 - 78.0	67.1 - 88.9
civil engineer	58.6 - 77.4	66.5 - 89.3	76.0 - 101.1
civil engineering drafter	46.7 - 59.0	53.1 - 68.0	60.6 - 77.0
civil engineering technologist	43.3 - 56.1	48.8 - 64.4	55.4 - 73.0
civil project engineer	66.0 - 90.0	75.8 - 105.4	87.8 - 121.2
civil project manager	70.8 - 94.1	79.7 - 107.9	90.5 - 121.8
construction coordinator	45.6 - 60.4	51.1 - 68.9	57.8 - 78.1
construction director	93.8 - 123.4	119.3 - 157.1	147.5 - 194.1
construction manager	67.1 - 87.6	73.5 - 97.8	81.8 - 109.9
construction project manager	59.8 - 82.2	69.4 - 96.8	80.6 - 110.8
contracts administrator	54.5 - 72.1	61.9 - 83.2	70.7 - 94.2
contracts manager	82.9 - 104.5	92.5 - 119.1	104.8 - 135.5
demand planner	44.9 - 61.8	53.9 - 74.5	63.6 - 85.4
director of operations	114.8 - 152.7	149.8 - 199.4	189.3 - 252.2
drafter	49.0 - 61.1	54.9 - 69.7	62.0 - 78.8
electrical designer/engineer	61.3 - 82.4	71.3 - 97.7	83.4 - 112.8
electrical engineer	67.0 - 89.9	77.9 - 106.6	91.1 - 123.1
electrical engineering technician	49.4 - 63.2	56.3 - 73.0	64.3 - 82.9
electrical inspector	38.2 - 50.9	44.0 - 59.3	50.6 - 68.0
engineering manager	74.2 - 99.5	84.6 - 115.6	97.2 - 131.9
environmental engineer	56.0 - 74.1	63.8 - 86.0	73.4 - 98.4
environmental inspector	42.8 - 54.5	47.0 - 61.0	52.3 - 68.2

estimation engineer	62.3 - 82.9	71.5 - 96.9	82.6 - 111.2
estimator	55.6 - 72.4	61.7 - 81.8	69.4 - 92.3
facilities manager	59.6 - 79.4	68.5 - 92.9	79.2 - 106.1
general manager	91.7 - 104.0	98.3 - 112.9	108.2 - 130.5
health and safety manager	56.0 - 72.0	64.4 - 83.8	73.8 - 95.0
health and safety specialist	60.3 - 79.0	68.9 - 91.8	79.1 - 104.3
HVAC drafter	48.7 - 62.3	54.6 - 70.9	61.5 - 79.2
HVAC engineer	48.8 - 64.7	55.7 - 75.2	63.9 - 85.0
materials manager	69.6 - 91.2	76.8 - 102.7	86.0 - 115.5
mechanical designer	64.1 - 84.5	73.7 - 98.0	84.4 - 110.5
mechanical drafter	60.1 - 77.8	67.4 - 89.6	77.4 - 104.8
mechanical engineer	89.8 - 118.3	101.6 - 136.6	116.2 - 155.3
mechanical engineering technican	63.4 - 82.8	72.1 - 95.5	82.1 - 107.5
operations manager	96.8 - 130.6	109.3 - 149.5	123.8 - 167.8
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	49.1 - 62.5	55.7 - 71.6	63.0 - 80.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	105.2 - 134.5	114.0 - 148.7	125.6 - 165.7
project manager	90.4 - 124.2	104.9 - 146.4	121.8 - 167.2
purchasing manager	100.2 - 132.0	113.2 - 151.3	128.4 - 170.0
QA/QC inspector	66.7 - 88.1	77.0 - 102.8	88.6 - 117.5
quality control engineer	79.3 - 104.2	89.4 - 119.5	101.6 - 135.1
quality inspector	48.4 - 61.4	54.0 - 70.0	60.8 - 78.8
safety inspector	77.3 - 100.6	87.4 - 115.4	99.0 - 130.0
site supervisor	86.4 - 112.7	94.7 - 125.9	105.2 - 140.9
specification writer	63.7 - 82.0	72.1 - 94.0	81.7 - 105.8
structural designer	61.4 - 79.9	69.4 - 91.6	78.6 - 103.1
structural engineer	79.3 - 104.6	90.0 - 121.1	103.1 - 137.9
structural engineering technologist	63.5 - 83.7	72.0 - 96.9	82.5 - 110.3
superintendent	49.1 - 62.5	55.0 - 71.2	61.9 - 80.4
supply chain manager	98.8 - 130.8	112.4 - 151.0	128.0 - 169.1
energy & oil			
applications engineer	85.9 - 114.7	100.6 - 136.2	117.5 - 155.2
architect	72.5 - 95.8	82.2 - 111.0	94.4 - 127.0
architectural drafter	58.2 - 75.2	67.6 - 88.9	79.0 - 104.5
assistant chief inspector	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
automation engineer	78.1 - 103.1	88.6 - 119.0	101.2 - 135.4
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	68.9 - 90.2	78.5 - 104.4	89.8 - 118.9
chemical engineer	97.6 - 128.0	107.8 - 144.0	120.5 - 161.2
chemical technician	67.7 - 88.1	75.1 - 100.0	84.8 - 114.1

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chief inspector	64.3 - 84.4	72.2 - 96.1	81.4 - 107.8
civil engineer	78.4 - 103.4	88.9 - 119.5	101.5 - 135.2
civil engineering drafter	62.3 - 78.7	70.9 - 90.8	81.0 - 103.0
civil engineering technologist	57.7 - 74.9	65.0 - 85.8	73.9 - 97.4
civil project engineer	88.1 - 120.4	101.4 - 141.0	117.4 - 162.2
civil project manager	94.7 - 125.9	106.6 - 144.4	121.1 - 163.1
coating inspector	45.1 - 58.6	51.1 - 67.3	58.0 - 76.4
commissioning and start up engineer	73.9 - 98.5	85.0 - 115.3	98.3 - 131.0
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	61.0 - 80.8	68.3 - 92.0	77.3 - 104.4
construction director	125.4 - 165.2	159.8 - 210.2	197.4 - 260.0
construction manager	89.8 - 117.1	98.3 - 130.8	109.4 - 147.1
construction project manager	79.9 - 109.9	92.8 - 129.5	107.8 - 148.3
continuous improvement engineer	91.4 - 119.0	101.5 - 134.6	114.0 - 150.6
contracts administrator	72.8 - 96.4	82.7 - 111.2	94.6 - 126.1
contracts manager	110.9 - 139.8	123.8 - 159.4	140.2 - 181.4
control technician	60.5 - 79.2	68.9 - 91.6	78.7 - 103.9
controls designer/engineer	62.8 - 83.6	72.1 - 97.4	82.8 - 111.0
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	60.0 - 82.6	72.0 - 99.7	85.1 - 114.2
director of operations	153.6 - 204.5	200.5 - 267.1	253.6 - 337.8
drafter	65.4 - 81.7	73.3 - 93.1	82.9 - 105.4
electrical designer/engineer	82.0 - 110.2	95.3 - 130.6	111.6 - 151.0
electrical engineer	89.4 - 120.2	104.0 - 142.6	121.8 - 164.8
electrical engineering technician	66.0 - 84.4	75.1 - 97.6	85.9 - 110.8
electrical inspector	51.0 - 67.9	58.8 - 79.2	67.6 - 90.7
electrical test engineer	86.3 - 115.0	99.1 - 134.5	114.6 - 154.2
engineering manager	99.2 - 133.1	113.2 - 154.7	130.1 - 176.6
environmental engineer	74.8 - 99.1	85.2 - 115.1	98.0 - 131.5
environmental inspector	57.1 - 72.8	62.8 - 81.5	69.8 - 91.2
estimation engineer	83.3 - 110.9	95.5 - 129.7	110.5 - 148.7
estimator	74.3 - 96.7	82.6 - 109.4	92.8 - 123.4
expediter	48.5 - 62.4	55.0 - 71.6	62.4 - 81.4
facilities manager	79.7 - 106.1	91.6 - 124.2	105.8 - 142.0
field service engineer	64.2 - 84.8	73.0 - 98.4	83.8 - 113.6
general inspector	62.5 - 82.1	70.2 - 93.5	79.2 - 105.0
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	79.0 - 102.6	89.0 - 118.0	101.4 - 134.0
geotechnical technician	71.1 - 92.3	80.1 - 106.2	91.3 - 120.6
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	74.8 - 96.2	85.9 - 112.0	98.6 - 127.0

health and safety specialist	80.5 - 105.6	91.9 - 122.8	105.7 - 139.6
HVAC drafter	64.9 - 83.3	73.0 - 94.8	82.2 - 105.8
HVAC engineer	65.0 - 86.4	74.4 - 100.4	85.4 - 113.6
industrial engineer	85.6 - 111.2	94.9 - 125.6	106.4 - 140.6
inventory analyst	60.2 - 78.7	68.5 - 91.0	78.2 - 103.7
inventory control manager	76.8 - 100.4	85.9 - 114.4	97.1 - 129.0
logistics manager	74.8 - 99.4	85.4 - 115.6	98.4 - 131.8
logistics specialist	69.2 - 92.0	79.2 - 107.0	91.1 - 121.3
materials manager	93.0 - 122.0	102.6 - 137.4	115.0 - 154.6
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	64.2 - 84.6	73.8 - 98.4	84.5 - 110.8
mechanical drafter	60.1 - 77.9	67.6 - 89.9	77.6 - 105.1
mechanical engineer	90.0 - 118.7	101.9 - 137.0	116.5 - 155.9
mechanical engineering technican	63.5 - 83.0	72.2 - 95.8	82.3 - 107.9
operations manager	97.1 - 130.9	109.6 - 150.1	124.3 - 168.4
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	87.7 - 113.8	98.6 - 130.8	112.7 - 149.8
pipng designer	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
pipng engineer	77.6 - 101.5	86.8 - 115.6	98.2 - 130.9
planner/scheduler	49.2 - 62.5	55.8 - 71.6	63.1 - 80.6
plant manager	106.4 - 148.1	127.6 - 179.5	151.9 - 208.9
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	75.0 - 99.6	85.8 - 115.9	98.6 - 131.5
procurement director	113.9 - 150.1	149.8 - 197.2	181.2 - 238.6
procurement specialist	59.4 - 77.3	65.9 - 87.5	74.2 - 99.1
program manager	86.9 - 112.3	98.9 - 130.0	113.2 - 148.2
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	105.5 - 135.0	114.4 - 149.3	126.0 - 166.3
project manager	90.6 - 124.7	105.2 - 146.9	122.2 - 167.8
purchasing manager	100.6 - 132.5	113.5 - 151.9	128.8 - 170.6
QA/QC inspector	66.7 - 88.3	77.2 - 103.1	88.7 - 117.8
quality assurance manager	79.8 - 103.5	88.1 - 116.4	98.5 - 130.3
quality assurance/control technician	61.6 - 81.7	71.4 - 96.1	82.7 - 109.2
quality control engineer	66.2 - 87.1	74.6 - 100.0	84.9 - 113.0
quality inspector	40.4 - 51.3	45.0 - 58.3	50.8 - 65.8
safety inspector	64.5 - 84.1	73.0 - 96.5	82.7 - 108.6
SCADA engineer	63.9 - 84.7	72.8 - 98.3	83.6 - 111.8
site supervisor	72.1 - 94.1	79.1 - 105.2	87.9 - 117.9
sourcing engineer	55.5 - 73.6	63.3 - 85.5	72.8 - 97.6
specification writer	53.1 - 68.5	60.1 - 78.5	68.2 - 88.4
start up lead	76.3 - 99.3	83.5 - 110.8	92.8 - 124.0

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stationary engineer	53.9 - 69.5	60.1 - 78.6	67.3 - 87.5
structural designer	51.2 - 66.7	57.9 - 76.5	65.7 - 86.1
structural engineer	66.2 - 87.5	75.1 - 101.2	86.1 - 115.3
structural engineering technologist	53.0 - 70.0	60.1 - 81.0	68.9 - 92.2
superintendent	41.0 - 52.1	45.8 - 59.4	51.7 - 67.1
supply chain manager	82.5 - 109.4	94.0 - 126.3	107.1 - 141.4
tanks inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
telecommunications technician	55.2 - 71.8	62.4 - 82.6	71.0 - 94.1
transmission line engineer	75.8 - 95.8	82.1 - 105.6	90.2 - 117.0
transportation manager	76.8 - 101.2	86.8 - 116.3	98.7 - 132.1
turnaround coordinator	86.1 - 102.0	95.3 - 118.3	112.3 - 155.9
welding inspector	53.2 - 69.4	60.2 - 79.6	68.3 - 89.7
manufacturing			
applications engineer	71.6 - 95.6	83.7 - 113.4	97.8 - 129.1
automation engineer	65.1 - 85.9	73.7 - 99.1	84.3 - 112.7
buyer	57.4 - 75.2	65.4 - 86.9	74.8 - 99.0
chemical engineer	81.3 - 106.6	89.8 - 119.9	100.3 - 134.1
chemical technician	56.4 - 73.3	62.6 - 83.2	70.7 - 95.0
cmm programmer	48.5 - 62.4	53.9 - 70.6	60.5 - 79.0
CNC programmer	51.1 - 67.6	58.1 - 78.2	66.5 - 89.4
coating inspector	37.6 - 48.8	42.6 - 56.1	48.3 - 63.7
commissioning and start up engineer	73.9 - 98.6	85.1 - 115.6	98.4 - 131.9
continuous improvement engineer	76.1 - 99.1	84.6 - 112.1	94.9 - 125.4
contracts administrator	60.7 - 80.2	68.9 - 92.6	78.7 - 105.0
contracts manager	92.3 - 116.4	103.1 - 132.6	116.7 - 151.0
control technician	50.4 - 65.9	57.4 - 76.2	65.5 - 86.5
controls designer/engineer	52.3 - 69.7	60.1 - 81.1	69.0 - 92.5
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	50.0 - 68.8	60.0 - 83.0	70.8 - 95.1
director of operations	127.8 - 170.2	166.9 - 222.3	211.0 - 281.1
drafter	54.5 - 68.0	61.1 - 77.6	69.0 - 87.7
electrical designer/engineer	68.2 - 91.7	79.4 - 108.7	92.9 - 125.7
electrical engineer	74.5 - 100.1	86.6 - 118.7	101.4 - 137.2
electrical engineering technician	55.0 - 70.3	62.6 - 81.2	71.5 - 92.3
electrical inspector	42.5 - 56.6	49.0 - 66.0	56.3 - 75.5
electrical test engineer	71.9 - 95.7	82.5 - 112.0	95.5 - 128.4
engineering manager	82.6 - 110.8	94.2 - 128.7	108.3 - 147.0
environmental engineer	62.3 - 82.5	71.0 - 95.9	81.6 - 109.5
environmental inspector	47.6 - 60.7	52.2 - 67.9	58.2 - 75.9
estimation engineer	69.3 - 92.3	79.6 - 108.0	92.0 - 123.8
estimator	61.9 - 80.5	68.7 - 91.1	77.2 - 102.7

field service engineer	53.5 - 70.7	60.8 - 81.9	69.8 - 94.6
field service technician	52.3 - 68.5	60.5 - 79.8	69.4 - 90.5
general inspector	52.1 - 68.3	58.5 - 77.8	66.0 - 87.4
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
head of workshop and assembly	155.4 - 218.2	217.7 - 305.9	275.6 - 385.4
health and safety manager	62.3 - 80.1	71.6 - 93.3	82.1 - 105.7
health and safety specialist	67.1 - 88.0	76.6 - 102.2	88.0 - 116.2
HVAC drafter	54.1 - 69.3	60.8 - 78.9	68.4 - 88.2
HVAC engineer	54.2 - 72.0	62.0 - 83.6	71.1 - 94.6
industrial engineer	71.2 - 92.6	79.0 - 104.6	88.6 - 117.0
inventory analyst	50.2 - 65.6	57.0 - 75.8	65.2 - 86.4
inventory control manager	64.0 - 83.6	71.6 - 95.2	80.8 - 107.4
logistics manager	62.3 - 82.7	71.2 - 96.2	81.9 - 109.7
logistics specialist	57.6 - 76.6	66.0 - 89.1	75.8 - 101.0
machining manager	61.0 - 78.3	67.6 - 88.7	76.1 - 100.4
maintenance manager	62.9 - 82.7	72.0 - 95.4	81.8 - 106.1
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	67.5 - 89.2	76.6 - 103.1	87.6 - 116.6
materials manager	77.4 - 101.6	85.5 - 114.4	95.7 - 128.6
mechanical designer	53.5 - 70.5	61.5 - 81.9	70.4 - 92.3
mechanical drafter	50.1 - 64.9	56.3 - 74.9	64.6 - 87.5
mechanical engineer	74.9 - 98.8	84.9 - 114.1	97.0 - 129.7
mechanical engineering technican	52.9 - 69.1	60.1 - 79.8	68.5 - 89.8
operations manager	80.8 - 109.0	91.3 - 124.9	103.5 - 140.2
planner/scheduler	41.0 - 52.1	46.5 - 59.7	52.6 - 67.2
plant manager	88.6 - 123.2	106.2 - 149.5	126.5 - 173.9
PLC programmer	52.8 - 69.6	59.9 - 80.3	68.5 - 91.7
process engineer	75.0 - 99.5	85.7 - 115.8	98.5 - 131.4
procurement director	110.4 - 145.8	145.3 - 192.1	176.3 - 233.0
procurement specialist	57.7 - 75.0	64.1 - 84.8	72.0 - 96.4
production manager	96.5 - 126.5	107.9 - 144.2	122.2 - 163.6
production planner	57.6 - 76.2	66.5 - 88.6	75.8 - 98.8
program manager	86.8 - 112.2	98.8 - 129.8	113.0 - 148.0
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	105.4 - 134.9	114.2 - 149.2	125.9 - 166.2
project manager	90.5 - 124.6	105.1 - 146.8	122.0 - 167.5
purchasing manager	100.4 - 132.4	113.4 - 151.8	128.6 - 170.5
QA/QC inspector	66.7 - 88.3	77.2 - 103.1	88.7 - 117.7
quality assurance manager	95.6 - 124.1	105.6 - 139.6	118.1 - 156.1
quality assurance/control technician	73.9 - 98.0	85.7 - 115.2	99.2 - 130.8
quality control engineer	79.4 - 104.4	89.5 - 119.9	101.8 - 135.5

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quality inspector	48.4 - 61.6	54.0 - 70.0	61.0 - 79.0
safety inspector	77.3 - 100.8	87.5 - 115.7	99.2 - 130.2
SCADA engineer	76.7 - 101.5	87.4 - 117.8	100.3 - 134.0
site supervisor	86.5 - 112.9	94.8 - 126.1	105.5 - 141.2
sourcing engineer	66.5 - 88.2	75.8 - 102.6	87.4 - 117.1
specification writer	63.7 - 82.1	72.1 - 94.2	81.8 - 106.1
stationary engineer	64.7 - 83.3	72.0 - 94.2	80.8 - 105.0
supply chain manager	99.0 - 131.2	112.7 - 151.3	128.4 - 169.6
transportation manager	92.0 - 121.3	104.0 - 139.4	118.3 - 158.4
turnaround coordinator	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
warehouse manager	76.2 - 99.2	84.6 - 112.2	95.0 - 126.4

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.7 - 19.4	18.0 - 21.2	19.5 - 22.5
counterbalance forklift operator	17.2 - 18.5	17.5 - 21.2	20.5 - 24.5
delivery/courier driver	17.5 - 21.0	19.0 - 22.9	21.0 - 25.5
electronic parts assembler	17.1 - 20.0	18.5 - 21.4	19.0 - 22.4
general labourer - heavy	17.4 - 19.5	18.4 - 21.1	20.0 - 23.4
general labourer - light	15.0 - 17.1	16.0 - 19.5	18.0 - 20.4
industrial painter	17.4 - 21.0	19.2 - 22.0	20.5 - 24.0
inventory control clerk	17.8 - 20.2	19.0 - 22.5	20.0 - 23.5
janitor/custodian	14.5 - 16.9	15.4 - 18.0	16.4 - 19.7
landscaping labour	16.0 - 18.5	17.1 - 20.0	18.4 - 21.8
machine operator	18.0 - 21.1	19.0 - 22.9	21.5 - 25.0
material handler	16.0 - 18.2	17.0 - 20.0	18.5 - 22.0
moulding machine operator	17.0 - 20.0	19.0 - 23.0	20.0 - 24.0
order/cherry picker forklift operator	17.0 - 18.8	17.5 - 21.0	19.5 - 22.0
parts manager	24.0 - 29.0	26.0 - 30.8	28.1 - 33.0
picker/packer	15.0 - 17.1	16.0 - 18.5	17.0 - 19.8
polisher/deburrer	18.0 - 21.0	20.0 - 22.0	21.0 - 24.0
production labourer	15.5 - 17.0	16.0 - 18.8	18.0 - 21.0
reach truck operator	17.5 - 19.0	18.2 - 21.0	19.5 - 24.0
sandblasting operator	17.0 - 20.0	18.0 - 21.0	19.0 - 22.0
set-up operator	16.1 - 18.5	17.0 - 19.7	18.0 - 20.2
shipper/receiver	19.2 - 21.8	21.0 - 23.7	22.5 - 25.7
shipping and receiving clerk	19.0 - 22.0	21.0 - 24.0	22.2 - 25.6
warehouse labourer	15.7 - 17.8	17.3 - 19.7	18.5 - 21.3

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	40.9 - 48.7	44.0 - 52.5	47.1 - 56.3
administrative assistant (bilingual)	43.5 - 50.2	45.1 - 55.5	49.9 - 60.1
benefits clerk	39.9 - 46.5	43.8 - 51.0	47.4 - 55.2
buyer assistant	40.1 - 46.7	44.4 - 51.8	48.2 - 56.2
claims supervisor	64.5 - 78.0	69.5 - 84.0	74.4 - 89.9
data entry clerk	33.6 - 38.7	36.7 - 42.2	39.4 - 45.3
dispatcher	40.1 - 46.8	43.6 - 50.8	46.7 - 54.4
document controller	33.7 - 38.8	36.8 - 42.4	39.5 - 45.4
document services specialist	33.0 - 37.9	36.6 - 42.1	39.5 - 45.5
executive assistant	53.8 - 65.8	59.9 - 73.2	65.5 - 80.2
executive assistant (bilingual)	58.8 - 70.8	65.9 - 78.2	70.5 - 85.2
executive legal assistant	50.5 - 58.7	56.4 - 68.2	62.3 - 75.5
file clerk	35.0 - 40.3	39.5 - 45.4	43.0 - 49.5
human resources assistant	42.4 - 49.4	46.2 - 53.9	49.5 - 57.7
import/export clerk	38.5 - 44.8	42.4 - 49.4	45.8 - 53.4
insurance claims clerk	34.4 - 40.2	38.2 - 43.7	42.9 - 50.2
logistics coordinator	47.7 - 56.2	52.0 - 61.3	57.7 - 64.7
mailroom clerk	33.5 - 38.1	36.5 - 41.5	38.8 - 44.2
office clerk	37.6 - 43.3	40.2 - 46.3	42.6 - 49.0
office manager	56.4 - 68.2	60.0 - 72.6	63.6 - 76.9
order clerk	34.5 - 39.7	37.7 - 43.4	40.6 - 46.7
project coordinator	44.9 - 53.6	48.6 - 58.0	52.1 - 62.2
property administrator	42.1 - 51.2	46.4 - 55.2	49.8 - 59.0
property manager	61.9 - 74.8	67.7 - 81.9	73.4 - 88.7
receptionist	33.7 - 39.2	36.0 - 41.9	38.3 - 44.6
receptionist (bilingual)	39.7 - 42.1	41.5 - 46.9	43.3 - 52.6
sales administrator	45.3 - 54.7	49.9 - 60.2	54.2 - 65.5
service coordinator	39.7 - 47.3	42.8 - 51.0	45.8 - 54.6
supply clerk	34.5 - 40.1	37.3 - 43.4	39.8 - 46.3

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	21.3 - 25.3	23.9 - 30.5	29.7 - 34.2
conventional machinist	21.3 - 25.9	23.4 - 30.0	28.5 - 34.2
electrician	26.5 - 31.1	29.2 - 34.0	31.8 - 36.0
field service technician	25.6 - 30.2	28.4 - 33.3	30.6 - 39.0
heavy equipment mechanic	26.4 - 30.0	28.2 - 33.0	31.8 - 36.0
lead hand/team lead	21.9 - 24.0	23.4 - 26.0	25.4 - 28.0
logistics supervisor	23.9 - 27.8	26.5 - 29.9	27.8 - 33.0
machine builder	20.4 - 23.0	22.5 - 25.6	23.4 - 27.9
maintenance manager	30.5 - 34.5	32.1 - 39.2	37.0 - 44.0
maintenance mechanic	24.3 - 26.4	25.3 - 31.0	30.6 - 33.1
maintenance planner	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
maintenance supervisor	30.1 - 33.4	32.6 - 38.0	36.4 - 42.1
mechanical assembler	18.0 - 22.0	20.7 - 24.5	22.1 - 27.5
millwright	32.1 - 34.0	32.9 - 35.0	34.5 - 40.0
mould maker	30.0 - 31.9	31.5 - 32.8	32.4 - 36.0
panel wirer	20.1 - 23.5	21.5 - 25.3	24.0 - 26.2
production supervisor	27.3 - 31.5	30.6 - 36.4	34.3 - 40.0
set-up technician	22.6 - 26.0	24.5 - 28.0	26.0 - 31.1
tool and die maker	30.2 - 32.5	31.4 - 33.0	32.7 - 36.0
warehouse manager	30.0 - 37.0	33.0 - 39.0	35.0 - 42.0
warehouse supervisor	24.0 - 28.4	26.0 - 31.1	28.2 - 33.5
welder	21.2 - 25.0	23.0 - 26.8	25.1 - 30.4

greater hamilton area

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	35.4 - 41.9	42.3 - 48.6	44.7 - 51.9
customer service manager	45.9 - 51.1	47.8 - 54.6	53.9 - 65.9
customer service representative	34.7 - 40.1	37.0 - 43.5	39.7 - 46.8
customer service supervisor	44.9 - 47.3	46.9 - 49.9	51.2 - 58.7
customer service team lead	44.2 - 47.3	43.1 - 48.2	47.6 - 53.4
customer service trainer	43.6 - 52.1	47.7 - 56.9	51.6 - 61.6
e-chat representative	34.7 - 39.9	34.5 - 40.7	37.1 - 43.9
fundraiser agent	33.9 - 38.6	37.4 - 42.8	41.2 - 48.9
help desk representative - level 1	35.4 - 39.2	41.2 - 44.3	43.9 - 48.9
inside sales manager	48.6 - 52.3	51.9 - 55.6	55.7 - 65.9
inside sales representative	42.3 - 45.9	44.1 - 47.3	48.2 - 54.2
junior collection agent	32.2 - 37.8	34.9 - 41.0	37.5 - 44.1
order desk	35.6 - 41.9	37.3 - 44.7	41.1 - 47.3
service coordinator	38.7 - 46.0	41.6 - 49.6	44.5 - 53.1
survey agent	32.9 - 37.7	35.8 - 41.1	38.3 - 44.0
telemarketing agent	32.8 - 38.1	35.2 - 40.9	37.6 - 43.7
telephone dispatcher	39.1 - 45.5	42.4 - 49.4	45.4 - 53.0

engineering

	entry	mid	senior
construction			
architect	70.1 - 92.6	79.6 - 107.3	91.3 - 122.9
architectural drafter	56.0 - 72.4	65.0 - 85.6	76.0 - 100.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.8 - 87.4	76.1 - 101.2	87.0 - 115.3
civil engineer	75.0 - 99.1	85.1 - 114.5	97.2 - 129.7
civil engineering drafter	59.9 - 75.6	68.3 - 87.4	77.9 - 99.0
civil engineering technologist	55.4 - 72.0	62.6 - 82.6	71.2 - 93.8
civil project engineer	85.8 - 117.2	98.6 - 137.4	114.2 - 158.3

civil project manager	90.6 - 120.7	102.1 - 138.6	116.2 - 156.7
construction coordinator	59.4 - 78.6	66.6 - 89.6	75.2 - 101.8
construction director	122.2 - 161.2	155.9 - 205.6	193.0 - 254.8
construction manager	87.4 - 114.0	95.6 - 127.4	106.4 - 143.4
construction project manager	77.8 - 106.9	90.2 - 126.1	104.9 - 144.6
contracts administrator	70.7 - 93.4	80.2 - 107.8	91.6 - 122.3
contracts manager	107.0 - 135.1	119.6 - 154.2	135.6 - 175.8
demand planner	57.8 - 79.4	69.4 - 95.9	81.8 - 109.9
director of operations	148.3 - 198.2	194.4 - 259.9	246.5 - 329.8
drafter	62.9 - 78.5	70.6 - 89.5	79.7 - 101.3
electrical designer/engineer	78.5 - 105.5	91.3 - 125.3	106.9 - 145.1
electrical engineer	85.7 - 115.3	99.6 - 136.8	116.8 - 158.5
electrical engineering technician	63.5 - 81.1	72.2 - 93.7	82.6 - 106.6
electrical inspector	49.2 - 65.5	56.6 - 76.4	65.0 - 87.5
engineering manager	96.5 - 129.7	110.0 - 150.8	126.7 - 172.4
environmental engineer	71.6 - 94.9	81.6 - 110.3	93.8 - 126.2
environmental inspector	55.1 - 70.2	60.5 - 78.5	67.3 - 87.8
estimation engineer	79.7 - 106.2	91.6 - 124.4	105.8 - 142.9
estimator	72.0 - 93.7	79.9 - 106.1	89.9 - 119.8
facilities manager	76.3 - 101.6	87.6 - 119.2	101.4 - 136.3
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	71.8 - 92.3	82.4 - 107.4	94.6 - 121.8
health and safety specialist	77.2 - 101.2	88.1 - 117.7	101.3 - 134.0
HVAC drafter	62.4 - 79.9	70.1 - 91.0	78.8 - 101.5
HVAC engineer	62.4 - 82.8	71.3 - 96.1	81.8 - 109.0
materials manager	90.0 - 118.3	99.5 - 133.3	111.4 - 150.1
mechanical designer	61.6 - 81.0	70.7 - 94.2	80.9 - 106.2
mechanical drafter	57.8 - 74.9	65.0 - 86.4	74.6 - 100.9
mechanical engineer	86.2 - 113.8	97.6 - 131.5	111.6 - 149.8
mechanical engineering technician	61.1 - 79.8	69.4 - 92.0	79.1 - 103.7
operations manager	93.5 - 126.4	105.6 - 145.0	119.9 - 162.8
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	47.8 - 60.7	54.1 - 69.5	61.2 - 78.2
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.6 - 131.5	111.4 - 145.6	122.8 - 162.2
project manager	88.1 - 121.4	102.4 - 143.2	119.0 - 163.7
purchasing manager	97.1 - 128.0	109.7 - 147.0	124.4 - 165.2
QA/QC inspector	64.2 - 85.0	74.2 - 99.1	85.2 - 113.3
quality control engineer	76.1 - 100.1	85.8 - 115.0	97.6 - 130.1
quality inspector	47.2 - 59.8	52.6 - 68.0	59.2 - 76.7
safety inspector	74.3 - 96.7	84.0 - 111.0	95.2 - 125.0

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site supervisor	84.2 - 109.9	92.3 - 123.0	102.7 - 137.9
specification writer	62.0 - 79.8	70.1 - 91.6	79.6 - 103.2
structural designer	59.0 - 76.9	66.8 - 88.2	75.7 - 99.4
structural engineer	76.1 - 100.6	86.4 - 116.4	99.0 - 132.8
structural engineering technologist	60.9 - 80.4	69.1 - 93.1	79.2 - 106.3
superintendent	48.0 - 61.1	53.6 - 69.5	60.5 - 78.5
supply chain manager	95.6 - 127.0	109.0 - 146.6	124.2 - 164.3
energy & oil			
applications engineer	82.7 - 110.4	96.7 - 131.0	112.9 - 149.5
architect	70.2 - 92.9	79.7 - 107.6	91.6 - 123.4
architectural drafter	56.0 - 72.5	65.0 - 85.7	76.0 - 100.7
assistant chief inspector	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
automation engineer	75.0 - 99.0	85.0 - 114.5	97.2 - 130.3
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	67.0 - 87.6	76.2 - 101.4	87.2 - 115.7
chemical engineer	93.7 - 123.2	103.6 - 138.8	115.9 - 155.5
chemical technician	65.2 - 84.8	72.4 - 96.4	81.7 - 110.0
chief inspector	62.0 - 81.5	69.7 - 92.9	78.6 - 104.2
civil engineer	75.1 - 99.4	85.3 - 114.8	97.6 - 130.2
civil engineering drafter	60.0 - 75.8	68.3 - 87.6	78.0 - 99.2
civil engineering technologist	55.6 - 72.1	62.6 - 82.7	71.2 - 94.0
civil project engineer	85.9 - 117.6	98.9 - 137.9	114.6 - 158.9
civil project manager	90.8 - 121.2	102.5 - 139.2	116.5 - 157.4
coating inspector	44.0 - 57.0	49.7 - 65.5	56.4 - 74.4
commissioning and start up engineer	72.4 - 96.5	83.2 - 113.0	96.2 - 128.5
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	59.5 - 78.8	66.7 - 89.9	75.4 - 102.0
construction director	122.5 - 161.8	156.5 - 206.4	193.7 - 255.8
construction manager	87.6 - 114.4	95.9 - 127.9	106.8 - 143.9
construction project manager	77.9 - 107.3	90.5 - 126.6	105.2 - 145.1
continuous improvement engineer	88.6 - 115.4	98.4 - 130.7	110.4 - 146.3
contracts administrator	70.8 - 93.6	80.3 - 108.1	91.8 - 122.8
contracts manager	107.4 - 135.6	120.0 - 154.8	136.1 - 176.5
control technician	58.2 - 76.3	66.4 - 88.2	75.8 - 100.1
controls designer/engineer	60.5 - 80.6	69.5 - 93.8	79.8 - 107.0
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.8 - 79.7	69.5 - 96.1	82.0 - 110.2
director of operations	148.9 - 199.1	195.1 - 261.1	247.7 - 331.3
drafter	63.0 - 78.7	70.7 - 89.8	79.8 - 101.5
electrical designer/engineer	78.6 - 105.8	91.6 - 125.8	107.3 - 145.6
electrical engineer	85.8 - 115.7	100.0 - 137.4	117.1 - 159.1

electrical engineering technician	63.6 - 81.2	72.4 - 94.0	82.7 - 106.8
electrical inspector	49.2 - 65.5	56.6 - 76.4	65.2 - 87.6
electrical test engineer	82.8 - 110.5	95.2 - 129.5	110.2 - 148.8
engineering manager	96.7 - 130.2	110.4 - 151.3	127.1 - 173.0
environmental engineer	71.8 - 95.2	81.7 - 110.6	94.1 - 126.6
environmental inspector	55.1 - 70.3	60.6 - 78.7	67.4 - 88.1
estimation engineer	79.9 - 106.6	91.8 - 124.8	106.2 - 143.4
estimator	72.1 - 94.0	80.2 - 106.3	90.1 - 120.1
expediter	47.3 - 60.7	53.5 - 69.7	60.7 - 79.1
facilities manager	76.4 - 102.0	87.8 - 119.5	101.6 - 136.8
field service engineer	61.8 - 81.7	70.2 - 94.8	80.8 - 109.6
general inspector	60.4 - 79.2	67.8 - 90.4	76.4 - 101.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	75.8 - 98.5	85.4 - 113.4	97.4 - 129.0
geotechnical technician	68.3 - 88.7	76.9 - 102.1	87.7 - 116.1
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	71.9 - 92.5	82.6 - 107.6	94.8 - 122.2
health and safety specialist	77.3 - 101.5	88.3 - 118.1	101.5 - 134.5
HVAC drafter	62.5 - 80.0	70.2 - 91.1	79.0 - 101.9
HVAC engineer	62.4 - 82.9	71.4 - 96.5	82.0 - 109.3
industrial engineer	82.1 - 106.9	91.1 - 121.0	102.2 - 135.5
inventory analyst	58.1 - 76.0	66.0 - 87.7	75.5 - 100.1
inventory control manager	74.3 - 97.1	83.0 - 110.8	93.8 - 125.3
logistics manager	72.5 - 96.2	82.8 - 112.0	95.3 - 127.8
logistics specialist	67.2 - 89.4	76.9 - 104.0	88.4 - 118.0
materials manager	90.0 - 118.3	99.5 - 133.3	111.4 - 150.1
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	61.6 - 81.2	70.8 - 94.4	81.1 - 106.4
mechanical drafter	58.0 - 75.0	65.0 - 86.6	74.8 - 101.3
mechanical engineer	86.4 - 114.1	97.9 - 132.0	112.0 - 150.4
mechanical engineering technican	61.1 - 79.9	69.5 - 92.3	79.3 - 104.0
operations manager	93.7 - 126.7	106.0 - 145.4	120.2 - 163.4
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	84.1 - 109.4	94.8 - 126.0	108.2 - 144.5
piping designer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
piping engineer	74.5 - 97.4	83.3 - 111.1	94.2 - 126.1
planner/scheduler	47.8 - 60.7	54.1 - 69.6	61.2 - 78.4
plant manager	103.2 - 143.8	123.6 - 174.7	147.5 - 203.8
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	72.0 - 95.6	82.3 - 111.4	94.7 - 126.6
procurement director	110.4 - 145.8	145.3 - 192.1	176.3 - 233.0

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procurement specialist	57.7 - 75.0	64.1 - 84.8	72.0 - 96.4
program manager	84.7 - 109.7	96.5 - 127.0	110.4 - 145.0
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	103.0 - 132.0	111.7 - 146.0	123.1 - 162.8
project manager	88.3 - 121.8	102.6 - 143.8	119.4 - 164.3
purchasing manager	97.4 - 128.5	110.0 - 147.5	124.9 - 166.0
QA/QC inspector	66.7 - 88.3	77.2 - 103.1	88.7 - 117.8
quality assurance manager	77.3 - 100.3	85.4 - 113.0	95.5 - 126.6
quality assurance/control technician	59.2 - 78.6	68.7 - 92.4	79.5 - 105.0
quality control engineer	63.6 - 83.6	71.6 - 96.1	81.5 - 108.8
quality inspector	39.3 - 49.9	43.8 - 56.7	49.4 - 64.0
safety inspector	62.0 - 80.8	70.1 - 92.7	79.5 - 104.5
SCADA engineer	61.3 - 81.3	69.9 - 94.5	80.3 - 107.6
site supervisor	70.3 - 91.9	77.1 - 102.8	85.8 - 115.3
sourcing engineer	53.7 - 71.2	61.3 - 82.9	70.5 - 94.6
specification writer	51.7 - 66.7	58.5 - 76.5	66.4 - 86.2
start up lead	76.3 - 99.3	83.5 - 110.8	92.8 - 124.0
stationary engineer	51.6 - 66.6	57.5 - 75.3	64.5 - 83.8
structural designer	49.3 - 64.2	55.8 - 73.7	63.2 - 83.0
structural engineer	63.6 - 84.0	72.1 - 97.3	82.7 - 111.1
structural engineering technologist	50.9 - 67.2	57.7 - 77.8	66.2 - 88.9
superintendent	40.1 - 50.9	44.7 - 57.9	50.5 - 65.4
supply chain manager	79.9 - 106.1	91.1 - 122.6	103.8 - 137.5
tanks inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
telecommunications technician	53.1 - 69.1	59.9 - 79.4	68.2 - 90.5
transmission line engineer	72.8 - 92.1	78.8 - 101.6	86.6 - 112.7
transportation manager	74.4 - 98.1	84.0 - 112.8	95.7 - 128.3
turnaround coordinator	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
welding inspector	51.9 - 67.5	58.7 - 77.5	66.5 - 87.4
manufacturing			
applications engineer	76.5 - 91.9	85.2 - 97.5	92.8 - 111.8
automation engineer	62.5 - 82.5	70.8 - 95.3	80.9 - 108.5
buyer	55.8 - 73.0	63.5 - 84.4	80.9 - 96.3
chemical engineer	78.0 - 102.6	86.2 - 115.6	96.5 - 129.5
chemical technician	54.3 - 70.7	60.3 - 80.2	68.1 - 91.6
cmm programmer	55.8 - 59.9	57.2 - 67.8	58.2 - 75.9
CNC programmer	53.7 - 65.6	63.8 - 75.9	72.8 - 88.5
coating inspector	36.7 - 47.5	41.4 - 54.5	47.0 - 62.0
commissioning and start up engineer	72.4 - 96.6	83.3 - 113.2	96.4 - 129.4
continuous improvement engineer	76.8 - 86.3	81.9 - 99.3	92.0 - 115.8
contracts administrator	59.0 - 68.2	66.9 - 85.2	76.4 - 98.2

contracts manager	85.2 - 105.8	92.5 - 118.5	113.2 - 138.0
control technician	55.2 - 65.2	62.8 - 78.4	77.5 - 89.2
controls designer/engineer	57.5 - 67.1	64.2 - 80.5	79.4 - 92.1
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	48.2 - 66.3	57.9 - 80.1	68.3 - 91.8
director of operations	123.9 - 165.7	162.4 - 217.3	206.1 - 245.1
drafter	52.5 - 65.5	58.8 - 74.7	66.5 - 84.6
electrical designer/engineer	65.5 - 88.1	76.2 - 104.7	89.3 - 112.5
electrical engineer	71.5 - 96.3	83.2 - 114.3	97.5 - 132.4
electrical engineering technician	53.0 - 67.7	60.3 - 78.3	68.9 - 89.0
electrical inspector	41.0 - 54.6	47.2 - 63.7	54.3 - 73.0
electrical test engineer	69.0 - 92.0	79.2 - 107.8	91.8 - 123.8
engineering manager	80.6 - 108.3	91.9 - 126.0	105.8 - 144.1
environmental engineer	62.8 - 79.2	68.1 - 92.1	78.4 - 105.4
environmental inspector	45.9 - 58.6	50.4 - 65.5	56.1 - 73.3
estimation engineer	66.5 - 88.7	76.4 - 103.9	88.4 - 119.4
estimator	60.1 - 78.2	66.7 - 88.5	75.0 - 100.0
field service engineer	51.5 - 68.1	58.5 - 79.0	67.2 - 91.3
field service technician	50.4 - 66.0	58.3 - 76.9	66.8 - 87.3
general inspector	50.3 - 66.0	56.5 - 75.2	63.7 - 84.5
general manager	111.9 - 122.7	118.5 - 144.7	141.8 - 179.3
head of workshop and assembly	151.3 - 214.5	213.5 - 300.6	270.5 - 379.9
health and safety manager	86.9 - 115.8	112.8 - 125.9	119.4 - 138.6
health and safety specialist	64.4 - 84.5	73.5 - 98.3	84.6 - 111.9
HVAC drafter	52.0 - 66.7	58.5 - 75.9	65.8 - 84.8
HVAC engineer	52.0 - 69.1	59.5 - 80.3	68.3 - 91.0
industrial engineer	68.4 - 89.0	75.9 - 100.7	85.2 - 112.8
inventory analyst	48.4 - 63.3	55.0 - 73.1	62.9 - 83.3
inventory control manager	61.8 - 80.9	69.1 - 92.2	78.1 - 104.3
logistics manager	60.4 - 80.1	68.9 - 93.3	79.3 - 106.4
logistics specialist	56.0 - 74.4	64.1 - 86.6	73.6 - 98.3
machining manager	59.4 - 76.3	65.9 - 86.4	74.1 - 97.9
maintenance manager	79.6 - 87.7	76.5 - 93.2	89.6 - 118.5
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	71.7 - 85.7	73.6 - 99.2	84.2 - 112.3
materials manager	75.0 - 98.5	82.8 - 111.0	92.7 - 124.9
mechanical designer	54.7 - 67.6	65.7 - 78.6	75.3 - 92.1
mechanical drafter	52.7 - 62.5	59.9 - 72.1	65.9 - 84.3
mechanical engineer	71.9 - 95.0	81.5 - 109.9	93.2 - 112.4
mechanical engineering technican	66.8 - 73.8	67.4 - 76.9	72.7 - 95.9
operations manager	78.1 - 105.5	88.2 - 121.1	100.1 - 136.1

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planner/scheduler	39.8 - 50.6	45.1 - 58.0	51.0 - 65.2
plant manager	85.9 - 119.6	102.9 - 145.4	122.8 - 169.6
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 88.1
process engineer	72.0 - 95.6	82.2 - 111.2	94.6 - 126.5
procurement director	91.9 - 121.4	121.0 - 159.9	146.8 - 194.0
procurement specialist	43.0 - 56.0	47.7 - 63.5	53.7 - 72.0
production manager	96.5 - 126.5	107.9 - 144.2	122.2 - 163.6
production planner	57.6 - 76.2	66.5 - 88.6	75.8 - 98.8
program manager	83.6 - 108.5	95.4 - 125.8	109.3 - 143.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.8 - 131.9	111.6 - 145.9	123.0 - 162.7
project manager	88.2 - 121.7	102.6 - 143.5	119.3 - 164.2
purchasing manager	97.3 - 128.4	109.9 - 147.4	124.8 - 165.7
QA/QC inspector	64.2 - 85.1	74.3 - 99.4	85.4 - 113.6
quality assurance manager	92.6 - 120.2	102.4 - 135.5	114.5 - 151.7
quality assurance/control technician	71.0 - 94.2	82.3 - 110.8	95.4 - 125.9
quality control engineer	76.2 - 100.3	85.9 - 115.2	97.8 - 130.4
quality inspector	47.2 - 59.9	52.6 - 68.0	59.3 - 76.8
safety inspector	74.3 - 96.8	84.1 - 111.2	95.4 - 125.3
SCADA engineer	73.6 - 97.6	83.9 - 113.3	96.2 - 129.0
site supervisor	84.4 - 110.2	92.5 - 123.2	102.8 - 138.2
sourcing engineer	64.4 - 85.4	73.6 - 99.4	84.6 - 113.4
specification writer	62.0 - 79.9	70.2 - 91.7	79.7 - 103.4
stationary engineer	61.9 - 79.8	69.0 - 90.2	77.3 - 100.6
supply chain manager	95.9 - 127.2	109.2 - 147.0	124.4 - 164.8
transportation manager	89.2 - 117.6	100.8 - 135.2	114.7 - 153.8
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
warehouse manager	73.8 - 96.1	82.0 - 108.7	92.2 - 122.5

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	126.3 - 225.8	181.5 - 324.9	260.2 - 465.9
chief human resources officer	105.3 - 179.0	141.6 - 241.1	176.7 - 301.1
chief information officer	101.5 - 181.2	152.0 - 272.0	210.7 - 377.3
chief operating officer	132.7 - 243.1	194.6 - 356.8	280.3 - 514.0
chief technology officer	99.1 - 176.8	147.8 - 264.4	206.0 - 368.8
communications vice-president	97.8 - 148.9	132.1 - 201.3	170.1 - 259.5
marketing vice-president	118.3 - 182.2	166.3 - 256.6	215.1 - 332.0

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sales vice-president	138.7 - 198.9	187.3 - 268.9	240.6 - 345.4
vice-president finance	140.0 - 190.0	168.0 - 250.0	200.0 - 325.0
vice-president information	86.4 - 154.0	113.7 - 203.2	158.1 - 283.0
vice-president internal audit	114.0 - 152.2	144.0 - 192.4	175.6 - 234.8
vice-president operations	145.0 - 200.0	172.0 - 215.0	205.0 - 250.0
vice-president technology	134.0 - 180.0	140.0 - 196.0	180.0 - 210.0

construction

chief financial officer	127.7 - 228.3	185.1 - 331.4	268.9 - 481.6
chief human resources officer	106.4 - 181.0	144.4 - 245.9	182.6 - 311.2
chief information officer	102.6 - 183.2	155.0 - 277.4	217.8 - 390.0
chief operating officer	134.2 - 245.8	198.5 - 363.9	289.7 - 531.3
chief technology officer	99.8 - 178.5	149.1 - 267.2	208.0 - 372.8
communications vice-president	98.5 - 150.2	133.2 - 203.3	171.6 - 262.2
marketing vice-president	119.2 - 183.9	167.8 - 259.2	217.2 - 335.5
sales vice-president	139.9 - 200.9	189.1 - 271.6	243.0 - 349.1
vice-president finance	125.0 - 175.0	170.0 - 220.0	190.0 - 300.0
vice-president information	86.9 - 155.3	114.6 - 205.2	159.5 - 285.9
vice-president internal audit	114.9 - 153.6	145.2 - 194.2	177.2 - 237.1
vice-president operations	125.0 - 170.0	167.0 - 230.0	183.0 - 300.0
vice-president technology	122.0 - 166.0	164.0 - 220.0	165.0 - 280.0

manufacturing

chief financial officer	128.0 - 228.9	186.3 - 333.5	272.1 - 487.3
chief human resources officer	106.8 - 181.6	145.3 - 247.5	184.8 - 314.9
chief information officer	102.9 - 183.8	156.0 - 279.2	220.4 - 394.6
chief operating officer	134.6 - 246.5	199.7 - 366.3	293.1 - 537.6
chief technology officer	100.0 - 179.1	149.5 - 268.1	208.7 - 374.2
communications vice-president	98.7 - 150.7	133.5 - 203.9	172.1 - 263.1
marketing vice-president	119.5 - 184.5	168.3 - 260.1	217.9 - 336.7
sales vice-president	140.3 - 201.5	189.7 - 272.6	243.8 - 350.3
vice-president finance	130.0 - 170.0	165.0 - 225.0	215.0 - 340.0
vice-president information	87.1 - 155.8	114.9 - 205.8	160.0 - 286.9
vice-president internal audit	115.2 - 154.0	145.6 - 194.8	177.8 - 237.9
vice-president operations	125.0 - 182.0	178.0 - 250.0	220.0 - 340.0
vice-president technology	110.0 - 165.0	157.0 - 225.0	175.0 - 300.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	55.6 - 64.7	62.5 - 70.6	64.8 - 83.1	74.5 - 88.5
accounting clerk	42.1 - 44.7	41.7 - 48.1	44.5 - 51.3	50.4 - 58.1
accounting manager	72.8 - 82.8	80.0 - 88.9	81.8 - 90.7	87.9 - 98.0
accounting supervisor	62.3 - 74.9	66.6 - 80.5	71.0 - 86.0	81.0 - 87.4
accounts payable clerk	41.2 - 43.8	43.1 - 48.5	46.7 - 52.6	51.9 - 60.6
accounts payable manager	62.1 - 72.7	68.4 - 73.4	70.8 - 75.6	72.7 - 83.4
accounts receivable clerk	41.7 - 44.4	43.6 - 49.1	48.7 - 55.1	54.9 - 61.8
accounts receivable manager	62.1 - 72.7	68.4 - 73.4	70.8 - 75.6	72.7 - 83.4
analyst - financial planning & analysis	68.3 - 79.3	76.3 - 88.7	84.7 - 92.4	90.2 - 99.5
assistant controller	79.9 - 87.5	86.1 - 96.1	95.0 - 101.6	100.4 - 115.0
billing specialist	42.4 - 45.1	44.4 - 50.0	48.1 - 54.2	53.5 - 62.4
bookkeeper	53.4 - 62.1	60.0 - 67.8	62.2 - 73.6	71.5 - 75.8
business analyst	67.4 - 80.6	72.7 - 86.9	77.8 - 90.8	89.4 - 93.9
compliance officer	84.3 - 102.2	94.0 - 114.0	103.2 - 125.2	122.1 - 135.0
compliance specialist	55.4 - 66.2	60.9 - 72.8	66.1 - 79.0	76.6 - 91.7
cost accountant	58.8 - 70.2	63.4 - 75.8	67.9 - 81.2	78.0 - 93.4
credit and collections accountant	43.8 - 46.6	45.8 - 51.6	51.1 - 57.9	57.6 - 64.9
credit and collections manager	62.1 - 72.7	68.4 - 73.4	70.8 - 75.6	72.7 - 83.4
credit and collections supervisor	55.3 - 64.7	60.9 - 65.3	63.0 - 67.3	64.7 - 74.2
director - financial planning & analysis	90.4 - 95.7	93.4 - 98.7	97.5 - 118.7	115.4 - 129.5
external auditor	61.1 - 73.6	65.6 - 78.4	71.2 - 83.7	79.9 - 95.7
financial analyst	55.6 - 64.7	62.5 - 70.6	64.8 - 83.1	74.5 - 88.5
financial reporting manager	72.3 - 76.6	74.7 - 79.0	78.0 - 95.0	92.3 - 103.6
internal audit manager	89.1 - 109.2	95.6 - 117.4	102.1 - 125.3	116.8 - 135.0
internal auditor	58.9 - 70.3	64.8 - 77.5	70.5 - 84.3	82.4 - 98.7
payroll clerk	41.5 - 48.4	45.6 - 53.2	49.4 - 57.6	56.3 - 65.7
payroll manager	70.2 - 84.9	75.8 - 91.7	81.2 - 98.3	93.0 - 102.3
payroll specialist	49.8 - 58.1	54.7 - 63.8	59.3 - 69.1	67.6 - 78.8
payroll supervisor	59.7 - 72.2	64.4 - 77.9	69.0 - 83.6	79.1 - 87.0
risk analyst	56.8 - 68.7	62.0 - 75.0	67.1 - 81.2	78.5 - 95.1
risk director	82.3 - 99.7	87.9 - 106.5	93.4 - 113.2	106.5 - 129.2
risk supervisor	72.0 - 87.2	78.0 - 94.4	83.6 - 101.3	95.0 - 115.1
tax analyst	62.4 - 68.5	65.7 - 78.5	72.4 - 90.3	86.5 - 95.3
tax manager	86.7 - 106.4	93.0 - 114.2	99.3 - 121.8	113.9 - 139.8
treasury analyst	55.6 - 62.5	61.4 - 69.4	67.4 - 79.5	79.4 - 92.1

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executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	86.1 - 153.5	117.2 - 209.5	155.2 - 277.8
finance director	114.6 - 151.2	147.4 - 194.6	180.1 - 237.9

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.8 - 44.7	41.7 - 48.1	44.5 - 51.3
accounts payable clerk	39.0 - 43.8	43.1 - 48.5	46.7 - 52.6
accounts receivable clerk	39.5 - 44.4	43.6 - 49.1	47.3 - 53.3
bookkeeper	38.0 - 44.7	41.0 - 48.3	43.9 - 51.7
credit & collection specialist	36.8 - 42.3	40.4 - 46.5	43.7 - 50.3
credit & collections supervisor	52.7 - 63.7	56.8 - 68.6	60.8 - 73.5
invoicing clerk	37.2 - 43.2	40.7 - 47.4	43.7 - 51.0
payroll administrator	42.6 - 50.8	46.5 - 55.4	50.2 - 59.9
payroll clerk	41.5 - 48.4	45.6 - 53.2	49.4 - 57.6

human resources

	entry	mid	senior
all industries			
benefits administrator	53.9 - 68.6	60.2 - 78.1	67.9 - 88.2
compensation and benefits manager	86.2 - 112.0	95.5 - 126.8	107.5 - 143.8
health and safety advisor	59.6 - 76.5	68.3 - 88.9	78.3 - 100.7
HRIS analyst	58.9 - 77.2	67.4 - 89.9	77.5 - 102.3
human resources assistant	41.2 - 52.3	46.6 - 58.9	51.4 - 63.5
human resources business partner	76.5 - 95.2	87.1 - 96.3	94.3 - 115.3
human resources coordinator	48.5 - 62.9	53.8 - 71.2	60.6 - 81.2
human resources generalist	60.1 - 75.2	64.4 - 82.4	70.5 - 92.6
human resources manager	80.8 - 106.5	91.4 - 122.8	104.4 - 140.0
human resources supervisor	63.1 - 81.9	69.9 - 92.9	78.9 - 106.2
labour relations advisor	65.6 - 87.2	71.3 - 98.0	95.3 - 113.1
labour relations manager	88.1 - 119.5	103.5 - 142.4	121.4 - 164.8
recruitment coordinator	40.2 - 52.0	46.0 - 59.9	52.2 - 67.4
talent acquisition specialist	59.7 - 77.5	66.2 - 87.6	74.3 - 98.8

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.1 - 18.6	17.0 - 20.2	18.8 - 21.8
counterbalance forklift operator	16.0 - 20.0	18.0 - 22.0	21.0 - 24.0
delivery/courier driver	17.0 - 20.6	19.0 - 22.3	20.3 - 23.9
electronic parts assembler	16.4 - 19.2	17.0 - 20.6	18.6 - 21.8
general labourer - heavy	16.6 - 19.0	18.0 - 20.7	19.3 - 22.2
general labourer - light	15.4 - 17.6	17.4 - 19.9	19.0 - 21.9
industrial painter	17.1 - 20.0	18.6 - 21.8	20.0 - 23.0
inventory control clerk	17.0 - 19.0	18.0 - 21.2	19.9 - 22.8
janitor/custodian	14.0 - 15.7	15.0 - 17.2	16.1 - 18.0
landscaping labour	15.6 - 17.8	16.9 - 19.4	18.1 - 20.8
machine operator	17.4 - 20.6	19.0 - 22.6	20.6 - 24.0
material handler	15.2 - 17.7	16.8 - 19.0	18.2 - 21.1
moulding machine operator	16.8 - 19.9	18.4 - 21.9	19.9 - 23.7
order/cherry picker forklift operator	16.0 - 20.0	18.0 - 22.0	21.0 - 24.0
parts manager	23.3 - 27.8	25.2 - 30.1	27.0 - 32.2
picker/packer	14.7 - 17.0	15.8 - 18.4	16.9 - 19.6
polisher/deburrer	17.4 - 20.0	19.0 - 21.8	20.0 - 23.0
production labourer	14.4 - 17.0	16.2 - 18.0	17.0 - 20.3
reach truck operator	16.0 - 20.0	18.0 - 22.0	21.0 - 24.0
sandblasting operator	16.3 - 19.1	17.0 - 20.0	18.6 - 21.9
set-up operator	18.0 - 22.0	21.0 - 25.0	24.0 - 32.0
shipper/receiver	17.8 - 20.0	19.0 - 21.9	20.2 - 23.3
shipping and receiving clerk	18.6 - 21.1	20.2 - 23.0	21.8 - 24.8
warehouse labourer	15.0 - 17.0	16.0 - 19.0	18.0 - 21.2

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	39.5 - 47.0	42.5 - 50.7	45.5 - 54.3
administrative assistant (bilingual)	42.0 - 49.0	45.0 - 52.0	47.0 - 56.0
benefits clerk	38.8 - 45.2	42.5 - 49.5	46.0 - 53.6
buyer assistant	38.6 - 44.9	42.7 - 49.8	46.4 - 54.1
claims supervisor	62.4 - 75.4	67.2 - 81.3	71.9 - 87.0
data entry clerk	32.8 - 37.6	35.7 - 40.9	38.2 - 43.9

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dispatcher	39.1 - 45.5	42.4 - 49.4	45.4 - 53.0
document controller	33.0 - 37.8	35.9 - 41.2	38.4 - 44.1
document services specialist	32.3 - 37.0	35.7 - 40.9	38.4 - 44.2
executive assistant	51.9 - 63.4	57.7 - 70.6	63.2 - 77.3
executive assistant (bilingual)	53.0 - 65.0	60.0 - 73.0	66.0 - 80.0
executive legal assistant	50.5 - 58.7	56.4 - 68.2	62.3 - 75.5
file clerk	34.2 - 39.2	38.4 - 44.1	41.7 - 48.0
human resources assistant	41.2 - 48.0	44.9 - 52.3	48.1 - 56.1
import/export clerk	37.1 - 43.1	40.8 - 47.5	44.0 - 51.3
insurance claims clerk	35.0 - 41.0	39.0 - 44.7	43.0 - 51.0
logistics coordinator	48.6 - 52.5	51.0 - 59.5	58.4 - 64.9
mailroom clerk	32.7 - 37.0	35.5 - 40.2	37.7 - 42.8
office clerk	36.6 - 42.0	39.0 - 44.8	41.3 - 47.5
office manager	54.5 - 65.9	58.0 - 70.1	61.4 - 74.3
order clerk	33.7 - 38.6	36.7 - 42.2	39.5 - 45.4
project coordinator	45.7 - 54.7	49.5 - 59.2	53.1 - 63.5
property administrator	42.0 - 51.0	46.0 - 55.0	49.0 - 59.0
property manager	60.4 - 73.0	66.1 - 79.9	71.6 - 86.6
receptionist	32.9 - 38.1	35.1 - 40.7	37.3 - 43.3
receptionist (bilingual)	42.3 - 46.3	45.3 - 51.3	48.5 - 53.6
sales administrator	44.0 - 53.1	48.4 - 58.5	52.7 - 63.6
service coordinator	38.7 - 46.0	41.6 - 49.6	44.5 - 53.1
supply clerk	33.8 - 39.1	36.4 - 42.2	38.8 - 45.1

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	48.3 - 60.3	52.5 - 66.8	57.9 - 74.5
business development manager*	94.2 - 124.6	105.2 - 142.3	119.5 - 163.7
district sales manager**	74.2 - 96.1	84.7 - 111.8	97.5 - 128.2
key accounts manager - consumer goods*	68.2 - 87.5	76.9 - 100.7	87.7 - 114.6
merchandiser - consumer goods	59.2 - 77.2	66.1 - 87.9	74.7 - 99.8
sales representative, account manager - channel manager*	75.7 - 100.8	85.3 - 115.6	96.9 - 130.9
sales representative, account manager - consumer goods*	48.9 - 61.4	53.5 - 68.3	59.2 - 76.1
sales representative, account manager - professional services*	47.0 - 58.4	50.7 - 64.3	55.7 - 71.7
sales representative, account manager - telecommunications*	53.5 - 66.5	57.7 - 73.2	63.4 - 81.7
digital marketing			
digital marketing manager	63.7 - 80.9	73.3 - 94.6	84.5 - 107.2
digital media specialist	40.1 - 51.2	46.6 - 60.6	54.3 - 69.2

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

ontario

digital specialist	47.6 - 62.9	55.1 - 74.0	63.9 - 84.5
e-commerce manager	77.1 - 100.7	86.1 - 114.8	97.4 - 130.5
marketing content manager	49.1 - 62.1	56.2 - 72.4	64.7 - 82.4
social media manager	58.1 - 81.8	72.0 - 100.1	85.6 - 111.0
web manager	65.0 - 84.4	72.1 - 95.5	81.0 - 107.9
web marketing analyst	49.6 - 65.6	57.5 - 77.2	66.7 - 87.8
industrial sales			
sales engineer - distribution*	69.1 - 90.3	76.0 - 101.1	84.5 - 112.9
sales engineer - manufacturing**	59.2 - 79.1	67.3 - 91.3	76.6 - 102.7
sales representative, account manager - distribution*	49.2 - 61.3	53.4 - 67.9	58.8 - 75.8
sales representative, account manager - industrial equipment*	47.3 - 58.8	51.1 - 64.7	56.1 - 72.1
sales representative, account manager - industrial service*	52.6 - 65.5	56.9 - 72.2	62.6 - 80.6
sales representative, account manager - machinery*	52.3 - 65.0	56.4 - 71.6	62.0 - 80.0
sales representative, account manager - manufacturing**	47.4 - 67.1	51.3 - 73.9	56.2 - 81.8
sales representative, account manager - retail network**	52.4 - 65.1	56.5 - 71.8	62.3 - 80.9
technical sales representative - manufacturing**	51.4 - 67.7	58.2 - 78.4	66.8 - 90.5
marketing and communications			
brand or product manager	79.5 - 102.3	88.3 - 115.8	99.3 - 130.0
brand or product manager assistant	62.7 - 84.4	73.1 - 99.6	84.8 - 113.7
communications manager	65.4 - 85.1	72.7 - 96.4	81.8 - 108.3
communications specialist	53.7 - 73.3	63.9 - 88.2	75.3 - 100.8
marketing coordinator	41.5 - 55.1	47.7 - 64.4	55.0 - 73.2
marketing director	91.7 - 124.4	107.8 - 148.0	126.2 - 169.1
marketing project manager	52.3 - 69.6	60.1 - 81.3	69.4 - 93.0
marketing specialist	47.0 - 62.2	53.7 - 72.2	61.5 - 81.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	19.8 - 23.6	21.6 - 27.0	25.0 - 34.0
conventional machinist	20.0 - 24.0	22.0 - 27.0	26.0 - 34.0
electrician	28.0 - 32.0	30.0 - 36.0	34.0 - 40.0
field service technician	30.0 - 34.0	32.0 - 35.0	34.0 - 40.0
heavy equipment mechanic	26.0 - 30.0	28.0 - 34.0	32.0 - 36.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 26.0
logistics supervisor	20.0 - 26.0	24.0 - 29.7	28.0 - 34.0
machine builder	20.0 - 26.0	24.0 - 30.0	28.0 - 32.0
maintenance manager	32.0 - 40.0	38.0 - 50.0	47.0 - 57.0
maintenance mechanic	26.0 - 32.0	30.0 - 34.0	32.0 - 36.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

ontario

maintenance planner	24.0 - 32.0	28.0 - 36.0	34.0 - 40.0
maintenance supervisor	24.0 - 32.0	30.0 - 38.0	36.0 - 42.0
mechanical assembler	22.0 - 28.0	26.0 - 32.0	30.0 - 36.0
millwright	30.0 - 34.0	32.0 - 35.0	34.0 - 40.0
mould maker	22.0 - 28.0	26.0 - 34.0	32.0 - 40.0
panel wirer	20.0 - 25.0	24.0 - 28.0	27.0 - 32.0
production supervisor	22.0 - 26.0	24.0 - 30.0	28.0 - 34.0
set-up technician	22.0 - 28.0	26.0 - 32.0	30.0 - 36.0
tool and die maker	22.0 - 28.0	26.0 - 34.0	32.0 - 42.0
warehouse manager	28.0 - 32.0	30.0 - 36.0	33.7 - 40.0
warehouse supervisor	20.0 - 24.0	22.0 - 26.0	24.0 - 32.0
welder	20.0 - 24.0	22.4 - 28.0	24.0 - 30.0

greater sudbury area

engineering

	entry	mid	senior
construction			
architect	69.7 - 92.3	79.2 - 107.2	91.1 - 122.8
architectural drafter	55.3 - 71.6	64.3 - 84.8	75.2 - 99.7
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.5 - 87.1	75.7 - 100.9	86.6 - 115.2
civil engineer	74.4 - 98.5	84.5 - 113.9	96.7 - 129.1
civil engineering drafter	59.3 - 74.9	67.6 - 86.6	77.2 - 98.2
civil engineering technologist	54.8 - 71.3	61.9 - 81.8	70.4 - 93.0
civil project engineer	84.7 - 116.2	97.6 - 136.2	113.2 - 157.0
civil project manager	90.0 - 120.1	101.5 - 138.0	115.6 - 156.0
construction coordinator	58.1 - 77.0	65.0 - 88.0	73.7 - 99.8
construction director	121.0 - 159.8	154.6 - 204.1	191.5 - 252.8
construction manager	86.4 - 112.9	94.7 - 126.4	105.5 - 142.2
construction project manager	76.8 - 105.8	89.3 - 125.0	103.8 - 143.4
contracts administrator	70.3 - 93.0	79.8 - 107.5	91.3 - 122.2
contracts manager	107.3 - 135.6	119.9 - 154.7	136.0 - 176.4
demand planner	57.7 - 79.7	69.5 - 96.2	82.0 - 110.4
director of operations	147.6 - 197.4	193.6 - 258.7	245.4 - 328.0
drafter	62.3 - 77.8	69.8 - 88.8	79.0 - 100.4
electrical designer/engineer	77.9 - 105.0	90.7 - 124.7	106.3 - 144.4
electrical engineer	85.1 - 114.7	99.1 - 136.2	116.2 - 157.8
electrical engineering technician	62.8 - 80.4	71.6 - 93.0	81.8 - 105.6
electrical inspector	48.6 - 64.9	56.0 - 75.7	64.4 - 86.8
engineering manager	95.5 - 128.5	109.1 - 149.6	125.6 - 171.1
environmental engineer	71.0 - 94.3	81.0 - 109.7	93.4 - 125.6
environmental inspector	54.8 - 70.1	60.2 - 78.4	67.1 - 87.7
estimation engineer	79.2 - 105.6	91.0 - 123.7	105.2 - 142.2
estimator	71.6 - 93.4	79.7 - 105.8	89.5 - 119.5
facilities manager	75.7 - 101.0	87.0 - 118.4	100.8 - 135.6
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	71.2 - 91.7	81.8 - 106.8	94.0 - 121.2

health and safety specialist	76.6 - 100.6	87.5 - 117.1	100.7 - 133.3
HVAC drafter	61.7 - 79.2	69.4 - 90.1	78.1 - 100.8
HVAC engineer	61.8 - 82.2	70.7 - 95.6	81.2 - 108.4
materials manager	89.9 - 118.2	99.2 - 133.2	111.2 - 150.0
mechanical designer	45.7 - 60.5	52.7 - 70.4	60.4 - 79.4
mechanical drafter	57.2 - 74.2	64.3 - 85.7	73.9 - 100.2
mechanical engineer	85.6 - 113.2	97.0 - 130.8	111.0 - 149.0
mechanical engineering technican	60.4 - 79.1	68.8 - 91.3	78.4 - 102.8
operations manager	92.9 - 125.6	105.0 - 144.2	119.2 - 162.1
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	46.9 - 59.9	53.3 - 68.6	60.4 - 77.3
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	101.6 - 130.4	110.3 - 144.4	121.7 - 161.0
project manager	87.1 - 120.2	101.4 - 142.1	118.0 - 162.4
purchasing manager	97.2 - 128.4	109.9 - 147.4	124.8 - 165.7
QA/QC inspector	63.5 - 84.1	73.4 - 98.3	84.5 - 112.4
quality control engineer	75.5 - 99.5	85.2 - 114.4	97.0 - 129.5
quality inspector	46.4 - 59.0	51.8 - 67.3	58.4 - 76.0
safety inspector	73.7 - 96.1	83.4 - 110.4	94.6 - 124.4
site supervisor	83.3 - 109.0	91.3 - 121.9	101.6 - 136.7
specification writer	61.8 - 79.7	70.0 - 91.4	79.4 - 103.2
structural designer	58.4 - 76.2	66.1 - 87.5	75.0 - 98.5
structural engineer	75.6 - 100.0	85.8 - 115.8	98.4 - 132.1
structural engineering technologist	60.5 - 80.0	68.6 - 92.6	78.7 - 105.7
superintendent	46.9 - 59.8	52.4 - 68.2	59.3 - 77.0
supply chain manager	95.8 - 127.3	109.2 - 147.0	124.6 - 164.9
energy & oil			
applications engineer	82.6 - 110.5	96.7 - 131.4	113.2 - 150.0
architect	69.8 - 92.5	79.4 - 107.4	91.3 - 123.2
architectural drafter	55.4 - 71.8	64.3 - 85.0	75.2 - 99.8
assistant chief inspector	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
automation engineer	74.4 - 98.5	84.4 - 113.9	96.6 - 129.7
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.6 - 87.4	75.8 - 101.2	86.9 - 115.6
chemical engineer	93.1 - 122.6	103.0 - 138.1	115.2 - 154.8
chemical technician	64.6 - 84.1	71.8 - 95.5	81.0 - 109.2
chief inspector	61.4 - 80.8	69.1 - 92.2	77.9 - 103.3
civil engineer	74.5 - 98.8	84.7 - 114.2	97.0 - 129.6
civil engineering drafter	59.3 - 75.1	67.7 - 86.8	77.3 - 98.4
civil engineering technologist	55.0 - 71.4	62.0 - 82.0	70.4 - 93.1
civil project engineer	85.0 - 116.5	97.9 - 136.8	113.5 - 157.7

civil project manager	90.2 - 120.5	101.9 - 138.5	115.9 - 156.7
coating inspector	43.3 - 56.3	49.0 - 64.8	55.7 - 73.7
commissioning and start up engineer	71.6 - 95.8	82.4 - 112.2	95.4 - 127.7
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	58.1 - 77.2	65.2 - 88.2	73.8 - 100.1
construction director	121.4 - 160.6	155.2 - 205.0	192.4 - 254.0
construction manager	86.5 - 113.3	94.9 - 126.8	105.7 - 142.7
construction project manager	76.9 - 106.2	89.5 - 125.5	104.2 - 143.9
continuous improvement engineer	88.6 - 115.7	98.5 - 131.0	110.6 - 146.6
contracts administrator	70.4 - 93.2	80.0 - 107.9	91.6 - 122.6
contracts manager	107.6 - 136.1	120.4 - 155.3	136.4 - 177.1
control technician	57.6 - 75.6	65.6 - 87.4	75.1 - 99.2
controls designer/engineer	59.9 - 79.9	68.8 - 93.1	79.1 - 106.2
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.8 - 79.8	69.6 - 96.5	82.2 - 110.8
director of operations	148.2 - 198.2	194.4 - 259.9	246.5 - 329.5
drafter	62.3 - 78.0	70.0 - 88.9	79.1 - 100.7
electrical designer/engineer	78.0 - 105.2	91.0 - 125.0	106.7 - 144.8
electrical engineer	64.0 - 86.3	74.5 - 102.5	87.4 - 118.8
electrical engineering technician	47.2 - 60.4	53.8 - 69.9	61.5 - 79.5
electrical inspector	36.5 - 48.7	42.0 - 56.9	48.4 - 65.2
electrical test engineer	61.7 - 82.4	70.9 - 96.7	82.2 - 111.1
engineering manager	71.8 - 96.8	82.1 - 112.6	94.5 - 128.9
environmental engineer	53.4 - 70.9	60.9 - 82.5	70.2 - 94.5
environmental inspector	41.1 - 52.7	45.3 - 59.0	50.4 - 66.0
estimation engineer	59.5 - 79.5	68.4 - 93.2	79.2 - 107.0
estimator	53.8 - 70.2	59.9 - 79.7	67.3 - 90.0
expediter	34.8 - 44.8	39.4 - 51.6	44.8 - 58.5
facilities manager	56.9 - 76.1	65.4 - 89.2	75.9 - 102.1
field service engineer	45.9 - 60.8	52.2 - 70.5	59.9 - 81.5
general inspector	44.8 - 58.9	50.4 - 67.1	56.8 - 75.5
general manager	91.7 - 104.0	98.3 - 112.9	108.2 - 130.5
geotechnical engineer	56.4 - 73.4	63.6 - 84.6	72.6 - 96.3
geotechnical technician	50.8 - 66.1	57.3 - 76.1	65.4 - 86.7
HDD inspector	40.2 - 53.6	46.4 - 62.5	53.3 - 71.4
health and safety manager	53.5 - 68.9	61.5 - 80.4	70.7 - 91.3
health and safety specialist	57.5 - 75.7	65.8 - 88.1	75.8 - 100.4
HVAC drafter	46.4 - 59.5	52.1 - 67.8	58.7 - 75.9
HVAC engineer	46.4 - 61.7	53.1 - 71.9	61.0 - 81.5
industrial engineer	61.1 - 79.7	67.9 - 90.3	76.2 - 101.1
inventory analyst	43.6 - 57.1	49.6 - 66.0	56.7 - 75.3

inventory control manager	55.1 - 72.2	61.7 - 82.4	69.8 - 93.2
logistics manager	54.3 - 72.2	62.0 - 84.2	71.6 - 96.1
logistics specialist	50.1 - 66.8	57.4 - 77.9	66.1 - 88.4
materials manager	67.6 - 88.9	74.7 - 100.3	83.7 - 113.0
mechanical completions	40.2 - 53.6	46.4 - 62.5	53.3 - 71.4
mechanical designer	45.7 - 60.5	52.7 - 70.4	60.4 - 79.4
mechanical drafter	42.9 - 55.7	48.3 - 64.4	55.5 - 75.3
mechanical engineer	64.4 - 85.1	73.0 - 98.5	83.5 - 112.2
mechanical engineering technican	45.4 - 59.4	51.7 - 68.7	59.0 - 77.3
operations manager	69.8 - 94.6	78.9 - 108.6	89.7 - 122.0
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.6 - 83.2
pipeline engineer	62.6 - 81.6	70.7 - 94.0	80.7 - 107.8
pipng designer	51.0 - 67.5	58.9 - 78.4	67.4 - 88.1
pipng engineer	55.5 - 72.7	62.0 - 82.9	70.2 - 94.1
planner/scheduler	35.3 - 44.9	40.0 - 51.6	45.3 - 58.1
plant manager	77.5 - 108.1	93.0 - 131.4	111.0 - 153.2
PLC programmer	51.0 - 67.5	58.9 - 78.4	67.4 - 88.1
process engineer	53.6 - 71.3	61.3 - 83.1	70.6 - 94.5
procurement director	83.0 - 109.7	109.4 - 144.5	132.6 - 175.1
procurement specialist	43.0 - 56.0	47.7 - 63.5	53.7 - 72.0
program manager	62.8 - 81.5	71.6 - 94.4	82.0 - 107.8
project director	106.7 - 129.0	126.9 - 160.2	153.0 - 191.9
project engineer	76.4 - 98.2	83.0 - 108.6	91.5 - 121.2
project manager	65.5 - 90.5	76.2 - 106.9	88.7 - 122.3
purchasing manager	73.1 - 96.7	82.7 - 111.0	94.0 - 124.8
QA/QC inspector	47.7 - 63.3	55.2 - 73.9	63.5 - 84.6
quality assurance manager	69.6 - 90.5	77.0 - 102.0	86.1 - 114.2
quality assurance/control technician	53.2 - 70.7	61.8 - 83.3	71.6 - 94.8
quality control engineer	56.8 - 74.9	64.1 - 86.0	73.0 - 97.4
quality inspector	34.8 - 44.4	38.9 - 50.5	43.9 - 57.0
safety inspector	55.4 - 72.3	62.6 - 83.1	71.2 - 93.7
SCADA engineer	54.7 - 72.8	62.5 - 84.6	71.8 - 96.4
site supervisor	62.6 - 81.9	68.7 - 91.7	76.5 - 102.9
sourcing engineer	64.3 - 85.4	73.4 - 99.5	84.6 - 113.6
specification writer	61.9 - 79.9	70.1 - 91.7	79.6 - 103.4
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	61.3 - 79.3	68.4 - 89.8	76.8 - 100.1
structural designer	58.4 - 76.3	66.2 - 87.7	75.1 - 98.8
structural engineer	75.7 - 100.3	85.9 - 116.2	98.6 - 132.6
structural engineering technologist	60.6 - 80.3	68.7 - 92.9	78.9 - 106.1
superintendent	46.9 - 59.9	52.4 - 68.3	59.3 - 77.2

ontario

supply chain manager	96.0 - 127.7	109.4 - 147.6	124.9 - 165.5
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	63.6 - 82.8	71.8 - 95.3	81.8 - 108.7
transmission line engineer	86.8 - 109.9	94.0 - 121.3	103.3 - 134.6
transportation manager	89.3 - 118.0	101.0 - 135.8	115.1 - 154.4
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
welding inspector	61.6 - 80.3	69.6 - 92.3	79.1 - 104.2
manufacturing			
applications engineer	82.6 - 110.5	96.7 - 131.3	113.2 - 149.8
automation engineer	74.4 - 98.4	84.4 - 113.8	96.5 - 129.6
buyer	66.6 - 87.2	75.8 - 101.0	86.9 - 115.4
chemical engineer	93.0 - 122.5	102.8 - 138.0	115.2 - 154.7
chemical technician	64.6 - 84.0	71.6 - 95.4	80.9 - 109.1
cmm programmer	55.7 - 71.8	62.0 - 81.4	69.7 - 91.2
CNC programmer	59.0 - 78.2	67.2 - 90.6	77.0 - 103.8
coating inspector	43.3 - 56.3	49.0 - 64.7	55.7 - 73.7
commissioning and start up engineer	71.6 - 95.9	82.6 - 112.4	95.6 - 128.5
continuous improvement engineer	88.4 - 115.6	98.4 - 130.9	110.5 - 146.5
contracts administrator	70.4 - 93.2	79.9 - 107.8	91.4 - 122.5
contracts manager	107.5 - 136.0	120.2 - 155.2	136.3 - 176.9
control technician	57.6 - 75.5	65.6 - 87.4	75.0 - 99.2
controls designer/engineer	59.8 - 79.8	68.8 - 93.0	79.1 - 106.1
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.8 - 79.8	69.5 - 96.4	82.2 - 110.6
director of operations	148.1 - 198.0	194.2 - 259.6	246.1 - 329.0
drafter	62.3 - 77.9	69.8 - 88.9	79.1 - 100.7
electrical designer/engineer	78.0 - 105.1	90.8 - 124.9	106.6 - 144.7
electrical engineer	85.2 - 115.0	99.2 - 136.6	116.4 - 158.2
electrical engineering technician	62.9 - 80.5	71.6 - 93.1	82.0 - 105.8
electrical inspector	48.6 - 64.9	56.0 - 75.8	64.6 - 86.9
electrical test engineer	82.2 - 109.8	94.4 - 128.8	109.6 - 147.8
engineering manager	95.6 - 128.9	109.3 - 150.0	125.9 - 171.6
environmental engineer	71.2 - 94.4	81.1 - 109.9	93.5 - 125.9
environmental inspector	54.8 - 70.1	60.4 - 78.5	67.2 - 88.0
estimation engineer	79.3 - 105.8	91.1 - 124.1	105.5 - 142.6
estimator	71.8 - 93.6	79.8 - 106.1	89.8 - 119.9
field service engineer	61.2 - 81.0	69.5 - 94.0	79.9 - 108.6
field service technician	59.9 - 78.5	69.2 - 91.4	79.4 - 103.9
general inspector	59.8 - 78.5	67.1 - 89.5	75.7 - 100.6
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	182.0 - 257.4	257.2 - 360.5	324.5 - 454.9

health and safety manager	71.3 - 91.8	82.0 - 107.0	94.1 - 121.6
health and safety specialist	76.7 - 100.8	87.6 - 117.4	100.9 - 133.7
HVAC drafter	61.7 - 79.3	69.5 - 90.4	78.2 - 101.0
HVAC engineer	61.8 - 82.3	70.8 - 95.8	81.4 - 108.6
industrial engineer	81.5 - 106.2	90.5 - 120.2	101.6 - 134.6
inventory analyst	58.1 - 76.1	66.0 - 88.0	75.6 - 100.3
inventory control manager	73.4 - 96.2	82.2 - 109.8	93.0 - 124.2
logistics manager	72.4 - 96.2	82.7 - 112.2	95.3 - 128.0
logistics specialist	66.8 - 89.0	76.6 - 103.7	88.1 - 117.7
machining manager	70.6 - 90.7	78.2 - 102.8	88.2 - 116.6
maintenance manager	72.2 - 95.3	82.9 - 110.2	94.3 - 122.8
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	77.2 - 102.2	87.7 - 118.4	100.4 - 134.0
materials manager	90.0 - 118.4	99.5 - 133.6	111.5 - 150.4
mechanical designer	61.0 - 80.6	70.2 - 93.8	80.5 - 105.8
mechanical drafter	57.2 - 74.3	64.4 - 85.8	74.0 - 100.3
mechanical engineer	85.7 - 113.4	97.2 - 131.2	111.2 - 149.5
mechanical engineering technican	60.5 - 79.2	68.8 - 91.4	78.5 - 103.1
operations manager	93.0 - 126.0	105.2 - 144.6	119.5 - 162.6
planner/scheduler	47.0 - 59.9	53.3 - 68.6	60.4 - 77.4
plant manager	103.2 - 144.0	123.8 - 175.0	147.8 - 204.0
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 88.1
process engineer	71.4 - 95.0	81.6 - 110.6	94.1 - 125.9
procurement director	110.5 - 146.0	145.7 - 192.4	176.6 - 233.2
procurement specialist	57.4 - 74.6	63.6 - 84.5	71.6 - 96.0
production manager	96.5 - 126.5	107.9 - 144.2	122.2 - 163.6
production planner	57.6 - 76.2	66.5 - 88.6	75.8 - 98.8
program manager	83.6 - 108.5	95.4 - 125.8	109.3 - 143.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	101.9 - 130.8	110.5 - 144.7	121.9 - 161.4
project manager	87.2 - 120.6	101.5 - 142.4	118.2 - 162.8
purchasing manager	97.4 - 128.8	110.2 - 147.8	125.2 - 166.2
QA/QC inspector	63.6 - 84.2	73.6 - 98.5	84.6 - 112.7
quality assurance manager	92.6 - 120.6	102.5 - 135.8	114.7 - 152.2
quality assurance/control technician	70.9 - 94.3	82.3 - 111.0	95.4 - 126.2
quality control engineer	75.6 - 99.7	85.3 - 114.6	97.2 - 129.7
quality inspector	46.4 - 59.2	51.8 - 67.3	58.6 - 76.0
safety inspector	73.7 - 96.4	83.5 - 110.6	94.8 - 124.8
SCADA engineer	73.0 - 97.0	83.3 - 112.7	95.8 - 128.4
site supervisor	83.4 - 109.2	91.4 - 122.2	101.9 - 137.0
sourcing engineer	64.3 - 85.4	73.4 - 99.5	84.6 - 113.6

ontario

specification writer	61.9 - 79.8	70.1 - 91.7	79.6 - 103.3
stationary engineer	61.3 - 79.2	68.4 - 89.6	76.7 - 100.0
supply chain manager	95.9 - 127.6	109.4 - 147.5	124.8 - 165.2
transportation manager	89.2 - 118.0	100.9 - 135.7	115.0 - 154.3
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
warehouse manager	73.7 - 96.1	82.0 - 109.0	92.2 - 122.8

greater toronto area

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	39.4 - 47.2	43.3 - 51.9	46.9 - 56.2
customer service manager	55.9 - 65.5	58.3 - 70.2	67.5 - 85.9
customer service representative	38.4 - 42.5	41.5 - 47.9	42.5 - 50.5
customer service supervisor	44.5 - 55.4	48.9 - 57.4	55.3 - 65.7
customer service team lead	43.7 - 47.3	46.5 - 52.3	53.9 - 63.7
customer service trainer	45.5 - 54.3	49.8 - 59.5	53.9 - 64.4
e-chat representative	39.9 - 44.6	42.3 - 48.9	49.9 - 52.5
fundraiser agent	37.5 - 42.3	41.9 - 44.9	45.2 - 47.5
help desk representative - level 1	40.9 - 42.5	43.2 - 48.9	45.6 - 52.9
inside sales manager	52.5 - 56.4	55.7 - 61.9	60.3 - 70.4
inside sales representative	42.3 - 45.9	43.7 - 48.3	49.9 - 59.9
junior collection agent	33.7 - 39.8	36.7 - 43.4	39.5 - 46.8
order desk	37.5 - 41.2	38.3 - 44.2	42.5 - 49.9
service coordinator	39.5 - 47.3	42.6 - 51.1	45.7 - 54.8
survey agent	34.0 - 39.3	37.3 - 43.0	40.0 - 46.2
telemarketing agent	34.3 - 40.1	36.9 - 43.1	39.5 - 46.2
telephone dispatcher	40.0 - 46.7	43.4 - 48.5	46.7 - 54.6

engineering

	entry	mid	senior
construction			
architect	75.0 - 99.4	85.2 - 115.2	97.9 - 132.0
architectural drafter	58.2 - 75.5	67.7 - 89.5	79.2 - 105.2
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	70.8 - 92.8	80.6 - 107.5	92.4 - 122.6
civil engineer	79.0 - 104.5	89.6 - 120.6	102.5 - 136.6
civil engineering drafter	62.3 - 79.0	71.2 - 91.3	81.2 - 103.6
civil engineering technologist	48.0 - 62.6	54.3 - 71.9	61.8 - 81.8
civil project engineer	75.9 - 103.8	87.3 - 121.5	101.1 - 139.8

ontario

civil project manager	79.6 - 106.0	89.7 - 121.5	101.9 - 137.3
construction coordinator	50.8 - 67.7	57.1 - 77.4	64.7 - 87.9
construction director	108.1 - 142.3	137.7 - 181.0	170.1 - 223.1
construction manager	77.3 - 100.9	84.7 - 112.8	94.3 - 126.8
construction project manager	68.7 - 94.7	79.9 - 111.6	92.9 - 127.8
contracts administrator	62.3 - 82.6	70.9 - 95.5	81.0 - 108.5
contracts manager	95.6 - 120.5	106.7 - 137.3	120.8 - 156.3
demand planner	51.5 - 71.3	62.1 - 86.3	73.5 - 99.1
director of operations	133.4 - 177.4	174.0 - 230.6	219.0 - 290.1
drafter	54.6 - 68.3	61.3 - 78.0	69.3 - 88.3
electrical designer/engineer	68.8 - 92.7	80.2 - 109.9	93.9 - 127.1
electrical engineer	75.2 - 101.2	87.5 - 120.0	102.5 - 138.8
electrical engineering technician	55.1 - 70.6	62.8 - 81.7	71.9 - 92.9
electrical inspector	42.4 - 56.9	49.0 - 66.6	56.6 - 76.4
engineering manager	85.5 - 114.8	97.5 - 133.3	112.1 - 152.2
environmental engineer	62.7 - 83.3	71.6 - 96.9	82.4 - 110.7
environmental inspector	47.9 - 61.3	52.7 - 68.7	58.7 - 77.0
estimation engineer	69.9 - 93.3	80.4 - 109.1	93.0 - 125.2
estimator	63.6 - 82.9	70.7 - 94.0	79.5 - 106.2
facilities manager	66.9 - 89.3	76.9 - 104.5	89.1 - 119.5
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	62.7 - 80.9	72.2 - 94.2	82.9 - 106.7
health and safety specialist	67.7 - 88.9	77.3 - 103.3	89.0 - 117.5
HVAC drafter	54.1 - 69.6	60.9 - 79.3	68.7 - 88.8
HVAC engineer	54.5 - 72.6	62.4 - 84.5	71.8 - 95.7
materials manager	80.1 - 105.2	88.5 - 118.4	99.1 - 133.2
mechanical designer	53.7 - 71.1	61.9 - 82.7	71.0 - 93.2
mechanical drafter	50.1 - 65.2	56.4 - 75.3	64.9 - 88.0
mechanical engineer	75.6 - 99.9	85.7 - 115.3	98.0 - 131.2
mechanical engineering technican	63.5 - 83.4	72.4 - 96.4	82.7 - 108.5
operations manager	84.2 - 113.9	95.2 - 130.5	108.1 - 146.3
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	41.6 - 53.3	47.4 - 61.3	53.8 - 69.1
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	90.9 - 116.4	98.6 - 128.6	108.7 - 143.3
project manager	78.0 - 107.5	90.7 - 126.6	105.3 - 144.5
purchasing manager	86.7 - 114.2	97.9 - 130.9	111.0 - 147.0
QA/QC inspector	55.7 - 74.0	64.5 - 86.4	74.3 - 98.8
quality control engineer	66.7 - 87.9	75.3 - 101.0	85.7 - 114.1
quality inspector	40.0 - 51.2	44.8 - 58.5	50.7 - 66.1
safety inspector	64.9 - 84.8	73.6 - 97.3	83.5 - 109.6

ontario

site supervisor	74.5 - 97.4	81.7 - 108.8	90.9 - 121.9
specification writer	54.8 - 70.9	62.1 - 81.4	70.6 - 91.8
structural designer	51.2 - 66.9	58.0 - 76.9	65.9 - 86.6
structural engineer	66.7 - 88.3	75.8 - 102.2	87.0 - 116.5
structural engineering technologist	53.4 - 70.6	60.6 - 81.8	69.6 - 93.2
superintendent	40.9 - 52.5	45.9 - 59.9	52.0 - 67.8
supply chain manager	85.4 - 113.2	97.3 - 130.6	110.8 - 146.2
energy & oil			
applications engineer	72.6 - 97.0	84.9 - 115.1	99.3 - 131.2
architect	62.6 - 83.0	71.2 - 96.3	81.9 - 110.4
architectural drafter	48.5 - 63.0	56.4 - 74.6	66.1 - 87.8
assistant chief inspector	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
automation engineer	65.7 - 87.0	74.6 - 100.4	85.4 - 114.3
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	59.0 - 77.5	67.3 - 89.9	77.1 - 102.6
chemical engineer	82.3 - 108.1	91.0 - 121.7	101.7 - 136.2
chemical technician	56.6 - 73.9	62.9 - 84.0	71.2 - 95.9
chief inspector	53.9 - 71.1	60.7 - 81.1	68.5 - 91.0
civil engineer	65.9 - 87.3	74.9 - 100.9	85.7 - 114.2
civil engineering drafter	52.0 - 65.9	59.4 - 76.3	67.9 - 86.5
civil engineering technologist	48.1 - 62.7	54.3 - 72.0	61.9 - 81.9
civil project engineer	76.0 - 104.1	87.6 - 122.0	101.5 - 140.3
civil project manager	79.8 - 106.3	90.0 - 122.0	102.3 - 137.9
coating inspector	37.2 - 48.8	42.3 - 56.2	48.2 - 64.1
commissioning and start up engineer	64.0 - 85.7	73.7 - 100.4	85.4 - 114.1
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	50.9 - 67.8	57.2 - 77.6	64.8 - 88.1
construction director	108.4 - 142.9	138.2 - 181.8	170.8 - 224.1
construction manager	77.5 - 101.3	84.9 - 113.2	94.6 - 127.2
construction project manager	68.8 - 95.0	80.1 - 112.0	93.2 - 128.3
continuous improvement engineer	79.0 - 103.0	87.8 - 116.5	98.6 - 130.3
contracts administrator	62.4 - 82.8	71.0 - 95.8	81.3 - 108.9
contracts manager	95.9 - 120.9	107.1 - 137.8	121.3 - 156.9
control technician	50.4 - 66.4	57.6 - 76.8	65.9 - 87.3
controls designer/engineer	52.4 - 70.2	60.3 - 81.8	69.5 - 93.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	52.4 - 70.2	60.3 - 81.8	69.5 - 93.3
director of operations	133.9 - 178.1	174.7 - 231.6	220.0 - 291.4
drafter	72.4 - 93.2	83.3 - 108.6	95.5 - 123.1
electrical designer/engineer	69.0 - 93.0	80.4 - 110.3	94.2 - 127.6
electrical engineer	90.5 - 121.8	105.4 - 144.5	123.4 - 167.3

electrical engineering technician	66.1 - 85.0	75.5 - 98.3	86.5 - 111.7
electrical inspector	50.9 - 68.4	58.9 - 80.0	67.9 - 91.8
electrical test engineer	87.2 - 116.5	100.3 - 136.3	116.2 - 156.4
engineering manager	102.8 - 138.1	117.4 - 160.6	135.0 - 183.4
environmental engineer	75.4 - 100.2	86.0 - 116.6	99.2 - 133.3
environmental inspector	57.6 - 73.7	63.4 - 82.7	70.6 - 92.5
estimation engineer	84.1 - 112.3	96.7 - 131.4	112.0 - 150.8
estimator	76.4 - 99.8	85.0 - 113.2	95.6 - 127.8
expediter	48.4 - 62.5	55.0 - 72.1	62.5 - 82.1
facilities manager	80.4 - 107.5	92.5 - 125.9	107.2 - 143.9
field service engineer	64.3 - 85.4	73.2 - 99.2	84.4 - 114.6
general inspector	62.8 - 82.9	70.7 - 94.7	79.9 - 106.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	79.8 - 103.9	90.0 - 119.4	102.7 - 135.8
geotechnical technician	71.8 - 93.5	81.0 - 107.5	92.4 - 122.3
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	75.4 - 97.3	86.8 - 113.3	99.7 - 128.5
health and safety specialist	81.4 - 106.9	93.0 - 124.4	107.0 - 141.5
HVAC drafter	64.9 - 83.6	73.2 - 95.4	82.6 - 106.8
HVAC engineer	65.5 - 87.4	75.0 - 101.6	86.3 - 115.2
industrial engineer	86.4 - 112.7	96.0 - 127.3	107.8 - 142.6
inventory analyst	62.2 - 81.7	70.9 - 94.7	81.2 - 108.1
inventory control manager	77.6 - 102.1	87.1 - 116.6	98.6 - 131.9
logistics manager	77.4 - 103.1	88.6 - 120.0	102.0 - 136.8
logistics specialist	71.2 - 94.9	81.5 - 110.6	93.8 - 125.6
materials manager	96.4 - 126.6	106.6 - 142.6	119.3 - 160.4
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	64.6 - 85.6	74.4 - 99.6	85.4 - 112.2
mechanical drafter	60.1 - 78.4	67.8 - 90.5	78.0 - 106.0
mechanical engineer	91.0 - 120.2	103.2 - 138.8	118.0 - 158.0
mechanical engineering technican	63.6 - 83.5	72.5 - 96.6	82.8 - 108.8
operations manager	101.4 - 137.0	114.6 - 157.1	130.1 - 176.2
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	88.7 - 115.3	99.8 - 132.6	114.1 - 151.9
piping designer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
piping engineer	78.4 - 102.7	87.7 - 117.1	99.4 - 132.7
planner/scheduler	50.0 - 64.1	56.9 - 73.6	64.6 - 83.0
plant manager	110.5 - 153.6	132.4 - 186.4	157.7 - 216.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	75.6 - 100.8	86.6 - 117.4	99.8 - 133.2
procurement director	118.2 - 155.9	155.4 - 204.7	188.0 - 247.0

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procurement specialist	61.0 - 79.4	67.7 - 90.1	76.3 - 102.4
program manager	89.9 - 116.5	102.5 - 134.9	117.4 - 153.7
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	109.4 - 140.2	118.7 - 154.9	130.8 - 172.6
project manager	93.8 - 129.4	109.1 - 152.5	126.8 - 174.1
purchasing manager	104.3 - 137.5	117.8 - 157.7	133.7 - 177.1
QA/QC inspector	67.0 - 88.9	77.5 - 103.9	89.4 - 118.9
quality assurance manager	99.2 - 128.9	109.8 - 145.1	122.8 - 162.2
quality assurance/control technician	74.8 - 99.4	86.9 - 116.9	100.6 - 132.8
quality control engineer	80.3 - 105.8	90.6 - 121.6	103.2 - 137.4
quality inspector	48.0 - 61.6	53.8 - 70.2	61.0 - 79.4
safety inspector	78.0 - 102.0	88.4 - 117.1	100.4 - 131.9
SCADA engineer	77.4 - 102.8	88.3 - 119.4	101.5 - 136.0
site supervisor	89.6 - 117.2	98.3 - 131.0	109.4 - 146.8
sourcing engineer	68.8 - 91.4	78.5 - 106.4	90.5 - 121.7
specification writer	65.8 - 85.2	74.6 - 97.9	84.8 - 110.5
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	64.4 - 83.6	72.0 - 94.8	81.0 - 105.7
structural designer	61.4 - 80.5	69.7 - 92.5	79.2 - 104.3
structural engineer	80.3 - 106.3	91.2 - 123.0	104.6 - 140.3
structural engineering technologist	64.2 - 85.1	73.0 - 98.4	83.7 - 112.2
superintendent	49.2 - 63.0	55.2 - 72.0	62.4 - 81.5
supply chain manager	102.7 - 136.3	117.1 - 157.3	133.4 - 176.0
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	67.0 - 87.4	75.7 - 100.4	86.3 - 114.5
transmission line engineer	92.0 - 116.5	99.7 - 128.4	109.6 - 142.3
transportation manager	95.5 - 126.1	108.0 - 144.8	123.0 - 164.5
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
welding inspector	64.1 - 84.0	72.7 - 96.6	82.7 - 109.1
manufacturing			
applications engineer	87.0 - 116.3	101.9 - 138.0	119.0 - 157.3
automation engineer	78.8 - 104.3	89.4 - 120.5	102.4 - 137.0
buyer	70.8 - 93.0	80.8 - 107.8	92.5 - 123.0
chemical engineer	98.8 - 129.6	109.1 - 145.9	121.9 - 163.3
chemical technician	67.9 - 88.7	75.5 - 100.7	85.3 - 115.0
cmm programmer	58.7 - 75.7	65.4 - 85.8	73.4 - 96.0
CNC programmer	61.4 - 81.7	70.1 - 94.8	80.4 - 108.6
coating inspector	44.6 - 58.4	50.8 - 67.4	57.8 - 76.9
commissioning and start up engineer	76.9 - 103.0	88.6 - 120.7	102.6 - 137.9
continuous improvement engineer	94.7 - 123.5	105.4 - 139.7	118.2 - 156.1
contracts administrator	74.9 - 99.4	85.2 - 114.8	97.4 - 130.6

contracts manager	115.0 - 145.0	128.4 - 165.1	145.3 - 188.0
control technician	60.5 - 79.6	69.1 - 92.2	79.1 - 104.6
controls designer/engineer	62.9 - 84.1	72.4 - 98.2	83.3 - 112.0
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	61.9 - 85.7	74.6 - 103.8	88.3 - 119.2
director of operations	160.6 - 213.5	209.4 - 277.6	263.6 - 349.2
drafter	65.5 - 82.1	73.6 - 93.8	83.3 - 106.2
electrical designer/engineer	82.7 - 111.5	96.4 - 132.2	112.9 - 152.9
electrical engineer	90.4 - 121.7	105.2 - 144.4	123.2 - 167.0
electrical engineering technician	66.1 - 84.8	75.5 - 98.3	86.4 - 111.7
electrical inspector	50.9 - 68.4	58.9 - 79.9	67.9 - 91.8
electrical test engineer	87.2 - 116.4	100.2 - 136.2	116.0 - 156.2
engineering manager	102.7 - 138.0	117.2 - 160.3	134.9 - 183.1
environmental engineer	75.4 - 100.2	86.0 - 116.5	99.1 - 133.2
environmental inspector	57.6 - 73.7	63.2 - 82.6	70.6 - 92.5
estimation engineer	84.1 - 112.2	96.6 - 131.3	111.8 - 150.6
estimator	76.3 - 99.7	85.0 - 113.0	95.6 - 127.7
field service engineer	64.3 - 85.3	73.2 - 99.1	84.2 - 114.6
field service technician	62.9 - 82.7	73.0 - 96.5	83.8 - 109.6
general inspector	62.8 - 82.8	70.7 - 94.6	79.9 - 106.3
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	193.7 - 271.3	269.5 - 377.3	340.6 - 473.5
health and safety manager	75.4 - 97.3	86.8 - 113.3	99.7 - 128.4
health and safety specialist	81.4 - 106.9	93.0 - 124.3	107.0 - 141.4
HVAC drafter	64.9 - 83.6	73.1 - 95.4	82.6 - 106.7
HVAC engineer	65.4 - 87.4	75.0 - 101.6	86.3 - 115.1
industrial engineer	86.4 - 112.6	96.0 - 127.2	107.8 - 142.3
inventory analyst	62.2 - 81.7	70.8 - 94.6	81.1 - 108.0
inventory control manager	77.6 - 102.1	87.0 - 116.5	98.6 - 131.8
logistics manager	77.3 - 103.0	88.4 - 119.9	102.0 - 136.7
logistics specialist	71.0 - 94.8	81.5 - 110.5	93.8 - 125.5
machining manager	73.6 - 95.2	81.8 - 107.9	92.3 - 122.2
maintenance manager	76.2 - 100.8	87.6 - 116.5	99.7 - 129.7
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	81.8 - 108.4	93.0 - 125.4	106.6 - 141.7
materials manager	96.4 - 126.5	106.4 - 142.4	119.2 - 160.2
mechanical designer	64.6 - 85.4	74.4 - 99.5	85.3 - 112.1
mechanical drafter	60.1 - 78.2	67.8 - 90.5	78.0 - 105.8
mechanical engineer	91.0 - 120.1	103.1 - 138.7	118.0 - 157.9
mechanical engineering technican	63.6 - 83.5	72.5 - 96.5	82.8 - 108.7
operations manager	101.3 - 136.9	114.5 - 157.0	130.0 - 176.0

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planner/scheduler	50.0 - 64.0	56.9 - 73.6	64.6 - 82.9
plant manager	110.4 - 153.5	132.2 - 186.1	157.6 - 216.5
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	75.6 - 100.7	86.6 - 117.2	99.7 - 133.1
procurement director	118.1 - 155.6	155.3 - 204.5	187.8 - 246.7
procurement specialist	61.0 - 79.4	67.7 - 90.0	76.2 - 102.2
production manager	103.2 - 135.0	115.3 - 153.7	130.4 - 174.0
production planner	60.2 - 80.2	69.7 - 93.2	79.7 - 104.2
program manager	89.9 - 116.4	102.4 - 134.8	117.2 - 153.6
project director	140.5 - 170.2	165.8 - 212.3	210.8 - 254.8
project engineer	109.3 - 140.0	118.6 - 154.8	130.7 - 172.4
project manager	93.7 - 129.2	109.1 - 152.3	126.7 - 173.9
purchasing manager	104.3 - 137.4	117.7 - 157.4	133.6 - 176.9
QA/QC inspector	66.8 - 88.9	77.5 - 103.9	89.3 - 118.8
quality assurance manager	99.2 - 128.8	109.7 - 144.8	122.6 - 162.1
quality assurance/control technician	74.8 - 99.2	86.8 - 116.8	100.6 - 132.7
quality control engineer	80.2 - 105.7	90.5 - 121.4	103.1 - 137.3
quality inspector	48.0 - 61.6	53.8 - 70.2	60.8 - 79.4
safety inspector	78.0 - 102.0	88.4 - 117.0	100.3 - 131.8
SCADA engineer	77.3 - 102.8	88.3 - 119.4	101.5 - 135.7
site supervisor	89.5 - 117.1	98.3 - 130.9	109.3 - 146.6
sourcing engineer	68.6 - 91.4	78.5 - 106.4	90.5 - 121.6
specification writer	65.8 - 85.2	74.6 - 97.9	84.8 - 110.4
stationary engineer	64.4 - 83.6	72.0 - 94.8	80.9 - 105.7
supply chain manager	102.6 - 136.2	117.0 - 157.1	133.3 - 175.9
transportation manager	95.5 - 126.0	108.0 - 144.7	122.9 - 164.3
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
warehouse manager	78.8 - 102.8	87.7 - 116.5	98.6 - 131.2

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	134.9 - 238.1	192.7 - 339.0	273.3 - 481.1
chief human resources officer	112.7 - 190.2	151.1 - 253.8	187.7 - 314.9
chief information officer	108.7 - 192.4	162.0 - 285.3	222.7 - 391.9
chief operating officer	143.1 - 257.7	207.8 - 373.3	295.6 - 531.6
chief technology officer	106.1 - 187.9	157.6 - 277.6	217.9 - 383.5
communications vice-president	105.8 - 160.3	142.4 - 214.8	182.4 - 274.5
marketing vice-president	124.7 - 191.3	174.9 - 240.0	225.0 - 240.0

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sales vice-president	146.1 - 208.4	196.5 - 279.6	250.9 - 357.0
vice-president finance	138.0 - 200.0	183.0 - 284.0	230.0 - 340.0
vice-president information	92.5 - 164.1	121.6 - 215.1	168.5 - 296.5
vice-president internal audit	121.9 - 162.3	153.6 - 203.9	186.6 - 247.4
vice-president operations	128.0 - 180.0	177.0 - 250.0	235.0 - 320.0
vice-president technology	118.0 - 170.0	150.0 - 205.0	190.0 - 300.0
construction			
chief financial officer	136.4 - 240.7	196.4 - 345.5	282.2 - 497.0
chief human resources officer	113.9 - 192.2	154.0 - 258.7	193.8 - 325.2
chief information officer	109.8 - 194.4	165.2 - 290.8	230.0 - 404.8
chief operating officer	144.6 - 260.4	211.8 - 380.5	305.3 - 549.1
chief technology officer	106.8 - 189.6	159.0 - 280.4	220.0 - 387.5
communications vice-president	106.5 - 161.7	143.6 - 216.9	184.1 - 277.3
marketing vice-president	125.7 - 193.0	176.5 - 229.0	227.1 - 330.0
sales vice-president	147.4 - 210.4	198.3 - 282.4	253.3 - 360.8
vice-president finance	125.0 - 200.0	150.0 - 230.0	224.0 - 350.0
vice-president information	93.1 - 165.6	122.6 - 217.1	170.0 - 299.5
vice-president internal audit	122.9 - 163.7	154.9 - 205.8	188.3 - 249.8
vice-president operations	120.0 - 190.0	160.0 - 235.0	210.0 - 340.0
vice-president technology	115.0 - 180.0	145.0 - 190.0	180.0 - 243.0
manufacturing			
chief financial officer	136.8 - 241.4	197.6 - 347.7	285.4 - 502.7
chief human resources officer	114.3 - 192.8	155.0 - 260.4	196.1 - 328.9
chief information officer	110.2 - 195.0	166.3 - 292.6	232.6 - 409.4
chief operating officer	145.1 - 261.1	213.1 - 382.9	308.8 - 555.4
chief technology officer	107.1 - 190.2	159.5 - 281.4	220.7 - 388.9
communications vice-president	106.8 - 162.1	144.0 - 217.5	184.6 - 278.2
marketing vice-president	126.0 - 193.6	177.0 - 230.0	215.0 - 270.0
sales vice-president	147.8 - 211.0	198.9 - 283.4	254.2 - 362.0
vice-president finance	140.0 - 185.0	180.0 - 250.0	230.0 - 350.0
vice-president information	93.3 - 166.1	122.9 - 217.8	170.5 - 245.0
vice-president internal audit	123.2 - 164.2	155.3 - 206.5	188.9 - 250.6
vice-president operations	130.0 - 180.0	170.0 - 220.0	210.0 - 315.0
vice-president technology	90.0 - 170.0	128.0 - 225.0	180.0 - 270.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	59.8 - 69.6	67.2 - 75.9	69.7 - 89.3	80.1 - 95.2
accounting clerk	45.3 - 48.1	44.8 - 51.7	47.8 - 55.1	54.2 - 62.5
accounting manager	78.3 - 89.0	86.0 - 95.6	87.9 - 97.5	94.5 - 105.3
accounting supervisor	67.0 - 80.5	71.6 - 86.5	76.3 - 92.5	87.1 - 94.0
accounts payable clerk	44.3 - 47.1	46.3 - 52.1	50.2 - 56.5	55.8 - 65.1
accounts payable manager	66.8 - 78.2	73.5 - 78.9	76.1 - 81.3	78.2 - 89.7
accounts receivable clerk	44.8 - 47.7	46.9 - 52.8	52.4 - 59.2	59.0 - 66.4
accounts receivable manager	66.8 - 78.2	73.5 - 78.9	76.1 - 81.3	78.2 - 89.7
analyst - financial planning & analysis	73.4 - 85.2	82.0 - 95.4	91.1 - 99.3	97.0 - 107.0
assistant controller	85.9 - 94.1	92.6 - 103.3	102.1 - 109.2	107.9 - 123.6
billing specialist	45.6 - 48.5	47.7 - 53.7	51.7 - 58.2	57.5 - 67.1
bookkeeper	57.4 - 66.8	64.5 - 72.9	66.9 - 79.1	76.9 - 81.5
business analyst	72.5 - 86.6	78.2 - 93.4	83.6 - 97.6	96.1 - 100.9
compliance officer	90.6 - 109.9	101.1 - 122.6	110.9 - 134.6	131.3 - 145.1
compliance specialist	55.4 - 63.7	62.5 - 77.5	69.8 - 85.8	73.9 - 108.5
cost accountant	63.2 - 75.5	68.2 - 81.5	73.0 - 87.3	83.9 - 100.4
credit and collections accountant	47.1 - 50.1	49.2 - 55.4	55.0 - 62.2	62.0 - 69.8
credit and collections manager	66.8 - 78.2	73.5 - 78.9	76.1 - 81.3	78.2 - 89.7
credit and collections supervisor	59.4 - 69.6	65.4 - 70.2	67.7 - 72.3	69.6 - 79.8
director - financial planning & analysis	97.2 - 102.9	100.4 - 106.1	104.8 - 127.6	124.1 - 139.2
external auditor	65.7 - 79.1	70.5 - 84.3	76.5 - 90.0	85.9 - 102.9
financial analyst	59.8 - 69.6	67.2 - 75.9	69.7 - 89.3	80.1 - 95.1
financial reporting manager	77.7 - 82.3	80.3 - 84.9	83.9 - 102.1	99.2 - 111.4
internal audit manager	82.3 - 94.6	93.4 - 105.6	102.2 - 143.4	137.6 - 162.4
internal auditor	49.8 - 55.2	52.6 - 62.5	59.6 - 71.1	68.8 - 89.5
payroll clerk	44.6 - 52.0	49.0 - 57.2	53.1 - 61.9	60.5 - 70.6
payroll manager	75.5 - 91.3	81.5 - 98.6	87.3 - 105.7	100.0 - 110.0
payroll specialist	53.5 - 62.4	58.8 - 68.6	63.7 - 74.3	72.6 - 84.8
payroll supervisor	64.1 - 77.6	69.3 - 83.8	74.2 - 89.8	85.0 - 93.5
risk analyst	61.1 - 73.9	66.7 - 80.6	72.1 - 87.3	84.4 - 97.7
risk director	88.5 - 95.5	94.5 - 114.5	100.4 - 121.7	114.5 - 138.9
risk supervisor	77.4 - 93.7	83.9 - 101.5	89.9 - 108.9	102.1 - 123.7
tax analyst	67.1 - 73.6	70.6 - 84.4	77.8 - 97.1	93.0 - 102.4
tax manager	93.2 - 114.4	100.0 - 122.8	106.7 - 130.9	122.4 - 150.3
treasury analyst	59.8 - 67.2	66.0 - 74.6	72.5 - 85.5	85.4 - 99.0

ontario

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	92.2 - 163.6	125.4 - 221.5	165.4 - 291.2
finance director	122.6 - 161.2	157.2 - 206.2	191.3 - 250.6

human resources

	entry	mid	senior
all industries			
benefits administrator	57.0 - 72.8	63.7 - 83.0	72.1 - 93.8
compensation and benefits manager	92.3 - 119.8	102.3 - 135.5	115.0 - 153.4
health and safety advisor	62.5 - 80.5	71.8 - 93.5	82.4 - 106.0
HRIS analyst	62.0 - 81.4	71.0 - 94.9	81.7 - 107.9
human resources assistant	43.2 - 55.2	49.0 - 62.3	54.3 - 67.3
human resources business partner	72.1 - 92.3	90.2 - 105.0	98.1 - 118.8
human resources coordinator	45.6 - 55.8	52.9 - 65.1	62.5 - 70.3
human resources generalist	56.1 - 66.4	63.5 - 74.2	73.0 - 81.3
human resources manager	86.5 - 114.0	97.9 - 131.3	111.7 - 149.4
human resources supervisor	66.8 - 87.0	74.2 - 98.8	83.9 - 113.0
labour relations advisor	65.6 - 87.2	71.3 - 98.0	95.3 - 113.1
labour relations manager	88.1 - 119.5	103.5 - 142.4	121.4 - 164.8
recruitment coordinator	42.1 - 54.9	48.3 - 63.4	55.0 - 71.4
talent acquisition specialist	51.2 - 64.9	63.5 - 85.6	83.3 - 105.2

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.1 - 19.2	18.3 - 21.2	19.8 - 22.6
counterbalance forklift operator	18.1 - 21.2	20.1 - 23.1	22.2 - 25.2
delivery/courier driver	18.2 - 21.3	19.9 - 22.8	22.0 - 25.0
electronic parts assembler	17.0 - 20.1	18.7 - 21.3	19.9 - 22.7
general labourer - heavy	17.0 - 20.2	18.3 - 21.3	20.0 - 23.1
general labourer - light	15.0 - 18.1	17.8 - 20.5	19.1 - 22.4
industrial painter	18.3 - 21.3	19.2 - 22.1	20.2 - 23.3
inventory control clerk	18.3 - 20.6	19.1 - 22.4	20.2 - 23.4
janitor/custodian	17.4 - 20.3	18.2 - 21.2	19.1 - 22.2
landscaping labour	17.0 - 20.0	18.0 - 20.7	19.2 - 22.4
machine operator	16.1 - 19.1	17.1 - 20.2	18.2 - 21.2
material handler	17.0 - 20.1	18.1 - 21.0	20.1 - 23.2
moulding machine operator	16.0 - 19.0	18.1 - 21.1	19.2 - 22.2

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order/cherry picker forklift operator	20.0 - 22.9	21.4 - 25.5	23.6 - 26.0
parts manager	25.3 - 28.1	27.3 - 30.2	28.9 - 32.2
picker/packer	15.0 - 17.8	16.1 - 19.1	17.7 - 20.2
polisher/deburrer	18.3 - 21.3	19.2 - 22.2	21.1 - 24.0
production labourer	15.0 - 18.2	16.9 - 19.8	18.5 - 21.6
reach truck operator	19.1 - 22.0	20.9 - 23.8	23.1 - 26.1
sandblasting operator	16.3 - 19.2	18.5 - 21.3	19.8 - 22.6
set-up operator	18.0 - 20.9	19.9 - 22.8	21.8 - 24.8
shipper/receiver	17.4 - 20.1	19.2 - 22.2	21.7 - 24.4
shipping and receiving clerk	20.0 - 22.8	21.7 - 24.7	23.4 - 26.2
warehouse labourer	16.0 - 18.9	18.0 - 20.8	19.5 - 22.4

insurance

	1 year	3 years	5 years
all industries			
claims supervisor	65.3 - 79.3	70.4 - 85.5	75.4 - 91.6
commercial lines insurance account manager	57.0 - 64.3	60.0 - 70.1	62.0 - 75.0
insurance assistant account manager	39.9 - 45.0	44.3 - 48.0	47.0 - 55.0
insurance claims clerk	35.0 - 41.2	39.0 - 44.7	43.0 - 51.0
personal lines insurance account manager	53.7 - 60.0	59.2 - 65.0	64.0 - 68.0
underwriting assistant	36.0 - 38.7	38.0 - 45.0	41.3 - 50.0

legal services

	1 year	3 years	5 years
all industries			
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.5 - 51.6	45.7 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	41.5 - 49.6	44.8 - 53.6	48.0 - 57.5
administrative assistant (bilingual)	44.0 - 52.0	47.5 - 55.0	50.0 - 60.0

ontario

benefits clerk	40.6 - 47.5	44.6 - 52.2	48.4 - 56.6
buyer assistant	40.8 - 47.7	45.3 - 53.0	49.3 - 57.6
customer success manager	44.1 - 49.2	48.8 - 60.3	59.7 - 75.0
data entry clerk	33.8 - 39.0	36.9 - 42.7	39.7 - 45.9
dispatcher	40.0 - 46.7	43.4 - 50.8	46.7 - 54.6
document controller	34.1 - 39.4	37.4 - 43.2	40.1 - 46.4
document services specialist	33.3 - 38.5	37.1 - 42.8	40.2 - 47.0
donor relations coordinator	53.7 - 63.6	59.4 - 70.3	65.0 - 76.9
executive assistant	54.9 - 67.4	61.2 - 75.1	67.1 - 85.0
executive assistant (bilingual)	59.0 - 72.0	66.0 - 80.0	72.0 - 90.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
file clerk	35.5 - 41.0	40.1 - 46.4	43.8 - 50.6
fundraising manager	67.3 - 79.6	73.4 - 86.8	79.4 - 93.8
human resources assistant	43.2 - 50.5	47.2 - 55.2	50.6 - 59.2
import/export clerk	39.1 - 45.7	43.2 - 50.5	46.7 - 54.6
lease administrator	40.6 - 49.2	44.1 - 53.4	47.5 - 57.6
logistics coordinator	47.7 - 56.5	52.1 - 61.7	58.0 - 65.0
mailroom clerk	33.7 - 38.5	36.7 - 41.9	39.2 - 45.0
office clerk	37.9 - 43.8	40.6 - 48.0	43.1 - 50.0
office manager	56.9 - 69.1	60.6 - 73.6	64.3 - 78.0
order clerk	34.9 - 40.3	38.3 - 44.2	41.3 - 47.7
project coordinator	44.8 - 53.7	48.6 - 58.3	52.2 - 62.6
property administrator	42.0 - 51.2	46.4 - 55.6	49.0 - 59.4
property manager	63.9 - 77.5	70.0 - 84.9	76.0 - 92.0
receptionist	34.1 - 39.8	36.5 - 42.7	38.9 - 48.0
receptionist (bilingual)	39.9 - 43.1	42.6 - 45.0	44.5 - 55.0
sales administrator	46.3 - 56.1	51.1 - 61.9	55.7 - 67.5
service coordinator	39.5 - 47.3	42.6 - 51.1	45.7 - 54.8
supply clerk	34.2 - 40.0	37.0 - 43.3	39.6 - 46.3

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	50.6 - 63.5	55.1 - 70.4	60.9 - 78.5
business development manager*	100.1 - 132.1	111.7 - 150.7	126.8 - 173.1
district sales manager**	78.5 - 101.6	89.6 - 118.0	103.0 - 135.0
key accounts manager - consumer goods*	71.9 - 92.3	81.1 - 105.9	92.4 - 120.4
merchandiser - consumer goods	62.7 - 82.0	70.1 - 93.5	79.3 - 106.2
sales representative, account manager - channel manager*	80.1 - 106.4	90.2 - 121.9	102.4 - 137.9

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales representative, account manager - consumer goods*	51.0 - 64.2	55.8 - 71.5	61.9 - 79.8
sales representative, account manager - professional services*	49.7 - 62.0	53.7 - 68.3	59.1 - 76.3
sales representative, account manager - telecommunications*	56.2 - 70.1	60.7 - 77.2	66.8 - 86.2
digital marketing			
digital marketing manager	67.1 - 85.3	77.2 - 99.8	89.1 - 113.0
digital media specialist	42.1 - 54.1	49.2 - 64.2	57.4 - 73.5
digital specialist	50.3 - 66.6	58.3 - 78.5	67.8 - 89.8
e-commerce manager	81.6 - 106.4	91.1 - 121.1	102.9 - 137.5
marketing content manager	51.6 - 65.4	59.1 - 76.3	68.2 - 86.8
social media manager	61.2 - 86.6	76.1 - 105.7	90.5 - 118.0
web manager	68.7 - 89.3	76.2 - 100.9	85.7 - 113.9
web marketing analyst	52.1 - 69.1	60.6 - 81.4	70.2 - 92.6
industrial sales			
sales engineer - distribution*	73.6 - 96.3	80.9 - 107.8	90.1 - 120.3
sales engineer - manufacturing**	63.0 - 84.3	71.6 - 97.3	81.6 - 109.5
sales representative, account manager - distribution*	52.0 - 65.1	56.5 - 72.2	62.4 - 80.7
sales representative, account manager - industrial equipment*	49.6 - 61.8	53.6 - 68.2	58.9 - 76.0
sales representative, account manager - industrial service*	55.8 - 69.6	60.4 - 76.9	66.5 - 85.8
sales representative, account manager - machinery*	54.9 - 68.4	59.3 - 75.5	65.3 - 84.3
sales representative, account manager - manufacturing**	49.7 - 70.7	53.8 - 77.9	59.0 - 86.2
sales representative, account manager - retail network**	55.0 - 68.6	59.4 - 75.7	65.6 - 85.3
technical sales representative - manufacturing**	53.4 - 70.7	60.7 - 82.0	69.8 - 94.6
marketing and communications			
brand or product manager	84.1 - 108.0	93.4 - 122.1	104.9 - 137.0
brand or product manager assistant	66.2 - 89.4	77.3 - 105.5	89.8 - 120.4
communications manager	69.3 - 90.4	77.2 - 102.5	86.9 - 115.0
communications specialist	57.0 - 78.2	68.1 - 94.2	80.4 - 107.6
marketing coordinator	43.5 - 58.1	50.1 - 68.0	57.9 - 77.4
marketing director	97.0 - 131.1	113.8 - 155.8	133.0 - 177.9
marketing project manager	55.3 - 73.8	63.7 - 86.5	73.6 - 98.9
marketing specialist	49.6 - 65.9	56.8 - 76.6	65.1 - 86.8

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.5 - 25.4	22.6 - 27.9	25.7 - 32.1
conventional machinist	19.3 - 23.9	21.4 - 26.3	24.5 - 29.9
electrician	30.1 - 33.6	31.7 - 35.4	33.8 - 43.2
field service technician	24.3 - 28.6	27.4 - 32.1	30.0 - 34.7
heavy equipment mechanic	25.0 - 29.2	27.4 - 32.4	29.1 - 35.9
lead hand/team lead	24.3 - 29.6	27.5 - 31.6	31.0 - 34.8
logistics supervisor	23.5 - 28.8	26.7 - 30.1	28.1 - 33.0
machine builder	19.2 - 22.1	21.8 - 25.9	23.4 - 28.1
maintenance manager	32.1 - 36.8	36.7 - 44.2	43.5 - 51.2
maintenance mechanic	24.5 - 29.0	28.1 - 31.7	31.2 - 34.3
maintenance planner	25.2 - 28.3	26.9 - 31.3	29.5 - 34.4
maintenance supervisor	30.4 - 35.3	35.1 - 42.3	42.1 - 50.2
mechanical assembler	19.7 - 22.7	21.2 - 25.2	23.9 - 27.4
millwright	30.1 - 33.4	32.6 - 35.6	34.8 - 41.8
mould maker	26.4 - 29.2	27.6 - 32.0	31.2 - 35.4
panel wirer	22.4 - 25.9	24.5 - 29.0	26.5 - 31.2
production supervisor	33.6 - 35.1	34.0 - 37.9	37.7 - 41.6
set-up technician	19.7 - 23.2	21.7 - 24.9	23.2 - 26.9
tool and die maker	27.3 - 29.9	28.7 - 34.6	33.3 - 38.8
warehouse manager	33.7 - 38.2	37.4 - 43.6	42.7 - 52.5
warehouse supervisor	24.5 - 29.4	27.3 - 31.6	29.6 - 35.0
welder	21.1 - 25.4	24.2 - 28.4	27.4 - 33.5

technologies

	entry	mid	senior
application software			
.net/C# developer	70.0 - 90.5	78.3 - 103.0	88.5 - 115.8
application support analyst	61.0 - 80.3	70.0 - 92.7	79.6 - 104.3
automation tester	55.0 - 70.0	65.0 - 85.0	83.0 - 95.0
C++/ embedded software engineer	68.1 - 88.0	76.2 - 100.2	86.0 - 112.6
database SQL developer	62.3 - 82.5	71.1 - 95.9	81.6 - 108.9
devops development side	66.9 - 89.7	77.5 - 105.7	90.2 - 120.7
ERP developer	70.5 - 90.9	78.7 - 103.5	89.0 - 117.3
front-end developer	66.4 - 87.1	75.9 - 101.2	87.1 - 115.0

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full stack developer	76.1 - 99.9	87.1 - 116.1	99.9 - 131.5
java developer	67.7 - 87.4	75.7 - 99.6	85.5 - 112.2
machine learning developer	73.2 - 108.5	98.1 - 135.9	117.1 - 145.0
manual tester	48.6 - 65.2	57.1 - 77.4	66.7 - 88.3
mobile application developer (iOS/android)	63.0 - 92.1	83.3 - 116.8	100.8 - 132.2
quality assurance manager	84.6 - 109.6	93.4 - 123.2	104.4 - 137.9
RPA developer	51.7 - 67.9	59.2 - 78.8	67.8 - 88.5
technical lead	107.8 - 143.8	122.1 - 165.6	139.0 - 186.4
UI/UX designer	63.0 - 81.7	70.9 - 93.4	80.2 - 104.5
architecture			
application architect	97.5 - 129.3	109.5 - 148.2	124.6 - 169.5
architect (enterprise)	94.8 - 127.7	108.7 - 148.9	125.2 - 171.0
architect (solutions/technical)	85.2 - 106.4	95.5 - 121.4	108.0 - 136.2
cloud architect	85.9 - 107.8	97.0 - 123.7	110.0 - 138.6
data & analytics			
BI data architect	89.6 - 119.8	100.1 - 136.4	113.1 - 153.6
big data engineer	82.9 - 108.3	92.6 - 123.3	104.7 - 139.6
business intelligence developer	66.6 - 86.1	74.6 - 98.1	84.2 - 109.7
data analyst	67.3 - 89.7	77.3 - 104.8	89.3 - 119.3
data architect	73.4 - 96.7	84.4 - 113.1	97.5 - 128.9
data engineer	70.9 - 94.6	81.6 - 110.6	94.2 - 125.8
data scientist	77.8 - 104.1	89.9 - 122.1	103.9 - 138.7
database administrator	67.9 - 92.2	80.1 - 110.1	94.0 - 126.2
leadership/business technology			
business analyst	60.0 - 78.0	73.0 - 89.0	85.0 - 105.0
IT director	85.0 - 98.0	95.0 - 112.0	110.0 - 135.0
IT manager	71.1 - 92.9	79.4 - 105.8	89.9 - 120.6
networking/infrastructure			
bilingual tech support	35.0 - 40.0	39.0 - 52.0	48.0 - 70.0
cloud engineer	74.3 - 98.7	86.5 - 116.3	100.1 - 131.3
devops system side	81.5 - 112.3	94.8 - 131.7	109.3 - 148.6
help desk representative	46.7 - 62.2	53.6 - 71.6	60.7 - 80.0
information security engineer	72.8 - 97.1	83.8 - 113.7	96.8 - 129.2
information security manager	95.9 - 125.0	106.9 - 142.1	120.7 - 161.2
information security specialist	61.5 - 80.7	70.4 - 93.8	80.8 - 106.2
information systems analyst	65.6 - 84.1	72.6 - 94.8	81.3 - 106.5
linux/unix administrator	74.1 - 97.1	84.5 - 112.7	97.1 - 128.5
network administrator	62.4 - 83.2	71.8 - 97.4	82.9 - 111.0
network engineer	68.5 - 91.2	78.6 - 106.6	90.9 - 122.2
systems administrator	70.3 - 91.2	79.1 - 104.5	89.8 - 118.3
tech support	63.8 - 84.2	73.6 - 98.3	84.6 - 111.5

ontario

telecommunications analyst	64.9 - 86.2	74.3 - 100.8	86.0 - 116.2
project management			
business systems analyst	67.4 - 89.9	78.8 - 106.6	92.1 - 122.2
ERP project manager	96.8 - 128.7	105.5 - 143.1	116.9 - 160.3
functional analyst	55.3 - 71.9	62.4 - 82.4	70.8 - 93.2
organizational change manager (OCM)	67.5 - 90.9	78.7 - 108.1	92.6 - 126.4
product owner	75.2 - 99.1	86.2 - 115.1	99.0 - 130.1
product owner/manager	81.0 - 111.3	94.0 - 131.1	109.2 - 149.8
program manager	85.0 - 105.0	100.0 - 135.0	130.0 - 155.0
project coordinator	60.2 - 76.1	68.7 - 88.4	78.9 - 100.5
project manager (infrastructure)	96.9 - 130.8	109.7 - 127.0	125.6 - 140.0
project manager (software)	88.7 - 117.3	99.2 - 133.6	112.1 - 150.9
scrum master	73.9 - 96.3	83.4 - 110.6	95.0 - 126.1
technical writer	61.7 - 80.2	71.8 - 94.6	83.4 - 107.6

halton region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	39.4 - 47.2	43.3 - 51.9	46.9 - 56.2
customer service manager	55.9 - 65.5	58.3 - 70.2	67.5 - 85.9
customer service representative	36.1 - 42.6	39.2 - 46.3	42.2 - 49.8
customer service supervisor	44.5 - 55.4	48.9 - 57.4	55.3 - 65.7
customer service team lead	37.5 - 42.3	41.9 - 45.3	45.2 - 47.5
customer service trainer	45.5 - 54.4	49.8 - 59.6	54.0 - 64.6
e-chat representative	37.5 - 42.3	41.9 - 44.9	44.5 - 47.5
fundraiser agent	33.7 - 39.8	36.7 - 43.4	39.5 - 46.8
help desk representative - level 1	40.9 - 43.3	43.2 - 48.9	45.6 - 52.9
inside sales manager	52.5 - 56.4	55.7 - 63.4	63.0 - 76.3
inside sales representative	42.3 - 45.9	43.7 - 48.3	47.5 - 59.9
junior collection agent	34.2 - 40.4	37.2 - 44.0	40.1 - 47.3
order desk	35.5 - 40.9	38.9 - 44.8	41.9 - 48.3
service coordinator	40.3 - 48.2	43.5 - 52.0	46.6 - 55.7
survey agent	34.6 - 39.9	37.8 - 43.7	40.6 - 46.8
telemarketing agent	34.6 - 40.4	37.3 - 43.5	39.9 - 46.6
telephone dispatcher	40.8 - 47.6	44.3 - 51.7	47.6 - 55.5

engineering

	entry	mid	senior
construction			
architect	74.3 - 98.3	84.4 - 113.9	97.0 - 130.3
architectural drafter	59.3 - 76.7	68.8 - 90.7	80.4 - 106.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	71.6 - 93.7	81.6 - 108.1	93.2 - 123.0
civil engineer	80.9 - 106.9	91.8 - 123.7	105.0 - 140.0
civil engineering drafter	63.5 - 80.2	72.2 - 92.6	82.4 - 105.0
civil engineering technologist	49.0 - 63.5	55.2 - 72.9	62.7 - 82.9
civil project engineer	76.3 - 103.7	87.6 - 121.1	101.2 - 139.2

civil project manager	81.5 - 108.7	91.9 - 124.7	104.5 - 140.8
construction coordinator	51.5 - 68.4	57.7 - 78.1	65.4 - 88.7
construction director	107.9 - 141.8	137.1 - 180.5	169.6 - 222.5
construction manager	77.7 - 101.0	85.0 - 112.5	94.5 - 126.3
construction project manager	69.1 - 94.9	80.3 - 111.4	93.1 - 127.3
contracts administrator	63.1 - 83.3	71.6 - 96.0	81.7 - 108.6
contracts manager	96.6 - 121.9	107.9 - 138.8	122.2 - 157.9
demand planner	52.4 - 72.2	63.0 - 87.3	74.4 - 100.1
director of operations	133.7 - 177.7	174.3 - 231.1	219.5 - 290.8
drafter	55.5 - 69.3	62.2 - 79.1	70.3 - 89.5
electrical designer/engineer	70.5 - 95.0	82.1 - 112.8	96.2 - 130.4
electrical engineer	77.0 - 103.8	89.7 - 123.1	105.1 - 142.3
electrical engineering technician	56.0 - 71.6	63.8 - 82.8	72.9 - 94.1
electrical inspector	43.0 - 57.6	49.7 - 67.2	57.2 - 77.0
engineering manager	85.8 - 114.5	97.6 - 132.7	111.9 - 151.6
environmental engineer	64.3 - 85.3	73.3 - 99.3	84.4 - 113.6
environmental inspector	48.4 - 61.9	53.3 - 69.4	59.3 - 77.6
estimation engineer	71.6 - 95.6	82.3 - 112.0	95.3 - 128.4
estimator	64.3 - 83.6	71.4 - 94.5	80.2 - 106.4
facilities manager	68.5 - 91.5	78.8 - 107.2	91.2 - 122.6
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	63.3 - 81.6	72.8 - 95.0	83.6 - 107.8
health and safety specialist	69.3 - 91.1	79.2 - 106.0	91.2 - 120.5
HVAC drafter	55.0 - 70.7	61.9 - 80.5	69.8 - 89.9
HVAC engineer	55.9 - 74.4	64.0 - 86.5	73.5 - 98.1
materials manager	80.9 - 106.4	89.4 - 119.8	100.2 - 134.7
mechanical designer	55.2 - 72.8	63.5 - 84.7	72.7 - 95.6
mechanical drafter	51.0 - 66.1	57.3 - 76.3	65.8 - 89.2
mechanical engineer	93.0 - 122.9	105.4 - 142.0	120.6 - 161.5
mechanical engineering technician	64.7 - 84.5	73.4 - 97.6	83.8 - 109.9
operations manager	101.3 - 136.9	114.5 - 156.8	129.8 - 175.9
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	50.8 - 64.7	57.6 - 74.3	65.3 - 83.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	109.3 - 139.3	118.4 - 153.8	130.2 - 171.2
project manager	94.1 - 128.8	109.1 - 151.3	126.4 - 172.8
purchasing manager	105.0 - 138.6	118.7 - 158.9	134.8 - 178.3
QA/QC inspector	67.9 - 90.0	78.6 - 105.1	90.4 - 120.1
quality control engineer	82.1 - 108.1	92.5 - 124.2	105.4 - 140.5
quality inspector	49.4 - 63.0	55.2 - 71.6	62.3 - 80.9
safety inspector	78.6 - 102.7	89.0 - 117.8	101.0 - 132.7

ontario

site supervisor	89.9 - 117.0	98.5 - 130.4	109.4 - 145.8
specification writer	66.1 - 85.2	74.9 - 97.8	85.0 - 110.2
structural designer	62.5 - 81.5	70.8 - 93.5	80.3 - 105.4
structural engineer	82.1 - 108.6	93.1 - 125.8	106.9 - 143.4
structural engineering technologist	65.7 - 86.9	74.5 - 100.6	85.5 - 114.7
superintendent	50.3 - 64.2	56.3 - 73.1	63.6 - 82.6
supply chain manager	103.4 - 137.4	118.0 - 158.5	134.4 - 177.4
energy & oil			
applications engineer	88.4 - 118.0	103.6 - 139.8	120.7 - 159.2
architect	74.4 - 98.5	84.6 - 114.2	97.2 - 130.8
architectural drafter	59.4 - 76.7	68.9 - 90.8	80.5 - 106.8
assistant chief inspector	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
automation engineer	80.8 - 106.9	91.7 - 123.6	104.9 - 140.8
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	71.8 - 94.0	81.7 - 108.5	93.5 - 123.4
chemical engineer	101.2 - 133.1	111.8 - 149.8	125.2 - 167.6
chemical technician	69.0 - 89.9	76.7 - 102.1	86.6 - 116.6
chief inspector	65.4 - 86.0	73.6 - 98.2	83.0 - 110.0
civil engineer	81.0 - 107.3	92.0 - 124.1	105.2 - 140.5
civil engineering drafter	63.5 - 80.3	72.4 - 92.8	82.7 - 105.2
civil engineering technologist	58.8 - 76.3	66.4 - 87.6	75.4 - 99.6
civil project engineer	91.8 - 124.9	105.5 - 145.8	121.8 - 167.8
civil project manager	98.0 - 130.9	110.6 - 150.1	125.9 - 169.6
coating inspector	46.0 - 60.0	52.2 - 69.0	59.3 - 78.4
commissioning and start up engineer	77.4 - 103.3	89.2 - 120.7	103.1 - 136.8
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	61.8 - 82.3	69.4 - 94.0	78.6 - 106.8
construction director	130.0 - 170.8	165.1 - 217.4	204.4 - 268.2
construction manager	93.5 - 121.6	102.4 - 135.5	113.6 - 152.2
construction project manager	83.2 - 114.1	96.6 - 134.2	112.1 - 153.4
continuous improvement engineer	95.6 - 124.9	106.4 - 141.4	119.5 - 158.2
contracts administrator	75.8 - 100.2	86.2 - 115.4	98.3 - 130.8
contracts manager	116.3 - 146.8	130.0 - 167.3	147.2 - 190.3
control technician	61.7 - 80.8	70.2 - 93.5	80.3 - 106.1
controls designer/engineer	64.0 - 85.4	73.6 - 99.5	84.6 - 113.5
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	52.4 - 72.4	63.1 - 87.5	74.6 - 100.4
director of operations	134.2 - 178.4	175.1 - 232.1	220.5 - 292.2
drafter	55.6 - 69.5	62.3 - 79.3	70.5 - 89.7
electrical designer/engineer	70.6 - 95.3	82.3 - 113.1	96.5 - 130.8
electrical engineer	77.2 - 104.1	89.9 - 123.5	105.4 - 142.8

electrical engineering technician	56.1 - 71.8	63.9 - 83.0	73.1 - 94.4
electrical inspector	43.1 - 57.6	49.7 - 67.3	57.3 - 77.1
electrical test engineer	74.5 - 99.5	85.6 - 116.5	99.2 - 133.7
engineering manager	86.0 - 114.8	97.9 - 133.2	112.3 - 152.2
environmental engineer	64.4 - 85.6	73.5 - 99.6	84.7 - 113.9
environmental inspector	48.5 - 62.0	53.3 - 69.5	59.4 - 77.8
estimation engineer	71.8 - 95.9	82.5 - 112.3	95.6 - 128.9
estimator	64.4 - 83.8	71.6 - 94.7	80.4 - 106.7
expediter	41.1 - 53.0	46.7 - 61.0	53.1 - 69.2
facilities manager	68.6 - 91.8	79.0 - 107.6	91.5 - 123.0
field service engineer	54.5 - 72.2	62.0 - 83.8	71.3 - 96.8
general inspector	53.0 - 69.7	59.6 - 79.5	67.3 - 89.4
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
geotechnical engineer	68.1 - 88.7	76.8 - 102.1	87.7 - 116.1
geotechnical technician	61.3 - 79.8	69.1 - 91.9	78.9 - 104.5
HDD inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
health and safety manager	63.4 - 81.8	73.0 - 95.3	83.9 - 108.1
health and safety specialist	69.5 - 91.3	79.4 - 106.3	91.4 - 121.0
HVAC drafter	55.1 - 70.8	62.0 - 80.7	69.9 - 90.2
HVAC engineer	56.0 - 74.5	64.1 - 86.8	73.7 - 98.4
industrial engineer	73.8 - 96.2	81.9 - 108.8	92.0 - 121.8
inventory analyst	52.7 - 69.0	59.9 - 79.8	68.6 - 91.1
inventory control manager	65.3 - 85.5	73.1 - 97.3	82.6 - 109.9
logistics manager	65.1 - 86.7	74.5 - 101.0	85.8 - 115.3
logistics specialist	60.0 - 79.8	68.7 - 92.7	79.0 - 104.9
materials manager	81.1 - 106.7	89.6 - 120.2	100.5 - 135.2
mechanical completions	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
mechanical designer	55.2 - 73.0	63.6 - 85.0	72.9 - 95.8
mechanical drafter	51.1 - 66.2	57.4 - 76.5	66.0 - 89.5
mechanical engineer	77.6 - 102.8	88.1 - 118.7	100.8 - 135.1
mechanical engineering technican	53.9 - 70.6	61.3 - 81.5	70.0 - 91.9
operations manager	84.6 - 114.5	95.7 - 131.2	108.6 - 147.1
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
pipeline engineer	75.6 - 98.5	85.2 - 113.3	97.4 - 129.8
piping designer	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
piping engineer	67.0 - 87.7	74.9 - 100.0	84.8 - 113.4
planner/scheduler	42.3 - 54.0	48.1 - 62.0	54.4 - 69.8
plant manager	93.0 - 129.5	111.6 - 156.9	132.9 - 182.4
PLC programmer	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
process engineer	64.6 - 86.0	73.9 - 100.2	85.2 - 113.9
procurement director	99.6 - 131.4	131.0 - 172.3	158.4 - 207.8

ontario

procurement specialist	51.5 - 67.0	57.1 - 75.8	64.3 - 85.9
program manager	75.3 - 97.2	85.7 - 112.1	97.9 - 127.7
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	91.4 - 116.5	99.0 - 128.6	108.8 - 143.3
project manager	78.6 - 107.7	91.2 - 126.6	105.6 - 144.5
purchasing manager	87.8 - 115.9	99.2 - 132.9	112.7 - 149.2
QA/QC inspector	56.7 - 75.2	65.6 - 87.8	75.5 - 100.4
quality assurance manager	83.5 - 108.6	92.4 - 122.3	103.4 - 136.8
quality assurance/control technician	63.3 - 84.1	73.5 - 98.8	85.1 - 112.1
quality control engineer	68.5 - 90.3	77.3 - 103.8	88.0 - 117.5
quality inspector	41.2 - 52.5	46.1 - 59.8	52.0 - 67.4
safety inspector	65.7 - 85.8	74.4 - 98.5	84.4 - 111.0
SCADA engineer	66.1 - 87.8	75.4 - 102.1	86.7 - 116.2
site supervisor	75.1 - 97.8	82.3 - 109.0	91.4 - 121.9
sourcing engineer	57.9 - 77.0	66.1 - 89.6	76.2 - 102.4
specification writer	55.2 - 71.2	62.5 - 81.7	70.9 - 92.0
start up lead	76.3 - 99.3	83.5 - 110.8	92.8 - 124.0
stationary engineer	54.7 - 70.6	61.0 - 79.8	68.4 - 88.8
structural designer	52.2 - 68.1	59.0 - 78.1	67.0 - 88.0
structural engineer	68.5 - 90.8	77.8 - 105.1	89.3 - 119.9
structural engineering technologist	54.8 - 72.6	62.2 - 84.1	71.4 - 95.9
superintendent	41.9 - 53.5	47.0 - 61.0	53.1 - 68.9
supply chain manager	86.4 - 114.9	98.6 - 132.6	112.4 - 148.4
tanks inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
telecommunications technician	56.7 - 74.0	64.1 - 85.0	73.1 - 96.8
transmission line engineer	78.6 - 99.5	85.1 - 109.8	93.6 - 121.7
transportation manager	80.4 - 106.2	90.9 - 122.1	103.6 - 138.7
turnaround coordinator	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
welding inspector	54.8 - 71.3	61.9 - 81.8	70.3 - 92.2
manufacturing			
applications engineer	73.7 - 98.3	86.2 - 116.4	100.5 - 132.5
automation engineer	67.3 - 89.0	76.3 - 102.9	87.3 - 117.1
buyer	59.8 - 78.2	68.1 - 90.3	77.8 - 102.7
chemical engineer	84.2 - 110.8	93.1 - 124.7	104.2 - 139.5
chemical technician	54.2 - 69.2	64.5 - 78.4	73.4 - 89.3
cmm programmer	56.3 - 61.4	59.6 - 66.1	64.5 - 70.3
CNC programmer	55.2 - 64.5	63.8 - 77.5	72.5 - 88.3
coating inspector	58.6 - 75.2	65.2 - 90.0	82.6 - 102.4
commissioning and start up engineer	77.5 - 103.4	89.3 - 120.8	103.2 - 137.6
continuous improvement engineer	95.6 - 124.8	106.3 - 141.2	119.5 - 157.9
contracts administrator	75.8 - 100.1	86.0 - 115.4	98.3 - 130.7

contracts manager	116.2 - 146.6	129.8 - 167.0	147.0 - 190.1
control technician	61.7 - 80.8	70.2 - 93.4	80.3 - 106.1
controls designer/engineer	64.0 - 85.3	73.4 - 99.5	84.5 - 113.4
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	62.9 - 86.9	75.7 - 105.0	89.4 - 120.4
director of operations	160.9 - 213.8	209.8 - 278.2	264.2 - 350.2
drafter	66.6 - 83.3	74.8 - 95.0	84.5 - 107.6
electrical designer/engineer	84.7 - 114.2	98.6 - 135.6	115.7 - 156.8
electrical engineer	92.5 - 124.8	107.9 - 148.1	126.4 - 171.2
electrical engineering technician	67.2 - 86.0	76.7 - 99.6	87.6 - 113.2
electrical inspector	51.6 - 69.1	59.6 - 80.8	68.6 - 92.5
electrical test engineer	89.3 - 119.3	102.6 - 139.7	118.9 - 160.2
engineering manager	103.2 - 137.6	117.4 - 159.7	134.6 - 182.5
environmental engineer	77.3 - 102.6	88.1 - 119.4	101.5 - 136.6
environmental inspector	58.2 - 74.4	64.0 - 83.4	71.3 - 93.4
estimation engineer	86.0 - 115.0	99.0 - 134.6	114.6 - 154.6
estimator	77.3 - 100.6	85.8 - 113.5	96.5 - 127.9
field service engineer	65.4 - 86.5	74.4 - 100.4	85.4 - 116.0
field service technician	64.0 - 83.9	74.0 - 97.8	85.0 - 111.0
general inspector	63.6 - 83.6	71.5 - 95.4	80.6 - 107.2
general manager	134.0 - 148.6	140.3 - 173.8	166.3 - 213.4
head of workshop and assembly	195.6 - 273.9	273.6 - 380.5	343.6 - 477.4
health and safety manager	104.3 - 135.2	130.7 - 147.2	141.5 - 170.0
health and safety specialist	83.3 - 109.4	95.2 - 127.4	109.6 - 145.0
HVAC drafter	66.1 - 85.0	74.4 - 96.7	83.9 - 108.1
HVAC engineer	67.2 - 89.4	76.9 - 104.0	88.3 - 118.0
industrial engineer	88.4 - 115.3	98.3 - 130.4	110.4 - 146.0
inventory analyst	63.2 - 82.8	71.9 - 95.8	82.2 - 109.2
inventory control manager	78.4 - 102.5	87.7 - 116.6	99.1 - 131.8
logistics manager	78.1 - 103.9	89.3 - 121.1	103.0 - 138.1
logistics specialist	72.0 - 95.6	82.4 - 111.1	94.7 - 125.8
machining manager	75.2 - 96.6	83.5 - 109.3	93.8 - 123.6
maintenance manager	77.5 - 101.9	88.8 - 117.6	100.8 - 130.7
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	83.8 - 111.1	95.3 - 128.5	109.1 - 145.4
materials manager	97.2 - 127.9	107.5 - 144.1	120.5 - 162.0
mechanical designer	66.2 - 87.6	76.3 - 101.9	87.4 - 115.0
mechanical drafter	61.3 - 79.4	68.9 - 91.7	79.1 - 107.3
mechanical engineer	93.1 - 123.2	105.6 - 142.3	120.8 - 161.9
mechanical engineering technican	64.7 - 84.7	73.6 - 97.8	84.0 - 110.2
operations manager	101.5 - 137.2	114.7 - 157.3	130.2 - 176.4

ontario

planner/scheduler	64.6 - 77.8	70.7 - 80.3	75.4 - 98.0
plant manager	111.5 - 155.3	133.8 - 188.2	159.4 - 218.6
PLC programmer	69.5 - 79.0	75.1 - 90.4	87.0 - 106.2
process engineer	77.5 - 103.2	88.7 - 120.2	102.1 - 136.6
procurement director	119.4 - 157.4	157.1 - 206.5	189.8 - 249.1
procurement specialist	61.7 - 80.4	68.5 - 91.0	77.2 - 103.1
production manager	104.2 - 136.6	116.5 - 155.5	131.9 - 175.9
production planner	61.4 - 81.1	70.8 - 94.1	80.8 - 104.9
program manager	90.4 - 116.5	102.8 - 134.4	117.4 - 153.0
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	109.6 - 139.7	118.7 - 154.2	130.4 - 171.7
project manager	94.2 - 129.1	109.3 - 151.8	126.6 - 173.3
purchasing manager	76.5 - 87.4	86.5 - 103.8	101.5 - 125.8
QA/QC inspector	62.4 - 82.6	72.2 - 96.5	82.9 - 110.3
quality assurance manager	91.9 - 119.4	101.5 - 134.3	113.6 - 150.3
quality assurance/control technician	69.6 - 92.4	80.9 - 108.6	93.6 - 123.2
quality control engineer	82.2 - 108.4	92.6 - 124.4	105.6 - 140.8
quality inspector	45.3 - 57.8	50.7 - 65.7	57.2 - 74.1
safety inspector	72.2 - 94.3	81.7 - 108.2	92.8 - 122.0
SCADA engineer	72.6 - 96.5	82.8 - 112.2	95.3 - 127.7
site supervisor	82.5 - 107.5	90.5 - 119.8	100.5 - 134.0
sourcing engineer	63.7 - 84.6	72.7 - 98.6	83.7 - 112.6
specification writer	60.7 - 78.2	68.6 - 89.8	78.0 - 101.2
stationary engineer	60.2 - 77.6	67.0 - 87.8	75.1 - 97.7
supply chain manager	95.0 - 126.3	108.4 - 145.6	123.5 - 163.0
transportation manager	88.3 - 116.7	100.0 - 134.2	113.9 - 152.4
turnaround coordinator	62.4 - 82.5	71.9 - 95.8	82.4 - 107.7
warehouse manager	72.9 - 95.3	81.2 - 107.9	91.3 - 121.6

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	41.6 - 47.9	44.8 - 51.6	49.1 - 55.1
accounts payable clerk	41.8 - 47.0	46.2 - 52.0	50.1 - 56.4
accounts receivable clerk	42.3 - 47.6	46.8 - 52.7	50.8 - 57.2
bookkeeper	40.6 - 47.9	43.9 - 51.8	47.0 - 55.5
credit & collection specialist	39.4 - 45.4	43.3 - 49.9	48.8 - 54.0
credit & collections supervisor	55.6 - 67.3	60.0 - 72.5	64.2 - 77.6
invoicing clerk	39.7 - 46.3	43.6 - 50.8	46.9 - 54.7

payroll administrator	45.8 - 54.7	50.0 - 59.8	54.0 - 64.6
payroll clerk	44.5 - 51.9	49.0 - 57.1	53.0 - 61.9

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.8 - 19.6	18.3 - 21.3	19.0 - 22.0
counterbalance forklift operator	18.0 - 20.0	19.0 - 21.0	20.0 - 23.0
delivery/courier driver	18.3 - 21.6	19.9 - 23.4	21.3 - 25.2
electronic parts assembler	17.1 - 20.2	18.4 - 21.7	19.0 - 23.0
general labourer - heavy	17.4 - 20.1	19.0 - 21.9	20.4 - 23.6
general labourer - light	15.0 - 17.0	16.0 - 18.0	17.0 - 20.0
industrial painter	17.8 - 21.0	19.0 - 23.0	21.0 - 24.7
inventory control clerk	17.6 - 20.3	19.2 - 22.2	20.8 - 23.9
janitor/custodian	16.0 - 18.0	17.0 - 19.0	18.0 - 20.0
landscaping labour	16.2 - 18.6	17.7 - 20.4	19.0 - 21.8
machine operator	18.2 - 21.8	20.0 - 23.8	21.7 - 25.8
material handler	16.0 - 18.6	17.7 - 20.6	19.2 - 22.3
moulding machine operator	17.0 - 20.9	19.3 - 23.0	20.9 - 24.9
order/cherry picker forklift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 23.0
parts manager	25.2 - 30.2	27.2 - 32.6	29.2 - 35.0
picker/packer	15.3 - 17.9	16.6 - 19.4	17.7 - 20.7
polisher/deburrer	18.2 - 21.0	19.9 - 23.0	21.0 - 24.8
production labourer	15.0 - 17.3	16.0 - 19.0	18.0 - 21.0
reach truck operator	19.0 - 21.0	20.0 - 22.0	21.0 - 23.0
sandblasting operator	16.9 - 20.0	18.2 - 21.0	19.0 - 23.0
set-up operator	18.0 - 22.0	20.0 - 24.0	22.0 - 26.0
shipper/receiver	19.0 - 21.4	19.9 - 22.9	21.1 - 24.4
shipping and receiving clerk	19.4 - 22.1	21.1 - 24.1	22.8 - 26.0
warehouse labourer	16.2 - 18.0	17.0 - 20.0	18.0 - 22.4

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	41.9 - 48.9	45.2 - 53.9	48.4 - 57.6
administrative assistant (bilingual)	46.9 - 51.2	48.5 - 54.3	50.4 - 58.6
benefits clerk	41.2 - 48.1	45.3 - 52.8	49.0 - 57.2
buyer assistant	41.3 - 48.2	45.8 - 53.5	49.8 - 58.1

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claims supervisor	65.9 - 79.7	71.0 - 85.8	75.9 - 91.8
data entry clerk	35.2 - 39.5	37.4 - 43.1	40.2 - 46.2
dispatcher	40.8 - 47.6	44.3 - 51.7	47.6 - 55.5
document controller	34.7 - 40.0	38.0 - 43.8	40.7 - 47.0
document services specialist	33.9 - 39.1	37.7 - 43.5	40.8 - 47.0
executive assistant	55.2 - 67.3	61.3 - 74.8	67.0 - 81.8
executive assistant (bilingual)	60.2 - 68.5	65.9 - 75.8	75.9 - 83.6
executive legal assistant	50.5 - 58.7	56.4 - 58.7	68.2 - 75.5
file clerk	35.6 - 41.6	40.7 - 47.0	44.4 - 51.2
human resources assistant	43.8 - 51.1	47.8 - 55.8	51.2 - 59.9
import/export clerk	39.6 - 46.2	43.7 - 50.9	47.2 - 55.1
insurance claims clerk	35.1 - 41.0	39.0 - 44.8	45.0 - 51.0
logistics coordinator	48.6 - 52.5	53.0 - 59.5	60.3 - 64.9
mailroom clerk	34.1 - 38.9	37.2 - 42.3	39.6 - 45.1
office clerk	38.4 - 44.2	41.0 - 47.2	43.5 - 50.0
office manager	57.6 - 69.6	61.3 - 74.1	64.9 - 78.5
order clerk	35.5 - 40.9	38.9 - 44.8	41.9 - 48.3
project coordinator	45.7 - 54.7	49.5 - 59.2	53.1 - 63.5
property administrator	42.2 - 51.4	46.0 - 55.0	49.6 - 59.0
property manager	64.3 - 77.9	70.5 - 85.2	76.4 - 92.3
receptionist	35.6 - 40.4	37.1 - 43.3	39.5 - 46.1
receptionist (bilingual)	42.3 - 46.3	46.4 - 51.3	48.5 - 53.6
sales administrator	47.0 - 56.8	51.8 - 62.7	56.4 - 68.2
service coordinator	40.3 - 48.2	43.5 - 52.0	46.6 - 55.7
supply clerk	34.9 - 40.8	37.8 - 44.2	40.4 - 47.2

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.0 - 24.0	22.0 - 27.1	25.0 - 34.0
conventional machinist	20.0 - 23.8	21.9 - 27.0	26.0 - 34.0
electrician	28.0 - 32.1	30.0 - 36.0	34.0 - 40.0
field service technician	30.0 - 34.0	32.0 - 35.0	34.0 - 40.0
heavy equipment mechanic	25.8 - 30.0	28.0 - 34.1	32.0 - 36.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 26.0
logistics supervisor	20.0 - 26.0	24.0 - 30.0	28.2 - 34.0
machine builder	20.3 - 26.0	24.0 - 30.0	28.0 - 32.0
maintenance manager	32.0 - 40.0	38.0 - 50.0	47.0 - 57.0
maintenance mechanic	26.0 - 32.0	30.0 - 34.0	32.0 - 36.0

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maintenance planner	24.0 - 32.0	28.0 - 36.0	34.0 - 40.0
maintenance supervisor	24.0 - 32.0	30.0 - 38.4	36.0 - 42.0
mechanical assembler	22.0 - 28.0	26.0 - 32.0	30.0 - 36.0
millwright	30.0 - 34.0	32.0 - 35.0	34.0 - 40.0
mould maker	22.0 - 28.0	26.0 - 34.0	32.0 - 40.0
panel wirer	20.0 - 25.0	24.0 - 28.0	27.0 - 32.0
production supervisor	22.0 - 26.0	24.0 - 30.0	28.0 - 34.0
set-up technician	22.0 - 28.0	26.0 - 32.0	30.0 - 36.0
tool and die maker	22.0 - 28.0	26.0 - 34.0	32.0 - 42.0
warehouse manager	28.0 - 32.0	30.0 - 36.0	34.0 - 40.0
warehouse supervisor	20.0 - 24.0	22.0 - 26.0	24.0 - 32.0
welder	20.0 - 24.0	22.0 - 28.1	24.0 - 30.2

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customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.8 - 43.8	40.3 - 48.0	43.6 - 52.0
customer service manager	45.9 - 51.1	47.8 - 54.6	53.9 - 65.9
customer service representative	33.4 - 39.2	36.1 - 42.5	38.8 - 45.6
customer service supervisor	44.9 - 47.3	46.9 - 52.2	51.2 - 58.7
customer service team lead	35.6 - 41.9	37.3 - 44.7	41.1 - 47.3
customer service trainer	42.8 - 51.0	46.7 - 55.7	50.6 - 60.3
e-chat representative	34.7 - 39.9	34.5 - 40.7	37.1 - 43.9
fundraiser agent	32.8 - 38.0	35.2 - 40.7	37.5 - 43.5
help desk representative - level 1	35.4 - 41.4	41.2 - 44.3	43.9 - 48.9
inside sales manager	48.6 - 52.3	51.9 - 57.2	55.7 - 67.1
inside sales representative	42.3 - 45.9	43.7 - 50.0	49.9 - 59.9
junior collection agent	31.7 - 37.1	34.3 - 40.2	36.8 - 43.2
order desk	32.9 - 37.7	35.9 - 41.1	38.5 - 44.3
service coordinator	37.6 - 44.7	40.4 - 48.2	43.3 - 51.6
survey agent	32.1 - 36.8	35.0 - 40.1	37.4 - 42.9
telemarketing agent	32.8 - 38.0	35.2 - 40.7	37.5 - 43.5
telephone dispatcher	38.0 - 44.2	41.2 - 47.9	44.1 - 51.4

engineering

	entry	mid	senior
construction			
architect	63.6 - 83.9	72.2 - 97.4	82.8 - 111.5
architectural drafter	49.9 - 64.6	58.0 - 76.2	67.7 - 89.5
BIM/VDC lead	86.8 - 112.9	94.9 - 126.0	105.5 - 141.4
buyer	60.0 - 78.2	68.1 - 90.5	77.9 - 103.3
civil engineer	67.3 - 88.9	76.3 - 102.6	87.2 - 116.3
civil engineering drafter	53.5 - 67.4	60.8 - 77.9	69.4 - 88.1
civil engineering technologist	49.5 - 64.2	55.9 - 73.6	63.4 - 83.6
civil project engineer	76.7 - 104.8	88.2 - 122.9	102.2 - 141.7

civil project manager	81.3 - 108.2	91.5 - 124.3	104.1 - 140.6
construction coordinator	52.8 - 69.9	59.2 - 79.6	66.9 - 90.4
construction director	109.2 - 144.3	139.5 - 184.5	173.0 - 229.1
construction manager	78.1 - 102.0	85.6 - 114.0	95.3 - 128.3
construction project manager	69.5 - 95.6	80.7 - 112.9	93.8 - 129.4
contracts administrator	63.3 - 83.5	71.8 - 96.5	82.0 - 109.6
contracts manager	96.0 - 121.3	107.4 - 138.5	121.7 - 158.1
demand planner	52.7 - 72.3	63.1 - 87.2	74.5 - 99.9
director of operations	133.4 - 178.5	175.1 - 234.7	222.5 - 298.3
drafter	56.1 - 70.0	62.8 - 79.8	71.0 - 90.2
electrical designer/engineer	70.4 - 94.6	81.8 - 112.3	95.8 - 130.0
electrical engineer	76.9 - 103.3	89.3 - 122.7	104.6 - 142.1
electrical engineering technician	56.7 - 72.3	64.5 - 83.5	73.6 - 94.8
electrical inspector	44.4 - 59.2	51.2 - 68.9	58.7 - 78.9
engineering manager	86.4 - 116.1	98.5 - 135.0	113.3 - 154.4
environmental engineer	64.2 - 85.0	73.3 - 98.9	84.2 - 113.1
environmental inspector	49.7 - 63.4	54.6 - 70.8	60.7 - 79.2
estimation engineer	71.5 - 95.3	82.1 - 111.4	94.9 - 128.0
estimator	64.5 - 83.8	71.6 - 94.9	80.4 - 107.3
facilities manager	68.4 - 91.2	78.7 - 106.7	90.9 - 122.1
general manager	112.1 - 127.2	120.1 - 137.9	132.2 - 159.5
health and safety manager	64.6 - 83.2	74.3 - 96.9	85.3 - 110.0
health and safety specialist	69.2 - 90.8	79.0 - 105.5	90.9 - 120.1
HVAC drafter	56.2 - 71.9	63.1 - 81.8	71.0 - 91.5
HVAC engineer	56.0 - 74.3	63.9 - 86.2	73.4 - 97.7
materials manager	80.5 - 105.7	88.9 - 119.2	99.7 - 134.3
mechanical designer	55.2 - 72.7	63.5 - 84.5	72.6 - 95.2
mechanical drafter	51.6 - 66.8	58.0 - 77.0	66.6 - 89.9
mechanical engineer	77.3 - 102.0	87.6 - 117.8	100.1 - 134.2
mechanical engineering technican	54.5 - 71.1	61.9 - 82.1	70.5 - 92.3
operations manager	84.0 - 113.6	94.9 - 130.4	107.8 - 146.5
osd designer - telecom	58.2 - 75.6	65.5 - 87.2	75.2 - 101.6
planner/scheduler	42.7 - 54.2	48.4 - 62.2	54.7 - 70.0
project director	130.4 - 157.6	155.1 - 195.8	187.0 - 234.5
project engineer	91.9 - 117.7	99.6 - 130.2	109.8 - 145.3
project manager	78.9 - 108.6	91.5 - 128.2	106.4 - 146.5
purchasing manager	87.1 - 115.0	98.3 - 132.0	111.7 - 148.5
QA/QC inspector	57.2 - 75.7	66.1 - 88.2	76.0 - 100.9
quality control engineer	68.3 - 89.8	76.9 - 103.1	87.5 - 116.6
quality inspector	42.6 - 54.0	47.4 - 61.4	53.5 - 69.1
safety inspector	66.9 - 87.2	75.7 - 100.2	85.9 - 113.0

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site supervisor	82.2 - 107.3	90.1 - 120.0	100.2 - 134.5
specification writer	55.4 - 71.3	62.7 - 81.7	71.1 - 92.1
structural designer	52.7 - 68.5	59.6 - 78.7	67.5 - 88.4
structural engineer	68.3 - 90.2	77.4 - 104.4	88.8 - 119.0
structural engineering technologist	54.6 - 72.2	62.0 - 83.5	71.0 - 95.2
superintendent	42.9 - 54.6	47.9 - 62.0	54.0 - 70.2
supply chain manager	85.8 - 113.9	97.7 - 131.7	111.4 - 147.6
energy & oil			
applications engineer	74.1 - 99.0	86.7 - 117.6	101.3 - 134.1
architect	63.7 - 84.2	72.3 - 97.6	83.1 - 111.9
architectural drafter	50.1 - 64.6	58.0 - 76.3	67.8 - 89.7
assistant chief inspector	62.4 - 82.5	71.9 - 95.8	82.4 - 107.7
automation engineer	67.3 - 88.8	76.2 - 102.5	87.1 - 116.8
BIM/VDC lead	86.8 - 112.9	94.9 - 126.0	105.5 - 141.4
buyer	60.0 - 78.4	68.2 - 90.8	78.1 - 103.6
chemical engineer	84.0 - 110.4	92.8 - 124.4	103.8 - 139.5
chemical technician	58.2 - 75.6	64.6 - 85.8	72.8 - 98.0
chief inspector	56.0 - 73.5	62.9 - 83.7	70.8 - 93.8
civil engineer	67.4 - 89.1	76.6 - 103.0	87.5 - 116.7
civil engineering drafter	53.5 - 67.5	60.9 - 78.0	69.5 - 88.4
civil engineering technologist	49.6 - 64.2	55.9 - 73.7	63.5 - 83.7
civil project engineer	76.9 - 105.2	88.4 - 123.3	102.5 - 142.2
civil project manager	81.5 - 108.6	91.9 - 124.7	104.4 - 141.1
coating inspector	39.7 - 51.5	44.9 - 59.1	50.9 - 67.1
commissioning and start up engineer	65.9 - 87.8	75.7 - 102.9	87.6 - 116.9
commissioning coordinator	57.9 - 79.2	67.4 - 90.6	79.1 - 99.1
construction coordinator	52.9 - 70.1	59.3 - 79.9	67.0 - 90.6
construction director	109.6 - 144.9	140.0 - 185.2	173.7 - 230.1
construction manager	78.3 - 102.3	85.8 - 114.4	95.5 - 128.8
construction project manager	69.7 - 95.9	81.0 - 113.2	94.1 - 129.8
continuous improvement engineer	79.4 - 103.5	88.2 - 117.3	99.1 - 131.3
contracts administrator	63.4 - 83.7	71.9 - 96.8	82.2 - 109.9
contracts manager	96.4 - 121.8	107.7 - 139.0	122.1 - 158.7
control technician	51.9 - 68.0	59.2 - 78.5	67.5 - 89.2
controls designer/engineer	58.8 - 78.4	67.6 - 91.2	77.6 - 104.0
craft inspector	49.2 - 65.5	56.7 - 76.3	65.1 - 87.2
demand planner	52.7 - 72.5	63.3 - 87.5	74.6 - 100.2
director of operations	121.8 - 163.0	159.8 - 214.4	203.2 - 272.5
drafter	51.1 - 63.8	57.2 - 72.7	64.7 - 82.2
electrical designer/engineer	64.1 - 86.3	74.6 - 102.4	87.4 - 118.6
electrical engineer	70.0 - 94.2	81.5 - 111.9	95.4 - 129.7

electrical engineering technician	51.5 - 65.9	58.7 - 76.1	67.0 - 86.5
electrical inspector	40.4 - 53.8	46.6 - 62.7	53.5 - 71.8
electrical test engineer	67.6 - 90.1	77.6 - 105.5	89.8 - 121.2
engineering manager	78.7 - 105.8	89.8 - 123.2	103.4 - 141.0
environmental engineer	58.5 - 77.6	66.7 - 90.2	76.7 - 103.2
environmental inspector	45.3 - 57.7	49.7 - 64.5	55.3 - 72.2
estimation engineer	65.2 - 86.8	74.8 - 101.7	86.6 - 116.8
estimator	58.7 - 76.4	65.2 - 86.6	73.3 - 97.8
expediter	38.3 - 49.1	43.3 - 56.4	49.1 - 64.0
facilities manager	62.3 - 83.1	71.6 - 97.4	82.9 - 111.4
field service engineer	50.1 - 66.2	56.9 - 76.8	65.4 - 88.7
general inspector	49.6 - 64.9	55.6 - 74.0	62.7 - 83.1
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
geotechnical engineer	61.8 - 80.3	69.7 - 92.4	79.4 - 105.1
geotechnical technician	55.6 - 72.3	62.7 - 83.2	71.5 - 94.6
HDD inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
health and safety manager	58.8 - 75.8	67.7 - 88.4	77.7 - 100.4
health and safety specialist	63.1 - 82.7	72.0 - 96.2	82.8 - 109.5
HVAC drafter	51.2 - 65.5	57.5 - 74.6	64.7 - 83.4
HVAC engineer	51.0 - 67.6	58.2 - 78.6	66.9 - 89.0
industrial engineer	66.9 - 87.1	74.3 - 98.5	83.4 - 110.3
inventory analyst	48.1 - 62.8	54.7 - 72.5	62.4 - 82.7
inventory control manager	60.2 - 78.9	67.4 - 90.1	76.2 - 101.9
logistics manager	59.1 - 78.4	67.5 - 91.4	77.7 - 104.3
logistics specialist	54.7 - 72.7	62.6 - 84.7	72.0 - 96.1
materials manager	73.4 - 96.5	81.1 - 108.8	90.8 - 122.5
mechanical completions	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
mechanical designer	50.3 - 66.3	57.8 - 77.0	66.2 - 86.8
mechanical drafter	47.0 - 60.8	52.8 - 70.1	60.6 - 82.0
mechanical engineer	70.4 - 93.0	79.8 - 107.5	91.3 - 122.5
mechanical engineering technican	49.6 - 64.8	56.3 - 74.8	64.2 - 84.2
operations manager	76.6 - 103.6	86.6 - 119.0	98.3 - 133.7
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
pipeline engineer	68.6 - 89.1	77.3 - 102.6	88.2 - 117.7
piping designer	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
piping engineer	60.8 - 79.5	67.9 - 90.6	76.8 - 102.7
planner/scheduler	38.9 - 49.4	44.0 - 56.6	49.8 - 63.6
plant manager	84.1 - 117.3	100.9 - 142.8	120.4 - 166.7
PLC programmer	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
process engineer	58.7 - 78.0	67.1 - 90.8	77.2 - 103.1
procurement director	90.0 - 119.0	118.7 - 157.1	144.1 - 191.0

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procurement specialist	47.0 - 61.1	52.1 - 69.1	58.6 - 78.4
program manager	68.9 - 89.2	78.4 - 103.3	89.8 - 117.9
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	83.7 - 107.4	90.8 - 118.8	100.1 - 132.6
project manager	71.8 - 99.0	83.5 - 116.9	97.1 - 133.8
purchasing manager	79.4 - 104.8	89.7 - 120.4	101.9 - 135.5
QA/QC inspector	52.1 - 68.9	60.2 - 80.5	69.2 - 92.0
quality assurance manager	75.6 - 98.2	83.5 - 110.6	93.4 - 124.0
quality assurance/control technician	58.0 - 76.9	67.2 - 90.4	77.8 - 102.8
quality control engineer	62.2 - 81.8	70.1 - 94.0	79.8 - 106.3
quality inspector	38.7 - 49.1	43.1 - 55.8	48.6 - 62.9
safety inspector	60.9 - 79.6	69.0 - 91.4	78.3 - 103.1
SCADA engineer	60.0 - 79.6	68.4 - 92.4	78.6 - 105.2
site supervisor	68.6 - 89.7	75.3 - 100.3	83.7 - 112.5
sourcing engineer	52.6 - 69.7	60.0 - 81.1	69.0 - 92.6
specification writer	50.4 - 64.9	57.0 - 74.5	64.7 - 83.9
start up lead	76.3 - 99.3	83.5 - 110.8	92.8 - 124.0
stationary engineer	50.7 - 65.2	56.4 - 73.8	63.2 - 82.2
structural designer	48.0 - 62.5	54.3 - 71.6	61.5 - 80.7
structural engineer	62.2 - 82.2	70.6 - 95.2	80.9 - 108.6
structural engineering technologist	49.8 - 65.8	56.5 - 76.2	64.7 - 86.9
superintendent	39.0 - 49.6	43.6 - 56.5	49.2 - 63.8
supply chain manager	78.2 - 103.9	89.1 - 120.1	101.6 - 134.8
tanks inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
telecommunications technician	52.0 - 67.6	58.7 - 77.6	66.8 - 88.5
transmission line engineer	71.2 - 90.1	77.1 - 99.3	84.7 - 110.2
transportation manager	72.8 - 96.0	82.2 - 110.5	93.6 - 125.7
turnaround coordinator	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
welding inspector	50.8 - 66.1	57.4 - 75.8	65.0 - 85.5
manufacturing			
applications engineer	67.3 - 89.9	78.8 - 106.7	92.0 - 121.8
automation engineer	61.2 - 80.7	69.3 - 93.2	79.2 - 106.1
buyer	54.5 - 71.3	62.0 - 82.5	70.9 - 94.1
chemical engineer	76.3 - 100.3	84.3 - 113.0	94.3 - 126.6
chemical technician	52.8 - 68.7	58.7 - 77.9	66.2 - 89.0
cmm programmer	54.2 - 61.5	59.6 - 65.2	63.8 - 70.4
CNC programmer	54.2 - 62.8	61.9 - 75.8	73.5 - 86.4
coating inspector	58.6 - 75.2	65.2 - 90.0	82.6 - 102.4
commissioning and start up engineer	77.5 - 103.4	89.3 - 120.8	103.2 - 137.6
continuous improvement engineer	86.5 - 112.9	96.2 - 127.8	108.0 - 143.0
contracts administrator	69.1 - 91.3	78.5 - 105.5	89.5 - 119.9

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contracts manager	105.0 - 132.7	117.4 - 151.6	133.1 - 172.9
control technician	56.6 - 74.2	64.6 - 85.7	73.7 - 97.2
controls designer/engineer	58.8 - 78.4	67.6 - 91.2	77.5 - 103.9
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.5 - 79.0	69.0 - 95.3	81.4 - 109.2
director of operations	145.9 - 195.4	191.5 - 256.9	243.6 - 326.6
drafter	61.2 - 76.4	68.6 - 87.1	77.5 - 98.5
electrical designer/engineer	76.9 - 103.4	89.5 - 122.8	104.8 - 142.2
electrical engineer	84.0 - 112.9	97.7 - 134.2	114.4 - 155.4
electrical engineering technician	61.8 - 79.0	70.4 - 91.3	80.4 - 103.7
electrical inspector	48.5 - 64.6	55.8 - 75.2	64.2 - 86.0
electrical test engineer	81.0 - 108.0	93.0 - 126.5	107.6 - 145.3
engineering manager	94.3 - 126.8	107.6 - 147.6	124.0 - 169.0
environmental engineer	70.2 - 93.0	80.0 - 108.1	92.0 - 123.7
environmental inspector	54.2 - 69.1	59.6 - 77.4	66.4 - 86.5
estimation engineer	78.1 - 104.2	89.8 - 121.9	103.8 - 140.0
estimator	70.4 - 91.7	78.2 - 103.8	88.0 - 117.2
field service engineer	60.1 - 79.4	68.3 - 92.0	78.5 - 106.3
field service technician	58.8 - 76.9	68.0 - 89.6	78.0 - 101.8
general inspector	59.4 - 77.9	66.7 - 88.7	75.1 - 99.6
general manager	128.0 - 146.0	139.1 - 171.4	166.3 - 209.9
head of workshop and assembly	178.1 - 252.7	250.4 - 356.0	320.0 - 450.8
health and safety manager	101.8 - 134.3	131.8 - 147.1	140.3 - 166.4
health and safety specialist	75.6 - 99.1	86.3 - 115.3	99.2 - 131.3
HVAC drafter	61.3 - 78.6	68.9 - 89.4	77.5 - 100.0
HVAC engineer	64.6 - 81.1	69.8 - 94.3	80.2 - 106.8
industrial engineer	80.3 - 104.4	89.0 - 118.1	100.0 - 132.2
inventory analyst	57.7 - 75.4	65.5 - 87.0	74.9 - 99.1
inventory control manager	72.2 - 94.7	80.9 - 108.0	91.4 - 122.2
logistics manager	70.9 - 94.1	80.9 - 109.6	93.1 - 125.0
logistics specialist	65.6 - 87.2	75.1 - 101.5	86.3 - 115.2
machining manager	69.7 - 89.5	77.3 - 101.4	86.9 - 115.0
maintenance manager	71.8 - 94.4	82.2 - 109.2	93.5 - 121.6
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	76.1 - 100.6	86.4 - 116.4	98.9 - 131.8
materials manager	88.1 - 115.7	97.2 - 130.3	109.0 - 146.9
mechanical designer	60.2 - 79.4	69.4 - 92.3	79.3 - 104.0
mechanical drafter	56.4 - 73.0	63.2 - 84.1	72.6 - 98.3
mechanical engineer	84.5 - 111.5	95.6 - 128.9	109.4 - 146.9

ontario

mechanical engineering technican	59.4 - 77.6	67.6 - 89.6	77.0 - 100.9
operations manager	91.8 - 124.2	103.8 - 142.7	117.8 - 160.3
planner/scheduler	63.4 - 72.4	69.5 - 82.7	79.8 - 92.2
plant manager	100.8 - 140.6	121.0 - 171.1	144.4 - 199.8
PLC programmer	67.0 - 77.8	75.5 - 93.5	89.9 - 106.0
process engineer	70.4 - 93.5	80.5 - 108.8	92.5 - 123.6
procurement director	107.9 - 142.7	142.2 - 188.3	172.7 - 228.8
procurement specialist	56.4 - 73.2	62.5 - 82.9	70.3 - 94.0
production manager	94.2 - 123.5	105.4 - 140.9	119.3 - 159.7
production planner	56.9 - 75.0	65.5 - 87.0	74.6 - 97.0
program manager	82.6 - 106.9	94.1 - 123.8	107.6 - 141.4
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	100.3 - 128.8	108.8 - 142.4	120.0 - 158.9
project manager	86.2 - 118.7	100.1 - 140.2	116.4 - 160.3
purchasing manager	95.2 - 125.6	107.5 - 144.4	122.2 - 162.5
QA/QC inspector	62.4 - 82.4	72.0 - 96.2	82.7 - 110.3
quality assurance manager	90.6 - 117.7	100.2 - 132.6	112.1 - 148.6
quality assurance/control technician	69.6 - 92.2	80.6 - 108.4	93.4 - 123.2
quality control engineer	74.6 - 98.2	84.1 - 112.7	95.6 - 127.4
quality inspector	46.4 - 58.9	51.7 - 67.0	58.3 - 75.5
safety inspector	73.1 - 95.4	82.7 - 109.6	93.8 - 123.6
SCADA engineer	72.0 - 95.4	82.1 - 110.8	94.2 - 126.1
site supervisor	82.3 - 107.5	90.2 - 120.2	100.4 - 134.9
sourcing engineer	63.1 - 83.6	72.0 - 97.2	82.7 - 111.0
specification writer	60.5 - 77.9	68.4 - 89.3	77.5 - 100.7
stationary engineer	60.7 - 78.2	67.7 - 88.4	75.8 - 98.5
supply chain manager	93.7 - 124.6	106.8 - 144.0	121.8 - 161.5
transportation manager	87.2 - 115.1	98.6 - 132.5	112.2 - 150.7
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
warehouse manager	72.2 - 94.1	80.3 - 106.4	90.1 - 119.9

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.1 - 43.8	41.0 - 47.1	43.7 - 50.3
accounts payable clerk	38.4 - 43.2	42.3 - 47.5	45.8 - 51.7
accounts receivable clerk	38.6 - 43.4	42.5 - 47.7	46.1 - 52.2
bookkeeper	37.3 - 43.8	40.2 - 47.3	43.0 - 50.7
credit & collection specialist	36.2 - 41.5	39.6 - 45.6	42.8 - 49.3

ontario

credit & collections supervisor	51.2 - 62.0	55.2 - 66.8	59.1 - 68.2
invoicing clerk	36.5 - 42.4	39.9 - 46.4	42.9 - 49.9
payroll administrator	43.7 - 51.7	47.3 - 55.9	51.2 - 62.7
payroll clerk	41.7 - 48.2	46.1 - 52.8	49.2 - 57.5

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.5 - 18.5	17.0 - 21.5	19.0 - 24.5
counterbalance forklift operator	18.1 - 20.5	20.1 - 22.5	21.0 - 24.5
delivery/courier driver	17.0 - 20.5	19.0 - 22.3	21.5 - 25.0
electronic parts assembler	16.1 - 19.5	17.0 - 21.0	18.0 - 22.5
general labourer - heavy	16.5 - 19.0	18.1 - 22.0	20.5 - 25.0
general labourer - light	15.5 - 18.0	17.2 - 21.5	19.0 - 23.1
industrial painter	18.0 - 21.5	19.0 - 24.3	21.0 - 26.6
inventory control clerk	16.2 - 19.0	18.0 - 21.5	19.0 - 22.0
janitor/custodian	15.5 - 17.5	17.0 - 19.0	17.2 - 21.5
landscaping labour	15.3 - 17.5	17.0 - 19.2	18.0 - 20.2
machine operator	17.0 - 21.0	19.3 - 22.5	20.0 - 24.0
material handler	16.0 - 18.5	17.0 - 19.5	18.0 - 22.5
moulding machine operator	19.3 - 21.5	18.0 - 23.0	22.5 - 25.0
order/cherry picker forklift operator	17.0 - 19.5	18.2 - 21.5	19.0 - 23.5
parts manager	23.0 - 27.0	25.5 - 30.0	27.5 - 32.0
picker/packer	16.2 - 18.5	16.0 - 19.0	18.5 - 22.0
polisher/deburrer	17.0 - 20.0	19.2 - 21.1	20.0 - 23.0
production labourer	15.3 - 18.3	17.1 - 19.5	18.0 - 22.5
reach truck operator	18.0 - 21.3	19.0 - 23.0	20.7 - 25.0
sandblasting operator	16.1 - 19.0	17.5 - 20.0	18.0 - 21.5
set-up operator	18.0 - 21.5	19.0 - 23.3	21.5 - 24.0
shipper/receiver	17.5 - 20.5	18.2 - 21.0	20.0 - 23.5
shipping and receiving clerk	18.0 - 20.7	20.0 - 22.2	21.1 - 24.0
warehouse labourer	15.2 - 18.5	17.0 - 19.5	18.0 - 22.5

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	39.5 - 46.7	42.6 - 50.7	45.9 - 54.2
administrative assistant (bilingual)	42.5 - 49.3	45.6 - 53.0	48.9 - 56.8

ontario

benefits clerk	37.9 - 44.1	41.5 - 48.3	44.9 - 52.3
buyer assistant	37.9 - 44.0	41.9 - 48.8	45.5 - 53.0
claims supervisor	60.7 - 73.5	65.4 - 79.2	70.0 - 84.9
data entry clerk	32.1 - 36.8	35.0 - 40.1	37.5 - 43.0
dispatcher	38.0 - 44.2	41.2 - 47.9	44.1 - 51.4
document controller	32.4 - 36.9	32.4 - 40.4	37.8 - 43.1
document services specialist	32.5 - 36.1	34.8 - 39.9	37.5 - 43.1
executive assistant	52.1 - 62.9	58.8 - 70.1	62.3 - 76.5
executive assistant (bilingual)	55.1 - 65.6	59.9 - 71.6	65.3 - 79.2
executive legal assistant	40.2 - 46.8	45.4 - 51.2	48.7 - 55.9
file clerk	33.4 - 38.2	37.5 - 43.1	40.7 - 46.9
human resources assistant	40.8 - 46.9	44.8 - 53.2	46.9 - 55.2
import/export clerk	36.4 - 42.3	40.0 - 46.6	43.2 - 50.3
insurance claims clerk	37.2 - 42.9	40.6 - 46.6	43.8 - 50.1
logistics coordinator	45.1 - 53.1	49.1 - 56.5	51.9 - 58.7
mailroom clerk	32.7 - 36.9	35.3 - 40.1	37.4 - 42.6
office clerk	35.9 - 41.1	38.2 - 43.9	40.5 - 46.5
office manager	53.6 - 64.1	56.4 - 68.3	59.8 - 72.4
order clerk	35.6 - 38.3	35.9 - 41.3	38.5 - 44.3
project coordinator	42.4 - 50.6	45.9 - 54.7	49.2 - 58.7
property administrator	38.6 - 42.5	40.9 - 46.6	45.4 - 52.3
property manager	59.0 - 71.3	64.5 - 78.0	69.9 - 84.5
receptionist	33.4 - 37.2	35.2 - 39.7	36.4 - 42.3
receptionist (bilingual)	35.1 - 40.2	37.3 - 42.7	39.4 - 45.3
sales administrator	39.3 - 44.9	42.8 - 48.3	45.1 - 52.3
service coordinator	38.6 - 44.2	40.4 - 48.2	43.3 - 51.6
supply clerk	34.9 - 38.0	36.7 - 41.0	38.4 - 45.0

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.5 - 24.5	22.0 - 26.5	23.3 - 28.5
conventional machinist	18.7 - 22.5	20.9 - 23.5	22.7 - 27.5
electrician	29.0 - 31.5	30.5 - 34.1	32.5 - 38.0
field service technician	25.2 - 30.5	29.0 - 35.0	32.1 - 37.5
heavy equipment mechanic	27.0 - 32.3	30.7 - 35.0	34.0 - 40.0
lead hand/team lead	22.4 - 29.5	28.5 - 34.0	31.3 - 36.0
logistics supervisor	25.0 - 28.0	26.6 - 31.5	27.3 - 33.2
machine builder	22.9 - 27.0	25.0 - 30.4	28.0 - 33.1
maintenance manager	32.5 - 36.0	33.5 - 38.0	37.0 - 42.4

ontario

maintenance mechanic	27.0 - 31.1	30.0 - 34.5	31.9 - 36.9
maintenance planner	21.5 - 25.0	23.1 - 28.0	26.7 - 33.5
maintenance supervisor	27.0 - 33.0	30.5 - 36.0	32.8 - 39.0
mechanical assembler	18.1 - 21.2	19.0 - 23.6	21.5 - 24.5
millwright	27.9 - 31.5	30.3 - 34.5	31.8 - 36.5
mould maker	29.2 - 32.0	30.5 - 34.3	33.0 - 38.3
panel wirer	19.3 - 22.0	20.2 - 24.2	23.0 - 27.9
production supervisor	26.5 - 31.0	28.2 - 33.0	30.5 - 36.1
set-up technician	22.1 - 26.3	24.0 - 28.5	26.0 - 30.2
tool and die maker	28.3 - 32.5	30.0 - 34.0	33.5 - 38.0
warehouse manager	28.5 - 34.3	31.2 - 37.0	33.0 - 40.2
warehouse supervisor	22.5 - 27.0	24.0 - 29.5	28.5 - 33.5
welder	20.4 - 24.0	22.5 - 26.3	25.0 - 31.5

technologies

	entry	mid	senior
application software			
.net/C# developer	65.0 - 83.9	72.7 - 95.6	82.1 - 107.5
application support analyst	56.8 - 74.5	65.0 - 86.0	73.9 - 96.8
automation tester	51.6 - 66.9	62.0 - 80.8	73.4 - 93.5
C++/ embedded software engineer	63.3 - 81.6	70.7 - 93.0	79.8 - 104.5
database SQL developer	57.9 - 76.6	66.0 - 88.9	75.7 - 101.1
devops development side	62.2 - 83.2	72.0 - 98.1	83.6 - 112.0
ERP developer	65.5 - 84.4	73.0 - 96.1	82.5 - 108.9
front-end developer	61.7 - 80.8	70.5 - 93.9	80.9 - 106.8
full stack developer	70.6 - 92.7	80.8 - 107.7	92.6 - 122.2
java developer	62.9 - 81.2	70.3 - 92.4	79.4 - 104.2
machine learning developer	68.2 - 100.7	91.5 - 126.3	111.7 - 144.8
manual tester	46.6 - 61.9	54.5 - 73.3	63.4 - 83.5
mobile application developer (iOS/android)	58.5 - 85.4	77.3 - 108.4	93.5 - 122.8
quality assurance manager	77.3 - 100.2	85.3 - 112.8	95.4 - 126.5
RPA developer	48.2 - 63.1	55.1 - 73.2	63.0 - 82.1
technical lead	98.5 - 132.1	111.8 - 152.4	127.5 - 172.3
UI/UX designer	58.6 - 75.8	65.9 - 86.7	74.5 - 96.9
architecture			
application architect	89.0 - 118.5	100.1 - 136.1	114.1 - 156.1
architect (enterprise)	88.0 - 118.6	100.8 - 138.5	116.3 - 159.4
architect (solutions/technical)	79.1 - 98.7	88.6 - 112.7	100.2 - 126.6
cloud architect	79.7 - 100.1	90.0 - 114.8	102.1 - 128.9

ontario

data & analytics

BI data architect	82.2 - 110.2	91.9 - 125.6	103.9 - 141.8
big data engineer	76.9 - 100.5	85.9 - 114.5	97.1 - 129.8
business intelligence developer	61.9 - 79.9	69.3 - 91.0	78.1 - 101.8
data analyst	62.5 - 83.2	71.8 - 97.3	82.8 - 110.8
data architect	66.9 - 88.0	76.8 - 102.9	88.7 - 117.5
data engineer	65.9 - 87.7	75.7 - 102.6	87.4 - 116.8
data scientist	72.2 - 96.6	83.4 - 113.3	96.4 - 128.9
database administrator	63.1 - 85.5	74.3 - 102.2	87.2 - 117.2

leadership/business technology

business analyst	53.2 - 67.9	65.4 - 83.4	82.5 - 105.7
IT director	102.4 - 124.2	122.8 - 148.4	135.0 - 168.2
IT manager	65.1 - 84.8	72.6 - 96.7	82.1 - 110.3

networking/infrastructure

bilingual tech support	50.8 - 65.5	57.4 - 74.5	64.1 - 82.5
cloud engineer	69.0 - 91.6	80.2 - 107.9	92.9 - 122.0
devops system side	75.6 - 104.2	88.0 - 122.4	101.4 - 138.2
help desk representative	43.6 - 57.8	49.9 - 66.5	56.5 - 74.3
information security engineer	67.6 - 90.1	77.8 - 105.5	89.8 - 120.0
information security manager	87.6 - 114.5	97.7 - 130.5	110.5 - 148.3
information security specialist	57.3 - 74.9	65.4 - 87.1	75.0 - 98.5
information systems analyst	61.0 - 78.0	67.4 - 88.0	75.5 - 98.9
linux/unix administrator	68.8 - 90.0	78.4 - 104.6	90.1 - 119.3
network administrator	58.0 - 77.2	66.7 - 90.3	77.0 - 103.1
network engineer	63.7 - 84.6	72.9 - 98.9	84.3 - 113.5
systems administrator	65.3 - 84.6	73.4 - 96.9	83.3 - 109.8
tech support	59.3 - 78.2	68.3 - 91.2	78.5 - 103.5
telecommunications analyst	60.3 - 80.0	69.0 - 93.5	79.8 - 107.8

project management

business systems analyst	62.6 - 83.4	73.2 - 98.9	85.4 - 113.5
ERP project manager	88.4 - 118.0	96.4 - 131.3	106.9 - 147.4
functional analyst	50.6 - 65.6	57.0 - 75.0	64.5 - 84.8
organizational change manager (OCM)	61.9 - 83.0	71.9 - 98.8	84.6 - 115.7
product owner	70.2 - 92.2	80.3 - 107.1	92.1 - 121.1
product owner/manager	74.4 - 102.3	86.3 - 120.6	100.3 - 138.1
program manager	88.5 - 119.8	100.3 - 138.7	115.0 - 159.5
project coordinator	56.0 - 70.7	63.9 - 82.0	73.3 - 93.3
project manager (infrastructure)	73.0 - 99.4	82.6 - 114.5	94.5 - 130.6
project manager (software)	81.0 - 107.4	90.6 - 122.5	102.5 - 138.6
scrum master	69.0 - 89.6	77.7 - 102.8	88.4 - 117.3
technical writer	56.6 - 73.2	65.7 - 86.2	76.1 - 98.1

niagara region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.5 - 43.4	39.9 - 47.6	43.2 - 51.5
customer service manager	45.9 - 51.1	47.8 - 54.6	53.9 - 65.9
customer service representative	33.2 - 38.8	35.8 - 42.1	38.4 - 45.2
customer service supervisor	44.9 - 47.3	46.9 - 49.9	49.5 - 58.7
customer service team lead	35.6 - 41.9	37.3 - 44.7	41.1 - 47.3
customer service trainer	42.6 - 50.8	46.6 - 55.6	50.4 - 60.2
e-chat representative	33.4 - 39.2	36.1 - 42.5	38.8 - 45.6
fundraiser agent	32.8 - 38.0	35.2 - 40.7	37.5 - 43.5
help desk representative - level 1	35.4 - 39.2	39.0 - 44.3	43.9 - 48.9
inside sales manager	48.6 - 52.3	51.9 - 57.2	55.7 - 67.1
inside sales representative	42.3 - 45.9	43.7 - 50.0	49.9 - 59.9
junior collection agent	31.5 - 36.7	34.0 - 39.8	36.5 - 42.8
order desk	32.9 - 37.3	35.6 - 40.8	38.2 - 44.9
service coordinator	37.5 - 44.6	40.4 - 48.1	43.2 - 51.6
survey agent	31.9 - 36.4	34.7 - 39.7	37.0 - 42.5
telemarketing agent	31.9 - 36.9	34.2 - 39.5	36.4 - 42.2
telephone dispatcher	38.0 - 44.1	41.1 - 47.9	44.1 - 51.4

engineering

	entry	mid	senior
construction			
architect	68.6 - 90.8	78.0 - 105.4	89.6 - 120.8
architectural drafter	54.5 - 70.3	63.1 - 83.0	73.7 - 97.7
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	64.4 - 84.5	73.4 - 98.0	84.1 - 112.1
civil engineer	73.6 - 97.4	83.5 - 112.8	95.6 - 128.0
civil engineering drafter	58.2 - 73.4	66.2 - 84.7	75.5 - 96.1
civil engineering technologist	53.9 - 69.8	60.8 - 80.2	69.0 - 91.1
civil project engineer	82.6 - 113.4	95.0 - 133.3	110.4 - 153.8
civil project manager	89.0 - 119.0	100.4 - 136.9	114.5 - 154.8

construction coordinator	57.0 - 75.7	64.0 - 86.5	72.5 - 98.4
construction director	118.2 - 156.7	151.4 - 200.4	187.9 - 249.1
construction manager	84.1 - 110.2	92.2 - 123.5	102.8 - 139.2
construction project manager	74.9 - 103.2	86.9 - 122.2	101.3 - 140.4
contracts administrator	68.2 - 90.4	77.4 - 104.6	88.6 - 119.2
contracts manager	104.0 - 131.8	116.4 - 150.5	132.1 - 171.7
demand planner	55.9 - 77.0	67.2 - 93.0	79.3 - 106.7
director of operations	143.9 - 193.0	189.1 - 253.9	240.7 - 323.2
drafter	61.1 - 76.2	68.4 - 86.9	77.3 - 98.4
electrical designer/engineer	76.9 - 103.9	89.6 - 123.6	105.2 - 143.2
electrical engineer	84.1 - 113.6	98.0 - 135.1	115.1 - 156.5
electrical engineering technician	61.7 - 78.7	70.2 - 91.0	80.2 - 103.6
electrical inspector	48.4 - 64.3	55.7 - 74.9	64.0 - 85.7
engineering manager	93.0 - 125.8	106.3 - 146.5	122.8 - 167.8
environmental engineer	70.2 - 93.2	80.0 - 108.6	92.3 - 124.6
environmental inspector	53.6 - 68.3	58.8 - 76.4	65.5 - 85.4
estimation engineer	78.2 - 104.5	89.9 - 122.6	104.2 - 141.0
estimator	69.5 - 90.6	77.2 - 102.8	86.9 - 116.5
facilities manager	74.8 - 100.0	86.0 - 117.4	99.7 - 134.5
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	69.7 - 89.8	80.2 - 104.5	91.9 - 118.6
health and safety specialist	75.7 - 99.5	86.5 - 116.0	99.6 - 132.2
HVAC drafter	61.2 - 78.2	68.6 - 89.0	77.3 - 99.6
HVAC engineer	61.1 - 81.2	69.8 - 94.6	80.3 - 107.3
materials manager	87.1 - 114.7	96.2 - 129.5	108.0 - 145.9
mechanical designer	60.2 - 79.6	69.4 - 92.5	79.4 - 104.5
mechanical drafter	56.3 - 72.7	63.1 - 83.9	72.4 - 98.0
mechanical engineer	84.6 - 112.1	96.0 - 129.7	109.9 - 148.0
mechanical engineering technican	59.3 - 77.4	67.4 - 89.4	76.8 - 100.7
operations manager	90.6 - 122.4	102.4 - 140.6	116.2 - 158.2
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	46.2 - 58.7	52.3 - 67.2	59.2 - 75.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	99.0 - 127.6	107.6 - 141.4	118.8 - 157.8
project manager	84.8 - 117.5	98.8 - 139.0	115.1 - 159.1
purchasing manager	94.2 - 124.7	106.6 - 143.4	121.2 - 161.4
QA/QC inspector	62.4 - 82.4	72.0 - 96.2	82.7 - 110.3
quality control engineer	74.6 - 98.4	84.1 - 113.3	95.9 - 128.4
quality inspector	45.8 - 58.2	51.0 - 66.2	57.6 - 74.8
safety inspector	72.2 - 94.1	81.6 - 108.0	92.6 - 121.8
site supervisor	81.1 - 106.2	88.9 - 119.0	99.1 - 133.8

ontario

specification writer	60.2 - 77.6	68.2 - 89.0	77.4 - 100.4
structural designer	57.4 - 74.6	64.9 - 85.7	73.6 - 96.5
structural engineer	74.6 - 98.9	84.7 - 114.7	97.3 - 131.0
structural engineering technologist	59.7 - 79.1	67.8 - 91.8	77.9 - 104.8
superintendent	46.4 - 59.0	51.8 - 67.3	58.6 - 76.0
supply chain manager	92.8 - 123.6	105.8 - 143.0	121.0 - 160.4
energy & oil			
applications engineer	80.3 - 107.4	94.1 - 127.7	109.9 - 145.8
architect	68.8 - 91.1	78.1 - 105.7	89.8 - 121.2
architectural drafter	54.5 - 70.3	63.1 - 83.2	73.8 - 97.8
assistant chief inspector	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
automation engineer	73.6 - 97.4	83.4 - 112.8	95.5 - 128.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	64.6 - 84.7	73.6 - 98.3	84.2 - 112.4
chemical engineer	92.0 - 121.6	101.9 - 137.0	114.1 - 153.6
chemical technician	63.4 - 82.3	70.3 - 93.5	79.3 - 107.0
chief inspector	61.0 - 79.9	68.4 - 91.0	77.0 - 102.0
civil engineer	73.7 - 97.7	83.8 - 113.2	95.9 - 128.5
civil engineering drafter	58.3 - 73.6	66.4 - 85.0	75.7 - 96.4
civil engineering technologist	54.0 - 70.0	60.8 - 80.3	69.1 - 91.2
civil project engineer	82.8 - 113.8	95.4 - 133.8	110.8 - 154.4
civil project manager	89.3 - 119.4	100.8 - 137.4	114.8 - 155.4
coating inspector	42.8 - 55.4	48.4 - 63.7	54.8 - 72.5
commissioning and start up engineer	69.8 - 93.2	80.3 - 109.2	92.9 - 124.2
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	57.1 - 76.0	64.1 - 86.8	72.6 - 98.8
construction director	118.7 - 157.3	152.0 - 201.4	188.8 - 250.2
construction manager	84.4 - 110.5	92.4 - 124.0	103.1 - 139.7
construction project manager	75.0 - 103.6	87.1 - 122.6	101.5 - 140.9
continuous improvement engineer	85.8 - 112.3	95.5 - 127.3	107.4 - 142.7
contracts administrator	68.3 - 90.6	77.6 - 105.0	88.8 - 119.5
contracts manager	104.4 - 132.2	116.8 - 151.1	132.6 - 172.4
control technician	56.5 - 74.0	64.4 - 85.6	73.6 - 97.2
controls designer/engineer	58.8 - 78.2	67.4 - 91.2	77.4 - 104.0
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	56.0 - 77.2	67.3 - 93.4	79.6 - 107.0
director of operations	144.5 - 193.8	190.0 - 255.1	241.8 - 324.7
drafter	51.0 - 63.6	57.1 - 72.6	64.6 - 82.2
electrical designer/engineer	64.3 - 86.8	74.9 - 103.3	88.0 - 119.8
electrical engineer	70.2 - 95.0	81.9 - 113.0	96.2 - 131.0
electrical engineering technician	51.4 - 65.7	58.6 - 76.0	66.9 - 86.5

electrical inspector	40.3 - 53.6	46.4 - 62.5	53.3 - 71.5
electrical test engineer	67.7 - 90.7	77.9 - 106.5	90.4 - 122.4
engineering manager	69.9 - 94.6	80.0 - 110.3	92.3 - 126.3
environmental engineer	52.7 - 70.1	60.2 - 81.7	69.4 - 93.7
environmental inspector	40.2 - 51.3	44.2 - 57.4	49.2 - 64.3
estimation engineer	58.8 - 78.7	67.6 - 92.3	78.4 - 106.2
estimator	52.2 - 68.1	58.1 - 77.4	65.3 - 87.7
expediter	34.5 - 44.2	39.0 - 50.8	44.2 - 57.5
facilities manager	56.2 - 75.2	64.7 - 88.4	75.1 - 101.3
field service engineer	45.1 - 59.5	51.1 - 69.0	58.8 - 79.9
general inspector	44.5 - 58.2	49.9 - 66.3	56.3 - 74.5
general manager	91.7 - 104.0	98.3 - 112.9	108.2 - 130.5
geotechnical engineer	55.7 - 72.6	62.9 - 83.8	71.8 - 95.5
geotechnical technician	50.1 - 65.4	56.6 - 75.4	64.6 - 85.9
HDD inspector	40.2 - 53.6	46.4 - 62.5	53.3 - 71.4
health and safety manager	52.4 - 67.5	60.2 - 78.6	69.1 - 89.3
health and safety specialist	56.9 - 74.9	65.0 - 87.3	75.0 - 99.5
HVAC drafter	45.9 - 58.9	51.6 - 67.0	58.1 - 74.9
HVAC engineer	45.8 - 61.0	52.5 - 71.1	60.3 - 80.7
industrial engineer	60.4 - 78.9	67.1 - 89.5	75.4 - 100.3
inventory analyst	42.2 - 55.2	48.0 - 63.8	54.9 - 72.8
inventory control manager	54.2 - 70.9	60.7 - 80.9	68.5 - 91.5
logistics manager	52.7 - 70.0	60.1 - 81.7	69.3 - 93.3
logistics specialist	48.6 - 64.8	55.7 - 75.7	64.1 - 86.1
materials manager	65.4 - 86.3	72.4 - 97.4	81.2 - 109.8
mechanical completions	40.2 - 53.6	46.4 - 62.5	53.3 - 71.4
mechanical designer	45.2 - 59.8	52.0 - 69.6	59.7 - 78.6
mechanical drafter	42.2 - 54.6	47.4 - 63.0	54.4 - 73.8
mechanical engineer	63.5 - 84.3	72.2 - 97.7	82.7 - 111.3
mechanical engineering technican	44.6 - 58.2	50.6 - 67.2	57.7 - 75.8
operations manager	68.1 - 92.2	77.0 - 105.8	87.4 - 119.1
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.6 - 83.2
pipeline engineer	61.9 - 80.7	69.8 - 93.2	79.9 - 106.9
pipng designer	51.0 - 67.5	58.9 - 78.4	67.4 - 88.1
pipng engineer	54.8 - 71.9	61.3 - 82.1	69.5 - 93.2
planner/scheduler	34.7 - 44.0	39.2 - 50.4	44.4 - 56.8
plant manager	75.2 - 105.1	90.3 - 128.0	107.9 - 149.5
PLC programmer	51.0 - 67.5	58.9 - 78.4	67.4 - 88.1
process engineer	52.9 - 70.5	60.6 - 82.3	69.8 - 93.7
procurement director	80.5 - 106.7	106.4 - 140.9	129.2 - 171.3
procurement specialist	41.7 - 54.3	46.3 - 61.6	52.1 - 69.9

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program manager	61.1 - 79.5	69.8 - 92.3	80.0 - 105.6
project director	106.7 - 129.0	126.9 - 160.2	153.0 - 191.9
project engineer	74.5 - 96.0	80.9 - 106.4	89.5 - 118.8
project manager	63.8 - 88.4	74.3 - 104.7	86.7 - 119.8
purchasing manager	70.9 - 93.9	80.2 - 107.9	91.2 - 121.5
QA/QC inspector	46.8 - 61.9	54.1 - 72.4	62.2 - 82.9
quality assurance manager	67.4 - 87.9	74.6 - 99.1	83.6 - 111.2
quality assurance/control technician	51.8 - 68.8	60.1 - 80.9	69.7 - 92.1
quality control engineer	56.1 - 74.1	63.3 - 85.2	72.2 - 96.6
quality inspector	34.4 - 43.7	38.3 - 49.8	43.3 - 56.1
safety inspector	54.3 - 70.7	61.4 - 81.3	69.7 - 91.7
SCADA engineer	54.1 - 72.0	61.7 - 83.8	71.0 - 95.6
site supervisor	60.9 - 79.9	66.9 - 89.6	74.5 - 100.7
sourcing engineer	46.8 - 62.1	53.4 - 72.4	61.5 - 82.8
specification writer	45.3 - 58.3	51.2 - 67.0	58.1 - 75.5
start up lead	68.7 - 89.4	75.2 - 99.7	83.5 - 111.6
stationary engineer	45.2 - 58.2	50.3 - 65.8	56.3 - 73.4
structural designer	43.1 - 56.1	48.8 - 64.4	55.3 - 72.5
structural engineer	74.8 - 99.2	85.0 - 115.1	97.6 - 131.5
structural engineering technologist	59.8 - 79.4	68.0 - 92.1	78.0 - 105.2
superintendent	46.4 - 59.2	51.8 - 67.3	58.6 - 76.1
supply chain manager	93.1 - 124.1	106.2 - 143.5	121.3 - 161.0
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	61.9 - 80.5	70.0 - 92.6	79.6 - 105.7
transmission line engineer	85.8 - 108.8	93.0 - 120.2	102.2 - 133.4
transportation manager	86.5 - 114.6	97.9 - 132.0	111.6 - 150.2
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
welding inspector	60.2 - 78.6	68.2 - 90.2	77.4 - 101.9
manufacturing			
applications engineer	80.3 - 107.3	94.0 - 127.6	109.9 - 145.7
automation engineer	73.4 - 97.3	83.3 - 112.7	95.4 - 128.5
buyer	64.6 - 84.6	73.6 - 98.2	84.2 - 112.3
chemical engineer	92.0 - 121.4	101.8 - 136.9	114.1 - 153.5
chemical technician	63.2 - 82.3	70.2 - 93.5	79.2 - 106.9
cmm programmer	54.4 - 70.0	60.5 - 79.1	67.9 - 88.6
CNC programmer	58.2 - 77.0	66.1 - 89.2	75.7 - 102.1
coating inspector	42.8 - 55.4	48.4 - 63.7	54.8 - 72.5
commissioning and start up engineer	70.0 - 93.2	80.4 - 109.3	93.0 - 125.0
continuous improvement engineer	85.8 - 112.2	95.4 - 127.2	107.3 - 142.4
contracts administrator	68.3 - 90.5	77.5 - 104.9	88.8 - 119.4
contracts manager	104.3 - 132.1	116.6 - 151.0	132.5 - 172.3

control technician	56.5 - 73.9	64.4 - 85.6	73.6 - 97.2
controls designer/engineer	58.7 - 78.1	67.4 - 91.1	77.4 - 103.9
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	56.0 - 77.2	67.3 - 93.2	79.4 - 106.9
director of operations	144.4 - 193.6	189.7 - 254.8	241.4 - 324.4
drafter	61.2 - 76.3	68.5 - 87.0	77.4 - 98.5
electrical designer/engineer	77.0 - 104.0	89.8 - 123.8	105.5 - 143.6
electrical engineer	84.2 - 113.9	98.2 - 135.5	115.3 - 157.0
electrical engineering technician	61.7 - 78.8	70.2 - 91.2	80.3 - 103.8
electrical inspector	48.4 - 64.3	55.7 - 75.0	64.0 - 85.8
electrical test engineer	81.2 - 108.7	93.5 - 127.7	108.5 - 146.8
engineering manager	93.2 - 126.0	106.6 - 146.9	123.0 - 168.2
environmental engineer	70.3 - 93.4	80.2 - 108.8	92.4 - 124.8
environmental inspector	53.6 - 68.4	58.9 - 76.6	65.5 - 85.6
estimation engineer	78.4 - 104.8	90.0 - 123.0	104.4 - 141.5
estimator	69.6 - 90.8	77.3 - 103.1	87.0 - 116.8
field service engineer	60.0 - 79.3	68.2 - 92.0	78.2 - 106.4
field service technician	58.8 - 76.8	67.9 - 89.5	77.9 - 101.8
general inspector	59.3 - 77.6	66.5 - 88.4	74.9 - 99.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	177.4 - 251.8	250.7 - 355.2	319.3 - 450.0
health and safety manager	106.7 - 136.6	134.0 - 151.0	143.5 - 170.0
health and safety specialist	75.7 - 99.7	86.6 - 116.3	99.8 - 132.6
HVAC drafter	61.2 - 78.4	68.8 - 89.3	77.4 - 99.8
HVAC engineer	61.1 - 81.4	70.0 - 94.7	80.4 - 107.5
industrial engineer	80.5 - 105.1	89.4 - 119.2	100.6 - 133.6
inventory analyst	56.3 - 73.6	64.0 - 85.1	73.1 - 97.1
inventory control manager	72.2 - 94.6	80.8 - 107.8	91.3 - 121.9
logistics manager	70.1 - 93.2	80.2 - 108.8	92.4 - 124.3
logistics specialist	64.8 - 86.3	74.2 - 100.8	85.4 - 114.7
machining manager	69.0 - 88.8	76.6 - 100.7	86.3 - 114.1
maintenance manager	71.3 - 93.8	81.7 - 108.5	92.9 - 120.8
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	76.2 - 101.2	86.6 - 117.4	99.4 - 133.0
materials manager	87.2 - 115.0	96.5 - 129.7	108.2 - 146.3
mechanical designer	60.2 - 79.7	69.4 - 92.8	79.6 - 104.8
mechanical drafter	56.3 - 72.8	63.2 - 84.0	72.5 - 98.3
mechanical engineer	84.7 - 112.3	96.1 - 130.1	110.2 - 148.3
mechanical engineering technician	59.4 - 77.5	67.4 - 89.5	76.9 - 100.9
operations manager	90.7 - 122.8	102.5 - 141.0	116.4 - 158.6
planner/scheduler	64.6 - 74.3	70.8 - 82.1	80.3 - 93.8

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plant manager	100.1 - 140.0	120.2 - 170.4	143.8 - 199.1
PLC programmer	66.8 - 79.0	76.6 - 93.8	92.3 - 108.1
process engineer	70.6 - 94.0	80.6 - 109.6	93.0 - 124.8
procurement director	107.2 - 142.1	141.6 - 187.6	172.1 - 228.1
procurement specialist	55.6 - 72.4	61.7 - 82.0	69.5 - 93.2
production manager	93.5 - 122.9	104.6 - 140.3	118.7 - 159.1
production planner	56.9 - 75.0	65.4 - 87.0	74.6 - 97.0
program manager	81.5 - 105.8	92.9 - 122.9	106.6 - 140.6
project director	128.3 - 160.9	156.1 - 195.7	194.3 - 236.5
project engineer	99.2 - 127.9	107.9 - 141.7	119.2 - 158.2
project manager	85.0 - 117.8	99.0 - 139.4	115.4 - 159.6
purchasing manager	94.4 - 125.0	106.8 - 143.8	121.4 - 161.9
QA/QC inspector	62.4 - 82.6	72.1 - 96.5	82.9 - 110.5
quality assurance manager	89.9 - 117.1	99.4 - 132.0	111.4 - 148.1
quality assurance/control technician	69.1 - 91.6	80.0 - 107.8	92.8 - 122.6
quality control engineer	74.8 - 98.6	84.4 - 113.5	96.1 - 128.6
quality inspector	45.8 - 58.2	51.1 - 66.2	57.7 - 74.8
safety inspector	72.2 - 94.3	81.7 - 108.2	92.8 - 122.2
SCADA engineer	72.1 - 95.9	82.3 - 111.6	94.7 - 127.3
site supervisor	81.2 - 106.4	89.0 - 119.4	99.2 - 134.0
sourcing engineer	62.4 - 82.8	71.2 - 96.5	82.0 - 110.3
specification writer	60.4 - 77.8	68.3 - 89.3	77.5 - 100.7
stationary engineer	60.1 - 77.5	67.0 - 87.7	75.1 - 97.7
supply chain manager	93.0 - 124.0	106.1 - 143.4	121.2 - 160.9
transportation manager	86.4 - 114.5	97.8 - 131.9	111.5 - 150.1
turnaround coordinator	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
warehouse manager	71.4 - 93.2	79.4 - 105.7	89.4 - 119.3

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	37.8 - 43.4	40.6 - 46.7	43.3 - 49.9
accounts payable clerk	37.9 - 42.6	41.9 - 47.1	45.4 - 51.2
accounts receivable clerk	38.4 - 43.1	42.4 - 47.7	46.0 - 51.8
bookkeeper	36.9 - 43.4	39.8 - 46.9	42.6 - 50.3
credit & collection specialist	35.9 - 41.1	39.3 - 45.2	42.4 - 48.9
credit & collections supervisor	51.3 - 62.0	55.3 - 66.8	59.1 - 71.5
invoicing clerk	36.2 - 42.0	39.5 - 46.0	42.5 - 49.6
payroll administrator	41.2 - 49.1	44.9 - 53.7	48.5 - 58.0
payroll clerk	40.3 - 47.0	44.3 - 51.8	48.0 - 56.1

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.6 - 18.0	16.9 - 19.6	18.2 - 21.1
counterbalance forklift operator	16.0 - 20.0	18.0 - 22.0	21.0 - 24.0
delivery/courier driver	16.9 - 19.8	18.2 - 21.0	19.0 - 23.0
electronic parts assembler	15.9 - 18.6	17.0 - 19.9	18.0 - 21.2
general labourer - heavy	16.2 - 18.6	17.6 - 20.2	18.9 - 21.8
general labourer - light	14.5 - 17.1	16.0 - 19.4	18.0 - 21.3
industrial painter	16.6 - 19.0	18.1 - 21.2	19.4 - 22.9
inventory control clerk	16.0 - 18.9	17.9 - 20.6	19.3 - 22.2
janitor/custodian	14.0 - 16.0	14.6 - 16.6	15.6 - 17.8
landscaping labour	15.2 - 17.3	16.0 - 18.8	17.6 - 20.2
machine operator	16.9 - 20.0	18.0 - 22.0	19.9 - 23.8
material handler	15.0 - 17.3	16.0 - 19.1	17.8 - 20.7
moulding machine operator	16.4 - 19.0	18.0 - 21.4	19.4 - 23.1
order/cherry picker forklift operator	16.0 - 20.0	18.0 - 22.0	21.0 - 24.0
parts manager	22.6 - 27.0	24.4 - 29.1	26.1 - 31.2
picker/packer	14.0 - 16.7	15.6 - 18.0	16.6 - 19.2
polisher/deburrer	17.0 - 19.0	18.0 - 21.3	20.0 - 23.0
production labourer	14.2 - 17.0	15.9 - 18.2	17.4 - 19.9
reach truck operator	16.0 - 20.0	18.0 - 22.0	21.0 - 24.0
sandblasting operator	15.8 - 18.0	17.0 - 19.9	18.1 - 21.3
set-up operator	18.0 - 22.0	21.0 - 25.0	24.0 - 32.0
shipper/receiver	17.3 - 19.9	18.0 - 21.2	19.6 - 22.6
shipping and receiving clerk	18.1 - 20.0	19.6 - 22.3	21.1 - 24.0
warehouse labourer	15.3 - 17.2	16.9 - 19.2	18.3 - 20.8

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	38.5 - 45.8	41.4 - 49.4	44.3 - 52.8
administrative assistant (bilingual)	42.0 - 49.0	45.0 - 52.0	47.0 - 56.0
benefits clerk	37.6 - 43.7	41.1 - 47.9	44.5 - 51.8
buyer assistant	37.5 - 43.6	41.5 - 48.4	45.1 - 52.6
claims supervisor	60.7 - 73.4	65.4 - 79.1	70.0 - 84.7
data entry clerk	31.9 - 36.4	34.6 - 39.6	37.1 - 42.5

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dispatcher	38.0 - 44.1	41.1 - 47.9	44.1 - 51.4
document controller	32.0 - 36.5	34.8 - 39.8	37.2 - 42.7
document services specialist	31.3 - 35.8	34.5 - 39.5	37.2 - 42.7
executive assistant	50.5 - 61.8	56.2 - 68.8	61.5 - 75.3
executive assistant (bilingual)	53.0 - 65.0	60.0 - 73.0	66.0 - 80.0
executive legal assistant	50.5 - 58.7	56.4 - 68.2	62.3 - 75.5
file clerk	33.1 - 37.9	37.2 - 42.7	40.4 - 46.4
human resources assistant	39.8 - 46.4	43.4 - 50.6	46.5 - 54.2
import/export clerk	36.1 - 41.9	39.6 - 46.1	42.8 - 49.9
insurance claims clerk	37.2 - 42.9	40.6 - 46.6	43.8 - 50.1
logistics coordinator	45.0 - 53.1	49.1 - 57.9	56.0 - 63.8
mailroom clerk	31.8 - 36.0	34.5 - 39.0	36.6 - 41.4
office clerk	35.5 - 40.7	37.8 - 43.4	40.0 - 46.0
office manager	53.1 - 64.1	56.5 - 68.3	59.8 - 72.3
order clerk	32.7 - 37.3	35.6 - 40.8	38.2 - 43.8
project coordinator	42.4 - 50.6	45.8 - 54.7	49.2 - 58.7
property administrator	42.0 - 51.0	46.0 - 55.0	49.0 - 59.0
property manager	58.1 - 70.3	63.6 - 77.0	68.9 - 83.6
receptionist	31.9 - 36.9	34.0 - 39.4	36.1 - 41.9
receptionist (bilingual)	42.3 - 46.3	45.3 - 51.3	48.5 - 53.6
sales administrator	42.3 - 51.2	46.7 - 56.4	50.8 - 61.4
service coordinator	37.5 - 44.6	40.4 - 48.1	43.2 - 51.6
supply clerk	32.9 - 38.0	35.4 - 41.0	37.7 - 43.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.0 - 24.0	22.0 - 27.0	25.0 - 34.0
conventional machinist	20.0 - 24.0	22.0 - 27.0	26.0 - 34.0
electrician	28.0 - 32.0	30.0 - 36.0	34.0 - 40.0
field service technician	30.0 - 34.0	32.0 - 35.0	34.0 - 40.0
heavy equipment mechanic	26.0 - 30.0	28.0 - 34.0	32.0 - 36.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 26.0
logistics supervisor	20.0 - 26.0	24.4 - 30.0	28.0 - 34.0
machine builder	20.0 - 26.0	24.0 - 30.0	28.0 - 32.0
maintenance manager	32.0 - 40.0	38.0 - 50.0	47.0 - 57.0
maintenance mechanic	26.0 - 32.0	30.0 - 34.0	32.0 - 36.0
maintenance planner	24.0 - 32.0	28.0 - 36.0	34.0 - 40.0
maintenance supervisor	24.0 - 32.4	30.0 - 38.0	36.0 - 42.0

ontario

mechanical assembler	22.0 - 28.0	26.0 - 32.0	30.0 - 36.0
millwright	30.0 - 34.0	32.0 - 35.0	34.0 - 40.0
mould maker	22.0 - 28.0	26.0 - 34.0	32.0 - 40.0
panel wirer	20.0 - 25.0	24.0 - 28.0	27.0 - 32.0
production supervisor	22.0 - 26.0	24.0 - 30.0	28.0 - 34.0
set-up technician	22.0 - 28.0	26.0 - 32.0	30.0 - 36.0
tool and die maker	22.0 - 28.3	26.0 - 34.0	32.0 - 42.0
warehouse manager	28.0 - 32.0	30.0 - 36.0	34.0 - 39.6
warehouse supervisor	20.0 - 24.0	22.0 - 26.0	24.0 - 32.0
welder	20.2 - 24.1	21.9 - 28.0	24.0 - 30.0

ottawa metropolitan region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	38.8 - 46.3	42.6 - 50.8	46.1 - 55.0
customer service manager	69.9 - 84.5	75.7 - 91.5	81.3 - 98.3
customer service representative	35.1 - 41.4	38.1 - 44.9	41.0 - 48.3
customer service supervisor	57.7 - 69.7	62.4 - 75.4	66.9 - 80.9
customer service team lead	40.1 - 44.9	44.8 - 49.9	48.9 - 53.2
customer service trainer	44.9 - 53.5	49.1 - 58.6	53.1 - 63.4
e-chat representative	39.9 - 44.6	42.3 - 48.9	48.6 - 52.5
fundraiser agent	53.5 - 65.3	58.5 - 71.5	63.2 - 77.3
help desk representative - level 1	37.4 - 40.5	40.1 - 43.6	43.5 - 56.2
inside sales manager	70.1 - 85.7	76.5 - 93.5	82.5 - 100.9
inside sales representative	53.6 - 63.3	56.4 - 66.6	59.3 - 69.9
junior collection agent	33.6 - 39.6	36.5 - 43.0	39.3 - 46.3
order desk	36.4 - 39.8	39.5 - 43.5	40.7 - 46.8
service coordinator	39.5 - 47.1	42.6 - 50.8	45.6 - 54.4
survey agent	30.9 - 38.7	36.8 - 42.4	39.4 - 45.4
telemarketing agent	34.0 - 39.6	36.6 - 42.6	39.1 - 45.6
telephone dispatcher	40.0 - 46.5	43.3 - 50.5	46.5 - 54.2

engineering

	entry	mid	senior
construction			
architect	72.7 - 95.9	82.4 - 111.0	94.7 - 127.0
architectural drafter	57.8 - 74.8	67.1 - 88.3	78.4 - 103.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	70.0 - 91.4	79.6 - 105.6	91.0 - 120.2
civil engineer	78.7 - 103.9	89.3 - 119.8	101.9 - 135.5
civil engineering drafter	61.9 - 78.0	70.4 - 90.1	80.3 - 102.0
civil engineering technologist	57.2 - 74.3	64.6 - 85.2	73.3 - 96.7
civil project engineer	88.9 - 121.2	102.1 - 141.8	118.1 - 163.0

civil project manager	95.0 - 126.2	107.0 - 144.6	121.4 - 163.1
construction coordinator	60.5 - 80.2	67.8 - 91.3	76.7 - 103.6
construction director	105.2 - 138.2	133.8 - 175.5	164.9 - 216.7
construction manager	75.4 - 98.3	82.6 - 109.7	91.8 - 123.2
construction project manager	67.2 - 92.2	77.9 - 108.6	90.5 - 124.2
contracts administrator	61.6 - 81.3	69.9 - 93.8	79.7 - 106.3
contracts manager	92.6 - 116.5	103.3 - 132.7	116.9 - 151.0
demand planner	50.9 - 69.9	61.0 - 84.2	71.9 - 96.4
director of operations	128.8 - 170.9	167.6 - 222.8	211.6 - 281.4
drafter	54.1 - 67.5	60.6 - 76.9	68.5 - 86.9
electrical designer/engineer	68.6 - 92.1	79.8 - 109.1	93.3 - 125.9
electrical engineer	74.9 - 100.5	87.0 - 118.9	101.7 - 137.3
electrical engineering technician	54.6 - 69.7	62.2 - 80.5	71.0 - 91.4
electrical inspector	42.6 - 56.8	49.1 - 66.2	56.4 - 75.7
engineering manager	83.3 - 111.6	94.9 - 129.5	109.1 - 147.7
environmental engineer	62.7 - 82.9	71.4 - 96.2	82.0 - 109.9
environmental inspector	47.8 - 60.9	52.5 - 68.2	58.4 - 76.2
estimation engineer	69.7 - 92.7	80.0 - 108.3	92.4 - 124.1
estimator	62.8 - 81.6	69.7 - 92.3	78.3 - 104.0
facilities manager	66.7 - 88.8	76.6 - 103.8	88.5 - 118.5
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	62.0 - 79.7	71.2 - 92.6	81.6 - 104.9
health and safety specialist	67.5 - 88.3	77.0 - 102.6	88.4 - 116.5
HVAC drafter	53.9 - 69.0	60.5 - 78.5	68.1 - 87.6
HVAC engineer	54.6 - 72.4	62.4 - 84.0	71.5 - 95.0
materials manager	77.8 - 101.8	85.8 - 114.6	96.0 - 128.7
mechanical designer	53.8 - 70.9	61.9 - 82.3	70.8 - 92.6
mechanical drafter	49.8 - 64.4	55.9 - 74.2	64.1 - 86.7
mechanical engineer	75.3 - 99.2	85.3 - 114.4	97.4 - 129.9
mechanical engineering technican	52.5 - 68.6	59.7 - 79.1	68.0 - 89.0
operations manager	81.8 - 110.0	92.3 - 125.9	104.5 - 141.1
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	41.0 - 52.2	46.5 - 59.8	52.6 - 67.3
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	88.6 - 113.2	96.0 - 125.0	105.7 - 139.2
project manager	76.1 - 104.6	88.3 - 123.1	102.5 - 140.4
purchasing manager	84.0 - 110.5	94.8 - 126.6	107.4 - 142.1
QA/QC inspector	55.2 - 73.0	63.8 - 85.1	73.3 - 97.1
quality control engineer	66.6 - 87.4	75.0 - 100.2	85.2 - 113.2
quality inspector	40.6 - 51.6	45.3 - 58.6	51.1 - 66.1
safety inspector	64.1 - 83.5	72.5 - 95.7	82.2 - 107.6

ontario

site supervisor	72.7 - 94.8	79.7 - 105.9	88.6 - 118.5
specification writer	54.5 - 70.0	61.5 - 80.2	69.7 - 90.3
structural designer	50.8 - 66.2	57.5 - 75.8	65.1 - 85.3
structural engineer	66.6 - 87.8	75.5 - 101.5	86.4 - 115.5
structural engineering technologist	53.3 - 70.2	60.4 - 81.2	69.1 - 92.4
superintendent	41.1 - 52.4	46.0 - 59.7	51.9 - 67.4
supply chain manager	82.8 - 109.5	94.2 - 126.2	107.2 - 141.3
energy & oil			
applications engineer	72.6 - 96.7	84.8 - 114.7	99.0 - 130.5
architect	60.7 - 80.1	68.9 - 92.8	79.1 - 106.2
architectural drafter	48.2 - 62.3	55.9 - 73.7	65.4 - 86.5
assistant chief inspector	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
automation engineer	65.6 - 86.5	74.3 - 99.8	84.9 - 113.4
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	58.4 - 76.3	66.4 - 88.3	75.9 - 100.6
chemical engineer	81.9 - 107.3	90.4 - 120.6	101.0 - 134.8
chemical technician	56.1 - 72.9	62.3 - 82.7	70.3 - 94.4
chief inspector	53.8 - 70.6	60.4 - 80.3	68.1 - 89.9
civil engineer	65.7 - 86.8	74.6 - 100.1	85.2 - 113.3
civil engineering drafter	51.6 - 65.2	58.8 - 75.3	67.1 - 85.2
civil engineering technologist	47.8 - 62.0	53.9 - 71.1	61.2 - 80.7
civil project engineer	74.2 - 101.3	85.3 - 118.6	98.8 - 136.3
civil project manager	79.4 - 105.5	89.4 - 120.9	101.5 - 136.4
coating inspector	37.8 - 49.2	42.8 - 56.5	48.6 - 64.1
commissioning and start up engineer	62.7 - 83.6	72.1 - 97.8	83.3 - 110.9
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	60.6 - 80.3	67.9 - 91.6	76.8 - 103.8
construction director	105.5 - 138.8	134.3 - 176.2	165.5 - 217.7
construction manager	75.6 - 98.6	82.8 - 110.1	92.1 - 123.7
construction project manager	67.3 - 92.5	78.1 - 109.0	90.7 - 124.7
continuous improvement engineer	76.7 - 99.7	85.1 - 112.7	95.5 - 126.0
contracts administrator	61.7 - 81.5	70.0 - 94.0	79.9 - 106.6
contracts manager	92.9 - 117.0	103.7 - 133.2	117.3 - 151.6
control technician	50.1 - 65.6	57.1 - 75.8	65.2 - 85.9
controls designer/engineer	52.0 - 69.3	59.7 - 80.6	68.6 - 91.8
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	50.9 - 70.0	61.1 - 84.4	72.1 - 96.7
director of operations	129.3 - 171.6	168.3 - 223.8	212.5 - 282.7
drafter	54.2 - 67.7	60.7 - 77.1	68.6 - 87.2
electrical designer/engineer	82.6 - 110.9	96.0 - 131.3	112.3 - 151.7
electrical engineer	75.1 - 100.8	87.3 - 119.4	102.1 - 137.9

electrical engineering technician	54.7 - 69.9	62.3 - 80.7	71.1 - 91.6
electrical inspector	42.7 - 56.8	49.2 - 66.3	56.5 - 75.8
electrical test engineer	72.5 - 96.4	83.1 - 112.7	96.1 - 129.1
engineering manager	100.2 - 134.4	114.2 - 156.0	131.3 - 178.0
environmental engineer	75.4 - 99.7	85.8 - 115.8	98.8 - 132.2
environmental inspector	57.5 - 73.2	63.1 - 82.0	70.2 - 91.7
estimation engineer	83.9 - 111.6	96.2 - 130.3	111.2 - 149.4
estimator	75.5 - 98.2	83.8 - 111.0	94.2 - 125.3
expediter	48.4 - 62.2	54.7 - 71.4	62.2 - 81.0
facilities manager	80.3 - 106.8	92.2 - 124.9	106.6 - 142.7
field service engineer	63.8 - 84.4	72.5 - 97.7	83.3 - 112.8
general inspector	62.8 - 82.3	70.6 - 93.7	79.4 - 105.1
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	79.6 - 103.3	89.6 - 118.6	102.1 - 134.8
geotechnical technician	71.6 - 93.0	80.7 - 106.7	91.9 - 121.3
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	74.5 - 95.9	85.6 - 111.5	98.2 - 126.2
health and safety specialist	81.1 - 106.3	92.6 - 123.5	106.4 - 140.3
HVAC drafter	64.8 - 83.0	72.7 - 94.4	82.0 - 105.5
HVAC engineer	65.5 - 87.0	75.0 - 101.0	86.0 - 114.4
industrial engineer	86.2 - 112.0	95.5 - 126.4	107.2 - 141.2
inventory analyst	61.3 - 80.2	69.7 - 92.5	79.6 - 105.4
inventory control manager	76.8 - 100.3	85.9 - 114.2	97.0 - 129.0
logistics manager	75.4 - 100.0	86.0 - 116.2	99.0 - 132.4
logistics specialist	70.3 - 93.4	80.4 - 108.6	92.4 - 123.1
materials manager	93.6 - 122.6	103.2 - 138.0	115.6 - 155.0
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	64.7 - 85.2	74.4 - 99.0	85.1 - 111.5
mechanical drafter	59.8 - 77.4	67.2 - 89.3	77.2 - 104.3
mechanical engineer	90.6 - 119.4	102.6 - 137.8	117.2 - 156.5
mechanical engineering technican	63.1 - 82.4	71.8 - 95.2	81.8 - 107.0
operations manager	98.4 - 132.5	111.0 - 151.7	125.8 - 170.0
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	88.3 - 114.5	99.4 - 131.5	113.3 - 150.5
piping designer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
piping engineer	78.2 - 102.1	87.4 - 116.3	98.8 - 131.6
planner/scheduler	49.2 - 62.6	55.9 - 71.8	63.2 - 80.8
plant manager	107.0 - 148.6	128.2 - 180.0	152.4 - 209.2
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	75.6 - 100.3	86.4 - 116.5	99.2 - 132.2
procurement director	114.5 - 150.7	150.2 - 197.5	181.6 - 238.7

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procurement specialist	60.4 - 78.5	67.0 - 88.8	75.4 - 100.7
program manager	87.8 - 113.5	99.8 - 131.2	114.2 - 149.5
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	106.6 - 136.3	115.6 - 150.6	127.3 - 167.6
project manager	91.6 - 125.9	106.3 - 148.2	123.4 - 169.1
purchasing manager	101.2 - 133.1	114.1 - 152.4	129.4 - 171.1
QA/QC inspector	66.4 - 87.7	76.7 - 102.4	88.2 - 116.9
quality assurance manager	96.2 - 124.8	106.3 - 140.3	118.8 - 156.8
quality assurance/control technician	74.9 - 99.2	86.8 - 116.6	100.4 - 132.4
quality control engineer	80.0 - 105.2	90.2 - 120.6	102.6 - 136.2
quality inspector	48.7 - 61.9	54.4 - 70.4	61.3 - 79.4
safety inspector	77.2 - 100.4	87.2 - 115.1	98.9 - 129.6
SCADA engineer	77.3 - 102.4	88.1 - 118.7	101.0 - 134.9
site supervisor	87.5 - 114.1	95.9 - 127.4	106.7 - 142.8
sourcing engineer	67.1 - 88.8	76.4 - 103.2	88.0 - 117.7
specification writer	65.4 - 84.1	73.9 - 96.5	83.9 - 108.6
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	64.0 - 82.4	71.3 - 93.2	79.9 - 103.8
structural designer	43.1 - 56.1	48.8 - 64.4	55.3 - 72.5
structural engineer	80.0 - 105.7	90.8 - 122.2	104.0 - 139.1
structural engineering technologist	64.0 - 84.6	72.7 - 97.7	83.2 - 111.3
superintendent	49.3 - 62.9	55.3 - 71.6	62.4 - 81.0
supply chain manager	99.6 - 131.9	113.4 - 152.0	129.1 - 170.2
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	67.2 - 87.4	75.8 - 100.3	86.3 - 114.2
transmission line engineer	91.7 - 115.7	99.2 - 127.4	108.8 - 141.1
transportation manager	92.8 - 122.0	104.8 - 140.0	119.0 - 159.0
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	63.8 - 83.0	72.1 - 95.3	81.8 - 107.4
manufacturing			
applications engineer	87.0 - 116.0	101.8 - 137.5	118.7 - 156.5
automation engineer	78.7 - 103.7	89.2 - 119.6	101.8 - 136.0
buyer	70.1 - 91.6	79.7 - 105.8	91.1 - 120.6
chemical engineer	98.2 - 128.6	108.4 - 144.6	121.1 - 161.6
chemical technician	67.3 - 87.5	74.6 - 99.1	84.2 - 113.2
cmm programmer	59.0 - 75.8	65.5 - 85.8	73.6 - 96.0
CNC programmer	61.1 - 80.9	69.5 - 93.5	79.6 - 106.8
coating inspector	45.4 - 58.9	51.4 - 67.7	58.3 - 76.9
commissioning and start up engineer	75.4 - 100.4	86.6 - 117.5	100.1 - 134.0
continuous improvement engineer	91.9 - 119.5	102.1 - 135.1	114.5 - 151.0
contracts administrator	74.0 - 97.7	84.0 - 112.8	95.9 - 127.8

contracts manager	111.4 - 140.2	124.3 - 159.7	140.6 - 181.7
control technician	60.1 - 78.6	68.4 - 90.8	78.1 - 103.1
controls designer/engineer	62.4 - 83.2	71.6 - 96.7	82.3 - 110.2
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	61.1 - 84.0	73.3 - 101.3	86.4 - 115.9
director of operations	154.9 - 205.7	201.7 - 268.3	254.6 - 338.8
drafter	64.9 - 81.1	72.8 - 92.5	82.3 - 104.5
electrical designer/engineer	82.4 - 110.8	95.9 - 131.2	112.2 - 151.4
electrical engineer	90.0 - 120.8	104.6 - 143.0	122.4 - 165.2
electrical engineering technician	65.5 - 83.8	74.6 - 96.8	85.3 - 109.9
electrical inspector	51.1 - 68.2	58.9 - 79.4	67.8 - 91.0
electrical test engineer	86.9 - 115.6	99.7 - 135.1	115.2 - 154.7
engineering manager	100.2 - 134.3	114.1 - 155.8	131.2 - 177.7
environmental engineer	75.2 - 99.7	85.8 - 115.7	98.6 - 132.1
environmental inspector	57.5 - 73.2	63.0 - 82.0	70.2 - 91.6
estimation engineer	83.8 - 111.5	96.1 - 130.2	111.1 - 149.3
estimator	75.5 - 98.0	83.8 - 111.0	94.1 - 125.2
field service engineer	63.8 - 84.2	72.5 - 97.7	83.3 - 112.7
field service technician	62.4 - 81.7	72.2 - 95.0	82.8 - 107.9
general inspector	62.8 - 82.3	70.4 - 93.7	79.4 - 105.1
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	186.8 - 262.5	260.3 - 367.0	330.7 - 462.1
health and safety manager	74.5 - 95.8	85.6 - 111.4	98.2 - 126.1
health and safety specialist	81.1 - 106.2	92.5 - 123.4	106.3 - 140.2
HVAC drafter	64.8 - 82.9	72.7 - 94.3	81.8 - 105.4
HVAC engineer	65.5 - 87.0	74.9 - 101.0	86.0 - 114.2
industrial engineer	86.0 - 111.8	95.5 - 126.2	107.0 - 141.1
inventory analyst	61.3 - 80.0	69.7 - 92.4	79.6 - 105.4
inventory control manager	76.7 - 100.3	85.8 - 114.1	97.0 - 128.9
logistics manager	75.2 - 99.8	85.9 - 116.0	98.9 - 132.2
logistics specialist	70.3 - 93.4	80.4 - 108.5	92.4 - 123.0
machining manager	73.0 - 93.8	81.0 - 106.1	91.1 - 120.0
maintenance manager	75.8 - 99.7	86.9 - 115.0	98.6 - 127.7
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	81.6 - 107.8	92.6 - 124.4	105.8 - 140.5
materials manager	93.5 - 122.5	103.2 - 137.8	115.4 - 154.9
mechanical designer	64.7 - 85.2	74.4 - 99.0	85.1 - 111.4
mechanical drafter	59.8 - 77.4	67.2 - 89.3	77.0 - 104.2
mechanical engineer	90.6 - 119.3	102.5 - 137.5	117.1 - 156.4
mechanical engineering technican	63.1 - 82.4	71.8 - 95.0	81.7 - 106.9
operations manager	98.4 - 132.4	111.0 - 151.6	125.6 - 169.8

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planner/scheduler	49.2 - 62.6	55.9 - 71.8	63.2 - 80.8
plant manager	106.9 - 148.4	128.0 - 179.8	152.3 - 208.9
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	75.6 - 100.2	86.3 - 116.5	99.2 - 132.1
procurement director	114.4 - 150.5	150.1 - 197.3	181.4 - 238.4
procurement specialist	60.4 - 78.4	67.0 - 88.7	75.4 - 100.6
production manager	100.1 - 130.7	111.7 - 148.7	126.2 - 168.1
production planner	59.9 - 79.1	69.1 - 91.8	78.7 - 102.2
program manager	87.7 - 113.4	99.8 - 131.0	114.1 - 149.3
project director	136.7 - 170.3	165.3 - 205.8	204.4 - 247.3
project engineer	106.4 - 136.2	115.4 - 150.5	127.2 - 167.5
project manager	91.4 - 125.8	106.2 - 148.1	123.2 - 169.0
purchasing manager	101.0 - 133.0	114.0 - 152.3	129.2 - 170.9
QA/QC inspector	66.4 - 87.7	76.7 - 102.2	88.1 - 116.8
quality assurance manager	96.2 - 124.7	106.2 - 140.2	118.7 - 156.7
quality assurance/control technician	74.9 - 99.1	86.8 - 116.5	100.4 - 132.2
quality control engineer	80.0 - 105.1	90.1 - 120.6	102.5 - 136.1
quality inspector	48.7 - 61.9	54.4 - 70.4	61.3 - 79.4
safety inspector	77.0 - 100.3	87.1 - 115.1	98.8 - 129.5
SCADA engineer	77.2 - 102.2	88.0 - 118.6	100.9 - 134.8
site supervisor	87.5 - 114.0	95.8 - 127.3	106.6 - 142.6
sourcing engineer	67.1 - 88.8	76.4 - 103.2	87.8 - 117.6
specification writer	65.4 - 84.1	73.9 - 96.4	83.8 - 108.6
stationary engineer	64.0 - 82.4	71.3 - 93.2	79.9 - 103.7
supply chain manager	99.5 - 131.8	113.3 - 151.9	129.0 - 170.0
transportation manager	92.6 - 121.9	104.6 - 139.9	118.9 - 158.9
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
warehouse manager	76.7 - 99.7	85.2 - 112.8	95.6 - 127.0

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	130.4 - 230.6	186.1 - 330.1	265.2 - 470.9
chief human resources officer	109.0 - 183.6	145.9 - 246.1	181.2 - 306.2
chief information officer	105.1 - 185.8	156.4 - 277.1	215.5 - 382.4
chief operating officer	138.1 - 249.5	200.6 - 363.6	286.9 - 520.6
chief technology officer	102.7 - 181.4	152.2 - 269.5	210.8 - 374.1
communications vice-president	102.3 - 154.5	137.4 - 207.4	175.8 - 266.1
marketing vice-president	121.7 - 186.0	170.0 - 260.7	219.1 - 280.0

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sales vice-president	142.4 - 202.9	191.2 - 273.0	244.6 - 349.6
vice-president finance	122.0 - 165.0	160.0 - 210.0	195.0 - 290.0
vice-president information	110.0 - 158.4	117.6 - 208.0	162.6 - 288.1
vice-president internal audit	117.9 - 156.6	148.4 - 197.1	180.2 - 239.7
vice-president operations	130.0 - 160.0	150.0 - 200.0	170.0 - 300.0
vice-president technology	120.0 - 150.0	145.0 - 185.0	160.0 - 250.0

construction

chief financial officer	131.8 - 233.2	189.7 - 336.5	274.0 - 486.6
chief human resources officer	110.2 - 185.6	148.8 - 250.9	187.2 - 316.4
chief information officer	106.3 - 187.8	159.4 - 282.5	222.7 - 395.2
chief operating officer	139.6 - 252.2	204.5 - 370.7	296.4 - 537.9
chief technology officer	103.4 - 183.1	153.5 - 272.2	212.8 - 378.1
communications vice-president	103.1 - 155.8	138.6 - 209.4	177.4 - 268.7
marketing vice-president	122.6 - 187.7	171.6 - 263.3	221.2 - 339.7
sales vice-president	143.6 - 204.8	150.0 - 250.0	200.0 - 320.0
vice-president finance	130.0 - 190.0	160.0 - 280.0	220.0 - 350.0
vice-president information	90.2 - 159.8	118.5 - 210.0	164.0 - 291.1
vice-president internal audit	118.8 - 158.0	149.6 - 198.9	181.8 - 242.1
vice-president operations	130.0 - 170.0	140.0 - 280.0	230.0 - 350.0
vice-president technology	115.0 - 160.0	135.0 - 180.0	170.0 - 250.0

manufacturing

chief financial officer	132.2 - 233.8	190.9 - 338.7	277.2 - 492.3
chief human resources officer	110.5 - 186.2	149.7 - 252.5	189.4 - 320.1
chief information officer	106.6 - 188.4	160.4 - 284.3	225.2 - 399.8
chief operating officer	140.0 - 252.9	205.8 - 373.1	299.8 - 544.2
chief technology officer	103.6 - 183.6	153.9 - 273.2	213.5 - 379.4
communications vice-president	103.3 - 156.3	138.9 - 210.1	177.9 - 269.6
marketing vice-president	122.9 - 188.3	160.0 - 250.0	200.0 - 320.0
sales vice-president	144.0 - 205.4	193.5 - 276.7	247.9 - 354.5
vice-president finance	130.0 - 200.0	175.0 - 280.0	220.0 - 350.0
vice-president information	90.4 - 160.2	118.8 - 210.6	164.5 - 292.1
vice-president internal audit	119.1 - 158.4	150.0 - 199.5	182.4 - 242.9
vice-president operations	135.0 - 210.0	170.0 - 280.0	180.0 - 320.0
vice-president technology	120.0 - 165.0	145.0 - 192.0	180.0 - 240.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	53.8 - 62.6	60.5 - 68.3	62.7 - 80.4	72.1 - 85.7
accounting clerk	40.8 - 43.3	40.3 - 46.5	43.0 - 49.6	48.8 - 56.3
accounting manager	70.5 - 80.1	77.4 - 86.0	79.1 - 87.8	85.1 - 94.8
accounting supervisor	60.3 - 72.5	64.4 - 77.9	68.7 - 83.3	78.4 - 84.6
accounts payable clerk	39.9 - 42.4	41.7 - 46.9	45.2 - 50.9	50.2 - 58.6
accounts payable manager	60.1 - 70.4	66.2 - 71.0	68.5 - 73.2	70.4 - 80.7
accounts receivable clerk	40.3 - 42.9	42.2 - 47.5	47.2 - 53.3	53.1 - 59.8
accounts receivable manager	60.1 - 70.4	66.2 - 71.0	68.5 - 73.2	70.4 - 80.7
analyst - financial planning & analysis	66.1 - 76.7	73.8 - 85.9	82.0 - 89.4	87.3 - 96.3
assistant controller	77.3 - 84.7	83.3 - 93.0	91.9 - 98.3	97.1 - 111.2
billing specialist	41.0 - 43.7	42.9 - 48.3	46.5 - 52.4	51.8 - 60.4
bookkeeper	51.7 - 60.1	58.1 - 65.6	60.2 - 71.2	69.2 - 73.4
business analyst	65.3 - 77.9	70.4 - 84.1	75.2 - 87.8	86.5 - 90.8
compliance officer	81.5 - 98.9	91.0 - 110.3	99.8 - 121.1	118.2 - 130.6
compliance specialist	49.9 - 57.3	56.3 - 69.8	62.8 - 77.2	66.5 - 97.7
cost accountant	56.9 - 68.0	61.4 - 73.4	65.7 - 78.6	75.5 - 90.4
credit and collections accountant	42.4 - 45.1	44.3 - 49.9	49.5 - 56.0	55.8 - 62.8
credit and collections manager	60.1 - 70.4	66.2 - 71.0	68.5 - 73.2	70.4 - 80.7
credit and collections supervisor	53.5 - 62.6	58.9 - 63.2	60.9 - 65.1	62.6 - 71.8
director - financial planning & analysis	87.5 - 92.6	90.4 - 95.5	94.3 - 114.8	111.7 - 125.3
external auditor	59.1 - 71.2	63.5 - 75.9	68.9 - 81.0	77.3 - 92.6
financial analyst	53.8 - 62.6	60.5 - 68.3	62.7 - 80.4	72.1 - 85.6
financial reporting manager	69.9 - 74.1	72.3 - 76.4	75.5 - 91.9	89.3 - 100.3
internal audit manager	74.1 - 85.1	84.1 - 95.0	92.0 - 129.1	123.8 - 146.2
internal auditor	44.8 - 49.7	47.3 - 56.3	53.6 - 64.0	61.9 - 80.6
payroll clerk	40.1 - 46.8	44.1 - 51.5	47.8 - 55.7	54.5 - 63.5
payroll manager	68.0 - 82.2	73.4 - 88.7	78.6 - 95.1	90.0 - 99.0
payroll specialist	48.2 - 56.2	52.9 - 61.7	57.3 - 66.9	65.3 - 76.3
payroll supervisor	57.7 - 69.8	62.4 - 75.4	66.8 - 80.8	76.5 - 84.2
risk analyst	55.0 - 66.5	60.0 - 72.5	64.9 - 78.6	76.0 - 87.9
risk director	79.7 - 86.0	85.1 - 103.1	90.4 - 109.5	103.1 - 125.0
risk supervisor	69.7 - 84.3	75.5 - 91.4	80.9 - 98.0	91.9 - 111.3
tax analyst	60.4 - 66.2	63.5 - 76.0	70.0 - 87.4	83.7 - 92.2
tax manager	83.9 - 103.0	90.0 - 110.5	96.0 - 117.8	110.2 - 135.3
treasury analyst	53.8 - 60.5	59.4 - 67.1	65.3 - 77.0	76.9 - 89.1

ontario

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	89.3 - 157.9	121.2 - 214.3	159.6 - 282.9
finance director	118.6 - 155.6	151.8 - 199.3	184.7 - 242.9

human resources

	entry	mid	senior
all industries			
benefits administrator	56.4 - 71.7	63.0 - 81.6	71.0 - 92.1
compensation and benefits manager	89.4 - 115.9	99.0 - 131.0	111.3 - 148.2
health and safety advisor	61.8 - 79.2	70.9 - 92.0	81.1 - 104.1
HRIS analyst	62.1 - 81.3	71.0 - 94.6	81.6 - 107.5
human resources assistant	42.5 - 54.0	48.1 - 60.8	53.1 - 65.5
human resources business partner	68.1 - 79.1	75.2 - 92.3	90.2 - 105.3
human resources coordinator	50.1 - 64.9	55.5 - 73.5	62.5 - 83.7
human resources generalist	62.9 - 78.6	67.3 - 86.1	73.7 - 96.7
human resources manager	83.9 - 110.3	94.8 - 127.0	108.1 - 144.4
human resources supervisor	66.0 - 85.5	73.1 - 96.9	82.5 - 110.6
labour relations advisor	66.6 - 86.5	75.8 - 90.2	85.3 - 105.2
labour relations manager	91.4 - 123.5	107.3 - 146.7	125.5 - 169.3
recruitment coordinator	41.4 - 53.7	47.4 - 61.8	53.8 - 69.5
talent acquisition specialist	53.9 - 67.5	63.6 - 82.3	77.7 - 103.1

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.0 - 19.2	18.0 - 20.9	19.4 - 22.0
counterbalance forklift operator	17.0 - 19.0	18.0 - 22.0	20.0 - 25.0
delivery/courier driver	18.1 - 21.3	19.6 - 23.1	21.0 - 24.8
electronic parts assembler	16.8 - 19.8	18.0 - 21.3	19.2 - 22.6
general labourer - heavy	17.0 - 19.6	18.6 - 21.4	20.0 - 23.0
general labourer - light	15.7 - 18.1	17.0 - 20.0	19.0 - 22.6
industrial painter	17.6 - 20.7	19.2 - 22.6	20.7 - 24.3
inventory control clerk	17.3 - 19.9	18.9 - 21.7	20.3 - 23.4
janitor/custodian	14.0 - 16.2	15.4 - 17.8	16.6 - 19.1
landscaping labour	15.9 - 18.3	17.4 - 20.0	18.7 - 21.0
machine operator	17.9 - 21.4	19.7 - 23.4	21.3 - 25.4
material handler	15.7 - 18.3	17.4 - 20.2	18.8 - 21.9
moulding machine operator	17.1 - 20.4	18.8 - 22.0	20.4 - 24.3

ontario

order/cherry picker forklift operator	18.0 - 21.0	20.0 - 23.0	22.0 - 25.0
parts manager	24.0 - 29.2	26.4 - 31.0	28.3 - 33.8
picker/packer	15.1 - 17.6	16.3 - 19.0	17.4 - 20.3
polisher/deburrer	17.8 - 20.0	19.0 - 22.4	21.0 - 24.2
production labourer	14.8 - 17.0	16.0 - 19.2	18.3 - 21.1
reach truck operator	17.0 - 19.0	18.0 - 22.0	20.0 - 25.0
sandblasting operator	16.7 - 19.7	18.0 - 21.2	19.2 - 22.6
set-up operator	17.0 - 20.0	18.0 - 21.0	19.0 - 23.0
shipper/receiver	18.2 - 20.9	19.0 - 22.4	20.7 - 23.8
shipping and receiving clerk	19.0 - 21.6	20.7 - 23.0	22.3 - 25.3
warehouse labourer	16.0 - 18.2	17.0 - 20.3	19.3 - 22.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	35.0 - 40.0	39.5 - 49.9	47.8 - 62.4
administrative assistant (bilingual)	37.4 - 41.6	40.5 - 51.0	48.9 - 66.6
benefits clerk	40.0 - 46.6	43.9 - 51.1	47.5 - 55.4
buyer assistant	40.5 - 47.2	44.9 - 52.3	48.7 - 56.8
claims supervisor	64.5 - 78.0	69.5 - 83.9	74.3 - 89.8
data entry clerk	33.9 - 39.0	36.9 - 42.5	39.7 - 45.7
dispatcher	40.0 - 46.5	43.3 - 50.5	46.5 - 54.2
document controller	33.8 - 38.9	36.9 - 42.5	39.6 - 45.5
document services specialist	33.0 - 38.0	36.6 - 42.2	39.6 - 45.6
executive assistant	45.8 - 50.0	47.8 - 58.2	54.1 - 72.8
executive assistant (bilingual)	47.8 - 52.0	51.0 - 62.4	60.3 - 83.2
executive legal assistant	47.0 - 52.0	51.0 - 62.0	61.0 - 83.0
file clerk	35.1 - 40.4	39.6 - 45.6	43.1 - 49.6
human resources assistant	42.5 - 49.5	46.3 - 54.0	49.6 - 57.8
import/export clerk	38.8 - 45.2	42.8 - 49.8	46.2 - 53.9
insurance claims clerk	37.4 - 43.7	41.6 - 52.0	48.9 - 60.3
logistics coordinator	37.4 - 41.6	40.6 - 45.8	43.7 - 54.1
mailroom clerk	33.8 - 38.4	36.7 - 41.8	39.1 - 44.5
office clerk	37.9 - 43.6	40.5 - 46.6	42.9 - 49.4
office manager	41.6 - 45.8	44.7 - 52.0	49.9 - 62.4
order clerk	34.5 - 39.8	37.8 - 43.5	40.7 - 46.8
project coordinator	44.7 - 53.3	48.4 - 57.7	51.8 - 61.9
property administrator	35.4 - 39.5	37.4 - 43.7	42.6 - 54.1
property manager	62.6 - 75.6	68.5 - 82.8	74.2 - 89.7

ontario

receptionist	33.7 - 39.3	36.0 - 42.0	38.4 - 44.7
receptionist (bilingual)	35.4 - 38.5	37.4 - 39.5	38.5 - 45.8
sales administrator	46.0 - 55.6	50.7 - 61.2	55.1 - 66.6
service coordinator	39.5 - 47.1	42.6 - 50.8	45.6 - 54.4
supply clerk	34.3 - 40.0	37.1 - 43.2	39.6 - 46.1

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	50.2 - 62.7	54.6 - 69.4	60.2 - 77.3
business development manager*	97.5 - 128.4	108.7 - 146.4	123.3 - 167.8
district sales manager**	76.8 - 99.2	87.6 - 115.1	100.6 - 131.7
key accounts manager - consumer goods*	70.8 - 90.8	79.9 - 104.2	90.9 - 118.4
merchandiser - consumer goods	62.0 - 80.7	69.1 - 91.8	78.1 - 104.0
sales representative, account manager - channel manager*	78.4 - 103.9	88.2 - 118.9	100.0 - 134.4
sales representative, account manager - consumer goods*	50.3 - 63.1	55.0 - 70.1	60.8 - 78.1
sales representative, account manager - professional services*	48.9 - 60.7	52.8 - 66.8	57.9 - 74.4
sales representative, account manager - telecommunications*	55.6 - 69.1	60.0 - 76.1	65.9 - 84.8
digital marketing			
digital marketing manager	67.1 - 85.2	77.2 - 99.5	89.0 - 112.6
digital media specialist	41.9 - 53.6	48.8 - 63.4	56.8 - 72.4
digital specialist	49.9 - 65.7	57.6 - 77.3	66.9 - 88.2
e-commerce manager	79.8 - 103.9	89.0 - 118.2	100.5 - 134.1
marketing content manager	51.8 - 65.5	59.3 - 76.3	68.2 - 86.7
social media manager	60.1 - 84.6	74.5 - 103.2	88.4 - 117.0
web manager	67.3 - 87.2	74.6 - 98.6	83.7 - 111.1
web marketing analyst	52.3 - 69.2	60.7 - 81.4	70.3 - 92.4
industrial sales			
sales engineer - distribution*	71.9 - 93.8	79.0 - 104.9	87.8 - 116.9
sales engineer - manufacturing**	61.7 - 82.3	70.0 - 94.8	79.7 - 106.5
sales representative, account manager - distribution*	51.1 - 63.7	55.5 - 70.5	61.1 - 78.7
sales representative, account manager - industrial equipment*	49.2 - 61.1	53.1 - 67.2	58.3 - 74.9
sales representative, account manager - industrial service*	54.7 - 68.1	59.2 - 75.0	65.0 - 83.6
sales representative, account manager - machinery*	54.3 - 67.5	58.7 - 74.3	64.5 - 83.0
sales representative, account manager - manufacturing**	49.3 - 69.8	53.3 - 76.7	58.4 - 84.9
sales representative, account manager - retail network**	54.5 - 67.6	58.7 - 74.5	64.7 - 84.0
technical sales representative - manufacturing**	53.0 - 69.8	60.1 - 80.8	68.9 - 93.1
marketing and communications			
brand or product manager	82.2 - 105.4	91.2 - 119.2	102.4 - 133.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

brand or product manager assistant	65.8 - 88.4	76.7 - 104.1	88.8 - 118.6
communications manager	67.8 - 88.1	75.3 - 99.7	84.7 - 111.8
communications specialist	56.6 - 77.1	67.3 - 92.6	79.2 - 105.6
marketing coordinator	43.0 - 57.1	49.4 - 66.6	56.9 - 75.7
marketing director	94.7 - 127.9	111.1 - 151.7	129.7 - 172.9
marketing project manager	54.7 - 72.7	62.9 - 85.0	72.5 - 97.0
marketing specialist	49.2 - 65.1	56.2 - 75.5	64.3 - 85.3

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.3 - 24.2	22.1 - 26.4	23.9 - 28.0
conventional machinist	22.0 - 26.0	25.0 - 29.0	27.0 - 33.0
electrician	28.0 - 32.0	31.0 - 33.8	33.0 - 36.2
field service technician	23.0 - 27.0	26.0 - 31.0	29.0 - 35.4
heavy equipment mechanic	25.1 - 35.0	27.7 - 37.0	30.2 - 42.0
lead hand/team lead	24.0 - 29.0	27.0 - 32.0	31.0 - 35.0
logistics supervisor	25.0 - 28.2	27.0 - 31.0	30.0 - 35.0
machine builder	27.0 - 31.0	30.0 - 32.0	31.0 - 35.0
maintenance manager	32.0 - 36.1	34.0 - 39.7	35.9 - 44.0
maintenance mechanic	24.0 - 26.6	26.0 - 30.0	29.0 - 34.0
maintenance planner	29.0 - 35.0	32.0 - 38.0	35.0 - 40.0
maintenance supervisor	28.8 - 34.4	31.4 - 37.0	33.9 - 40.0
mechanical assembler	18.6 - 22.0	20.3 - 23.9	21.8 - 25.7
millwright	27.0 - 32.0	31.0 - 37.0	35.0 - 40.0
mould maker	26.0 - 29.0	27.0 - 32.0	31.0 - 35.0
panel wirer	22.0 - 26.0	25.0 - 29.0	26.0 - 31.0
production supervisor	26.0 - 30.0	29.4 - 35.1	31.6 - 37.7
set-up technician	20.0 - 23.0	21.0 - 25.0	23.0 - 27.0
tool and die maker	24.9 - 29.8	27.3 - 32.6	29.0 - 35.2
warehouse manager	28.0 - 33.0	31.0 - 35.0	34.0 - 40.0
warehouse supervisor	23.6 - 28.2	25.8 - 30.8	27.8 - 33.3
welder	20.0 - 24.0	21.0 - 25.0	24.0 - 29.4

technologies

	entry	mid	senior
application software			
.net/C# developer	70.0 - 90.3	78.3 - 102.7	88.3 - 135.0
application support analyst	61.2 - 80.2	70.0 - 92.5	79.5 - 104.0
automation tester	55.0 - 70.0	68.0 - 80.0	75.0 - 95.0
C++/ embedded software engineer	68.1 - 87.8	76.1 - 99.9	85.9 - 112.2
database SQL developer	62.4 - 82.4	71.1 - 95.6	81.5 - 108.5
devops development side	67.0 - 89.5	77.5 - 105.4	90.0 - 120.1
ERP developer	70.5 - 90.8	78.6 - 103.2	88.8 - 116.8
front-end developer	66.5 - 87.0	75.9 - 101.0	87.0 - 114.6
full stack developer	76.0 - 99.6	86.9 - 115.6	99.6 - 130.8
java developer	67.8 - 87.3	75.7 - 99.4	85.4 - 111.8
machine learning developer	73.2 - 108.1	97.8 - 135.0	116.6 - 168.0
manual tester	49.0 - 65.2	57.3 - 77.1	66.7 - 87.8
mobile application developer (ios/android)	63.1 - 91.9	83.2 - 116.3	100.5 - 131.4
quality assurance manager	82.0 - 106.0	90.5 - 119.1	101.0 - 133.3
RPA developer	51.9 - 68.0	59.4 - 78.8	67.8 - 88.3
technical lead	104.3 - 139.0	118.1 - 159.8	134.4 - 179.9
UI/UX designer	63.1 - 81.6	70.9 - 93.2	80.1 - 104.1
architecture			
application architect	94.4 - 125.0	106.0 - 143.2	120.5 - 163.5
architect (enterprise)	94.6 - 127.0	108.3 - 147.6	124.6 - 169.0
architect (solutions/technical)	85.1 - 106.1	95.3 - 120.8	107.6 - 135.4
cloud architect	85.8 - 107.5	96.7 - 123.1	109.7 - 137.7
data & analytics			
BI data architect	87.3 - 116.5	97.5 - 132.5	110.0 - 149.1
big data engineer	82.8 - 107.9	92.4 - 122.7	104.4 - 138.6
business intelligence developer	66.6 - 86.0	74.6 - 97.9	84.1 - 109.3
data analyst	67.3 - 89.5	77.3 - 104.5	89.1 - 118.8
data architect	71.0 - 93.3	81.5 - 108.9	94.0 - 124.1
data engineer	70.9 - 94.4	81.5 - 110.2	94.0 - 125.2
data scientist	77.8 - 103.8	89.7 - 121.5	103.6 - 137.7
database administrator	67.9 - 92.0	80.0 - 109.7	93.8 - 125.6
leadership/business technology			
business analyst	60.0 - 78.0	75.0 - 90.0	88.0 - 110.0

ontario

IT director	85.0 - 95.0	90.0 - 110.0	108.0 - 145.0
IT manager	69.1 - 90.0	77.1 - 102.4	87.1 - 116.6
networking/infrastructure			
bilingual tech support	35.0 - 40.0	39.0 - 52.0	48.0 - 70.0
cloud engineer	74.3 - 98.5	86.3 - 115.8	99.9 - 130.6
devops system side	81.4 - 111.9	94.6 - 131.0	108.9 - 147.3
help desk representative	46.9 - 62.3	53.8 - 71.6	60.8 - 79.9
information security engineer	72.8 - 96.9	83.7 - 113.2	96.6 - 128.5
information security manager	92.9 - 120.9	103.5 - 137.4	116.8 - 155.6
information security specialist	61.7 - 80.7	70.4 - 93.6	80.7 - 105.8
information systems analyst	65.7 - 84.0	72.6 - 94.6	81.2 - 106.2
linux/unix administrator	74.1 - 96.8	84.4 - 112.3	96.9 - 127.8
network administrator	62.5 - 83.1	71.8 - 97.1	82.8 - 110.6
network engineer	68.6 - 91.0	78.5 - 106.2	90.7 - 121.6
systems administrator	70.3 - 91.0	79.1 - 104.2	89.6 - 117.8
tech support	63.9 - 84.1	73.6 - 98.0	84.5 - 111.1
telecommunications analyst	64.9 - 86.1	74.3 - 100.5	85.8 - 115.7
project management			
business systems analyst	67.4 - 89.7	78.8 - 106.3	91.9 - 121.6
ERP project manager	93.8 - 124.5	102.1 - 138.3	113.1 - 154.7
functional analyst	53.7 - 69.6	60.5 - 79.6	68.5 - 89.9
organizational change manager (OCM)	65.7 - 88.1	76.4 - 104.6	89.7 - 122.2
product owner	74.0 - 97.0	84.6 - 112.5	96.9 - 126.9
product owner/manager	79.0 - 108.3	91.6 - 127.4	106.2 - 145.4
program manager	85.0 - 105.0	100.0 - 125.0	120.0 - 150.0
project coordinator	60.4 - 76.1	68.8 - 88.3	78.9 - 100.3
project manager (infrastructure)	79.0 - 106.5	89.1 - 122.1	101.4 - 138.8
project manager (software)	86.0 - 113.5	96.1 - 129.1	108.4 - 145.8
scrum master	72.8 - 94.3	82.0 - 108.1	95.0 - 135.0
technical writer	61.2 - 79.0	70.9 - 92.9	82.1 - 105.6

oxford county

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.8 - 43.7	40.2 - 47.9	43.5 - 49.9
customer service manager	45.5 - 51.2	50.9 - 59.9	55.4 - 70.1
customer service representative	34.5 - 39.1	36.1 - 42.3	38.7 - 45.5
customer service supervisor	43.6 - 47.8	46.3 - 52.6	48.7 - 56.4
customer service team lead	42.3 - 47.4	45.6 - 51.2	47.3 - 54.9
customer service trainer	42.4 - 50.6	46.4 - 55.3	50.2 - 59.9
e-chat representative	37.5 - 41.2	39.9 - 44.4	42.6 - 48.5
fundraiser agent	31.6 - 36.9	34.2 - 40.1	36.7 - 43.1
help desk representative - level 1	37.3 - 41.1	40.2 - 44.3	45.2 - 51.3
inside sales manager	52.4 - 57.6	55.4 - 61.1	57.8 - 72.5
inside sales representative	39.9 - 42.3	42.7 - 46.8	45.6 - 52.7
junior collection agent	31.6 - 36.9	34.2 - 40.1	36.7 - 43.1
order desk	32.9 - 37.6	35.8 - 41.0	38.4 - 44.2
service coordinator	37.5 - 44.6	40.3 - 48.1	43.2 - 51.5
survey agent	32.1 - 36.7	34.9 - 40.0	37.3 - 42.8
telemarketing agent	32.1 - 35.2	34.9 - 38.1	37.5 - 42.5
telephone dispatcher	37.9 - 44.1	41.1 - 47.9	44.0 - 51.3

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.1 - 43.8	41.0 - 47.1	43.7 - 50.3
accounts payable clerk	38.4 - 43.2	42.3 - 47.5	45.8 - 51.7
accounts receivable clerk	38.6 - 43.4	42.5 - 47.7	46.1 - 52.2
bookkeeper	37.3 - 43.8	40.2 - 47.3	43.0 - 50.7
credit & collection specialist	36.2 - 41.5	39.6 - 45.6	42.8 - 49.3
credit & collections supervisor	51.2 - 62.0	55.2 - 66.8	59.1 - 68.2
invoicing clerk	36.5 - 42.4	39.9 - 46.4	42.9 - 49.9
payroll administrator	43.7 - 51.7	47.3 - 55.9	51.2 - 62.7
payroll clerk	41.7 - 48.2	46.1 - 52.8	49.2 - 57.5

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.8 - 18.5	17.2 - 19.9	18.4 - 21.9
counterbalance forklift operator	18.8 - 20.0	19.5 - 22.6	21.7 - 24.0
delivery/courier driver	18.7 - 19.5	19.2 - 21.8	20.2 - 23.4
electronic parts assembler	17.0 - 18.4	17.5 - 20.0	18.2 - 21.0
general labourer - heavy	17.4 - 18.0	17.9 - 19.2	19.0 - 21.4
general labourer - light	15.9 - 17.1	16.7 - 18.6	18.1 - 19.7
industrial painter	17.9 - 19.9	18.7 - 21.8	19.8 - 23.0
inventory control clerk	17.9 - 18.9	18.5 - 21.2	20.1 - 22.9
janitor/custodian	15.9 - 16.6	16.2 - 17.9	17.5 - 18.9
landscaping labour	16.1 - 17.5	17.0 - 19.2	19.1 - 20.0
machine operator	17.5 - 20.2	18.9 - 22.8	20.5 - 23.9
material handler	17.2 - 18.2	18.0 - 19.3	19.1 - 21.0
moulding machine operator	17.0 - 19.5	18.2 - 21.8	20.7 - 23.2
order/cherry picker forklift operator	19.2 - 20.5	20.0 - 22.5	22.1 - 23.5
parts manager	23.4 - 28.0	25.5 - 30.0	27.8 - 32.0
picker/packer	15.9 - 17.2	16.9 - 18.2	17.5 - 19.9
polisher/deburrer	17.4 - 20.5	19.0 - 21.7	20.6 - 23.1
production labourer	16.0 - 17.5	17.0 - 18.6	18.0 - 20.3
reach truck operator	18.0 - 19.6	19.0 - 20.5	20.4 - 23.2
sandblasting operator	17.5 - 19.0	18.9 - 20.5	19.8 - 22.7
set-up operator	18.4 - 19.8	19.2 - 21.5	21.2 - 24.1
shipper/receiver	18.5 - 20.3	18.0 - 21.2	20.0 - 22.5
shipping and receiving clerk	18.4 - 20.9	20.0 - 22.8	21.2 - 24.5
warehouse labourer	15.6 - 17.0	16.8 - 18.9	18.0 - 20.8

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	38.4 - 45.7	41.3 - 49.3	44.2 - 52.7
administrative assistant (bilingual)	41.2 - 47.7	43.3 - 51.3	46.2 - 54.7
benefits clerk	37.5 - 44.0	41.4 - 48.2	44.8 - 52.2
buyer assistant	37.8 - 43.9	41.7 - 48.6	45.3 - 52.8

ontario

claims supervisor	60.3 - 73.6	65.5 - 79.3	70.1 - 84.0
data entry clerk	30.2 - 36.6	34.8 - 39.8	37.2 - 42.7
dispatcher	37.9 - 44.1	41.1 - 47.9	44.0 - 51.3
document controller	32.0 - 36.8	35.1 - 40.1	37.4 - 42.9
document services specialist	31.6 - 36.0	34.8 - 39.8	37.5 - 43.0
executive assistant	50.4 - 61.6	56.1 - 68.6	61.4 - 75.1
executive assistant (bilingual)	52.4 - 62.6	58.1 - 70.6	63.4 - 77.1
executive legal assistant	39.2 - 45.8	44.3 - 50.2	47.6 - 55.0
file clerk	33.2 - 38.2	37.4 - 43.0	40.6 - 46.7
human resources assistant	40.1 - 46.7	43.7 - 50.9	46.8 - 54.3
import/export clerk	36.2 - 42.1	39.8 - 46.4	43.0 - 50.1
insurance claims clerk	36.0 - 41.7	38.9 - 45.2	42.2 - 48.6
logistics coordinator	44.9 - 53.2	49.0 - 56.3	51.7 - 58.4
mailroom clerk	31.9 - 36.1	34.6 - 39.1	36.7 - 41.6
office clerk	35.6 - 40.8	37.9 - 43.6	40.2 - 46.2
office manager	52.9 - 62.3	54.6 - 66.1	57.9 - 70.1
order clerk	34.6 - 37.5	35.7 - 39.8	38.4 - 44.3
project coordinator	42.2 - 50.4	45.8 - 54.6	48.9 - 57.8
property administrator	38.2 - 42.4	40.8 - 46.5	44.2 - 52.1
property manager	58.7 - 68.7	62.1 - 76.1	68.4 - 80.2
receptionist	33.1 - 37.2	34.1 - 39.5	36.3 - 42.3
receptionist (bilingual)	34.9 - 39.2	36.1 - 41.5	38.3 - 44.3
sales administrator	38.5 - 43.6	41.8 - 46.9	44.3 - 51.9
service coordinator	37.4 - 44.1	40.3 - 48.1	43.2 - 51.5
supply clerk	32.6 - 37.9	35.3 - 40.9	37.6 - 43.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	22.3 - 25.6	24.5 - 28.4	27.9 - 33.6
conventional machinist	22.3 - 25.0	24.6 - 27.2	26.7 - 30.8
electrician	29.6 - 32.5	32.1 - 34.6	32.7 - 39.8
field service technician	24.6 - 28.9	26.9 - 32.8	32.4 - 41.0
heavy equipment mechanic	28.6 - 32.4	31.8 - 34.6	32.7 - 37.0
lead hand/team lead	19.8 - 22.6	20.6 - 25.1	23.6 - 26.8
logistics supervisor	22.6 - 27.0	25.6 - 29.4	27.5 - 31.2
machine builder	26.8 - 30.1	29.4 - 32.6	31.9 - 37.0
maintenance manager	41.1 - 47.2	43.4 - 50.0	48.3 - 52.6
maintenance mechanic	28.7 - 32.2	31.4 - 36.4	34.7 - 38.1

ontario

maintenance planner	24.6 - 27.5	26.2 - 30.9	29.0 - 33.6
maintenance supervisor	33.5 - 37.3	35.4 - 39.4	38.4 - 41.6
mechanical assembler	19.4 - 22.3	20.9 - 24.4	23.1 - 26.8
millwright	28.7 - 32.2	30.1 - 36.4	34.8 - 38.2
mould maker	25.4 - 28.9	27.2 - 31.6	30.9 - 34.9
panel wirer	21.7 - 25.6	24.2 - 28.3	26.1 - 30.4
production supervisor	29.1 - 31.8	30.4 - 34.0	33.7 - 38.7
set-up technician	19.2 - 22.1	20.5 - 24.3	22.4 - 26.5
tool and die maker	27.0 - 29.7	28.8 - 34.6	33.6 - 38.5
warehouse manager	28.6 - 34.0	30.9 - 37.0	34.6 - 40.0
warehouse supervisor	22.6 - 25.9	24.3 - 29.9	28.4 - 31.2
welder	20.8 - 24.5	23.6 - 27.8	27.1 - 30.6

peel region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	37.9 - 45.1	41.5 - 49.5	44.9 - 53.6
customer service manager	52.5 - 59.9	58.4 - 69.9	67.5 - 75.2
customer service representative	34.3 - 42.1	37.2 - 45.7	39.9 - 49.9
customer service supervisor	48.7 - 52.3	51.2 - 56.8	55.9 - 65.2
customer service team lead	44.5 - 49.2	46.7 - 52.3	51.2 - 56.4
customer service trainer	44.1 - 52.6	48.2 - 57.5	52.2 - 62.2
e-chat representative	35.6 - 40.1	38.2 - 43.6	44.3 - 48.9
fundraiser agent	34.3 - 42.1	37.2 - 45.7	39.9 - 49.9
help desk representative - level 1	37.2 - 41.3	40.2 - 44.9	43.6 - 48.9
inside sales manager	49.9 - 54.9	52.5 - 59.9	58.4 - 70.1
inside sales representative	42.5 - 48.9	44.4 - 52.3	50.9 - 56.4
junior collection agent	32.6 - 38.2	35.3 - 41.5	38.0 - 44.6
order desk	34.4 - 38.8	36.9 - 42.4	39.6 - 45.6
service coordinator	38.7 - 46.1	41.7 - 49.7	44.7 - 53.3
survey agent	32.9 - 37.8	35.9 - 41.3	38.5 - 44.2
telemarketing agent	32.7 - 37.9	35.1 - 40.7	37.4 - 43.5
telephone dispatcher	39.2 - 45.6	42.5 - 49.5	45.6 - 53.1

engineering

	entry	mid	senior
construction			
architect	70.3 - 93.0	79.9 - 107.9	91.8 - 123.5
architectural drafter	56.3 - 72.7	65.3 - 85.9	76.2 - 100.9
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.8 - 87.4	76.0 - 101.0	86.9 - 115.2
civil engineer	74.8 - 98.8	84.8 - 114.0	96.8 - 129.0
civil engineering drafter	60.2 - 76.0	68.5 - 87.7	78.1 - 99.4
civil engineering technologist	55.8 - 72.4	62.9 - 82.9	71.4 - 94.2
civil project engineer	85.2 - 116.5	97.9 - 136.6	113.5 - 157.3

civil project manager	90.4 - 120.1	101.8 - 137.9	115.6 - 155.8
construction coordinator	58.6 - 77.5	65.6 - 88.4	74.2 - 100.4
construction director	101.1 - 133.5	129.1 - 170.1	159.6 - 210.9
construction manager	72.3 - 94.4	79.2 - 105.6	88.2 - 118.8
construction project manager	64.3 - 88.5	74.7 - 104.5	86.8 - 119.8
contracts administrator	58.8 - 77.7	66.7 - 89.8	76.2 - 101.9
contracts manager	89.3 - 112.9	99.9 - 128.8	113.3 - 146.8
demand planner	48.2 - 66.2	57.8 - 79.9	68.2 - 91.5
director of operations	124.6 - 166.0	162.7 - 217.4	206.2 - 275.6
drafter	52.6 - 65.7	59.0 - 74.9	66.6 - 84.7
electrical designer/engineer	65.2 - 87.6	75.8 - 103.8	88.7 - 120.1
electrical engineer	71.1 - 95.6	82.7 - 113.4	96.8 - 131.2
electrical engineering technician	53.1 - 67.9	60.5 - 78.4	69.1 - 89.1
electrical inspector	40.9 - 54.4	47.1 - 63.4	54.1 - 72.6
engineering manager	79.9 - 107.4	91.2 - 124.9	105.0 - 142.8
environmental engineer	59.5 - 78.8	67.8 - 91.5	77.9 - 104.6
environmental inspector	45.9 - 58.5	50.4 - 65.4	56.1 - 73.1
estimation engineer	66.2 - 88.1	76.0 - 103.1	87.9 - 118.3
estimator	60.0 - 78.0	66.6 - 88.3	74.8 - 99.7
facilities manager	63.4 - 84.4	72.8 - 98.8	84.2 - 112.9
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	59.9 - 77.2	68.9 - 89.9	79.1 - 102.0
health and safety specialist	64.1 - 84.0	73.1 - 97.6	84.1 - 111.0
HVAC drafter	52.0 - 66.7	58.4 - 76.0	65.8 - 85.0
HVAC engineer	51.8 - 68.7	59.2 - 79.8	67.9 - 90.4
materials manager	74.9 - 98.4	82.7 - 111.0	92.7 - 124.9
mechanical designer	51.1 - 67.3	58.8 - 78.2	67.2 - 88.1
mechanical drafter	48.4 - 62.7	54.4 - 72.3	62.4 - 84.5
mechanical engineer	71.6 - 94.4	81.0 - 109.0	92.6 - 124.0
mechanical engineering technican	51.1 - 66.8	58.1 - 77.0	66.2 - 86.7
operations manager	78.6 - 106.2	88.8 - 121.8	100.7 - 136.6
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	40.0 - 50.9	45.4 - 58.3	51.3 - 65.5
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	85.0 - 109.0	92.2 - 120.6	101.7 - 134.4
project manager	72.9 - 100.5	84.8 - 118.6	98.6 - 135.6
purchasing manager	81.0 - 107.0	91.5 - 122.8	104.0 - 138.0
QA/QC inspector	53.7 - 71.0	62.1 - 82.9	71.3 - 94.8
quality control engineer	63.2 - 83.1	71.2 - 95.4	81.0 - 107.8
quality inspector	39.0 - 49.5	43.5 - 56.3	49.0 - 63.5
safety inspector	62.0 - 80.9	70.2 - 92.9	79.6 - 104.8

ontario

site supervisor	69.7 - 91.1	76.4 - 101.9	85.0 - 114.2
specification writer	51.6 - 66.6	58.5 - 76.4	66.3 - 86.2
structural designer	49.5 - 64.4	55.9 - 73.8	63.4 - 83.1
structural engineer	63.2 - 83.5	71.7 - 96.5	82.2 - 110.0
structural engineering technologist	50.6 - 66.8	57.4 - 77.2	65.8 - 88.0
superintendent	39.8 - 50.7	44.5 - 57.7	50.2 - 65.3
supply chain manager	79.8 - 106.0	90.9 - 122.5	103.7 - 137.2
energy & oil			
applications engineer	69.2 - 92.5	81.0 - 109.9	94.7 - 125.4
architect	58.7 - 77.7	66.7 - 90.1	76.7 - 103.3
architectural drafter	46.9 - 60.6	54.4 - 71.7	63.6 - 84.3
assistant chief inspector	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
automation engineer	62.3 - 82.2	70.6 - 94.9	80.7 - 108.0
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	55.7 - 73.0	63.5 - 84.5	72.6 - 96.3
chemical engineer	77.8 - 102.2	85.9 - 115.0	96.1 - 128.8
chemical technician	54.6 - 71.0	60.6 - 80.6	68.4 - 92.1
chief inspector	51.6 - 67.6	57.9 - 77.0	65.2 - 86.4
civil engineer	62.4 - 82.5	70.8 - 95.3	80.9 - 107.9
civil engineering drafter	50.2 - 63.4	57.2 - 73.3	65.3 - 83.0
civil engineering technologist	46.5 - 60.3	52.4 - 69.2	59.6 - 78.6
civil project engineer	71.1 - 97.4	81.9 - 114.2	94.9 - 131.6
civil project manager	75.5 - 100.4	85.0 - 115.3	96.6 - 130.3
coating inspector	36.4 - 47.2	41.1 - 54.2	46.7 - 61.6
commissioning and start up engineer	59.9 - 79.9	68.9 - 93.5	79.7 - 106.3
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	58.6 - 77.8	65.6 - 88.7	74.3 - 100.8
construction director	101.5 - 134.0	129.6 - 170.8	160.3 - 211.8
construction manager	72.5 - 94.7	79.4 - 105.9	88.4 - 119.2
construction project manager	64.5 - 88.8	74.9 - 104.9	87.1 - 120.2
continuous improvement engineer	73.8 - 96.4	82.1 - 109.1	92.2 - 122.2
contracts administrator	58.9 - 77.9	66.9 - 90.0	76.4 - 102.2
contracts manager	89.6 - 113.3	100.2 - 129.3	113.7 - 147.3
control technician	48.7 - 63.8	55.5 - 73.8	63.4 - 83.8
controls designer/engineer	50.6 - 67.4	58.1 - 78.5	66.8 - 89.6
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	48.2 - 66.4	57.9 - 80.1	68.4 - 91.8
director of operations	125.0 - 166.6	163.4 - 218.4	207.2 - 276.9
drafter	52.7 - 65.8	59.1 - 75.1	66.8 - 85.0
electrical designer/engineer	78.4 - 105.4	91.2 - 125.0	106.8 - 144.7
electrical engineer	71.3 - 95.9	82.9 - 113.8	97.1 - 131.7

electrical engineering technician	53.2 - 68.0	60.6 - 78.6	69.2 - 89.4
electrical inspector	40.9 - 54.5	47.1 - 63.5	54.2 - 72.7
electrical test engineer	68.8 - 91.7	79.0 - 107.3	91.4 - 123.2
engineering manager	80.1 - 107.8	91.5 - 125.4	105.3 - 143.3
environmental engineer	71.5 - 94.8	81.5 - 110.2	93.8 - 126.0
environmental inspector	55.1 - 70.3	60.5 - 78.6	67.3 - 88.0
estimation engineer	79.7 - 106.1	91.4 - 124.1	105.7 - 142.6
estimator	72.1 - 93.8	80.0 - 106.3	90.0 - 120.0
expediter	47.4 - 60.8	53.6 - 69.8	60.8 - 79.2
facilities manager	76.2 - 101.5	87.5 - 118.9	101.3 - 136.0
field service engineer	62.0 - 82.1	70.6 - 95.2	81.0 - 110.0
general inspector	60.2 - 79.0	67.6 - 89.9	76.2 - 100.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	75.6 - 98.2	85.2 - 112.8	97.1 - 128.3
geotechnical technician	68.0 - 88.3	76.7 - 101.5	87.4 - 115.5
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	72.0 - 92.9	82.8 - 108.2	95.2 - 122.9
health and safety specialist	77.0 - 101.0	88.0 - 117.5	101.2 - 133.7
HVAC drafter	62.4 - 80.2	70.2 - 91.4	79.1 - 102.2
HVAC engineer	62.3 - 82.7	71.2 - 96.1	81.7 - 108.7
industrial engineer	81.8 - 106.4	90.8 - 120.2	101.9 - 134.6
inventory analyst	58.2 - 76.0	66.1 - 87.7	75.5 - 100.0
inventory control manager	74.0 - 97.0	82.8 - 110.6	93.7 - 125.0
logistics manager	72.5 - 96.2	82.8 - 112.2	95.3 - 128.2
logistics specialist	67.2 - 89.3	76.8 - 103.9	88.3 - 118.0
materials manager	90.0 - 118.6	99.5 - 133.7	111.6 - 150.5
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	61.4 - 81.0	70.7 - 94.1	80.9 - 106.0
mechanical drafter	58.2 - 75.4	65.4 - 86.9	75.0 - 101.6
mechanical engineer	86.0 - 113.6	97.4 - 131.2	111.5 - 149.4
mechanical engineering technican	61.3 - 80.3	69.8 - 92.6	79.6 - 104.4
operations manager	94.6 - 127.8	106.8 - 146.6	121.3 - 164.6
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	83.9 - 108.8	94.4 - 125.3	107.8 - 143.5
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	74.4 - 97.1	83.0 - 110.6	93.8 - 125.4
planner/scheduler	48.0 - 61.1	54.5 - 70.0	61.6 - 78.7
plant manager	103.3 - 144.1	124.0 - 175.0	148.0 - 203.9
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	71.8 - 95.3	82.1 - 110.9	94.3 - 125.9
procurement director	110.5 - 146.2	145.8 - 192.2	176.5 - 233.2

procurement specialist	57.6 - 74.9	64.0 - 84.8	72.0 - 96.2
program manager	84.1 - 109.0	95.8 - 126.2	109.7 - 144.1
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.2 - 131.3	111.0 - 145.2	122.4 - 161.9
project manager	87.7 - 121.1	102.0 - 142.9	118.7 - 163.3
purchasing manager	97.4 - 128.9	110.2 - 148.0	125.2 - 166.3
QA/QC inspector	64.6 - 85.4	74.6 - 99.7	85.8 - 114.1
quality assurance manager	92.8 - 120.7	102.6 - 136.0	114.8 - 152.3
quality assurance/control technician	71.3 - 94.8	82.8 - 111.6	95.9 - 126.8
quality control engineer	76.1 - 100.0	85.7 - 114.8	97.4 - 129.8
quality inspector	46.8 - 59.4	52.2 - 67.7	58.8 - 76.3
safety inspector	74.5 - 97.3	84.4 - 111.8	95.9 - 126.1
SCADA engineer	73.3 - 97.2	83.6 - 112.8	96.0 - 128.4
site supervisor	83.8 - 109.6	91.9 - 122.6	102.4 - 137.5
sourcing engineer	64.6 - 85.6	73.6 - 99.5	84.6 - 113.8
specification writer	62.0 - 80.0	70.2 - 91.9	79.8 - 103.7
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	61.8 - 79.7	68.9 - 90.0	77.2 - 100.2
structural designer	59.4 - 77.4	67.2 - 88.8	76.2 - 100.0
structural engineer	76.1 - 100.4	86.3 - 116.3	98.9 - 132.5
structural engineering technologist	60.9 - 80.4	69.0 - 93.0	79.1 - 106.0
superintendent	47.9 - 60.8	53.5 - 69.4	60.4 - 78.4
supply chain manager	96.0 - 127.7	109.4 - 147.5	124.9 - 165.4
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	64.0 - 83.3	72.1 - 95.8	82.2 - 109.2
transmission line engineer	87.1 - 110.0	94.2 - 121.3	103.6 - 134.4
transportation manager	89.3 - 118.0	100.9 - 135.7	115.0 - 154.4
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	61.7 - 80.4	69.7 - 92.3	79.2 - 104.2
manufacturing			
applications engineer	82.9 - 110.9	97.1 - 131.8	113.5 - 150.2
automation engineer	74.8 - 98.6	84.6 - 113.8	96.7 - 129.5
buyer	66.8 - 87.5	76.1 - 101.3	87.0 - 115.6
chemical engineer	93.2 - 122.5	103.1 - 137.9	115.2 - 154.4
chemical technician	65.4 - 85.1	72.7 - 96.6	82.0 - 110.4
cmm programmer	56.0 - 72.1	62.4 - 81.7	70.1 - 91.6
CNC programmer	59.6 - 79.0	67.9 - 91.3	77.6 - 104.4
coating inspector	43.7 - 56.5	49.3 - 65.0	55.9 - 73.9
commissioning and start up engineer	72.0 - 96.0	82.8 - 112.3	95.8 - 128.4
continuous improvement engineer	88.4 - 115.6	98.4 - 130.8	110.5 - 146.5
contracts administrator	70.7 - 93.5	80.2 - 108.0	91.7 - 122.5

contracts manager	107.4 - 135.8	120.1 - 155.0	136.3 - 176.6
control technician	58.4 - 76.6	66.6 - 88.4	76.1 - 100.4
controls designer/engineer	60.7 - 80.9	69.7 - 94.2	80.0 - 107.4
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.8 - 79.6	69.5 - 96.0	82.0 - 110.0
director of operations	149.9 - 199.7	195.8 - 261.7	248.3 - 331.8
drafter	63.2 - 79.0	70.9 - 90.0	80.0 - 101.9
electrical designer/engineer	78.4 - 105.4	91.1 - 124.9	106.7 - 144.5
electrical engineer	85.6 - 115.0	99.5 - 136.4	116.4 - 157.9
electrical engineering technician	63.8 - 81.6	72.7 - 94.3	83.0 - 107.2
electrical inspector	49.1 - 65.4	56.5 - 76.2	64.9 - 87.1
electrical test engineer	82.6 - 109.9	94.7 - 128.6	109.6 - 147.7
engineering manager	96.1 - 129.2	109.7 - 150.4	126.2 - 171.8
environmental engineer	71.5 - 94.7	81.5 - 110.0	93.7 - 125.9
environmental inspector	55.1 - 70.2	60.5 - 78.6	67.3 - 87.8
estimation engineer	79.6 - 106.0	91.3 - 124.0	105.6 - 142.3
estimator	72.0 - 93.8	80.0 - 106.2	90.0 - 119.9
field service engineer	62.0 - 82.1	70.4 - 95.2	81.0 - 109.9
field service technician	60.7 - 79.4	70.2 - 92.6	80.5 - 105.1
general inspector	60.2 - 78.8	67.6 - 89.9	76.1 - 100.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	181.8 - 256.8	255.0 - 360.7	324.6 - 455.8
health and safety manager	72.0 - 92.8	82.8 - 108.1	95.0 - 122.8
health and safety specialist	77.0 - 100.9	88.0 - 117.4	101.0 - 133.6
HVAC drafter	62.4 - 80.2	70.2 - 91.3	79.1 - 102.1
HVAC engineer	62.3 - 82.6	71.2 - 96.0	81.7 - 108.7
industrial engineer	81.7 - 106.3	90.7 - 120.2	101.8 - 134.5
inventory analyst	58.1 - 76.0	66.0 - 87.7	75.5 - 100.0
inventory control manager	74.0 - 97.0	82.8 - 110.5	93.6 - 124.9
logistics manager	72.5 - 96.2	82.7 - 112.1	95.3 - 128.0
logistics specialist	67.1 - 89.3	76.8 - 103.9	88.3 - 117.8
machining manager	70.6 - 90.8	78.4 - 102.8	88.2 - 116.5
maintenance manager	73.4 - 96.8	84.2 - 111.8	95.8 - 124.4
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	77.5 - 102.5	88.0 - 118.4	100.7 - 133.9
materials manager	90.0 - 118.4	99.5 - 133.6	111.5 - 150.4
mechanical designer	61.4 - 80.9	70.6 - 94.1	80.8 - 106.0
mechanical drafter	58.2 - 75.4	65.3 - 86.9	75.0 - 101.5
mechanical engineer	86.0 - 113.5	97.4 - 131.0	111.4 - 149.3
mechanical engineering technician	61.3 - 80.3	69.7 - 92.6	79.6 - 104.3
operations manager	94.4 - 127.7	106.8 - 146.5	121.2 - 164.4

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planner/scheduler	48.0 - 61.1	54.5 - 70.0	61.6 - 78.7
plant manager	103.2 - 144.0	123.8 - 174.8	147.7 - 203.5
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	71.8 - 95.3	82.0 - 110.8	94.3 - 125.8
procurement director	110.5 - 146.0	145.7 - 192.0	176.4 - 232.8
procurement specialist	57.6 - 74.9	64.0 - 84.7	71.9 - 96.2
production manager	96.4 - 126.5	107.9 - 144.2	122.2 - 163.3
production planner	58.7 - 77.4	67.6 - 89.8	77.0 - 100.1
program manager	84.0 - 108.8	95.8 - 126.1	109.7 - 144.0
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.2 - 131.2	110.9 - 145.1	122.3 - 161.8
project manager	87.6 - 121.0	101.9 - 142.7	118.6 - 163.1
purchasing manager	97.3 - 128.8	110.0 - 147.7	125.0 - 166.1
QA/QC inspector	64.6 - 85.4	74.5 - 99.7	85.8 - 114.0
quality assurance manager	92.6 - 120.6	102.5 - 135.8	114.7 - 152.0
quality assurance/control technician	71.3 - 94.7	82.7 - 111.5	95.9 - 126.7
quality control engineer	76.0 - 99.8	85.7 - 114.7	97.4 - 129.7
quality inspector	46.8 - 59.4	52.2 - 67.6	58.8 - 76.3
safety inspector	74.5 - 97.3	84.4 - 111.7	95.8 - 126.0
SCADA engineer	73.3 - 97.2	83.5 - 112.8	95.9 - 128.3
site supervisor	83.8 - 109.6	91.8 - 122.5	102.2 - 137.4
sourcing engineer	64.4 - 85.4	73.6 - 99.5	84.6 - 113.6
specification writer	62.0 - 80.0	70.2 - 91.9	79.7 - 103.6
stationary engineer	61.8 - 79.6	68.9 - 90.0	77.2 - 100.2
supply chain manager	95.9 - 127.6	109.3 - 147.4	124.8 - 165.1
transportation manager	89.2 - 117.8	100.9 - 135.6	115.0 - 154.2
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
warehouse manager	73.8 - 96.1	82.0 - 109.0	92.2 - 122.8

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	126.6 - 225.8	181.5 - 324.9	260.2 - 465.8
chief human resources officer	105.6 - 179.1	141.8 - 241.1	176.7 - 301.1
chief information officer	101.7 - 181.3	152.1 - 272.0	210.7 - 377.2
chief operating officer	133.7 - 243.9	195.4 - 357.7	281.1 - 514.8
chief technology officer	99.3 - 176.9	148.0 - 264.4	206.0 - 368.8
communications vice-president	98.6 - 149.8	133.0 - 202.1	170.8 - 260.4
marketing vice-president	118.3 - 181.8	166.0 - 256.1	214.7 - 331.4

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sales vice-president	138.7 - 198.5	186.9 - 268.3	240.1 - 344.7
vice-president finance	130.0 - 180.0	165.0 - 240.0	210.0 - 330.0
vice-president information	86.5 - 154.1	114.0 - 203.2	158.2 - 283.0
vice-president internal audit	114.3 - 152.4	144.2 - 192.4	175.6 - 234.8
vice-president operations	130.0 - 190.0	150.0 - 290.0	200.0 - 340.0
vice-president technology	115.0 - 150.0	140.0 - 190.0	160.0 - 235.0
construction			
chief financial officer	128.0 - 228.3	185.1 - 331.3	269.0 - 481.5
chief human resources officer	106.7 - 181.1	144.6 - 245.9	182.7 - 311.2
chief information officer	102.8 - 183.3	155.1 - 277.4	217.8 - 390.0
chief operating officer	135.1 - 246.6	199.2 - 364.8	290.6 - 532.0
chief technology officer	100.0 - 178.6	149.3 - 267.2	208.0 - 372.8
communications vice-president	99.3 - 151.1	134.1 - 204.1	172.4 - 263.0
marketing vice-president	119.2 - 183.5	167.5 - 258.7	216.8 - 334.9
sales vice-president	139.8 - 200.4	188.7 - 271.1	242.5 - 348.4
vice-president finance	125.0 - 175.0	160.0 - 240.0	220.0 - 350.0
vice-president information	87.0 - 155.5	114.9 - 205.2	159.6 - 285.9
vice-president internal audit	115.2 - 153.7	145.4 - 194.3	177.3 - 237.2
vice-president operations	135.0 - 190.0	180.0 - 270.0	220.0 - 340.0
vice-president technology	105.0 - 150.0	120.0 - 195.0	165.0 - 280.0
manufacturing			
chief financial officer	128.4 - 229.0	186.3 - 333.5	272.1 - 487.2
chief human resources officer	107.0 - 181.6	145.5 - 247.5	184.8 - 314.9
chief information officer	103.1 - 183.8	156.1 - 279.2	220.4 - 394.6
chief operating officer	135.5 - 247.3	200.5 - 367.1	294.0 - 538.3
chief technology officer	100.2 - 179.1	149.7 - 268.1	208.7 - 374.1
communications vice-president	99.6 - 151.5	134.5 - 204.7	172.9 - 263.9
marketing vice-president	119.5 - 184.1	168.0 - 259.5	217.5 - 336.1
sales vice-president	140.2 - 201.1	189.3 - 272.0	243.3 - 349.6
vice-president finance	130.0 - 185.0	170.0 - 260.0	190.0 - 320.0
vice-president information	87.2 - 155.9	115.2 - 205.9	160.1 - 286.9
vice-president internal audit	115.5 - 154.1	145.9 - 194.9	177.8 - 237.9
vice-president operations	125.0 - 180.0	175.0 - 250.0	177.0 - 280.0
vice-president technology	118.0 - 160.0	145.0 - 188.0	175.0 - 235.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	58.4 - 67.9	65.6 - 74.1	68.0 - 87.3	78.2 - 92.9
accounting clerk	44.2 - 46.9	43.8 - 50.5	46.7 - 53.9	52.9 - 61.0
accounting manager	76.5 - 86.9	84.0 - 93.4	85.9 - 95.3	92.3 - 102.9
accounting supervisor	65.4 - 78.6	69.9 - 84.5	74.6 - 90.3	85.1 - 91.8
accounts payable clerk	43.3 - 46.0	45.3 - 50.9	49.0 - 55.2	54.5 - 63.6
accounts payable manager	65.2 - 76.3	71.8 - 77.1	74.3 - 79.4	76.3 - 87.6
accounts receivable clerk	43.8 - 46.6	45.8 - 51.6	51.1 - 57.9	57.6 - 64.9
accounts receivable manager	65.2 - 76.3	71.8 - 77.1	74.3 - 79.4	76.3 - 87.6
analyst - financial planning & analysis	71.7 - 83.3	80.1 - 93.1	88.9 - 97.0	94.7 - 104.5
assistant controller	83.9 - 91.9	90.4 - 100.9	99.8 - 106.7	105.4 - 120.8
billing specialist	44.6 - 47.4	46.6 - 52.5	50.5 - 56.9	56.1 - 65.5
bookkeeper	56.0 - 65.2	63.0 - 71.2	65.3 - 77.3	75.1 - 79.6
business analyst	70.8 - 84.6	76.3 - 91.2	81.7 - 95.3	93.9 - 98.6
compliance officer	88.5 - 107.3	98.7 - 119.7	108.4 - 131.5	128.2 - 141.8
compliance specialist	58.2 - 69.5	63.9 - 76.4	69.4 - 83.0	80.4 - 96.3
cost accountant	61.7 - 73.7	66.6 - 79.6	71.3 - 85.3	81.9 - 98.1
credit and collections accountant	46.0 - 49.0	48.1 - 54.1	53.7 - 60.7	60.5 - 68.1
credit and collections manager	65.2 - 76.3	71.8 - 77.1	74.3 - 79.4	76.3 - 87.6
credit and collections supervisor	58.0 - 67.9	63.9 - 68.6	66.2 - 70.6	67.9 - 77.9
director - financial planning & analysis	94.9 - 100.5	98.1 - 103.6	102.4 - 124.6	121.2 - 136.0
external auditor	64.2 - 77.3	68.9 - 82.3	74.8 - 87.9	83.9 - 100.5
financial analyst	58.4 - 67.9	65.6 - 74.1	68.0 - 87.3	78.2 - 92.9
financial reporting manager	75.9 - 80.4	78.5 - 82.9	81.9 - 99.7	96.9 - 108.8
internal audit manager	93.6 - 114.7	100.4 - 123.3	107.2 - 131.6	122.6 - 141.8
internal auditor	61.8 - 73.8	68.0 - 81.4	74.0 - 88.5	86.5 - 103.6
payroll clerk	43.6 - 50.8	47.9 - 55.9	51.9 - 60.5	59.1 - 69.0
payroll manager	73.7 - 89.1	79.6 - 96.3	85.3 - 103.2	97.7 - 107.4
payroll specialist	52.3 - 61.0	57.5 - 67.0	62.2 - 72.6	70.9 - 82.8
payroll supervisor	62.7 - 75.8	67.7 - 81.8	72.5 - 87.7	83.0 - 91.3
risk analyst	59.6 - 72.1	65.1 - 78.8	70.5 - 85.3	82.4 - 99.9
risk director	86.4 - 104.7	92.3 - 111.8	98.1 - 118.9	111.8 - 135.7
risk supervisor	75.6 - 91.6	81.9 - 99.1	87.8 - 106.4	99.8 - 120.9
tax analyst	65.5 - 71.9	69.0 - 82.4	76.0 - 94.8	90.8 - 100.1
tax manager	91.0 - 111.7	97.7 - 119.9	104.3 - 127.9	119.6 - 146.8
treasury analyst	58.4 - 65.6	64.5 - 72.9	70.8 - 83.5	83.4 - 96.7

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executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	86.2 - 153.6	117.6 - 209.6	155.3 - 277.8
finance director	114.9 - 151.4	147.6 - 194.6	180.2 - 238.0

human resources

	entry	mid	senior
all industries			
benefits administrator	53.8 - 68.5	60.1 - 78.0	67.9 - 88.2
compensation and benefits manager	86.3 - 112.3	95.7 - 127.2	107.8 - 144.0
health and safety advisor	59.7 - 76.7	68.5 - 89.3	78.6 - 101.3
HRIS analyst	59.1 - 77.6	67.7 - 90.5	77.9 - 103.0
human resources assistant	41.4 - 52.6	46.8 - 59.2	51.7 - 63.8
human resources business partner	70.4 - 90.3	88.1 - 103.2	98.1 - 118.6
human resources coordinator	48.8 - 63.2	54.1 - 71.6	60.9 - 81.6
human resources generalist	60.1 - 75.2	64.3 - 82.3	70.4 - 92.6
human resources manager	80.9 - 106.8	91.5 - 123.2	104.6 - 140.3
human resources supervisor	63.0 - 81.8	69.9 - 92.9	78.9 - 106.2
labour relations advisor	65.8 - 88.4	70.3 - 97.1	95.1 - 114.6
labour relations manager	88.2 - 119.8	103.8 - 142.6	121.7 - 164.9
recruitment coordinator	40.4 - 52.3	46.2 - 60.3	52.5 - 67.7
talent acquisition specialist	50.2 - 61.4	56.7 - 75.3	74.2 - 98.8

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	17.0 - 18.6	17.4 - 20.2	18.7 - 21.8
counterbalance forklift operator	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
delivery/courier driver	17.4 - 20.4	18.8 - 22.1	20.2 - 23.7
electronic parts assembler	16.3 - 19.2	17.0 - 20.0	18.0 - 21.8
general labourer - heavy	16.6 - 19.0	18.1 - 20.7	19.4 - 22.3
general labourer - light	15.2 - 17.4	16.0 - 19.0	18.0 - 21.0
industrial painter	16.9 - 19.9	18.4 - 21.7	19.8 - 23.4
inventory control clerk	17.0 - 19.0	18.0 - 21.3	19.9 - 22.9
janitor/custodian	14.0 - 15.7	15.1 - 17.3	16.2 - 18.6
landscaping labour	15.0 - 17.8	16.9 - 19.4	18.1 - 20.8
machine operator	17.4 - 20.6	19.0 - 22.6	20.0 - 24.0
material handler	15.2 - 17.6	16.8 - 19.4	18.1 - 21.1
moulding machine operator	16.8 - 20.0	18.4 - 21.9	19.9 - 23.7

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order/cherry picker forklift operator	19.0 - 21.0	20.0 - 23.0	22.0 - 25.0
parts manager	23.6 - 28.1	25.4 - 30.4	27.3 - 32.6
picker/packer	14.6 - 17.0	15.8 - 18.3	16.8 - 19.0
polisher/deburrer	17.0 - 20.0	19.0 - 21.9	20.0 - 23.6
production labourer	16.0 - 18.0	17.0 - 19.0	17.7 - 20.3
reach truck operator	19.0 - 21.0	20.0 - 23.0	22.0 - 25.0
sandblasting operator	16.1 - 18.9	17.3 - 20.3	18.0 - 21.7
set-up operator	16.0 - 18.0	17.0 - 19.0	18.0 - 20.0
shipper/receiver	17.9 - 20.0	19.1 - 21.9	20.3 - 23.3
shipping and receiving clerk	18.7 - 21.2	20.3 - 23.1	21.8 - 24.8
warehouse labourer	16.0 - 18.0	17.2 - 19.0	18.0 - 20.0

legal services

	1 year	3 years	5 years
all industries			
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.5 - 51.6	45.7 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

logistics & transportation support

	1 year	3 years	5 years
all industries			
billing clerk	38.0 - 44.1	41.4 - 48.2	44.6 - 51.9
import/export clerk	40.0 - 43.0	42.0 - 50.0	45.5 - 53.5
import/export coordinator	53.8 - 64.3	57.8 - 69.0	61.6 - 73.7
shipping administrator	44.1 - 50.8	48.4 - 55.8	52.4 - 60.3
supply chain coordinator	41.9 - 50.0	45.2 - 53.9	48.4 - 57.7

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	39.8 - 47.4	42.9 - 51.1	45.9 - 54.7
administrative assistant (bilingual)	42.0 - 50.0	46.5 - 53.5	48.0 - 57.0
benefits clerk	39.0 - 45.4	42.8 - 49.8	46.3 - 53.9

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buyer assistant	39.1 - 45.5	43.3 - 50.4	47.0 - 54.7
claims supervisor	62.2 - 75.3	67.0 - 81.2	71.8 - 86.9
data entry clerk	32.6 - 37.4	35.5 - 40.8	38.1 - 43.7
dispatcher	39.2 - 45.6	42.5 - 49.5	45.6 - 53.1
document controller	33.0 - 37.9	36.0 - 41.4	38.6 - 44.4
document services specialist	32.3 - 37.1	35.8 - 41.1	38.6 - 44.4
executive assistant	52.4 - 64.0	58.2 - 71.2	63.7 - 77.9
executive assistant (bilingual)	55.5 - 68.0	61.5 - 75.0	67.0 - 83.5
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
file clerk	34.3 - 39.4	38.6 - 44.4	42.0 - 48.3
human resources assistant	41.4 - 48.3	45.1 - 52.6	48.4 - 56.4
import/export clerk	37.5 - 43.6	41.3 - 48.1	44.6 - 51.9
insurance claims clerk	35.0 - 40.0	38.5 - 43.7	43.0 - 47.5
logistics coordinator	46.5 - 54.8	50.7 - 59.7	55.5 - 63.5
mailroom clerk	32.5 - 36.9	35.3 - 40.1	37.5 - 42.6
office clerk	36.4 - 41.8	38.8 - 44.7	41.1 - 47.3
office manager	54.3 - 65.7	57.8 - 70.0	61.3 - 74.1
order clerk	33.8 - 38.8	36.9 - 42.4	39.6 - 45.6
project coordinator	43.8 - 52.2	47.4 - 56.5	50.8 - 60.6
property administrator	42.0 - 50.0	46.0 - 55.0	50.0 - 60.0
property manager	60.0 - 72.5	65.6 - 79.4	71.1 - 86.1
receptionist	33.0 - 38.3	35.2 - 40.9	37.4 - 43.5
receptionist (bilingual)	40.0 - 43.0	42.0 - 47.0	46.0 - 53.0
sales administrator	43.9 - 53.0	48.4 - 58.4	52.6 - 63.6
service coordinator	38.7 - 46.1	41.7 - 49.7	44.7 - 53.3
supply clerk	33.8 - 39.2	36.5 - 42.4	38.9 - 45.2

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	48.2 - 60.2	52.4 - 66.7	57.8 - 74.4
business development manager*	93.7 - 123.9	104.6 - 141.4	118.8 - 162.5
district sales manager**	74.4 - 96.2	84.8 - 111.9	97.6 - 128.1
key accounts manager - consumer goods*	68.1 - 87.4	76.8 - 100.5	87.5 - 114.4
merchandiser - consumer goods	59.2 - 77.2	66.0 - 87.9	74.6 - 99.7
sales representative, account manager - channel manager*	75.9 - 100.8	85.4 - 115.6	97.0 - 130.8
sales representative, account manager - consumer goods*	49.0 - 61.5	53.5 - 68.4	59.3 - 76.3
sales representative, account manager - professional services*	46.7 - 58.0	50.4 - 63.8	55.3 - 71.1
sales representative, account manager - telecommunications*	53.4 - 66.4	57.7 - 73.2	63.4 - 81.6

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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digital marketing

digital marketing manager	63.9 - 81.4	73.6 - 95.2	85.0 - 107.9
digital media specialist	40.0 - 51.1	46.5 - 60.5	54.2 - 69.2
digital specialist	47.6 - 62.8	55.0 - 73.9	63.9 - 84.4
e-commerce manager	77.2 - 100.8	86.2 - 114.8	97.5 - 130.5
marketing content manager	49.2 - 62.3	56.4 - 72.7	65.0 - 82.8
social media manager	58.2 - 81.9	72.1 - 100.1	85.7 - 112.0
web manager	65.1 - 84.5	72.2 - 95.6	81.1 - 108.0
web marketing analyst	49.7 - 65.9	57.7 - 77.6	66.9 - 88.3

industrial sales

sales engineer - distribution*	68.8 - 89.7	75.5 - 100.4	84.0 - 112.0
sales engineer - manufacturing**	58.9 - 78.7	66.9 - 90.7	76.1 - 101.9
sales representative, account manager - distribution*	48.8 - 60.8	53.0 - 67.3	58.4 - 75.2
sales representative, account manager - industrial equipment*	47.2 - 58.7	51.0 - 64.6	56.0 - 72.0
sales representative, account manager - industrial service*	52.2 - 65.0	56.5 - 71.6	62.1 - 79.9
sales representative, account manager - machinery*	52.2 - 64.9	56.3 - 71.5	61.9 - 79.9
sales representative, account manager - manufacturing**	47.4 - 67.1	51.2 - 73.8	56.1 - 81.7
sales representative, account manager - retail network**	52.3 - 65.0	56.4 - 71.7	62.2 - 80.8
technical sales representative - manufacturing**	51.6 - 67.9	58.5 - 78.7	67.1 - 90.8

marketing and communications

brand or product manager	79.6 - 102.3	88.4 - 115.8	99.3 - 130.0
brand or product manager assistant	63.4 - 85.4	74.0 - 100.8	85.8 - 115.0
communications manager	64.9 - 84.5	72.2 - 95.8	81.2 - 107.6
communications specialist	53.7 - 73.4	64.0 - 88.4	75.4 - 101.1
marketing coordinator	41.6 - 55.3	47.8 - 64.5	55.1 - 73.3
marketing director	91.8 - 124.4	107.9 - 147.8	126.1 - 168.8
marketing project manager	52.2 - 69.5	60.1 - 81.3	69.3 - 92.9
marketing specialist	46.9 - 62.1	53.6 - 72.1	61.4 - 81.6

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	19.6 - 23.4	22.1 - 26.2	25.7 - 30.3
conventional machinist	19.2 - 23.3	21.9 - 25.9	24.5 - 28.9
electrician	29.1 - 32.3	31.7 - 36.8	36.3 - 43.5
field service technician	24.6 - 28.9	27.1 - 32.0	29.7 - 34.7
heavy equipment mechanic	25.3 - 29.7	27.6 - 32.7	29.4 - 36.1
lead hand/team lead	24.1 - 29.3	27.2 - 31.3	30.7 - 34.8

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

ontario

logistics supervisor	23.6 - 28.9	26.9 - 30.3	28.2 - 33.2
machine builder	19.3 - 22.4	21.8 - 25.8	23.6 - 27.9
maintenance manager	31.9 - 36.2	36.0 - 44.1	43.5 - 51.2
maintenance mechanic	24.3 - 28.9	28.1 - 31.9	31.4 - 34.2
maintenance planner	25.1 - 28.2	26.7 - 31.3	29.6 - 34.2
maintenance supervisor	30.2 - 35.3	35.1 - 42.2	42.1 - 50.1
mechanical assembler	19.5 - 22.4	21.3 - 25.0	23.9 - 27.2
millwright	29.3 - 32.1	31.4 - 35.6	34.8 - 41.9
mould maker	26.3 - 29.1	27.4 - 31.9	31.2 - 35.3
panel wirer	22.3 - 25.9	24.6 - 28.9	26.4 - 31.0
production supervisor	32.1 - 34.3	34.0 - 38.2	37.0 - 41.4
set-up technician	19.6 - 23.1	21.4 - 24.7	23.1 - 26.9
tool and die maker	27.1 - 29.8	28.9 - 34.7	33.7 - 38.9
warehouse manager	33.4 - 38.1	37.2 - 43.8	42.9 - 53.2
warehouse supervisor	24.2 - 29.3	27.1 - 31.3	29.3 - 34.8
welder	21.2 - 25.1	24.3 - 28.2	27.4 - 32.1

peterborough county

engineering

	entry	mid	senior
construction			
architect	67.9 - 89.8	77.0 - 104.3	88.6 - 119.6
architectural drafter	53.9 - 69.7	62.5 - 82.4	73.1 - 97.1
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	64.6 - 84.5	73.4 - 97.9	84.1 - 112.0
civil engineer	72.4 - 96.0	82.2 - 111.4	94.2 - 126.5
civil engineering drafter	57.6 - 72.8	65.6 - 84.2	75.0 - 95.5
civil engineering technologist	53.3 - 69.4	60.2 - 79.6	68.4 - 90.5
civil project engineer	81.8 - 112.3	94.3 - 132.0	109.4 - 152.4
civil project manager	87.7 - 117.5	99.0 - 135.2	112.9 - 153.1
construction coordinator	56.6 - 75.1	63.5 - 85.8	71.9 - 97.6
construction director	117.1 - 155.3	150.0 - 199.0	186.5 - 247.3
construction manager	69.5 - 91.0	76.2 - 101.9	84.9 - 114.9
construction project manager	61.8 - 85.3	71.8 - 100.9	83.6 - 115.9
contracts administrator	56.8 - 75.3	64.6 - 87.1	73.8 - 99.1
contracts manager	86.0 - 108.9	96.2 - 124.5	109.2 - 142.2
demand planner	47.3 - 65.1	56.8 - 78.6	67.0 - 90.2
director of operations	119.0 - 159.9	156.7 - 210.5	199.5 - 267.8
drafter	50.4 - 63.0	56.5 - 71.9	63.9 - 81.5
electrical designer/engineer	63.1 - 85.3	73.6 - 101.7	86.5 - 118.0
electrical engineer	69.0 - 93.4	80.5 - 111.2	94.6 - 129.1
electrical engineering technician	50.9 - 65.1	58.0 - 75.4	66.3 - 85.7
electrical inspector	39.6 - 52.8	45.6 - 61.6	52.5 - 70.6
engineering manager	76.9 - 103.7	87.9 - 120.9	101.3 - 138.6
environmental engineer	57.6 - 76.5	65.7 - 89.3	75.7 - 102.4
environmental inspector	44.4 - 56.7	48.8 - 63.5	54.4 - 71.1
estimation engineer	64.2 - 85.9	73.8 - 100.9	85.6 - 116.2
estimator	57.9 - 75.5	64.4 - 85.7	72.4 - 96.9
facilities manager	61.4 - 82.1	70.6 - 96.6	81.9 - 110.8
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	58.1 - 74.8	66.8 - 87.2	76.6 - 99.0
health and safety specialist	62.1 - 81.7	71.0 - 95.4	81.8 - 108.9

ontario

HVAC drafter	50.6 - 64.8	56.8 - 73.9	64.0 - 82.7
HVAC engineer	50.1 - 66.6	57.3 - 77.6	65.8 - 88.1
materials manager	72.0 - 94.8	79.6 - 107.0	89.2 - 120.6
mechanical designer	49.4 - 65.2	56.9 - 76.0	65.1 - 85.8
mechanical drafter			
mechanical engineer			
mechanical engineering technican	48.9 - 64.0	55.7 - 74.0	63.5 - 83.4
operations manager	74.7 - 101.2	84.5 - 116.3	95.9 - 130.8
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	38.3 - 48.7	43.4 - 55.9	49.2 - 62.9
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	81.8 - 105.3	88.9 - 116.6	98.1 - 130.3
project manager	70.1 - 97.0	81.6 - 114.7	95.1 - 131.4
purchasing manager	77.9 - 103.1	88.1 - 118.5	100.2 - 133.5
QA/QC inspector	51.5 - 68.2	59.5 - 79.7	68.5 - 91.3
quality control engineer	61.2 - 80.8	69.1 - 93.1	78.8 - 105.7
quality inspector	37.9 - 48.2	42.2 - 54.8	47.7 - 61.8
safety inspector	60.1 - 78.4	68.0 - 90.1	77.2 - 101.7
site supervisor	67.0 - 87.8	73.5 - 98.3	81.9 - 110.4
specification writer	49.5 - 63.8	56.0 - 73.3	63.6 - 82.6
structural designer	47.3 - 61.7	53.6 - 70.9	60.8 - 79.9
structural engineer	61.2 - 81.2	69.6 - 94.3	79.9 - 107.9
structural engineering technologist	49.0 - 65.0	55.7 - 75.4	63.9 - 86.3
superintendent	38.4 - 48.9	43.0 - 55.7	48.5 - 63.0
supply chain manager	76.7 - 102.2	87.5 - 118.2	99.9 - 132.7
energy & oil			
applications engineer	66.6 - 89.2	78.0 - 106.1	91.3 - 121.2
architect	56.7 - 75.0	64.4 - 87.2	74.0 - 100.0
architectural drafter	44.9 - 58.1	52.1 - 68.8	61.0 - 81.0
assistant chief inspector	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
automation engineer	60.3 - 80.0	68.4 - 92.7	78.4 - 105.9
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	53.8 - 70.6	61.3 - 81.9	70.2 - 93.6
chemical engineer	75.6 - 100.0	83.7 - 112.9	93.9 - 126.6
chemical technician	52.3 - 68.1	58.1 - 77.4	65.6 - 88.6
chief inspector	50.0 - 65.8	56.2 - 75.0	63.4 - 84.2
civil engineer	60.5 - 80.2	68.7 - 93.1	78.7 - 105.8
civil engineering drafter	48.1 - 60.8	54.8 - 70.4	62.6 - 79.8
civil engineering technologist	44.5 - 57.8	50.2 - 66.4	57.1 - 75.5
civil project engineer	68.4 - 93.9	78.8 - 110.4	91.5 - 127.5
civil project manager	73.3 - 98.3	82.8 - 113.1	94.4 - 128.1

coating inspector	35.4 - 45.9	39.9 - 52.8	45.4 - 60.0
commissioning and start up engineer	58.4 - 78.1	67.2 - 91.7	77.9 - 104.5
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	56.6 - 75.2	63.6 - 86.0	72.0 - 97.8
construction director	97.9 - 129.9	125.5 - 166.5	156.1 - 207.0
construction manager	69.7 - 91.3	76.4 - 102.3	85.2 - 115.3
construction project manager	62.0 - 85.6	72.0 - 101.2	83.9 - 116.3
continuous improvement engineer	70.9 - 92.8	78.9 - 105.2	88.7 - 117.9
contracts administrator	56.9 - 75.5	64.7 - 87.4	74.0 - 99.5
contracts manager	86.3 - 109.3	96.5 - 124.9	109.6 - 142.8
control technician	46.6 - 61.2	53.2 - 70.8	60.8 - 80.5
controls designer/engineer	48.5 - 64.7	55.7 - 75.5	64.1 - 86.2
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	47.3 - 65.2	56.9 - 78.8	67.1 - 90.5
director of operations	119.5 - 160.5	157.4 - 211.4	200.4 - 269.1
drafter	50.5 - 63.2	56.6 - 72.1	64.1 - 81.7
electrical designer/engineer	63.3 - 85.6	73.8 - 102.0	86.7 - 118.4
electrical engineer	69.2 - 93.7	80.7 - 111.6	94.9 - 129.6
electrical engineering technician	50.9 - 65.3	58.1 - 75.6	66.4 - 86.0
electrical inspector	39.6 - 52.9	45.7 - 61.7	52.5 - 70.7
electrical test engineer	66.7 - 89.5	76.8 - 105.2	89.2 - 121.0
engineering manager	77.1 - 104.1	88.1 - 121.4	101.7 - 139.1
environmental engineer	57.7 - 76.7	65.8 - 89.6	75.9 - 102.8
environmental inspector	53.4 - 68.2	58.7 - 76.3	65.3 - 85.6
estimation engineer	77.2 - 103.4	88.8 - 121.6	103.1 - 139.9
estimator	69.6 - 90.8	77.4 - 103.1	87.1 - 116.8
expediter	45.6 - 58.6	51.6 - 67.3	58.6 - 76.4
facilities manager	73.8 - 98.9	85.0 - 116.3	98.6 - 133.4
field service engineer	59.5 - 78.7	67.6 - 91.4	77.8 - 105.8
general inspector	58.3 - 76.7	65.6 - 87.5	74.0 - 98.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	73.2 - 95.5	82.6 - 110.2	94.3 - 125.8
geotechnical technician	65.9 - 86.0	74.3 - 99.1	84.9 - 113.2
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	69.8 - 90.0	80.3 - 104.9	92.3 - 119.2
health and safety specialist	74.6 - 98.4	85.3 - 114.8	98.5 - 131.2
HVAC drafter	60.7 - 78.0	68.3 - 88.8	76.9 - 99.5
HVAC engineer	60.2 - 80.2	68.9 - 93.4	79.2 - 106.1
industrial engineer	79.3 - 103.8	88.1 - 117.7	99.1 - 132.1
inventory analyst	57.0 - 74.6	64.8 - 86.3	74.2 - 98.5
inventory control manager	71.8 - 94.1	80.4 - 107.4	91.0 - 121.7

logistics manager	69.5 - 92.6	79.6 - 108.0	91.7 - 123.5
logistics specialist	64.8 - 86.4	74.3 - 100.8	85.6 - 114.6
materials manager	86.6 - 114.1	95.8 - 128.9	107.4 - 145.3
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	59.4 - 78.5	68.4 - 91.4	78.4 - 103.3
mechanical drafter	55.7 - 72.2	62.6 - 83.5	72.0 - 97.8
mechanical engineer	83.5 - 111.0	94.8 - 128.6	108.8 - 146.9
mechanical engineering technican	58.8 - 77.0	67.0 - 89.0	76.3 - 100.4
operations manager	89.9 - 121.8	101.6 - 140.0	115.4 - 157.7
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	81.4 - 106.2	91.7 - 122.6	105.1 - 141.0
pipng designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
pipng engineer	72.0 - 94.4	80.5 - 108.0	91.2 - 122.8
planner/scheduler	46.1 - 58.6	52.2 - 67.1	59.0 - 75.6
plant manager	99.4 - 139.1	119.4 - 169.6	142.8 - 198.1
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	69.5 - 92.6	79.4 - 108.2	91.7 - 123.4
procurement director	106.4 - 141.1	140.6 - 186.7	171.1 - 227.0
procurement specialist	55.6 - 72.4	61.7 - 82.1	69.5 - 93.2
program manager	80.9 - 105.0	92.2 - 121.9	105.7 - 139.4
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	98.5 - 126.8	106.9 - 140.5	118.1 - 157.0
project manager	84.4 - 116.8	98.3 - 138.2	114.5 - 158.3
purchasing manager	93.7 - 124.2	106.1 - 142.8	120.6 - 160.9
QA/QC inspector	61.8 - 82.1	71.5 - 95.9	82.3 - 109.8
quality assurance manager	89.2 - 116.3	98.6 - 131.0	110.5 - 147.0
quality assurance/control technician	68.8 - 91.3	79.8 - 107.5	92.4 - 122.4
quality control engineer	73.7 - 97.3	83.0 - 112.2	94.8 - 127.2
quality inspector	45.5 - 57.8	50.8 - 65.9	57.2 - 74.3
safety inspector	72.2 - 94.3	81.8 - 108.5	92.9 - 122.4
SCADA engineer	71.0 - 94.6	81.1 - 110.2	93.4 - 125.9
site supervisor	80.6 - 105.6	88.4 - 118.3	98.5 - 133.0
sourcing engineer	61.8 - 82.2	70.6 - 95.8	81.4 - 109.6
specification writer	59.4 - 76.7	67.3 - 88.2	76.4 - 99.5
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	60.5 - 78.0	67.3 - 88.3	75.5 - 98.5
structural designer	56.9 - 74.3	64.4 - 85.3	73.1 - 96.1
structural engineer	73.7 - 97.8	83.6 - 113.6	96.1 - 130.0
structural engineering technologist	58.9 - 78.2	66.9 - 90.9	76.9 - 104.0
superintendent	46.2 - 58.8	51.6 - 67.0	58.2 - 75.7
supply chain manager	92.3 - 123.0	105.4 - 142.4	120.4 - 160.0

tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	61.6 - 80.2	69.5 - 92.3	79.2 - 105.2
transmission line engineer	84.5 - 107.4	91.6 - 118.7	100.8 - 131.9
transportation manager	85.8 - 113.6	97.1 - 130.9	110.8 - 149.2
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	59.9 - 78.1	67.8 - 89.6	76.9 - 101.2
manufacturing			
applications engineer	79.9 - 106.9	93.6 - 127.2	109.4 - 145.3
automation engineer	72.4 - 95.9	82.1 - 111.1	94.1 - 127.0
buyer	64.6 - 84.7	73.6 - 98.2	84.2 - 112.2
chemical engineer	90.6 - 119.9	100.3 - 135.2	112.6 - 151.8
chemical technician	62.6 - 81.7	69.7 - 92.9	78.7 - 106.2
cmm programmer	54.0 - 69.5	60.0 - 78.7	67.4 - 88.2
CNC programmer	56.9 - 75.5	64.8 - 87.5	74.2 - 100.2
coating inspector	42.5 - 55.1	47.9 - 63.2	54.5 - 72.0
commissioning and start up engineer	70.2 - 93.8	80.8 - 110.2	93.6 - 126.2
continuous improvement engineer	85.1 - 111.2	94.7 - 126.1	106.4 - 141.4
contracts administrator	68.3 - 90.5	77.6 - 104.8	88.8 - 119.3
contracts manager	103.4 - 131.0	115.7 - 149.8	131.4 - 171.1
control technician	55.9 - 73.4	63.8 - 85.0	73.0 - 96.6
controls designer/engineer	58.1 - 77.6	66.8 - 90.5	76.8 - 103.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	56.8 - 78.2	68.2 - 94.6	80.5 - 108.6
director of operations	143.2 - 192.5	188.6 - 253.4	240.1 - 322.4
drafter	60.6 - 75.7	67.9 - 86.5	76.8 - 97.9
electrical designer/engineer	75.8 - 102.6	88.4 - 122.3	104.0 - 142.0
electrical engineer	82.9 - 112.3	96.7 - 133.8	113.8 - 155.3
electrical engineering technician	61.1 - 78.2	69.7 - 90.6	79.7 - 103.1
electrical inspector	47.5 - 63.5	54.8 - 74.0	63.0 - 84.8
electrical test engineer	80.0 - 107.3	92.0 - 126.1	106.9 - 145.1
engineering manager	92.4 - 124.8	105.7 - 145.6	121.9 - 166.8
environmental engineer	69.2 - 92.0	79.0 - 107.4	91.1 - 123.2
environmental inspector	53.4 - 68.2	58.6 - 76.3	65.3 - 85.4
estimation engineer	77.2 - 103.3	88.7 - 121.4	103.0 - 139.8
estimator	69.6 - 90.8	77.4 - 103.1	87.1 - 116.6
field service engineer	59.4 - 78.7	67.6 - 91.4	77.8 - 105.7
field service technician	58.2 - 76.2	67.3 - 88.9	77.3 - 101.2
general inspector	58.3 - 76.7	65.5 - 87.5	73.9 - 98.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	176.3 - 250.4	248.6 - 353.2	317.4 - 447.4
health and safety manager	69.8 - 89.9	80.3 - 104.8	92.2 - 119.0

health and safety specialist	74.6 - 98.3	85.3 - 114.7	98.4 - 131.0
HVAC drafter	60.7 - 77.9	68.3 - 88.8	76.9 - 99.4
HVAC engineer	60.2 - 80.0	68.9 - 93.4	79.2 - 106.0
industrial engineer	79.2 - 103.7	88.1 - 117.6	99.1 - 132.0
inventory analyst	57.0 - 74.5	64.8 - 86.2	74.0 - 98.4
inventory control manager	71.8 - 94.1	80.3 - 107.3	90.8 - 121.6
logistics manager	69.5 - 92.5	79.4 - 107.9	91.7 - 123.4
logistics specialist	64.8 - 86.4	74.3 - 100.7	85.4 - 114.6
machining manager	68.5 - 88.2	76.1 - 100.1	85.7 - 113.4
maintenance manager	70.9 - 93.6	81.4 - 108.4	92.5 - 120.8
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	75.0 - 99.7	85.3 - 115.8	97.9 - 131.4
materials manager	86.5 - 114.0	95.6 - 128.8	107.3 - 145.2
mechanical designer	59.4 - 78.4	68.3 - 91.3	78.2 - 103.2
mechanical drafter	55.7 - 72.2	62.6 - 83.4	71.9 - 97.7
mechanical engineer	83.4 - 110.9	94.7 - 128.5	108.7 - 146.6
mechanical engineering technician	58.8 - 76.9	66.8 - 88.9	76.3 - 100.3
operations manager	89.8 - 121.7	101.5 - 139.9	115.3 - 157.4
planner/scheduler	46.0 - 58.6	52.2 - 67.1	59.0 - 75.6
plant manager	99.2 - 139.0	119.3 - 169.3	142.7 - 197.9
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	69.5 - 92.5	79.4 - 108.1	91.6 - 123.2
procurement director	106.3 - 141.0	140.5 - 186.5	170.9 - 226.8
procurement specialist	55.6 - 72.4	61.7 - 82.0	69.5 - 93.1
production manager	92.8 - 121.8	103.8 - 139.2	117.6 - 158.0
production planner	56.5 - 74.6	65.2 - 86.8	74.3 - 96.8
program manager	80.9 - 104.9	92.2 - 121.8	105.6 - 139.2
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	98.4 - 126.6	106.9 - 140.3	118.1 - 156.7
project manager	84.4 - 116.6	98.2 - 138.0	114.4 - 158.2
purchasing manager	93.7 - 124.1	106.0 - 142.7	120.5 - 160.7
QA/QC inspector	61.8 - 82.0	71.5 - 95.9	82.3 - 109.8
quality assurance manager	89.2 - 116.2	98.6 - 130.9	110.4 - 146.9
quality assurance/control technician	68.6 - 91.2	79.7 - 107.4	92.4 - 122.3
quality control engineer	73.6 - 97.2	83.0 - 112.1	94.7 - 127.1
quality inspector	45.5 - 57.8	50.6 - 65.8	57.2 - 74.3
safety inspector	72.2 - 94.3	81.7 - 108.4	92.8 - 122.3
SCADA engineer	70.9 - 94.4	81.0 - 110.0	93.2 - 125.8
site supervisor	80.5 - 105.5	88.3 - 118.2	98.4 - 132.8
sourcing engineer	61.8 - 82.1	70.6 - 95.6	81.2 - 109.4

ontario

specification writer	59.4 - 76.7	67.3 - 88.1	76.4 - 99.4
stationary engineer	60.5 - 77.9	67.3 - 88.2	75.5 - 98.4
supply chain manager	92.3 - 122.9	105.2 - 142.2	120.2 - 159.7
transportation manager	85.8 - 113.5	97.1 - 130.8	110.6 - 149.0
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
warehouse manager	70.8 - 92.5	78.7 - 104.9	88.7 - 118.3

simcoe county

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	35.6 - 39.8	37.5 - 42.3	43.1 - 47.2
customer service manager	45.6 - 49.8	47.2 - 53.4	51.2 - 59.9
customer service representative	34.5 - 39.8	36.8 - 43.2	39.4 - 46.4
customer service supervisor	44.3 - 47.8	44.1 - 49.9	50.1 - 55.4
customer service team lead	42.3 - 45.4	44.7 - 48.6	49.9 - 53.8
customer service trainer	43.2 - 51.5	47.3 - 56.3	51.1 - 60.9
e-chat representative	34.7 - 41.1	40.9 - 44.5	45.1 - 49.9
fundraiser agent	33.2 - 39.8	37.5 - 42.3	43.1 - 47.2
help desk representative - level 1	34.5 - 39.9	36.8 - 43.2	39.4 - 46.4
inside sales manager	45.6 - 49.9	50.1 - 55.4	54.9 - 68.5
inside sales representative	42.1 - 47.3	46.4 - 51.2	49.9 - 54.3
junior collection agent	32.1 - 37.7	34.8 - 40.9	37.4 - 43.9
order desk	33.4 - 38.3	36.5 - 41.8	39.2 - 45.0
service coordinator	38.3 - 45.5	41.3 - 49.1	44.1 - 52.5
survey agent	32.6 - 37.4	35.5 - 40.7	38.0 - 43.6
telemarketing agent	32.5 - 37.6	34.8 - 40.4	37.2 - 43.1
telephone dispatcher	38.8 - 45.0	42.0 - 48.9	45.0 - 52.4

engineering

	entry	mid	senior
construction			
architect	70.1 - 92.5	79.6 - 107.2	91.3 - 122.8
architectural drafter	55.9 - 72.1	64.8 - 85.2	75.6 - 100.1
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	65.9 - 86.0	75.0 - 99.5	85.7 - 113.4
civil engineer	74.5 - 98.3	84.5 - 113.5	96.5 - 128.6
civil engineering drafter	59.8 - 75.4	68.0 - 86.9	77.5 - 98.4
civil engineering technologist	55.4 - 71.8	62.4 - 82.2	70.8 - 93.4
civil project engineer	84.2 - 115.0	96.7 - 134.6	112.0 - 155.2

civil project manager	90.0 - 119.6	101.3 - 137.4	115.1 - 155.3
construction coordinator	58.6 - 77.4	65.5 - 88.2	74.0 - 100.1
construction director	119.8 - 158.0	152.8 - 201.8	189.4 - 250.3
construction manager	71.5 - 93.2	78.2 - 104.1	87.0 - 117.1
construction project manager	63.7 - 87.4	73.8 - 103.1	85.7 - 118.1
contracts administrator	58.0 - 76.5	65.8 - 88.3	75.1 - 100.2
contracts manager	88.4 - 111.6	98.8 - 127.3	111.9 - 145.1
demand planner	47.7 - 65.4	57.1 - 78.8	67.3 - 90.3
director of operations	121.3 - 162.2	159.0 - 213.0	202.0 - 270.6
drafter	52.3 - 65.1	58.5 - 74.2	66.1 - 83.9
electrical designer/engineer	65.0 - 87.2	75.5 - 103.5	88.4 - 119.7
electrical engineer	70.9 - 95.2	82.4 - 113.0	96.5 - 130.8
electrical engineering technician	52.8 - 67.3	60.0 - 77.7	68.5 - 88.3
electrical inspector	41.1 - 54.5	47.2 - 63.5	54.2 - 72.6
engineering manager	78.9 - 105.9	90.0 - 123.2	103.5 - 140.9
environmental engineer	59.3 - 78.5	67.6 - 91.2	77.7 - 104.2
environmental inspector	45.9 - 58.3	50.3 - 65.2	55.9 - 72.9
estimation engineer	66.0 - 87.8	75.7 - 102.7	87.5 - 117.9
estimator	59.2 - 76.8	65.6 - 86.9	73.7 - 98.1
facilities manager	63.2 - 84.1	72.5 - 98.4	83.8 - 112.5
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	60.0 - 77.0	68.8 - 89.5	78.9 - 101.5
health and safety specialist	63.9 - 83.7	72.9 - 97.3	83.7 - 110.6
HVAC drafter	51.9 - 66.3	58.2 - 75.4	65.5 - 84.2
HVAC engineer	51.7 - 68.5	59.1 - 79.5	67.7 - 90.0
materials manager	74.2 - 97.4	81.9 - 109.7	91.7 - 123.4
mechanical designer	51.0 - 67.1	58.6 - 77.9	67.0 - 87.8
mechanical drafter	48.1 - 62.2	54.0 - 71.6	61.9 - 83.7
mechanical engineer	71.3 - 94.0	80.7 - 108.6	92.3 - 123.6
mechanical engineering technician	50.8 - 66.2	57.6 - 76.3	65.6 - 85.9
operations manager	76.6 - 103.3	86.4 - 118.5	98.0 - 133.2
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	39.5 - 50.1	44.7 - 57.3	50.5 - 64.5
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	83.9 - 107.5	91.0 - 118.9	100.3 - 132.6
project manager	72.1 - 99.2	83.7 - 117.0	97.2 - 133.8
purchasing manager	80.3 - 105.7	90.6 - 121.3	102.8 - 136.4
QA/QC inspector	53.3 - 70.4	61.6 - 82.1	70.7 - 93.9
quality control engineer	63.1 - 82.8	71.0 - 95.0	80.7 - 107.4
quality inspector	39.2 - 49.6	43.6 - 56.3	49.1 - 63.4
safety inspector	62.0 - 80.7	70.1 - 92.5	79.4 - 104.2

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site supervisor	68.9 - 89.9	75.5 - 100.5	84.0 - 112.6
specification writer	51.0 - 65.5	57.6 - 75.0	65.2 - 84.4
structural designer	49.1 - 63.8	55.5 - 73.2	62.9 - 82.3
structural engineer	63.1 - 83.1	71.5 - 96.2	81.8 - 109.6
structural engineering technologist	50.5 - 66.5	57.2 - 77.0	65.4 - 87.7
superintendent	39.5 - 50.2	44.1 - 57.1	49.7 - 64.4
supply chain manager	79.1 - 104.8	90.0 - 121.0	102.5 - 135.6
energy & oil			
applications engineer	68.8 - 91.8	80.4 - 109.0	94.0 - 124.3
architect	58.5 - 77.3	66.4 - 89.6	76.2 - 102.6
architectural drafter	46.7 - 60.2	54.0 - 71.1	63.1 - 83.5
assistant chief inspector	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
automation engineer	62.1 - 81.9	70.3 - 94.6	80.4 - 107.6
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	55.0 - 71.9	62.6 - 83.1	71.5 - 94.8
chemical engineer	77.5 - 101.8	85.6 - 114.6	95.7 - 128.4
chemical technician	54.2 - 70.4	60.1 - 79.8	67.8 - 91.2
chief inspector	51.7 - 67.7	58.0 - 77.0	65.3 - 86.3
civil engineer	62.3 - 82.2	70.6 - 94.9	80.6 - 107.5
civil engineering drafter	49.9 - 62.9	56.7 - 72.6	64.7 - 82.3
civil engineering technologist	46.2 - 59.8	52.1 - 68.6	59.1 - 77.9
civil project engineer	70.3 - 96.1	80.9 - 112.7	93.6 - 129.8
civil project manager	75.2 - 100.1	84.7 - 114.9	96.3 - 129.9
coating inspector	36.6 - 47.3	41.3 - 54.2	46.8 - 61.5
commissioning and start up engineer	59.3 - 78.9	68.1 - 92.4	78.7 - 104.9
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	58.6 - 77.5	65.6 - 88.4	74.2 - 100.3
construction director	100.1 - 132.2	127.8 - 168.9	158.4 - 209.6
construction manager	71.6 - 93.5	78.4 - 104.5	87.3 - 117.6
construction project manager	63.8 - 87.7	74.0 - 103.4	86.0 - 118.5
continuous improvement engineer	73.2 - 95.3	81.3 - 107.8	91.2 - 120.7
contracts administrator	58.1 - 76.7	65.9 - 88.6	75.3 - 100.5
contracts manager	88.7 - 112.0	99.1 - 127.8	112.3 - 145.7
control technician	48.4 - 63.3	55.1 - 73.1	62.9 - 83.0
controls designer/engineer	50.3 - 66.9	57.7 - 77.8	66.2 - 88.7
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	47.7 - 65.5	57.2 - 79.0	67.5 - 90.5
director of operations	121.7 - 162.9	159.7 - 214.0	202.9 - 271.9
drafter	52.3 - 65.3	58.6 - 74.4	66.2 - 84.2
electrical designer/engineer	65.1 - 87.5	75.7 - 103.8	88.6 - 120.2
electrical engineer	71.1 - 95.6	82.6 - 113.4	96.8 - 131.3

electrical engineering technician	52.8 - 67.4	60.1 - 77.9	68.6 - 88.5
electrical inspector	41.1 - 54.6	47.3 - 63.6	54.3 - 72.7
electrical test engineer	68.6 - 91.3	78.7 - 107.0	91.1 - 122.8
engineering manager	79.1 - 106.3	90.3 - 123.7	103.9 - 141.5
environmental engineer	59.4 - 78.7	67.7 - 91.5	77.9 - 104.6
environmental inspector	55.1 - 70.1	60.5 - 78.5	67.2 - 87.7
estimation engineer	79.4 - 105.7	91.1 - 123.7	105.4 - 142.1
estimator	71.2 - 92.4	79.0 - 104.6	88.7 - 118.1
expediter	46.9 - 60.0	53.0 - 68.9	60.1 - 78.1
facilities manager	76.0 - 101.2	87.2 - 118.4	100.9 - 135.5
field service engineer	61.7 - 81.4	70.0 - 94.3	80.4 - 109.0
general inspector	60.4 - 79.0	67.7 - 89.9	76.2 - 100.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	75.4 - 97.8	84.8 - 112.4	96.7 - 127.9
geotechnical technician	67.8 - 88.0	76.4 - 101.2	87.0 - 115.1
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	72.1 - 92.6	82.8 - 107.8	94.9 - 122.3
health and safety specialist	76.8 - 100.7	87.7 - 117.1	100.8 - 133.2
HVAC drafter	62.4 - 79.8	70.0 - 90.7	78.7 - 101.4
HVAC engineer	62.2 - 82.4	71.0 - 95.8	81.5 - 108.4
industrial engineer	81.6 - 106.1	90.5 - 119.9	101.5 - 134.2
inventory analyst	57.5 - 75.0	65.3 - 86.6	74.5 - 98.6
inventory control manager	73.8 - 96.4	82.4 - 109.8	93.1 - 124.1
logistics manager	72.0 - 95.4	82.1 - 111.0	94.4 - 126.6
logistics specialist	66.2 - 88.0	75.7 - 102.4	87.0 - 116.0
materials manager	89.3 - 117.2	98.6 - 132.0	110.4 - 148.7
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	61.3 - 80.8	70.4 - 93.7	80.6 - 105.6
mechanical drafter	57.8 - 74.8	64.9 - 86.2	74.4 - 100.7
mechanical engineer	85.8 - 113.2	97.1 - 130.8	111.1 - 148.9
mechanical engineering technican	61.0 - 79.6	69.2 - 91.8	79.0 - 103.4
operations manager	92.2 - 124.3	104.0 - 142.7	118.0 - 160.4
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	83.6 - 108.5	94.1 - 124.8	107.4 - 143.0
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	74.2 - 96.7	82.8 - 110.3	93.6 - 124.9
planner/scheduler	47.4 - 60.2	53.8 - 68.9	60.7 - 77.5
plant manager	102.2 - 142.3	122.5 - 173.0	146.2 - 201.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	71.6 - 94.9	81.7 - 110.5	94.0 - 125.5
procurement director	109.4 - 144.4	144.0 - 190.2	174.6 - 230.9

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procurement specialist	57.0 - 73.9	63.1 - 83.6	71.0 - 94.8
program manager	83.2 - 107.5	94.7 - 124.4	108.2 - 142.1
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	101.0 - 129.5	109.6 - 143.2	120.7 - 159.7
project manager	86.8 - 119.4	100.7 - 140.9	117.0 - 161.2
purchasing manager	96.6 - 127.3	109.1 - 146.2	123.7 - 164.3
QA/QC inspector	64.1 - 84.7	74.0 - 98.9	85.1 - 113.0
quality assurance manager	91.9 - 119.3	101.5 - 134.3	113.5 - 150.4
quality assurance/control technician	71.0 - 94.1	82.3 - 110.6	95.3 - 125.8
quality control engineer	75.8 - 99.6	85.4 - 114.4	97.1 - 129.4
quality inspector	47.0 - 59.5	52.3 - 67.7	58.9 - 76.2
safety inspector	74.5 - 97.1	84.2 - 111.4	95.5 - 125.5
SCADA engineer	73.2 - 96.8	83.3 - 112.4	95.6 - 128.0
site supervisor	82.9 - 108.1	90.8 - 121.0	101.0 - 135.6
sourcing engineer	64.1 - 84.8	73.1 - 98.6	84.0 - 112.6
specification writer	61.2 - 78.7	69.2 - 90.2	78.5 - 101.6
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	61.7 - 79.6	68.8 - 89.9	77.0 - 100.2
structural designer	59.0 - 76.8	66.7 - 88.0	75.6 - 99.1
structural engineer	75.8 - 100.1	85.9 - 115.8	98.5 - 132.0
structural engineering technologist	60.7 - 80.1	68.7 - 92.6	78.8 - 105.6
superintendent	43.5 - 55.2	48.6 - 62.8	54.8 - 71.0
supply chain manager	87.2 - 115.6	99.3 - 133.7	113.2 - 149.8
tanks inspector	49.2 - 65.5	56.7 - 76.3	65.1 - 87.2
telecommunications technician	63.7 - 82.8	71.9 - 95.0	81.8 - 108.4
transmission line engineer	79.5 - 100.4	86.0 - 110.8	94.5 - 122.9
transportation manager	81.2 - 106.9	91.6 - 123.0	104.3 - 139.8
turnaround coordinator	63.5 - 79.4	71.3 - 90.5	80.6 - 102.3
welding inspector	56.2 - 73.2	63.6 - 83.9	72.1 - 94.6
manufacturing			
applications engineer	75.6 - 100.9	88.4 - 119.8	103.3 - 136.5
automation engineer	68.3 - 90.0	77.3 - 104.0	88.3 - 118.3
buyer	60.5 - 79.0	68.8 - 91.4	78.7 - 104.2
chemical engineer	85.3 - 111.9	94.2 - 126.0	105.2 - 141.0
chemical technician	59.5 - 77.3	66.1 - 87.8	74.5 - 100.2
cmm programmer	51.3 - 65.9	57.0 - 74.6	64.0 - 83.4
CNC programmer	54.3 - 71.7	61.7 - 82.9	70.6 - 94.8
coating inspector	40.3 - 52.0	45.4 - 59.6	51.5 - 67.7
commissioning and start up engineer	65.2 - 86.9	75.0 - 101.8	86.7 - 116.2
continuous improvement engineer	80.4 - 104.7	89.3 - 118.5	100.3 - 132.7
contracts administrator	63.9 - 84.4	72.5 - 97.4	82.7 - 110.6

contracts manager	97.5 - 123.1	108.9 - 140.4	123.4 - 160.1
control technician	53.2 - 69.6	60.6 - 80.4	69.2 - 91.2
controls designer/engineer	55.3 - 73.5	63.4 - 85.6	72.8 - 97.5
craft inspector	49.2 - 65.5	56.7 - 76.3	65.1 - 87.2
demand planner	52.5 - 72.1	62.9 - 86.9	74.1 - 99.6
director of operations	133.8 - 179.0	175.5 - 235.1	222.9 - 298.7
drafter	57.5 - 71.7	64.5 - 81.8	72.8 - 92.5
electrical designer/engineer	71.6 - 96.1	83.3 - 114.1	97.5 - 132.0
electrical engineer	78.1 - 105.1	90.9 - 124.6	106.4 - 144.3
electrical engineering technician	58.1 - 74.1	66.1 - 85.7	75.5 - 97.2
electrical inspector	45.2 - 60.1	52.0 - 69.9	59.6 - 80.0
electrical test engineer	75.5 - 100.4	86.5 - 117.5	100.1 - 135.0
engineering manager	87.0 - 116.8	99.2 - 135.9	114.2 - 155.4
environmental engineer	65.3 - 86.5	74.5 - 100.5	85.6 - 115.0
environmental inspector	50.5 - 64.2	55.4 - 71.8	61.6 - 80.3
estimation engineer	72.7 - 96.8	83.4 - 113.3	96.5 - 130.0
estimator	65.1 - 84.7	72.3 - 95.8	81.2 - 108.1
field service engineer	56.5 - 74.6	64.1 - 86.4	73.6 - 99.8
field service technician	55.3 - 72.3	63.9 - 84.2	73.2 - 95.5
general inspector	55.3 - 72.4	62.0 - 82.3	69.9 - 92.4
general manager	112.1 - 127.2	120.1 - 137.9	132.2 - 159.5
head of workshop and assembly	164.8 - 230.0	225.0 - 327.8	294.9 - 414.4
health and safety manager	66.0 - 84.8	75.8 - 98.7	86.9 - 112.0
health and safety specialist	70.4 - 92.2	80.3 - 107.3	92.3 - 122.0
HVAC drafter	57.2 - 73.0	64.1 - 83.1	72.2 - 92.8
HVAC engineer	57.0 - 75.5	65.0 - 87.7	74.6 - 99.2
industrial engineer	74.7 - 97.1	82.8 - 109.8	93.0 - 122.9
inventory analyst	52.7 - 68.8	59.8 - 79.3	68.3 - 90.4
inventory control manager	67.5 - 88.2	75.5 - 100.5	85.3 - 113.6
logistics manager	66.0 - 87.3	75.2 - 101.6	86.6 - 115.9
logistics specialist	60.7 - 80.5	69.4 - 93.7	79.8 - 106.3
machining manager	64.4 - 82.6	71.3 - 93.5	80.2 - 105.8
maintenance manager	66.6 - 87.5	76.1 - 101.0	86.5 - 112.4
manufacturing director	120.9 - 146.0	137.5 - 188.1	181.5 - 232.2
manufacturing engineer	70.8 - 93.5	80.4 - 108.1	91.9 - 122.3
materials manager	81.8 - 107.4	90.3 - 120.9	101.1 - 136.2
mechanical designer	56.2 - 73.9	64.6 - 85.9	73.8 - 96.7
mechanical drafter	53.0 - 68.5	59.5 - 79.0	68.2 - 92.3
mechanical engineer	78.5 - 103.6	89.0 - 119.8	101.8 - 136.4
mechanical engineering technician	55.9 - 72.9	63.5 - 84.2	72.3 - 94.7
operations manager	84.4 - 113.9	95.3 - 130.7	108.0 - 146.9

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planner/scheduler	43.5 - 55.1	49.3 - 63.1	55.7 - 71.0
plant manager	93.6 - 130.4	112.2 - 158.4	133.8 - 184.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	65.6 - 87.0	74.9 - 101.2	86.1 - 115.0
procurement director	100.2 - 132.2	131.9 - 174.1	159.8 - 211.3
procurement specialist	52.3 - 67.8	57.9 - 76.6	65.0 - 86.8
production manager	95.5 - 124.9	106.8 - 142.4	120.7 - 161.4
production planner	53.1 - 70.0	61.2 - 81.1	69.6 - 90.3
program manager	76.2 - 98.5	86.7 - 114.0	99.2 - 130.1
project director	130.4 - 157.6	155.1 - 195.8	187.0 - 234.5
project engineer	92.5 - 118.6	100.3 - 131.1	110.6 - 146.3
project manager	79.4 - 109.3	92.3 - 129.0	107.1 - 147.5
purchasing manager	88.4 - 116.6	99.9 - 133.8	113.3 - 150.5
QA/QC inspector	58.7 - 77.6	67.8 - 90.5	77.9 - 103.5
quality assurance manager	84.3 - 109.2	93.1 - 123.0	104.0 - 137.7
quality assurance/control technician	65.1 - 86.2	75.5 - 101.3	87.2 - 115.2
quality control engineer	69.4 - 91.2	78.2 - 104.7	89.0 - 118.5
quality inspector	43.1 - 54.6	48.0 - 62.0	54.0 - 69.9
safety inspector	68.3 - 88.9	77.2 - 102.0	87.6 - 115.0
SCADA engineer	67.0 - 88.8	76.3 - 103.0	87.6 - 117.3
site supervisor	75.9 - 99.1	83.2 - 110.8	92.5 - 124.2
sourcing engineer	58.7 - 77.7	66.9 - 90.3	76.9 - 103.1
specification writer	56.1 - 72.2	63.5 - 82.6	71.8 - 93.1
stationary engineer	56.5 - 72.8	63.0 - 82.4	70.5 - 91.7
supply chain manager	87.1 - 115.5	99.2 - 133.4	113.1 - 149.6
transportation manager	81.1 - 106.8	91.6 - 122.9	104.2 - 139.7
turnaround coordinator	63.5 - 79.4	71.3 - 90.5	80.6 - 102.3
warehouse manager	67.2 - 87.3	74.6 - 98.9	83.7 - 111.2

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.7 - 44.4	41.6 - 47.8	44.3 - 51.0
accounts payable clerk	38.9 - 43.6	42.9 - 48.2	46.5 - 52.2
accounts receivable clerk	39.4 - 44.2	43.4 - 48.8	47.1 - 52.9
bookkeeper	37.9 - 44.5	40.8 - 48.0	43.7 - 51.4
credit & collection specialist	36.7 - 42.1	40.2 - 46.2	43.5 - 50.0
credit & collections supervisor	52.4 - 63.2	56.4 - 68.1	60.4 - 72.9
invoicing clerk	37.1 - 43.0	40.5 - 47.1	43.5 - 50.7

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payroll administrator	42.4 - 50.5	46.2 - 55.1	49.9 - 59.5
payroll clerk	41.4 - 48.1	45.4 - 52.9	49.1 - 57.2

healthcare

	1 year	3 years	5 years
all industries			
disability case manager	42.0 - 50.0	45.0 - 55.0	50.0 - 55.0
medical secretary	35.2 - 41.3	38.0 - 44.7	40.7 - 47.8
nurse assistant	31.2 - 35.3	33.4 - 37.8	35.4 - 40.2
registered nurse	63.2 - 73.7	67.3 - 78.6	71.4 - 83.4

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.2 - 18.4	17.8 - 21.7	18.6 - 22.4
counterbalance forklift operator	18.4 - 19.6	18.9 - 22.0	21.7 - 24.6
delivery/courier driver	17.0 - 21.3	18.7 - 22.0	18.0 - 25.3
electronic parts assembler	17.3 - 20.0	18.0 - 20.1	18.0 - 22.0
general labourer - heavy	17.0 - 19.3	18.0 - 21.0	19.3 - 22.0
general labourer - light	15.5 - 18.0	16.0 - 19.3	18.0 - 21.1
industrial painter	18.0 - 21.0	20.7 - 23.0	22.0 - 26.0
inventory control clerk	17.0 - 20.1	18.4 - 21.0	20.0 - 23.4
janitor/custodian	18.9 - 19.7	19.3 - 21.7	19.0 - 23.6
landscaping labour	16.0 - 18.4	17.0 - 19.1	18.0 - 22.0
machine operator	18.0 - 21.3	19.0 - 23.0	19.3 - 24.0
material handler	16.8 - 18.0	17.0 - 20.0	19.0 - 23.9
moulding machine operator	19.0 - 22.0	19.0 - 24.8	23.0 - 29.0
order/cherry picker forklift operator	16.2 - 18.0	17.0 - 20.4	19.7 - 22.0
parts manager	24.0 - 28.0	26.0 - 31.0	28.0 - 33.0
picker/packer	16.0 - 17.4	16.0 - 19.3	17.0 - 20.1
polisher/deburrer	17.0 - 20.3	19.0 - 22.1	20.4 - 23.0
production labourer	16.1 - 18.3	17.0 - 19.4	18.0 - 21.6
reach truck operator	17.1 - 18.9	18.1 - 22.0	21.7 - 24.1
sandblasting operator	16.0 - 19.2	17.6 - 20.0	19.7 - 22.9
set-up operator	17.3 - 20.6	18.2 - 23.4	22.0 - 26.1
shipper/receiver	18.0 - 20.3	19.4 - 22.0	20.7 - 23.0
shipping and receiving clerk	18.1 - 21.4	20.0 - 23.6	22.0 - 24.1
warehouse labourer	16.1 - 18.4	17.0 - 20.1	18.0 - 22.4

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	39.4 - 46.9	42.4 - 50.5	45.4 - 54.0
administrative assistant (bilingual)	41.0 - 49.6	44.3 - 53.0	47.4 - 56.0
benefits clerk	38.5 - 44.8	42.2 - 49.1	45.6 - 53.1
buyer assistant	38.5 - 44.7	42.6 - 49.5	46.2 - 53.7
claims supervisor	61.9 - 74.8	66.7 - 80.6	71.3 - 86.3
data entry clerk	32.7 - 37.4	35.5 - 40.7	38.0 - 43.7
dispatcher	38.8 - 45.0	42.0 - 48.9	45.0 - 52.4
document controller	32.7 - 37.5	35.7 - 40.9	38.1 - 43.8
document services specialist	32.0 - 36.7	35.4 - 40.6	38.1 - 43.8
executive assistant	51.7 - 63.1	57.5 - 70.2	62.8 - 76.8
executive assistant (bilingual)	52.4 - 58.0	56.0 - 73.4	64.6 - 78.2
executive legal assistant	44.0 - 46.0	44.0 - 50.0	48.0 - 52.0
file clerk	33.9 - 38.9	38.1 - 43.8	41.4 - 47.6
human resources assistant	43.4 - 51.0	46.8 - 56.7	48.0 - 58.3
import/export clerk	37.0 - 42.9	40.6 - 47.2	43.8 - 51.0
insurance claims clerk	38.1 - 44.6	41.7 - 47.0	44.6 - 51.0
logistics coordinator	33.6 - 38.0	36.6 - 45.0	44.0 - 56.0
mailroom clerk	32.6 - 37.0	35.0 - 40.0	37.0 - 42.0
office clerk	36.4 - 41.0	38.8 - 45.0	42.0 - 47.2
office manager	57.4 - 65.4	57.7 - 69.6	67.0 - 81.0
order clerk	38.9 - 42.0	38.0 - 46.6	39.2 - 49.4
project coordinator	43.3 - 51.5	46.8 - 55.7	50.1 - 59.7
property administrator	39.7 - 44.2	42.0 - 46.1	44.4 - 52.0
property manager	59.4 - 71.7	64.9 - 78.4	70.3 - 85.0
receptionist	37.5 - 43.6	36.6 - 46.7	37.0 - 47.8
receptionist (bilingual)	35.6 - 38.7	38.0 - 44.6	42.0 - 46.7
sales administrator	43.5 - 52.4	47.8 - 57.7	52.0 - 62.7
service coordinator	38.3 - 45.5	41.3 - 49.1	44.1 - 52.5
supply clerk	33.5 - 38.8	36.1 - 41.9	38.4 - 44.6

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	21.9 - 24.7	24.6 - 28.1	27.6 - 31.7
conventional machinist	19.9 - 24.8	24.0 - 27.9	27.1 - 30.6
electrician	29.9 - 32.7	32.0 - 34.9	33.0 - 39.6
field service technician	26.6 - 29.9	29.0 - 33.6	31.9 - 38.7
heavy equipment mechanic	28.7 - 32.3	31.7 - 34.8	33.6 - 38.0
lead hand/team lead	25.4 - 28.1	26.0 - 28.7	27.7 - 35.1
logistics supervisor	25.2 - 28.1	27.1 - 31.3	30.2 - 32.4
machine builder	26.0 - 30.2	28.7 - 34.1	32.3 - 37.6
maintenance manager	41.1 - 46.8	44.6 - 49.7	49.3 - 55.1
maintenance mechanic	27.9 - 32.0	29.8 - 34.5	33.8 - 38.2
maintenance planner	26.4 - 28.6	27.1 - 31.2	28.3 - 34.1
maintenance supervisor	35.3 - 38.0	37.2 - 41.0	38.0 - 42.3
mechanical assembler	19.3 - 22.7	21.1 - 24.0	23.2 - 26.6
millwright	28.4 - 32.0	31.7 - 34.6	34.0 - 38.2
mould maker	27.1 - 31.3	30.6 - 34.0	33.1 - 36.7
panel wirer	22.4 - 24.6	24.1 - 28.0	27.4 - 31.7
production supervisor	28.3 - 31.0	30.7 - 34.1	33.4 - 38.0
set-up technician	19.7 - 23.1	21.0 - 24.1	23.0 - 28.0
tool and die maker	27.6 - 31.3	31.0 - 35.8	32.0 - 35.3
warehouse manager	29.1 - 34.7	31.7 - 37.0	35.7 - 41.7
warehouse supervisor	23.1 - 26.4	23.6 - 28.0	27.3 - 32.0
welder	21.7 - 24.6	23.4 - 27.8	25.1 - 28.4

waterloo region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	37.0 - 43.9	40.5 - 48.2	43.7 - 52.1
customer service manager	45.5 - 51.2	50.9 - 59.9	55.4 - 70.1
customer service representative	34.1 - 39.9	36.9 - 43.2	39.5 - 46.5
customer service supervisor	43.6 - 47.8	46.3 - 52.6	48.7 - 56.4
customer service team lead	42.3 - 47.4	45.6 - 51.2	47.3 - 54.9
customer service trainer	42.9 - 51.1	46.8 - 55.8	50.7 - 60.4
e-chat representative	34.5 - 39.2	38.6 - 43.2	43.1 - 48.4
fundraiser agent	32.2 - 37.2	34.5 - 39.9	36.7 - 42.6
help desk representative - level 1	37.3 - 41.1	40.2 - 46.1	45.2 - 51.3
inside sales manager	52.4 - 57.6	55.4 - 61.1	57.8 - 72.5
inside sales representative	39.9 - 43.4	42.7 - 46.8	45.6 - 52.7
junior collection agent	31.9 - 37.3	34.6 - 40.5	37.0 - 43.5
order desk	33.1 - 37.8	36.0 - 41.3	38.7 - 44.4
service coordinator	38.1 - 45.2	40.9 - 48.7	43.8 - 52.2
survey agent	32.3 - 36.9	35.1 - 40.2	37.6 - 43.1
telemarketing agent	32.4 - 37.4	34.7 - 40.2	37.0 - 42.9
telephone dispatcher	39.1 - 45.4	42.3 - 49.2	45.3 - 52.7

engineering

	entry	mid	senior
construction			
architect	63.1 - 83.5	71.6 - 96.8	82.3 - 111.0
architectural drafter	50.5 - 65.1	58.5 - 76.9	68.3 - 90.4
BIM/VDC lead	86.8 - 112.9	94.9 - 126.0	105.5 - 141.4
buyer	60.1 - 78.5	68.3 - 90.8	78.1 - 103.5
civil engineer	67.5 - 89.2	76.6 - 103.1	87.6 - 116.8
civil engineering drafter	54.0 - 68.1	61.4 - 78.5	70.0 - 89.0
civil engineering technologist	50.1 - 64.8	56.4 - 74.3	64.0 - 84.4
civil project engineer	76.9 - 105.2	88.4 - 123.4	102.5 - 142.3

civil project manager	81.6 - 108.7	92.0 - 124.7	104.5 - 141.2
construction coordinator	58.0 - 76.6	64.8 - 87.2	73.3 - 99.0
construction director	109.7 - 145.0	140.1 - 185.5	173.9 - 230.2
construction manager	78.3 - 102.3	85.8 - 114.4	95.5 - 128.8
construction project manager	63.4 - 87.2	73.6 - 103.0	85.5 - 118.1
contracts administrator	57.7 - 76.2	65.4 - 88.0	74.7 - 99.9
contracts manager	88.0 - 111.4	98.5 - 127.1	111.7 - 145.1
demand planner	47.5 - 65.2	57.0 - 78.7	67.2 - 90.1
director of operations	122.2 - 163.7	160.5 - 215.0	203.8 - 272.9
drafter	51.5 - 64.2	57.7 - 73.1	65.1 - 82.7
electrical designer/engineer	64.2 - 86.3	74.7 - 102.5	87.5 - 118.7
electrical engineer	70.1 - 94.3	81.5 - 112.0	95.5 - 129.8
electrical engineering technician	52.0 - 66.3	59.1 - 76.6	67.5 - 87.0
electrical inspector	40.6 - 54.0	46.8 - 63.0	53.7 - 72.1
engineering manager	78.7 - 105.9	89.8 - 123.2	103.4 - 141.0
environmental engineer	58.6 - 77.6	66.8 - 90.3	76.8 - 103.3
environmental inspector	45.2 - 57.5	49.6 - 64.3	55.2 - 71.9
estimation engineer	65.3 - 86.9	74.9 - 101.8	86.6 - 116.9
estimator	58.8 - 76.4	65.3 - 86.5	73.3 - 97.7
facilities manager	62.4 - 83.2	71.7 - 97.4	83.0 - 111.5
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
health and safety manager	59.0 - 75.8	67.7 - 88.2	77.6 - 100.0
health and safety specialist	63.2 - 82.8	72.1 - 96.3	82.9 - 109.6
HVAC drafter	51.5 - 65.8	57.8 - 74.9	65.0 - 83.7
HVAC engineer	51.1 - 67.7	58.4 - 78.7	67.0 - 89.1
materials manager	73.7 - 97.0	81.5 - 109.4	91.3 - 123.3
mechanical designer	50.4 - 66.3	57.9 - 77.1	66.3 - 86.8
mechanical drafter	47.4 - 61.3	53.2 - 70.6	61.0 - 82.5
mechanical engineer	70.5 - 93.1	79.9 - 107.6	91.3 - 122.6
mechanical engineering technician	50.0 - 65.2	56.8 - 75.2	64.7 - 84.7
operations manager	77.0 - 104.1	87.0 - 119.5	98.7 - 134.2
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
planner/scheduler	39.0 - 49.5	44.2 - 56.7	49.9 - 63.7
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	83.7 - 107.4	90.8 - 118.9	100.2 - 132.7
project manager	71.8 - 99.1	83.5 - 117.0	97.1 - 133.8
purchasing manager	79.8 - 105.5	90.2 - 121.1	102.5 - 136.3
QA/QC inspector	52.5 - 69.4	60.7 - 81.0	69.7 - 92.5
quality control engineer	62.3 - 81.9	70.2 - 94.1	79.8 - 106.4
quality inspector	38.6 - 49.0	43.0 - 55.6	48.5 - 62.7
safety inspector	61.0 - 79.4	69.0 - 91.1	78.2 - 102.7

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site supervisor	68.7 - 89.7	75.3 - 100.4	83.7 - 112.6
specification writer	50.7 - 65.1	57.3 - 74.7	64.9 - 84.2
structural designer	48.4 - 62.9	54.7 - 72.1	61.9 - 81.2
structural engineer	62.3 - 82.3	70.7 - 95.2	81.0 - 108.6
structural engineering technologist	49.8 - 65.8	56.6 - 76.2	64.8 - 86.9
superintendent	39.2 - 49.8	43.8 - 56.6	49.3 - 64.0
supply chain manager	78.6 - 104.5	89.6 - 120.8	102.2 - 135.5
energy & oil			
applications engineer	68.4 - 91.4	80.0 - 108.6	93.5 - 123.9
architect	57.5 - 76.1	65.3 - 88.3	75.0 - 101.3
architectural drafter	45.9 - 59.3	53.2 - 70.0	62.2 - 82.3
assistant chief inspector	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
automation engineer	61.4 - 81.0	69.5 - 93.6	79.5 - 106.6
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	54.7 - 71.5	62.2 - 82.8	71.2 - 94.4
chemical engineer	76.7 - 100.8	84.7 - 113.6	94.8 - 127.3
chemical technician	53.4 - 69.3	59.2 - 78.7	66.8 - 89.9
chief inspector	51.2 - 67.1	57.5 - 76.5	64.8 - 85.7
civil engineer	61.5 - 81.3	69.8 - 94.0	79.8 - 106.5
civil engineering drafter	49.1 - 62.0	55.9 - 71.6	63.8 - 81.1
civil engineering technologist	45.5 - 59.0	51.3 - 67.6	58.2 - 76.7
civil project engineer	70.1 - 96.0	80.6 - 112.6	93.5 - 129.9
civil project manager	74.4 - 99.1	83.8 - 113.9	95.3 - 128.9
coating inspector	36.1 - 46.7	40.8 - 53.6	46.2 - 60.9
commissioning and start up engineer	59.1 - 78.8	67.9 - 92.3	78.6 - 105.0
commissioning coordinator	52.6 - 72.0	61.3 - 82.4	71.9 - 90.1
construction coordinator	58.0 - 76.7	64.9 - 87.5	73.4 - 99.4
construction director	100.0 - 132.3	127.9 - 169.3	158.8 - 210.2
construction manager	71.4 - 93.3	78.2 - 104.4	87.1 - 117.6
construction project manager	63.5 - 87.5	73.7 - 103.3	85.8 - 118.5
continuous improvement engineer	72.7 - 95.0	80.8 - 107.6	90.8 - 120.5
contracts administrator	57.8 - 76.4	65.6 - 88.2	74.9 - 100.2
contracts manager	88.3 - 111.8	98.8 - 127.6	112.1 - 145.6
control technician	47.7 - 62.4	54.3 - 72.0	62.0 - 81.8
controls designer/engineer	49.5 - 65.9	56.8 - 76.7	65.2 - 87.4
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	47.5 - 65.4	57.1 - 78.9	67.3 - 90.4
director of operations	122.7 - 164.4	161.1 - 216.0	204.7 - 274.3
drafter	51.6 - 64.3	57.8 - 73.3	65.3 - 83.0
electrical designer/engineer	64.4 - 86.6	74.9 - 102.8	87.7 - 119.1
electrical engineer	70.3 - 94.6	81.8 - 112.4	95.8 - 130.3

electrical engineering technician	52.0 - 66.4	59.2 - 76.8	67.6 - 87.2
electrical inspector	40.6 - 54.1	46.8 - 63.0	53.8 - 72.1
electrical test engineer	67.8 - 90.4	77.9 - 106.0	90.2 - 121.7
engineering manager	78.9 - 106.2	90.1 - 123.7	103.8 - 141.6
environmental engineer	58.8 - 77.8	66.9 - 90.5	77.0 - 103.6
environmental inspector	45.2 - 57.6	49.6 - 64.5	55.2 - 72.1
estimation engineer	78.5 - 104.6	90.1 - 122.5	104.3 - 140.8
estimator	70.7 - 91.9	78.5 - 104.2	88.2 - 117.6
expediter	46.6 - 59.6	52.6 - 68.4	59.6 - 77.6
facilities manager	75.1 - 100.1	86.3 - 117.4	99.8 - 134.3
field service engineer	60.7 - 80.2	69.0 - 93.0	79.2 - 107.4
general inspector	59.8 - 78.4	67.1 - 89.3	75.6 - 100.2
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	74.5 - 96.7	83.9 - 111.2	95.6 - 126.7
geotechnical technician	67.1 - 87.0	75.5 - 100.1	86.1 - 114.0
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	70.9 - 91.2	81.4 - 106.1	93.4 - 120.5
health and safety specialist	76.0 - 99.6	86.8 - 115.9	99.7 - 132.0
HVAC drafter	61.8 - 79.1	69.4 - 90.1	78.1 - 100.7
HVAC engineer	61.4 - 81.5	70.2 - 94.7	80.5 - 107.3
industrial engineer	80.6 - 105.0	89.5 - 118.7	100.4 - 133.0
inventory analyst	57.4 - 74.8	65.0 - 86.4	74.3 - 98.5
inventory control manager	73.1 - 95.6	81.7 - 109.1	92.4 - 123.5
logistics manager	71.4 - 94.8	81.5 - 110.5	94.0 - 126.4
logistics specialist	65.9 - 87.5	75.4 - 101.9	86.6 - 115.6
materials manager	88.7 - 116.8	98.0 - 131.8	109.9 - 148.4
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	60.6 - 79.8	69.6 - 92.8	79.7 - 104.5
mechanical drafter	56.9 - 73.7	64.0 - 85.0	73.3 - 99.2
mechanical engineer	84.8 - 112.1	96.1 - 129.6	109.9 - 147.7
mechanical engineering technican	60.0 - 78.5	68.3 - 90.5	77.8 - 101.9
operations manager	92.6 - 125.3	104.6 - 143.9	118.8 - 161.8
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	82.7 - 107.4	93.0 - 123.6	106.3 - 141.8
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	73.3 - 95.8	81.8 - 109.1	92.5 - 123.7
planner/scheduler	46.8 - 59.4	53.0 - 68.0	60.0 - 76.6
plant manager	101.8 - 142.2	122.2 - 172.9	145.9 - 202.0
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	70.8 - 94.0	80.9 - 109.3	93.0 - 124.3
procurement director	109.0 - 144.2	143.8 - 190.3	174.5 - 231.2

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procurement specialist	56.6 - 73.4	62.8 - 83.2	70.6 - 94.3
program manager	82.9 - 107.3	94.3 - 124.4	108.1 - 142.1
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	100.7 - 129.4	109.3 - 143.2	120.6 - 159.8
project manager	86.4 - 119.3	100.4 - 140.9	116.9 - 161.3
purchasing manager	96.0 - 127.0	108.6 - 145.9	123.4 - 164.2
QA/QC inspector	63.1 - 83.4	73.0 - 97.4	83.8 - 111.4
quality assurance manager	91.3 - 118.9	101.0 - 134.0	113.2 - 150.2
quality assurance/control technician	70.7 - 93.6	82.0 - 110.2	94.8 - 125.3
quality control engineer	74.9 - 98.5	84.5 - 113.3	96.1 - 128.2
quality inspector	46.4 - 58.8	51.7 - 66.8	58.2 - 75.4
safety inspector	73.3 - 95.5	82.9 - 109.7	94.1 - 123.7
SCADA engineer	72.2 - 95.9	82.4 - 111.4	94.6 - 126.8
site supervisor	82.6 - 108.0	90.6 - 120.8	100.8 - 135.6
sourcing engineer	63.5 - 84.2	72.4 - 98.0	83.3 - 112.1
specification writer	60.8 - 78.4	68.9 - 89.9	78.0 - 101.3
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	61.0 - 78.5	67.8 - 88.7	76.0 - 98.8
structural designer	58.1 - 75.6	65.8 - 86.8	74.5 - 97.7
structural engineer	75.0 - 99.0	85.0 - 114.7	97.4 - 130.8
structural engineering technologist	60.0 - 79.2	68.0 - 91.8	78.0 - 104.6
superintendent	47.0 - 59.8	52.6 - 68.0	59.3 - 76.8
supply chain manager	94.6 - 125.9	107.9 - 145.6	123.1 - 163.2
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	63.5 - 82.3	71.5 - 94.6	81.4 - 107.9
transmission line engineer	85.8 - 108.5	92.9 - 119.8	102.1 - 132.7
transportation manager	88.0 - 116.3	99.5 - 133.8	113.3 - 152.4
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	61.1 - 79.4	69.0 - 91.1	78.2 - 102.7
manufacturing			
applications engineer	82.1 - 109.6	96.0 - 130.1	112.1 - 148.4
automation engineer	73.7 - 97.2	83.4 - 112.2	95.4 - 127.8
buyer	65.6 - 85.8	74.6 - 99.2	85.3 - 113.2
chemical engineer	91.9 - 120.8	101.6 - 136.2	113.6 - 152.6
chemical technician	64.0 - 83.2	71.0 - 94.3	80.2 - 107.8
cmm programmer	55.7 - 71.5	61.9 - 80.9	69.5 - 90.5
CNC programmer	58.7 - 77.5	66.6 - 89.6	76.2 - 102.5
coating inspector	43.3 - 56.0	48.8 - 64.3	55.4 - 73.0
commissioning and start up engineer	71.0 - 94.7	81.6 - 110.9	94.4 - 126.8
continuous improvement engineer	87.1 - 113.9	97.0 - 129.0	109.0 - 144.5
contracts administrator	69.4 - 91.6	78.6 - 105.7	89.9 - 120.1

contracts manager	105.8 - 133.9	118.4 - 153.0	134.4 - 174.6
control technician	57.2 - 74.8	65.2 - 86.4	74.3 - 98.0
controls designer/engineer	59.4 - 79.0	68.2 - 91.9	78.2 - 104.9
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.0 - 78.4	68.4 - 94.6	80.8 - 108.4
director of operations	147.1 - 197.0	193.2 - 258.8	245.4 - 328.7
drafter	61.8 - 77.2	69.2 - 88.0	78.2 - 99.5
electrical designer/engineer	77.2 - 103.8	89.8 - 123.2	105.1 - 142.8
electrical engineer	84.2 - 113.4	98.0 - 134.8	114.8 - 156.1
electrical engineering technician	62.4 - 79.7	71.0 - 92.0	81.1 - 104.6
electrical inspector	48.7 - 64.9	56.2 - 75.6	64.4 - 86.5
electrical test engineer	81.4 - 108.4	93.4 - 127.0	108.1 - 145.9
engineering manager	94.7 - 127.3	108.0 - 148.3	124.4 - 169.7
environmental engineer	70.4 - 93.4	80.3 - 108.6	92.4 - 124.2
environmental inspector	54.2 - 69.1	59.5 - 77.3	66.2 - 86.4
estimation engineer	78.5 - 104.5	90.0 - 122.4	104.2 - 140.6
estimator	70.7 - 91.9	78.5 - 104.0	88.2 - 117.5
field service engineer	60.7 - 80.2	68.9 - 92.9	79.1 - 107.3
field service technician	59.4 - 77.6	68.6 - 90.4	78.7 - 102.6
general inspector	59.8 - 78.2	67.1 - 89.2	75.6 - 100.2
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	179.8 - 253.1	250.0 - 358.6	322.4 - 453.4
health and safety manager	101.8 - 134.2	130.4 - 149.5	146.2 - 165.5
health and safety specialist	76.0 - 99.6	86.6 - 115.8	99.6 - 131.9
HVAC drafter	61.8 - 79.1	69.4 - 90.0	78.1 - 100.7
HVAC engineer	61.3 - 81.4	70.1 - 94.6	80.5 - 107.2
industrial engineer	80.6 - 104.9	89.4 - 118.6	100.3 - 132.8
inventory analyst	57.4 - 74.8	65.0 - 86.3	74.3 - 98.4
inventory control manager	73.0 - 95.5	81.6 - 109.0	92.3 - 123.4
logistics manager	71.3 - 94.8	81.5 - 110.5	93.8 - 126.2
logistics specialist	65.9 - 87.5	75.4 - 101.8	86.5 - 115.4
machining manager	69.8 - 89.6	77.4 - 101.5	87.1 - 115.0
maintenance manager	72.0 - 94.8	82.6 - 109.7	93.8 - 122.2
manufacturing director	123.8 - 160.6	158.0 - 196.1	195.2 - 243.6
manufacturing engineer	76.3 - 100.9	86.8 - 116.9	99.2 - 132.2
materials manager	88.7 - 116.6	97.9 - 131.6	109.8 - 148.3
mechanical designer	60.6 - 79.8	69.6 - 92.6	79.7 - 104.4
mechanical drafter	56.9 - 73.6	63.8 - 84.8	73.3 - 99.1
mechanical engineer	84.7 - 112.0	96.0 - 129.4	109.8 - 147.5
mechanical engineering technican	60.0 - 78.4	68.2 - 90.5	77.8 - 101.9
operations manager	92.5 - 125.2	104.6 - 143.8	118.7 - 161.5

ontario

planner/scheduler	65.8 - 72.5	70.1 - 84.5	82.0 - 92.9
plant manager	101.6 - 142.0	122.0 - 172.7	145.8 - 201.7
PLC programmer	68.3 - 80.3	77.2 - 92.4	90.4 - 106.7
process engineer	70.7 - 93.8	80.8 - 109.2	92.9 - 124.2
procurement director	108.8 - 144.0	143.6 - 190.1	174.4 - 230.9
procurement specialist	56.6 - 73.4	62.8 - 83.2	70.6 - 94.2
production manager	94.9 - 124.7	106.2 - 142.2	120.4 - 161.3
production planner	64.7 - 75.8	66.2 - 88.0	75.5 - 98.0
program manager	82.8 - 107.3	94.3 - 124.3	108.0 - 142.0
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	100.7 - 129.2	109.2 - 143.0	120.5 - 159.6
project manager	86.4 - 119.2	100.4 - 140.8	116.8 - 161.0
purchasing manager	95.9 - 126.8	108.5 - 145.8	123.2 - 164.0
QA/QC inspector	63.1 - 83.4	72.8 - 97.3	83.8 - 111.4
quality assurance manager	91.3 - 118.8	100.9 - 133.9	113.0 - 150.1
quality assurance/control technician	70.7 - 93.6	81.8 - 110.0	94.7 - 125.2
quality control engineer	74.9 - 98.5	84.4 - 113.2	96.0 - 128.0
quality inspector	46.4 - 58.8	51.7 - 66.8	58.2 - 75.4
safety inspector	73.3 - 95.5	82.9 - 109.7	94.0 - 123.6
SCADA engineer	72.2 - 95.8	82.3 - 111.2	94.6 - 126.7
site supervisor	82.6 - 107.9	90.5 - 120.7	100.7 - 135.5
sourcing engineer	63.5 - 84.1	72.4 - 97.9	83.3 - 112.0
specification writer	60.8 - 78.2	68.8 - 89.8	78.0 - 101.2
stationary engineer	61.0 - 78.4	67.8 - 88.7	76.0 - 98.8
supply chain manager	94.4 - 125.8	107.8 - 145.3	123.0 - 163.1
transportation manager	87.8 - 116.2	99.4 - 133.7	113.2 - 152.2
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
warehouse manager	72.7 - 94.7	80.8 - 107.4	90.8 - 121.1

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.4 - 44.0	41.2 - 47.4	43.9 - 50.6
accounts payable clerk	38.7 - 43.5	42.5 - 47.8	46.1 - 51.9
accounts receivable clerk	39.0 - 43.8	43.0 - 48.4	46.7 - 52.5
bookkeeper	37.6 - 44.1	40.5 - 47.6	43.3 - 51.2
credit & collection specialist	36.5 - 41.7	39.9 - 45.7	43.2 - 49.6
credit & collections supervisor	51.7 - 62.6	55.9 - 67.5	59.8 - 69.9
invoicing clerk	36.8 - 42.6	40.1 - 46.7	43.1 - 50.2

payroll administrator	44.2 - 51.9	47.6 - 56.1	51.4 - 62.9
payroll clerk	42.0 - 48.4	46.6 - 53.1	49.7 - 57.9

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.1 - 18.5	17.9 - 21.2	18.0 - 21.3
counterbalance forklift operator	16.0 - 18.7	17.5 - 21.0	20.5 - 25.9
delivery/courier driver	16.9 - 19.5	19.2 - 22.3	20.0 - 23.7
electronic parts assembler	15.3 - 17.0	16.5 - 19.0	18.0 - 21.0
general labourer - heavy	16.3 - 19.8	18.1 - 21.1	19.8 - 22.7
general labourer - light	14.9 - 16.5	16.2 - 18.7	17.0 - 21.2
industrial painter	18.8 - 21.7	21.5 - 23.2	22.7 - 27.1
inventory control clerk	16.9 - 19.0	18.2 - 20.9	19.5 - 22.4
janitor/custodian	15.4 - 17.9	17.2 - 20.1	18.7 - 23.2
landscaping labour	15.3 - 17.0	16.5 - 19.2	18.6 - 21.3
machine operator	17.2 - 20.2	18.8 - 22.4	20.5 - 24.1
material handler	15.9 - 18.4	17.7 - 21.5	20.3 - 25.5
moulding machine operator	17.1 - 20.0	18.3 - 21.8	20.3 - 23.0
order/cherry picker forklift operator	16.5 - 18.7	18.6 - 22.2	21.4 - 24.5
parts manager	23.1 - 26.5	25.0 - 29.2	27.5 - 31.3
picker/packer	15.1 - 17.2	16.4 - 18.1	16.8 - 19.2
polisher/deburrer	15.9 - 18.1	16.8 - 20.4	20.0 - 22.9
production labourer	15.2 - 17.3	16.1 - 18.7	18.2 - 20.3
reach truck operator	17.2 - 19.3	18.5 - 20.6	19.9 - 23.2
sandblasting operator	15.8 - 18.9	17.6 - 19.5	18.7 - 21.4
set-up operator	17.1 - 19.2	18.5 - 21.3	20.2 - 24.0
shipper/receiver	16.9 - 19.1	18.2 - 21.3	20.5 - 22.2
shipping and receiving clerk	18.4 - 20.8	19.9 - 22.7	21.5 - 23.1
warehouse labourer	15.0 - 17.1	16.4 - 18.7	18.2 - 20.2

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	40.3 - 47.7	42.4 - 50.8	45.7 - 54.9
administrative assistant (bilingual)	42.3 - 49.9	44.4 - 53.0	48.7 - 57.3
benefits clerk	38.3 - 44.2	41.7 - 48.5	45.1 - 52.5

ontario

buyer assistant	40.5 - 46.7	44.4 - 51.2	47.6 - 55.6
claims supervisor	61.9 - 74.2	66.1 - 80.0	70.7 - 85.7
data entry clerk	32.6 - 36.9	35.2 - 40.2	37.6 - 42.2
dispatcher	38.5 - 44.7	41.7 - 48.5	44.7 - 52.0
document controller	32.9 - 37.2	35.3 - 40.4	37.9 - 43.4
document services specialist	32.8 - 36.3	35.0 - 40.1	37.7 - 43.2
executive assistant	52.5 - 63.0	58.9 - 70.3	62.6 - 76.5
executive assistant (bilingual)	55.5 - 65.1	61.9 - 72.4	65.7 - 80.5
executive legal assistant	40.5 - 46.9	45.8 - 51.6	48.9 - 55.9
file clerk	33.6 - 38.4	37.7 - 43.2	40.9 - 47.2
human resources assistant	40.9 - 47.2	45.0 - 53.5	47.2 - 55.9
import/export clerk	36.6 - 42.5	40.2 - 46.8	43.4 - 50.6
insurance claims clerk	37.5 - 43.0	40.9 - 46.9	43.9 - 50.3
logistics coordinator	45.6 - 53.7	49.7 - 57.5	52.3 - 60.0
mailroom clerk	33.0 - 37.2	35.6 - 40.2	37.6 - 42.9
office clerk	36.2 - 41.3	38.5 - 44.0	40.7 - 46.5
office manager	53.8 - 64.8	57.1 - 69.0	60.4 - 73.1
order clerk	35.8 - 38.6	35.9 - 41.8	38.8 - 45.2
project coordinator	42.9 - 51.2	46.4 - 55.4	49.8 - 59.3
property administrator	39.9 - 42.7	41.3 - 46.9	45.8 - 52.7
property manager	60.0 - 71.4	64.7 - 78.2	70.0 - 84.5
receptionist	33.6 - 37.4	35.6 - 39.9	37.6 - 42.4
receptionist (bilingual)	35.6 - 37.4	37.1 - 41.9	39.6 - 44.5
sales administrator	39.5 - 45.0	43.2 - 48.6	45.8 - 53.0
service coordinator	39.0 - 44.8	42.3 - 47.9	44.4 - 52.3
supply clerk	35.3 - 38.7	36.7 - 41.0	38.4 - 45.0

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	21.6 - 25.4	23.3 - 28.6	27.8 - 32.9
conventional machinist	22.5 - 25.1	24.8 - 27.8	26.4 - 30.6
electrician	29.7 - 32.3	32.2 - 34.6	33.8 - 39.1
field service technician	24.3 - 28.6	26.0 - 31.5	31.3 - 41.0
heavy equipment mechanic	28.4 - 32.1	31.5 - 34.5	32.9 - 36.8
lead hand/team lead	24.3 - 27.2	25.9 - 28.9	27.1 - 33.4
logistics supervisor	23.0 - 27.3	25.6 - 29.7	26.4 - 31.5
machine builder	26.4 - 30.0	28.9 - 33.8	32.7 - 36.7

ontario

maintenance manager	42.0 - 48.3	44.6 - 50.9	49.0 - 57.2
maintenance mechanic	28.9 - 32.4	29.7 - 34.5	33.9 - 38.1
maintenance planner	25.4 - 28.3	27.1 - 31.6	29.7 - 34.3
maintenance supervisor	36.0 - 38.8	37.2 - 40.9	38.6 - 42.1
mechanical assembler	19.5 - 22.5	21.0 - 24.3	23.2 - 26.4
millwright	28.9 - 32.4	31.3 - 34.6	34.2 - 38.2
mould maker	27.6 - 31.1	30.0 - 33.5	31.4 - 34.9
panel wirer	22.4 - 26.2	24.8 - 28.7	27.0 - 31.6
production supervisor	29.7 - 31.3	30.4 - 33.9	33.5 - 38.9
set-up technician	19.5 - 22.6	20.9 - 24.5	23.0 - 26.8
tool and die maker	28.3 - 31.1	30.2 - 34.8	32.5 - 35.6
warehouse manager	29.4 - 35.1	31.7 - 38.3	33.9 - 40.5
warehouse supervisor	22.4 - 25.8	23.6 - 28.5	26.7 - 32.4
welder	20.5 - 24.3	22.9 - 28.1	25.9 - 30.6

technologies

	entry	mid	senior
application software			
.net/C# developer	66.0 - 85.2	73.8 - 97.1	83.3 - 109.2
application support analyst	57.7 - 75.7	66.1 - 87.3	75.0 - 98.3
automation tester	85.6 - 96.0	92.7 - 121.4	120.8 - 140.6
C++/ embedded software engineer	64.3 - 82.9	71.8 - 94.4	81.0 - 106.2
database SQL developer	58.8 - 77.8	67.0 - 90.3	76.9 - 102.7
devops development side	63.2 - 84.5	73.1 - 99.6	84.9 - 113.8
ERP developer	66.5 - 85.7	74.2 - 97.6	83.8 - 110.6
front-end developer	62.7 - 82.1	71.6 - 95.4	82.1 - 108.5
full stack developer	71.7 - 94.1	82.0 - 109.4	94.1 - 124.1
java developer	63.9 - 82.4	71.4 - 93.9	80.6 - 105.8
machine learning developer	69.1 - 102.3	92.4 - 128.3	110.4 - 147.8
manual tester	46.5 - 61.8	54.4 - 73.1	63.2 - 83.3
mobile application developer (ios/android)	59.5 - 86.8	78.5 - 110.1	95.0 - 124.7
quality assurance manager	77.8 - 101.1	86.0 - 113.9	96.2 - 127.7
RPA developer	78.1 - 88.5	85.2 - 113.9	113.3 - 133.1
technical lead	99.4 - 133.3	112.9 - 153.8	128.8 - 173.9
UI/UX designer	59.5 - 77.0	66.9 - 88.0	75.6 - 98.5
architecture			
application architect	89.8 - 119.6	101.0 - 137.4	115.3 - 157.6
architect (enterprise)	89.3 - 120.5	102.4 - 140.6	118.1 - 161.8
architect (solutions/technical)	80.3 - 100.3	90.0 - 114.5	101.8 - 128.6
cloud architect	80.9 - 101.6	91.4 - 116.7	103.7 - 130.9

data & analytics

BI data architect	82.5 - 110.6	92.3 - 126.2	104.3 - 142.4
big data engineer	78.1 - 102.1	87.2 - 116.3	98.6 - 131.8
business intelligence developer	62.9 - 81.1	70.3 - 92.4	79.3 - 103.4
data analyst	63.5 - 84.4	72.9 - 98.8	84.1 - 112.5
data architect	67.8 - 89.2	77.8 - 104.3	89.9 - 119.1
data engineer	66.9 - 89.1	76.9 - 104.3	88.7 - 118.7
data scientist	73.3 - 98.1	84.6 - 115.1	98.0 - 130.9
database administrator	64.1 - 86.8	75.5 - 103.8	88.6 - 119.1

leadership/business technology

business analyst	53.2 - 67.9	65.4 - 83.4	82.5 - 105.7
IT director	102.4 - 124.2	122.8 - 148.4	135.0 - 168.2
IT manager	65.5 - 85.5	73.1 - 97.6	82.8 - 111.4

networking/infrastructure

bilingual tech support	51.8 - 66.3	58.3 - 75.0	64.9 - 82.9
cloud engineer	70.0 - 93.0	81.4 - 109.6	94.3 - 124.0
devops system side	76.7 - 105.9	89.3 - 124.3	103.0 - 140.3
help desk representative	44.3 - 58.8	50.8 - 67.5	57.4 - 75.4
information security engineer	68.7 - 91.5	79.0 - 107.2	91.2 - 121.9
information security manager	88.3 - 115.6	98.6 - 131.7	111.6 - 149.7
information security specialist	58.2 - 76.1	66.4 - 88.4	76.1 - 100.1
information systems analyst	62.0 - 79.2	68.5 - 89.4	76.6 - 100.4
linux/unix administrator	69.9 - 91.4	79.6 - 106.3	91.5 - 121.2
network administrator	59.0 - 78.4	67.8 - 91.7	78.1 - 104.7
network engineer	64.7 - 85.9	74.1 - 100.5	85.6 - 115.3
systems administrator	66.3 - 85.9	74.6 - 98.5	84.6 - 111.5
tech support	60.3 - 79.4	69.4 - 92.6	79.7 - 105.2
telecommunications analyst	61.3 - 81.2	70.0 - 94.9	81.0 - 109.5

project management

business systems analyst	63.6 - 84.6	74.3 - 100.5	86.7 - 115.3
ERP project manager	89.2 - 119.1	97.3 - 132.6	108.0 - 148.8
functional analyst	51.3 - 66.4	57.8 - 76.0	65.4 - 85.9
organizational change manager (OCM)	62.2 - 83.7	72.4 - 99.7	85.2 - 116.9
product owner	70.9 - 93.2	81.2 - 108.3	93.1 - 122.4
product owner/manager	74.6 - 102.7	86.6 - 121.2	100.7 - 138.8
program manager	89.3 - 121.0	101.2 - 140.1	116.2 - 161.1
project coordinator	57.0 - 71.8	64.9 - 83.3	74.4 - 94.7
project manager (infrastructure)	78.7 - 105.4	88.4 - 120.6	100.4 - 136.9
project manager (software)	81.7 - 108.4	91.4 - 123.6	103.4 - 139.9
scrum master	69.7 - 90.6	78.6 - 104.0	89.4 - 118.6
technical writer	56.9 - 73.6	66.0 - 86.7	76.5 - 98.7

wellington county

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	37.5 - 44.6	41.1 - 48.9	44.4 - 52.9
customer service manager	45.5 - 51.2	50.9 - 59.9	55.4 - 70.1
customer service representative	33.6 - 39.3	36.3 - 42.6	39.0 - 45.8
customer service supervisor	43.6 - 47.8	46.3 - 52.6	48.7 - 56.4
customer service team lead	38.5 - 44.7	41.7 - 48.5	44.7 - 52.0
customer service trainer	42.9 - 51.1	46.8 - 55.8	50.7 - 60.4
e-chat representative	34.5 - 39.1	38.6 - 44.0	43.1 - 48.4
fundraiser agent	32.1 - 34.5	34.0 - 37.5	37.0 - 42.5
help desk representative - level 1	37.3 - 41.1	40.2 - 45.7	45.2 - 51.3
inside sales manager	52.4 - 57.6	55.4 - 61.1	57.8 - 72.5
inside sales representative	39.9 - 43.1	42.7 - 46.8	45.6 - 52.7
junior collection agent	32.3 - 37.8	35.0 - 41.0	37.6 - 44.1
order desk	33.5 - 38.4	36.6 - 41.9	39.3 - 45.1
service coordinator	38.6 - 45.9	41.6 - 49.4	44.4 - 52.9
survey agent	32.7 - 37.5	35.6 - 40.8	38.1 - 43.7
telemarketing agent	32.1 - 34.5	34.3 - 37.5	37.0 - 42.5
telephone dispatcher	38.5 - 44.7	41.7 - 48.5	44.7 - 52.0

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.4 - 44.0	41.2 - 47.4	43.9 - 50.6
accounts payable clerk	38.7 - 43.5	42.5 - 47.8	46.1 - 51.9
accounts receivable clerk	39.0 - 43.8	43.0 - 48.4	46.7 - 52.5
bookkeeper	37.6 - 44.1	40.5 - 47.6	43.3 - 51.2
credit & collection specialist	36.5 - 41.7	39.9 - 45.7	43.2 - 49.6
credit & collections supervisor	51.7 - 62.6	55.9 - 67.5	59.8 - 69.9
invoicing clerk	36.8 - 42.6	40.1 - 46.7	43.1 - 50.2
payroll administrator	44.2 - 51.9	47.6 - 56.1	51.4 - 62.9
payroll clerk	42.0 - 48.4	46.6 - 53.1	49.7 - 57.9

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.5 - 18.9	17.0 - 21.5	19.0 - 24.5
counterbalance forklift operator	18.1 - 20.5	20.1 - 22.5	21.0 - 24.5
delivery/courier driver	17.0 - 20.5	19.0 - 22.3	21.5 - 25.0
electronic parts assembler	16.1 - 19.5	17.0 - 21.0	18.1 - 22.5
general labourer - heavy	16.5 - 19.0	18.1 - 22.0	20.5 - 25.0
general labourer - light	15.5 - 18.0	17.2 - 21.5	19.0 - 23.1
industrial painter	18.0 - 21.5	19.0 - 24.0	21.4 - 26.0
inventory control clerk	16.2 - 19.0	18.0 - 21.5	19.0 - 22.0
janitor/custodian	15.5 - 17.5	16.7 - 19.0	17.2 - 21.5
landscaping labour	15.3 - 17.5	17.0 - 19.2	18.0 - 20.2
machine operator	17.1 - 21.0	19.3 - 22.5	20.0 - 24.2
material handler	16.0 - 18.5	17.0 - 19.5	18.0 - 22.5
moulding machine operator	19.3 - 21.5	18.0 - 23.0	22.5 - 25.0
order/cherry picker forklift operator	17.0 - 19.5	18.2 - 21.5	19.0 - 23.5
parts manager	23.0 - 27.0	25.5 - 30.0	27.5 - 32.0
picker/packer	16.2 - 18.5	16.0 - 19.0	18.5 - 22.0
polisher/deburrer	17.0 - 20.0	19.2 - 21.1	20.0 - 23.0
production labourer	15.3 - 18.0	17.0 - 19.5	18.0 - 22.5
reach truck operator	18.0 - 21.3	19.0 - 23.0	20.7 - 25.0
sandblasting operator	16.1 - 19.0	17.5 - 20.0	18.0 - 21.5
set-up operator	18.0 - 21.5	19.0 - 23.3	21.5 - 24.0
shipper/receiver	17.5 - 20.5	18.0 - 21.0	20.0 - 23.5
shipping and receiving clerk	18.0 - 20.7	19.5 - 22.0	21.1 - 24.0
warehouse labourer	15.5 - 18.5	17.0 - 19.5	18.0 - 22.5

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	40.3 - 47.9	43.4 - 51.3	46.4 - 55.9
administrative assistant (bilingual)	42.8 - 50.2	45.2 - 53.6	49.9 - 57.3
benefits clerk	38.9 - 44.9	42.5 - 49.1	45.7 - 53.2
buyer assistant	40.6 - 46.7	44.4 - 51.2	47.6 - 55.6
claims supervisor	61.9 - 74.2	66.1 - 80.0	70.7 - 85.7
data entry clerk	32.6 - 36.9	35.2 - 40.3	37.9 - 42.3

ontario

dispatcher	39.1 - 45.4	42.3 - 49.2	45.3 - 52.3
document controller	33.5 - 38.0	36.1 - 41.3	38.6 - 44.0
document services specialist	32.9 - 36.3	35.0 - 40.2	37.7 - 43.9
executive assistant	52.6 - 63.9	59.0 - 71.2	63.7 - 76.9
executive assistant (bilingual)	55.9 - 65.2	61.9 - 72.4	67.8 - 81.7
executive legal assistant	40.5 - 46.9	45.8 - 51.6	48.9 - 55.9
file clerk	34.5 - 39.0	38.1 - 43.5	41.3 - 47.8
human resources assistant	41.6 - 48.3	45.2 - 53.5	48.3 - 56.1
import/export clerk	37.1 - 43.1	40.8 - 47.4	44.0 - 51.2
insurance claims clerk	38.2 - 43.6	41.3 - 47.3	44.3 - 51.3
logistics coordinator	46.3 - 54.5	50.4 - 58.6	52.5 - 61.0
mailroom clerk	33.2 - 37.5	36.1 - 40.9	38.2 - 43.2
office clerk	36.6 - 41.8	39.1 - 44.6	41.3 - 47.0
office manager	53.9 - 65.7	57.9 - 69.9	61.3 - 74.0
order clerk	36.7 - 41.9	38.9 - 44.6	41.2 - 46.9
project coordinator	43.6 - 51.9	47.1 - 56.1	50.5 - 60.1
property administrator	40.0 - 42.9	41.5 - 46.9	45.9 - 52.8
property manager	60.0 - 71.5	64.7 - 78.2	70.0 - 85.0
receptionist	34.2 - 38.5	36.0 - 41.2	37.9 - 43.4
receptionist (bilingual)	36.2 - 40.5	38.0 - 43.2	39.9 - 45.4
sales administrator	39.5 - 45.0	43.2 - 48.6	45.8 - 53.0
service coordinator	39.2 - 44.8	42.3 - 47.9	44.4 - 52.3
supply clerk	35.5 - 39.0	36.9 - 41.2	38.6 - 45.2

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	21.7 - 25.3	24.5 - 28.2	27.8 - 32.6
conventional machinist	22.3 - 25.0	24.6 - 27.3	26.4 - 30.5
electrician	29.5 - 32.8	32.4 - 35.6	34.4 - 39.8
field service technician	25.0 - 28.9	26.8 - 33.7	32.1 - 40.9
heavy equipment mechanic	28.3 - 32.4	31.7 - 34.5	32.8 - 36.9
lead hand/team lead	23.9 - 27.1	25.8 - 29.0	27.5 - 33.0
logistics supervisor	22.6 - 26.9	25.1 - 29.3	27.4 - 31.0
machine builder	26.2 - 29.7	28.6 - 33.8	32.5 - 36.7
maintenance manager	41.2 - 48.0	43.7 - 50.2	48.6 - 55.3
maintenance mechanic	28.7 - 32.3	31.9 - 35.0	33.9 - 37.7
maintenance planner	24.6 - 27.5	26.2 - 30.9	29.0 - 33.5
maintenance supervisor	35.4 - 38.6	37.0 - 40.5	38.2 - 42.0

ontario

mechanical assembler	19.3 - 22.1	20.8 - 24.1	22.9 - 26.4
millwright	29.2 - 32.6	32.3 - 35.1	34.5 - 38.0
mould maker	27.1 - 31.1	29.8 - 32.9	31.4 - 34.9
panel wirer	22.0 - 25.9	24.7 - 28.6	26.5 - 31.2
production supervisor	29.0 - 31.2	30.3 - 33.8	33.4 - 38.3
set-up technician	19.4 - 22.5	20.3 - 24.6	22.7 - 26.7
tool and die maker	28.6 - 31.4	30.5 - 34.6	33.8 - 39.0
warehouse manager	29.0 - 34.3	31.2 - 38.7	33.6 - 39.5
warehouse supervisor	22.9 - 26.8	24.5 - 29.0	27.8 - 32.1
welder	20.7 - 24.6	23.6 - 27.9	26.5 - 30.8

york region

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	38.8 - 46.3	42.5 - 50.8	46.0 - 55.0
customer service manager	57.5 - 69.6	62.2 - 75.3	66.7 - 80.7
customer service representative	35.1 - 41.3	38.0 - 44.8	40.9 - 48.2
customer service supervisor	45.5 - 54.3	49.8 - 59.4	53.9 - 64.4
customer service team lead	42.5 - 46.7	44.7 - 50.4	45.2 - 54.0
customer service trainer	45.5 - 54.3	49.8 - 59.4	53.9 - 64.4
e-chat representative	35.6 - 41.3	38.0 - 44.8	40.9 - 48.2
fundraiser agent	33.6 - 38.7	36.7 - 42.3	39.4 - 45.3
help desk representative - level 1	37.3 - 41.1	40.2 - 44.3	44.1 - 51.3
inside sales manager	57.5 - 69.6	68.2 - 75.3	66.7 - 80.7
inside sales representative	45.5 - 54.3	49.8 - 59.4	53.9 - 64.4
junior collection agent	33.2 - 39.1	36.1 - 42.6	38.8 - 45.8
order desk	34.5 - 39.7	37.7 - 43.4	40.6 - 46.8
service coordinator	39.1 - 46.7	42.2 - 50.4	45.2 - 54.0
survey agent	33.6 - 38.7	36.7 - 42.3	39.4 - 45.3
telemarketing agent	33.9 - 39.5	36.4 - 42.4	39.0 - 45.4
telephone dispatcher	39.6 - 46.2	43.0 - 50.2	46.1 - 53.9

engineering

	entry	mid	senior
construction			
architect	72.4 - 95.6	82.2 - 110.9	94.4 - 127.0
architectural drafter	57.7 - 74.6	67.0 - 88.3	78.4 - 103.8
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	68.9 - 90.2	78.5 - 104.5	89.8 - 119.2
civil engineer	77.6 - 102.7	88.2 - 118.7	100.8 - 134.4
civil engineering drafter	61.7 - 78.0	70.3 - 90.1	80.3 - 102.2
civil engineering technologist	57.1 - 74.3	64.4 - 85.2	73.3 - 96.8
civil project engineer	88.0 - 120.4	101.2 - 141.0	117.2 - 162.4

civil project manager	94.0 - 125.2	105.8 - 143.5	120.4 - 162.1
construction coordinator	61.1 - 81.0	68.5 - 92.4	77.5 - 104.9
construction director	125.3 - 165.4	159.8 - 210.6	197.8 - 260.3
construction manager	89.6 - 117.0	98.2 - 130.8	109.3 - 147.1
construction project manager	79.7 - 109.8	92.5 - 129.5	107.6 - 148.3
contracts administrator	72.8 - 96.4	82.7 - 111.4	94.6 - 126.5
contracts manager	92.9 - 117.2	103.8 - 133.6	117.6 - 152.2
demand planner	49.8 - 68.6	59.9 - 82.8	70.7 - 94.8
director of operations	129.1 - 171.9	168.6 - 224.2	212.9 - 283.1
drafter	54.0 - 67.5	60.6 - 77.0	68.5 - 87.1
electrical designer/engineer	67.7 - 91.2	78.8 - 108.2	92.4 - 125.1
electrical engineer	66.6 - 89.6	77.5 - 106.3	90.7 - 122.9
electrical engineering technician	49.1 - 62.7	55.9 - 72.6	63.9 - 82.4
electrical inspector	37.7 - 50.4	43.6 - 58.9	50.1 - 67.4
engineering manager	74.3 - 99.8	84.8 - 116.0	97.6 - 132.6
environmental engineer	55.6 - 73.8	63.5 - 85.8	73.0 - 98.1
environmental inspector	42.4 - 54.2	46.6 - 60.7	51.9 - 67.9
estimation engineer	61.9 - 82.6	71.2 - 96.7	82.4 - 110.9
estimator	55.7 - 72.5	61.9 - 82.2	69.6 - 92.8
facilities manager	59.2 - 79.0	68.1 - 92.6	78.8 - 105.8
general manager	91.7 - 104.0	98.3 - 112.9	108.2 - 130.5
health and safety manager	55.2 - 71.1	63.5 - 82.8	72.9 - 93.9
health and safety specialist	59.9 - 78.7	68.5 - 91.5	78.8 - 104.0
HVAC drafter	48.2 - 61.7	54.1 - 70.3	60.9 - 78.6
HVAC engineer	48.3 - 64.4	55.4 - 74.8	63.5 - 84.7
materials manager	70.1 - 92.1	77.5 - 103.7	86.8 - 116.6
mechanical designer	47.7 - 63.0	54.9 - 73.3	62.9 - 82.5
mechanical drafter	44.7 - 58.0	50.2 - 66.9	57.7 - 78.2
mechanical engineer	67.0 - 88.5	75.9 - 102.2	86.8 - 116.2
mechanical engineering technican	47.2 - 61.7	53.6 - 71.3	61.2 - 80.3
operations manager	73.3 - 99.1	82.8 - 113.6	94.0 - 127.4
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.6 - 83.2
planner/scheduler	36.9 - 47.0	41.9 - 53.8	47.3 - 60.7
project director	101.6 - 123.2	113.4 - 153.8	152.8 - 185.0
project engineer	79.0 - 101.3	85.7 - 112.0	94.5 - 124.8
project manager	67.8 - 93.4	78.8 - 110.2	91.6 - 125.9
purchasing manager	75.9 - 100.0	85.7 - 114.7	97.2 - 128.8
QA/QC inspector	49.6 - 65.7	57.3 - 76.8	66.0 - 87.8
quality control engineer	59.1 - 77.9	66.7 - 89.4	75.9 - 101.1
quality inspector	36.0 - 45.8	40.1 - 52.1	45.4 - 58.9
safety inspector	57.2 - 74.5	64.7 - 85.6	73.4 - 96.4

ontario

site supervisor	64.8 - 84.6	71.0 - 94.7	79.0 - 106.1
specification writer	48.4 - 62.4	54.8 - 71.6	62.1 - 80.6
structural designer	45.6 - 59.5	51.7 - 68.3	58.6 - 77.0
structural engineer	59.1 - 78.2	67.1 - 90.5	77.0 - 103.1
structural engineering technologist	47.3 - 62.6	53.7 - 72.4	61.6 - 82.5
superintendent	36.8 - 47.0	41.2 - 53.6	46.5 - 60.5
supply chain manager	74.7 - 99.1	85.1 - 114.4	96.9 - 128.1
energy & oil			
applications engineer	64.6 - 86.3	75.6 - 102.4	88.4 - 116.7
architect	54.4 - 71.9	61.7 - 83.4	71.0 - 95.5
architectural drafter	43.3 - 56.1	50.3 - 66.3	58.8 - 78.0
assistant chief inspector	51.9 - 65.0	58.3 - 74.1	66.0 - 83.7
automation engineer	58.2 - 77.0	66.1 - 88.9	75.6 - 101.3
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	51.8 - 67.9	59.0 - 78.6	67.5 - 89.6
chemical engineer	72.9 - 95.8	80.6 - 107.8	90.1 - 120.7
chemical technician	50.4 - 65.7	56.0 - 74.6	63.3 - 85.2
chief inspector	47.8 - 62.8	53.7 - 71.6	60.6 - 80.3
civil engineer	58.3 - 77.3	66.3 - 89.3	75.8 - 101.2
civil engineering drafter	46.4 - 58.6	52.8 - 67.8	60.3 - 76.9
civil engineering technologist	42.9 - 55.7	48.4 - 64.0	55.1 - 72.7
civil project engineer	66.2 - 90.5	76.1 - 106.1	88.2 - 122.2
civil project manager	70.7 - 94.1	79.7 - 108.1	90.5 - 122.1
coating inspector	33.5 - 43.7	38.0 - 50.2	43.2 - 57.1
commissioning and start up engineer	56.3 - 75.2	64.8 - 88.1	75.0 - 100.2
commissioning coordinator	47.3 - 64.8	55.2 - 74.2	64.7 - 81.1
construction coordinator	61.2 - 81.1	68.5 - 92.6	77.6 - 105.1
construction director	125.8 - 166.0	160.4 - 211.4	198.6 - 261.4
construction manager	89.8 - 117.4	98.4 - 131.3	109.6 - 147.7
construction project manager	79.9 - 110.0	92.8 - 130.0	108.0 - 148.9
continuous improvement engineer	92.2 - 120.2	102.5 - 136.0	115.1 - 152.2
contracts administrator	73.0 - 96.6	82.9 - 111.7	94.8 - 126.8
contracts manager	111.8 - 141.1	124.9 - 160.9	141.6 - 183.4
control technician	60.0 - 78.6	68.4 - 91.0	78.1 - 103.3
controls designer/engineer	62.3 - 83.2	71.5 - 97.0	82.3 - 110.5
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	59.9 - 82.6	72.0 - 99.6	85.0 - 114.1
director of operations	155.5 - 207.1	203.2 - 270.2	256.6 - 341.3
drafter	64.9 - 81.1	72.8 - 92.6	82.3 - 104.9
electrical designer/engineer	81.5 - 109.7	94.9 - 130.2	111.1 - 150.6
electrical engineer	89.0 - 119.9	103.6 - 142.2	121.3 - 164.5

electrical engineering technician	65.5 - 83.9	74.6 - 97.1	85.3 - 110.3
electrical inspector	50.4 - 67.3	58.1 - 78.6	66.8 - 90.0
electrical test engineer	85.8 - 114.6	98.6 - 134.2	114.2 - 154.0
engineering manager	99.4 - 133.6	113.4 - 155.3	130.4 - 177.5
environmental engineer	74.3 - 98.6	84.7 - 114.7	97.6 - 131.2
environmental inspector	56.5 - 72.4	62.2 - 81.0	69.2 - 90.7
estimation engineer	82.8 - 110.5	95.2 - 129.4	110.0 - 148.4
estimator	74.4 - 97.1	82.7 - 109.9	93.0 - 124.2
expediter	47.9 - 61.7	54.4 - 70.9	61.7 - 80.6
facilities manager	79.1 - 105.7	91.1 - 123.8	105.5 - 141.6
field service engineer	63.7 - 84.4	72.4 - 97.9	83.3 - 113.2
general inspector	61.9 - 81.4	69.6 - 92.8	78.5 - 104.3
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	78.5 - 102.1	88.6 - 117.5	101.0 - 133.7
geotechnical technician	70.6 - 91.9	79.7 - 105.7	90.9 - 120.3
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	73.7 - 95.0	84.8 - 110.8	97.4 - 125.6
health and safety specialist	80.0 - 105.2	91.6 - 122.4	105.4 - 139.2
HVAC drafter	64.2 - 82.4	72.2 - 94.0	81.4 - 105.1
HVAC engineer	64.6 - 85.9	73.9 - 100.0	85.0 - 113.3
industrial engineer	85.1 - 110.8	94.4 - 125.3	106.1 - 140.3
inventory analyst	60.1 - 78.7	68.4 - 91.0	78.1 - 103.6
inventory control manager	76.6 - 100.2	85.7 - 114.2	96.8 - 129.1
logistics manager	75.5 - 100.2	86.2 - 116.6	99.2 - 133.1
logistics specialist	69.2 - 92.3	79.3 - 107.5	91.3 - 122.0
materials manager	93.7 - 123.1	103.6 - 138.7	116.0 - 156.1
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	63.7 - 84.1	73.3 - 97.9	84.0 - 110.4
mechanical drafter	59.6 - 77.4	67.1 - 89.4	77.0 - 104.5
mechanical engineer	89.5 - 118.3	101.5 - 136.7	116.0 - 155.5
mechanical engineering technican	63.0 - 82.4	71.6 - 95.3	81.7 - 107.4
operations manager	97.9 - 132.5	110.8 - 152.0	125.8 - 170.5
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	87.2 - 113.4	98.3 - 130.4	112.2 - 149.5
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	77.2 - 101.0	86.3 - 115.2	97.7 - 130.6
planner/scheduler	49.2 - 62.6	55.8 - 71.9	63.2 - 80.9
plant manager	107.4 - 149.5	128.8 - 181.4	153.5 - 211.2
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	74.5 - 99.1	85.3 - 115.4	98.2 - 131.2
procurement director	115.0 - 151.7	151.2 - 199.3	183.1 - 241.0

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procurement specialist	59.4 - 77.4	66.0 - 87.7	74.3 - 99.5
program manager	86.9 - 112.6	99.0 - 130.3	113.3 - 148.7
project director	136.0 - 165.0	150.0 - 205.9	204.6 - 247.8
project engineer	105.6 - 135.5	114.6 - 149.9	126.4 - 167.0
project manager	90.6 - 125.0	105.4 - 147.5	122.5 - 168.5
purchasing manager	101.4 - 133.8	114.6 - 153.5	130.1 - 172.4
QA/QC inspector	66.2 - 87.8	76.7 - 102.6	88.2 - 117.4
quality assurance manager	96.6 - 125.4	106.7 - 141.1	119.3 - 157.9
quality assurance/control technician	73.9 - 98.3	85.9 - 115.6	99.5 - 131.4
quality control engineer	79.0 - 104.0	89.0 - 119.5	101.4 - 135.2
quality inspector	48.0 - 61.1	53.6 - 69.6	60.5 - 78.6
safety inspector	76.3 - 99.7	86.4 - 114.5	98.0 - 129.0
SCADA engineer	76.2 - 101.2	86.9 - 117.5	99.8 - 133.8
site supervisor	86.5 - 113.2	94.9 - 126.6	105.7 - 142.0
sourcing engineer	67.1 - 89.0	76.6 - 103.6	88.1 - 118.3
specification writer	64.7 - 83.3	73.2 - 95.6	83.0 - 107.8
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	63.6 - 82.2	70.9 - 93.1	79.6 - 103.7
structural designer	61.0 - 79.6	69.0 - 91.3	78.2 - 102.8
structural engineer	79.0 - 104.5	89.8 - 121.1	103.0 - 138.0
structural engineering technologist	63.2 - 83.6	71.8 - 96.9	82.4 - 110.4
superintendent	49.1 - 62.6	55.0 - 71.4	62.2 - 80.8
supply chain manager	100.0 - 132.6	113.9 - 153.0	129.7 - 171.5
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	66.2 - 86.4	74.9 - 99.4	85.3 - 113.3
transmission line engineer	90.6 - 114.6	98.0 - 126.4	107.8 - 140.0
transportation manager	93.0 - 122.6	105.0 - 140.9	119.5 - 160.1
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	64.0 - 83.5	72.5 - 95.9	82.2 - 108.1
manufacturing			
applications engineer	86.0 - 115.0	100.8 - 136.4	117.7 - 155.4
automation engineer	77.6 - 102.6	88.0 - 118.6	100.7 - 134.9
buyer	69.0 - 90.5	78.6 - 104.8	90.0 - 119.4
chemical engineer	97.1 - 127.6	107.3 - 143.5	120.0 - 160.7
chemical technician	67.2 - 87.5	74.6 - 99.4	84.2 - 113.5
cmm programmer	58.1 - 74.9	64.7 - 84.8	72.6 - 95.0
CNC programmer	60.8 - 80.8	69.4 - 93.5	79.4 - 107.0
coating inspector	44.6 - 58.2	50.6 - 66.8	57.6 - 76.1
commissioning and start up engineer	75.2 - 100.4	86.5 - 117.7	100.2 - 134.5
continuous improvement engineer	92.2 - 120.1	102.4 - 135.8	115.0 - 151.9
contracts administrator	73.0 - 96.6	82.9 - 111.6	94.8 - 126.7

contracts manager	111.7 - 141.0	124.9 - 160.8	141.5 - 183.1
control technician	60.0 - 78.6	68.4 - 91.0	78.1 - 103.3
controls designer/engineer	62.3 - 83.2	71.5 - 96.8	82.3 - 110.4
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	59.8 - 82.4	71.9 - 99.5	85.0 - 114.0
director of operations	155.4 - 206.9	202.9 - 270.0	256.3 - 340.9
drafter	64.8 - 81.1	72.7 - 92.5	82.3 - 104.8
electrical designer/engineer	81.4 - 109.7	94.8 - 130.1	111.1 - 150.5
electrical engineer	74.1 - 99.8	86.3 - 118.4	101.1 - 137.0
electrical engineering technician	54.5 - 69.8	62.2 - 80.8	71.1 - 91.8
electrical inspector	42.0 - 56.1	48.4 - 65.4	55.7 - 75.0
electrical test engineer	71.5 - 95.4	82.1 - 111.7	95.1 - 128.1
engineering manager	82.7 - 111.2	94.4 - 129.3	108.6 - 147.8
environmental engineer	61.8 - 82.1	70.6 - 95.5	81.3 - 109.2
environmental inspector	47.1 - 60.2	51.8 - 67.5	57.7 - 75.5
estimation engineer	68.9 - 92.0	79.2 - 107.6	91.7 - 123.5
estimator	62.0 - 80.8	68.9 - 91.5	77.5 - 103.4
field service engineer	53.1 - 70.3	60.3 - 81.5	69.4 - 94.2
field service technician	51.9 - 68.0	60.1 - 79.3	68.9 - 90.1
general inspector	51.6 - 67.8	58.0 - 77.3	65.4 - 86.8
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
head of workshop and assembly	157.1 - 220.0	215.0 - 308.4	278.0 - 388.1
health and safety manager	61.4 - 79.2	70.6 - 92.2	81.1 - 104.6
health and safety specialist	66.7 - 87.6	76.2 - 101.9	87.7 - 115.9
HVAC drafter	53.5 - 68.7	60.2 - 78.3	67.8 - 87.5
HVAC engineer	53.8 - 71.6	61.5 - 83.2	70.7 - 94.3
industrial engineer	70.8 - 92.3	78.6 - 104.3	88.3 - 116.8
inventory analyst	50.1 - 65.5	56.9 - 75.7	65.1 - 86.3
inventory control manager	63.7 - 83.4	71.3 - 95.1	80.6 - 107.5
logistics manager	62.8 - 83.4	71.8 - 97.1	82.6 - 110.8
logistics specialist	57.7 - 76.8	66.1 - 89.5	76.0 - 101.6
machining manager	61.1 - 78.6	67.8 - 89.0	76.3 - 100.9
maintenance manager	63.0 - 83.1	72.3 - 96.0	82.2 - 106.9
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	67.1 - 88.9	76.3 - 102.8	87.3 - 116.3
materials manager	78.1 - 102.5	86.2 - 115.5	96.6 - 129.9
mechanical designer	53.0 - 70.1	61.1 - 81.5	70.0 - 91.9
mechanical drafter	49.7 - 64.5	55.9 - 74.4	64.2 - 87.1
mechanical engineer	74.5 - 98.5	84.5 - 113.8	96.7 - 129.5
mechanical engineering technican	62.9 - 82.4	71.6 - 95.2	81.7 - 107.3
operations manager	81.6 - 110.3	92.2 - 126.5	104.7 - 142.0

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planner/scheduler	41.0 - 52.2	46.5 - 59.9	52.6 - 67.4
plant manager	89.5 - 124.5	107.2 - 151.0	127.7 - 175.8
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	62.1 - 82.6	71.0 - 96.1	81.7 - 109.2
procurement director	95.7 - 126.2	125.9 - 165.9	152.4 - 200.6
procurement specialist	49.5 - 64.4	54.9 - 73.0	61.9 - 82.9
production manager	83.6 - 109.4	93.5 - 124.7	105.7 - 141.2
production planner	49.6 - 65.6	57.2 - 76.2	65.3 - 85.0
program manager	72.3 - 93.7	82.4 - 108.5	94.4 - 123.8
project director	113.2 - 137.3	130.0 - 171.4	170.3 - 206.2
project engineer	88.0 - 112.8	95.4 - 124.8	105.2 - 139.1
project manager	75.5 - 104.1	87.7 - 122.8	102.0 - 140.3
purchasing manager	84.5 - 111.4	95.4 - 127.7	108.3 - 143.5
QA/QC inspector	55.2 - 73.1	63.8 - 85.4	73.4 - 97.7
quality assurance manager	80.4 - 104.4	88.8 - 117.5	99.3 - 131.5
quality assurance/control technician	61.6 - 81.8	71.5 - 96.2	82.9 - 109.3
quality control engineer	65.8 - 86.6	74.2 - 99.5	84.5 - 112.6
quality inspector	40.0 - 50.9	44.7 - 58.0	50.4 - 65.4
safety inspector	63.6 - 83.0	72.0 - 95.3	81.7 - 107.4
SCADA engineer	63.4 - 84.3	72.4 - 97.9	83.2 - 111.4
site supervisor	72.1 - 94.3	79.1 - 105.4	88.0 - 118.2
sourcing engineer	55.9 - 74.1	63.8 - 86.2	73.4 - 98.5
specification writer	53.9 - 69.4	60.9 - 79.6	69.1 - 89.8
stationary engineer	53.0 - 68.5	59.1 - 77.5	66.3 - 86.4
supply chain manager	83.2 - 110.4	94.8 - 127.4	108.0 - 142.7
transportation manager	77.4 - 102.1	87.5 - 117.3	99.5 - 133.3
turnaround coordinator	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
warehouse manager	64.0 - 83.4	71.1 - 94.4	79.9 - 106.3

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	131.3 - 232.8	187.8 - 332.8	267.6 - 474.3
chief human resources officer	109.6 - 185.4	147.1 - 248.3	183.0 - 308.8
chief information officer	105.7 - 187.6	157.8 - 279.5	217.5 - 385.4
chief operating officer	138.5 - 251.0	201.8 - 365.8	288.6 - 523.4
chief technology officer	103.2 - 183.1	153.5 - 271.9	212.8 - 377.0
communications vice-president	102.3 - 155.2	137.9 - 208.7	176.9 - 267.7
marketing vice-president	121.9 - 187.1	171.0 - 262.3	220.4 - 338.1

ontario

sales vice-president	142.9 - 204.1	192.3 - 274.6	246.1 - 351.5
vice-president finance	135.0 - 192.0	174.0 - 250.0	230.0 - 350.0
vice-president information	89.9 - 159.8	118.3 - 209.9	164.0 - 290.6
vice-president internal audit	118.6 - 158.0	149.5 - 198.9	181.9 - 241.9
vice-president operations	128.0 - 179.0	165.0 - 240.0	198.0 - 310.0
vice-president technology	117.0 - 160.0	145.0 - 200.0	180.0 - 280.0
construction			
chief financial officer	132.7 - 235.3	191.5 - 339.3	276.4 - 490.0
chief human resources officer	110.8 - 187.4	150.0 - 253.1	189.0 - 319.1
chief information officer	106.8 - 189.6	160.8 - 284.9	224.7 - 398.2
chief operating officer	140.0 - 253.7	205.8 - 372.9	298.2 - 540.8
chief technology officer	103.9 - 184.8	154.8 - 274.6	214.8 - 381.0
communications vice-president	103.0 - 156.6	139.0 - 210.7	178.5 - 270.4
marketing vice-president	122.8 - 188.9	172.5 - 264.9	222.6 - 341.7
sales vice-president	144.1 - 206.0	194.1 - 277.4	248.6 - 355.3
vice-president finance	142.0 - 201.0	172.0 - 270.0	205.0 - 350.0
vice-president information	90.5 - 161.2	119.3 - 211.9	165.5 - 293.6
vice-president internal audit	119.5 - 159.4	150.8 - 200.8	183.5 - 244.3
vice-president operations	125.0 - 205.0	190.0 - 290.0	250.0 - 360.0
vice-president technology	105.0 - 175.0	155.0 - 204.0	190.0 - 240.0
manufacturing			
chief financial officer	133.1 - 236.0	192.7 - 341.5	279.6 - 495.8
chief human resources officer	111.1 - 187.9	150.9 - 254.8	191.2 - 322.8
chief information officer	107.1 - 190.2	161.9 - 286.8	227.3 - 402.9
chief operating officer	140.4 - 254.5	207.1 - 375.3	301.6 - 547.1
chief technology officer	104.1 - 185.4	155.2 - 275.6	215.5 - 382.4
communications vice-president	103.2 - 157.0	139.4 - 211.4	179.0 - 271.3
marketing vice-president	123.2 - 189.4	173.1 - 265.8	223.3 - 342.9
sales vice-president	144.5 - 206.7	194.7 - 278.4	249.4 - 356.5
vice-president finance	140.0 - 185.0	170.0 - 290.0	200.0 - 315.0
vice-president information	90.7 - 161.7	119.6 - 212.6	166.0 - 294.6
vice-president internal audit	119.8 - 159.9	151.2 - 201.4	184.1 - 245.1
vice-president operations	125.0 - 175.0	165.0 - 215.0	200.0 - 320.0
vice-president technology	110.0 - 160.0	150.0 - 200.0	175.0 - 265.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	58.9 - 68.6	66.3 - 74.8	68.7 - 88.1	79.0 - 93.8
accounting clerk	44.6 - 47.4	44.2 - 51.0	47.2 - 54.4	53.4 - 61.6
accounting manager	77.2 - 87.7	84.8 - 94.2	86.7 - 96.2	93.2 - 103.8
accounting supervisor	66.0 - 79.4	70.6 - 85.3	75.3 - 91.2	85.9 - 92.6
accounts payable clerk	43.7 - 46.4	45.7 - 51.4	49.5 - 55.8	55.0 - 64.2
accounts payable manager	65.8 - 77.1	72.5 - 77.8	75.0 - 80.1	77.1 - 88.4
accounts receivable clerk	44.2 - 47.1	46.2 - 52.0	51.6 - 58.4	58.2 - 65.5
accounts receivable manager	65.8 - 77.1	72.5 - 77.8	75.0 - 80.1	77.1 - 88.4
analyst - financial planning & analysis	72.4 - 84.1	80.9 - 94.0	89.8 - 97.9	95.6 - 105.5
assistant controller	84.7 - 92.8	91.3 - 101.9	100.7 - 107.7	106.4 - 121.9
billing specialist	45.0 - 47.8	47.1 - 53.0	51.0 - 57.4	56.7 - 66.2
bookkeeper	56.6 - 65.8	63.6 - 71.8	65.9 - 78.0	75.8 - 80.3
business analyst	71.4 - 85.4	77.1 - 92.1	82.5 - 96.2	94.8 - 99.5
compliance officer	89.4 - 108.3	99.6 - 120.8	109.4 - 132.7	129.4 - 143.1
compliance specialist	58.7 - 70.2	64.6 - 77.2	70.1 - 83.7	81.2 - 97.2
cost accountant	62.3 - 74.4	67.2 - 80.3	72.0 - 86.1	82.7 - 99.0
credit and collections accountant	46.4 - 49.4	48.5 - 54.6	54.2 - 61.3	61.1 - 68.8
credit and collections manager	65.8 - 77.1	72.5 - 77.8	75.0 - 80.1	77.1 - 88.4
credit and collections supervisor	58.6 - 68.6	64.5 - 69.2	66.8 - 71.3	68.6 - 78.7
director - financial planning & analysis	95.8 - 101.4	99.0 - 104.6	103.4 - 125.8	122.3 - 137.3
external auditor	64.8 - 78.0	69.5 - 83.1	75.5 - 88.7	84.7 - 101.4
financial analyst	58.9 - 68.6	66.3 - 74.8	68.7 - 88.1	79.0 - 93.8
financial reporting manager	76.7 - 81.2	79.2 - 83.7	82.7 - 100.7	97.9 - 109.8
internal audit manager	94.4 - 115.8	101.3 - 124.4	108.2 - 132.8	123.8 - 143.1
internal auditor	62.4 - 74.5	68.7 - 82.2	74.7 - 89.4	87.3 - 104.6
payroll clerk	44.0 - 51.3	48.3 - 56.4	52.4 - 61.1	59.7 - 69.6
payroll manager	74.4 - 90.0	80.3 - 97.2	86.1 - 104.2	98.6 - 108.4
payroll specialist	52.8 - 61.6	58.0 - 67.7	62.8 - 73.3	71.6 - 83.6
payroll supervisor	63.3 - 76.5	68.3 - 82.6	73.2 - 88.6	83.8 - 92.2
risk analyst	60.2 - 72.8	65.7 - 79.5	71.1 - 86.1	83.2 - 100.8
risk director	87.2 - 105.7	93.2 - 112.9	99.0 - 120.0	112.9 - 137.0
risk supervisor	76.3 - 92.4	82.7 - 100.1	88.6 - 107.4	100.7 - 122.0
tax analyst	66.1 - 72.6	69.6 - 83.2	76.7 - 95.7	91.7 - 101.0
tax manager	91.9 - 112.8	98.6 - 121.1	105.3 - 129.1	120.7 - 148.2
treasury analyst	58.9 - 66.3	65.1 - 73.6	71.4 - 84.3	84.2 - 97.6

ontario

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	89.7 - 159.3	122.0 - 216.3	161.1 - 285.3
finance director	119.3 - 157.0	153.0 - 201.2	186.5 - 245.1

human resources

	entry	mid	senior
all industries			
benefits administrator	55.5 - 70.8	62.1 - 80.7	70.1 - 91.2
compensation and benefits manager	89.7 - 116.6	99.5 - 131.9	111.9 - 149.3
health and safety advisor	61.1 - 78.6	70.2 - 91.4	80.5 - 103.6
HRIS analyst	61.3 - 80.5	70.3 - 93.8	80.8 - 106.7
human resources assistant	42.5 - 54.0	48.0 - 60.8	53.1 - 65.6
human resources business partner	70.4 - 90.3	88.1 - 103.2	98.1 - 118.6
human resources coordinator	50.0 - 65.0	55.5 - 73.6	62.6 - 84.0
human resources generalist	62.0 - 77.7	66.4 - 85.1	72.8 - 95.8
human resources manager	84.2 - 110.9	95.2 - 127.8	108.6 - 145.5
human resources supervisor	65.1 - 84.6	72.2 - 96.0	81.5 - 109.8
labour relations advisor	65.8 - 88.4	70.3 - 97.1	95.1 - 114.6
labour relations manager	91.8 - 124.3	107.8 - 147.9	126.3 - 170.9
recruitment coordinator	41.4 - 53.6	47.4 - 61.9	53.8 - 69.7
talent acquisition specialist	50.2 - 64.8	63.5 - 85.6	83.3 - 105.2

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.0 - 18.0	16.0 - 20.0	18.0 - 22.2
counterbalance forklift operator	17.0 - 19.0	18.0 - 20.0	18.0 - 22.0
delivery/courier driver	17.8 - 21.0	19.4 - 22.8	20.8 - 24.0
electronic parts assembler	16.6 - 19.0	17.7 - 20.9	18.8 - 22.2
general labourer - heavy	16.9 - 19.0	18.4 - 21.2	19.8 - 22.8
general labourer - light	15.0 - 17.0	16.0 - 18.0	16.0 - 19.0
industrial painter	17.3 - 20.4	18.9 - 22.3	20.3 - 24.0
inventory control clerk	17.1 - 19.7	18.7 - 21.0	20.1 - 23.2
janitor/custodian	14.0 - 16.0	15.3 - 17.6	16.0 - 19.0
landscaping labour	15.9 - 18.2	17.3 - 19.9	18.6 - 21.4
machine operator	17.6 - 21.0	19.3 - 23.0	20.9 - 25.0
material handler	15.0 - 18.0	17.1 - 19.9	18.6 - 21.6
moulding machine operator	17.1 - 20.3	18.8 - 22.4	20.3 - 24.2

order/cherry picker forklift operator	19.0 - 21.0	20.0 - 22.0	20.0 - 23.0
parts manager	24.3 - 29.0	26.2 - 31.4	28.1 - 33.6
picker/packer	14.9 - 17.3	16.1 - 18.8	17.2 - 20.0
polisher/deburrer	17.7 - 20.4	19.4 - 22.3	20.9 - 24.1
production labourer	14.6 - 16.8	16.4 - 18.9	18.1 - 20.8
reach truck operator	18.0 - 19.0	18.0 - 20.0	19.0 - 22.0
sandblasting operator	16.0 - 19.4	17.7 - 20.9	18.9 - 22.3
set-up operator	16.0 - 18.0	17.0 - 19.0	18.0 - 20.0
shipper/receiver	18.0 - 20.8	19.3 - 22.2	20.0 - 23.6
shipping and receiving clerk	18.8 - 21.4	20.0 - 23.4	22.1 - 25.2
warehouse labourer	15.7 - 19.0	17.6 - 20.0	19.0 - 21.7

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	40.9 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	43.7 - 51.9	47.2 - 55.0	50.1 - 60.0
benefits clerk	40.0 - 46.6	43.8 - 51.1	47.4 - 55.3
buyer assistant	40.0 - 46.6	44.4 - 51.8	48.2 - 56.3
claims supervisor	64.3 - 77.8	69.3 - 83.8	74.1 - 89.7
data entry clerk	33.2 - 38.1	36.2 - 41.6	38.8 - 44.7
dispatcher	39.6 - 46.2	43.0 - 50.2	46.1 - 53.9
document controller	33.7 - 38.8	36.9 - 42.4	39.5 - 45.5
document services specialist	33.0 - 38.0	36.6 - 42.1	39.5 - 45.5
executive assistant	53.7 - 65.8	59.8 - 73.2	65.5 - 80.2
executive assistant (bilingual)	54.4 - 66.9	61.1 - 74.9	64.5 - 76.5
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
file clerk	35.0 - 40.3	39.5 - 45.5	43.0 - 49.5
human resources assistant	42.5 - 49.5	46.3 - 54.0	49.6 - 57.9
import/export clerk	38.4 - 44.7	42.3 - 49.3	45.7 - 53.4
insurance claims clerk	34.4 - 41.0	38.7 - 44.0	42.5 - 50.5
logistics coordinator	47.1 - 55.6	51.4 - 60.7	57.7 - 66.7
mailroom clerk	33.1 - 37.6	36.0 - 40.9	38.3 - 43.5
office clerk	37.1 - 42.7	39.6 - 45.6	42.0 - 48.4
office manager	56.2 - 68.0	59.8 - 72.3	63.3 - 76.6
order clerk	34.5 - 39.7	37.7 - 43.4	40.6 - 46.8
project coordinator	44.3 - 53.0	48.0 - 57.4	51.5 - 61.6
property administrator	41.5 - 50.7	45.0 - 54.6	48.7 - 59.1
property manager	61.9 - 74.9	67.7 - 82.0	73.4 - 88.9
receptionist	33.7 - 39.2	36.0 - 41.9	38.3 - 44.6

receptionist (bilingual)	40.1 - 42.5	42.0 - 45.5	44.5 - 55.2
sales administrator	45.3 - 54.7	49.9 - 60.3	54.3 - 65.7
service coordinator	39.1 - 46.7	42.2 - 50.4	45.2 - 54.0
supply clerk	34.0 - 39.6	36.8 - 42.8	39.2 - 45.7

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	49.8 - 62.3	54.2 - 69.1	59.8 - 77.1
business development manager*	96.7 - 127.8	108.0 - 146.0	122.7 - 167.7
district sales manager**	76.6 - 99.2	87.4 - 115.3	100.6 - 132.0
key accounts manager - consumer goods*	70.5 - 90.7	79.6 - 104.3	90.8 - 118.7
merchandiser - consumer goods	61.1 - 79.8	68.2 - 90.9	77.1 - 103.1
sales representative, account manager - channel manager*	78.2 - 103.9	88.1 - 119.1	100.0 - 134.8
sales representative, account manager - consumer goods*	50.6 - 63.5	55.3 - 70.7	61.2 - 78.9
sales representative, account manager - professional services*	48.2 - 59.9	52.0 - 66.0	57.1 - 73.6
sales representative, account manager - telecommunications*	55.3 - 68.8	59.7 - 75.8	65.6 - 84.6
digital marketing			
digital marketing manager	66.3 - 84.4	76.4 - 98.7	88.1 - 111.7
digital media specialist	41.2 - 52.7	48.0 - 62.5	56.0 - 71.5
digital specialist	49.0 - 64.8	56.8 - 76.4	66.0 - 87.3
e-commerce manager	79.6 - 103.9	88.9 - 118.3	100.5 - 134.4
marketing content manager	51.0 - 64.7	58.5 - 75.5	67.4 - 85.9
social media manager	59.8 - 84.5	74.3 - 103.2	88.3 - 117.0
web manager	67.0 - 87.1	74.4 - 98.6	83.6 - 111.2
web marketing analyst	51.5 - 68.4	59.9 - 80.6	69.5 - 91.6
industrial sales			
sales engineer - distribution*	71.9 - 93.9	79.0 - 105.2	87.9 - 117.4
sales engineer - manufacturing**	61.5 - 82.3	69.9 - 94.9	79.6 - 106.8
sales representative, account manager - distribution*	50.4 - 62.9	54.7 - 69.7	60.4 - 77.9
sales representative, account manager - industrial equipment*	48.8 - 60.7	52.7 - 66.9	57.9 - 74.6
sales representative, account manager - industrial service*	54.0 - 67.3	58.4 - 74.2	64.2 - 82.7
sales representative, account manager - machinery*	54.0 - 67.2	58.3 - 74.0	64.1 - 82.8
sales representative, account manager - manufacturing**	48.9 - 69.4	52.9 - 76.4	58.0 - 84.7
sales representative, account manager - retail network**	54.1 - 67.3	58.4 - 74.3	64.4 - 83.7
technical sales representative - manufacturing**	52.9 - 69.8	60.0 - 80.9	68.9 - 93.4
marketing and communications			
brand or product manager	82.0 - 105.5	91.2 - 119.3	102.4 - 133.9
brand or product manager assistant	65.5 - 88.2	76.4 - 104.2	88.7 - 118.9

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

communications manager	67.0 - 87.3	74.6 - 99.0	83.9 - 111.1
communications specialist	56.0 - 76.4	66.6 - 91.9	78.5 - 105.0
marketing coordinator	42.6 - 56.8	49.1 - 66.4	56.6 - 75.5
marketing director	94.7 - 128.1	111.2 - 152.3	130.0 - 173.9
marketing project manager	53.9 - 71.8	62.0 - 84.0	71.6 - 96.1
marketing specialist	48.4 - 64.2	55.3 - 74.5	63.4 - 84.4

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.5 - 25.4	22.6 - 27.9	25.7 - 32.1
conventional machinist	19.3 - 23.9	21.4 - 26.3	24.5 - 29.9
electrician	30.1 - 33.6	31.7 - 35.4	33.8 - 43.2
field service technician	24.3 - 28.6	27.4 - 32.1	30.0 - 34.7
heavy equipment mechanic	25.0 - 29.2	27.4 - 32.4	29.1 - 35.9
lead hand/team lead	24.3 - 29.6	27.5 - 31.6	31.0 - 34.8
logistics supervisor	23.5 - 28.8	26.7 - 30.1	28.1 - 33.0
machine builder	19.2 - 22.1	21.8 - 25.9	23.4 - 28.1
maintenance manager	32.1 - 36.8	36.7 - 44.2	43.5 - 51.2
maintenance mechanic	24.5 - 29.0	28.1 - 31.7	31.2 - 34.3
maintenance planner	25.2 - 28.3	26.9 - 31.3	29.5 - 34.4
maintenance supervisor	30.4 - 35.3	35.1 - 42.3	42.1 - 50.2
mechanical assembler	19.7 - 22.7	21.2 - 25.2	23.9 - 27.4
millwright	30.1 - 33.4	32.6 - 35.6	34.8 - 41.8
mould maker	26.4 - 29.2	27.6 - 32.0	31.2 - 35.4
panel wirer	22.4 - 25.9	24.5 - 29.0	26.5 - 31.2
production supervisor	33.6 - 35.1	34.0 - 37.9	37.7 - 41.6
set-up technician	19.7 - 23.2	21.7 - 24.9	23.2 - 26.9
tool and die maker	27.3 - 29.9	28.7 - 34.6	33.3 - 38.8
warehouse manager	33.7 - 38.2	37.4 - 43.6	42.7 - 52.5
warehouse supervisor	24.5 - 29.4	27.3 - 31.6	29.6 - 35.0
welder	21.1 - 25.4	24.2 - 28.4	27.4 - 33.5

queens - charlottetown

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.4 - 16.6	15.6 - 18.2	16.8 - 19.6
forklift operator	15.0 - 16.0	15.2 - 17.7	16.0 - 19.3
general labourer - light	13.8 - 15.8	15.6 - 17.9	17.1 - 19.7
machine operator	15.6 - 18.0	17.0 - 20.4	18.4 - 22.1
machine operator assistant	14.7 - 16.6	16.1 - 18.3	17.4 - 19.8
manufacturing worker	13.8 - 15.6	14.8 - 16.8	15.8 - 17.9
material handler	13.6 - 15.7	15.0 - 17.4	16.2 - 18.9
parts manager	20.9 - 25.1	22.6 - 27.2	24.3 - 29.2
picker/packer	14.0 - 15.2	14.1 - 16.4	15.0 - 17.0
production labourer	13.9 - 14.7	14.4 - 16.5	15.8 - 18.1
shipper/receiver	15.8 - 18.3	16.9 - 19.6	18.0 - 20.9
shipping and receiving clerk	16.0 - 18.9	18.0 - 20.6	19.0 - 22.3
warehouse labourer	13.8 - 15.6	15.4 - 17.4	16.6 - 18.9

office & administrative support

	1 year	3 years	5 years
all industries			
administrative assistant	36.9 - 44.2	39.8 - 47.8	42.7 - 51.3
data entry clerk	30.0 - 35.0	35.0 - 40.0	45.0 - 50.0
dispatcher	30.0 - 34.6	32.8 - 37.8	35.2 - 40.7
executive assistant	40.0 - 50.0	45.0 - 55.0	55.0 - 65.0
executive assistant (bilingual)	45.0 - 55.0	50.0 - 60.0	58.0 - 68.0
human resources assistant	42.8 - 51.9	49.1 - 59.6	54.8 - 66.6
legal assistant	29.9 - 34.1	32.6 - 37.1	34.7 - 39.6
mailroom clerk	30.0 - 35.0	35.0 - 40.0	40.0 - 45.0
office manager	40.5 - 48.6	43.9 - 52.8	47.2 - 56.7
project coordinator	30.1 - 35.1	32.2 - 37.6	34.3 - 40.1
receptionist	31.0 - 36.5	33.3 - 39.2	35.6 - 41.8

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
CNC machinist	20.0 - 24.0	23.0 - 26.0	25.0 - 30.0
heavy equipment mechanic	23.0 - 27.0	25.0 - 30.0	29.0 - 35.0
logistics supervisor	22.0 - 26.0	22.7 - 28.0	25.0 - 30.0
maintenance manager	28.0 - 33.0	30.0 - 36.0	33.0 - 40.0
maintenance worker	19.0 - 22.0	21.0 - 24.0	23.0 - 26.0
millwright	21.6 - 27.0	25.0 - 30.0	27.0 - 32.0
production manager	32.0 - 40.0	36.0 - 48.0	42.0 - 51.0
production supervisor	25.0 - 30.0	27.0 - 32.0	29.0 - 35.0
tool and die maker	22.1 - 27.0	25.0 - 30.0	27.0 - 32.0
warehouse manager	26.7 - 33.0	30.0 - 36.0	32.0 - 38.0
warehouse supervisor	20.6 - 26.0	22.6 - 28.0	25.0 - 30.0
welder	20.0 - 23.0	21.0 - 25.0	21.8 - 27.0

capitale-nationale

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	35.1 - 41.9	38.5 - 46.0	41.7 - 49.9
customer service manager	63.2 - 77.0	68.6 - 83.7	73.9 - 90.2
customer service representative	35.0 - 39.0	37.2 - 42.5	40.0 - 45.8
customer service supervisor	52.1 - 63.2	56.4 - 68.5	60.6 - 73.6
customer service team lead	42.1 - 46.3	46.0 - 52.0	51.8 - 60.0
customer service trainer	40.3 - 48.3	44.1 - 52.9	47.9 - 57.4
e-chat representative	33.0 - 37.5	36.2 - 42.1	41.5 - 46.8
fundraiser agent	31.2 - 35.8	34.0 - 38.5	36.4 - 42.3
help desk representative - level 1	36.0 - 45.3	41.2 - 49.8	45.3 - 51.1
inside sales manager	60.0 - 72.4	68.0 - 82.0	70.0 - 85.0
inside sales representative	42.1 - 46.3	46.1 - 52.0	51.7 - 60.0
junior collection agent	29.9 - 35.1	32.4 - 38.1	34.8 - 41.1
order desk	32.4 - 37.4	35.5 - 41.1	38.3 - 44.3
service coordinator	36.0 - 41.9	39.0 - 45.6	41.9 - 49.0
survey agent	30.5 - 35.0	33.3 - 38.2	35.6 - 41.0
telemarketing agent	30.6 - 35.5	32.8 - 38.1	35.0 - 40.8
telephone dispatcher	36.0 - 41.9	39.0 - 45.6	41.9 - 49.0

engineering

	entry	mid	senior
construction			
architect	54.4 - 72.5	62.0 - 84.6	71.5 - 97.4
architectural drafter	43.2 - 56.1	50.3 - 66.4	58.8 - 78.4
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	51.8 - 68.2	59.1 - 79.2	67.8 - 90.8
civil engineer	55.0 - 78.0	67.0 - 91.0	77.0 - 105.0
civil engineering drafter	46.3 - 58.6	52.8 - 67.8	60.3 - 77.1
civil engineering technologist	42.8 - 55.8	48.4 - 64.1	55.0 - 73.0
civil project engineer	57.0 - 82.0	78.0 - 111.0	91.0 - 128.0

civil project manager	70.9 - 94.8	80.0 - 109.1	91.1 - 123.7
construction coordinator	45.8 - 61.1	51.5 - 69.9	58.4 - 79.6
construction director	96.3 - 128.0	123.7 - 164.3	153.9 - 204.5
construction manager	68.2 - 89.7	74.9 - 100.7	83.6 - 113.6
construction project manager	54.0 - 81.0	71.0 - 101.0	83.0 - 117.0
contracts administrator	54.8 - 72.9	62.4 - 84.7	71.5 - 96.5
contracts manager	84.7 - 107.8	95.1 - 123.4	108.2 - 141.0
demand planner	44.8 - 61.9	53.9 - 75.0	63.8 - 86.1
director of operations	116.4 - 156.8	153.7 - 207.1	196.2 - 264.3
drafter	47.3 - 67.1	59.4 - 77.0	68.2 - 86.9
electrical designer/engineer	67.3 - 91.0	78.5 - 108.2	92.2 - 125.6
electrical engineer	73.6 - 99.4	85.8 - 118.5	100.8 - 137.6
electrical engineering technician	54.0 - 69.2	61.6 - 80.2	70.4 - 91.5
electrical inspector	45.4 - 61.0	52.6 - 71.5	60.6 - 82.2
engineering manager	90.7 - 123.0	103.9 - 143.5	120.1 - 164.5
environmental engineer	67.0 - 89.0	76.4 - 103.8	88.1 - 119.0
environmental inspector	51.1 - 65.4	56.3 - 73.3	62.6 - 82.2
estimation engineer	63.6 - 98.4	87.6 - 121.2	102.0 - 139.2
estimator	57.6 - 75.6	72.0 - 99.6	86.4 - 116.4
facilities manager	72.0 - 87.6	84.0 - 115.2	97.2 - 133.2
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	67.6 - 87.5	77.9 - 102.4	89.8 - 116.5
health and safety specialist	72.2 - 95.0	82.6 - 110.9	95.2 - 126.5
HVAC drafter	51.6 - 75.6	63.6 - 86.4	74.4 - 97.2
HVAC engineer	63.6 - 84.0	67.2 - 92.4	87.6 - 117.6
materials manager	84.6 - 112.3	93.8 - 127.1	105.6 - 143.5
mechanical designer	57.4 - 75.8	66.1 - 88.4	75.8 - 99.8
mechanical drafter	51.6 - 69.6	60.4 - 80.5	69.4 - 96.0
mechanical engineer	63.6 - 81.6	80.0 - 109.0	103.2 - 129.6
mechanical engineering technician	56.6 - 74.3	64.4 - 85.9	73.6 - 97.1
operations manager	87.4 - 118.6	98.9 - 136.4	112.3 - 153.7
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	44.4 - 56.8	50.5 - 65.3	57.2 - 73.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	81.6 - 105.6	99.6 - 129.6	118.8 - 159.6
project manager	82.7 - 114.8	96.4 - 136.2	112.6 - 156.0
purchasing manager	91.8 - 122.4	104.3 - 141.0	118.8 - 158.9
QA/QC inspector	59.5 - 79.1	68.9 - 92.6	79.4 - 106.4
quality control engineer	71.2 - 94.1	80.4 - 108.2	91.7 - 122.8
quality inspector	43.2 - 55.2	48.2 - 62.9	54.6 - 71.3
safety inspector	70.0 - 91.8	79.4 - 105.8	90.4 - 119.6

site supervisor	69.6 - 90.0	88.8 - 118.8	99.6 - 134.4
specification writer	58.1 - 75.2	65.9 - 86.5	74.9 - 97.9
structural designer	54.7 - 71.5	62.0 - 82.2	70.4 - 92.9
structural engineer	63.6 - 87.6	81.6 - 111.6	94.8 - 129.6
structural engineering technologist	50.9 - 70.1	65.3 - 89.3	75.8 - 103.7
superintendent	81.6 - 117.6	93.6 - 141.6	105.6 - 240.0
supply chain manager	90.4 - 121.3	103.6 - 140.6	118.6 - 157.9
energy & oil			
applications engineer	77.4 - 104.0	90.8 - 124.1	106.6 - 141.8
architect	65.4 - 87.2	74.5 - 101.9	86.0 - 117.2
architectural drafter	52.0 - 67.3	60.4 - 79.8	70.7 - 94.2
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	70.2 - 93.0	79.7 - 107.8	91.3 - 123.0
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	62.3 - 82.0	71.0 - 95.4	81.6 - 109.3
chemical engineer	88.0 - 116.2	97.3 - 131.2	109.1 - 147.2
chemical technician	60.5 - 79.1	67.3 - 90.0	76.1 - 103.2
chief inspector	57.7 - 76.3	65.0 - 87.4	73.6 - 98.4
civil engineer	70.3 - 93.4	79.9 - 108.1	91.6 - 122.9
civil engineering drafter	55.7 - 70.4	63.5 - 81.6	72.5 - 92.8
civil engineering technologist	51.5 - 67.0	58.1 - 77.0	66.1 - 87.7
civil project engineer	80.5 - 111.2	93.0 - 131.0	108.2 - 151.4
civil project manager	85.2 - 114.1	96.2 - 131.4	109.7 - 149.0
coating inspector	40.3 - 52.6	45.6 - 60.5	52.0 - 69.0
commissioning and start up engineer	67.8 - 91.1	78.2 - 107.2	90.8 - 122.3
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	55.1 - 73.4	61.9 - 84.1	70.2 - 95.8
construction director	116.0 - 154.2	149.0 - 198.0	185.5 - 246.6
construction manager	68.4 - 90.0	75.1 - 101.0	83.9 - 114.0
construction project manager	72.8 - 101.2	84.8 - 120.0	99.1 - 138.0
continuous improvement engineer	83.4 - 109.9	93.1 - 124.9	105.0 - 140.3
contracts administrator	65.9 - 87.7	75.0 - 101.9	86.0 - 116.3
contracts manager	102.0 - 129.8	114.5 - 148.7	130.3 - 169.8
control technician	54.0 - 70.9	61.6 - 82.2	70.4 - 93.6
controls designer/engineer	56.0 - 75.0	64.4 - 87.6	74.3 - 100.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	53.8 - 74.5	64.8 - 90.2	76.7 - 103.7
director of operations	140.2 - 189.0	185.2 - 249.7	236.5 - 318.7
drafter	58.4 - 73.2	65.6 - 83.6	74.3 - 95.0
electrical designer/engineer	73.6 - 99.5	85.8 - 118.6	100.8 - 137.6
electrical engineer	80.5 - 108.8	93.8 - 129.7	110.3 - 150.7

electrical engineering technician	58.9 - 75.6	67.3 - 87.7	77.0 - 100.1
electrical inspector	45.5 - 61.1	52.6 - 71.5	60.7 - 82.3
electrical test engineer	77.6 - 104.0	89.3 - 122.2	103.7 - 140.6
engineering manager	91.0 - 123.5	104.3 - 144.1	120.5 - 165.2
environmental engineer	67.1 - 89.3	76.6 - 104.2	88.3 - 119.4
environmental inspector	51.1 - 65.5	56.3 - 73.4	62.8 - 82.3
estimation engineer	74.8 - 100.2	86.0 - 117.6	99.8 - 135.5
estimator	67.2 - 88.1	74.9 - 100.2	84.4 - 113.6
expediter	43.4 - 56.0	49.3 - 64.6	56.2 - 73.6
facilities manager	71.5 - 95.9	82.3 - 112.6	95.5 - 129.1
field service engineer	57.4 - 76.1	65.3 - 88.6	75.1 - 102.8
general inspector	56.0 - 74.2	63.2 - 84.8	71.5 - 95.8
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	70.9 - 92.5	80.0 - 106.7	91.4 - 121.7
geotechnical technician	63.8 - 83.3	72.0 - 96.0	82.3 - 109.5
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	67.7 - 87.7	78.0 - 102.6	90.0 - 116.9
health and safety specialist	72.4 - 95.4	82.8 - 111.2	95.4 - 127.0
HVAC drafter	58.1 - 74.8	65.4 - 85.3	73.8 - 95.8
HVAC engineer	58.2 - 77.6	66.7 - 90.6	76.8 - 102.8
industrial engineer	76.9 - 100.6	85.4 - 113.9	96.1 - 127.8
inventory analyst	54.0 - 70.9	61.6 - 82.2	70.6 - 94.0
inventory control manager	69.5 - 91.6	77.9 - 104.8	88.3 - 118.9
logistics manager	67.8 - 91.0	77.8 - 106.6	90.0 - 122.2
logistics specialist	62.5 - 83.6	71.8 - 97.9	82.8 - 111.6
materials manager	84.8 - 112.7	94.1 - 127.6	106.0 - 144.0
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	57.4 - 76.1	66.2 - 88.7	76.0 - 100.1
mechanical drafter	53.6 - 69.7	60.4 - 80.6	69.5 - 94.8
mechanical engineer	81.0 - 107.5	91.9 - 124.6	105.4 - 142.2
mechanical engineering technican	56.6 - 74.4	64.6 - 86.2	73.8 - 97.3
operations manager	87.6 - 118.9	99.1 - 136.9	112.7 - 154.3
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	78.8 - 102.8	88.9 - 118.7	101.8 - 136.4
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	69.7 - 91.6	78.0 - 104.6	88.4 - 118.8
planner/scheduler	44.5 - 56.9	50.5 - 65.3	57.4 - 73.7
plant manager	97.8 - 137.8	118.1 - 168.0	141.5 - 196.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	67.3 - 89.8	77.0 - 104.9	88.9 - 119.4
procurement director	104.9 - 139.8	139.4 - 185.2	169.6 - 225.6

procurement specialist	53.5 - 70.0	59.4 - 79.4	67.1 - 90.4
program manager	79.3 - 103.4	90.6 - 120.4	104.2 - 137.9
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	97.0 - 125.3	105.5 - 139.0	116.6 - 155.3
project manager	82.8 - 115.3	96.7 - 136.7	112.9 - 156.7
purchasing manager	92.0 - 122.9	104.5 - 141.5	119.3 - 159.5
QA/QC inspector	59.6 - 79.3	69.1 - 92.9	79.6 - 106.8
quality assurance manager	87.5 - 114.8	97.1 - 129.8	109.1 - 145.8
quality assurance/control technician	66.5 - 88.6	77.3 - 104.5	89.6 - 119.2
quality control engineer	71.4 - 94.3	80.6 - 108.6	91.9 - 123.1
quality inspector	43.2 - 55.2	48.4 - 63.0	54.6 - 71.3
safety inspector	70.1 - 92.2	79.6 - 106.2	90.6 - 120.1
SCADA engineer	68.8 - 91.7	78.6 - 106.7	90.5 - 121.8
site supervisor	79.1 - 104.0	86.9 - 116.9	97.0 - 131.4
sourcing engineer	60.1 - 80.5	68.9 - 94.1	79.6 - 108.1
specification writer	58.2 - 75.4	66.0 - 86.8	75.1 - 98.2
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	57.8 - 75.0	64.6 - 85.0	72.6 - 94.8
structural designer	54.8 - 71.6	62.2 - 82.4	70.6 - 93.1
structural engineer	71.4 - 94.8	81.1 - 110.0	93.2 - 125.8
structural engineering technologist	57.1 - 75.8	64.9 - 88.0	74.6 - 100.6
superintendent	44.4 - 56.8	49.7 - 64.7	56.2 - 73.3
supply chain manager	90.6 - 121.7	103.8 - 141.1	119.0 - 158.5
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	59.4 - 77.6	67.2 - 89.5	76.7 - 102.4
transmission line engineer	82.0 - 104.0	88.8 - 115.0	97.7 - 127.7
transportation manager	84.1 - 112.2	95.5 - 129.6	109.3 - 147.8
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	57.2 - 75.2	65.0 - 86.8	74.0 - 98.3
manufacturing			
applications engineer	77.4 - 103.9	90.8 - 124.0	106.4 - 141.7
automation engineer	70.1 - 93.0	79.6 - 107.6	91.2 - 122.9
buyer	62.3 - 82.0	71.0 - 95.3	81.5 - 109.2
chemical engineer	87.8 - 116.0	97.3 - 130.9	109.0 - 147.1
chemical technician	60.5 - 79.0	67.2 - 89.9	76.0 - 103.2
cmm programmer	52.0 - 67.2	58.0 - 76.3	65.3 - 85.6
CNC programmer	55.0 - 73.3	62.8 - 85.2	72.1 - 98.0
coating inspector	40.3 - 52.4	45.6 - 60.5	52.0 - 69.0
commissioning and start up engineer	67.9 - 91.2	78.4 - 107.3	91.0 - 123.1
continuous improvement engineer	83.4 - 109.8	93.0 - 124.8	104.9 - 140.2
contracts administrator	65.9 - 87.7	75.0 - 101.8	86.0 - 116.2

contracts manager	101.9 - 129.7	114.4 - 148.4	130.1 - 169.7
control technician	54.0 - 70.9	61.6 - 82.1	70.4 - 93.6
controls designer/engineer	56.0 - 75.0	64.4 - 87.6	74.2 - 100.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	53.8 - 74.4	64.8 - 90.1	76.7 - 103.6
director of operations	140.0 - 188.8	185.0 - 249.4	236.2 - 318.2
drafter	58.4 - 73.2	65.5 - 83.6	74.3 - 94.9
electrical designer/engineer	73.6 - 99.5	85.8 - 118.4	100.8 - 137.4
electrical engineer	80.4 - 108.8	93.8 - 129.6	110.2 - 150.5
electrical engineering technician	58.9 - 75.6	67.2 - 87.7	76.9 - 100.1
electrical inspector	37.9 - 50.9	43.8 - 59.6	50.6 - 68.5
electrical test engineer	64.6 - 86.6	74.4 - 101.7	86.3 - 117.1
engineering manager	75.8 - 102.8	86.8 - 119.9	100.3 - 137.5
environmental engineer	55.8 - 74.4	63.8 - 86.7	73.6 - 99.4
environmental inspector	42.6 - 54.6	46.9 - 61.2	52.3 - 68.6
estimation engineer	62.3 - 83.4	71.7 - 97.9	83.1 - 112.8
estimator	50.4 - 66.1	56.1 - 75.1	63.3 - 85.1
field service engineer	43.0 - 57.1	48.9 - 66.3	56.3 - 77.0
field service technician	42.0 - 55.3	48.8 - 64.5	56.0 - 73.6
general inspector	42.0 - 55.6	47.3 - 63.6	53.6 - 71.7
general manager	91.7 - 104.0	98.3 - 112.9	108.2 - 130.5
head of workshop and assembly	131.1 - 185.4	184.2 - 263.8	237.0 - 334.5
health and safety manager	50.7 - 65.8	58.5 - 76.9	67.4 - 87.6
health and safety specialist	54.3 - 71.5	62.0 - 83.3	71.6 - 95.0
HVAC drafter	43.6 - 56.0	49.1 - 64.0	55.3 - 71.8
HVAC engineer	43.7 - 58.2	50.0 - 67.9	57.5 - 77.0
industrial engineer	57.6 - 75.3	64.1 - 85.3	72.0 - 95.8
inventory analyst	40.5 - 53.2	46.2 - 61.6	52.8 - 70.4
inventory control manager	52.1 - 68.6	58.4 - 78.5	66.2 - 89.1
logistics manager	50.9 - 68.1	58.3 - 79.8	67.5 - 91.5
logistics specialist	46.9 - 62.7	53.8 - 73.4	62.1 - 83.6
machining manager	49.4 - 64.0	55.0 - 72.8	62.1 - 82.9
maintenance manager	51.5 - 68.1	59.1 - 79.0	67.4 - 88.2
manufacturing director	98.9 - 119.4	112.5 - 153.9	148.5 - 190.0
manufacturing engineer	54.5 - 72.5	62.1 - 84.1	71.2 - 95.4
materials manager	63.6 - 84.4	70.6 - 95.6	79.4 - 107.9
mechanical designer	43.0 - 57.0	49.6 - 66.4	57.0 - 75.1
mechanical drafter	40.2 - 52.3	45.3 - 60.5	52.1 - 71.0
mechanical engineer	60.7 - 80.6	68.9 - 93.2	78.9 - 106.6
mechanical engineering technican	42.5 - 55.8	48.4 - 64.5	55.3 - 73.0
operations manager	65.6 - 89.1	74.3 - 102.6	84.5 - 115.6

planner/scheduler	33.4 - 42.6	37.9 - 49.0	43.0 - 55.3
plant manager	73.3 - 103.2	88.5 - 125.9	106.0 - 147.3
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	50.4 - 67.3	57.8 - 78.6	66.6 - 89.5
procurement director	78.7 - 104.8	104.5 - 138.7	127.1 - 168.9
procurement specialist	40.1 - 52.4	44.6 - 59.5	50.3 - 67.8
production manager	68.3 - 90.4	76.7 - 103.4	87.2 - 117.5
production planner	40.5 - 53.8	46.9 - 62.7	53.6 - 70.2
program manager	59.5 - 77.5	68.0 - 90.2	78.1 - 103.3
project director	106.7 - 129.0	126.9 - 160.2	153.0 - 191.9
project engineer	72.6 - 93.9	79.0 - 104.1	87.4 - 116.4
project manager	62.1 - 86.4	72.5 - 102.4	84.6 - 117.4
purchasing manager	69.0 - 92.1	78.3 - 106.0	89.4 - 119.4
QA/QC inspector	44.7 - 59.4	51.8 - 69.7	59.7 - 80.0
quality assurance manager	65.6 - 86.0	72.7 - 97.3	81.7 - 109.2
quality assurance/control technician	49.8 - 66.3	57.9 - 78.3	67.2 - 89.3
quality control engineer	53.5 - 70.7	60.4 - 81.4	68.9 - 92.3
quality inspector	32.4 - 41.4	36.3 - 47.3	41.0 - 53.5
safety inspector	52.6 - 69.0	59.7 - 79.6	67.9 - 90.0
SCADA engineer	51.6 - 68.7	59.0 - 80.0	67.8 - 91.3
site supervisor	59.2 - 78.0	65.2 - 87.6	72.7 - 98.5
sourcing engineer	45.1 - 60.3	51.7 - 70.6	59.7 - 81.0
specification writer	43.6 - 56.5	49.5 - 65.1	56.3 - 73.5
stationary engineer	43.4 - 56.2	48.4 - 63.6	54.4 - 71.0
supply chain manager	68.0 - 91.2	77.9 - 105.8	89.2 - 118.8
transportation manager	63.0 - 84.1	71.6 - 97.1	81.9 - 110.8
turnaround coordinator	51.9 - 65.0	58.3 - 74.1	66.0 - 83.7
warehouse manager	51.8 - 68.1	57.8 - 77.5	65.2 - 87.7

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	121.2 - 219.1	175.4 - 317.2	253.1 - 457.1
chief human resources officer	100.6 - 173.0	136.1 - 234.3	170.7 - 293.6
chief information officer	96.9 - 175.1	146.3 - 264.8	204.2 - 369.1
chief operating officer	125.2 - 233.1	185.6 - 345.3	269.7 - 501.2
chief technology officer	94.4 - 170.8	142.2 - 257.3	199.6 - 360.7
communications vice-president	91.6 - 140.9	124.5 - 192.2	161.6 - 249.3
marketing vice-president	112.2 - 174.7	159.1 - 247.9	207.0 - 322.4

québec

sales vice-president	132.1 - 191.1	179.7 - 260.0	232.1 - 335.6
vice-president finance	125.0 - 185.0	180.0 - 250.0	230.0 - 340.0
vice-president information	81.9 - 148.3	108.9 - 196.8	152.4 - 275.6
vice-president internal audit	109.2 - 146.5	138.4 - 186.1	169.6 - 228.0
vice-president operations	128.0 - 190.0	189.0 - 270.0	235.0 - 325.0
vice-president technology	112.0 - 176.0	170.0 - 214.0	180.0 - 240.0
construction			
chief financial officer	122.6 - 221.6	179.0 - 323.6	261.8 - 472.7
chief human resources officer	101.8 - 175.0	138.9 - 239.0	176.5 - 303.7
chief information officer	98.0 - 177.1	149.3 - 270.1	211.2 - 381.8
chief operating officer	126.6 - 235.8	189.4 - 352.4	279.0 - 518.4
chief technology officer	95.1 - 172.5	143.5 - 260.0	201.6 - 364.7
communications vice-president	92.3 - 142.2	125.6 - 194.1	163.1 - 251.9
marketing vice-president	113.2 - 176.4	160.6 - 250.4	209.1 - 325.9
sales vice-president	133.3 - 193.0	181.4 - 262.7	234.5 - 339.3
vice-president finance	115.0 - 180.0	170.0 - 257.0	213.0 - 326.0
vice-president information	82.4 - 149.6	109.8 - 198.8	153.8 - 278.6
vice-president internal audit	110.0 - 147.9	139.7 - 187.9	171.2 - 230.3
vice-president operations	135.0 - 185.0	175.0 - 219.0	190.0 - 245.0
vice-president technology	110.0 - 170.0	155.0 - 200.0	180.0 - 232.0
manufacturing			
chief financial officer	122.9 - 222.2	180.2 - 325.7	264.9 - 478.4
chief human resources officer	102.1 - 175.5	139.8 - 240.6	178.7 - 307.3
chief information officer	98.3 - 177.7	150.3 - 271.9	213.8 - 386.4
chief operating officer	127.0 - 236.5	190.6 - 354.7	282.4 - 524.6
chief technology officer	95.4 - 173.0	143.9 - 260.9	202.2 - 366.0
communications vice-president	92.5 - 142.6	126.0 - 194.7	163.6 - 252.8
marketing vice-president	113.5 - 176.9	161.1 - 251.3	209.8 - 327.0
sales vice-president	133.7 - 193.6	182.0 - 263.6	235.3 - 340.5
vice-president finance	130.0 - 175.0	160.0 - 237.0	220.0 - 310.0
vice-president information	82.6 - 150.1	110.0 - 199.4	154.2 - 279.5
vice-president internal audit	110.3 - 148.3	140.1 - 188.6	171.7 - 231.1
vice-president operations	115.0 - 175.0	160.0 - 220.0	189.0 - 300.0
vice-president technology	105.0 - 140.0	130.0 - 190.0	180.0 - 225.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	57.8 - 69.3	61.0 - 73.1	64.2 - 76.9	71.7 - 86.1
accounting clerk	36.1 - 41.7	38.9 - 45.0	41.5 - 48.1	47.2 - 54.6
accounting manager	77.2 - 94.3	83.3 - 101.6	89.1 - 108.8	102.2 - 124.6
accounting supervisor	57.9 - 70.2	62.3 - 75.6	66.5 - 80.7	76.0 - 92.3
accounts payable clerk	36.2 - 40.8	40.1 - 45.3	43.6 - 51.3	50.5 - 57.1
accounts payable manager	68.6 - 83.7	75.0 - 91.6	81.3 - 99.3	96.0 - 117.1
accounts receivable clerk	36.7 - 41.4	40.7 - 45.9	44.2 - 51.5	50.0 - 58.2
accounts receivable manager	70.2 - 83.6	76.3 - 90.9	82.4 - 98.1	97.3 - 115.8
analyst - financial planning & analysis	66.7 - 77.9	70.9 - 83.0	75.0 - 88.0	84.1 - 99.1
assistant controller	72.6 - 81.9	76.6 - 86.4	80.7 - 97.5	87.8 - 119.6
billing specialist	34.8 - 40.6	38.1 - 44.5	41.1 - 48.1	46.6 - 54.6
bookkeeper	35.3 - 41.7	38.1 - 45.2	40.9 - 48.5	46.9 - 55.7
business analyst	63.1 - 75.7	68.2 - 81.8	73.1 - 87.8	84.2 - 101.3
compliance officer	79.3 - 96.7	88.7 - 108.2	97.7 - 119.2	116.1 - 141.4
compliance specialist	51.5 - 61.8	56.7 - 68.1	61.7 - 74.1	71.8 - 86.5
cost accountant	54.9 - 65.8	59.3 - 71.0	63.5 - 76.2	73.2 - 87.8
credit and collections accountant	32.2 - 37.9	35.0 - 41.3	37.6 - 44.6	43.1 - 51.1
credit and collections manager	72.3 - 87.1	77.7 - 93.7	83.1 - 100.2	96.1 - 115.8
credit and collections supervisor	49.2 - 59.6	53.0 - 64.4	56.8 - 69.0	65.6 - 79.8
director - financial planning & analysis	99.8 - 106.8	105.0 - 124.4	108.2 - 128.8	115.1 - 136.3
external auditor	57.1 - 68.4	61.3 - 73.5	65.5 - 78.6	75.0 - 90.0
financial analyst	65.9 - 79.0	70.5 - 84.6	75.1 - 90.1	85.5 - 102.7
financial reporting manager	90.4 - 110.4	97.3 - 118.7	104.1 - 126.8	119.9 - 145.9
internal audit manager	84.5 - 104.5	91.1 - 112.5	97.4 - 120.3	111.9 - 137.9
internal auditor	54.9 - 65.8	60.6 - 72.7	66.0 - 79.2	77.4 - 92.9
payroll clerk	38.6 - 45.2	42.6 - 49.9	46.2 - 54.1	52.9 - 61.9
payroll manager	66.0 - 80.5	71.5 - 87.2	76.8 - 93.7	88.4 - 107.9
payroll specialist	39.5 - 47.3	43.2 - 51.8	46.7 - 56.1	54.4 - 65.3
payroll supervisor	50.1 - 60.1	54.5 - 65.4	58.7 - 70.5	67.9 - 81.7
risk analyst	53.0 - 64.3	57.9 - 70.3	62.8 - 76.2	73.6 - 89.4
risk director	77.9 - 95.0	83.4 - 101.8	88.8 - 108.4	101.8 - 124.1
risk supervisor	67.5 - 81.9	73.1 - 88.8	78.5 - 95.4	89.3 - 108.7
tax analyst	44.2 - 53.0	48.8 - 58.5	53.1 - 63.7	62.2 - 74.6
tax manager	82.3 - 101.7	88.5 - 109.3	94.6 - 116.8	109.0 - 134.4
treasury analyst	58.7 - 70.4	62.9 - 75.4	67.0 - 80.4	76.3 - 91.6

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executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	81.6 - 147.8	112.4 - 203.1	149.5 - 270.5
finance director	109.8 - 145.6	141.8 - 188.3	174.0 - 231.1

healthcare

	1 year	3 years	5 years
all industries			
disability case manager	42.0 - 50.0	45.0 - 55.0	50.0 - 55.0
medical secretary	35.2 - 41.3	38.0 - 44.7	40.7 - 47.8
nurse assistant	31.2 - 35.3	33.4 - 37.8	35.4 - 40.2
registered nurse	63.2 - 73.7	67.3 - 78.6	71.4 - 83.4

human resources

	entry	mid	senior
all industries			
benefits administrator	50.1 - 64.1	56.0 - 73.2	63.4 - 83.1
compensation and benefits manager	81.7 - 107.2	90.9 - 121.7	102.7 - 138.3
health and safety advisor	56.1 - 72.5	64.6 - 84.7	74.3 - 96.4
HRIS analyst	55.0 - 72.6	63.2 - 84.8	72.8 - 96.7
human resources assistant	38.4 - 49.0	43.5 - 55.3	48.2 - 59.7
human resources business partner	61.4 - 75.6	73.6 - 90.3	87.5 - 108.2
human resources coordinator	43.4 - 52.2	46.6 - 57.4	50.8 - 63.5
human resources generalist	51.8 - 65.9	59.8 - 77.4	65.9 - 87.4
human resources manager	76.4 - 101.8	86.8 - 117.9	99.7 - 134.6
human resources supervisor	58.8 - 76.9	65.4 - 87.7	74.1 - 100.7
labour relations advisor	59.8 - 79.9	68.4 - 93.4	79.0 - 107.1
labour relations manager	83.6 - 114.5	98.9 - 136.9	116.4 - 159.0
recruitment coordinator	37.4 - 48.7	42.9 - 56.3	48.8 - 63.4
talent acquisition specialist	48.6 - 64.8	55.6 - 77.5	75.2 - 89.2

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.7 - 17.1	16.0 - 18.6	17.2 - 20.1
electronic parts assembler	15.0 - 17.6	16.0 - 18.9	17.0 - 20.1
forklift operator	17.5 - 19.0	18.5 - 21.0	20.0 - 23.0

general labourer - heavy	17.0 - 17.7	17.5 - 19.3	18.5 - 20.8
general labourer - light	14.1 - 16.1	15.9 - 17.0	16.0 - 18.0
industrial painter	17.5 - 19.0	18.5 - 21.0	20.0 - 23.0
inventory control clerk	15.6 - 17.9	17.0 - 19.0	18.3 - 21.1
machine operator	17.5 - 19.0	18.0 - 20.9	18.9 - 22.7
machine operator assistant	15.0 - 17.0	16.4 - 18.6	17.7 - 20.2
manufacturing worker	15.0 - 15.9	15.1 - 17.1	16.1 - 18.3
material handler	16.0 - 17.0	16.5 - 19.0	18.0 - 19.6
moulding machine operator	17.0 - 18.3	17.5 - 20.2	18.3 - 21.9
picker/packer	15.0 - 15.7	15.5 - 17.0	15.6 - 18.1
production labourer	14.8 - 15.2	14.9 - 17.1	16.4 - 18.8
sandblasting operator	17.5 - 19.0	18.0 - 20.0	19.0 - 20.1
shipping and receiving clerk	17.1 - 19.0	18.0 - 21.2	20.1 - 22.9
supply clerk	14.9 - 16.0	15.5 - 18.0	17.2 - 19.0
warehouse labourer	15.0 - 16.3	15.5 - 18.1	17.3 - 19.6

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	42.8 - 51.9	46.0 - 55.7	49.1 - 59.5
administrative assistant	36.9 - 44.1	39.8 - 47.6	42.6 - 51.1
administrative assistant (bilingual)	40.1 - 46.8	42.7 - 50.4	44.9 - 53.7
administrative manager	51.3 - 62.3	54.4 - 66.1	57.4 - 69.9
benefits clerk	36.1 - 42.1	39.6 - 46.3	43.0 - 50.2
buyer assistant	36.9 - 41.9	39.8 - 46.6	43.3 - 50.8
contracts administrator	84.1 - 99.0	91.0 - 107.0	97.7 - 114.8
data entry clerk	31.8 - 34.8	34.1 - 38.0	35.4 - 40.8
dispatcher	36.0 - 41.9	39.0 - 45.6	41.9 - 49.0
document controller	31.2 - 35.1	34.1 - 38.4	35.7 - 41.2
documentation specialist	31.2 - 35.8	35.3 - 40.7	38.6 - 44.6
executive assistant	45.2 - 53.4	47.8 - 56.2	49.7 - 66.0
executive assistant (bilingual)	47.0 - 55.2	49.0 - 60.0	52.0 - 66.0
executive legal assistant	47.0 - 55.2	49.0 - 60.0	52.0 - 66.0
file clerk	31.8 - 36.5	35.7 - 41.2	38.9 - 44.9
human resources assistant	38.4 - 44.8	41.9 - 49.0	44.9 - 52.6
import/export clerk	34.4 - 40.1	37.9 - 44.4	41.1 - 48.1
import/export coordinator	50.1 - 60.0	53.8 - 64.6	57.5 - 69.0
insurance claims clerk	34.5 - 40.2	37.8 - 44.3	40.8 - 47.7
invoicing clerk	35.7 - 41.8	39.2 - 45.9	42.3 - 49.4

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law clerk	35.9 - 43.3	38.9 - 47.1	41.9 - 50.7
lease administrator	35.9 - 43.3	38.9 - 47.1	41.9 - 50.7
legal assistant	41.4 - 48.2	45.2 - 49.7	48.4 - 62.1
mailroom clerk	31.8 - 34.8	34.1 - 38.0	35.4 - 40.8
office clerk	33.9 - 39.0	36.2 - 41.7	38.4 - 44.3
office manager	50.9 - 61.7	54.2 - 65.8	57.5 - 69.8
office/operations manager	50.9 - 61.7	54.2 - 65.8	57.5 - 69.8
order clerk	31.8 - 35.9	34.2 - 39.3	36.7 - 42.3
order entry clerk	31.8 - 35.9	34.2 - 39.3	36.7 - 42.3
order supervisor	47.0 - 55.6	52.5 - 62.2	57.5 - 68.2
project coordinator	40.2 - 48.2	43.6 - 52.2	46.8 - 56.1
property administrator	40.2 - 48.2	43.6 - 52.2	46.8 - 56.1
property manager	56.4 - 68.4	61.8 - 75.1	67.1 - 81.6
receptionist	35.0 - 40.0	38.0 - 45.0	44.0 - 50.0
receptionist (bilingual)	38.0 - 43.0	41.0 - 48.0	47.0 - 53.0
sales administrator	40.7 - 49.3	44.9 - 54.4	48.9 - 59.3
sales assistant	36.9 - 42.4	38.8 - 45.3	42.6 - 48.4
service coordinator	35.5 - 42.4	38.3 - 45.8	41.0 - 49.1
supply clerk	31.0 - 36.0	33.4 - 38.9	35.6 - 41.5
underwriting assistant	33.9 - 39.0	36.2 - 41.7	38.4 - 44.3
virtual assistant	35.0 - 40.0	38.0 - 45.0	44.0 - 50.0
virtual receptionist	35.0 - 40.0	38.0 - 45.0	44.0 - 50.0

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	44.7 - 56.3	48.8 - 62.5	54.0 - 69.9
business development manager*	89.0 - 118.6	99.7 - 135.8	113.7 - 156.8
district sales manager**	69.4 - 90.7	79.5 - 106.0	92.0 - 121.9
key accounts manager - consumer goods*	63.8 - 82.5	72.3 - 95.3	82.6 - 108.8
merchandiser - consumer goods	55.2 - 72.4	61.7 - 82.8	70.0 - 94.4
sales representative, account manager - channel manager*	70.8 - 95.2	80.1 - 109.6	91.4 - 124.5
sales representative, account manager - consumer goods*	45.8 - 57.7	50.1 - 64.3	55.6 - 71.9
sales representative, account manager - professional services*	43.6 - 54.5	47.2 - 60.2	51.9 - 67.3
sales representative, account manager - telecommunications*	49.7 - 62.2	53.8 - 68.7	59.3 - 76.9
digital marketing			
digital marketing manager	59.6 - 76.1	68.7 - 89.3	79.5 - 101.4
digital media specialist	37.0 - 47.5	43.2 - 56.4	50.5 - 64.7
digital specialist	44.1 - 58.6	51.2 - 69.3	59.6 - 79.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

e-commerce manager	72.1 - 95.1	80.9 - 108.9	91.9 - 124.2
marketing content manager	45.7 - 58.1	52.5 - 67.9	60.6 - 77.4
social media manager	53.8 - 76.7	67.2 - 94.5	80.4 - 108.0
web manager	60.4 - 79.2	67.3 - 90.1	75.9 - 102.2
web marketing analyst	46.2 - 61.5	53.8 - 72.5	62.4 - 82.7

industrial sales

sales engineer - distribution*	65.1 - 85.6	71.6 - 96.1	79.9 - 107.6
sales engineer - manufacturing**	55.6 - 74.7	63.3 - 86.5	72.3 - 97.7
sales representative, account manager - distribution*	45.7 - 57.3	49.7 - 63.6	54.9 - 71.3
sales representative, account manager - industrial equipment*	43.8 - 54.8	47.4 - 60.5	52.2 - 67.6
sales representative, account manager - industrial service*	49.0 - 61.3	53.1 - 67.8	58.5 - 75.9
sales representative, account manager - machinery*	48.6 - 60.7	52.5 - 67.1	57.9 - 75.2
sales representative, account manager - manufacturing**	43.9 - 62.8	47.6 - 69.3	52.3 - 77.0
sales representative, account manager - retail network**	48.7 - 60.8	52.6 - 67.3	58.1 - 76.1
technical sales representative - manufacturing**	47.6 - 63.0	54.1 - 73.2	62.2 - 84.8

marketing and communications

brand or product manager	74.4 - 96.7	83.0 - 109.8	93.7 - 123.7
brand or product manager assistant	59.1 - 80.2	69.2 - 95.1	80.6 - 109.0
communications manager	61.1 - 80.1	68.2 - 91.1	76.9 - 102.7
communications specialist	50.4 - 69.3	60.2 - 83.8	71.2 - 96.1
marketing coordinator	48.6 - 65.0	56.0 - 76.4	64.8 - 87.7
marketing director	86.4 - 118.2	102.1 - 141.1	119.9 - 161.9
marketing project manager	38.0 - 51.0	43.9 - 59.9	50.8 - 68.3
marketing specialist	43.5 - 58.0	49.9 - 67.5	57.3 - 76.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	22.6 - 27.1	24.4 - 29.3	26.2 - 31.4
CNC machinist	18.2 - 21.8	19.8 - 23.8	21.4 - 25.7
conventional machinist	17.0 - 20.9	19.1 - 22.9	20.8 - 24.9
electrician	23.0 - 28.0	25.4 - 30.9	27.3 - 33.2
electromechanical technician	23.0 - 27.6	25.9 - 31.1	28.4 - 34.1
electronics technician	22.7 - 27.2	24.0 - 29.4	26.3 - 31.0
field service technician	22.4 - 26.0	24.8 - 29.4	27.0 - 32.0
heavy equipment mechanic	22.7 - 27.3	25.2 - 30.2	27.4 - 32.9
logistics supervisor	21.6 - 25.6	23.3 - 27.0	24.8 - 29.4
maintenance manager	27.4 - 32.8	30.1 - 36.1	32.6 - 39.2
maintenance mechanic	20.7 - 23.9	22.7 - 26.2	24.6 - 28.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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maintenance planner	19.9 - 23.0	21.6 - 25.0	23.3 - 27.0
maintenance supervisor	26.0 - 31.2	28.4 - 34.1	30.8 - 37.0
millwright	22.2 - 26.6	24.3 - 29.2	26.3 - 31.6
production manager	36.2 - 44.2	39.2 - 47.8	42.1 - 51.3
production supervisor	24.4 - 29.3	26.0 - 31.8	28.0 - 34.3
quality control technician	17.7 - 21.2	19.0 - 22.8	20.3 - 24.4
quality control tester	23.8 - 28.0	26.3 - 31.0	28.7 - 34.4
tool and die maker	22.4 - 26.9	24.6 - 29.0	26.6 - 32.0
warehouse manager	27.6 - 33.0	29.7 - 36.1	31.7 - 38.7
warehouse supervisor	21.2 - 25.4	23.2 - 27.8	25.1 - 30.1
welder	19.0 - 22.8	20.6 - 24.7	22.2 - 26.6

technologies

	entry	mid	senior
application software			
.net/C# developer	51.3 - 62.4	61.6 - 79.5	74.7 - 90.2
application support analyst	54.2 - 71.5	62.2 - 82.8	70.9 - 93.4
automation tester	49.4 - 58.5	51.2 - 69.6	59.9 - 79.7
C++/ embedded software engineer	60.5 - 70.2	67.8 - 83.4	76.7 - 101.1
database SQL developer	50.8 - 67.5	63.2 - 78.7	72.7 - 97.6
devops development side	59.5 - 80.0	69.0 - 94.7	80.5 - 108.5
ERP developer	50.4 - 63.7	62.2 - 81.5	75.8 - 94.3
front-end developer	50.2 - 61.1	59.7 - 75.1	74.8 - 88.3
full stack developer	51.4 - 63.4	62.4 - 80.1	77.4 - 92.3
java developer	51.1 - 62.3	60.5 - 78.2	74.1 - 89.5
machine learning developer	65.1 - 97.3	87.7 - 122.6	105.1 - 137.5
manual tester	43.6 - 58.5	51.2 - 69.6	59.9 - 79.7
mobile application developer (iOS/android)	55.9 - 82.2	74.2 - 104.9	90.2 - 119.1
quality assurance manager	74.6 - 97.7	82.7 - 110.3	92.8 - 123.9
RPA developer	45.8 - 60.4	52.6 - 70.2	60.3 - 78.9
technical lead	70.1 - 85.4	77.8 - 90.4	85.7 - 105.2
UI/UX designer	55.9 - 72.8	63.0 - 83.5	71.5 - 93.6
architecture			
application architect	86.5 - 116.0	97.6 - 133.5	111.7 - 153.3
architect (enterprise)	84.7 - 115.0	97.4 - 134.6	112.7 - 155.3
architect (solutions/technical)	76.0 - 95.3	85.4 - 109.1	96.8 - 122.9
cloud architect	76.6 - 96.6	86.7 - 111.2	98.7 - 125.1
data & analytics			
BI data architect	79.3 - 107.2	89.0 - 122.5	101.0 - 138.5

big data engineer	73.9 - 97.1	82.7 - 110.9	93.7 - 126.0
business intelligence developer	58.4 - 76.8	66.4 - 87.7	75.0 - 98.4
data analyst	59.8 - 80.0	68.8 - 93.9	79.7 - 107.2
data architect	64.0 - 85.0	73.8 - 100.0	85.7 - 114.6
data engineer	63.0 - 84.5	72.7 - 99.2	84.1 - 113.2
data scientist	69.3 - 93.2	80.2 - 109.7	93.1 - 125.1
database administrator	60.3 - 82.3	71.3 - 98.7	84.0 - 113.6
leadership/business technology			
business analyst	59.9 - 80.2	70.2 - 95.5	82.2 - 109.9
IT director	90.6 - 100.4	95.7 - 115.6	107.6 - 130.6
IT manager	62.4 - 82.2	69.9 - 94.2	79.5 - 107.9
networking/infrastructure			
bilingual tech support	47.2 - 57.4	50.5 - 67.3	59.2 - 76.3
cloud engineer	66.1 - 88.3	77.1 - 104.4	89.6 - 118.3
devops system side	72.6 - 100.7	84.7 - 118.7	98.0 - 134.3
help desk representative	41.3 - 55.2	47.5 - 63.7	53.9 - 71.3
information security engineer	64.7 - 86.8	74.7 - 102.0	86.5 - 116.3
information security manager	85.0 - 112.1	95.2 - 127.9	108.1 - 145.5
information security specialist	54.7 - 71.9	62.6 - 83.8	72.0 - 95.1
information systems analyst	58.3 - 75.0	64.6 - 84.7	72.5 - 95.5
linux/unix administrator	65.9 - 86.8	75.3 - 101.1	86.8 - 115.7
network administrator	55.4 - 74.2	63.9 - 87.1	73.9 - 99.6
network engineer	60.9 - 81.4	70.0 - 95.5	81.1 - 109.9
systems administrator	62.5 - 81.4	70.4 - 93.6	80.1 - 106.3
tech support	45.6 - 56.2	49.3 - 65.8	57.8 - 74.3
telecommunications analyst	57.6 - 76.8	66.1 - 90.1	76.7 - 104.3
project management			
business systems analyst	59.9 - 80.2	70.2 - 95.5	82.2 - 109.9
ERP project manager	85.8 - 115.5	93.9 - 128.8	104.5 - 144.6
functional analyst	48.2 - 62.8	54.4 - 72.1	61.8 - 81.8
organizational change manager (OCM)	59.2 - 80.4	69.2 - 96.3	81.9 - 113.3
product owner	67.4 - 89.3	77.5 - 104.3	89.2 - 118.2
product owner/manager	71.5 - 99.3	83.4 - 117.6	97.3 - 134.9
program manager	96.1 - 110.5	104.6 - 133.8	129.1 - 170.9
project coordinator	53.5 - 67.8	61.1 - 78.9	70.3 - 90.0
project manager (infrastructure)	74.4 - 101.9	82.1 - 118.0	94.0 - 139.9
project manager (software)	80.4 - 107.9	88.1 - 124.0	100.0 - 145.9
scrum master	66.2 - 86.7	74.9 - 100.1	85.6 - 114.5
technical writer	54.5 - 71.1	63.6 - 84.1	74.0 - 96.1

centre-du-québec

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.3 - 16.6	15.0 - 18.1	16.7 - 19.0
electronic parts assembler	14.6 - 17.1	15.6 - 18.3	16.0 - 19.0
forklift operator	14.1 - 16.3	15.0 - 18.1	16.8 - 19.7
general labourer - heavy	14.9 - 17.1	16.2 - 18.7	17.4 - 20.1
general labourer - light	13.8 - 17.0	15.6 - 17.9	17.0 - 19.7
industrial painter	15.3 - 18.0	16.6 - 19.7	17.9 - 21.2
inventory control clerk	15.2 - 17.4	16.0 - 19.0	17.8 - 20.0
machine operator	15.0 - 18.4	17.0 - 20.3	18.3 - 22.0
machine operator assistant	14.6 - 16.6	16.0 - 18.2	17.3 - 19.8
manufacturing worker	13.8 - 15.6	14.8 - 16.7	15.7 - 17.9
material handler	13.8 - 16.0	15.3 - 17.7	16.0 - 19.2
moulding machine operator	15.0 - 17.8	16.4 - 19.6	17.8 - 21.3
picker/packer	13.3 - 15.4	14.4 - 16.7	15.3 - 17.8
production labourer	13.1 - 14.9	14.0 - 16.8	16.1 - 18.0
sandblasting operator	14.6 - 17.1	15.6 - 18.4	16.7 - 19.7
shipping and receiving clerk	16.6 - 18.9	18.1 - 20.7	19.0 - 22.3
supply clerk	14.0 - 16.8	15.7 - 18.2	16.7 - 19.4
warehouse labourer	14.1 - 15.9	15.0 - 17.8	16.9 - 19.3

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	41.1 - 49.9	44.1 - 53.6	47.1 - 57.3
administrative assistant	40.2 - 44.2	42.3 - 48.3	46.2 - 51.4
administrative assistant (bilingual)	40.8 - 44.8	43.4 - 48.8	46.5 - 52.2
administrative manager	49.7 - 60.4	52.7 - 64.1	55.6 - 67.7
benefits clerk	35.0 - 40.9	38.5 - 45.1	41.7 - 49.0
buyer assistant	40.3 - 46.2	44.8 - 53.5	51.5 - 62.4
contracts administrator	81.7 - 96.3	88.4 - 104.2	95.1 - 111.9

data entry clerk	32.2 - 35.6	34.9 - 37.2	36.2 - 40.7
dispatcher	40.7 - 46.1	45.2 - 52.9	51.4 - 57.6
document controller	29.7 - 34.0	32.4 - 37.2	34.6 - 40.0
documentation specialist	30.3 - 34.7	34.3 - 39.5	37.5 - 43.4
executive assistant	46.9 - 57.7	52.3 - 64.4	57.4 - 70.9
executive assistant (bilingual)	46.9 - 57.7	52.3 - 64.4	57.4 - 70.9
executive legal assistant	46.9 - 57.7	52.3 - 64.4	57.4 - 70.9
file clerk	32.1 - 36.3	34.6 - 40.7	37.7 - 43.7
human resources assistant	40.4 - 46.1	45.2 - 52.1	51.7 - 57.5
import/export clerk	33.4 - 39.0	36.8 - 43.2	39.9 - 46.9
import/export coordinator	48.5 - 58.2	52.2 - 62.6	55.7 - 66.9
insurance claims clerk	35.2 - 42.1	41.4 - 46.2	45.8 - 51.4
invoicing clerk	35.1 - 39.3	37.4 - 41.6	40.6 - 44.9
law clerk	35.9 - 40.6	39.2 - 43.4	42.5 - 46.8
lease administrator	34.8 - 42.1	37.7 - 45.9	40.7 - 49.5
legal assistant	41.6 - 50.7	47.8 - 58.3	53.5 - 65.2
mailroom clerk	32.1 - 34.3	33.5 - 37.2	36.1 - 38.2
office clerk	32.5 - 37.5	34.7 - 40.1	36.8 - 42.7
office manager	49.6 - 60.2	52.8 - 64.2	56.3 - 68.2
office/operations manager	41.6 - 50.7	47.8 - 58.3	53.5 - 65.2
order clerk	35.1 - 40.2	39.4 - 46.5	43.2 - 48.5
order entry clerk	35.1 - 40.2	38.0 - 43.8	40.1 - 43.8
order supervisor	52.1 - 58.4	57.0 - 65.4	64.6 - 69.2
project coordinator	39.1 - 46.9	42.4 - 50.9	45.6 - 54.7
property administrator	41.6 - 50.7	47.8 - 58.3	53.5 - 65.2
property manager	55.1 - 67.0	60.4 - 73.6	65.6 - 80.0
receptionist	34.2 - 37.3	35.4 - 39.8	39.1 - 42.4
receptionist (bilingual)	34.6 - 37.8	36.0 - 40.1	39.5 - 43.2
sales administrator	39.4 - 47.8	43.5 - 52.8	47.4 - 57.5
sales assistant	38.6 - 45.6	44.4 - 52.2	51.2 - 56.4
service coordinator	37.8 - 42.3	41.5 - 45.6	44.3 - 48.4
supply clerk	38.2 - 42.8	41.8 - 47.2	45.4 - 55.0
underwriting assistant	34.6 - 39.4	38.2 - 44.7	43.5 - 48.2
virtual assistant	35.4 - 42.3	38.1 - 45.7	40.9 - 49.1
virtual receptionist	32.5 - 35.4	34.5 - 37.7	36.1 - 40.3

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.1 - 28.2	25.0 - 30.1	27.0 - 32.0
CNC machinist	19.0 - 22.0	21.0 - 26.0	25.0 - 29.0
conventional machinist	19.0 - 22.0	21.0 - 26.0	25.0 - 29.0
electrician	22.8 - 27.8	24.7 - 30.1	26.6 - 32.4
electromechanical technician	20.0 - 23.0	22.0 - 26.0	25.0 - 30.0
electronics technician	22.8 - 26.1	26.0 - 28.8	25.0 - 32.0
field service technician	21.8 - 25.9	24.2 - 28.7	26.4 - 31.3
heavy equipment mechanic	20.0 - 24.0	23.0 - 26.0	25.0 - 31.7
logistics supervisor	22.0 - 24.9	22.6 - 28.0	24.2 - 31.0
maintenance manager	26.6 - 33.0	29.3 - 34.0	31.8 - 48.0
maintenance mechanic	20.1 - 23.2	22.1 - 25.0	23.9 - 27.7
maintenance planner	19.3 - 22.4	21.1 - 24.4	22.7 - 26.2
maintenance supervisor	25.0 - 30.0	27.9 - 31.0	30.2 - 36.4
millwright	21.6 - 25.9	23.7 - 28.0	25.7 - 30.8
production manager	35.1 - 43.0	38.0 - 46.0	40.9 - 50.0
production supervisor	23.0 - 25.0	24.0 - 29.0	27.8 - 32.0
quality control technician	17.3 - 20.7	18.6 - 22.3	19.9 - 23.9
quality control tester	23.2 - 27.9	25.7 - 30.9	28.0 - 33.8
tool and die maker	18.0 - 23.0	22.0 - 26.0	25.0 - 31.1
warehouse manager	31.0 - 34.0	33.0 - 36.0	35.0 - 41.0
warehouse supervisor	22.0 - 25.0	22.8 - 27.4	26.0 - 31.0
welder	19.0 - 21.0	20.1 - 24.1	23.0 - 25.0

chaudière-appalaches

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	35.1 - 40.3	37.0 - 44.4	40.1 - 48.2
customer service manager	60.9 - 74.3	66.2 - 80.8	71.3 - 87.2
customer service representative	33.2 - 38.0	35.2 - 41.2	38.1 - 44.1
customer service supervisor	50.4 - 61.2	54.6 - 66.4	58.7 - 71.3
customer service team lead	41.1 - 45.6	45.0 - 53.0	52.1 - 59.0
customer service trainer	39.0 - 47.7	42.4 - 50.9	46.1 - 56.2
e-chat representative	32.0 - 36.5	35.2 - 41.2	40.5 - 45.8
fundraiser agent	29.1 - 34.0	31.5 - 36.9	33.8 - 39.8
help desk representative - level 1	35.0 - 44.3	40.2 - 48.8	44.3 - 50.1
inside sales manager	60.7 - 75.0	66.5 - 82.3	72.1 - 89.2
inside sales representative	46.2 - 54.7	48.6 - 57.7	51.2 - 60.7
junior collection agent	29.1 - 34.0	31.5 - 36.9	33.8 - 39.8
order desk	31.4 - 35.6	33.9 - 38.4	37.5 - 42.8
service coordinator	35.5 - 42.4	38.3 - 45.8	41.0 - 49.1
survey agent	29.5 - 33.7	32.1 - 36.8	34.3 - 39.5
telemarketing agent	29.7 - 34.3	31.8 - 36.8	33.9 - 39.4
telephone dispatcher	34.5 - 40.3	37.5 - 43.9	40.3 - 47.2

engineering

	entry	mid	senior
construction			
architect	52.8 - 70.4	60.2 - 82.1	69.4 - 94.6
architectural drafter	41.8 - 54.3	48.6 - 64.5	57.0 - 76.2
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	50.1 - 66.0	57.2 - 76.8	65.7 - 88.0
civil engineer	56.7 - 75.5	64.5 - 87.7	74.1 - 99.8
civil engineering drafter	44.8 - 56.8	51.1 - 65.8	58.5 - 74.9
civil engineering technologist	41.4 - 54.0	46.8 - 62.2	53.3 - 70.9
civil project engineer	64.5 - 89.3	74.5 - 105.3	86.9 - 121.9

civil project manager	68.9 - 92.7	77.9 - 106.9	89.0 - 121.4
construction coordinator	52.9 - 70.7	59.5 - 81.0	67.6 - 92.3
construction director	93.2 - 124.2	120.0 - 160.1	149.8 - 199.7
construction manager	65.7 - 86.7	72.2 - 97.4	80.8 - 110.1
construction project manager	58.3 - 81.1	68.0 - 96.4	79.5 - 111.0
contracts administrator	63.6 - 84.8	72.5 - 98.5	83.2 - 112.4
contracts manager	58.3 - 81.1	68.0 - 96.4	79.5 - 111.0
demand planner	63.6 - 84.8	72.5 - 98.5	83.2 - 112.4
director of operations	58.3 - 81.1	68.0 - 96.4	79.5 - 111.0
drafter	63.6 - 84.8	72.5 - 98.5	83.2 - 112.4
electrical designer/engineer	71.3 - 96.7	83.3 - 115.6	98.0 - 134.4
electrical engineer	78.0 - 106.0	91.2 - 126.6	107.4 - 147.2
electrical engineering technician	57.0 - 73.2	65.0 - 85.0	74.5 - 97.1
electrical inspector	43.8 - 58.9	50.8 - 69.0	58.6 - 79.4
engineering manager	87.5 - 119.0	100.3 - 139.2	116.2 - 159.8
environmental engineer	64.9 - 86.6	74.2 - 101.3	85.7 - 116.4
environmental inspector	49.6 - 63.6	54.6 - 71.4	61.0 - 72.0
estimation engineer	62.4 - 96.0	83.5 - 114.7	97.1 - 132.4
estimator	54.0 - 72.0	66.0 - 96.0	81.5 - 109.9
facilities manager	66.0 - 84.0	79.8 - 109.7	92.8 - 126.0
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	65.4 - 84.7	75.4 - 99.1	86.9 - 113.0
health and safety specialist	70.1 - 92.6	80.3 - 108.4	92.8 - 123.8
HVAC drafter	48.0 - 72.1	63.0 - 82.3	71.2 - 90.0
HVAC engineer	60.0 - 78.0	64.6 - 87.8	78.0 - 108.0
materials manager	81.7 - 108.6	90.6 - 123.0	102.0 - 139.1
mechanical designer	55.6 - 73.7	64.1 - 86.0	73.6 - 97.3
mechanical drafter	51.8 - 67.4	58.4 - 78.1	67.2 - 91.8
mechanical engineer	60.0 - 78.0	77.0 - 96.0	95.0 - 120.0
mechanical engineering technican	54.7 - 72.0	62.4 - 83.4	71.4 - 94.3
operations manager	84.6 - 116.0	96.1 - 134.0	109.8 - 151.2
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	44.4 - 57.6	48.7 - 63.0	55.2 - 71.0
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	72.0 - 96.0	95.8 - 120.0	114.0 - 150.1
project manager	79.6 - 111.1	93.0 - 131.9	108.8 - 151.4
purchasing manager	88.7 - 118.4	100.7 - 136.7	115.0 - 154.2
QA/QC inspector	57.6 - 76.7	66.8 - 90.0	77.0 - 103.6
quality control engineer	69.1 - 91.6	78.1 - 105.7	89.2 - 120.1
quality inspector	41.9 - 53.5	46.8 - 61.1	53.0 - 69.1
safety inspector	67.7 - 88.9	76.8 - 102.6	87.5 - 116.2

site supervisor	66.0 - 79.2	78.7 - 112.6	93.4 - 114.0
specification writer	56.3 - 72.8	63.8 - 83.9	72.6 - 94.9
structural designer	54.0 - 67.2	60.1 - 79.8	68.3 - 90.2
structural engineer	60.0 - 86.4	78.6 - 107.0	90.5 - 126.0
structural engineering technologist	48.0 - 69.1	62.9 - 85.6	72.4 - 100.8
superintendent	72.0 - 90.0	84.0 - 120.0	96.0 - 180.0
supply chain manager	87.2 - 117.4	100.0 - 136.3	114.7 - 153.4
energy & oil			
applications engineer	62.2 - 84.1	73.2 - 100.7	86.2 - 115.5
architect	63.5 - 84.7	72.4 - 98.9	83.5 - 114.0
architectural drafter	50.2 - 65.3	58.4 - 77.5	68.5 - 91.6
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	68.0 - 90.6	77.3 - 105.2	88.8 - 120.4
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	60.1 - 79.4	68.8 - 92.4	79.0 - 106.0
chemical engineer	85.6 - 113.6	94.9 - 128.4	106.6 - 144.5
chemical technician	58.6 - 76.7	65.2 - 87.4	73.8 - 100.4
chief inspector	55.8 - 73.8	62.9 - 84.5	71.0 - 95.2
civil engineer	68.2 - 90.8	77.6 - 105.6	89.2 - 120.2
civil engineering drafter	53.8 - 68.3	61.4 - 79.2	70.3 - 90.2
civil engineering technologist	49.7 - 64.9	56.3 - 74.6	64.1 - 85.2
civil project engineer	77.5 - 107.5	89.8 - 126.8	104.6 - 146.9
civil project manager	82.9 - 111.6	93.7 - 128.8	107.2 - 146.2
coating inspector	39.2 - 51.0	44.3 - 58.8	50.4 - 67.1
commissioning and start up engineer	65.6 - 88.4	75.8 - 104.2	88.1 - 119.0
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	52.9 - 70.8	59.5 - 81.1	67.7 - 92.6
construction director	112.2 - 149.6	144.6 - 193.0	180.6 - 240.8
construction manager	79.1 - 104.4	86.9 - 117.4	97.2 - 132.6
construction project manager	70.1 - 97.7	81.7 - 116.0	95.6 - 133.8
continuous improvement engineer	80.5 - 106.2	89.9 - 121.0	101.4 - 136.0
contracts administrator	63.7 - 85.0	72.6 - 98.8	83.4 - 112.8
contracts manager	98.5 - 125.8	110.6 - 144.1	126.1 - 165.1
control technician	52.2 - 68.8	59.6 - 79.8	68.3 - 91.0
controls designer/engineer	54.2 - 72.7	62.4 - 85.1	72.0 - 97.6
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	51.7 - 71.8	62.4 - 87.1	73.9 - 100.3
director of operations	137.8 - 186.4	182.6 - 246.7	233.5 - 315.1
drafter	56.5 - 70.9	63.5 - 81.2	72.0 - 92.4
electrical designer/engineer	71.4 - 97.1	83.5 - 115.9	98.3 - 134.9
electrical engineer	78.1 - 106.3	91.4 - 127.1	107.8 - 147.8

electrical engineering technician	57.1 - 73.3	65.2 - 85.2	74.8 - 97.3
electrical inspector	43.9 - 59.0	50.8 - 69.1	58.7 - 79.6
electrical test engineer	75.4 - 101.5	86.9 - 119.5	101.2 - 138.0
engineering manager	87.7 - 119.5	100.7 - 139.8	116.6 - 160.6
environmental engineer	65.0 - 86.9	74.4 - 101.6	85.9 - 116.9
environmental inspector	49.6 - 63.7	54.6 - 71.5	61.0 - 80.3
estimation engineer	72.6 - 97.7	83.6 - 115.1	97.3 - 132.8
estimator	65.0 - 85.3	72.4 - 97.2	81.7 - 110.3
expediter	41.8 - 54.0	47.4 - 62.3	54.0 - 71.0
facilities manager	69.4 - 93.4	80.0 - 110.0	93.1 - 126.5
field service engineer	55.4 - 73.8	63.2 - 86.0	72.8 - 100.0
general inspector	54.1 - 71.6	61.1 - 82.1	69.1 - 92.6
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	68.8 - 90.1	77.8 - 104.2	89.0 - 119.2
geotechnical technician	61.9 - 81.1	70.0 - 93.7	80.1 - 107.2
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	65.5 - 85.0	75.6 - 99.5	87.1 - 113.4
health and safety specialist	70.2 - 92.9	80.4 - 108.7	93.0 - 124.3
HVAC drafter	56.0 - 72.2	63.1 - 82.6	71.3 - 92.8
HVAC engineer	56.4 - 75.5	64.7 - 88.1	74.5 - 100.3
industrial engineer	74.6 - 98.0	83.0 - 111.4	93.6 - 125.3
inventory analyst	52.0 - 68.3	59.2 - 79.2	67.9 - 90.7
inventory control manager	67.2 - 88.7	75.5 - 101.5	85.6 - 115.4
logistics manager	65.4 - 87.7	75.0 - 103.0	86.9 - 118.2
logistics specialist	60.4 - 81.0	69.5 - 94.9	80.2 - 108.2
materials manager	81.8 - 109.0	90.8 - 123.5	102.4 - 139.7
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	55.6 - 73.8	64.2 - 86.3	73.7 - 97.7
mechanical drafter	51.8 - 67.6	58.4 - 78.4	67.3 - 92.0
mechanical engineer	78.6 - 104.9	89.5 - 121.9	102.8 - 139.4
mechanical engineering technican	54.8 - 72.1	62.5 - 83.6	71.5 - 94.7
operations manager	84.8 - 116.5	96.5 - 134.5	110.2 - 151.8
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	76.6 - 100.3	86.5 - 116.2	99.4 - 133.8
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	67.7 - 89.2	75.7 - 102.1	86.0 - 116.3
planner/scheduler	42.8 - 54.8	48.7 - 63.0	55.3 - 71.0
plant manager	94.4 - 133.6	114.2 - 163.3	137.2 - 191.6
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	65.3 - 87.4	74.9 - 102.2	86.5 - 116.8
procurement director	101.4 - 135.5	135.1 - 180.2	164.9 - 220.1

procurement specialist	51.6 - 67.6	57.5 - 76.8	64.9 - 87.6
program manager	76.3 - 100.0	87.4 - 116.5	100.7 - 133.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	93.6 - 121.3	101.9 - 134.6	112.8 - 150.7
project manager	79.8 - 111.5	93.2 - 132.5	109.2 - 152.2
purchasing manager	88.9 - 118.8	101.0 - 137.2	115.3 - 154.8
QA/QC inspector	57.7 - 76.9	67.0 - 90.4	77.3 - 103.9
quality assurance manager	84.5 - 111.0	93.7 - 125.6	105.4 - 141.4
quality assurance/control technician	64.1 - 85.7	74.5 - 101.5	86.8 - 116.2
quality control engineer	69.2 - 91.8	78.2 - 106.1	89.4 - 120.6
quality inspector	42.0 - 53.6	46.9 - 61.2	53.0 - 69.2
safety inspector	67.8 - 89.2	77.0 - 103.0	87.7 - 116.5
SCADA engineer	66.7 - 89.2	76.3 - 104.2	88.1 - 119.3
site supervisor	76.1 - 100.6	83.8 - 113.0	93.6 - 127.3
sourcing engineer	58.0 - 77.6	66.5 - 90.8	76.8 - 104.4
specification writer	56.4 - 73.1	64.0 - 84.1	72.7 - 95.2
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	55.9 - 72.6	62.4 - 82.4	70.2 - 92.2
structural designer	53.0 - 69.5	60.1 - 80.0	68.4 - 90.6
structural engineer	69.2 - 92.3	78.8 - 107.4	90.7 - 123.1
structural engineering technologist	55.4 - 73.8	63.1 - 85.9	72.6 - 98.5
superintendent	42.7 - 54.7	47.9 - 62.6	54.2 - 70.9
supply chain manager	87.5 - 117.7	100.3 - 136.8	115.1 - 154.0
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	57.2 - 74.9	64.8 - 86.5	74.0 - 99.2
transmission line engineer	79.6 - 101.5	86.4 - 112.3	95.3 - 125.0
transportation manager	81.1 - 108.5	92.2 - 125.5	105.6 - 143.4
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	55.4 - 73.0	63.0 - 84.1	71.8 - 95.3
manufacturing			
applications engineer	74.6 - 100.9	87.8 - 120.8	103.4 - 138.6
automation engineer	68.0 - 90.5	77.3 - 105.1	88.8 - 120.2
buyer	60.1 - 79.3	68.8 - 92.3	79.0 - 106.0
chemical engineer	85.4 - 113.5	94.8 - 128.3	106.4 - 144.2
chemical technician	58.6 - 76.7	65.2 - 87.4	73.7 - 100.3
cmm programmer	50.0 - 64.8	55.8 - 73.6	62.9 - 82.7
CNC programmer	53.8 - 71.5	61.3 - 83.2	70.4 - 95.5
coating inspector	39.1 - 51.0	44.3 - 58.8	50.4 - 67.0
commissioning and start up engineer	65.8 - 88.4	76.0 - 104.3	88.2 - 119.8
continuous improvement engineer	80.4 - 106.1	89.8 - 120.8	101.4 - 135.8
contracts administrator	63.7 - 85.0	72.6 - 98.8	83.3 - 112.7

contracts manager	98.4 - 125.6	110.5 - 144.0	126.0 - 164.9
control technician	52.2 - 68.6	59.6 - 79.7	68.3 - 91.0
controls designer/engineer	54.2 - 72.7	62.4 - 85.1	72.0 - 97.6
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	51.7 - 71.6	62.4 - 87.0	73.9 - 100.3
director of operations	137.6 - 186.1	182.4 - 246.4	233.3 - 314.8
drafter	56.5 - 70.9	63.5 - 81.2	72.0 - 92.3
electrical designer/engineer	59.5 - 80.8	69.5 - 96.5	81.9 - 112.3
electrical engineer	65.1 - 88.5	76.1 - 105.8	89.7 - 123.1
electrical engineering technician	47.5 - 61.1	54.3 - 71.0	62.2 - 81.1
electrical inspector	36.6 - 49.2	42.3 - 57.6	48.8 - 66.2
electrical test engineer	62.8 - 84.5	72.4 - 99.5	84.2 - 114.8
engineering manager	73.0 - 99.5	83.8 - 116.3	97.1 - 133.6
environmental engineer	54.1 - 72.3	61.9 - 84.6	71.6 - 97.3
environmental inspector	41.3 - 53.1	45.5 - 59.6	50.8 - 66.9
estimation engineer	60.4 - 81.3	69.7 - 95.8	81.1 - 110.6
estimator	54.1 - 71.1	60.3 - 80.9	68.1 - 91.8
field service engineer	46.2 - 61.5	52.6 - 71.6	60.7 - 83.3
field service technician	45.2 - 59.5	52.4 - 69.6	60.3 - 79.5
general inspector	45.1 - 59.7	50.8 - 68.3	57.5 - 77.1
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
head of workshop and assembly	141.7 - 202.7	202.5 - 287.3	257.8 - 365.1
health and safety manager	54.6 - 70.7	62.9 - 82.8	72.5 - 94.4
health and safety specialist	58.5 - 77.3	67.0 - 90.5	77.4 - 103.5
HVAC drafter	46.6 - 60.1	52.5 - 68.8	59.3 - 77.2
HVAC engineer	47.0 - 62.8	53.9 - 73.4	62.1 - 83.5
industrial engineer	62.2 - 81.6	69.2 - 92.7	78.0 - 104.2
inventory analyst	43.3 - 56.9	49.3 - 66.0	56.5 - 75.6
inventory control manager	56.0 - 73.8	62.8 - 84.6	71.3 - 96.1
logistics manager	54.5 - 73.1	62.5 - 85.7	72.3 - 98.4
logistics specialist	50.3 - 67.5	57.8 - 79.0	66.8 - 90.2
machining manager	53.2 - 69.0	59.2 - 78.5	66.9 - 89.3
maintenance manager	55.3 - 73.4	63.6 - 85.2	72.6 - 95.3
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	58.8 - 78.5	67.0 - 91.3	77.0 - 103.8
materials manager	68.2 - 90.7	75.6 - 102.8	85.2 - 116.2
mechanical designer	46.3 - 61.5	53.4 - 71.8	61.4 - 81.3
mechanical drafter	43.2 - 56.3	48.7 - 65.2	56.1 - 76.7
mechanical engineer	78.6 - 104.9	89.4 - 121.8	102.7 - 139.3
mechanical engineering technican	45.7 - 60.1	52.1 - 69.7	59.6 - 78.8
operations manager	70.7 - 97.0	80.3 - 112.0	91.7 - 126.3

québec

planner/scheduler	35.7 - 45.7	40.6 - 52.5	46.1 - 59.2
plant manager	78.6 - 111.1	95.1 - 135.9	114.2 - 159.5
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	54.3 - 72.8	62.3 - 85.2	72.0 - 97.2
procurement director	84.4 - 112.8	112.5 - 150.1	137.2 - 183.2
procurement specialist	43.0 - 56.3	47.8 - 64.0	54.0 - 72.9
production manager	73.2 - 97.1	82.3 - 111.4	93.7 - 126.7
production planner	43.4 - 57.8	50.2 - 67.4	57.5 - 75.5
program manager	63.6 - 83.2	72.8 - 97.0	83.8 - 111.2
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	77.9 - 101.0	84.8 - 112.1	93.9 - 125.5
project manager	66.4 - 92.8	77.7 - 110.2	90.9 - 126.6
purchasing manager	74.0 - 98.9	84.1 - 114.2	96.0 - 128.9
QA/QC inspector	48.1 - 64.1	55.7 - 75.2	64.3 - 86.5
quality assurance manager	70.3 - 92.4	78.0 - 104.6	87.8 - 117.6
quality assurance/control technician	53.3 - 71.3	62.1 - 84.5	72.2 - 96.7
quality control engineer	57.6 - 76.5	65.2 - 88.3	74.5 - 100.4
quality inspector	35.0 - 44.7	39.1 - 51.0	44.2 - 57.7
safety inspector	56.5 - 74.3	64.1 - 85.7	73.0 - 97.0
SCADA engineer	55.6 - 74.3	63.6 - 86.8	73.3 - 99.2
site supervisor	63.4 - 83.7	69.7 - 94.1	77.9 - 106.0
sourcing engineer	48.3 - 64.6	55.3 - 75.7	64.0 - 87.0
specification writer	46.9 - 60.8	53.3 - 70.1	60.6 - 79.3
stationary engineer	46.6 - 60.4	52.0 - 68.6	58.5 - 76.8
supply chain manager	72.8 - 98.0	83.5 - 113.9	95.8 - 128.1
transportation manager	67.6 - 90.3	76.8 - 104.5	87.9 - 119.4
turnaround coordinator	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
warehouse manager	55.5 - 73.1	61.9 - 83.2	69.9 - 94.2

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	55.6 - 66.8	58.7 - 70.6	61.8 - 74.3	69.2 - 83.3
accounting clerk	35.0 - 40.3	37.6 - 43.5	40.2 - 46.5	45.6 - 52.8
accounting manager	74.6 - 91.2	80.4 - 98.3	86.1 - 105.3	98.9 - 120.8
accounting supervisor	55.7 - 67.7	60.0 - 73.0	64.1 - 78.1	73.4 - 89.6
accounts payable clerk	35.1 - 39.5	38.8 - 43.9	42.2 - 47.7	46.9 - 55.2
accounts payable manager	66.2 - 80.8	72.4 - 88.5	78.5 - 96.1	92.8 - 113.5
accounts receivable clerk	35.6 - 40.1	39.3 - 48.4	47.9 - 51.6	49.8 - 56.3
accounts receivable manager	67.8 - 80.7	73.7 - 87.8	79.6 - 94.9	94.1 - 112.2

québec

analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	33.8 - 39.3	36.8 - 43.1	39.7 - 46.5	45.1 - 52.8
bookkeeper	34.2 - 40.3	36.9 - 43.7	39.6 - 46.9	45.4 - 53.8
business analyst	60.9 - 73.3	65.8 - 79.3	70.7 - 85.3	81.7 - 98.8
compliance officer	76.9 - 93.9	86.1 - 105.2	94.9 - 115.9	112.9 - 137.9
compliance specialist	49.8 - 59.8	54.9 - 65.9	59.7 - 71.8	69.6 - 83.9
cost accountant	52.8 - 63.4	57.1 - 68.5	61.2 - 73.6	70.6 - 85.1
credit and collections accountant	31.3 - 36.7	33.9 - 40.0	36.4 - 43.1	41.7 - 49.4
credit and collections manager	69.7 - 84.2	75.0 - 90.6	80.2 - 96.9	93.0 - 112.2
credit and collections supervisor	47.6 - 57.7	51.3 - 62.3	55.0 - 66.8	63.5 - 77.3
director - financial planning & analysis	87.4 - 106.9	94.1 - 115.0	100.7 - 123.0	116.2 - 141.9
external auditor	54.9 - 66.0	59.1 - 71.0	63.1 - 75.9	72.4 - 87.3
financial analyst	63.5 - 76.4	68.0 - 81.9	72.5 - 87.3	82.7 - 99.8
financial reporting manager	87.4 - 106.9	94.1 - 115.0	100.7 - 123.0	116.2 - 141.9
internal audit manager	81.6 - 101.1	88.0 - 109.0	94.2 - 116.6	108.4 - 134.0
internal auditor	52.9 - 63.4	58.4 - 70.1	63.6 - 76.6	74.7 - 90.1
payroll clerk	37.4 - 43.8	41.2 - 48.3	44.7 - 52.4	51.1 - 59.9
payroll manager	63.7 - 77.7	68.9 - 84.2	74.1 - 90.6	85.4 - 104.5
payroll specialist	38.0 - 45.6	41.6 - 49.9	45.0 - 54.1	52.4 - 63.0
payroll supervisor	48.5 - 58.2	52.8 - 63.3	56.9 - 68.3	65.8 - 79.2
risk analyst	51.0 - 61.9	55.8 - 67.8	60.4 - 73.6	71.1 - 86.7
risk director	75.2 - 91.9	80.5 - 98.5	85.8 - 104.9	98.5 - 120.3
risk supervisor	65.0 - 79.2	70.5 - 86.1	75.8 - 92.6	86.6 - 105.8
tax analyst	42.5 - 51.0	46.9 - 56.3	51.1 - 61.4	59.9 - 72.0
tax manager	79.4 - 98.4	85.5 - 105.9	91.5 - 113.2	105.6 - 130.5
treasury analyst	56.5 - 67.9	60.6 - 72.8	64.6 - 77.7	73.7 - 88.8
executive positions (company revenue)		10 M\$	100 M\$	1000 M\$
controller		79.0 - 144.2	109.1 - 198.8	145.9 - 265.6
finance director		106.3 - 141.6	137.8 - 183.8	169.7 - 226.0

healthcare

	1 year	3 years	5 years
all industries			
disability case manager	42.0 - 50.0	45.0 - 55.0	50.0 - 55.0
medical secretary	35.2 - 41.3	38.0 - 44.7	40.7 - 47.8
nurse assistant	31.2 - 35.3	33.4 - 37.8	35.4 - 40.2
registered nurse	63.2 - 73.7	67.3 - 78.6	71.4 - 83.4

human resources

	entry	mid	senior
all industries			
benefits administrator	48.4 - 62.0	54.2 - 70.9	61.4 - 80.6
compensation and benefits manager	78.9 - 103.8	87.9 - 118.0	99.4 - 134.3
health and safety advisor	54.3 - 70.2	62.5 - 82.0	71.9 - 93.5
HRIS analyst	53.0 - 70.1	60.9 - 82.3	70.4 - 94.2
human resources assistant	37.0 - 47.3	41.9 - 53.3	46.5 - 57.6
human resources business partner	61.2 - 80.7	68.6 - 92.3	77.9 - 109.9
human resources coordinator	43.7 - 57.0	48.6 - 64.8	54.9 - 74.1
human resources generalist	54.2 - 68.3	58.1 - 75.0	63.8 - 84.8
human resources manager	73.7 - 98.5	83.9 - 114.2	96.4 - 130.7
human resources supervisor	56.9 - 74.5	63.3 - 85.0	71.7 - 97.7
labour relations advisor	59.8 - 79.9	68.4 - 93.4	79.0 - 107.1
labour relations manager	80.7 - 111.0	95.6 - 133.0	112.8 - 154.8
recruitment coordinator	36.0 - 47.0	41.4 - 54.3	47.1 - 61.2
talent acquisition specialist	53.7 - 70.4	59.8 - 80.0	67.4 - 90.7

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.0 - 17.0	16.0 - 19.0	18.0 - 21.0
electronic parts assembler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.4
forklift operator	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
general labourer - heavy	14.9 - 17.0	16.2 - 18.6	17.3 - 20.0
general labourer - light	13.7 - 15.6	15.0 - 17.7	16.9 - 19.0
industrial painter	17.0 - 19.0	18.0 - 20.0	17.8 - 21.1
inventory control clerk	14.0 - 16.0	15.0 - 17.0	16.0 - 18.0
machine operator	15.4 - 18.3	16.9 - 20.2	18.3 - 21.9
machine operator assistant	14.6 - 17.0	15.9 - 18.1	17.2 - 19.6
manufacturing worker	15.0 - 17.0	14.7 - 18.0	17.0 - 20.0
material handler	13.7 - 15.8	15.1 - 17.0	16.3 - 19.0
moulding machine operator	15.1 - 17.9	16.0 - 19.7	17.8 - 21.4
picker/packer	14.0 - 16.0	15.0 - 16.0	15.1 - 17.0
production labourer	14.0 - 14.8	14.0 - 16.6	15.9 - 18.2
sandblasting operator	14.0 - 17.0	15.0 - 18.3	16.6 - 19.0

shipping and receiving clerk	16.4 - 18.0	17.0 - 19.0	18.0 - 20.0
supply clerk	14.4 - 16.6	15.0 - 18.0	16.0 - 19.2
warehouse labourer	13.9 - 15.7	15.0 - 17.0	16.0 - 19.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	41.0 - 49.8	44.1 - 53.6	47.1 - 57.2
administrative assistant	35.3 - 42.3	38.1 - 45.7	40.8 - 49.0
administrative assistant (bilingual)	36.0 - 43.0	39.0 - 46.0	42.0 - 50.0
administrative manager	49.4 - 60.1	52.4 - 63.8	55.4 - 67.4
benefits clerk	34.8 - 40.6	38.2 - 44.7	41.4 - 48.5
buyer assistant	34.8 - 40.5	38.5 - 45.1	41.9 - 49.1
contracts administrator	81.3 - 95.7	87.9 - 103.6	94.5 - 111.2
data entry clerk	29.3 - 33.5	31.8 - 36.5	34.1 - 39.2
dispatcher	38.0 - 45.0	44.0 - 49.0	48.0 - 53.0
document controller	29.6 - 33.8	32.2 - 37.0	34.4 - 39.7
documentation specialist	30.1 - 34.5	34.1 - 39.2	37.2 - 43.0
executive assistant	46.8 - 57.6	52.3 - 64.3	57.3 - 70.6
executive assistant (bilingual)	49.0 - 59.0	54.0 - 66.0	59.0 - 72.0
executive legal assistant	49.0 - 59.0	54.0 - 66.0	59.0 - 72.0
file clerk	30.7 - 35.1	34.4 - 39.7	37.5 - 43.3
human resources assistant	37.0 - 43.2	40.4 - 47.3	43.3 - 50.7
import/export clerk	33.4 - 38.9	36.7 - 42.9	39.7 - 46.5
import/export coordinator	48.4 - 58.1	52.0 - 62.5	55.6 - 66.8
insurance claims clerk	35.0 - 40.0	38.0 - 43.0	40.0 - 45.0
invoicing clerk	33.5 - 38.9	36.6 - 42.8	39.4 - 46.2
law clerk	32.6 - 37.5	34.8 - 40.1	36.8 - 42.5
lease administrator	34.3 - 41.5	37.2 - 45.1	40.1 - 48.7
legal assistant	41.6 - 50.5	47.7 - 57.9	53.2 - 64.7
mailroom clerk	29.3 - 33.0	31.7 - 35.9	33.6 - 38.2
office clerk	32.6 - 37.5	34.8 - 40.1	36.8 - 42.5
office manager	49.3 - 59.8	52.5 - 63.7	55.6 - 67.6
office/operations manager	50.0 - 60.0	53.0 - 64.0	56.0 - 68.0
order clerk	30.2 - 34.6	32.9 - 37.8	35.4 - 40.8
order entry clerk	30.3 - 34.8	33.1 - 38.1	35.6 - 41.1
order supervisor	45.5 - 53.8	50.8 - 60.2	55.7 - 66.0
project coordinator	38.7 - 46.4	41.9 - 50.4	45.1 - 54.2
property administrator	41.6 - 50.7	47.8 - 58.3	53.5 - 65.2

property manager	54.2 - 65.9	59.4 - 72.4	64.6 - 78.8
receptionist	32.0 - 35.0	34.0 - 36.5	35.0 - 40.0
receptionist (bilingual)	33.0 - 36.0	35.0 - 37.5	36.0 - 41.0
sales administrator	39.2 - 47.6	43.3 - 52.6	47.2 - 57.4
sales assistant	35.1 - 41.0	37.5 - 43.9	39.9 - 46.8
service coordinator	34.1 - 40.8	36.8 - 44.1	39.4 - 47.4
supply clerk	29.9 - 34.5	32.2 - 37.3	34.2 - 39.9
underwriting assistant	29.7 - 33.2	32.7 - 36.6	35.4 - 39.8
virtual assistant	35.4 - 42.3	38.1 - 45.7	40.9 - 49.1
virtual receptionist	35.0 - 40.0	38.0 - 43.0	40.0 - 45.0

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	43.1 - 54.2	47.0 - 60.2	52.0 - 67.4
business development manager*	86.0 - 115.0	96.5 - 131.9	110.1 - 152.6
district sales manager**	66.8 - 87.6	76.7 - 102.6	88.9 - 118.2
key accounts manager - consumer goods*	61.5 - 79.6	69.6 - 92.1	79.7 - 105.4
merchandiser - consumer goods	53.3 - 70.1	59.7 - 80.3	67.8 - 91.6
sales representative, account manager - channel manager*	68.2 - 92.0	77.3 - 106.2	88.3 - 120.8
sales representative, account manager - consumer goods*	44.0 - 55.6	48.3 - 62.0	53.5 - 69.4
sales representative, account manager - professional services*	42.2 - 52.8	45.7 - 58.2	50.2 - 65.1
sales representative, account manager - telecommunications*	47.9 - 59.9	51.8 - 66.2	57.1 - 74.2
digital marketing			
digital marketing manager	57.4 - 73.6	66.4 - 86.7	77.0 - 98.9
digital media specialist	35.6 - 45.9	41.6 - 54.6	48.8 - 62.6
digital specialist	42.6 - 56.7	49.5 - 67.1	57.7 - 77.0
e-commerce manager	69.5 - 92.0	78.0 - 105.5	88.8 - 120.5
marketing content manager	44.0 - 56.0	50.6 - 65.6	58.4 - 75.0
social media manager	51.8 - 74.0	64.7 - 91.4	77.6 - 104.0
web manager	58.2 - 76.4	64.8 - 87.0	73.2 - 98.9
web marketing analyst	44.5 - 59.3	51.8 - 70.1	60.2 - 80.2
industrial sales			
sales engineer - distribution*	63.0 - 83.1	69.5 - 93.4	77.6 - 104.7
sales engineer - manufacturing**	53.8 - 72.5	61.3 - 84.0	70.1 - 95.0
sales representative, account manager - distribution*	44.2 - 55.5	48.1 - 61.5	53.1 - 69.0
sales representative, account manager - industrial equipment*	42.2 - 52.8	45.7 - 58.3	50.3 - 65.1
sales representative, account manager - industrial service*	47.4 - 59.3	51.4 - 65.6	56.6 - 73.4
sales representative, account manager - machinery*	46.8 - 58.5	50.6 - 64.6	55.8 - 72.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

sales representative, account manager - manufacturing**	42.3 - 60.5	45.9 - 66.8	50.4 - 74.2
sales representative, account manager - retail network**	46.9 - 58.6	50.7 - 64.8	56.0 - 73.4
technical sales representative - manufacturing**	46.1 - 61.1	52.4 - 71.1	60.3 - 82.5
marketing and communications			
brand or product manager	71.7 - 93.5	80.1 - 106.4	90.6 - 120.0
brand or product manager assistant	57.0 - 77.5	66.8 - 92.2	77.9 - 105.8
communications manager	58.8 - 77.3	65.6 - 88.1	74.2 - 99.4
communications specialist	48.8 - 67.1	58.3 - 81.2	69.0 - 93.3
marketing coordinator	36.6 - 49.1	42.3 - 57.6	48.9 - 65.8
marketing director	83.4 - 114.6	98.8 - 137.2	116.3 - 157.8
marketing project manager	46.9 - 62.9	54.1 - 74.0	62.7 - 85.1
marketing specialist	42.0 - 56.1	48.2 - 65.4	55.4 - 74.3

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.0 - 26.3	25.0 - 29.0	28.0 - 32.0
CNC machinist	19.0 - 22.0	21.0 - 26.0	25.0 - 29.0
conventional machinist	19.0 - 22.0	21.0 - 26.0	25.0 - 29.0
electrician	22.6 - 28.0	25.0 - 29.7	27.0 - 31.9
electromechanical technician	20.0 - 23.0	22.0 - 26.0	25.0 - 30.0
electronics technician	21.0 - 24.0	23.0 - 26.0	25.0 - 32.0
field service technician	21.7 - 25.7	24.0 - 29.0	26.2 - 31.0
heavy equipment mechanic	20.0 - 24.0	23.0 - 26.0	25.0 - 31.8
logistics supervisor	22.0 - 24.7	23.0 - 28.0	24.0 - 31.0
maintenance manager	27.0 - 33.0	29.1 - 34.0	31.6 - 48.0
maintenance mechanic	19.9 - 23.0	21.9 - 25.3	23.7 - 28.0
maintenance planner	19.4 - 22.0	21.1 - 24.0	22.8 - 26.4
maintenance supervisor	25.2 - 30.3	27.6 - 31.0	29.9 - 36.0
millwright	22.0 - 25.6	24.0 - 28.2	26.0 - 31.0
production manager	35.0 - 42.7	37.8 - 46.2	40.6 - 49.7
production supervisor	23.0 - 26.0	25.0 - 29.0	27.6 - 32.0
quality control technician	17.2 - 20.6	19.0 - 22.1	19.7 - 23.7
quality control tester	23.1 - 27.6	26.0 - 30.6	27.8 - 34.0
tool and die maker	18.0 - 22.0	21.0 - 26.0	25.0 - 31.2
warehouse manager	31.0 - 33.0	32.0 - 36.0	35.0 - 41.0
warehouse supervisor	22.0 - 24.7	22.6 - 27.1	26.0 - 31.0
welder	18.6 - 21.0	20.2 - 24.2	23.0 - 25.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	34.0 - 40.0	37.0 - 44.0	40.0 - 48.0
customer service manager	55.0 - 56.0	56.0 - 58.0	58.0 - 65.0
customer service representative	38.0 - 41.0	42.0 - 44.0	45.0 - 47.0
customer service supervisor	55.0 - 56.0	56.0 - 58.0	58.0 - 60.0
customer service team lead	42.0 - 43.0	43.0 - 44.0	44.0 - 45.0
customer service trainer	42.0 - 43.0	43.0 - 44.0	44.0 - 45.0
e-chat representative	34.0 - 40.0	37.0 - 44.0	40.0 - 78.0
fundraiser agent	45.0 - 56.0	50.0 - 61.0	54.0 - 68.0
help desk representative - level 1	38.0 - 41.0	42.0 - 44.0	45.0 - 47.0
inside sales manager	61.0 - 75.0	67.0 - 83.0	72.0 - 85.0
inside sales representative	46.3 - 55.0	48.9 - 58.0	51.4 - 61.0
junior collection agent	29.1 - 34.0	31.5 - 37.0	33.8 - 39.9
order desk	30.2 - 34.5	32.9 - 37.7	35.3 - 40.7
service coordinator	34.4 - 41.1	37.1 - 44.5	39.8 - 47.8
survey agent	29.5 - 33.7	32.1 - 36.7	34.2 - 39.4
telemarketing agent	29.7 - 34.3	31.8 - 36.8	33.9 - 39.4
telephone dispatcher	34.8 - 40.7	37.8 - 44.3	40.6 - 47.6

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.1 - 17.2	16.5 - 19.3	17.4 - 20.1
electronic parts assembler	15.1 - 17.2	16.5 - 19.3	17.4 - 20.1
forklift operator	14.2 - 16.0	15.1 - 18.2	17.0 - 19.0
general labourer - heavy	14.9 - 17.1	16.4 - 19.2	17.3 - 20.0
general labourer - light	14.0 - 16.1	15.6 - 18.0	17.0 - 19.2
industrial painter	15.0 - 18.0	16.0 - 19.0	18.0 - 21.0
inventory control clerk	15.1 - 17.0	16.2 - 19.0	18.2 - 20.0
machine operator	18.0 - 21.0	20.0 - 23.0	21.0 - 25.0

machine operator assistant	15.0 - 17.0	16.1 - 19.3	17.0 - 20.0
manufacturing worker	14.9 - 17.0	16.1 - 19.0	17.1 - 20.0
material handler	15.0 - 18.2	17.0 - 19.0	18.0 - 20.2
moulding machine operator	17.0 - 20.0	18.0 - 21.0	20.0 - 23.0
picker/packer	15.2 - 18.0	17.0 - 19.0	18.0 - 20.0
production labourer	15.0 - 17.2	16.0 - 19.3	17.0 - 20.1
sandblasting operator	17.1 - 18.0	17.0 - 19.0	18.2 - 22.0
shipping and receiving clerk	17.0 - 19.1	18.0 - 21.1	19.0 - 22.2
supply clerk	16.2 - 17.0	16.2 - 18.0	17.2 - 19.0
warehouse labourer	15.0 - 18.3	17.1 - 19.0	18.1 - 20.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	41.1 - 50.0	44.2 - 53.7	47.2 - 57.4
administrative assistant	35.3 - 42.3	38.1 - 45.8	40.9 - 49.1
administrative assistant (bilingual)	38.0 - 43.0	41.0 - 48.0	45.0 - 55.0
administrative manager	49.7 - 60.4	52.7 - 64.1	55.7 - 67.8
benefits clerk	34.7 - 40.5	38.1 - 44.5	41.3 - 48.3
buyer assistant	34.8 - 40.6	38.6 - 45.2	42.0 - 49.3
contracts administrator	81.7 - 96.3	88.4 - 104.2	95.0 - 111.9
data entry clerk	29.4 - 33.6	31.9 - 36.6	34.2 - 39.3
dispatcher	34.8 - 40.7	37.8 - 44.3	40.6 - 47.6
document controller	29.6 - 33.8	32.2 - 36.9	34.4 - 39.5
documentation specialist	30.1 - 34.4	34.0 - 39.1	37.1 - 42.9
executive assistant	46.9 - 57.7	52.4 - 64.5	57.5 - 70.8
executive assistant (bilingual)	46.9 - 57.7	52.4 - 64.5	57.5 - 70.8
executive legal assistant	46.9 - 57.7	52.4 - 64.5	57.5 - 70.8
file clerk	30.6 - 35.0	34.4 - 39.5	37.3 - 43.1
human resources assistant	36.9 - 43.1	40.2 - 47.1	43.2 - 50.5
import/export clerk	33.4 - 38.9	36.8 - 43.0	39.8 - 46.7
import/export coordinator	48.3 - 58.1	52.0 - 62.5	55.6 - 66.9
insurance claims clerk	48.0 - 58.0	52.0 - 62.0	55.0 - 66.0
invoicing clerk	33.5 - 39.0	36.7 - 42.9	39.5 - 46.3
law clerk	32.0 - 34.0	35.0 - 36.0	38.0 - 40.0
lease administrator	34.5 - 41.6	37.3 - 45.3	40.2 - 48.9
legal assistant	41.5 - 50.4	47.6 - 57.9	53.2 - 64.8
mailroom clerk	29.3 - 33.2	31.8 - 36.0	33.7 - 38.3
office clerk	32.7 - 37.6	34.9 - 40.2	37.0 - 42.7

office manager	49.3 - 59.8	52.5 - 63.8	55.7 - 67.7
office/operations manager	49.7 - 60.4	52.7 - 64.1	55.7 - 67.8
order clerk	30.2 - 34.5	32.9 - 37.7	35.3 - 40.7
order entry clerk	30.2 - 34.5	32.9 - 37.7	35.3 - 40.7
order supervisor	45.4 - 53.9	50.8 - 60.2	55.7 - 66.1
project coordinator	39.0 - 46.8	42.3 - 50.8	45.5 - 54.6
property administrator	34.5 - 41.6	37.3 - 45.3	40.2 - 48.9
property manager	54.4 - 66.2	59.7 - 72.7	64.8 - 79.0
receptionist	29.5 - 34.1	31.4 - 36.4	33.4 - 38.8
receptionist (bilingual)	32.0 - 36.0	34.0 - 39.0	38.0 - 45.0
sales administrator	39.1 - 47.6	43.3 - 52.6	47.2 - 57.4
sales assistant	35.2 - 41.1	37.5 - 44.0	40.0 - 46.9
service coordinator	34.4 - 41.1	37.1 - 44.5	39.8 - 47.8
supply clerk	30.1 - 34.8	32.4 - 37.7	34.5 - 40.3
underwriting assistant	29.8 - 33.3	32.8 - 36.8	35.5 - 40.0
virtual assistant	35.4 - 42.3	38.1 - 45.7	40.9 - 49.1
virtual receptionist	35.0 - 40.0	38.0 - 43.0	40.0 - 45.0

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	22.1 - 26.0	23.8 - 28.6	25.0 - 30.7
CNC machinist	17.6 - 21.1	19.2 - 23.0	20.7 - 24.9
conventional machinist	18.2 - 20.2	20.0 - 24.2	24.0 - 26.4
electrician	22.7 - 27.6	24.6 - 29.9	26.0 - 32.2
electromechanical technician	22.2 - 26.7	25.1 - 30.1	27.0 - 33.1
electronics technician	21.9 - 26.3	26.0 - 28.5	28.0 - 30.6
field service technician	21.6 - 25.6	24.0 - 28.4	26.1 - 31.0
heavy equipment mechanic	21.8 - 26.2	24.2 - 29.1	26.4 - 31.7
logistics supervisor	21.0 - 24.9	22.6 - 26.8	24.2 - 28.6
maintenance manager	26.0 - 31.8	29.1 - 35.0	31.6 - 38.0
maintenance mechanic	19.9 - 23.1	21.9 - 25.4	23.8 - 27.0
maintenance planner	19.2 - 22.2	20.9 - 24.2	22.6 - 26.1
maintenance supervisor	25.4 - 30.0	27.8 - 33.4	30.1 - 36.3
millwright	21.4 - 25.7	23.0 - 28.2	25.0 - 30.6
production manager	35.2 - 43.0	38.0 - 46.0	40.9 - 50.0
production supervisor	23.8 - 28.6	25.9 - 31.1	27.9 - 33.0
quality control technician	17.2 - 20.6	18.0 - 22.1	19.7 - 23.7

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quality control tester	23.0 - 27.6	25.0 - 30.6	27.8 - 33.4
tool and die maker	21.7 - 26.0	23.8 - 28.6	25.8 - 31.0
warehouse manager	26.7 - 32.0	28.8 - 35.1	30.8 - 37.0
warehouse supervisor	20.6 - 24.7	22.6 - 27.1	24.4 - 29.3
welder	18.4 - 22.0	22.0 - 25.1	24.0 - 27.9

laurentides

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	35.2 - 42.0	38.6 - 46.2	43.2 - 50.2
customer service manager	65.2 - 70.0	69.4 - 84.5	74.8 - 91.0
customer service representative	31.0 - 37.5	34.5 - 40.7	37.1 - 43.9
customer service supervisor	53.0 - 64.2	57.4 - 69.6	61.6 - 74.8
customer service team lead	40.1 - 45.3	44.0 - 49.0	48.0 - 55.0
customer service trainer	41.0 - 49.1	44.9 - 53.8	48.7 - 55.0
e-chat representative	31.0 - 37.5	34.5 - 40.7	37.1 - 43.9
fundraiser agent	30.8 - 35.8	33.0 - 38.5	35.3 - 41.2
help desk representative - level 1	35.0 - 39.1	38.5 - 46.4	45.2 - 51.1
inside sales manager	64.4 - 79.3	70.4 - 86.7	76.2 - 93.9
inside sales representative	40.0 - 45.1	44.9 - 55.1	53.0 - 60.0
junior collection agent	33.3 - 35.6	32.8 - 38.7	35.3 - 41.7
order desk	33.2 - 38.1	34.2 - 39.4	36.8 - 42.5
service coordinator	36.1 - 43.1	38.9 - 46.6	41.7 - 50.1
survey agent	30.5 - 35.1	33.3 - 38.4	35.7 - 41.2
telemarketing agent	30.8 - 35.8	33.0 - 38.5	35.3 - 41.2
telephone dispatcher	36.5 - 42.7	39.7 - 46.4	42.6 - 49.9

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.9 - 18.0	17.0 - 20.0	18.0 - 21.0
electronic parts assembler	15.2 - 17.9	17.0 - 20.0	18.0 - 21.0
forklift operator	18.0 - 20.0	19.0 - 21.0	20.0 - 23.0
general labourer - heavy	15.6 - 17.9	17.0 - 20.0	19.0 - 22.0
general labourer - light	15.0 - 17.0	16.2 - 18.7	17.8 - 21.0
industrial painter	15.9 - 18.8	17.4 - 20.0	18.7 - 22.1
inventory control clerk	15.8 - 18.2	17.2 - 19.9	18.6 - 21.0
machine operator	17.0 - 20.0	19.0 - 21.2	20.0 - 23.0

machine operator assistant	16.0 - 19.0	18.0 - 20.0	19.0 - 20.6
manufacturing worker	14.3 - 16.2	15.4 - 17.4	16.4 - 18.7
material handler	15.0 - 16.6	15.8 - 19.0	18.0 - 21.0
moulding machine operator	17.0 - 20.0	19.0 - 20.7	20.0 - 23.0
picker/packer	13.7 - 16.0	14.9 - 17.3	15.8 - 18.0
production labourer	14.0 - 16.0	15.2 - 17.4	16.0 - 18.0
sandblasting operator	17.0 - 20.0	19.0 - 21.0	20.0 - 23.0
shipping and receiving clerk	17.4 - 19.8	18.9 - 21.6	20.4 - 23.3
supply clerk	15.1 - 17.6	16.3 - 19.0	17.4 - 20.3
warehouse labourer	15.0 - 18.0	16.2 - 19.0	17.0 - 20.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	42.9 - 52.1	46.1 - 56.0	49.3 - 59.8
administrative assistant	38.1 - 45.6	41.1 - 49.3	44.1 - 52.9
administrative assistant (bilingual)	38.1 - 45.6	41.1 - 49.3	44.1 - 52.9
administrative manager	52.0 - 63.1	55.1 - 66.9	58.2 - 70.7
benefits clerk	36.2 - 42.3	39.8 - 46.6	43.1 - 50.5
buyer assistant	37.5 - 43.8	41.6 - 48.7	45.3 - 53.0
contracts administrator	84.9 - 99.7	91.8 - 107.8	98.5 - 115.6
data entry clerk	32.1 - 35.6	34.2 - 38.9	37.2 - 41.8
dispatcher	45.1 - 50.2	48.2 - 56.2	55.1 - 62.1
document controller	30.6 - 35.2	33.4 - 38.5	35.8 - 41.3
documentation specialist	31.2 - 35.9	35.4 - 40.8	38.8 - 44.8
executive assistant	50.0 - 60.2	54.6 - 67.2	59.9 - 73.8
executive assistant (bilingual)	50.0 - 60.2	54.6 - 67.2	59.9 - 73.8
executive legal assistant	50.0 - 60.2	54.6 - 67.2	59.9 - 73.8
file clerk	31.8 - 36.6	35.8 - 41.3	39.0 - 45.1
human resources assistant	38.5 - 45.0	42.0 - 49.2	45.1 - 52.9
import/export clerk	34.9 - 40.7	38.5 - 45.0	41.7 - 48.8
import/export coordinator	50.7 - 60.8	54.5 - 65.4	58.2 - 69.9
insurance claims clerk	31.8 - 36.6	35.8 - 41.3	39.0 - 45.1
invoicing clerk	35.0 - 40.8	38.4 - 44.9	41.4 - 48.4
law clerk	38.5 - 45.0	42.0 - 49.2	45.1 - 52.9
lease administrator	38.5 - 45.0	42.0 - 49.2	45.1 - 52.9
legal assistant	43.6 - 53.0	50.0 - 60.8	55.9 - 67.9
mailroom clerk	30.5 - 34.7	33.1 - 37.7	35.3 - 40.2
office clerk	34.2 - 39.4	36.5 - 42.2	38.8 - 44.8

québec

office manager	51.7 - 62.7	55.1 - 66.9	58.4 - 70.9
office/operations manager	57.1 - 69.3	62.6 - 76.0	67.9 - 82.6
order clerk	34.2 - 39.4	36.5 - 42.2	38.8 - 44.8
order entry clerk	34.2 - 39.4	36.5 - 42.2	38.8 - 44.8
order supervisor	47.8 - 56.5	53.3 - 63.2	58.5 - 69.3
project coordinator	40.9 - 49.1	44.4 - 53.2	47.7 - 57.2
property administrator	52.0 - 63.1	55.1 - 66.9	58.2 - 70.7
property manager	57.1 - 69.3	62.6 - 76.0	67.9 - 82.6
receptionist	34.2 - 39.4	36.5 - 42.2	38.8 - 44.8
receptionist (bilingual)	34.2 - 39.4	36.5 - 42.2	38.8 - 44.8
sales administrator	41.1 - 49.9	45.4 - 55.1	49.5 - 60.1
sales assistant	36.8 - 43.0	39.3 - 46.0	41.9 - 49.0
service coordinator	36.1 - 43.1	38.9 - 46.6	41.7 - 50.1
supply clerk	34.2 - 39.4	36.5 - 42.2	38.8 - 44.8
underwriting assistant	31.0 - 34.9	34.2 - 38.6	37.2 - 41.9
virtual assistant	38.1 - 45.6	41.1 - 49.3	44.1 - 52.9
virtual receptionist	34.2 - 39.4	36.5 - 42.2	38.8 - 44.8

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.0 - 27.6	24.8 - 29.7	26.6 - 31.9
CNC machinist	18.7 - 23.0	22.0 - 26.0	24.0 - 29.0
conventional machinist	22.0 - 25.0	24.0 - 28.0	27.0 - 32.0
electrician	23.8 - 28.9	25.8 - 31.3	27.6 - 33.0
electromechanical technician	22.0 - 25.0	24.0 - 28.0	27.0 - 32.0
electronics technician	25.0 - 27.8	25.1 - 30.1	28.0 - 33.0
field service technician	22.9 - 27.1	25.4 - 30.1	27.6 - 32.8
heavy equipment mechanic	23.0 - 27.0	25.4 - 30.0	27.7 - 33.2
logistics supervisor	22.0 - 26.0	23.7 - 28.0	25.3 - 32.0
maintenance manager	33.0 - 37.0	36.0 - 42.0	40.0 - 50.0
maintenance mechanic	20.9 - 25.0	24.0 - 28.0	27.0 - 32.0
maintenance planner	20.4 - 23.6	22.2 - 25.7	23.9 - 27.7
maintenance supervisor	28.0 - 31.7	31.0 - 37.0	35.0 - 45.0
millwright	22.0 - 27.0	24.7 - 29.7	26.8 - 32.2
production manager	33.0 - 39.0	37.0 - 43.0	40.0 - 46.0
production supervisor	24.8 - 29.7	28.0 - 33.0	30.0 - 34.8
quality control technician	18.1 - 23.0	22.0 - 26.0	25.0 - 29.0
quality control tester	24.3 - 29.2	26.9 - 32.3	29.4 - 35.3

québec

tool and die maker	22.0 - 26.0	24.0 - 28.0	27.3 - 32.0
warehouse manager	27.9 - 33.9	30.1 - 36.0	35.0 - 41.0
warehouse supervisor	23.0 - 27.0	25.0 - 28.4	27.0 - 32.0
welder	19.0 - 22.0	21.2 - 25.4	22.8 - 27.3

laval

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.1 - 43.3	39.7 - 47.6	43.0 - 51.6
customer service manager	66.0 - 75.2	71.6 - 87.0	77.1 - 93.7
customer service representative	32.6 - 38.5	35.4 - 41.9	40.2 - 48.0
customer service supervisor	53.4 - 64.9	57.9 - 70.3	62.2 - 75.6
customer service team lead	40.1 - 45.3	44.0 - 49.0	48.0 - 55.0
customer service trainer	41.8 - 50.1	45.8 - 54.9	49.7 - 59.6
e-chat representative	32.0 - 37.5	35.6 - 41.3	40.9 - 45.1
fundraiser agent	30.8 - 35.8	33.0 - 38.5	35.3 - 41.2
help desk representative - level 1	36.0 - 39.1	38.9 - 46.4	42.6 - 51.1
inside sales manager	65.7 - 80.8	71.9 - 88.4	77.7 - 95.7
inside sales representative	41.0 - 46.1	46.0 - 56.1	54.0 - 61.0
junior collection agent	31.0 - 36.6	33.8 - 39.9	36.3 - 43.0
order desk	32.0 - 37.0	35.1 - 40.5	37.8 - 43.7
service coordinator	36.5 - 43.7	39.5 - 47.3	42.3 - 50.8
survey agent	31.2 - 36.0	34.2 - 39.4	36.7 - 42.4
telemarketing agent	31.0 - 36.2	33.4 - 39.0	35.8 - 41.8
telephone dispatcher	37.0 - 43.3	40.2 - 47.1	43.2 - 50.6

engineering

	entry	mid	senior
construction			
architect	56.4 - 75.0	64.2 - 87.3	74.0 - 100.3
architectural drafter	44.6 - 58.0	51.9 - 68.9	60.9 - 81.2
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	54.1 - 71.2	61.8 - 82.6	70.8 - 94.4
civil engineer	58.0 - 80.7	69.0 - 93.5	79.1 - 106.3
civil engineering drafter	47.8 - 60.7	54.6 - 70.3	62.5 - 79.9
civil engineering technologist	44.2 - 57.7	50.0 - 66.4	57.0 - 75.6
civil project engineer	60.0 - 85.0	80.3 - 112.6	93.3 - 129.9

civil project manager	73.6 - 98.8	83.2 - 113.7	94.9 - 128.7
construction coordinator	56.5 - 75.2	63.5 - 86.2	72.0 - 98.0
construction director	99.9 - 132.3	127.9 - 169.2	158.7 - 210.0
construction manager	71.0 - 93.1	77.9 - 104.3	86.9 - 117.6
construction project manager	57.0 - 82.0	73.4 - 103.2	85.5 - 118.6
contracts administrator	68.8 - 91.3	78.2 - 105.7	89.5 - 120.2
contracts manager	88.1 - 111.6	98.6 - 127.5	112.0 - 145.5
demand planner	47.1 - 65.3	56.8 - 79.1	67.3 - 90.9
director of operations	121.9 - 163.3	160.1 - 214.5	203.4 - 272.4
drafter	45.0 - 63.0	56.5 - 72.1	64.0 - 81.7
electrical designer/engineer	63.5 - 86.0	74.1 - 102.5	87.2 - 119.0
electrical engineer	83.4 - 113.0	97.3 - 134.6	114.5 - 156.1
electrical engineering technician	60.8 - 78.2	69.5 - 90.7	79.7 - 103.2
electrical inspector	46.8 - 62.9	54.1 - 73.6	62.4 - 84.5
engineering manager	94.3 - 127.4	107.9 - 148.4	124.4 - 169.9
environmental engineer	69.4 - 92.5	79.3 - 108.0	91.6 - 124.0
environmental inspector	52.9 - 67.8	58.2 - 76.1	64.9 - 85.3
estimation engineer	64.8 - 98.4	89.2 - 122.2	103.6 - 140.6
estimator	57.6 - 75.6	72.0 - 100.8	87.8 - 117.6
facilities manager	74.0 - 87.6	85.3 - 116.9	99.1 - 134.0
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	69.5 - 89.9	80.0 - 105.1	92.2 - 119.6
health and safety specialist	74.9 - 98.9	85.8 - 115.4	99.0 - 131.8
HVAC drafter	52.8 - 77.0	67.3 - 87.8	76.0 - 98.4
HVAC engineer	66.0 - 84.0	69.0 - 93.8	88.8 - 120.0
materials manager	88.3 - 116.6	97.7 - 131.6	109.7 - 148.3
mechanical designer	59.4 - 78.7	68.5 - 91.9	78.6 - 103.9
mechanical drafter	55.3 - 72.1	62.4 - 83.4	71.8 - 97.8
mechanical engineer	63.6 - 81.6	81.0 - 99.6	98.0 - 126.0
mechanical engineering technican	58.4 - 76.9	66.7 - 89.0	76.2 - 100.4
operations manager	91.6 - 124.3	103.7 - 142.9	117.8 - 160.7
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	48.0 - 58.7	52.2 - 67.4	59.3 - 76.1
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	75.6 - 104.4	99.6 - 126.0	120.5 - 159.8
project manager	85.9 - 119.2	100.2 - 140.9	116.8 - 161.3
purchasing manager	95.6 - 126.8	108.4 - 145.8	123.2 - 164.0
QA/QC inspector	61.6 - 82.0	71.4 - 96.0	82.3 - 110.0
quality control engineer	73.8 - 97.8	83.5 - 112.7	95.3 - 127.8
quality inspector	44.4 - 56.8	49.7 - 64.8	56.3 - 73.3
safety inspector	72.0 - 94.4	81.6 - 108.7	92.9 - 122.9

site supervisor	69.6 - 79.2	79.0 - 110.0	100.4 - 111.6
specification writer	60.4 - 78.1	68.5 - 89.8	77.8 - 101.4
structural designer	56.5 - 74.0	64.2 - 85.2	73.0 - 96.2
structural engineer	63.6 - 87.6	84.0 - 111.6	96.7 - 130.6
structural engineering technologist	50.9 - 70.1	67.2 - 89.3	77.4 - 104.4
superintendent	79.2 - 114.0	93.6 - 138.0	105.6 - 240.0
supply chain manager	94.2 - 125.6	107.6 - 145.4	122.9 - 163.1
energy & oil			
applications engineer	80.3 - 108.2	94.4 - 129.1	110.9 - 147.6
architect	67.8 - 90.2	77.2 - 105.0	88.9 - 120.7
architectural drafter	53.5 - 69.7	62.4 - 82.7	73.2 - 97.6
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	72.7 - 96.7	82.7 - 112.2	94.9 - 128.2
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	65.0 - 85.6	74.3 - 99.4	85.2 - 113.6
chemical engineer	91.4 - 121.0	101.3 - 136.6	113.6 - 153.2
chemical technician	62.5 - 81.8	69.6 - 93.2	78.8 - 106.8
chief inspector	59.4 - 78.5	67.0 - 89.8	75.7 - 100.8
civil engineer	72.8 - 97.1	83.0 - 112.6	95.2 - 127.9
civil engineering drafter	57.5 - 73.0	65.6 - 84.6	75.1 - 96.1
civil engineering technologist	53.0 - 69.4	60.0 - 79.8	68.4 - 90.8
civil project engineer	83.8 - 115.3	96.7 - 135.6	112.3 - 156.5
civil project manager	88.6 - 118.9	100.1 - 136.9	114.2 - 155.0
coating inspector	41.3 - 54.1	46.9 - 62.4	53.5 - 71.0
commissioning and start up engineer	69.8 - 94.0	80.6 - 110.5	93.6 - 126.0
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	56.5 - 75.5	63.6 - 86.4	72.1 - 98.3
construction director	120.2 - 159.4	154.1 - 204.0	191.3 - 253.1
construction manager	85.3 - 112.1	93.7 - 125.6	104.5 - 141.6
construction project manager	75.7 - 105.0	88.2 - 124.3	103.0 - 142.8
continuous improvement engineer	87.0 - 114.1	97.0 - 129.4	109.1 - 145.1
contracts administrator	68.9 - 91.6	78.4 - 106.1	89.8 - 120.7
contracts manager	106.1 - 134.4	118.8 - 153.6	134.9 - 175.3
control technician	55.7 - 73.4	63.7 - 85.2	73.0 - 97.0
controls designer/engineer	58.0 - 77.8	66.7 - 90.8	76.9 - 103.8
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	56.6 - 78.5	68.3 - 95.2	80.9 - 109.4
director of operations	146.8 - 196.8	193.0 - 258.6	245.2 - 328.4
drafter	60.4 - 75.8	67.9 - 86.8	76.9 - 98.4
electrical designer/engineer	76.3 - 103.6	89.2 - 123.5	105.0 - 143.3
electrical engineer	83.5 - 113.4	97.7 - 135.1	114.8 - 156.7

electrical engineering technician	61.0 - 78.4	69.6 - 91.0	79.8 - 103.6
electrical inspector	46.8 - 62.9	54.1 - 73.6	62.5 - 84.5
electrical test engineer	80.5 - 108.2	92.9 - 127.3	107.9 - 146.4
engineering manager	94.6 - 127.9	108.2 - 149.0	124.9 - 170.6
environmental engineer	69.5 - 92.8	79.4 - 108.4	91.8 - 124.4
environmental inspector	52.9 - 67.9	58.3 - 76.3	65.0 - 85.6
estimation engineer	77.6 - 104.3	89.4 - 122.5	103.9 - 141.1
estimator	70.2 - 91.9	78.1 - 104.3	88.1 - 118.0
expediter	44.8 - 58.0	50.9 - 66.8	58.0 - 76.1
facilities manager	74.2 - 99.7	85.6 - 117.2	99.4 - 134.5
field service engineer	59.3 - 78.8	67.6 - 91.7	77.8 - 106.3
general inspector	57.7 - 76.3	65.0 - 87.2	73.6 - 98.2
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	73.6 - 96.2	83.2 - 111.1	95.2 - 126.8
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	69.6 - 90.1	80.3 - 105.4	92.4 - 120.0
health and safety specialist	75.0 - 99.1	85.9 - 115.8	99.2 - 132.2
HVAC drafter	59.9 - 77.2	67.4 - 88.1	76.2 - 98.6
HVAC engineer	60.2 - 80.6	69.1 - 94.1	79.7 - 107.0
industrial engineer	79.8 - 104.6	88.8 - 118.7	100.0 - 133.2
inventory analyst	56.9 - 74.8	64.8 - 86.6	74.3 - 99.1
inventory control manager	71.3 - 94.0	79.9 - 107.5	90.7 - 122.0
logistics manager	70.9 - 94.8	81.2 - 110.6	93.8 - 126.6
logistics specialist	65.3 - 87.4	75.0 - 102.0	86.4 - 115.9
materials manager	88.6 - 117.0	98.0 - 132.1	110.0 - 148.9
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	59.4 - 79.0	68.6 - 92.2	78.8 - 104.2
mechanical drafter	55.4 - 72.2	62.4 - 83.6	71.9 - 98.0
mechanical engineer	84.0 - 111.8	95.5 - 129.7	109.7 - 148.1
mechanical engineering technican	58.6 - 77.0	66.8 - 89.3	76.4 - 100.8
operations manager	91.8 - 124.8	103.9 - 143.4	118.3 - 161.3
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	81.8 - 107.2	92.4 - 123.7	106.0 - 142.1
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	72.4 - 95.2	81.0 - 108.8	91.9 - 123.8
planner/scheduler	45.8 - 58.8	52.2 - 67.6	59.3 - 76.2
plant manager	101.8 - 142.6	122.4 - 173.5	146.4 - 202.6
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	69.7 - 93.4	80.0 - 109.1	92.4 - 124.3
procurement director	109.1 - 144.6	144.2 - 190.9	175.1 - 231.8

procurement specialist	55.8 - 73.1	62.0 - 82.9	70.1 - 94.3
program manager	82.6 - 107.4	94.2 - 124.7	108.2 - 142.7
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	100.7 - 129.7	109.4 - 143.8	121.0 - 160.4
project manager	86.2 - 119.5	100.4 - 141.4	117.1 - 161.9
purchasing manager	96.0 - 127.3	108.7 - 146.3	123.6 - 164.8
QA/QC inspector	61.7 - 82.2	71.5 - 96.2	82.4 - 110.3
quality assurance manager	91.2 - 119.2	101.0 - 134.4	113.3 - 150.7
quality assurance/control technician	68.9 - 92.0	80.2 - 108.7	93.1 - 124.1
quality control engineer	74.0 - 98.0	83.6 - 113.0	95.5 - 128.3
quality inspector	44.4 - 56.9	49.7 - 64.9	56.3 - 73.4
safety inspector	72.1 - 94.7	81.8 - 109.1	93.1 - 123.4
SCADA engineer	71.3 - 95.3	81.6 - 111.1	94.1 - 127.0
site supervisor	82.2 - 108.1	90.4 - 121.1	100.8 - 136.1
sourcing engineer	63.0 - 84.0	72.0 - 98.0	83.2 - 112.2
specification writer	60.5 - 78.2	68.6 - 90.0	78.0 - 101.8
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	59.4 - 77.0	66.4 - 87.5	74.6 - 97.6
structural designer	56.6 - 74.3	64.2 - 85.4	73.1 - 96.5
structural engineer	74.0 - 98.5	84.2 - 114.6	97.0 - 131.0
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	45.6 - 58.7	51.2 - 67.0	58.1 - 76.0
supply chain manager	94.4 - 126.1	107.9 - 145.9	123.4 - 163.8
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	61.6 - 80.5	69.7 - 93.0	79.6 - 106.4
transmission line engineer	85.1 - 108.2	92.3 - 119.6	101.6 - 133.0
transportation manager	87.7 - 116.4	99.5 - 134.2	113.5 - 152.9
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	59.0 - 77.4	67.0 - 89.0	76.2 - 100.7
manufacturing			
applications engineer	62.2 - 84.1	73.2 - 100.7	86.2 - 115.5
automation engineer	68.4 - 93.6	82.6 - 112.1	94.8 - 128.0
buyer	65.0 - 85.6	74.2 - 99.2	85.1 - 113.5
chemical engineer	66.0 - 96.0	90.0 - 136.4	113.5 - 153.0
chemical technician	62.5 - 81.8	69.6 - 93.1	78.7 - 106.7
cmm programmer	53.8 - 69.7	60.0 - 79.1	67.6 - 88.8
CNC programmer	56.5 - 75.4	64.6 - 87.5	74.2 - 100.2
coating inspector	41.3 - 54.1	46.9 - 62.4	53.5 - 71.0
commissioning and start up engineer	69.8 - 94.1	80.8 - 110.6	93.8 - 126.8
continuous improvement engineer	68.4 - 90.0	86.4 - 129.2	109.0 - 145.0
contracts administrator	62.4 - 91.4	78.4 - 106.0	89.8 - 120.6

contracts manager	106.0 - 134.3	118.7 - 153.5	134.8 - 175.2
control technician	55.7 - 73.4	63.6 - 85.1	73.0 - 96.8
controls designer/engineer	68.4 - 77.6	66.7 - 90.7	76.9 - 103.7
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	56.6 - 78.5	68.3 - 95.0	80.9 - 109.3
director of operations	146.6 - 196.6	192.7 - 258.2	244.9 - 328.1
drafter	54.0 - 75.7	67.8 - 86.6	76.9 - 98.3
electrical designer/engineer	72.0 - 103.4	89.2 - 123.4	104.9 - 143.2
electrical engineer	72.0 - 96.0	95.0 - 135.0	114.7 - 156.6
electrical engineering technician	61.0 - 78.4	69.6 - 90.8	79.8 - 103.4
electrical inspector	54.0 - 62.9	54.1 - 73.6	62.5 - 84.5
electrical test engineer	68.4 - 108.1	92.8 - 127.1	107.9 - 146.3
engineering manager	78.7 - 106.5	90.1 - 124.1	104.0 - 142.0
environmental engineer	57.9 - 77.3	66.2 - 90.2	76.5 - 103.6
environmental inspector	44.1 - 56.6	48.6 - 63.5	54.2 - 71.2
estimation engineer	55.0 - 86.8	74.5 - 102.0	86.5 - 117.5
estimator	45.0 - 76.5	65.1 - 86.8	73.3 - 98.3
field service engineer	57.0 - 65.7	56.2 - 76.4	64.8 - 88.5
field service technician	48.3 - 63.6	56.0 - 74.3	64.4 - 84.6
general inspector	48.1 - 63.6	54.2 - 72.6	61.3 - 81.7
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
head of workshop and assembly	150.3 - 211.5	210.0 - 299.3	269.3 - 378.3
health and safety manager	58.0 - 75.1	66.8 - 87.8	77.0 - 99.9
health and safety specialist	62.5 - 82.6	71.6 - 96.4	82.7 - 110.1
HVAC drafter	49.9 - 64.3	56.2 - 73.3	63.4 - 82.1
HVAC engineer	54.0 - 67.2	57.6 - 78.4	66.4 - 89.1
industrial engineer	57.0 - 87.1	73.9 - 98.8	83.2 - 110.9
inventory analyst	47.4 - 62.3	54.0 - 72.2	61.9 - 82.5
inventory control manager	59.3 - 78.2	66.6 - 89.5	75.5 - 101.6
logistics manager	59.1 - 78.9	67.7 - 92.2	78.1 - 105.4
logistics specialist	54.4 - 72.7	62.4 - 84.9	72.0 - 96.5
machining manager	56.5 - 73.0	62.9 - 82.9	70.9 - 94.1
maintenance manager	70.0 - 89.0	75.0 - 105.0	90.0 - 150.0
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	57.0 - 83.8	71.6 - 97.3	82.3 - 110.4
materials manager	73.7 - 97.4	81.6 - 110.0	91.6 - 124.0
mechanical designer	49.5 - 65.7	57.1 - 76.7	65.6 - 86.8
mechanical drafter	46.1 - 60.2	52.0 - 69.6	59.9 - 81.7
mechanical engineer	57.0 - 93.2	79.6 - 108.0	91.4 - 123.2
mechanical engineering technican	48.8 - 64.2	55.6 - 74.3	63.6 - 83.9
operations manager	76.4 - 103.9	86.6 - 119.4	98.5 - 134.3

planner/scheduler	45.0 - 49.0	43.5 - 56.3	49.4 - 63.5
plant manager	84.7 - 118.7	101.9 - 144.4	121.8 - 168.6
PLC programmer	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
process engineer	58.1 - 77.7	66.6 - 90.9	76.9 - 103.5
procurement director	90.8 - 120.4	120.0 - 158.9	145.8 - 193.0
procurement specialist	46.5 - 60.8	51.7 - 69.0	58.4 - 78.5
production manager	79.1 - 104.1	88.6 - 118.9	100.5 - 134.8
production planner	46.5 - 61.9	53.8 - 72.1	61.6 - 80.6
program manager	68.7 - 89.4	78.5 - 103.8	90.1 - 118.7
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	60.0 - 89.0	80.0 - 119.7	100.7 - 133.6
project manager	71.7 - 99.5	83.6 - 117.7	97.5 - 134.8
purchasing manager	79.9 - 106.0	90.5 - 121.8	102.9 - 137.1
QA/QC inspector	51.3 - 68.4	59.6 - 80.1	68.7 - 91.9
quality assurance manager	76.0 - 99.2	84.1 - 111.9	94.3 - 125.4
quality assurance/control technician	57.4 - 76.6	66.7 - 90.5	77.6 - 103.3
quality control engineer	61.6 - 81.7	69.7 - 94.2	79.6 - 106.8
quality inspector	42.0 - 47.4	41.4 - 54.1	46.9 - 61.1
safety inspector	60.0 - 78.8	68.1 - 90.8	77.5 - 102.7
SCADA engineer	59.4 - 79.3	67.9 - 92.5	78.3 - 105.6
site supervisor	68.5 - 90.0	75.2 - 100.8	83.9 - 113.3
sourcing engineer	52.5 - 69.9	60.0 - 81.6	69.2 - 93.4
specification writer	50.4 - 65.2	57.1 - 75.0	64.9 - 84.7
stationary engineer	52.0 - 64.2	55.3 - 72.8	62.1 - 81.2
supply chain manager	78.7 - 105.0	89.9 - 121.5	102.7 - 136.3
transportation manager	73.1 - 96.9	82.8 - 111.7	94.5 - 127.2
turnaround coordinator	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
warehouse manager	60.2 - 78.9	67.1 - 89.5	75.6 - 101.1

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	125.3 - 224.7	180.5 - 323.5	259.0 - 464.0
chief human resources officer	104.3 - 178.1	140.6 - 240.0	175.7 - 299.8
chief information officer	100.4 - 180.2	151.0 - 270.8	209.7 - 375.8
chief operating officer	131.0 - 240.9	192.6 - 354.2	277.9 - 510.7
chief technology officer	98.0 - 175.9	146.8 - 263.2	205.0 - 367.3
communications vice-president	96.1 - 147.1	130.3 - 199.3	168.2 - 257.3
marketing vice-president	116.0 - 179.5	163.7 - 253.4	212.2 - 318.0

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sales vice-president	136.3 - 196.2	184.6 - 265.7	237.5 - 341.8
vice-president finance	130.0 - 190.0	169.0 - 235.0	210.0 - 325.0
vice-president information	85.2 - 153.0	112.7 - 202.2	157.1 - 281.7
vice-president internal audit	113.0 - 151.2	143.0 - 191.4	174.6 - 233.7
vice-president operations	120.0 - 225.0	190.0 - 235.0	210.0 - 350.0
vice-president technology	115.0 - 190.0	175.0 - 250.0	190.0 - 275.0
construction			
chief financial officer	126.7 - 227.2	184.1 - 330.0	267.8 - 479.7
chief human resources officer	105.4 - 180.1	143.4 - 244.8	181.7 - 309.9
chief information officer	101.6 - 182.2	154.0 - 276.2	216.8 - 388.4
chief operating officer	132.4 - 243.6	196.5 - 361.2	287.3 - 527.9
chief technology officer	98.7 - 177.5	148.1 - 266.0	207.0 - 371.3
communications vice-president	96.8 - 148.4	131.4 - 201.3	169.8 - 259.9
marketing vice-president	116.9 - 181.2	165.2 - 256.0	214.3 - 332.0
sales vice-president	137.4 - 198.1	186.4 - 268.4	239.9 - 345.4
vice-president finance	130.0 - 190.0	175.0 - 245.0	205.0 - 320.0
vice-president information	85.7 - 154.4	113.6 - 204.2	158.6 - 284.7
vice-president internal audit	113.9 - 152.6	144.2 - 193.2	176.3 - 236.0
vice-president operations	130.0 - 200.0	175.0 - 245.0	215.0 - 320.0
vice-president technology	85.0 - 170.0	155.0 - 222.0	167.0 - 270.0
manufacturing			
chief financial officer	127.1 - 227.9	185.3 - 332.1	270.9 - 485.4
chief human resources officer	105.8 - 180.6	144.3 - 246.4	183.8 - 313.6
chief information officer	101.9 - 182.8	155.0 - 278.0	219.3 - 393.0
chief operating officer	132.8 - 244.3	197.8 - 363.6	290.7 - 534.2
chief technology officer	98.9 - 178.1	148.5 - 266.9	207.7 - 372.7
communications vice-president	97.1 - 148.8	131.8 - 201.9	170.3 - 260.8
marketing vice-president	117.2 - 181.8	165.7 - 256.9	215.0 - 333.1
sales vice-president	137.8 - 198.7	187.0 - 269.3	240.7 - 346.7
vice-president finance	125.0 - 183.0	167.0 - 255.0	215.0 - 340.0
vice-president information	85.9 - 154.8	113.9 - 204.8	159.0 - 285.7
vice-president internal audit	114.2 - 153.0	144.6 - 193.8	176.8 - 236.8
vice-president operations	100.0 - 150.0	145.0 - 200.0	175.0 - 260.0
vice-president technology	95.0 - 135.0	125.0 - 180.0	175.0 - 210.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	60.9 - 73.0	64.2 - 77.1	67.6 - 81.2	75.6 - 90.8
accounting clerk	40.1 - 44.2	43.0 - 47.0	43.4 - 51.2	50.0 - 60.0
accounting manager	80.5 - 97.9	86.6 - 105.3	92.6 - 112.6	105.9 - 128.8
accounting supervisor	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
accounts payable clerk	40.0 - 42.6	42.0 - 47.4	47.0 - 53.1	52.8 - 59.6
accounts payable manager	71.6 - 87.0	78.2 - 95.1	84.7 - 103.0	99.6 - 121.1
accounts receivable clerk	40.1 - 43.8	43.7 - 48.1	46.3 - 53.3	53.1 - 62.7
accounts receivable manager	73.3 - 87.0	79.5 - 94.4	85.7 - 101.7	100.9 - 119.8
analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	39.1 - 43.5	42.8 - 47.4	46.9 - 52.3	51.3 - 58.0
bookkeeper	39.7 - 43.6	41.6 - 47.2	42.8 - 50.7	49.1 - 58.1
business analyst	65.5 - 78.7	70.8 - 85.1	75.9 - 91.3	87.6 - 105.4
compliance officer	82.6 - 100.5	92.3 - 112.2	101.5 - 123.3	120.3 - 146.1
compliance specialist	53.8 - 64.5	59.3 - 71.1	64.4 - 77.3	75.0 - 90.0
cost accountant	57.8 - 69.3	70.0 - 78.0	75.0 - 85.0	77.2 - 95.0
credit and collections accountant	38.8 - 41.3	40.3 - 45.1	42.0 - 48.0	45.1 - 55.0
credit and collections manager	75.4 - 90.6	80.9 - 97.2	86.4 - 103.8	99.7 - 119.8
credit and collections supervisor	51.4 - 62.1	54.4 - 66.3	58.9 - 71.6	67.9 - 82.4
director - financial planning & analysis	97.6 - 104.6	103.3 - 121.0	106.1 - 124.5	111.6 - 130.7
external auditor	42.0 - 55.0	64.9 - 78.0	68.6 - 81.1	79.6 - 106.7
financial analyst	42.3 - 57.3	56.9 - 75.0	74.2 - 92.2	87.4 - 105.8
financial reporting manager	93.9 - 114.2	100.9 - 122.7	107.8 - 131.0	124.0 - 150.6
internal audit manager	87.9 - 108.2	94.6 - 116.4	101.1 - 124.3	115.8 - 142.4
internal auditor	61.9 - 69.4	70.0 - 80.0	75.0 - 85.0	81.6 - 110.0
payroll clerk	41.4 - 47.8	45.5 - 55.4	51.2 - 56.8	55.6 - 64.7
payroll manager	68.9 - 83.8	74.5 - 90.6	80.0 - 97.3	91.9 - 111.7
payroll specialist	45.4 - 52.1	51.2 - 57.9	56.1 - 61.0	58.4 - 71.7
payroll supervisor	52.4 - 63.6	56.9 - 68.1	61.5 - 74.6	71.7 - 86.1
risk analyst	55.8 - 67.7	61.0 - 74.1	66.1 - 80.4	77.7 - 94.4
risk director	81.1 - 98.6	86.7 - 105.4	92.3 - 112.2	105.5 - 128.2
risk supervisor	71.1 - 86.4	77.1 - 93.7	82.8 - 100.7	94.3 - 114.7
tax analyst	46.6 - 56.0	54.4 - 75.0	73.9 - 84.0	82.5 - 105.0
tax manager	85.6 - 105.4	91.9 - 113.2	98.2 - 120.8	112.9 - 138.8
treasury analyst	61.8 - 74.2	66.3 - 79.6	70.6 - 84.8	80.5 - 96.7

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executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	84.9 - 152.5	116.3 - 208.5	154.2 - 276.5
finance director	113.6 - 150.2	146.4 - 193.6	179.1 - 236.8

human resources

	entry	mid	senior
all industries			
benefits administrator	52.3 - 66.9	58.6 - 76.4	66.3 - 86.5
compensation and benefits manager	69.3 - 85.9	75.3 - 95.5	83.0 - 106.4
health and safety advisor	57.7 - 74.5	66.4 - 87.0	76.4 - 99.0
HRIS analyst	51.3 - 63.0	56.7 - 71.1	63.1 - 79.0
human resources assistant	39.6 - 50.7	44.9 - 57.2	49.8 - 61.8
human resources business partner	63.4 - 83.3	71.0 - 95.1	80.5 - 112.8
human resources coordinator	46.9 - 61.1	52.1 - 69.5	58.9 - 79.4
human resources generalist	58.5 - 73.5	62.7 - 80.7	68.8 - 90.9
human resources manager	79.6 - 105.5	90.3 - 121.9	103.3 - 139.0
human resources supervisor	61.5 - 80.2	68.3 - 91.2	77.2 - 104.5
labour relations advisor	63.0 - 82.8	70.8 - 96.1	81.6 - 110.0
labour relations manager	87.0 - 118.5	102.5 - 141.4	120.4 - 163.9
recruitment coordinator	38.6 - 50.3	44.3 - 58.2	50.5 - 65.6
talent acquisition specialist	50.2 - 67.0	55.9 - 77.1	63.9 - 88.2

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
electronic parts assembler	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	18.0 - 20.0	19.0 - 21.0	20.0 - 23.0
general labourer - heavy	15.7 - 18.1	17.1 - 19.7	19.0 - 22.0
general labourer - light	15.0 - 17.0	16.3 - 18.8	17.9 - 20.7
industrial painter	17.0 - 18.9	18.0 - 20.0	18.0 - 21.0
inventory control clerk	16.0 - 18.4	17.4 - 20.2	18.8 - 21.8
machine operator	17.0 - 20.0	19.0 - 21.4	20.0 - 23.3
machine operator assistant	16.0 - 19.0	18.0 - 20.0	19.0 - 20.8
manufacturing worker	14.3 - 16.3	15.4 - 17.6	16.0 - 18.8
material handler	17.0 - 19.0	18.0 - 20.0	18.0 - 21.0
moulding machine operator	17.0 - 18.8	17.3 - 20.8	18.8 - 22.0
picker/packer	13.8 - 16.1	15.0 - 17.0	16.0 - 18.7

production labourer	14.0 - 15.6	15.3 - 17.6	16.0 - 19.4
sandblasting operator	17.0 - 19.0	18.0 - 20.0	18.0 - 20.7
shipping and receiving clerk	17.6 - 20.1	19.2 - 21.9	20.7 - 23.6
supply clerk	15.3 - 17.8	16.0 - 19.3	17.6 - 20.6
warehouse labourer	14.6 - 16.7	16.3 - 18.7	17.7 - 20.3

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	44.3 - 53.7	47.6 - 57.7	50.8 - 61.7
administrative assistant	38.1 - 45.6	41.1 - 49.3	44.1 - 52.9
administrative assistant (bilingual)	38.1 - 45.6	41.1 - 49.3	44.1 - 52.9
administrative manager	53.7 - 65.1	56.9 - 69.0	60.1 - 72.9
benefits clerk	37.2 - 43.5	40.9 - 47.9	44.4 - 52.0
buyer assistant	37.5 - 43.8	41.6 - 48.7	45.3 - 53.0
contracts administrator	87.5 - 102.6	94.5 - 110.8	101.3 - 118.8
data entry clerk	32.1 - 35.6	34.2 - 38.9	37.2 - 41.8
dispatcher	45.1 - 50.2	48.2 - 56.2	55.1 - 62.1
document controller	31.3 - 36.1	34.3 - 39.6	36.8 - 42.5
documentation specialist	31.9 - 36.8	36.4 - 42.0	39.9 - 46.1
executive assistant	50.5 - 62.0	56.3 - 69.2	61.8 - 75.9
executive assistant (bilingual)	50.5 - 62.0	56.3 - 69.2	61.8 - 75.9
executive legal assistant	50.5 - 62.0	56.3 - 69.2	61.8 - 75.9
file clerk	32.5 - 37.5	36.8 - 42.5	40.1 - 46.4
human resources assistant	39.6 - 46.4	43.3 - 50.7	46.5 - 54.4
import/export clerk	35.9 - 42.0	39.7 - 46.4	43.0 - 50.3
import/export coordinator	52.3 - 62.7	56.2 - 67.4	60.1 - 72.0
insurance claims clerk	32.5 - 37.5	36.8 - 42.5	40.1 - 46.4
invoicing clerk	36.0 - 42.1	39.5 - 46.3	42.6 - 49.9
law clerk	39.6 - 46.4	43.3 - 50.7	46.5 - 54.4
lease administrator	39.6 - 46.4	43.3 - 50.7	46.5 - 54.4
legal assistant	44.8 - 54.3	51.4 - 62.3	57.3 - 69.6
mailroom clerk	30.8 - 35.1	33.5 - 38.2	35.7 - 40.7
office clerk	34.6 - 39.9	37.0 - 42.7	39.2 - 45.4
office manager	52.2 - 63.3	55.6 - 67.5	58.9 - 71.6
office/operations manager	58.6 - 71.2	64.3 - 78.1	69.8 - 84.8
order clerk	34.6 - 39.9	37.0 - 42.7	39.2 - 45.4
order entry clerk	34.6 - 39.9	37.0 - 42.7	39.2 - 45.4
order supervisor	48.2 - 57.0	53.8 - 63.8	59.0 - 70.0
project coordinator	41.5 - 49.8	45.0 - 54.0	48.3 - 58.0

property administrator	54.4 - 67.2	60.2 - 74.1	65.7 - 80.9
property manager	58.6 - 71.2	64.3 - 78.1	69.8 - 84.8
receptionist	34.6 - 39.9	37.0 - 42.7	39.2 - 45.4
receptionist (bilingual)	34.6 - 39.9	37.0 - 42.7	39.2 - 45.4
sales administrator	42.4 - 51.5	46.9 - 56.9	51.1 - 62.0
sales assistant	37.9 - 44.3	40.5 - 47.4	43.2 - 50.5
service coordinator	36.5 - 43.7	39.5 - 47.3	42.3 - 50.8
supply clerk	34.6 - 39.9	37.0 - 42.7	39.2 - 45.4
underwriting assistant	31.3 - 35.3	34.6 - 39.0	37.6 - 42.5
virtual assistant	38.1 - 45.6	41.1 - 49.3	44.1 - 52.9
virtual receptionist	34.6 - 39.9	37.0 - 42.7	39.2 - 45.4

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	46.4 - 58.3	50.6 - 64.7	55.9 - 72.4
business development manager*	92.4 - 122.7	103.3 - 140.3	117.6 - 161.6
district sales manager**	72.2 - 94.0	82.6 - 109.6	95.3 - 125.8
key accounts manager - consumer goods*	66.1 - 85.3	74.8 - 98.4	85.4 - 112.2
merchandiser - consumer goods	57.6 - 75.5	64.5 - 86.2	73.0 - 98.0
sales representative, account manager - channel manager*	73.7 - 98.6	83.2 - 113.3	94.8 - 128.5
sales representative, account manager - consumer goods*	47.3 - 59.7	51.8 - 66.5	57.5 - 74.4
sales representative, account manager - professional services*	45.2 - 56.5	48.9 - 62.3	53.8 - 69.7
sales representative, account manager - telecommunications*	51.5 - 64.4	55.8 - 71.1	61.4 - 79.6
digital marketing			
digital marketing manager	61.8 - 79.0	71.4 - 92.9	82.6 - 105.5
digital media specialist	38.5 - 49.6	45.0 - 59.0	52.7 - 67.6
digital specialist	46.1 - 61.2	53.5 - 72.3	62.3 - 82.8
e-commerce manager	75.0 - 98.5	84.0 - 112.5	95.3 - 128.1
marketing content manager	47.3 - 60.2	54.4 - 70.5	62.8 - 80.5
social media manager	56.1 - 79.7	69.9 - 97.9	83.5 - 104.2
web manager	63.0 - 82.3	70.1 - 93.4	78.9 - 105.7
web marketing analyst	47.8 - 63.7	55.7 - 75.3	64.8 - 86.0
industrial sales			
sales engineer - distribution*	67.0 - 88.2	73.8 - 99.1	82.4 - 110.8
sales engineer - manufacturing**	57.2 - 77.1	65.2 - 89.2	74.5 - 100.6
sales representative, account manager - distribution*	47.3 - 59.4	51.5 - 65.9	56.9 - 73.8
sales representative, account manager - industrial equipment*	45.4 - 56.8	49.2 - 62.7	54.1 - 70.0
sales representative, account manager - industrial service*	50.8 - 63.5	55.0 - 70.2	60.6 - 78.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

sales representative, account manager - machinery*	50.3 - 62.9	54.4 - 69.5	60.0 - 77.8
sales representative, account manager - manufacturing**	45.5 - 65.1	49.3 - 71.8	54.2 - 79.6
sales representative, account manager - retail network**	50.5 - 63.0	54.5 - 69.7	60.2 - 78.7
technical sales representative - manufacturing**	49.2 - 65.2	56.0 - 75.8	64.4 - 87.7
marketing and communications			
brand or product manager	77.4 - 100.1	86.2 - 113.5	97.1 - 127.6
brand or product manager assistant	61.3 - 83.1	71.8 - 98.4	83.5 - 112.5
communications manager	63.6 - 83.2	70.9 - 94.6	79.9 - 106.4
communications specialist	52.4 - 71.9	62.5 - 86.7	73.9 - 99.4
marketing coordinator	39.7 - 53.2	45.8 - 62.4	53.0 - 71.1
marketing director	89.6 - 122.0	105.6 - 145.5	123.8 - 166.5
marketing project manager	50.7 - 67.9	58.5 - 79.6	67.7 - 91.2
marketing specialist	45.4 - 60.6	52.1 - 70.5	59.8 - 80.0

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.3 - 27.9	25.1 - 30.2	26.9 - 32.3
CNC machinist	18.7 - 23.0	22.0 - 26.0	24.0 - 29.0
conventional machinist	22.0 - 25.0	24.0 - 28.0	27.0 - 32.0
electrician	24.0 - 29.2	26.0 - 31.0	28.0 - 33.0
electromechanical technician	22.0 - 25.0	24.0 - 28.0	27.0 - 32.0
electronics technician	25.0 - 28.1	25.4 - 30.4	28.0 - 32.7
field service technician	23.2 - 27.4	25.0 - 30.4	27.9 - 33.1
heavy equipment mechanic	23.3 - 27.0	25.0 - 30.0	28.2 - 33.0
logistics supervisor	22.3 - 26.4	24.0 - 28.0	25.0 - 32.0
maintenance manager	33.0 - 37.0	36.0 - 42.0	40.0 - 50.0
maintenance mechanic	21.2 - 24.6	24.0 - 28.0	27.0 - 32.0
maintenance planner	20.4 - 23.7	22.3 - 25.8	24.0 - 27.8
maintenance supervisor	28.0 - 32.4	31.0 - 37.0	35.0 - 45.0
millwright	22.0 - 27.4	25.1 - 30.1	27.2 - 32.0
production manager	33.0 - 39.0	37.0 - 43.0	40.0 - 46.0
production supervisor	25.1 - 30.1	28.0 - 32.7	30.0 - 35.2
quality control technician	18.2 - 23.0	22.0 - 26.0	25.0 - 29.0
quality control tester	24.0 - 29.0	27.2 - 32.0	29.0 - 35.0
tool and die maker	22.0 - 26.0	24.0 - 28.0	27.4 - 32.0
warehouse manager	28.0 - 34.0	30.0 - 36.0	35.0 - 41.0
warehouse supervisor	23.0 - 27.0	25.0 - 28.0	27.0 - 32.0
welder	19.0 - 22.0	21.2 - 25.0	22.8 - 27.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	34.8 - 41.6	38.2 - 45.8	41.4 - 49.7
customer service manager	62.9 - 76.7	68.3 - 83.3	73.6 - 89.9
customer service representative	31.6 - 37.1	34.2 - 40.3	36.7 - 43.5
customer service supervisor	52.0 - 63.1	56.3 - 68.4	60.5 - 73.6
customer service team lead	47.0 - 57.8	51.5 - 63.4	55.8 - 68.7
customer service trainer	40.4 - 48.5	44.3 - 53.1	48.0 - 57.6
e-chat representative	32.0 - 37.5	35.6 - 41.3	40.9 - 45.1
fundraiser agent	28.1 - 32.6	31.0 - 36.0	33.6 - 39.1
help desk representative - level 1	36.0 - 40.1	39.7 - 46.4	42.6 - 51.1
inside sales manager	62.9 - 77.6	68.9 - 85.1	74.6 - 92.2
inside sales representative	47.4 - 56.3	50.0 - 59.3	52.6 - 62.4
junior collection agent	29.8 - 34.9	32.3 - 38.0	34.7 - 40.9
order desk	31.1 - 35.6	33.9 - 39.0	36.4 - 42.1
service coordinator	35.3 - 42.1	38.0 - 45.6	40.8 - 48.9
survey agent	30.3 - 34.7	33.0 - 38.0	35.3 - 40.8
telemarketing agent	30.4 - 35.2	32.6 - 37.9	34.8 - 40.6
telephone dispatcher	35.7 - 41.7	38.7 - 45.3	41.6 - 48.7

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.0 - 16.0	15.0 - 17.0	16.0 - 20.0
electronic parts assembler	14.0 - 16.0	15.0 - 17.0	16.0 - 20.0
forklift operator	15.0 - 16.0	15.7 - 18.3	17.0 - 21.0
general labourer - heavy	15.3 - 17.0	16.0 - 18.0	17.0 - 22.0
general labourer - light	13.0 - 15.0	14.0 - 17.0	16.0 - 18.0
industrial painter	15.7 - 18.0	17.1 - 20.2	18.0 - 21.8
inventory control clerk	13.0 - 15.0	14.0 - 17.0	16.0 - 18.0
machine operator	15.0 - 17.0	16.0 - 20.0	18.8 - 25.0

machine operator assistant	14.0 - 16.0	15.0 - 18.0	17.0 - 21.0
manufacturing worker	14.2 - 16.0	15.2 - 17.2	16.2 - 18.4
material handler	14.0 - 16.2	15.4 - 17.9	16.7 - 19.0
moulding machine operator	15.7 - 18.6	17.2 - 20.0	18.6 - 25.0
picker/packer	14.0 - 15.6	14.0 - 16.9	15.0 - 18.0
production labourer	14.0 - 15.1	14.0 - 17.0	15.0 - 18.7
sandblasting operator	15.0 - 17.6	16.1 - 18.9	17.2 - 20.3
shipping and receiving clerk	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
supply clerk	14.8 - 17.2	16.0 - 18.6	17.0 - 19.9
warehouse labourer	14.2 - 16.1	15.0 - 18.0	16.0 - 19.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	42.3 - 51.5	45.5 - 55.3	48.6 - 59.1
administrative assistant	36.4 - 43.6	39.2 - 47.2	42.1 - 50.6
administrative assistant (bilingual)	37.4 - 44.6	40.2 - 48.2	43.1 - 51.6
administrative manager	51.0 - 62.0	54.1 - 65.8	57.1 - 69.6
benefits clerk	35.9 - 41.9	39.4 - 46.1	42.7 - 50.1
buyer assistant	35.7 - 41.7	39.6 - 46.5	43.2 - 50.6
contracts administrator	83.8 - 98.6	90.6 - 106.6	97.3 - 114.4
data entry clerk	30.3 - 34.7	33.0 - 37.9	35.3 - 40.7
dispatcher	35.7 - 41.7	38.7 - 45.3	41.6 - 48.7
document controller	30.4 - 34.9	33.1 - 38.1	35.5 - 40.9
documentation specialist	31.0 - 35.5	35.1 - 40.4	38.4 - 44.4
executive assistant	48.3 - 59.5	54.0 - 66.4	59.2 - 72.9
executive assistant (bilingual)	49.3 - 60.1	55.1 - 67.5	60.2 - 73.1
executive legal assistant	49.3 - 60.1	55.1 - 67.5	60.2 - 73.1
file clerk	31.5 - 36.2	35.5 - 40.9	38.6 - 44.7
human resources assistant	38.1 - 44.6	41.6 - 48.8	44.7 - 52.4
import/export clerk	34.3 - 40.0	37.8 - 44.2	40.9 - 48.0
import/export coordinator	49.6 - 59.6	53.4 - 64.1	57.0 - 68.5
insurance claims clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
invoicing clerk	34.4 - 40.1	37.7 - 44.1	40.6 - 47.6
law clerk	35.8 - 40.9	38.1 - 43.2	40.2 - 46.1
lease administrator	35.7 - 43.2	38.7 - 47.0	41.8 - 50.7
legal assistant	42.5 - 51.7	48.8 - 59.4	54.6 - 66.4
mailroom clerk	30.2 - 34.3	32.8 - 37.2	34.9 - 39.7
office clerk	33.8 - 38.9	36.1 - 41.6	38.2 - 44.2

office manager	50.7 - 61.6	54.1 - 65.7	57.4 - 69.7
office/operations manager	50.2 - 60.9	53.5 - 65.0	56.7 - 68.9
order clerk	31.1 - 35.6	33.9 - 39.0	36.4 - 42.1
order entry clerk	30.8 - 35.3	33.6 - 38.6	36.1 - 41.7
order supervisor	46.8 - 55.5	52.3 - 62.1	57.4 - 68.1
project coordinator	40.0 - 48.0	43.3 - 52.0	46.6 - 55.9
property administrator	39.6 - 47.6	43.0 - 51.6	46.2 - 55.5
property manager	56.4 - 68.5	61.8 - 75.2	67.1 - 81.8
receptionist	30.3 - 35.2	32.4 - 37.6	34.4 - 40.1
receptionist (bilingual)	33.0 - 36.5	35.1 - 39.6	36.4 - 43.2
sales administrator	40.2 - 48.9	44.5 - 54.0	48.5 - 58.9
sales assistant	36.1 - 42.2	38.5 - 45.2	41.1 - 48.2
service coordinator	35.3 - 42.1	38.0 - 45.6	40.8 - 48.9
supply clerk	30.8 - 35.7	33.2 - 38.6	35.4 - 41.3
underwriting assistant	30.8 - 34.5	33.9 - 38.0	36.7 - 41.4
virtual assistant	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7
virtual receptionist	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	22.8 - 27.3	24.6 - 29.0	26.4 - 31.6
CNC machinist	18.0 - 22.2	20.2 - 24.3	21.8 - 26.2
conventional machinist	17.8 - 21.3	19.0 - 23.4	21.2 - 25.4
electrician	23.4 - 28.0	25.4 - 30.9	27.3 - 33.1
electromechanical technician	23.2 - 27.8	26.2 - 31.4	28.7 - 34.4
electronics technician	22.9 - 27.4	24.7 - 29.7	26.0 - 31.8
field service technician	22.6 - 26.7	25.0 - 29.6	27.2 - 32.3
heavy equipment mechanic	22.4 - 26.9	24.8 - 29.8	27.1 - 32.0
logistics supervisor	21.0 - 25.0	23.1 - 27.4	24.7 - 29.3
maintenance manager	27.4 - 32.9	30.1 - 36.2	32.7 - 39.3
maintenance mechanic	20.7 - 23.9	22.7 - 26.3	24.7 - 28.6
maintenance planner	20.2 - 23.4	22.0 - 25.0	23.8 - 27.0
maintenance supervisor	26.1 - 31.4	28.6 - 34.4	31.0 - 37.2
millwright	22.2 - 26.7	24.4 - 29.4	26.0 - 31.8
production manager	36.1 - 44.0	39.0 - 47.6	41.9 - 51.1
production supervisor	24.6 - 29.0	26.7 - 32.0	28.7 - 34.0
quality control technician	17.8 - 21.3	19.2 - 23.0	20.0 - 24.0

québec

quality control tester	24.0 - 28.8	26.6 - 31.9	28.9 - 34.8
tool and die maker	22.9 - 27.4	25.1 - 30.0	27.1 - 32.0
warehouse manager	27.4 - 33.4	29.0 - 36.0	31.6 - 38.0
warehouse supervisor	21.1 - 25.4	23.1 - 27.8	25.1 - 30.1
welder	19.3 - 23.2	21.0 - 25.2	22.6 - 27.1

montérégie - aggl. de longueuil

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.1 - 43.3	39.7 - 47.6	43.0 - 51.6
customer service manager	65.2 - 79.2	70.7 - 85.9	76.1 - 92.5
customer service representative	32.6 - 38.5	35.4 - 41.9	40.2 - 48.0
customer service supervisor	53.3 - 64.7	57.7 - 70.0	62.0 - 75.2
customer service team lead	48.6 - 59.7	53.3 - 65.5	57.7 - 71.0
customer service trainer	41.2 - 49.4	45.2 - 54.2	49.0 - 58.8
e-chat representative	32.6 - 38.5	35.4 - 41.9	40.2 - 48.0
fundraiser agent	28.7 - 33.4	31.8 - 37.0	34.5 - 40.3
help desk representative - level 1	36.1 - 43.3	39.7 - 47.6	43.0 - 51.6
inside sales manager	60.3 - 70.3	69.3 - 75.6	75.1 - 85.0
inside sales representative	49.1 - 58.2	51.8 - 61.3	54.4 - 64.5
junior collection agent	30.7 - 36.1	33.3 - 39.3	35.8 - 42.3
order desk	31.8 - 36.6	34.8 - 40.1	37.5 - 43.3
service coordinator	36.1 - 43.2	39.0 - 46.7	41.8 - 50.2
survey agent	31.0 - 35.7	33.9 - 39.1	36.3 - 41.9
telemarketing agent	31.0 - 36.1	33.3 - 38.9	35.7 - 41.6
telephone dispatcher	36.6 - 42.8	39.8 - 46.5	42.7 - 50.0

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	123.7 - 222.8	178.8 - 321.5	257.1 - 461.9
chief human resources officer	102.9 - 176.4	138.9 - 238.1	174.0 - 297.8
chief information officer	99.1 - 178.5	149.4 - 268.8	207.9 - 373.7
chief operating officer	128.1 - 237.4	189.5 - 350.3	274.3 - 506.7
chief technology officer	96.7 - 174.2	145.1 - 261.3	203.2 - 365.2
communications vice-president	93.9 - 144.2	127.5 - 196.1	165.2 - 253.7
marketing vice-president	114.9 - 178.4	162.6 - 252.3	211.1 - 327.2
sales vice-president	135.2 - 195.1	183.5 - 264.5	236.4 - 340.5

québec

vice-president finance	120.0 - 190.0	170.0 - 215.0	210.0 - 350.0
vice-president information	84.1 - 151.3	111.2 - 200.4	155.5 - 279.8
vice-president internal audit	111.5 - 149.6	141.3 - 189.6	172.9 - 231.8
vice-president operations	115.0 - 189.0	180.0 - 234.0	210.0 - 346.0
vice-president technology	115.0 - 168.0	157.0 - 235.0	180.0 - 287.0

construction

chief financial officer	125.1 - 225.3	182.4 - 327.9	265.8 - 477.5
chief human resources officer	104.0 - 178.3	141.7 - 242.9	179.9 - 307.9
chief information officer	100.2 - 180.5	152.4 - 274.2	214.9 - 386.3
chief operating officer	129.6 - 240.1	193.3 - 357.4	283.7 - 524.0
chief technology officer	97.4 - 175.8	146.4 - 264.0	205.2 - 369.2
communications vice-president	94.6 - 145.5	128.6 - 198.1	166.7 - 256.3
marketing vice-president	115.9 - 180.1	164.2 - 254.9	213.2 - 330.7
sales vice-president	136.3 - 197.0	185.3 - 267.2	238.8 - 344.2
vice-president finance	125.0 - 190.0	170.0 - 260.0	220.0 - 352.0
vice-president information	84.6 - 152.7	112.1 - 202.4	156.9 - 282.7
vice-president internal audit	112.4 - 150.9	142.5 - 191.5	174.5 - 234.1
vice-president operations	125.0 - 178.0	165.0 - 200.0	190.0 - 280.0
vice-president technology	105.0 - 144.0	140.0 - 200.0	180.0 - 240.0

manufacturing

chief financial officer	125.4 - 226.0	183.6 - 330.1	269.0 - 483.2
chief human resources officer	104.4 - 178.9	142.7 - 244.5	182.1 - 311.6
chief information officer	100.5 - 181.1	153.4 - 276.0	217.5 - 390.9
chief operating officer	130.0 - 240.8	194.6 - 359.7	287.1 - 530.2
chief technology officer	97.6 - 176.4	146.8 - 264.9	205.8 - 370.6
communications vice-president	94.8 - 145.9	128.9 - 198.7	167.3 - 257.2
marketing vice-president	116.2 - 180.7	164.7 - 255.7	213.9 - 331.9
sales vice-president	136.7 - 197.6	185.9 - 268.1	239.6 - 345.4
vice-president finance	121.0 - 187.0	170.0 - 265.0	215.0 - 350.0
vice-president information	84.8 - 153.2	112.4 - 203.0	157.4 - 283.7
vice-president internal audit	112.7 - 151.4	142.9 - 192.1	175.1 - 234.9
vice-president operations	125.0 - 182.0	170.0 - 245.0	190.0 - 315.0
vice-president technology	95.0 - 135.0	128.0 - 190.0	170.0 - 240.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	60.0 - 71.9	63.3 - 76.0	66.6 - 80.0	74.5 - 89.5
accounting clerk	40.0 - 42.9	42.1 - 46.3	43.2 - 49.4	48.9 - 56.1

accounting manager	80.4 - 96.6	86.0 - 104.1	92.1 - 112.0	105.1 - 128.1
accounting supervisor	60.8 - 73.4	65.7 - 78.6	70.2 - 85.0	80.0 - 97.1
accounts payable clerk	39.8 - 42.1	41.7 - 46.7	45.7 - 52.9	51.9 - 58.6
accounts payable manager	70.7 - 86.7	78.0 - 94.8	84.3 - 102.6	99.1 - 121.5
accounts receivable clerk	39.7 - 42.8	43.1 - 47.7	46.5 - 53.1	53.0 - 62.0
accounts receivable manager	72.4 - 85.8	78.5 - 93.1	84.6 - 100.4	99.6 - 118.2
analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	39.1 - 43.5	42.8 - 47.4	46.9 - 52.3	51.3 - 58.0
bookkeeper	39.5 - 42.9	40.8 - 46.5	42.1 - 49.9	48.9 - 57.7
business analyst	65.3 - 78.4	70.6 - 84.8	75.7 - 90.9	87.3 - 104.9
compliance officer	81.3 - 98.9	90.8 - 110.6	100.0 - 121.7	118.6 - 144.3
compliance specialist	52.8 - 63.3	58.2 - 69.8	63.2 - 76.0	73.7 - 88.6
cost accountant	58.0 - 69.7	70.0 - 78.0	75.0 - 85.0	77.6 - 95.0
credit and collections accountant	38.0 - 40.9	40.0 - 44.5	41.8 - 48.1	45.3 - 54.7
credit and collections manager	74.4 - 89.4	79.9 - 95.9	85.3 - 102.4	98.4 - 118.2
credit and collections supervisor	51.0 - 62.0	54.2 - 66.1	58.1 - 71.2	67.4 - 81.7
director - financial planning & analysis	97.6 - 104.6	103.3 - 121.0	106.1 - 124.5	111.6 - 130.7
external auditor	42.0 - 47.7	64.9 - 78.0	68.6 - 81.1	79.6 - 106.7
financial analyst	42.3 - 57.3	56.9 - 75.0	74.2 - 92.2	87.4 - 105.8
financial reporting manager	92.7 - 112.7	99.6 - 121.1	106.4 - 129.4	122.4 - 149.0
internal audit manager	86.8 - 106.8	93.3 - 114.9	99.7 - 122.7	114.3 - 140.7
internal auditor	57.0 - 68.4	62.9 - 75.5	68.6 - 82.4	80.5 - 96.7
payroll clerk	40.2 - 47.1	43.9 - 55.7	51.0 - 56.8	55.2 - 64.4
payroll manager	68.1 - 82.7	73.6 - 89.4	79.0 - 96.0	90.7 - 110.2
payroll specialist	45.1 - 51.2	50.8 - 57.0	55.7 - 60.7	57.9 - 70.1
payroll supervisor	51.2 - 62.1	56.1 - 66.8	60.1 - 73.6	69.5 - 85.7
risk analyst	55.0 - 66.7	60.1 - 73.0	65.2 - 79.2	76.5 - 93.1
risk director	80.1 - 97.3	85.6 - 104.0	91.0 - 110.7	104.1 - 126.6
risk supervisor	70.1 - 85.2	76.0 - 92.4	81.6 - 99.3	93.0 - 113.1
tax analyst	46.6 - 56.0	54.4 - 75.0	73.9 - 84.0	82.5 - 105.0
tax manager	84.5 - 104.0	90.7 - 111.7	96.9 - 119.3	111.4 - 137.1
treasury analyst	60.9 - 73.1	65.3 - 78.4	69.6 - 83.6	79.3 - 95.3
executive positions (company revenue)		10 M\$	100 M\$	1000 M\$
controller		83.8 - 150.8	114.7 - 206.7	152.6 - 274.6
finance director		112.1 - 148.6	144.7 - 191.8	177.4 - 234.9

human resources

	entry	mid	senior
all industries			
benefits administrator	51.3 - 65.7	57.5 - 75.1	65.1 - 85.1
compensation and benefits manager	83.9 - 109.5	93.2 - 124.2	105.0 - 141.1
health and safety advisor	57.0 - 73.5	65.6 - 85.7	75.3 - 97.3
HRIS analyst	56.9 - 75.1	65.4 - 87.8	75.4 - 100.2
human resources assistant	39.2 - 50.1	44.5 - 56.5	49.3 - 61.0
human resources business partner	63.4 - 83.3	71.0 - 95.1	80.5 - 112.8
human resources coordinator	46.4 - 60.4	51.5 - 68.6	58.2 - 78.4
human resources generalist	57.4 - 72.3	61.6 - 79.3	67.6 - 89.5
human resources manager	78.6 - 104.1	89.1 - 120.3	101.9 - 137.4
human resources supervisor	60.3 - 78.8	67.1 - 89.7	75.9 - 102.9
labour relations advisor	63.0 - 82.8	70.8 - 96.1	81.6 - 110.0
labour relations manager	85.8 - 116.9	101.1 - 139.7	118.8 - 162.2
recruitment coordinator	38.2 - 49.8	43.9 - 57.5	49.9 - 64.9
talent acquisition specialist	51.2 - 67.0	55.9 - 77.1	63.9 - 88.2

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.0 - 17.4	16.3 - 19.0	17.6 - 20.6
electronic parts assembler	15.3 - 18.0	16.4 - 19.3	17.4 - 20.6
forklift operator	14.0 - 16.9	16.1 - 18.7	17.4 - 20.4
general labourer - heavy	15.7 - 18.1	17.1 - 19.7	18.4 - 21.2
general labourer - light	14.3 - 16.4	15.0 - 18.7	17.8 - 20.6
industrial painter	15.9 - 18.8	17.4 - 20.6	18.7 - 22.2
inventory control clerk	15.8 - 18.2	17.3 - 19.9	18.6 - 21.0
machine operator	16.3 - 19.4	17.9 - 21.4	19.4 - 23.2
machine operator assistant	15.2 - 17.3	16.0 - 19.1	18.1 - 20.6
manufacturing worker	14.3 - 16.2	15.4 - 17.0	16.4 - 18.7
material handler	14.3 - 16.6	15.8 - 18.4	17.1 - 20.0
moulding machine operator	15.7 - 18.8	17.3 - 20.7	18.7 - 22.0
picker/packer	13.7 - 16.0	14.8 - 17.3	15.8 - 18.0
production labourer	13.4 - 15.4	14.0 - 17.4	16.0 - 19.2
sandblasting operator	15.2 - 17.9	16.3 - 19.2	17.4 - 20.6

shipping and receiving clerk	17.4 - 19.8	19.0 - 21.7	20.0 - 23.4
supply clerk	15.1 - 17.6	16.3 - 19.1	17.0 - 20.4
warehouse labourer	14.0 - 16.0	15.0 - 18.4	17.0 - 20.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	43.7 - 53.0	47.0 - 56.9	50.1 - 60.8
administrative assistant	40.2 - 44.9	44.2 - 50.6	48.9 - 55.3
administrative assistant (bilingual)	40.6 - 45.8	44.9 - 50.9	49.5 - 55.7
administrative manager	53.0 - 64.3	56.2 - 68.2	59.3 - 72.0
benefits clerk	36.9 - 43.1	40.5 - 47.4	43.9 - 51.4
buyer assistant	39.7 - 45.6	44.3 - 51.1	50.8 - 56.2
contracts administrator	86.4 - 101.2	93.2 - 109.3	100.0 - 117.2
data entry clerk	31.0 - 35.4	33.5 - 38.7	37.2 - 41.3
dispatcher	42.1 - 46.4	44.6 - 51.8	49.9 - 56.6
document controller	31.1 - 35.8	34.0 - 39.2	36.5 - 42.1
documentation specialist	31.7 - 36.5	36.0 - 41.6	39.5 - 45.6
executive assistant	49.8 - 61.2	55.6 - 68.2	60.9 - 74.8
executive assistant (bilingual)	49.8 - 61.2	55.6 - 68.2	60.9 - 74.8
executive legal assistant	49.8 - 61.2	55.6 - 68.2	60.9 - 74.8
file clerk	32.3 - 37.2	36.5 - 42.1	39.7 - 45.9
human resources assistant	39.2 - 45.9	42.8 - 50.1	46.0 - 53.8
import/export clerk	38.4 - 43.2	41.8 - 45.9	44.5 - 50.4
import/export coordinator	51.3 - 61.6	55.2 - 66.2	58.9 - 70.8
insurance claims clerk	38.0 - 44.2	42.0 - 48.1	42.7 - 51.9
invoicing clerk	35.5 - 41.5	39.0 - 45.6	42.0 - 49.1
law clerk	39.0 - 44.2	42.0 - 48.1	45.0 - 51.9
lease administrator	36.5 - 44.2	39.6 - 48.1	42.7 - 51.9
legal assistant	44.1 - 53.5	50.5 - 61.3	56.4 - 68.4
mailroom clerk	32.1 - 35.0	33.3 - 37.9	35.5 - 40.5
office clerk	34.4 - 39.7	36.8 - 42.5	39.0 - 45.2
office manager	52.0 - 63.1	55.5 - 67.3	58.8 - 71.3
office/operations manager	52.0 - 63.1	55.5 - 67.3	58.8 - 71.3
order clerk	34.4 - 38.9	36.9 - 41.4	39.7 - 43.5
order entry clerk	34.4 - 37.8	36.5 - 39.0	38.6 - 42.9
order supervisor	52.1 - 56.9	55.5 - 65.2	62.2 - 71.8
project coordinator	41.0 - 49.2	44.5 - 53.3	47.8 - 57.2
property administrator	41.0 - 49.2	44.5 - 53.3	47.8 - 57.2

property manager	57.7 - 70.0	63.2 - 76.8	68.6 - 83.3
receptionist	33.8 - 37.2	36.4 - 40.2	39.4 - 43.1
receptionist (bilingual)	33.8 - 37.2	36.4 - 40.2	39.4 - 43.1
sales administrator	41.7 - 50.5	46.0 - 55.8	50.1 - 60.9
sales assistant	39.7 - 44.8	43.9 - 49.7	48.9 - 54.5
service coordinator	38.0 - 43.2	42.1 - 48.4	46.5 - 52.1
supply clerk	37.1 - 42.1	39.2 - 43.8	42.8 - 50.4
underwriting assistant	35.2 - 39.5	38.5 - 44.2	43.4 - 48.6
virtual assistant	31.8 - 36.6	34.8 - 40.1	37.5 - 43.3
virtual receptionist	31.8 - 36.6	34.8 - 40.1	37.5 - 43.3

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	45.9 - 57.7	50.0 - 64.0	55.3 - 71.6
business development manager*	90.8 - 120.8	101.6 - 138.3	115.8 - 159.6
district sales manager**	71.5 - 93.1	81.8 - 108.6	94.4 - 124.7
key accounts manager - consumer goods*	65.4 - 84.4	74.0 - 97.4	84.5 - 111.2
merchandiser - consumer goods	56.6 - 74.2	63.3 - 84.8	71.8 - 96.6
sales representative, account manager - channel manager*	73.0 - 97.7	82.4 - 112.3	93.9 - 127.4
sales representative, account manager - consumer goods*	46.5 - 58.7	51.0 - 65.5	56.5 - 73.2
sales representative, account manager - professional services*	44.5 - 55.5	48.1 - 61.2	52.9 - 68.4
sales representative, account manager - telecommunications*	51.0 - 63.7	55.2 - 70.4	60.7 - 78.7
digital marketing			
digital marketing manager	61.7 - 78.8	71.2 - 92.5	82.3 - 105.0
digital media specialist	37.9 - 48.7	44.2 - 57.9	51.7 - 66.4
digital specialist	45.2 - 60.1	52.5 - 71.0	61.2 - 81.4
e-commerce manager	74.3 - 97.6	83.2 - 111.5	94.4 - 127.1
marketing content manager	47.3 - 60.1	54.3 - 70.3	62.7 - 80.2
social media manager	55.5 - 79.0	69.2 - 97.0	82.7 - 111.0
web manager	62.3 - 81.5	69.4 - 92.5	78.2 - 104.7
web marketing analyst	47.8 - 63.6	55.6 - 75.1	64.6 - 85.7
industrial sales			
sales engineer - distribution*	66.4 - 87.2	73.1 - 97.8	81.5 - 109.4
sales engineer - manufacturing**	56.8 - 76.3	64.6 - 88.2	73.8 - 99.4
sales representative, account manager - distribution*	46.6 - 58.3	50.6 - 64.7	55.9 - 72.4
sales representative, account manager - industrial equipment*	45.0 - 56.2	48.6 - 62.0	53.5 - 69.2
sales representative, account manager - industrial service*	49.9 - 62.4	54.1 - 68.9	59.5 - 77.0
sales representative, account manager - machinery*	49.8 - 62.2	53.9 - 68.7	59.3 - 77.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

sales representative, account manager - manufacturing**	45.1 - 64.4	48.8 - 71.0	53.6 - 78.8
sales representative, account manager - retail network**	50.0 - 62.3	53.9 - 68.9	59.6 - 77.9
technical sales representative - manufacturing**	49.1 - 65.1	55.8 - 75.6	64.3 - 87.5
marketing and communications			
brand or product manager	76.6 - 99.2	85.4 - 112.5	96.2 - 126.5
brand or product manager assistant	60.2 - 81.5	70.4 - 96.4	81.9 - 110.3
communications manager	62.5 - 81.8	69.7 - 93.0	78.6 - 104.7
communications specialist	51.9 - 71.2	61.9 - 85.9	73.2 - 98.3
marketing coordinator	39.3 - 52.6	45.3 - 61.7	52.4 - 70.4
marketing director	88.7 - 121.0	104.6 - 144.4	122.7 - 165.5
marketing project manager	39.3 - 52.6	45.3 - 61.7	52.4 - 70.4
marketing specialist	44.6 - 59.5	51.1 - 69.3	58.7 - 78.6

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.1 - 27.7	24.9 - 29.9	26.7 - 32.0
CNC machinist	18.7 - 22.4	20.4 - 24.0	22.0 - 26.0
conventional machinist	17.9 - 21.0	19.7 - 23.6	21.3 - 25.6
electrician	24.0 - 29.1	26.0 - 31.6	27.9 - 33.9
electromechanical technician	23.8 - 28.0	26.8 - 32.1	29.3 - 35.2
electronics technician	23.4 - 28.1	25.3 - 30.4	27.2 - 32.6
field service technician	23.1 - 27.4	25.6 - 30.3	27.9 - 33.0
heavy equipment mechanic	23.1 - 27.7	25.6 - 30.6	27.8 - 33.4
logistics supervisor	22.0 - 26.1	23.7 - 28.1	25.4 - 30.0
maintenance manager	27.9 - 33.4	30.6 - 36.8	33.2 - 39.9
maintenance mechanic	21.2 - 24.0	23.3 - 27.0	25.3 - 29.3
maintenance planner	20.4 - 23.6	22.2 - 25.7	24.0 - 27.8
maintenance supervisor	26.7 - 32.0	29.2 - 35.0	31.6 - 37.9
millwright	22.8 - 27.4	25.0 - 30.1	27.1 - 32.6
production manager	37.3 - 45.3	40.2 - 48.9	43.1 - 52.4
production supervisor	24.9 - 29.8	27.0 - 32.4	29.1 - 34.9
quality control technician	18.1 - 21.7	19.0 - 23.3	20.8 - 24.9
quality control tester	24.6 - 29.0	27.2 - 32.6	29.6 - 35.6
tool and die maker	23.1 - 27.7	25.3 - 30.4	27.4 - 32.9
warehouse manager	28.0 - 34.6	30.6 - 37.2	32.7 - 39.7
warehouse supervisor	21.7 - 26.0	23.7 - 28.0	25.7 - 30.8
welder	19.0 - 23.4	21.2 - 25.4	22.8 - 27.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

montérégie - brome-missisquoi

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.0 - 16.7	15.7 - 18.2	16.8 - 19.6
electronic parts assembler	14.7 - 17.2	15.7 - 19.0	16.7 - 19.7
forklift operator	16.0 - 18.0	16.0 - 19.0	16.7 - 21.0
general labourer - heavy	14.9 - 17.1	16.2 - 18.6	18.0 - 20.0
general labourer - light	13.8 - 17.0	16.0 - 17.8	17.0 - 19.6
industrial painter	16.0 - 17.9	16.6 - 19.6	17.9 - 21.2
inventory control clerk	15.1 - 18.0	17.0 - 19.0	17.7 - 21.0
machine operator	17.0 - 18.6	18.0 - 21.0	19.0 - 23.0
machine operator assistant	14.6 - 17.0	16.0 - 19.0	18.0 - 19.7
manufacturing worker	13.8 - 16.0	14.8 - 16.7	15.7 - 17.8
material handler	13.8 - 15.9	15.2 - 17.6	17.0 - 19.1
moulding machine operator	16.0 - 19.0	18.0 - 21.0	20.0 - 24.0
picker/packer	13.3 - 16.0	14.3 - 16.6	15.2 - 17.7
production labourer	14.0 - 16.0	14.6 - 16.7	16.0 - 19.0
sandblasting operator	14.6 - 17.1	15.6 - 19.0	16.6 - 19.7
shipping and receiving clerk	16.6 - 18.9	18.1 - 20.7	20.0 - 23.0
supply clerk	15.0 - 16.8	15.6 - 18.2	16.6 - 20.0
warehouse labourer	15.0 - 17.0	15.6 - 17.6	16.8 - 20.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	41.9 - 50.9	45.0 - 54.8	48.1 - 58.5
administrative assistant	36.0 - 43.1	38.8 - 46.7	41.7 - 50.1
administrative assistant (bilingual)	38.2 - 45.1	40.3 - 48.8	43.1 - 55.0
administrative manager	50.4 - 61.4	53.5 - 65.1	56.5 - 68.8
benefits clerk	35.5 - 41.5	39.0 - 45.7	42.3 - 49.5
buyer assistant	35.6 - 41.6	39.5 - 46.3	43.0 - 50.4
contracts administrator	83.0 - 97.7	89.7 - 105.6	96.4 - 113.3

data entry clerk	29.6 - 34.0	32.2 - 37.0	34.5 - 39.9
dispatcher	39.8 - 42.2	42.1 - 45.0	44.1 - 48.0
document controller	30.1 - 34.5	32.8 - 37.7	35.1 - 40.5
documentation specialist	30.7 - 35.2	34.8 - 40.1	38.0 - 43.9
executive assistant	47.8 - 58.9	53.4 - 65.7	58.6 - 72.2
executive assistant (bilingual)	50.1 - 59.3	59.1 - 62.6	61.9 - 75.0
executive legal assistant	50.1 - 59.3	59.1 - 62.6	61.9 - 75.0
file clerk	31.3 - 35.9	35.1 - 40.5	38.2 - 44.2
human resources assistant	37.7 - 44.2	41.2 - 48.3	44.3 - 51.8
import/export clerk	34.2 - 39.8	37.6 - 44.1	40.8 - 47.8
import/export coordinator	49.8 - 59.7	53.5 - 64.2	57.2 - 68.7
insurance claims clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
invoicing clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
law clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
lease administrator	35.1 - 42.5	38.1 - 46.3	41.1 - 50.0
legal assistant	42.3 - 51.3	48.5 - 58.9	54.1 - 65.8
mailroom clerk	29.6 - 33.5	32.1 - 36.4	34.1 - 38.8
office clerk	33.1 - 38.1	35.3 - 40.8	37.4 - 43.3
office manager	50.2 - 60.9	53.5 - 65.0	56.7 - 68.9
office/operations manager	50.2 - 60.9	53.5 - 65.0	56.7 - 68.9
order clerk	30.8 - 35.3	33.6 - 38.6	36.1 - 41.7
order entry clerk	30.8 - 35.3	33.6 - 38.6	36.1 - 41.7
order supervisor	46.3 - 54.9	51.7 - 61.3	56.8 - 67.3
project coordinator	39.6 - 47.6	43.0 - 51.6	46.2 - 55.5
property administrator	39.6 - 47.6	43.0 - 51.6	46.2 - 55.5
property manager	55.6 - 67.6	61.0 - 74.2	66.2 - 80.7
receptionist	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7
receptionist (bilingual)	35.0 - 37.5	37.0 - 40.5	40.2 - 45.0
sales administrator	40.4 - 49.0	44.6 - 54.2	48.6 - 59.1
sales assistant	36.0 - 42.1	38.4 - 45.0	41.0 - 48.0
service coordinator	35.0 - 41.8	37.7 - 45.2	40.4 - 48.5
supply clerk	38.0 - 40.3	40.0 - 42.5	42.0 - 45.0
underwriting assistant	30.1 - 33.7	33.1 - 37.2	35.9 - 40.5
virtual assistant	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7
virtual receptionist	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.0 - 26.6	25.0 - 30.0	27.0 - 33.0
CNC machinist	17.9 - 21.4	19.5 - 23.4	23.0 - 25.3
conventional machinist	17.1 - 20.0	18.8 - 22.6	20.4 - 24.0
electrician	22.7 - 27.0	24.0 - 29.8	26.3 - 32.0
electromechanical technician	22.3 - 26.8	25.2 - 30.3	27.6 - 33.2
electronics technician	23.8 - 26.4	25.7 - 30.0	29.0 - 32.0
field service technician	21.7 - 25.8	24.1 - 28.6	26.2 - 31.1
heavy equipment mechanic	21.8 - 26.2	24.2 - 29.0	26.3 - 31.6
logistics supervisor	22.0 - 70.0	24.0 - 28.0	25.0 - 33.0
maintenance manager	29.0 - 34.0	33.0 - 37.0	35.0 - 42.0
maintenance mechanic	20.0 - 23.1	22.0 - 25.4	23.8 - 27.6
maintenance planner	19.0 - 22.6	21.3 - 24.6	22.9 - 26.0
maintenance supervisor	27.0 - 31.0	29.0 - 34.0	32.0 - 37.0
millwright	21.0 - 25.8	23.6 - 28.3	25.0 - 30.6
production manager	35.2 - 43.0	38.1 - 46.0	40.9 - 50.0
production supervisor	25.0 - 30.0	28.0 - 33.0	30.0 - 35.0
quality control technician	17.3 - 20.7	18.6 - 22.3	19.8 - 23.8
quality control tester	23.1 - 27.7	25.6 - 30.7	27.9 - 33.0
tool and die maker	22.1 - 26.4	24.2 - 29.0	26.2 - 31.4
warehouse manager	26.8 - 32.6	28.8 - 35.1	30.8 - 37.6
warehouse supervisor	22.0 - 27.0	24.0 - 28.0	24.6 - 33.0
welder	18.7 - 22.4	20.3 - 24.3	21.8 - 26.1

montérégie - la haute-yamaska

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	34.0 - 40.0	37.0 - 44.0	40.0 - 48.0
customer service manager	55.0 - 56.0	56.0 - 58.0	58.0 - 65.0
customer service representative	38.0 - 41.0	42.0 - 44.0	45.0 - 47.0
customer service supervisor	55.0 - 56.0	56.0 - 58.0	58.0 - 60.0
customer service team lead	42.0 - 43.0	43.0 - 44.0	44.0 - 45.0
customer service trainer	42.0 - 43.0	43.0 - 44.0	44.0 - 45.0
e-chat representative	34.0 - 40.0	37.0 - 44.0	40.0 - 78.0
fundraiser agent	45.0 - 56.0	50.0 - 61.0	54.0 - 68.0
help desk representative - level 1	38.0 - 41.0	42.0 - 44.0	45.0 - 47.0
inside sales manager	61.0 - 75.0	67.0 - 83.0	72.0 - 85.0
inside sales representative	46.3 - 55.0	48.9 - 58.0	51.4 - 61.0
junior collection agent	29.1 - 34.0	31.5 - 37.0	33.8 - 39.9
order desk	30.2 - 34.5	32.9 - 37.7	35.3 - 40.7
service coordinator	34.4 - 41.1	37.1 - 44.5	39.8 - 47.8
survey agent	29.5 - 33.7	32.1 - 36.7	34.2 - 39.4
telemarketing agent	29.7 - 34.3	31.8 - 36.8	33.9 - 39.4
telephone dispatcher	34.8 - 40.7	37.8 - 44.3	40.6 - 47.6

engineering

	entry	mid	senior
construction			
architect	54.1 - 72.1	61.6 - 84.0	71.1 - 96.6
architectural drafter	42.6 - 55.5	49.6 - 65.9	58.3 - 78.0
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	51.5 - 67.8	58.8 - 78.8	67.5 - 90.3
civil engineer	54.0 - 77.2	65.9 - 89.7	75.7 - 102.1
civil engineering drafter	45.6 - 58.0	52.2 - 67.3	59.8 - 76.7
civil engineering technologist	42.2 - 55.2	47.7 - 63.6	54.4 - 72.5
civil project engineer	56.0 - 80.0	76.4 - 107.5	88.9 - 124.3

civil project manager	70.3 - 94.8	79.6 - 109.3	91.0 - 124.0
construction coordinator	45.1 - 60.3	50.8 - 69.1	57.6 - 78.7
construction director	95.2 - 126.6	122.3 - 162.7	152.4 - 202.6
construction manager	67.4 - 88.7	74.0 - 99.5	82.7 - 112.3
construction project manager	54.0 - 81.0	69.7 - 98.5	81.4 - 113.3
contracts administrator	54.5 - 72.6	62.1 - 84.2	71.2 - 96.0
contracts manager	83.5 - 106.4	93.8 - 121.8	106.7 - 139.3
demand planner	44.2 - 61.2	53.3 - 74.1	63.1 - 85.2
director of operations	116.7 - 157.0	153.9 - 207.2	196.3 - 264.2
drafter	49.2 - 72.0	64.8 - 82.9	73.4 - 94.2
electrical designer/engineer	72.7 - 98.9	85.0 - 118.2	100.2 - 137.4
electrical engineer	79.6 - 108.4	93.1 - 129.5	109.8 - 150.5
electrical engineering technician	58.1 - 74.9	66.5 - 87.0	76.2 - 99.4
electrical inspector	45.2 - 60.7	52.3 - 70.9	60.2 - 81.4
engineering manager	89.6 - 121.6	102.7 - 142.0	118.7 - 162.8
environmental engineer	66.2 - 90.0	75.7 - 103.6	87.5 - 119.0
environmental inspector	54.0 - 72.0	55.7 - 73.1	62.3 - 82.0
estimation engineer	61.2 - 93.6	85.2 - 117.2	99.2 - 135.2
estimator	54.0 - 72.0	69.6 - 96.0	83.8 - 112.7
facilities manager	70.6 - 84.0	81.5 - 112.1	94.8 - 128.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	67.0 - 86.6	77.2 - 101.3	88.8 - 115.4
health and safety specialist	71.5 - 94.7	82.0 - 110.8	94.7 - 126.6
HVAC drafter	49.2 - 73.8	64.4 - 84.4	72.8 - 94.8
HVAC engineer	60.0 - 80.4	65.9 - 89.8	75.8 - 114.0
materials manager	83.4 - 110.8	92.5 - 125.4	104.2 - 141.7
mechanical designer	56.6 - 75.1	65.4 - 87.8	76.9 - 99.5
mechanical drafter	48.0 - 67.2	56.4 - 79.9	68.6 - 94.0
mechanical engineer	60.0 - 78.0	77.0 - 108.0	99.6 - 126.0
mechanical engineering technican	55.8 - 73.6	63.7 - 85.3	73.0 - 96.6
operations manager	86.8 - 118.7	98.5 - 136.7	112.3 - 154.0
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	43.7 - 55.9	49.7 - 64.3	56.4 - 72.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	78.0 - 102.0	96.0 - 126.0	114.8 - 153.0
project manager	81.6 - 113.5	95.3 - 134.6	111.2 - 154.3
purchasing manager	90.5 - 120.7	102.7 - 139.2	117.2 - 156.8

QA/QC inspector	60.0 - 78.5	68.3 - 92.2	78.8 - 106.0
quality control engineer	72.0 - 93.6	79.7 - 108.1	91.1 - 122.9
quality inspector	48.0 - 62.4	54.2 - 72.0	57.6 - 78.0
safety inspector	69.2 - 91.0	78.6 - 104.9	89.4 - 118.6
site supervisor	66.0 - 76.8	75.0 - 115.1	95.5 - 129.5
specification writer	57.6 - 74.4	65.3 - 85.7	74.2 - 96.8
structural designer	54.0 - 70.9	61.3 - 81.6	69.7 - 92.4
structural engineer	60.0 - 84.0	80.3 - 109.6	92.5 - 125.5
structural engineering technologist	48.0 - 67.2	64.2 - 87.6	74.0 - 100.4
superintendent	78.0 - 114.0	90.0 - 138.0	102.0 - 216.0
supply chain manager	89.0 - 119.6	102.1 - 138.8	117.0 - 156.0

energy & oil

applications engineer	76.9 - 103.4	90.2 - 123.4	106.0 - 141.1
architect	65.0 - 86.8	74.2 - 101.0	85.6 - 116.4
architectural drafter	51.1 - 66.6	59.6 - 79.2	70.0 - 93.7
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	69.4 - 92.5	79.0 - 107.5	90.7 - 123.1
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	61.9 - 81.6	70.7 - 94.9	81.1 - 108.7
chemical engineer	87.4 - 116.2	97.0 - 131.4	109.0 - 147.6
chemical technician	59.8 - 78.4	66.6 - 89.4	75.4 - 102.7
chief inspector	57.4 - 75.7	64.6 - 86.5	73.0 - 97.3
civil engineer	69.6 - 92.9	79.2 - 108.0	91.1 - 123.0
civil engineering drafter	54.8 - 69.7	62.6 - 81.0	71.9 - 92.3
civil engineering technologist	50.6 - 66.2	57.4 - 76.3	65.4 - 87.1
civil project engineer	79.6 - 109.9	91.9 - 129.5	107.0 - 149.8
civil project manager	84.6 - 114.1	95.9 - 131.6	109.6 - 149.4
coating inspector	40.0 - 52.2	45.2 - 60.2	51.6 - 68.6
commissioning and start up engineer	66.8 - 89.8	77.0 - 105.5	89.5 - 120.4
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	45.2 - 60.4	50.8 - 69.2	57.7 - 78.9

construction director	114.6 - 152.5	147.4 - 196.1	183.6 - 244.2
construction manager	81.1 - 106.8	89.0 - 119.9	99.5 - 135.2
construction project manager	71.9 - 100.0	83.9 - 118.6	97.9 - 136.4
continuous improvement engineer	82.2 - 108.4	91.8 - 123.2	103.6 - 138.5
contracts administrator	65.5 - 87.4	74.6 - 101.4	85.6 - 115.7
contracts manager	100.6 - 128.2	112.9 - 146.8	128.5 - 167.8
control technician	53.2 - 70.2	60.8 - 81.6	69.7 - 93.1
controls designer/engineer	55.3 - 74.4	63.7 - 87.1	73.6 - 99.8
craft inspector	40.6 - 50.9	50.0 - 83.3	71.0 - 95.2
demand planner	53.0 - 73.7	64.1 - 89.3	75.8 - 102.6
director of operations	140.5 - 189.2	185.5 - 249.8	236.6 - 318.5
drafter	57.6 - 72.5	64.9 - 83.2	73.6 - 94.6
electrical designer/engineer	72.8 - 99.1	85.2 - 118.6	100.6 - 137.9
electrical engineer	79.8 - 108.7	93.4 - 130.0	110.2 - 151.1
electrical engineering technician	58.2 - 75.0	66.6 - 87.2	76.4 - 99.6
electrical inspector	45.2 - 60.7	52.3 - 71.0	60.4 - 81.5
electrical test engineer	76.9 - 103.7	88.8 - 122.3	103.4 - 141.0
engineering manager	89.9 - 122.0	103.0 - 142.4	119.2 - 163.4
environmental engineer	66.4 - 88.7	75.8 - 103.9	87.7 - 119.5
environmental inspector	50.6 - 65.2	55.8 - 73.2	62.4 - 82.2
estimation engineer	74.0 - 99.8	85.4 - 117.7	99.5 - 135.8
estimator	66.8 - 87.7	74.4 - 99.7	84.0 - 113.0
expediter	42.8 - 55.3	48.6 - 63.8	55.4 - 72.7
facilities manager	70.8 - 95.4	81.7 - 112.6	95.2 - 129.4
field service engineer	56.5 - 75.5	64.6 - 88.0	74.5 - 102.4
general inspector	55.8 - 73.6	62.8 - 84.0	70.9 - 94.7
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	70.2 - 92.0	79.3 - 106.6	91.0 - 121.8
geotechnical technician	63.2 - 82.8	71.4 - 95.9	81.9 - 109.6
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	67.1 - 86.9	77.3 - 101.6	89.0 - 115.8
health and safety specialist	71.6 - 94.9	82.1 - 111.1	95.0 - 127.1
HVAC drafter	57.2 - 73.9	64.6 - 84.6	73.0 - 95.0
HVAC engineer	57.5 - 77.0	66.0 - 90.0	76.1 - 102.5
industrial engineer	76.2 - 100.2	84.8 - 113.9	95.6 - 128.0
inventory analyst	57.6 - 72.0	71.0 - 84.0	83.9 - 108.0
inventory control manager	68.5 - 90.4	76.9 - 103.4	87.2 - 120.0
logistics manager	66.7 - 89.6	76.6 - 105.1	88.7 - 120.5
logistics specialist	62.2 - 83.3	71.4 - 97.4	82.4 - 111.0
materials manager	83.6 - 111.2	92.8 - 125.9	104.4 - 142.2
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4

mechanical designer	56.6 - 75.4	65.5 - 88.1	75.2 - 99.8
mechanical drafter	52.8 - 69.1	59.6 - 80.0	68.8 - 94.2
mechanical engineer	80.3 - 107.3	91.4 - 124.7	105.1 - 142.6
mechanical engineering technican	55.9 - 73.7	63.8 - 85.6	73.1 - 96.8
operations manager	87.0 - 119.0	98.8 - 137.3	112.7 - 154.6
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	78.1 - 102.6	88.4 - 118.8	101.5 - 136.8
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	69.0 - 91.1	77.3 - 104.4	87.8 - 118.9
planner/scheduler	43.7 - 56.0	49.8 - 64.4	56.5 - 72.7
plant manager	96.4 - 136.1	116.5 - 166.0	139.7 - 194.4
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	66.6 - 89.3	76.3 - 104.6	88.3 - 119.4
procurement director	103.4 - 138.0	137.6 - 183.0	167.5 - 223.1
procurement specialist	53.2 - 69.6	66.0 - 78.0	76.0 - 102.0
program manager	78.4 - 102.2	89.5 - 118.9	103.0 - 136.3
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	95.8 - 123.8	104.2 - 137.4	115.3 - 153.6
project manager	81.8 - 114.0	95.5 - 135.1	111.6 - 154.9
purchasing manager	90.7 - 121.2	103.1 - 139.7	117.7 - 157.6
QA/QC inspector	58.9 - 78.6	68.4 - 92.4	90.0 - 106.3
quality assurance manager	86.3 - 113.3	95.8 - 128.2	107.5 - 143.9
quality assurance/control technician	65.9 - 88.0	76.7 - 103.9	89.2 - 118.6
quality control engineer	70.6 - 93.8	79.9 - 108.5	91.4 - 123.4
quality inspector	48.0 - 62.4	60.0 - 78.0	66.0 - 84.0
safety inspector	69.4 - 91.2	78.8 - 105.1	89.8 - 119.0
SCADA engineer	68.0 - 91.2	77.9 - 106.6	89.9 - 121.9
site supervisor	78.0 - 102.8	85.8 - 115.4	95.9 - 130.0
sourcing engineer	59.2 - 79.3	67.8 - 92.8	78.5 - 106.6
specification writer	57.6 - 74.6	65.4 - 85.9	74.3 - 97.1
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	56.9 - 73.9	63.5 - 84.0	70.8 - 94.0
structural designer	54.0 - 71.0	61.3 - 81.8	69.8 - 92.6
structural engineer	70.7 - 94.3	80.4 - 109.9	92.8 - 126.0
structural engineering technologist	56.5 - 75.5	64.3 - 87.9	74.2 - 100.8
superintendent	43.6 - 55.9	48.8 - 64.0	55.4 - 72.5
supply chain manager	89.4 - 120.1	102.4 - 139.3	117.4 - 156.6
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	58.9 - 77.2	66.7 - 88.9	76.2 - 101.8
transmission line engineer	81.2 - 103.7	88.2 - 115.0	97.3 - 127.9
transportation manager	82.9 - 110.6	94.2 - 127.9	107.8 - 146.0

turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	56.8 - 74.6	64.6 - 86.0	73.4 - 97.4
manufacturing			
applications engineer	78.0 - 96.2	90.2 - 123.2	105.8 - 141.0
automation engineer	69.4 - 92.5	78.8 - 107.5	90.7 - 123.0
buyer	61.9 - 81.6	70.7 - 96.0	81.1 - 114.0
chemical engineer	74.4 - 88.8	81.6 - 109.2	90.0 - 114.0
chemical technician	59.8 - 78.4	66.5 - 89.4	75.4 - 102.6
cmm programmer	51.5 - 66.7	57.5 - 75.7	64.7 - 85.0
CNC programmer	55.0 - 73.2	62.6 - 85.0	72.0 - 97.6
coating inspector	40.0 - 52.2	45.2 - 60.2	51.6 - 68.6
commissioning and start up engineer	66.8 - 89.9	77.2 - 105.6	89.6 - 121.1
continuous improvement engineer	75.6 - 85.2	85.0 - 105.6	103.4 - 132.0
contracts administrator	65.5 - 87.2	74.6 - 101.3	85.6 - 115.6
contracts manager	100.4 - 128.0	112.8 - 146.6	128.4 - 167.6
control technician	53.2 - 70.2	60.8 - 81.6	69.7 - 93.0
controls designer/engineer	62.4 - 78.0	64.8 - 92.0	91.5 - 126.0
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	53.0 - 73.6	64.1 - 89.2	75.8 - 102.5
director of operations	140.4 - 189.0	185.3 - 249.5	236.4 - 318.1
drafter	57.6 - 72.5	64.8 - 83.0	73.6 - 98.4
electrical designer/engineer	72.8 - 99.1	85.2 - 118.4	100.4 - 137.8
electrical engineer	79.7 - 108.6	93.4 - 129.8	110.0 - 150.8
electrical engineering technician	58.2 - 75.0	66.5 - 87.1	76.3 - 99.5
electrical inspector	45.2 - 60.7	52.3 - 70.9	60.4 - 81.5
electrical test engineer	76.9 - 103.7	88.7 - 122.2	103.3 - 168.0
engineering manager	74.8 - 101.6	85.8 - 118.6	99.2 - 136.1
environmental engineer	55.2 - 73.9	63.2 - 86.5	73.1 - 99.5
environmental inspector	42.2 - 54.3	46.5 - 60.9	51.9 - 68.4
estimation engineer	61.7 - 83.1	71.2 - 98.0	82.9 - 113.0
estimator	55.7 - 73.0	62.0 - 83.0	69.9 - 94.1
field service engineer	47.1 - 62.8	53.7 - 73.3	62.0 - 85.2
field service technician	46.1 - 60.8	53.5 - 71.2	61.6 - 81.3
general inspector	46.5 - 61.3	52.3 - 70.0	59.1 - 78.9
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
head of workshop and assembly	143.9 - 202.0	201.5 - 290.1	260.6 - 368.1
health and safety manager	55.8 - 72.3	64.4 - 84.6	74.2 - 96.4
health and safety specialist	59.6 - 79.0	68.4 - 92.5	79.1 - 105.8
HVAC drafter	47.7 - 61.6	53.8 - 70.5	60.8 - 79.1
HVAC engineer	47.9 - 64.1	54.9 - 74.9	63.3 - 85.3
industrial engineer	63.4 - 83.4	70.6 - 94.8	79.7 - 106.6

inventory analyst	44.4 - 58.4	50.7 - 67.7	58.0 - 77.4
inventory control manager	57.1 - 75.3	64.0 - 86.2	72.6 - 97.8
logistics manager	55.6 - 74.6	63.8 - 87.5	73.9 - 100.3
logistics specialist	51.8 - 69.3	59.5 - 81.1	68.6 - 92.4
machining manager	54.5 - 70.6	60.6 - 80.2	68.5 - 91.3
maintenance manager	56.5 - 74.9	65.0 - 87.0	74.1 - 97.2
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	60.0 - 80.2	68.4 - 93.4	78.7 - 106.2
materials manager	69.6 - 92.6	77.2 - 104.8	87.0 - 118.4
mechanical designer	47.2 - 62.8	54.5 - 73.3	62.7 - 83.1
mechanical drafter	44.0 - 57.5	49.7 - 66.7	57.3 - 78.5
mechanical engineer	66.8 - 89.3	76.1 - 103.8	87.6 - 118.6
mechanical engineering technican	46.6 - 61.4	53.2 - 71.3	60.9 - 80.6
operations manager	72.4 - 99.1	82.2 - 114.3	93.8 - 128.7
planner/scheduler	36.4 - 46.7	41.4 - 53.6	47.1 - 60.6
plant manager	80.3 - 113.2	97.0 - 138.2	116.3 - 161.8
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	55.4 - 74.3	63.6 - 87.1	73.5 - 99.4
procurement director	83.0 - 99.0	75.0 - 105.0	90.0 - 140.0
procurement specialist	58.0 - 65.0	60.0 - 75.0	65.0 - 82.0
production manager	74.8 - 99.1	84.0 - 113.5	95.6 - 128.9
production planner	58.0 - 68.0	65.0 - 75.0	68.0 - 85.0
program manager	65.2 - 85.1	74.6 - 99.0	85.8 - 113.5
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	65.0 - 74.0	73.5 - 114.3	96.0 - 127.9
project manager	68.1 - 94.9	79.6 - 112.5	92.9 - 129.0
purchasing manager	75.6 - 100.9	85.8 - 116.3	98.0 - 131.1
QA/QC inspector	49.0 - 65.5	56.9 - 76.9	65.8 - 88.5
quality assurance manager	71.8 - 94.3	79.7 - 106.6	89.6 - 119.8
quality assurance/control technician	54.9 - 73.3	63.9 - 86.5	74.2 - 98.7
quality control engineer	58.8 - 78.1	66.5 - 90.3	76.1 - 102.6
quality inspector	35.7 - 45.7	39.9 - 52.2	45.2 - 59.1
safety inspector	57.8 - 75.9	65.6 - 87.6	74.7 - 99.1
SCADA engineer	56.7 - 75.9	64.9 - 88.7	74.9 - 101.5
site supervisor	65.0 - 85.7	71.5 - 96.1	79.8 - 108.2
sourcing engineer	49.3 - 66.0	56.5 - 77.3	65.3 - 88.8
specification writer	48.0 - 62.1	54.4 - 71.5	61.9 - 80.8
stationary engineer	47.4 - 61.5	52.9 - 69.9	59.5 - 78.3
supply chain manager	74.4 - 100.0	85.3 - 116.0	97.7 - 130.4
transportation manager	69.0 - 92.1	78.4 - 106.5	89.7 - 121.5
turnaround coordinator	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
warehouse manager	56.7 - 74.6	63.2 - 84.9	71.4 - 96.1

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.6 - 17.0	15.9 - 18.0	17.1 - 20.0
electronic parts assembler	14.9 - 17.0	16.0 - 18.8	16.9 - 20.0
forklift operator	16.0 - 18.0	15.7 - 19.0	17.0 - 21.0
general labourer - heavy	15.2 - 17.4	16.0 - 19.0	17.7 - 20.0
general labourer - light	13.9 - 17.0	15.8 - 18.1	17.3 - 20.0
industrial painter	16.0 - 18.2	16.9 - 19.9	18.2 - 21.0
inventory control clerk	15.4 - 17.6	16.7 - 19.3	18.0 - 20.8
machine operator	17.0 - 18.9	18.0 - 20.8	18.8 - 23.0
machine operator assistant	14.8 - 16.8	16.3 - 19.0	17.6 - 20.0
manufacturing worker	14.0 - 15.8	15.0 - 17.0	16.0 - 18.1
material handler	14.0 - 16.2	15.4 - 17.9	16.7 - 19.4
moulding machine operator	16.0 - 19.0	18.0 - 22.0	21.0 - 24.0
picker/packer	13.0 - 15.6	14.0 - 16.8	15.0 - 18.0
production labourer	14.0 - 16.0	14.8 - 17.0	16.2 - 18.7
sandblasting operator	14.8 - 17.3	15.9 - 18.7	16.9 - 20.0
shipping and receiving clerk	16.8 - 19.2	18.3 - 20.9	19.8 - 22.6
supply clerk	14.7 - 17.0	15.9 - 18.4	16.9 - 19.7
warehouse labourer	15.0 - 17.0	15.8 - 17.9	17.1 - 20.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	41.9 - 50.9	45.0 - 54.8	48.1 - 58.5
administrative assistant	36.0 - 43.1	38.8 - 46.7	41.7 - 50.1
administrative assistant (bilingual)	38.0 - 45.0	40.0 - 48.0	43.0 - 55.0
administrative manager	50.4 - 61.4	53.5 - 65.1	56.5 - 68.8
benefits clerk	35.5 - 41.5	39.0 - 45.7	42.3 - 49.5
buyer assistant	35.6 - 41.6	39.5 - 46.3	43.0 - 50.4
contracts administrator	83.0 - 97.7	89.7 - 105.6	96.4 - 113.3
data entry clerk	29.6 - 34.0	32.2 - 37.0	34.5 - 39.9
dispatcher	40.0 - 43.0	42.0 - 45.0	44.0 - 48.0
document controller	30.1 - 34.5	32.8 - 37.7	35.1 - 40.5
documentation specialist	30.7 - 35.2	34.8 - 40.1	38.0 - 43.9
executive assistant	47.8 - 58.9	53.4 - 65.7	58.6 - 72.2

executive assistant (bilingual)	50.0 - 60.0	59.0 - 63.0	62.0 - 75.0
executive legal assistant	50.0 - 60.0	59.0 - 63.0	62.0 - 75.0
file clerk	31.3 - 35.9	35.1 - 40.5	38.2 - 44.2
human resources assistant	37.7 - 44.2	41.2 - 48.3	44.3 - 51.8
import/export clerk	34.2 - 39.8	37.6 - 44.1	40.8 - 47.8
import/export coordinator	49.8 - 59.7	53.5 - 64.2	57.2 - 68.7
insurance claims clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
invoicing clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
law clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
lease administrator	35.1 - 42.5	38.1 - 46.3	41.1 - 50.0
legal assistant	42.3 - 51.3	48.5 - 58.9	54.1 - 65.8
mailroom clerk	29.6 - 33.5	32.1 - 36.4	34.1 - 38.8
office clerk	33.1 - 38.1	35.3 - 40.8	37.4 - 43.3
office manager	50.2 - 60.9	53.5 - 65.0	56.7 - 68.9
office/operations manager	50.2 - 60.9	53.5 - 65.0	56.7 - 68.9
order clerk	30.8 - 35.3	33.6 - 38.6	36.1 - 41.7
order entry clerk	30.8 - 35.3	33.6 - 38.6	36.1 - 41.7
order supervisor	46.3 - 54.9	51.7 - 61.3	56.8 - 67.3
project coordinator	39.6 - 47.6	43.0 - 51.6	46.2 - 55.5
property administrator	39.6 - 47.6	43.0 - 51.6	46.2 - 55.5
property manager	55.6 - 67.6	61.0 - 74.2	66.2 - 80.7
receptionist	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7
receptionist (bilingual)	35.0 - 37.1	36.9 - 40.1	40.0 - 45.0
sales administrator	40.4 - 49.0	44.6 - 54.2	48.6 - 59.1
sales assistant	36.0 - 42.1	38.4 - 45.0	41.0 - 48.0
service coordinator	35.0 - 41.8	37.7 - 45.2	40.4 - 48.5
supply clerk	38.0 - 40.3	40.0 - 42.0	41.8 - 45.0
underwriting assistant	30.1 - 33.7	33.1 - 37.2	35.9 - 40.5
virtual assistant	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7
virtual receptionist	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.0 - 26.9	25.0 - 30.0	27.0 - 33.0
CNC machinist	18.2 - 21.3	19.0 - 22.9	22.7 - 25.0
conventional machinist	17.4 - 20.0	19.1 - 22.9	20.0 - 24.0
electrician	23.2 - 27.0	24.0 - 30.0	26.0 - 32.0
electromechanical technician	22.0 - 27.3	25.0 - 30.0	28.1 - 33.0
electronics technician	24.1 - 26.0	25.8 - 30.0	29.0 - 32.0
field service technician	22.1 - 26.2	24.0 - 29.1	26.0 - 31.0
heavy equipment mechanic	22.4 - 26.0	24.0 - 29.0	26.0 - 32.0
logistics supervisor	22.0 - 70.0	24.0 - 28.0	24.6 - 33.0
maintenance manager	29.0 - 34.0	33.0 - 37.0	35.0 - 42.0
maintenance mechanic	20.3 - 23.0	22.4 - 25.0	24.3 - 28.1
maintenance planner	19.0 - 23.0	21.0 - 25.0	23.3 - 26.0
maintenance supervisor	27.0 - 31.0	29.0 - 34.0	32.0 - 36.9
millwright	21.0 - 26.2	24.0 - 28.0	25.0 - 31.3
production manager	35.0 - 43.0	38.0 - 46.0	41.0 - 50.0
production supervisor	25.0 - 30.0	28.0 - 33.0	30.0 - 35.0
quality control technician	17.0 - 21.0	18.9 - 22.0	20.2 - 24.2
quality control tester	23.0 - 28.2	26.0 - 31.3	28.4 - 33.0
tool and die maker	22.4 - 26.0	24.0 - 29.0	26.0 - 31.0
warehouse manager	27.1 - 33.0	29.2 - 35.0	31.2 - 38.1
warehouse supervisor	22.0 - 27.0	24.0 - 27.6	24.9 - 33.0
welder	19.0 - 22.0	20.0 - 24.0	22.2 - 26.0

montérégie - les maskoutains

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	34.0 - 40.0	37.0 - 44.0	40.0 - 48.0
customer service manager	55.0 - 56.0	56.0 - 58.0	58.0 - 65.0
customer service representative	38.0 - 41.0	42.0 - 44.0	45.0 - 47.0
customer service supervisor	55.0 - 56.0	56.0 - 58.0	58.0 - 60.0
customer service team lead	42.0 - 43.0	43.0 - 44.0	44.0 - 45.0
customer service trainer	42.0 - 43.0	43.0 - 44.0	44.0 - 45.0
e-chat representative	34.0 - 40.0	37.0 - 44.0	40.0 - 78.0
fundraiser agent	45.0 - 56.0	50.0 - 61.0	54.0 - 68.0
help desk representative - level 1	38.0 - 41.0	42.0 - 44.0	45.0 - 47.0
inside sales manager	61.0 - 75.0	67.0 - 83.0	72.0 - 85.0
inside sales representative	46.3 - 55.0	48.9 - 58.0	51.4 - 61.0
junior collection agent	29.1 - 34.0	31.5 - 37.0	33.8 - 39.9
order desk	30.2 - 34.5	32.9 - 37.7	35.3 - 40.7
service coordinator	34.4 - 41.1	37.1 - 44.5	39.8 - 47.8
survey agent	29.5 - 33.7	32.1 - 36.7	34.2 - 39.4
telemarketing agent	29.7 - 34.3	31.8 - 36.8	33.9 - 39.4
telephone dispatcher	34.8 - 40.7	37.8 - 44.3	40.6 - 47.6

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.7 - 17.0	16.0 - 18.0	17.1 - 20.0
electronic parts assembler	15.0 - 17.0	16.0 - 18.8	17.0 - 20.0
forklift operator	16.0 - 18.0	15.9 - 19.0	17.2 - 21.0
general labourer - heavy	15.3 - 17.0	16.0 - 19.1	17.8 - 20.0
general labourer - light	14.0 - 17.0	15.9 - 18.2	17.4 - 20.0
industrial painter	15.6 - 18.3	17.0 - 20.0	18.2 - 21.0
inventory control clerk	15.0 - 17.8	16.9 - 19.0	18.2 - 21.0
machine operator	17.0 - 18.9	18.0 - 20.8	18.8 - 23.0

machine operator assistant	14.9 - 16.9	16.3 - 19.0	17.6 - 20.1
manufacturing worker	14.0 - 15.9	15.0 - 17.0	16.0 - 18.2
material handler	14.2 - 16.4	15.0 - 18.1	16.9 - 19.0
moulding machine operator	16.0 - 19.0	18.0 - 22.0	21.0 - 24.0
picker/packer	13.0 - 15.8	14.0 - 17.1	15.0 - 18.2
production labourer	14.0 - 16.0	15.0 - 17.2	16.0 - 18.9
sandblasting operator	14.8 - 17.4	15.9 - 18.7	17.0 - 20.0
shipping and receiving clerk	17.0 - 19.4	18.0 - 21.2	20.0 - 22.8
supply clerk	14.9 - 17.3	16.1 - 18.0	17.1 - 19.9
warehouse labourer	15.0 - 17.0	16.0 - 18.2	17.3 - 19.7

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	41.9 - 50.9	45.0 - 54.8	48.1 - 58.5
administrative assistant	36.0 - 43.1	38.8 - 46.7	41.7 - 50.1
administrative assistant (bilingual)	38.0 - 45.0	40.0 - 48.0	43.0 - 55.0
administrative manager	50.4 - 61.4	53.5 - 65.1	56.5 - 68.8
benefits clerk	35.5 - 41.5	39.0 - 45.7	42.3 - 49.5
buyer assistant	35.6 - 41.6	39.5 - 46.3	43.0 - 50.4
contracts administrator	83.0 - 97.7	89.7 - 105.6	96.4 - 113.3
data entry clerk	29.6 - 34.0	32.2 - 37.0	34.5 - 39.9
dispatcher	40.0 - 42.0	41.7 - 45.0	44.3 - 48.5
document controller	30.1 - 34.5	32.8 - 37.7	35.1 - 40.5
documentation specialist	30.7 - 35.2	34.8 - 40.1	38.0 - 43.9
executive assistant	47.8 - 58.9	53.4 - 65.7	58.6 - 72.2
executive assistant (bilingual)	50.0 - 59.3	59.0 - 62.1	62.0 - 75.0
executive legal assistant	50.0 - 59.3	59.0 - 62.1	62.0 - 75.0
file clerk	31.3 - 35.9	35.1 - 40.5	38.2 - 44.2
human resources assistant	37.7 - 44.2	41.2 - 48.3	44.3 - 51.8
import/export clerk	34.2 - 39.8	37.6 - 44.1	40.8 - 47.8
import/export coordinator	49.8 - 59.7	53.5 - 64.2	57.2 - 68.7
insurance claims clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
invoicing clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
law clerk	34.3 - 39.9	37.5 - 43.9	40.5 - 47.4
lease administrator	35.1 - 42.5	38.1 - 46.3	41.1 - 50.0
legal assistant	42.3 - 51.3	48.5 - 58.9	54.1 - 65.8
mailroom clerk	29.6 - 33.5	32.1 - 36.4	34.1 - 38.8
office clerk	33.1 - 38.1	35.3 - 40.8	37.4 - 43.3

office manager	50.2 - 60.9	53.5 - 65.0	56.7 - 68.9
office/operations manager	50.2 - 60.9	53.5 - 65.0	56.7 - 68.9
order clerk	30.8 - 35.3	33.6 - 38.6	36.1 - 41.7
order entry clerk	30.8 - 35.3	33.6 - 38.6	36.1 - 41.7
order supervisor	46.3 - 54.9	51.7 - 61.3	56.8 - 67.3
project coordinator	39.6 - 47.6	43.0 - 51.6	46.2 - 55.5
property administrator	39.6 - 47.6	43.0 - 51.6	46.2 - 55.5
property manager	55.6 - 67.6	61.0 - 74.2	66.2 - 80.7
receptionist	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7
receptionist (bilingual)	35.0 - 37.5	37.0 - 40.2	40.0 - 45.0
sales administrator	40.4 - 49.0	44.6 - 54.2	48.6 - 59.1
sales assistant	36.0 - 42.1	38.4 - 45.0	41.0 - 48.0
service coordinator	35.0 - 41.8	37.7 - 45.2	40.4 - 48.5
supply clerk	38.0 - 40.1	40.0 - 42.2	42.0 - 45.0
underwriting assistant	30.1 - 33.7	33.1 - 37.2	35.9 - 40.5
virtual assistant	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7
virtual receptionist	30.1 - 34.9	32.1 - 37.3	34.1 - 39.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.0 - 26.9	25.0 - 30.0	27.0 - 33.0
CNC machinist	18.1 - 21.7	19.0 - 22.9	22.7 - 25.0
conventional machinist	17.4 - 20.0	19.1 - 22.9	20.0 - 24.0
electrician	23.2 - 27.0	24.0 - 30.0	26.0 - 32.0
electromechanical technician	22.0 - 27.3	25.0 - 30.0	28.1 - 33.0
electronics technician	24.1 - 26.0	25.8 - 30.0	29.0 - 32.0
field service technician	22.1 - 26.2	24.0 - 29.1	26.0 - 31.0
heavy equipment mechanic	22.3 - 26.0	24.0 - 29.0	26.0 - 32.4
logistics supervisor	22.0 - 70.0	24.0 - 28.0	24.8 - 33.0
maintenance manager	29.0 - 34.0	33.0 - 37.0	35.0 - 42.0
maintenance mechanic	20.4 - 23.0	22.4 - 25.0	24.3 - 28.1
maintenance planner	19.0 - 22.9	21.0 - 25.0	23.3 - 26.0
maintenance supervisor	27.0 - 31.1	29.0 - 34.1	32.0 - 36.9
millwright	21.0 - 26.3	24.1 - 28.0	25.0 - 31.2
production manager	35.0 - 43.0	38.0 - 46.0	41.0 - 50.0
production supervisor	25.0 - 30.0	28.0 - 33.0	30.0 - 35.0
quality control technician	17.0 - 21.1	18.9 - 22.0	20.2 - 24.2
quality control tester	23.0 - 28.2	26.0 - 31.3	28.4 - 33.0

québec

tool and die maker	22.4 - 26.0	24.0 - 29.4	26.0 - 31.0
warehouse manager	27.4 - 33.3	29.0 - 35.0	31.0 - 38.3
warehouse supervisor	22.0 - 27.0	24.0 - 27.7	25.0 - 33.0
welder	18.9 - 22.0	20.0 - 24.0	22.1 - 26.0

montréal

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.6 - 43.8	40.2 - 48.2	43.6 - 52.3
customer service manager	66.9 - 81.3	72.6 - 88.2	78.1 - 95.0
customer service representative	35.0 - 39.0	37.2 - 42.5	40.0 - 45.8
customer service supervisor	54.2 - 65.8	58.7 - 71.3	63.0 - 76.6
customer service team lead	42.1 - 46.3	46.1 - 52.0	51.9 - 60.0
customer service trainer	42.4 - 50.8	46.4 - 55.7	50.4 - 60.4
e-chat representative	33.0 - 37.5	36.2 - 42.1	41.5 - 46.8
fundraiser agent	31.2 - 35.8	34.0 - 38.5	36.4 - 42.3
help desk representative - level 1	36.0 - 45.3	41.2 - 49.8	45.3 - 51.1
inside sales manager	60.0 - 72.4	68.0 - 82.0	70.0 - 85.0
inside sales representative	48.0 - 55.1	53.0 - 62.9	55.8 - 66.1
junior collection agent	31.4 - 37.1	34.2 - 40.4	36.8 - 43.6
order desk	32.4 - 37.4	35.5 - 41.1	38.3 - 44.3
service coordinator	37.0 - 44.3	40.0 - 48.0	42.9 - 51.5
survey agent	31.6 - 36.5	34.6 - 40.0	37.1 - 43.0
telemarketing agent	31.4 - 36.7	33.8 - 39.6	36.2 - 42.4
telephone dispatcher	37.5 - 43.9	40.8 - 47.7	43.8 - 51.3

engineering

	entry	mid	senior
construction			
architect	57.2 - 76.0	65.1 - 88.5	75.0 - 101.6
architectural drafter	45.2 - 58.8	52.6 - 69.8	61.8 - 82.3
BIM/VDC lead	78.9 - 102.6	86.3 - 114.5	95.9 - 128.5
buyer	54.9 - 72.1	62.6 - 83.7	71.8 - 95.6
civil engineer	58.0 - 81.8	69.9 - 94.8	80.2 - 107.7
civil engineering drafter	48.5 - 61.5	55.3 - 71.3	63.3 - 81.0
civil engineering technologist	44.8 - 58.5	50.7 - 67.3	57.7 - 76.7
civil project engineer	60.0 - 85.0	81.4 - 114.1	94.6 - 131.5

civil project manager	74.6 - 100.1	84.3 - 115.1	96.2 - 130.3
construction coordinator	47.7 - 63.6	53.6 - 72.8	60.8 - 82.8
construction director	101.2 - 133.9	129.5 - 171.1	160.5 - 212.1
construction manager	71.9 - 94.4	78.9 - 105.7	88.0 - 119.1
construction project manager	57.0 - 84.5	74.4 - 104.6	86.7 - 120.1
contracts administrator	58.0 - 77.1	66.0 - 89.3	75.6 - 101.5
contracts manager	89.3 - 113.1	99.9 - 129.1	113.4 - 147.3
demand planner	47.8 - 66.2	57.6 - 80.2	68.2 - 92.1
director of operations	123.4 - 165.2	162.0 - 216.7	205.5 - 274.8
drafter	46.0 - 65.0	57.2 - 73.1	64.9 - 82.9
electrical designer/engineer	77.3 - 104.6	90.2 - 124.7	106.1 - 144.6
electrical engineer	84.5 - 114.5	98.6 - 136.3	116.0 - 158.0
electrical engineering technician	61.7 - 79.3	70.4 - 91.9	80.8 - 104.6
electrical inspector	47.4 - 63.7	54.8 - 74.5	63.2 - 85.6
engineering manager	95.6 - 129.1	109.3 - 150.4	126.1 - 172.0
environmental engineer	70.3 - 93.8	80.4 - 109.6	92.9 - 125.6
environmental inspector	53.6 - 68.8	59.0 - 77.2	65.9 - 86.5
estimation engineer	66.6 - 100.8	90.5 - 123.7	105.0 - 142.4
estimator	60.0 - 78.0	74.4 - 102.0	89.0 - 119.2
facilities manager	75.0 - 90.0	86.5 - 118.4	100.4 - 135.8
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	70.4 - 91.1	81.1 - 106.6	93.5 - 121.2
health and safety specialist	76.0 - 100.2	87.0 - 117.0	100.3 - 133.4
HVAC drafter	54.0 - 78.0	68.3 - 89.0	77.0 - 99.7
HVAC engineer	66.0 - 86.4	70.0 - 95.2	90.0 - 120.0
materials manager	89.5 - 118.2	99.0 - 133.3	111.2 - 150.2
mechanical designer	60.1 - 79.8	69.5 - 93.1	79.7 - 105.2
mechanical drafter	54.0 - 73.2	63.2 - 84.6	72.7 - 99.1
mechanical engineer	66.0 - 84.0	83.0 - 102.0	101.0 - 132.0
mechanical engineering technican	59.3 - 78.0	67.6 - 90.2	77.3 - 101.9
operations manager	92.8 - 126.0	105.1 - 144.7	119.4 - 162.7
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	51.6 - 52.8	51.0 - 74.4	66.0 - 82.8
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	84.0 - 108.0	102.0 - 132.0	122.2 - 162.0
project manager	87.1 - 120.7	101.5 - 142.7	118.3 - 163.3
purchasing manager	97.0 - 128.5	109.8 - 147.6	124.9 - 166.1
QA/QC inspector	62.4 - 83.0	72.4 - 97.3	83.4 - 111.5
quality control engineer	74.9 - 99.1	84.6 - 114.2	96.6 - 129.5
quality inspector	45.0 - 57.6	50.4 - 65.8	57.0 - 74.3
safety inspector	73.0 - 95.6	82.7 - 110.2	94.1 - 124.6

site supervisor	72.0 - 93.0	91.3 - 122.3	102.0 - 137.3
specification writer	61.2 - 79.2	69.4 - 91.1	78.8 - 102.8
structural designer	57.4 - 75.1	65.0 - 86.4	73.9 - 97.6
structural engineer	66.0 - 90.0	84.0 - 114.0	98.0 - 132.2
structural engineering technologist	52.8 - 72.0	67.2 - 91.2	78.4 - 105.8
superintendent	84.0 - 120.0	96.0 - 144.0	108.0 - 240.0
supply chain manager	95.5 - 127.3	109.1 - 147.2	124.6 - 165.1
energy & oil			
applications engineer	81.5 - 109.7	95.6 - 130.8	112.3 - 149.5
architect	68.8 - 91.4	78.2 - 106.4	90.2 - 122.4
architectural drafter	54.4 - 70.7	63.2 - 83.9	74.2 - 98.9
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	73.7 - 98.0	83.8 - 113.6	96.1 - 129.8
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	65.9 - 86.8	75.2 - 100.7	86.4 - 115.1
chemical engineer	92.6 - 122.6	102.7 - 138.4	115.1 - 155.2
chemical technician	63.4 - 83.0	70.6 - 94.4	79.9 - 108.2
chief inspector	60.2 - 79.6	67.9 - 91.0	76.7 - 102.1
civil engineer	73.9 - 98.4	84.1 - 114.1	96.5 - 129.7
civil engineering drafter	58.2 - 73.9	66.5 - 85.7	76.2 - 97.4
civil engineering technologist	53.8 - 70.3	60.8 - 80.9	69.4 - 92.2
civil project engineer	85.0 - 116.9	97.9 - 137.4	113.9 - 158.4
civil project manager	89.8 - 120.5	101.5 - 138.7	115.8 - 157.0
coating inspector	41.9 - 54.8	47.5 - 63.2	54.2 - 72.0
commissioning and start up engineer	70.8 - 95.3	81.7 - 112.0	94.9 - 127.7
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	57.4 - 76.4	64.4 - 87.5	73.1 - 99.6
construction director	121.9 - 161.4	156.0 - 206.2	193.4 - 255.6
construction manager	79.3 - 104.2	87.0 - 116.7	97.1 - 131.5
construction project manager	70.4 - 97.6	82.0 - 115.5	95.7 - 132.6
continuous improvement engineer	80.9 - 106.0	90.1 - 120.2	101.4 - 134.6
contracts administrator	69.7 - 92.8	79.4 - 107.5	91.0 - 122.3
contracts manager	98.6 - 124.9	110.3 - 142.6	125.2 - 162.7
control technician	51.7 - 68.2	59.2 - 79.2	67.8 - 90.1
controls designer/engineer	53.8 - 72.2	62.0 - 84.4	71.5 - 96.5
craft inspector	49.2 - 65.5	56.7 - 76.3	65.1 - 87.2
demand planner	52.6 - 72.9	63.5 - 88.4	75.1 - 101.6
director of operations	136.3 - 182.5	178.9 - 239.5	227.0 - 303.8
drafter	56.1 - 70.4	63.0 - 80.6	71.5 - 91.4
electrical designer/engineer	71.0 - 96.3	82.9 - 114.7	97.5 - 133.0
electrical engineer	77.7 - 105.4	90.8 - 125.4	106.7 - 145.5

electrical engineering technician	56.7 - 72.8	64.7 - 84.5	74.1 - 96.3
electrical inspector	43.5 - 58.4	50.3 - 68.4	58.1 - 78.5
electrical test engineer	74.9 - 100.5	86.2 - 118.3	100.3 - 136.0
engineering manager	87.9 - 118.8	100.5 - 138.4	115.9 - 158.3
environmental engineer	64.6 - 86.2	73.8 - 100.8	85.4 - 115.5
environmental inspector	49.2 - 63.1	54.1 - 70.8	60.5 - 79.5
estimation engineer	72.2 - 96.9	83.2 - 113.9	96.6 - 131.0
estimator	65.2 - 85.4	72.6 - 96.9	81.8 - 109.7
expediter	41.6 - 53.8	47.3 - 62.0	53.9 - 70.7
facilities manager	68.9 - 92.6	79.5 - 108.9	92.4 - 125.0
field service engineer	55.0 - 73.3	62.7 - 85.3	72.3 - 98.8
general inspector	53.7 - 71.0	60.5 - 81.1	68.4 - 91.2
general manager	112.1 - 127.2	120.1 - 137.9	132.2 - 159.5
geotechnical engineer	68.3 - 89.4	77.2 - 103.2	88.3 - 117.8
geotechnical technician	61.5 - 80.5	69.5 - 92.9	79.5 - 106.0
HDD inspector	87.5 - 114.8	98.9 - 132.0	112.8 - 149.8
health and safety manager	64.7 - 83.7	74.6 - 97.9	85.9 - 111.5
health and safety specialist	69.7 - 92.2	79.9 - 107.6	92.3 - 122.8
HVAC drafter	55.7 - 71.7	62.7 - 81.8	70.7 - 91.6
HVAC engineer	56.0 - 74.9	64.2 - 87.5	74.0 - 99.4
industrial engineer	74.1 - 97.2	82.5 - 110.2	92.8 - 123.6
inventory analyst	52.8 - 69.5	60.3 - 80.5	69.1 - 92.1
inventory control manager	66.2 - 87.3	74.3 - 99.9	84.3 - 113.4
logistics manager	65.9 - 88.0	75.5 - 102.9	87.2 - 117.6
logistics specialist	60.7 - 81.2	69.6 - 94.7	80.3 - 107.7
materials manager	82.3 - 108.7	91.1 - 122.7	102.2 - 138.3
mechanical completions	87.5 - 114.8	98.9 - 132.0	112.8 - 149.8
mechanical designer	55.2 - 73.4	63.8 - 85.6	73.3 - 96.8
mechanical drafter	51.5 - 67.1	58.0 - 77.7	66.9 - 91.2
mechanical engineer	78.1 - 104.0	88.8 - 120.5	102.0 - 137.4
mechanical engineering technican	54.3 - 71.6	62.0 - 82.9	71.0 - 93.6
operations manager	85.3 - 115.9	96.6 - 133.2	109.9 - 149.7
osd designer - telecom	58.2 - 75.6	65.5 - 87.2	75.2 - 101.6
pipeline engineer	76.0 - 99.6	85.9 - 114.8	98.5 - 132.0
piping designer	63.5 - 79.4	71.3 - 90.5	80.6 - 102.3
piping engineer	67.2 - 88.4	75.2 - 101.2	85.5 - 115.1
planner/scheduler	42.6 - 54.6	48.5 - 62.8	55.1 - 70.8
plant manager	94.5 - 132.3	113.7 - 160.9	135.9 - 187.8
PLC programmer	62.4 - 82.5	71.9 - 95.8	82.4 - 107.7
process engineer	64.8 - 86.8	74.4 - 101.4	85.8 - 115.5
procurement director	101.3 - 134.3	133.9 - 177.1	162.5 - 214.7

procurement specialist	51.9 - 67.9	57.8 - 77.0	65.1 - 87.6
program manager	76.7 - 99.8	87.6 - 115.8	100.5 - 132.4
project director	130.4 - 157.6	155.1 - 195.8	187.0 - 234.5
project engineer	93.6 - 120.6	101.6 - 133.4	112.3 - 148.9
project manager	80.1 - 111.1	93.3 - 131.3	108.8 - 150.3
purchasing manager	89.1 - 118.3	101.0 - 135.9	114.8 - 152.9
QA/QC inspector	57.3 - 76.3	66.4 - 89.4	76.7 - 102.5
quality assurance manager	84.8 - 110.7	93.8 - 124.9	105.3 - 139.9
quality assurance/control technician	64.0 - 85.5	74.5 - 101.0	86.6 - 115.3
quality control engineer	68.8 - 91.1	77.8 - 105.1	88.8 - 119.1
quality inspector	41.3 - 52.8	46.2 - 60.3	52.3 - 68.2
safety inspector	67.0 - 87.9	76.0 - 101.3	86.5 - 114.5
SCADA engineer	66.2 - 88.6	75.8 - 103.3	87.5 - 117.9
site supervisor	83.4 - 109.6	91.6 - 122.8	102.1 - 137.9
sourcing engineer	58.5 - 78.1	66.9 - 91.1	77.2 - 104.3
specification writer	56.2 - 72.7	63.7 - 83.7	72.5 - 94.5
start up lead	83.9 - 109.2	91.9 - 121.9	102.1 - 136.4
stationary engineer	55.2 - 71.6	61.7 - 81.2	69.3 - 90.6
structural designer	52.6 - 69.0	59.7 - 79.4	67.9 - 89.7
structural engineer	68.8 - 91.5	78.3 - 106.4	90.1 - 121.7
structural engineering technologist	55.0 - 73.2	62.7 - 85.1	72.1 - 97.3
superintendent	42.5 - 54.5	47.6 - 62.3	54.0 - 70.5
supply chain manager	87.8 - 117.2	100.3 - 135.5	114.6 - 152.0
tanks inspector	49.2 - 65.5	56.7 - 76.3	65.1 - 87.2
telecommunications technician	57.2 - 74.9	64.8 - 86.4	73.9 - 98.9
transmission line engineer	79.1 - 100.5	85.8 - 111.2	94.5 - 123.5
transportation manager	81.5 - 108.1	92.4 - 124.6	105.4 - 141.9
turnaround coordinator	63.5 - 79.4	71.3 - 90.5	80.6 - 102.3
welding inspector	54.9 - 71.9	62.3 - 82.8	70.8 - 93.6
manufacturing			
applications engineer	71.5 - 84.7	82.5 - 112.2	102.9 - 136.8
automation engineer	62.7 - 84.7	71.5 - 97.9	84.7 - 112.2
buyer	60.5 - 77.0	71.5 - 93.5	88.0 - 107.8
chemical engineer	63.8 - 82.5	70.4 - 100.1	82.5 - 104.5
chemical technician	68.2 - 81.4	74.8 - 100.1	82.5 - 104.5
cmm programmer	50.1 - 64.8	55.8 - 73.5	62.8 - 82.5
CNC programmer	52.8 - 70.1	60.1 - 74.8	69.0 - 93.2
coating inspector	38.3 - 50.3	43.6 - 58.0	49.7 - 66.0
commissioning and start up engineer	64.9 - 87.3	75.0 - 102.9	87.1 - 117.8
continuous improvement engineer	69.3 - 82.5	79.2 - 96.8	94.6 - 121.0
contracts administrator	55.0 - 82.5	71.5 - 101.2	77.0 - 103.4

contracts manager	77.0 - 95.0	93.5 - 111.0	110.0 - 132.0
control technician	55.0 - 67.0	66.0 - 84.7	75.9 - 99.0
controls designer/engineer	66.0 - 88.0	71.5 - 102.3	88.0 - 121.0
craft inspector	49.2 - 65.5	56.7 - 76.3	65.1 - 87.2
demand planner	60.5 - 77.0	71.5 - 93.5	82.5 - 104.5
director of operations	136.2 - 182.3	178.6 - 239.1	226.7 - 303.4
drafter	54.0 - 72.0	66.0 - 80.4	73.2 - 98.4
electrical designer/engineer	68.2 - 90.0	74.8 - 100.2	93.5 - 132.0
electrical engineer	71.5 - 82.5	80.0 - 98.0	95.0 - 137.5
electrical engineering technician	55.0 - 71.5	63.8 - 82.5	71.5 - 93.5
electrical inspector	43.5 - 58.4	50.3 - 68.4	58.1 - 78.5
electrical test engineer	71.5 - 82.5	80.0 - 98.0	95.0 - 106.0
engineering manager	79.8 - 107.9	91.3 - 125.6	105.3 - 143.8
environmental engineer	58.7 - 78.3	67.1 - 91.5	77.5 - 104.9
environmental inspector	44.7 - 57.4	49.2 - 64.4	54.9 - 72.2
estimation engineer	65.5 - 88.0	75.5 - 103.4	87.7 - 119.0
estimator	59.3 - 77.6	66.0 - 88.0	74.3 - 99.6
field service engineer	50.0 - 66.6	57.0 - 77.4	65.7 - 89.7
field service technician	48.9 - 64.4	56.8 - 75.3	65.3 - 85.7
general inspector	50.0 - 64.4	54.9 - 73.6	62.1 - 82.8
general manager	101.9 - 115.6	109.2 - 125.4	120.2 - 145.0
head of workshop and assembly	152.1 - 213.6	205.0 - 301.8	271.7 - 381.2
health and safety manager	58.8 - 76.1	67.7 - 89.0	78.0 - 101.3
health and safety specialist	63.4 - 83.7	72.6 - 97.7	83.8 - 111.5
HVAC drafter	50.5 - 65.1	56.9 - 75.0	68.0 - 85.0
HVAC engineer	50.9 - 68.1	58.4 - 79.4	67.3 - 90.3
industrial engineer	60.0 - 88.3	78.0 - 110.0	83.0 - 120.0
inventory analyst	53.0 - 68.0	60.0 - 78.0	68.0 - 83.6
inventory control manager	68.0 - 75.0	70.0 - 100.0	90.0 - 150.0
logistics manager	59.9 - 80.0	68.6 - 93.4	79.2 - 106.8
logistics specialist	55.1 - 75.0	66.0 - 86.0	74.0 - 97.8
machining manager	57.3 - 74.0	63.7 - 84.0	71.9 - 95.4
maintenance manager	60.0 - 79.5	69.0 - 92.0	78.6 - 102.6
manufacturing director	109.9 - 132.7	125.0 - 171.0	165.0 - 211.1
manufacturing engineer	68.0 - 84.9	72.6 - 98.6	83.4 - 120.0
materials manager	74.8 - 105.0	90.0 - 120.0	92.9 - 130.0
mechanical designer	60.0 - 80.0	68.0 - 90.0	75.0 - 102.0
mechanical drafter	46.8 - 61.0	52.7 - 70.6	60.7 - 82.8
mechanical engineer	58.0 - 77.0	76.0 - 90.0	88.0 - 115.0
mechanical engineering technican	49.4 - 65.1	56.4 - 75.3	64.5 - 85.0
operations manager	77.5 - 105.3	87.7 - 120.9	99.8 - 136.0

planner/scheduler	60.0 - 75.0	72.0 - 90.0	75.0 - 90.0
plant manager	85.9 - 120.2	103.3 - 146.2	123.4 - 170.5
PLC programmer	60.0 - 72.0	70.0 - 90.0	80.0 - 105.0
process engineer	60.0 - 78.0	68.0 - 90.0	80.0 - 100.0
procurement director	80.0 - 105.0	95.0 - 115.0	100.0 - 150.0
procurement specialist	60.0 - 75.0	70.0 - 90.0	75.0 - 100.0
production manager	80.2 - 100.0	89.8 - 110.0	95.0 - 130.0
production planner	60.0 - 75.0	65.0 - 80.0	65.0 - 85.0
program manager	70.0 - 82.0	79.5 - 92.0	90.0 - 120.0
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	68.0 - 87.0	85.0 - 115.0	96.0 - 120.0
project manager	65.0 - 75.0	74.0 - 100.0	90.0 - 135.0
purchasing manager	85.0 - 105.0	100.0 - 120.0	110.0 - 150.0
QA/QC inspector	52.0 - 69.3	60.4 - 81.2	69.6 - 93.1
quality assurance manager	70.0 - 82.0	80.0 - 93.0	90.0 - 100.0
quality assurance/control technician	45.0 - 55.0	50.0 - 65.0	62.0 - 90.0
quality control engineer	62.5 - 82.8	70.6 - 95.4	80.6 - 108.2
quality inspector	37.5 - 48.0	42.0 - 54.8	47.5 - 62.0
safety inspector	60.8 - 79.9	69.0 - 92.0	78.6 - 104.0
SCADA engineer	60.2 - 80.4	68.9 - 93.8	79.4 - 107.0
site supervisor	69.4 - 91.2	76.3 - 102.2	85.0 - 114.7
sourcing engineer	58.0 - 70.0	65.0 - 90.0	75.0 - 115.0
specification writer	51.1 - 66.1	57.9 - 76.0	65.8 - 85.9
stationary engineer	50.2 - 65.1	56.0 - 73.8	63.0 - 82.3
supply chain manager	75.0 - 80.0	75.0 - 85.0	80.0 - 100.0
transportation manager	70.0 - 75.0	72.0 - 82.0	81.0 - 100.0
turnaround coordinator	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
warehouse manager	65.0 - 70.0	68.0 - 85.0	75.0 - 102.4

executive positions

(company revenue)

	10 M\$	100 M\$	1000 M\$
all industries			
chief financial officer	126.9 - 226.9	182.4 - 326.2	261.3 - 467.2
chief human resources officer	105.7 - 180.0	142.3 - 242.3	177.6 - 302.3
chief information officer	101.8 - 182.2	152.8 - 273.2	211.8 - 378.6
chief operating officer	132.6 - 243.2	194.6 - 356.9	280.4 - 514.0
chief technology officer	99.3 - 177.8	148.5 - 265.6	207.0 - 370.2
communications vice-president	97.4 - 148.9	131.9 - 201.4	170.1 - 259.6
marketing vice-president	117.5 - 181.5	165.6 - 255.8	214.3 - 331.1

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sales vice-president	137.9 - 198.2	186.6 - 268.0	239.8 - 344.5
vice-president finance	130.0 - 195.0	180.0 - 260.0	210.0 - 340.0
vice-president information	86.4 - 154.8	114.2 - 204.2	158.9 - 284.2
vice-president internal audit	114.5 - 153.0	144.7 - 193.4	176.5 - 235.9
vice-president operations	125.0 - 189.0	180.0 - 245.0	210.0 - 325.0
vice-president technology	110.0 - 156.0	145.0 - 215.0	180.0 - 270.0
construction			
chief financial officer	128.3 - 229.4	186.1 - 332.6	270.1 - 482.9
chief human resources officer	106.8 - 182.0	145.1 - 247.1	183.6 - 312.5
chief information officer	102.9 - 184.2	155.8 - 278.6	218.9 - 391.3
chief operating officer	134.1 - 245.8	198.5 - 364.0	289.8 - 531.3
chief technology officer	100.0 - 179.4	149.8 - 268.4	209.1 - 374.2
communications vice-president	98.1 - 150.2	133.1 - 203.3	171.6 - 262.3
marketing vice-president	118.4 - 183.2	167.1 - 258.4	216.5 - 334.6
sales vice-president	139.1 - 200.1	188.3 - 270.8	242.2 - 348.2
vice-president finance	142.0 - 193.0	172.0 - 270.0	210.0 - 335.0
vice-president information	86.9 - 156.2	115.1 - 206.2	160.4 - 287.2
vice-president internal audit	115.4 - 154.4	145.9 - 195.2	178.2 - 238.3
vice-president operations	132.0 - 189.0	151.0 - 210.0	180.0 - 325.0
vice-president technology	115.0 - 170.0	155.0 - 205.0	170.0 - 225.0
manufacturing			
chief financial officer	128.7 - 230.0	187.3 - 334.8	273.3 - 488.6
chief human resources officer	107.2 - 182.5	146.1 - 248.7	185.8 - 316.2
chief information officer	103.2 - 184.7	156.8 - 280.4	221.5 - 395.9
chief operating officer	134.5 - 246.6	199.8 - 366.4	293.2 - 537.6
chief technology officer	100.3 - 180.0	150.3 - 269.3	209.7 - 375.5
communications vice-president	98.4 - 150.6	133.4 - 204.0	172.2 - 263.2
marketing vice-president	118.7 - 183.7	167.6 - 259.3	217.2 - 335.8
sales vice-president	139.5 - 200.7	188.9 - 271.7	243.0 - 349.4
vice-president finance	135.0 - 190.0	172.0 - 245.0	210.0 - 315.0
vice-president information	87.1 - 156.6	115.4 - 206.9	160.9 - 288.2
vice-president internal audit	115.7 - 154.8	146.4 - 195.8	178.7 - 239.1
vice-president operations	135.0 - 199.0	190.0 - 280.0	250.0 - 350.0
vice-president technology	120.0 - 171.0	168.0 - 223.0	205.0 - 290.0

finance & accounting

	1 year	3 years	5 years	10 years
all industries				
accountant	61.7 - 74.0	65.1 - 78.2	68.5 - 82.3	76.7 - 92.0
accounting clerk	40.2 - 44.2	41.2 - 47.6	44.0 - 50.9	50.0 - 57.8
accounting manager	81.6 - 99.2	87.8 - 106.7	93.8 - 114.1	107.3 - 130.4
accounting supervisor	61.8 - 75.1	66.5 - 80.8	71.1 - 86.4	81.3 - 98.8
accounts payable clerk	39.8 - 42.1	41.7 - 46.7	45.7 - 52.9	51.9 - 58.6
accounts payable manager	72.6 - 88.2	79.3 - 96.4	85.8 - 104.3	100.9 - 122.6
accounts receivable clerk	39.7 - 42.8	43.1 - 47.7	46.5 - 53.1	53.0 - 62.0
accounts receivable manager	74.3 - 88.1	80.6 - 95.6	86.9 - 103.1	102.3 - 121.3
analyst - financial planning & analysis	64.7 - 77.3	75.1 - 89.9	82.6 - 94.5	85.0 - 110.0
assistant controller	67.2 - 78.4	73.8 - 83.1	80.7 - 97.5	85.4 - 114.0
billing specialist	40.1 - 43.1	42.1 - 47.2	43.5 - 54.5	53.1 - 60.0
bookkeeper	39.9 - 44.2	41.4 - 47.9	43.4 - 51.4	49.7 - 58.9
business analyst	66.4 - 79.8	71.7 - 86.2	77.0 - 92.6	88.8 - 106.8
compliance officer	83.8 - 101.8	93.5 - 113.6	102.8 - 124.9	121.8 - 147.9
compliance specialist	54.5 - 65.4	60.1 - 72.1	65.3 - 78.3	76.0 - 91.2
cost accountant	59.0 - 71.7	72.0 - 80.7	74.9 - 88.9	79.4 - 98.5
credit and collections accountant	39.3 - 42.1	41.8 - 47.5	44.4 - 49.8	46.7 - 57.1
credit and collections manager	77.4 - 91.8	82.0 - 98.5	87.6 - 105.2	101.1 - 121.3
credit and collections supervisor	53.8 - 64.0	58.0 - 68.8	60.9 - 74.0	70.2 - 86.0
director - financial planning & analysis	99.8 - 106.8	105.0 - 124.4	108.2 - 128.8	115.1 - 136.3
external auditor	45.2 - 49.3	65.5 - 78.6	70.0 - 86.0	85.6 - 112.5
financial analyst	44.6 - 60.4	59.7 - 76.5	75.5 - 96.4	91.4 - 109.8
financial reporting manager	95.2 - 115.7	102.3 - 124.3	109.2 - 132.7	125.6 - 152.4
internal audit manager	89.1 - 109.6	95.8 - 117.9	102.4 - 125.9	117.3 - 144.1
internal auditor	58.7 - 70.4	76.0 - 86.4	83.2 - 97.8	90.2 - 118.1
payroll clerk	42.0 - 49.0	46.2 - 56.4	53.1 - 58.7	56.2 - 65.8
payroll manager	69.9 - 84.9	75.6 - 91.8	81.1 - 98.6	93.1 - 113.2
payroll specialist	46.4 - 53.0	51.6 - 58.0	56.4 - 63.1	59.2 - 72.9
payroll supervisor	54.9 - 64.7	58.0 - 70.1	64.0 - 76.1	73.0 - 90.1
risk analyst	56.6 - 68.7	61.9 - 75.1	67.0 - 81.5	78.7 - 95.7
risk director	82.2 - 99.9	87.9 - 106.8	93.5 - 113.7	106.9 - 129.9
risk supervisor	72.1 - 87.6	78.2 - 95.0	83.9 - 102.0	95.6 - 116.2
tax analyst	47.2 - 56.6	52.1 - 62.4	56.7 - 68.1	66.5 - 79.8
tax manager	86.7 - 106.8	93.2 - 114.6	99.5 - 122.4	114.3 - 140.5
treasury analyst	62.7 - 75.2	67.2 - 80.7	71.6 - 86.0	81.6 - 98.0

executive positions (company revenue)

	10 M\$	100 M\$	1000 M\$
controller	86.1 - 154.3	117.8 - 210.6	156.0 - 279.0
finance director	115.1 - 152.0	148.1 - 195.6	181.1 - 239.1

healthcare

	1 year	3 years	5 years
all industries			
disability case manager	42.0 - 50.0	45.0 - 55.0	50.0 - 55.0
medical secretary	35.2 - 41.3	38.0 - 44.7	40.7 - 47.8
nurse assistant	31.2 - 35.3	33.4 - 37.8	35.4 - 40.2
registered nurse	63.2 - 73.7	67.3 - 78.6	71.4 - 83.4

human resources

	entry	mid	senior
all industries			
benefits administrator	53.0 - 67.9	59.4 - 77.4	67.2 - 87.7
compensation and benefits manager	86.1 - 112.5	95.7 - 127.4	107.9 - 144.5
health and safety advisor	58.5 - 75.5	67.3 - 88.2	77.4 - 100.3
HRIS analyst	57.8 - 76.4	66.4 - 89.4	76.7 - 102.0
human resources assistant	40.1 - 51.4	45.6 - 58.0	50.5 - 62.6
human resources business partner	65.0 - 85.3	72.9 - 97.2	82.3 - 115.1
human resources coordinator	47.5 - 55.0	51.8 - 60.0	58.0 - 65.0
human resources generalist	55.0 - 68.0	63.6 - 81.8	69.8 - 92.1
human resources manager	80.7 - 106.9	91.5 - 123.4	104.7 - 140.7
human resources supervisor	62.3 - 81.3	69.2 - 92.4	78.3 - 105.8
labour relations advisor	63.5 - 84.4	72.5 - 98.2	83.5 - 112.3
labour relations manager	88.1 - 120.0	103.9 - 143.1	122.0 - 165.7
recruitment coordinator	39.1 - 51.0	44.9 - 59.0	51.2 - 66.5
talent acquisition specialist	51.0 - 68.7	57.4 - 79.0	68.2 - 92.0

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.1 - 17.7	16.0 - 19.3	17.8 - 20.9
electronic parts assembler	15.0 - 18.3	16.6 - 19.6	17.7 - 20.9
forklift operator	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0

general labourer - heavy	15.8 - 18.3	17.3 - 20.0	18.6 - 21.0
general labourer - light	14.0 - 16.7	16.0 - 19.1	18.2 - 21.0
industrial painter	17.0 - 19.2	17.7 - 20.0	18.0 - 21.0
inventory control clerk	16.2 - 18.7	17.7 - 20.4	19.1 - 22.1
machine operator	16.0 - 19.7	18.1 - 21.7	19.6 - 23.6
machine operator assistant	15.4 - 17.6	17.0 - 19.4	18.4 - 21.1
manufacturing worker	14.0 - 17.0	15.6 - 17.8	16.7 - 19.1
material handler	14.0 - 17.0	16.1 - 18.8	17.0 - 20.0
moulding machine operator	15.9 - 19.1	17.0 - 21.0	19.0 - 22.8
picker/packer	15.0 - 17.0	16.0 - 17.7	17.0 - 20.0
production labourer	13.6 - 15.8	15.4 - 17.8	17.0 - 19.7
sandblasting operator	17.0 - 18.2	16.6 - 19.0	17.7 - 22.0
shipping and receiving clerk	17.8 - 20.3	19.4 - 22.2	21.0 - 24.0
supply clerk	15.4 - 18.0	16.7 - 19.0	17.9 - 20.9
warehouse labourer	14.8 - 18.0	16.6 - 18.9	18.0 - 20.0

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	44.9 - 54.5	48.2 - 58.5	51.5 - 62.5
administrative assistant	38.6 - 46.2	41.7 - 50.0	44.7 - 53.6
administrative assistant (bilingual)	40.0 - 47.5	43.0 - 51.5	46.0 - 55.0
administrative manager	54.4 - 66.0	57.7 - 70.0	60.9 - 73.9
benefits clerk	37.7 - 44.1	41.5 - 48.6	45.0 - 52.7
buyer assistant	38.0 - 44.4	42.2 - 49.4	45.9 - 53.8
contracts administrator	88.7 - 104.0	95.7 - 112.2	102.7 - 120.3
data entry clerk	31.2 - 36.0	34.1 - 39.4	36.7 - 42.4
dispatcher	38.0 - 43.9	40.8 - 47.7	45.8 - 60.0
document controller	31.7 - 36.6	34.7 - 40.1	37.3 - 43.1
documentation specialist	32.3 - 37.3	36.8 - 42.6	40.4 - 46.7
executive assistant	51.2 - 62.9	57.1 - 70.2	62.6 - 77.0
executive assistant (bilingual)	52.7 - 64.2	59.1 - 72.2	65.6 - 80.0
executive legal assistant	55.0 - 63.0	61.5 - 73.1	68.5 - 80.2
file clerk	32.9 - 38.0	37.3 - 43.1	40.7 - 47.0
human resources assistant	40.1 - 47.0	43.9 - 51.4	47.1 - 55.1
import/export clerk	36.4 - 42.6	40.2 - 47.0	43.5 - 51.0
import/export coordinator	40.0 - 45.0	43.0 - 50.0	48.0 - 55.0
insurance claims clerk	33.8 - 39.0	35.1 - 42.9	38.5 - 45.3
invoicing clerk	36.5 - 42.7	40.1 - 46.9	43.2 - 50.6

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law clerk	39.9 - 47.3	42.9 - 51.1	45.9 - 54.7
lease administrator	37.6 - 45.6	40.9 - 49.6	44.1 - 53.5
legal assistant	45.4 - 55.1	52.1 - 63.2	58.1 - 70.5
mailroom clerk	31.2 - 35.5	33.9 - 38.7	36.2 - 41.3
office clerk	35.0 - 40.5	37.5 - 43.3	39.8 - 46.0
office manager	52.9 - 64.2	56.4 - 68.5	59.8 - 72.6
office/operations manager	54.7 - 69.2	61.4 - 73.5	64.8 - 77.6
order clerk	32.4 - 37.4	35.5 - 41.1	38.3 - 44.3
order entry clerk	36.3 - 40.1	39.5 - 44.4	43.7 - 44.8
order supervisor	48.8 - 57.8	54.5 - 64.6	59.8 - 70.9
project coordinator	42.1 - 50.5	45.6 - 54.7	49.0 - 58.8
property administrator	54.4 - 67.2	60.2 - 74.1	65.7 - 80.9
property manager	59.4 - 72.2	65.2 - 79.1	70.7 - 85.9
receptionist	31.6 - 37.0	33.9 - 39.6	36.1 - 42.3
receptionist (bilingual)	32.9 - 38.5	35.2 - 40.9	37.4 - 43.6
sales administrator	43.0 - 52.2	47.5 - 57.7	51.8 - 62.9
sales assistant	38.4 - 44.9	41.0 - 48.0	43.8 - 51.2
service coordinator	37.0 - 44.3	40.0 - 48.0	42.9 - 51.5
supply clerk	32.0 - 37.5	34.7 - 40.6	37.1 - 43.4
underwriting assistant	31.7 - 35.7	35.1 - 39.6	38.1 - 43.1
virtual assistant	38.1 - 45.7	41.2 - 49.5	44.2 - 53.1
virtual receptionist	31.1 - 36.5	33.6 - 39.1	35.6 - 41.8

sales & marketing

	entry	mid	senior
corporate sales			
account manager - hardware*	47.0 - 59.1	51.3 - 65.6	56.7 - 73.3
business development manager*	93.6 - 124.2	104.7 - 142.0	119.1 - 163.4
district sales manager**	73.2 - 95.2	83.7 - 111.0	96.6 - 127.4
key accounts manager - consumer goods*	67.0 - 86.5	75.8 - 99.7	86.6 - 113.7
merchandiser - consumer goods	58.4 - 76.5	65.3 - 87.4	74.0 - 99.3
sales representative, account manager - channel manager*	74.7 - 99.9	84.4 - 114.8	96.0 - 130.1
sales representative, account manager - consumer goods*	48.0 - 60.5	52.5 - 67.4	58.3 - 75.4
sales representative, account manager - professional services*	45.8 - 57.3	49.5 - 63.2	54.5 - 70.6
sales representative, account manager - telecommunications*	52.3 - 65.3	56.5 - 72.1	62.2 - 80.6
digital marketing			
digital marketing manager	62.6 - 80.1	72.3 - 94.1	83.8 - 106.9
digital media specialist	39.0 - 50.3	45.7 - 59.8	53.4 - 68.5
digital specialist	46.7 - 62.0	54.2 - 73.3	63.2 - 83.9

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

e-commerce manager	76.1 - 99.9	85.1 - 114.0	96.5 - 129.7
marketing content manager	48.0 - 61.1	55.1 - 71.4	63.7 - 81.6
social media manager	56.9 - 80.8	70.9 - 99.2	84.6 - 111.0
web manager	63.9 - 83.5	71.0 - 94.7	80.0 - 107.1
web marketing analyst	48.5 - 64.6	56.5 - 76.4	65.7 - 87.2

industrial sales

sales engineer - distribution*	68.0 - 89.4	74.9 - 100.4	83.6 - 112.3
sales engineer - manufacturing**	58.0 - 78.1	66.1 - 90.4	75.5 - 102.0
sales representative, account manager - distribution*	48.0 - 60.2	52.2 - 66.8	57.7 - 74.8
sales representative, account manager - industrial equipment*	46.0 - 57.5	49.8 - 63.5	54.8 - 70.9
sales representative, account manager - industrial service*	51.5 - 64.4	55.8 - 71.2	61.4 - 79.6
sales representative, account manager - machinery*	51.0 - 63.8	55.2 - 70.4	60.8 - 78.9
sales representative, account manager - manufacturing**	46.2 - 66.0	50.0 - 72.7	54.9 - 80.7
sales representative, account manager - retail network**	51.2 - 63.9	55.3 - 70.6	61.1 - 79.8
technical sales representative - manufacturing**	49.9 - 66.1	56.7 - 76.8	65.3 - 88.9

marketing and communications

brand or product manager	78.5 - 101.4	87.4 - 115.0	98.4 - 129.2
brand or product manager assistant	62.2 - 84.2	72.7 - 99.7	84.6 - 114.0
communications manager	64.5 - 84.3	71.9 - 95.8	81.0 - 107.8
communications specialist	53.1 - 72.9	63.4 - 87.9	74.9 - 100.7
marketing coordinator	40.2 - 53.9	46.5 - 63.3	53.7 - 72.1
marketing director	90.8 - 123.6	107.0 - 147.2	125.4 - 168.4
marketing project manager	51.4 - 68.8	59.3 - 80.7	68.6 - 92.5
marketing specialist	46.0 - 61.4	52.8 - 71.5	60.7 - 81.1

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.6 - 28.3	25.0 - 30.6	27.3 - 32.8
CNC machinist	19.0 - 22.7	22.0 - 26.0	24.0 - 29.0
conventional machinist	22.0 - 25.0	24.0 - 28.0	27.0 - 32.0
electrician	25.0 - 29.0	27.0 - 32.0	31.0 - 36.0
electromechanical technician	22.0 - 26.0	25.0 - 29.0	28.0 - 33.0
electronics technician	25.0 - 28.0	27.0 - 30.0	29.0 - 33.1
field service technician	22.0 - 26.0	25.0 - 29.0	28.3 - 35.0
heavy equipment mechanic	22.0 - 27.0	25.0 - 31.4	30.0 - 34.3
logistics supervisor	22.0 - 26.0	24.3 - 28.0	25.0 - 32.0
maintenance manager	33.0 - 37.0	36.0 - 42.0	40.0 - 53.0
maintenance mechanic	22.0 - 26.0	25.0 - 29.0	28.0 - 33.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

québec

maintenance planner	20.7 - 24.0	22.6 - 26.1	24.3 - 28.2
maintenance supervisor	28.0 - 32.0	31.0 - 37.0	35.0 - 45.0
millwright	22.0 - 26.0	24.0 - 28.0	25.0 - 32.0
production manager	35.0 - 40.0	38.0 - 43.0	40.0 - 46.0
production supervisor	25.0 - 30.0	27.6 - 33.2	29.8 - 35.0
quality control technician	18.4 - 23.0	22.0 - 26.0	25.0 - 29.0
quality control tester	25.0 - 29.9	27.6 - 33.1	30.1 - 36.1
tool and die maker	22.0 - 26.0	24.0 - 28.0	27.0 - 32.0
warehouse manager	28.0 - 34.0	30.0 - 36.0	35.0 - 43.0
warehouse supervisor	22.4 - 26.0	24.0 - 28.0	26.0 - 31.8
welder	18.0 - 22.0	21.0 - 24.0	23.1 - 27.0

technologies

	entry	mid	senior
application software			
.net/C# developer	65.7 - 85.1	73.4 - 97.3	83.1 - 109.7
application support analyst	56.9 - 75.3	65.4 - 87.3	74.6 - 98.5
automation tester	85.6 - 96.0	92.7 - 121.4	120.8 - 140.6
C++/ embedded software engineer	63.6 - 82.7	71.3 - 94.5	80.8 - 106.6
database SQL developer	58.1 - 77.4	66.5 - 90.3	76.5 - 103.0
devops development side	62.5 - 84.3	72.6 - 99.9	94.8 - 114.4
ERP developer	65.9 - 85.5	73.7 - 97.8	83.6 - 111.1
front-end developer	62.0 - 81.8	71.1 - 95.5	81.9 - 108.9
full stack developer	71.2 - 94.2	81.8 - 109.9	94.2 - 124.8
java developer	63.3 - 82.2	70.9 - 94.0	80.3 - 106.2
machine learning developer	68.5 - 102.6	92.5 - 129.0	110.9 - 147.8
manual tester	45.5 - 61.0	53.4 - 72.5	62.5 - 82.8
mobile application developer (iOS/android)	58.8 - 86.7	78.1 - 110.6	95.1 - 125.4
quality assurance manager	78.8 - 102.7	87.2 - 115.7	97.7 - 129.7
RPA developer	78.1 - 88.5	85.2 - 113.9	113.3 - 133.1
technical lead	100.9 - 135.4	114.7 - 156.1	130.8 - 176.3
UI/UX designer	58.8 - 76.6	66.3 - 88.0	75.2 - 98.7
architecture			
application architect	91.1 - 121.5	102.6 - 139.6	117.1 - 159.9
architect (enterprise)	89.3 - 121.1	102.7 - 141.5	118.7 - 162.7
architect (solutions/technical)	80.2 - 100.6	90.0 - 115.1	102.1 - 129.3
cloud architect	80.7 - 101.9	91.4 - 117.3	104.1 - 131.7
data & analytics			
BI data architect	83.5 - 112.5	93.6 - 128.3	106.0 - 144.7

big data engineer	77.8 - 102.4	87.1 - 116.9	98.9 - 132.6
business intelligence developer	62.2 - 80.9	69.8 - 92.5	79.0 - 103.7
data analyst	62.8 - 84.3	72.4 - 99.0	84.0 - 113.1
data architect	67.3 - 89.3	77.6 - 104.9	90.0 - 120.0
data engineer	66.3 - 89.1	76.5 - 104.6	88.7 - 119.3
data scientist	72.9 - 98.3	84.5 - 115.7	98.2 - 131.7
database administrator	63.4 - 86.7	75.1 - 104.2	88.5 - 119.7
leadership/business technology			
business analyst	53.2 - 67.9	65.4 - 83.4	82.5 - 105.7
IT director	102.4 - 124.2	122.8 - 148.4	135.0 - 168.2
IT manager	66.1 - 86.7	73.9 - 99.0	83.9 - 113.2
networking/infrastructure			
bilingual tech support	50.8 - 65.5	57.4 - 74.5	64.1 - 82.5
cloud engineer	69.5 - 93.1	81.2 - 110.1	94.4 - 124.7
devops system side	76.4 - 106.3	89.3 - 125.0	103.3 - 141.2
help desk representative	43.3 - 58.0	49.9 - 67.0	56.6 - 75.0
information security engineer	68.1 - 91.5	78.7 - 107.6	91.2 - 122.6
information security manager	89.6 - 117.4	100.1 - 133.8	113.3 - 151.9
information security specialist	57.4 - 75.7	65.8 - 88.4	75.8 - 100.4
information systems analyst	61.3 - 78.9	67.9 - 89.3	76.3 - 100.7
linux/unix administrator	69.3 - 91.5	79.3 - 106.7	91.5 - 121.9
network administrator	58.2 - 78.1	67.2 - 91.8	77.8 - 105.1
network engineer	64.0 - 85.7	73.6 - 100.7	85.5 - 115.9
systems administrator	65.7 - 85.8	74.1 - 98.7	84.4 - 112.1
tech support	59.6 - 79.1	68.9 - 92.7	79.4 - 105.6
telecommunications analyst	60.6 - 80.9	69.5 - 95.1	80.7 - 110.0
project management			
business systems analyst	62.9 - 84.5	73.9 - 100.7	86.6 - 115.9
ERP project manager	90.5 - 121.0	98.8 - 134.7	109.6 - 151.1
functional analyst	50.6 - 66.0	57.1 - 75.8	64.9 - 86.0
organizational change manager (OCM)	62.8 - 84.8	73.2 - 101.2	86.4 - 118.7
product owner	70.7 - 93.5	81.2 - 108.9	93.4 - 123.2
product owner/manager	75.4 - 104.3	87.8 - 123.2	102.3 - 141.1
program manager	90.5 - 122.9	102.8 - 142.2	118.0 - 163.4
project coordinator	56.2 - 71.3	64.2 - 83.1	74.0 - 94.8
project manager (infrastructure)	79.8 - 107.1	89.8 - 122.6	102.0 - 139.1
project manager (software)	82.8 - 110.1	92.8 - 125.6	105.0 - 142.1
scrum master	69.5 - 90.8	78.5 - 104.5	89.6 - 119.4
technical writer	57.5 - 74.7	66.9 - 88.3	77.8 - 100.7

outaouais

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.2 - 43.2	39.7 - 47.5	43.0 - 51.5
customer service manager	65.1 - 79.1	70.6 - 85.8	76.0 - 92.4
customer service representative	32.7 - 38.6	35.5 - 41.9	38.2 - 45.1
customer service supervisor	54.1 - 65.5	58.6 - 70.9	62.9 - 76.2
customer service team lead	36.4 - 39.9	39.1 - 43.1	42.8 - 51.7
customer service trainer	41.3 - 49.4	45.2 - 54.2	49.0 - 58.8
e-chat representative	29.1 - 33.9	32.2 - 37.4	34.9 - 40.7
fundraiser agent	49.4 - 60.6	54.1 - 66.4	58.6 - 71.8
help desk representative - level 1	37.4 - 40.5	40.1 - 43.6	43.5 - 56.2
inside sales manager	64.8 - 79.5	70.7 - 87.0	76.5 - 94.1
inside sales representative	49.3 - 58.5	52.0 - 61.6	54.7 - 64.8
junior collection agent	31.1 - 36.6	33.7 - 39.8	36.3 - 42.8
order desk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
service coordinator	36.7 - 43.8	39.5 - 47.3	42.4 - 50.7
survey agent	31.4 - 36.1	34.3 - 39.5	36.8 - 42.4
telemarketing agent	31.5 - 36.7	33.9 - 39.5	36.2 - 42.3
telephone dispatcher	37.1 - 43.3	40.3 - 47.1	43.2 - 50.5

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.2 - 17.6	16.0 - 19.3	17.8 - 20.8
electronic parts assembler	15.0 - 18.2	16.6 - 19.6	17.6 - 20.8
forklift operator	14.8 - 17.2	16.4 - 19.0	17.7 - 20.7
general labourer - heavy	15.9 - 18.2	17.3 - 19.9	18.6 - 21.4
general labourer - light	14.0 - 16.7	16.0 - 19.0	18.1 - 20.9
industrial painter	16.2 - 19.1	17.7 - 20.9	19.0 - 22.0
inventory control clerk	16.1 - 18.0	17.0 - 20.2	18.9 - 21.8
machine operator	16.0 - 19.7	18.1 - 21.6	19.6 - 23.4
machine operator assistant	15.0 - 17.6	17.0 - 19.4	18.4 - 21.0

manufacturing worker	14.0 - 17.0	15.6 - 17.8	16.7 - 19.0
material handler	14.0 - 16.9	16.1 - 18.7	17.4 - 20.3
moulding machine operator	15.9 - 19.0	17.0 - 20.9	18.9 - 22.6
picker/packer	14.0 - 16.3	15.1 - 17.6	16.1 - 18.8
production labourer	13.7 - 15.7	15.4 - 17.7	16.9 - 19.0
sandblasting operator	15.4 - 18.1	16.6 - 19.0	17.7 - 20.9
shipping and receiving clerk	17.6 - 20.1	19.2 - 21.9	20.7 - 23.6
supply clerk	15.4 - 17.9	16.6 - 19.3	17.7 - 20.6
warehouse labourer	14.8 - 16.8	16.0 - 18.8	17.8 - 20.3

office & administrative support

	1 year	3 years	5 years
all industries			
administrative analyst	44.4 - 53.8	47.7 - 57.7	50.9 - 61.6
administrative assistant	38.3 - 45.8	41.3 - 49.4	44.2 - 52.9
administrative assistant (bilingual)	40.0 - 45.0	44.0 - 48.0	47.0 - 55.0
administrative manager	52.9 - 64.2	56.1 - 68.1	59.2 - 71.9
benefits clerk	37.3 - 43.5	40.9 - 47.8	44.4 - 51.8
buyer assistant	37.4 - 43.6	41.5 - 48.5	45.1 - 52.7
contracts administrator	86.3 - 101.2	93.2 - 109.3	100.0 - 117.2
data entry clerk	31.5 - 36.2	34.4 - 39.5	36.9 - 42.5
dispatcher	37.1 - 43.3	40.3 - 47.1	43.2 - 50.5
document controller	31.5 - 36.2	34.4 - 39.6	36.9 - 42.5
documentation specialist	32.1 - 36.9	36.5 - 42.0	39.9 - 46.0
executive assistant	50.6 - 61.9	56.3 - 69.0	61.7 - 75.6
executive assistant (bilingual)	50.6 - 61.9	56.3 - 69.0	61.7 - 75.6
executive legal assistant	50.6 - 61.9	56.3 - 69.0	61.7 - 75.6
file clerk	32.7 - 37.6	36.9 - 42.5	40.2 - 46.3
human resources assistant	39.6 - 46.3	43.2 - 50.5	46.4 - 54.2
import/export clerk	35.9 - 41.8	39.5 - 46.2	42.8 - 50.0
import/export coordinator	52.2 - 62.4	56.0 - 67.1	59.8 - 71.6
insurance claims clerk	36.0 - 41.9	39.4 - 46.0	42.4 - 49.6
invoicing clerk	36.0 - 41.9	39.4 - 46.0	42.4 - 49.6
law clerk	36.0 - 41.9	39.4 - 46.0	42.4 - 49.6
lease administrator	37.0 - 44.7	40.1 - 48.6	43.2 - 52.3
legal assistant	44.9 - 54.5	51.5 - 62.4	57.4 - 69.5
mailroom clerk	31.4 - 35.7	34.2 - 38.9	36.4 - 41.4
office clerk	35.3 - 40.6	37.7 - 43.4	39.9 - 46.0
office manager	52.9 - 64.0	56.3 - 68.2	59.7 - 72.2
office/operations manager	52.9 - 64.0	56.3 - 68.2	59.7 - 72.2
order clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7

order entry clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
order supervisor	48.9 - 57.8	54.5 - 64.4	59.7 - 70.6
project coordinator	41.6 - 49.7	45.0 - 53.8	48.3 - 57.8
property administrator	41.6 - 49.7	45.0 - 53.8	48.3 - 57.8
property manager	58.2 - 70.5	63.7 - 77.3	69.1 - 83.9
receptionist	31.5 - 36.6	33.6 - 39.2	35.8 - 41.7
receptionist (bilingual)	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
sales administrator	42.4 - 51.4	46.8 - 56.7	51.0 - 61.7
sales assistant	37.8 - 44.1	40.3 - 47.1	43.0 - 50.2
service coordinator	36.7 - 43.8	39.5 - 47.3	42.4 - 50.7
supply clerk	31.9 - 37.1	34.5 - 40.1	36.8 - 42.9
underwriting assistant	32.0 - 35.9	35.3 - 39.7	38.3 - 43.1
virtual assistant	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
virtual receptionist	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.4 - 28.1	25.3 - 30.3	27.1 - 32.0
CNC machinist	18.8 - 22.0	20.0 - 24.6	22.2 - 26.6
conventional machinist	18.1 - 21.6	19.8 - 23.7	21.0 - 25.7
electrician	24.2 - 29.3	26.1 - 31.7	28.0 - 34.0
electromechanical technician	24.0 - 28.7	27.0 - 32.4	29.6 - 35.0
electronics technician	23.7 - 28.3	25.6 - 30.6	27.4 - 32.8
field service technician	23.4 - 27.6	25.8 - 30.6	28.1 - 33.3
heavy equipment mechanic	23.3 - 27.9	25.8 - 30.9	28.1 - 33.6
logistics supervisor	22.3 - 26.4	24.0 - 28.4	25.6 - 30.3
maintenance manager	28.1 - 33.6	30.9 - 37.0	33.4 - 40.2
maintenance mechanic	21.3 - 24.6	23.4 - 27.1	25.4 - 29.3
maintenance planner	20.6 - 23.8	22.4 - 25.9	24.1 - 27.9
maintenance supervisor	26.8 - 32.2	29.4 - 35.2	31.8 - 38.1
millwright	22.9 - 27.4	25.1 - 30.1	27.2 - 32.6
production manager	37.2 - 45.3	40.2 - 48.9	43.1 - 52.4
production supervisor	25.2 - 30.3	27.4 - 32.9	29.0 - 35.4
quality control technician	18.4 - 22.0	19.8 - 23.7	21.1 - 25.3
quality control tester	24.8 - 29.7	27.4 - 32.9	29.9 - 35.8
tool and die maker	23.2 - 27.8	25.4 - 30.0	27.0 - 33.0
warehouse manager	28.4 - 34.0	30.6 - 37.1	32.7 - 39.7
warehouse supervisor	21.9 - 26.2	24.0 - 28.7	25.9 - 31.0
welder	19.7 - 23.0	21.3 - 25.6	22.9 - 27.0

saguenay-lac-saint-jean

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.0 - 41.4	37.9 - 45.6	41.2 - 49.5
customer service manager	62.9 - 76.8	68.4 - 83.5	73.7 - 90.0
customer service representative	35.0 - 38.0	35.0 - 40.1	36.5 - 43.3
customer service supervisor	52.0 - 63.2	56.3 - 68.5	60.5 - 73.6
customer service team lead	47.5 - 58.3	52.0 - 63.9	56.3 - 69.2
customer service trainer	40.2 - 48.2	44.0 - 52.8	47.8 - 57.3
e-chat representative	35.0 - 38.0	35.0 - 40.1	36.5 - 43.3
fundraiser agent	35.0 - 38.0	35.0 - 40.1	36.5 - 43.3
help desk representative - level 1	34.6 - 41.4	37.9 - 45.6	41.2 - 49.5
inside sales manager	63.0 - 77.8	69.0 - 85.2	74.7 - 92.4
inside sales representative	47.3 - 56.2	49.9 - 59.2	52.5 - 62.3
junior collection agent	35.0 - 38.0	35.0 - 40.1	36.5 - 43.3
order desk	30.8 - 35.4	33.6 - 38.8	36.2 - 41.9
service coordinator	35.5 - 42.6	38.4 - 46.0	41.2 - 49.4
survey agent	35.0 - 38.0	35.0 - 40.1	36.5 - 43.3
telemarketing agent	35.0 - 38.0	35.0 - 40.1	36.5 - 43.3
telephone dispatcher	36.0 - 42.1	39.1 - 45.8	42.0 - 49.3

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	14.7 - 17.1	16.0 - 18.6	17.2 - 20.1
electronic parts assembler	15.0 - 17.6	16.0 - 18.9	17.0 - 20.1
forklift operator	15.0 - 16.6	15.8 - 18.4	17.1 - 20.0
general labourer - heavy	16.0 - 17.7	16.7 - 19.3	18.0 - 20.8
general labourer - light	15.0 - 17.0	16.0 - 18.4	17.0 - 20.3

industrial painter	15.7 - 18.0	17.2 - 20.3	18.0 - 21.9
inventory control clerk	15.6 - 17.9	17.0 - 19.6	18.3 - 21.2
machine operator	15.9 - 19.0	17.0 - 20.9	18.9 - 22.7
machine operator assistant	15.0 - 17.1	16.0 - 18.8	17.8 - 20.4
manufacturing worker	15.0 - 16.0	15.2 - 17.2	16.2 - 18.4
material handler	15.0 - 16.3	15.0 - 18.0	16.8 - 19.6
moulding machine operator	15.6 - 18.6	17.1 - 20.0	18.0 - 22.2
picker/packer	15.0 - 15.7	14.6 - 16.9	15.0 - 18.1
production labourer	14.0 - 16.0	14.9 - 18.0	17.0 - 18.8
sandblasting operator	15.0 - 17.6	16.1 - 19.0	17.2 - 20.3
shipping and receiving clerk	17.1 - 18.0	17.0 - 19.0	18.0 - 22.0
supply clerk	14.9 - 17.3	16.1 - 18.8	17.2 - 20.1
warehouse labourer	15.0 - 17.0	15.9 - 18.1	17.2 - 19.7

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	22.7 - 27.3	24.0 - 29.0	26.3 - 31.6
CNC machinist	18.4 - 22.1	20.1 - 24.2	21.8 - 26.1
conventional machinist	17.7 - 21.2	19.4 - 23.3	21.1 - 25.3
electrician	23.0 - 28.0	25.0 - 30.9	27.3 - 33.2
electromechanical technician	23.1 - 27.7	26.1 - 31.3	28.6 - 34.3
electronics technician	22.8 - 27.3	24.7 - 29.6	26.4 - 31.7
field service technician	22.0 - 26.7	24.9 - 29.0	27.2 - 32.2
heavy equipment mechanic	22.0 - 27.0	24.9 - 30.0	27.2 - 32.7
logistics supervisor	21.7 - 25.7	23.4 - 27.7	25.0 - 29.6
maintenance manager	27.3 - 32.8	30.1 - 36.2	32.6 - 39.3
maintenance mechanic	20.8 - 24.1	22.9 - 26.0	24.9 - 28.8
maintenance planner	20.2 - 23.3	22.0 - 25.4	23.7 - 27.4
maintenance supervisor	26.0 - 31.2	28.0 - 34.2	30.8 - 37.1
millwright	22.4 - 26.9	24.6 - 29.0	26.7 - 32.0
production manager	36.1 - 44.1	39.1 - 47.7	42.0 - 51.3
production supervisor	24.0 - 29.0	26.6 - 32.0	28.7 - 34.0
quality control technician	17.8 - 21.4	19.2 - 23.0	20.0 - 24.6
quality control tester	23.9 - 28.7	26.0 - 31.8	28.8 - 34.6
tool and die maker	22.8 - 27.3	25.0 - 29.9	27.0 - 32.4
warehouse manager	27.4 - 33.4	29.0 - 36.0	31.6 - 38.6
warehouse supervisor	21.1 - 25.4	23.2 - 27.8	25.1 - 30.2
welder	19.3 - 23.1	20.9 - 25.1	22.0 - 27.0

regina metropolitan area

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.9 - 44.3	40.7 - 48.8	44.1 - 52.9
customer service manager	67.5 - 81.9	73.2 - 88.8	78.8 - 95.6
customer service representative	33.1 - 39.4	36.1 - 43.0	39.0 - 46.3
customer service supervisor	55.6 - 67.4	60.2 - 72.9	64.6 - 78.3
customer service team lead	50.6 - 62.1	55.5 - 68.1	60.0 - 73.6
customer service trainer	42.5 - 50.9	46.5 - 55.8	50.5 - 60.5
e-chat representative	31.3 - 36.8	33.9 - 40.1	36.5 - 43.3
fundraiser agent	29.1 - 34.3	32.5 - 38.2	35.5 - 41.7
help desk representative - level 1	34.6 - 41.4	37.9 - 45.6	41.2 - 49.5
inside sales manager	66.9 - 82.1	73.1 - 89.8	79.0 - 97.1
inside sales representative	51.1 - 60.6	53.9 - 63.8	56.6 - 67.1
junior collection agent	31.2 - 37.2	34.1 - 40.6	36.9 - 43.8
order desk	32.5 - 37.8	35.8 - 41.6	38.7 - 44.9
service coordinator	37.8 - 45.4	40.9 - 49.0	43.9 - 52.6
survey agent	31.6 - 36.8	34.8 - 40.4	37.5 - 43.5
telemarketing agent	32.0 - 37.7	34.6 - 40.6	37.1 - 43.5
telephone dispatcher	38.3 - 44.9	41.7 - 48.8	44.9 - 52.4

engineering

	entry	mid	senior
construction			
architect	70.2 - 93.2	79.9 - 108.2	92.0 - 124.0
architectural drafter	56.3 - 73.0	65.4 - 86.4	76.6 - 101.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.4 - 87.1	75.6 - 100.8	86.6 - 115.0
civil engineer	75.4 - 100.0	85.7 - 115.6	98.2 - 130.9
civil engineering drafter	60.2 - 76.2	68.6 - 88.2	78.5 - 100.0
civil engineering technologist	55.7 - 72.5	62.9 - 83.3	71.6 - 94.8
civil project engineer	85.7 - 117.2	98.5 - 137.4	114.2 - 158.2

civil project manager	91.4 - 121.9	103.1 - 139.8	117.2 - 158.0
construction coordinator	58.6 - 78.0	65.8 - 89.2	74.6 - 101.3
construction director	122.0 - 161.0	155.8 - 205.3	192.7 - 254.2
construction manager	87.2 - 114.0	95.6 - 127.4	106.4 - 143.3
construction project manager	77.5 - 106.9	90.1 - 126.1	104.9 - 144.5
contracts administrator	70.2 - 93.0	79.8 - 107.5	91.2 - 122.0
contracts manager	107.9 - 136.3	120.6 - 155.4	136.7 - 177.1
demand planner	57.5 - 79.7	69.4 - 96.5	82.1 - 110.8
director of operations	149.8 - 199.8	196.0 - 261.4	247.9 - 330.7
drafter	63.2 - 79.2	71.0 - 90.4	80.3 - 102.4
electrical designer/engineer	79.0 - 106.6	92.0 - 126.4	107.9 - 146.3
electrical engineer	86.3 - 116.4	100.6 - 138.0	117.8 - 159.7
electrical engineering technician	63.8 - 81.8	72.8 - 94.7	83.3 - 107.6
electrical inspector	49.0 - 65.5	56.6 - 76.7	65.2 - 87.8
engineering manager	96.5 - 129.7	110.0 - 150.7	126.7 - 172.3
environmental engineer	72.0 - 95.6	82.2 - 111.4	94.7 - 127.3
environmental inspector	54.7 - 70.1	60.1 - 78.5	67.1 - 87.8
estimation engineer	80.3 - 107.3	92.3 - 125.5	106.9 - 144.1
estimator	71.5 - 93.4	79.6 - 105.7	89.5 - 119.4
facilities manager	76.7 - 102.6	88.3 - 120.2	102.4 - 137.5
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	72.4 - 93.2	83.2 - 108.6	95.5 - 123.1
health and safety specialist	77.6 - 102.1	88.8 - 118.8	102.2 - 135.1
HVAC drafter	62.8 - 80.6	70.6 - 91.9	79.6 - 102.7
HVAC engineer	62.5 - 83.4	71.6 - 97.1	82.3 - 109.9
materials manager	90.4 - 118.8	99.8 - 133.9	112.0 - 150.7
mechanical designer	61.6 - 81.6	71.0 - 95.0	81.5 - 107.2
mechanical drafter	58.1 - 75.5	65.4 - 87.2	75.1 - 102.0
mechanical engineer	86.8 - 114.8	98.5 - 132.6	112.7 - 151.0
mechanical engineering technician	61.3 - 80.4	69.8 - 93.0	79.8 - 104.8
operations manager	94.6 - 127.7	106.9 - 146.4	121.2 - 164.3
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	46.9 - 60.1	53.5 - 69.1	60.7 - 78.0
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.6 - 131.5	111.4 - 145.4	122.8 - 162.1
project manager	88.0 - 121.3	102.4 - 143.2	118.9 - 163.6
purchasing manager	97.8 - 129.1	110.5 - 148.2	125.5 - 166.6
QA/QC inspector	64.6 - 85.7	74.8 - 100.1	86.0 - 114.5
quality control engineer	76.6 - 101.0	86.4 - 116.0	98.4 - 131.3
quality inspector	46.4 - 59.5	52.1 - 67.8	58.9 - 76.6
safety inspector	74.9 - 97.8	84.8 - 112.2	96.2 - 126.5

saskatchewan

site supervisor	84.1 - 109.9	92.3 - 123.0	102.7 - 137.8
specification writer	61.9 - 80.0	70.1 - 91.9	79.7 - 103.6
structural designer	59.4 - 77.5	67.2 - 89.0	76.3 - 100.3
structural engineer	76.6 - 101.5	87.0 - 117.5	99.8 - 133.9
structural engineering technologist	61.2 - 81.2	69.6 - 94.0	79.9 - 107.1
superintendent	46.8 - 60.0	52.6 - 68.5	59.5 - 77.6
supply chain manager	96.2 - 127.9	109.8 - 147.8	125.2 - 165.6
energy & oil			
applications engineer	82.9 - 111.0	97.2 - 131.9	113.6 - 150.4
architect	70.3 - 93.5	80.0 - 108.6	92.3 - 124.4
architectural drafter	56.3 - 73.0	65.4 - 86.5	76.6 - 101.8
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	75.4 - 100.0	85.6 - 115.6	98.0 - 131.5
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.5 - 87.2	75.8 - 101.2	86.9 - 115.3
chemical engineer	94.6 - 124.3	104.5 - 140.0	116.9 - 156.7
chemical technician	65.5 - 85.6	73.0 - 97.3	82.4 - 111.1
chief inspector	62.0 - 81.7	69.8 - 93.2	78.8 - 104.6
civil engineer	75.6 - 100.3	85.9 - 115.9	98.4 - 131.4
civil engineering drafter	60.2 - 76.4	68.8 - 88.4	78.6 - 100.3
civil engineering technologist	55.8 - 72.6	63.0 - 83.4	71.6 - 94.9
civil project engineer	85.8 - 117.6	98.9 - 137.9	114.6 - 158.8
civil project manager	91.7 - 122.3	103.3 - 140.4	117.6 - 158.6
coating inspector	43.1 - 56.6	49.2 - 65.2	56.0 - 74.3
commissioning and start up engineer	72.4 - 96.8	83.4 - 113.5	96.6 - 129.1
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	58.7 - 78.2	65.9 - 89.4	74.8 - 101.6
construction director	122.5 - 161.6	156.4 - 206.3	193.6 - 255.4
construction manager	87.5 - 114.4	95.9 - 127.9	106.8 - 143.9
construction project manager	77.6 - 107.3	90.4 - 126.6	105.1 - 145.1
continuous improvement engineer	89.0 - 116.4	99.0 - 131.8	111.4 - 147.5
contracts administrator	70.3 - 93.2	79.9 - 107.8	91.4 - 122.4
contracts manager	108.2 - 136.8	121.0 - 156.0	137.2 - 177.8
control technician	58.4 - 76.9	66.7 - 89.0	76.3 - 101.2
controls designer/engineer	60.7 - 81.2	70.0 - 94.8	80.5 - 108.1
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.5 - 79.9	69.5 - 96.7	82.3 - 111.1
director of operations	150.4 - 200.6	196.7 - 262.4	249.0 - 332.3
drafter	63.4 - 79.3	71.2 - 90.6	80.5 - 102.6
electrical designer/engineer	79.1 - 106.8	92.3 - 126.8	108.2 - 146.8
electrical engineer	86.5 - 116.8	100.8 - 138.5	118.2 - 160.3

electrical engineering technician	64.0 - 82.0	73.0 - 94.9	83.5 - 107.9
electrical inspector	49.0 - 65.6	56.6 - 76.7	65.3 - 88.0
electrical test engineer	83.4 - 111.6	96.0 - 130.7	111.2 - 150.0
engineering manager	96.7 - 130.1	110.4 - 151.3	127.1 - 172.9
environmental engineer	72.1 - 96.0	82.3 - 111.7	94.9 - 127.8
environmental inspector	54.7 - 70.2	60.2 - 78.6	67.2 - 88.1
estimation engineer	80.4 - 107.5	92.5 - 126.0	107.2 - 144.6
estimator	71.6 - 93.6	79.7 - 106.1	89.8 - 119.8
expediter	46.3 - 60.0	52.8 - 69.1	60.1 - 78.6
facilities manager	76.8 - 102.8	88.6 - 120.6	102.6 - 138.0
field service engineer	62.2 - 82.4	70.7 - 95.8	81.4 - 110.8
general inspector	60.4 - 79.4	67.9 - 90.7	76.7 - 101.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	76.2 - 99.5	86.0 - 114.5	98.3 - 130.2
geotechnical technician	57.2 - 74.6	64.5 - 85.9	73.7 - 97.7
HDD inspector	79.5 - 104.4	89.9 - 120.0	102.5 - 136.2
health and safety manager	60.4 - 77.9	69.5 - 90.8	79.9 - 103.0
health and safety specialist	64.8 - 85.3	74.2 - 99.3	85.4 - 113.0
HVAC drafter	52.3 - 67.3	58.9 - 76.8	66.4 - 85.9
HVAC engineer	52.1 - 69.6	59.8 - 81.1	68.8 - 91.9
industrial engineer	68.9 - 89.9	76.6 - 101.7	86.0 - 113.8
inventory analyst	48.1 - 63.4	54.9 - 73.5	63.0 - 84.0
inventory control manager	61.7 - 81.0	69.1 - 92.4	78.2 - 104.4
logistics manager	60.5 - 80.7	69.3 - 94.1	79.9 - 107.4
logistics specialist	55.6 - 74.2	63.7 - 86.4	73.4 - 98.1
materials manager	75.4 - 99.4	83.4 - 112.0	93.5 - 126.1
mechanical completions	79.5 - 104.4	89.9 - 120.0	102.5 - 136.2
mechanical designer	51.4 - 68.2	59.3 - 79.4	68.1 - 89.6
mechanical drafter	48.5 - 63.0	54.5 - 72.8	62.8 - 85.2
mechanical engineer	72.5 - 96.0	82.3 - 110.9	94.2 - 126.3
mechanical engineering technican	51.2 - 67.2	58.3 - 77.7	66.6 - 87.5
operations manager	79.1 - 106.8	89.3 - 122.4	101.3 - 137.5
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
pipeline engineer	70.6 - 92.0	79.7 - 105.9	91.0 - 121.4
pipng designer	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
pipng engineer	62.5 - 82.0	69.9 - 93.5	79.2 - 106.0
planner/scheduler	39.1 - 50.2	44.6 - 57.7	50.6 - 65.1
plant manager	86.6 - 120.8	103.9 - 146.7	124.0 - 170.9
PLC programmer	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
process engineer	60.3 - 80.4	69.1 - 93.7	79.6 - 106.5
procurement director	92.7 - 122.5	122.2 - 161.2	148.0 - 195.3

procurement specialist	47.6 - 62.1	52.9 - 70.5	59.6 - 80.0
program manager	70.5 - 91.4	80.3 - 105.8	92.0 - 120.7
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	85.8 - 110.0	93.1 - 121.7	102.6 - 135.7
project manager	88.2 - 121.8	102.6 - 143.6	119.4 - 164.2
purchasing manager	81.7 - 108.0	92.4 - 123.9	104.9 - 139.3
QA/QC inspector	53.9 - 71.6	62.4 - 83.7	71.9 - 95.7
quality assurance manager	77.7 - 101.2	86.0 - 113.9	96.2 - 127.6
quality assurance/control technician	59.4 - 79.0	69.0 - 93.0	80.0 - 105.7
quality control engineer	63.9 - 84.4	72.2 - 97.0	82.3 - 109.8
quality inspector	38.7 - 49.6	43.4 - 56.5	49.1 - 63.9
safety inspector	62.5 - 81.7	70.8 - 93.8	80.4 - 105.7
SCADA engineer	61.6 - 82.1	70.4 - 95.4	81.0 - 108.6
site supervisor	70.2 - 91.9	77.1 - 102.8	85.8 - 115.2
sourcing engineer	53.7 - 71.6	61.4 - 83.4	70.8 - 95.4
specification writer	51.6 - 66.8	58.5 - 76.8	66.5 - 86.6
start up lead	76.3 - 99.3	83.5 - 110.8	92.8 - 124.0
stationary engineer	51.8 - 67.2	57.9 - 76.2	65.1 - 85.0
structural designer	49.5 - 64.8	56.1 - 74.4	63.7 - 83.9
structural engineer	63.9 - 84.8	72.7 - 98.2	83.5 - 112.0
structural engineering technologist	51.1 - 67.8	58.2 - 78.6	66.8 - 89.6
superintendent	39.0 - 50.1	43.9 - 57.2	49.6 - 64.8
supply chain manager	80.4 - 107.0	91.8 - 123.6	104.7 - 138.5
tanks inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
telecommunications technician	53.1 - 69.4	60.1 - 79.8	68.5 - 91.0
transmission line engineer	73.4 - 93.0	79.5 - 102.5	87.4 - 113.7
transportation manager	74.8 - 98.9	84.6 - 113.8	96.4 - 129.4
turnaround coordinator	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
welding inspector	51.4 - 67.3	58.3 - 77.3	66.2 - 87.2
manufacturing			
applications engineer	69.1 - 92.4	81.0 - 109.8	94.6 - 125.1
automation engineer	62.8 - 83.2	71.3 - 96.2	81.6 - 109.5
buyer	55.3 - 72.7	63.1 - 84.2	72.3 - 96.0
chemical engineer	78.7 - 103.5	87.0 - 116.6	97.4 - 130.5
chemical technician	54.6 - 71.3	60.7 - 81.0	68.7 - 92.6
cmm programmer	46.5 - 60.1	51.8 - 68.1	58.3 - 76.3
CNC programmer	49.5 - 65.7	56.4 - 76.2	64.7 - 87.2
coating inspector	35.9 - 47.2	41.0 - 54.3	46.7 - 61.9
commissioning and start up engineer	60.4 - 80.8	69.6 - 94.7	80.6 - 108.3
continuous improvement engineer	74.1 - 96.9	82.5 - 109.7	92.7 - 122.7
contracts administrator	58.5 - 77.7	66.6 - 89.8	76.2 - 101.9

contracts manager	90.1 - 113.9	100.7 - 129.9	114.2 - 148.0
control technician	48.7 - 64.0	55.6 - 74.1	63.6 - 84.2
controls designer/engineer	50.6 - 67.7	58.2 - 78.9	67.0 - 90.1
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	47.9 - 66.5	57.8 - 80.6	68.5 - 92.5
director of operations	125.1 - 167.0	163.7 - 218.5	207.3 - 276.6
drafter	52.7 - 66.1	59.2 - 75.5	67.0 - 85.4
electrical designer/engineer	65.9 - 89.0	76.8 - 105.6	90.1 - 122.2
electrical engineer	72.1 - 97.2	84.0 - 115.3	98.4 - 133.5
electrical engineering technician	53.2 - 68.3	60.7 - 79.0	69.5 - 89.9
electrical inspector	49.0 - 65.6	56.6 - 76.7	65.2 - 88.0
electrical test engineer	53.2 - 68.3	60.7 - 79.0	69.5 - 89.9
engineering manager	96.6 - 130.0	110.3 - 151.1	127.0 - 172.8
environmental engineer	72.0 - 95.9	82.3 - 111.6	94.9 - 127.7
environmental inspector	54.7 - 70.1	60.2 - 78.6	67.2 - 88.1
estimation engineer	80.4 - 107.4	92.4 - 125.9	107.0 - 144.5
estimator	71.6 - 93.6	79.7 - 106.0	89.8 - 119.6
field service engineer	62.2 - 82.4	70.7 - 95.6	81.4 - 110.6
field service technician	60.7 - 79.8	70.4 - 93.1	80.9 - 105.8
general inspector	60.4 - 79.4	67.8 - 90.6	76.7 - 101.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	182.9 - 258.0	256.2 - 361.3	325.4 - 455.8
health and safety manager	72.4 - 93.5	83.4 - 108.8	95.8 - 123.5
health and safety specialist	77.8 - 102.4	88.9 - 119.0	102.5 - 135.5
HVAC drafter	62.8 - 80.8	70.7 - 92.0	79.7 - 103.0
HVAC engineer	62.5 - 83.5	71.6 - 97.2	82.4 - 110.2
industrial engineer	82.6 - 107.8	91.8 - 121.9	103.1 - 136.4
inventory analyst	57.7 - 76.0	65.9 - 88.1	75.5 - 100.7
inventory control manager	74.0 - 97.1	82.9 - 110.8	93.8 - 125.2
logistics manager	72.6 - 96.7	83.0 - 112.8	95.8 - 128.8
logistics specialist	66.7 - 88.9	76.4 - 103.7	88.1 - 117.6
machining manager	70.8 - 91.3	78.7 - 103.4	88.7 - 117.1
maintenance manager	72.7 - 96.1	83.5 - 111.2	95.2 - 123.8
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3
manufacturing engineer	78.2 - 103.8	89.0 - 120.1	102.0 - 136.0
materials manager	90.5 - 119.2	100.1 - 134.3	112.2 - 151.2
mechanical designer	61.7 - 81.7	71.2 - 95.2	81.6 - 107.4
mechanical drafter	58.2 - 75.6	65.4 - 87.4	75.2 - 102.2
mechanical engineer	87.0 - 115.1	98.6 - 133.0	112.9 - 151.4
mechanical engineering technican	61.4 - 80.5	70.0 - 93.1	79.9 - 105.0
operations manager	94.8 - 128.0	107.2 - 146.8	121.4 - 164.8

saskatchewan

planner/scheduler	46.9 - 60.2	53.5 - 69.2	60.7 - 78.1
plant manager	103.8 - 144.7	124.6 - 175.8	148.6 - 204.8
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	72.2 - 96.5	82.8 - 112.3	95.4 - 127.7
procurement director	111.1 - 146.9	146.4 - 193.2	177.4 - 234.0
procurement specialist	57.1 - 74.5	63.5 - 84.5	71.5 - 96.0
production manager	97.0 - 127.2	108.5 - 145.1	122.9 - 164.3
production planner	57.8 - 76.8	66.8 - 89.3	76.4 - 99.5
program manager	84.5 - 109.6	96.4 - 126.8	110.3 - 144.7
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.8 - 131.9	111.6 - 145.8	123.0 - 162.6
project manager	88.2 - 121.7	102.6 - 143.5	119.3 - 164.0
purchasing manager	97.9 - 129.5	110.8 - 148.6	125.8 - 167.0
QA/QC inspector	64.6 - 85.8	74.9 - 100.3	86.2 - 114.7
quality assurance manager	93.2 - 121.3	103.1 - 136.6	115.4 - 152.9
quality assurance/control technician	71.2 - 94.7	82.7 - 111.5	95.9 - 126.7
quality control engineer	76.7 - 101.2	86.5 - 116.3	98.6 - 131.5
quality inspector	46.4 - 59.5	52.1 - 67.8	58.9 - 76.7
safety inspector	75.0 - 97.9	85.0 - 112.4	96.4 - 126.7
SCADA engineer	73.9 - 98.4	84.5 - 114.4	97.1 - 130.2
site supervisor	84.2 - 110.2	92.4 - 123.2	102.8 - 138.1
sourcing engineer	64.4 - 85.8	73.7 - 100.0	85.0 - 114.4
specification writer	61.9 - 80.2	70.2 - 92.0	79.8 - 103.8
stationary engineer	62.2 - 80.6	69.4 - 91.4	78.0 - 102.0
supply chain manager	96.5 - 128.3	110.0 - 148.2	125.5 - 166.1
transportation manager	89.6 - 118.6	101.5 - 136.4	115.6 - 155.0
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
warehouse manager	73.9 - 96.7	82.3 - 109.6	92.6 - 123.5

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	38.3 - 44.3	41.4 - 47.8	44.2 - 51.1
accounts payable clerk	38.5 - 43.5	42.7 - 48.2	46.4 - 52.3
accounts receivable clerk	39.0 - 44.1	43.3 - 48.8	47.0 - 53.1
assistant controller	88.0 - 112.0	95.4 - 121.4	102.6 - 130.5
invoicing clerk	36.5 - 42.8	40.2 - 47.1	43.4 - 50.7
payroll administrator	42.3 - 50.7	46.3 - 55.5	50.1 - 60.0
payroll clerk	41.1 - 48.1	45.3 - 53.0	49.1 - 57.4

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.5 - 18.4	17.6 - 20.4	18.7 - 21.4
boom truck operator	21.3 - 24.6	22.8 - 26.4	25.0 - 29.6
electronic parts assembler	15.8 - 18.4	16.8 - 19.8	17.8 - 21.1
forklift operator	15.1 - 18.3	17.4 - 20.4	18.6 - 21.6
industrial painter	17.2 - 20.8	18.7 - 22.6	20.4 - 23.6
inventory control clerk	16.2 - 19.4	18.7 - 21.3	19.2 - 23.4
logistics coordinator	22.7 - 26.5	24.1 - 27.9	26.7 - 31.4
machine operator	17.6 - 20.4	18.5 - 22.0	20.4 - 24.1
machine operator assistant	16.1 - 18.9	18.4 - 20.3	19.8 - 22.4
manufacturing worker	15.4 - 17.3	16.8 - 18.6	17.4 - 20.4
material handler	15.3 - 17.6	16.6 - 18.9	18.4 - 21.0
moulding machine operator	15.8 - 20.1	18.5 - 22.4	20.7 - 24.6
parts manager	23.7 - 28.5	25.6 - 30.2	27.2 - 33.5
picker/packer	14.7 - 17.2	15.6 - 18.7	16.3 - 19.4
production labourer	14.3 - 16.9	16.4 - 18.4	17.6 - 20.7
sandblasting operator	16.4 - 19.0	17.3 - 20.7	18.4 - 22.6
shipping and receiving clerk	17.1 - 20.4	19.4 - 22.0	21.2 - 24.3
warehouse labourer	14.8 - 16.7	16.4 - 18.7	17.9 - 20.8

office & administrative support

	1 year	3 years	5 years
all industries			
accountant	61.9 - 74.3	65.4 - 78.4	68.8 - 82.5
administrative assistant	39.0 - 46.8	42.2 - 50.6	45.3 - 54.2
benefits clerk	38.1 - 44.6	42.0 - 49.1	45.5 - 53.3
buyer assistant	38.1 - 44.6	42.4 - 49.5	46.1 - 53.9
claims supervisor	62.2 - 75.4	67.1 - 81.3	71.9 - 87.1
contracts administrator	54.3 - 65.1	58.9 - 70.1	63.2 - 76.8
data entry clerk	31.6 - 36.8	34.7 - 40.3	37.5 - 43.4
dispatcher	38.3 - 44.9	41.7 - 48.8	44.9 - 52.4
document controller	31.8 - 36.9	35.0 - 40.6	37.6 - 43.6
executive assistant	51.8 - 63.6	57.8 - 70.9	63.3 - 77.7
file clerk	33.1 - 38.4	37.6 - 43.6	41.1 - 47.6
HR administrator	45.2 - 54.2	49.2 - 58.9	53.0 - 63.5

HR coordinator	46.2 - 60.2	51.3 - 68.4	57.8 - 78.1
HR manager	78.6 - 103.1	88.4 - 118.2	99.9 - 127.3
human resources assistant	40.6 - 47.5	44.4 - 51.9	47.6 - 55.7
import/export clerk	36.4 - 42.7	40.3 - 47.2	43.7 - 51.1
insurance claims clerk	33.9 - 38.7	36.9 - 42.3	39.8 - 45.5
leasing coordinator	40.0 - 47.8	43.2 - 51.6	46.3 - 55.2
legal assistant	45.5 - 55.1	52.1 - 63.2	58.1 - 70.5
mailroom clerk	31.5 - 36.2	34.5 - 39.6	36.9 - 42.3
office clerk	35.7 - 41.4	38.3 - 44.4	40.7 - 47.1
office manager	52.3 - 63.8	55.8 - 68.1	59.1 - 72.3
order clerk	32.5 - 37.8	35.8 - 41.6	38.7 - 44.9
order supervisor	50.1 - 59.3	56.0 - 66.2	61.3 - 72.6
project coordinator	43.1 - 51.6	46.7 - 55.9	50.1 - 60.0
property administrator	41.2 - 46.9	42.8 - 50.9	45.9 - 54.8
property manager	60.2 - 72.9	65.9 - 79.9	71.5 - 86.6
receptionist	31.7 - 37.3	34.1 - 40.1	36.4 - 42.7
sales assistant	38.5 - 45.1	41.2 - 48.2	43.9 - 51.4
supply clerk	32.6 - 38.3	35.4 - 41.6	38.0 - 44.5

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	24.1 - 29.1	26.4 - 30.9	28.3 - 34.1
CNC operator	19.4 - 23.1	21.2 - 25.3	22.7 - 27.3
conventional machinist	19.1 - 22.8	20.7 - 24.8	21.8 - 27.1
electrician	25.2 - 30.4	27.4 - 33.6	29.4 - 35.6
electromechanical technician	25.1 - 29.7	28.1 - 34.5	31.2 - 37.3
electronics technician	25.6 - 29.7	27.4 - 32.1	28.6 - 34.5
field service technician	24.1 - 29.2	26.8 - 32.1	29.3 - 33.7
heavy equipment mechanic	24.1 - 28.6	27.2 - 32.4	29.5 - 35.4
logistics supervisor	26.2 - 29.3	27.9 - 31.2	29.2 - 33.5
maintenance manager	28.8 - 34.6	31.9 - 37.4	35.0 - 41.2
maintenance mechanic	22.2 - 26.3	24.7 - 28.8	27.3 - 31.5
maintenance supervisor	27.8 - 32.6	30.5 - 35.8	32.4 - 39.6
maintenance worker	20.4 - 22.8	22.4 - 26.3	24.1 - 27.9
millwright	24.3 - 29.5	26.7 - 31.2	28.4 - 34.2
production manager	39.5 - 47.2	42.1 - 50.2	45.8 - 54.3
quality control technician	19.2 - 23.1	20.5 - 25.8	22.4 - 26.8

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quality control tester	26.4 - 31.2	27.8 - 33.5	31.5 - 36.5
tool and die maker	23.8 - 28.5	26.3 - 32.4	29.8 - 34.1
warehouse supervisor	22.8 - 26.9	24.6 - 29.5	26.4 - 31.5
welder	20.5 - 24.6	22.3 - 26.7	23.8 - 28.4

technologies

	entry	mid	senior
application software			
.net/C# developer	66.7 - 86.3	74.7 - 98.3	84.4 - 110.5
application support analyst	58.1 - 76.6	66.7 - 88.5	75.9 - 99.6
automation tester	65.5 - 82.3	80.3 - 92.7	90.0 - 107.5
C++/ embedded software engineer	64.9 - 83.9	72.6 - 95.6	82.1 - 107.5
database SQL developer	59.3 - 78.7	67.7 - 91.5	77.8 - 103.9
devops development side	63.8 - 85.6	73.9 - 100.9	86.0 - 115.2
ERP developer	67.2 - 86.7	75.0 - 98.8	84.9 - 112.0
front-end developer	63.2 - 83.1	72.4 - 96.6	83.1 - 109.8
full stack developer	72.5 - 95.3	83.0 - 110.8	95.3 - 125.5
java developer	64.5 - 83.4	72.2 - 95.1	81.6 - 107.1
machine learning developer	69.8 - 103.5	93.6 - 129.7	111.7 - 138.5
manual tester	47.0 - 62.9	55.1 - 74.6	64.3 - 85.0
mobile application developer (ios/android)	59.9 - 87.9	79.4 - 111.4	96.2 - 126.2
quality assurance manager	79.5 - 103.2	87.8 - 116.1	98.2 - 130.1
RPA developer	49.1 - 64.7	56.4 - 75.2	64.6 - 84.4
technical lead	101.5 - 135.8	115.1 - 156.4	131.2 - 176.4
UI/UX designer	59.9 - 77.9	67.5 - 89.1	76.5 - 99.7
architecture			
application architect	91.7 - 122.0	103.1 - 140.0	117.5 - 160.1
architect (enterprise)	90.5 - 121.9	103.7 - 142.1	119.5 - 163.2
architect (solutions/technical)	81.3 - 101.6	91.2 - 115.8	103.0 - 130.0
cloud architect	82.0 - 102.9	92.5 - 118.0	105.0 - 132.3
data & analytics			
BI data architect	84.2 - 112.9	94.2 - 128.6	106.5 - 145.0
big data engineer	79.1 - 103.3	88.3 - 117.7	99.9 - 133.3
business intelligence developer	63.4 - 82.2	71.1 - 93.6	80.3 - 104.7
data analyst	64.1 - 85.5	73.7 - 100.0	85.2 - 113.9
data architect	68.6 - 90.7	79.1 - 106.2	91.5 - 121.2
data engineer	67.6 - 90.2	77.8 - 105.6	89.9 - 120.1
data scientist	74.2 - 99.3	85.7 - 116.5	99.2 - 132.4
database administrator	64.7 - 87.9	76.4 - 105.1	89.7 - 120.5

leadership/business technology

business analyst	68.5 - 85.0	77.0 - 100.0	92.0 - 120.0
IT director	100.0 - 110.0	105.0 - 135.0	130.0 - 225.0
IT manager	66.7 - 87.3	74.6 - 99.6	84.5 - 113.6

networking/infrastructure

bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
cloud engineer	70.8 - 94.2	82.5 - 110.9	95.5 - 125.4
devops system side	77.7 - 107.2	90.5 - 125.8	104.3 - 141.8
help desk representative	44.3 - 59.2	50.9 - 68.2	57.8 - 76.3
information security engineer	69.4 - 92.7	79.9 - 108.5	92.4 - 123.3
information security manager	90.2 - 117.9	100.7 - 134.2	113.8 - 152.2
information security specialist	58.6 - 77.0	67.1 - 89.5	77.1 - 101.3
information systems analyst	62.5 - 80.2	69.2 - 90.5	77.6 - 101.7
linux/unix administrator	70.6 - 92.6	80.6 - 107.6	92.7 - 122.6
network administrator	59.4 - 79.4	68.5 - 92.9	79.1 - 106.0
network engineer	65.3 - 87.0	74.9 - 101.7	86.7 - 116.6
systems administrator	67.0 - 87.0	75.4 - 99.7	85.7 - 112.9
tech support	60.7 - 80.3	70.1 - 93.8	80.7 - 106.5
telecommunications analyst	61.8 - 82.2	70.8 - 96.1	82.0 - 110.9

project management

business systems analyst	64.2 - 85.7	75.2 - 101.7	87.8 - 116.7
ERP project manager	91.1 - 121.4	99.3 - 135.1	110.1 - 151.4
functional analyst	51.5 - 67.2	58.2 - 77.2	66.2 - 87.4
organizational change manager (OCM)	63.4 - 85.4	73.9 - 101.8	87.0 - 119.2
product owner	72.0 - 94.6	82.4 - 109.9	94.5 - 124.2
product owner/manager	76.2 - 104.8	88.5 - 123.5	102.8 - 141.3
program manager	100.0 - 115.0	110.0 - 135.0	134.0 - 165.0
project coordinator	57.3 - 72.6	65.5 - 84.3	75.3 - 95.9
project manager (infrastructure)	80.4 - 107.6	90.4 - 123.0	102.6 - 139.5
project manager (software)	83.4 - 110.6	93.4 - 126.0	105.6 - 142.5
scrum master	70.7 - 92.0	79.8 - 105.6	90.8 - 120.3
technical writer	58.1 - 75.4	67.6 - 88.9	78.5 - 101.2

saskatoon metropolitan area

customer care & contact centre

	1 year	3 years	5 years
all industries			
customer loyalty agent	36.8 - 44.2	40.6 - 48.7	44.0 - 52.8
customer service manager	67.4 - 81.8	73.1 - 88.7	78.7 - 95.4
customer service representative	33.0 - 39.3	36.0 - 42.8	38.9 - 46.2
customer service supervisor	55.0 - 66.8	59.6 - 72.4	64.1 - 77.8
customer service team lead	29.0 - 34.2	32.4 - 38.1	35.4 - 41.6
customer service trainer	43.0 - 51.6	47.2 - 56.6	51.2 - 61.3
e-chat representative	31.3 - 36.8	33.9 - 40.1	36.5 - 43.3
fundraiser agent	50.3 - 61.8	55.2 - 67.8	59.8 - 73.4
help desk representative - level 1	34.6 - 41.4	37.9 - 45.6	41.2 - 49.5
inside sales manager	66.5 - 81.7	72.7 - 89.2	78.6 - 96.5
inside sales representative	50.6 - 60.0	53.3 - 63.2	56.1 - 66.5
junior collection agent	30.9 - 36.8	33.8 - 40.2	36.5 - 43.4
order desk	32.4 - 37.7	35.7 - 41.4	38.6 - 44.7
service coordinator	37.5 - 45.1	40.6 - 48.8	43.7 - 52.4
survey agent	31.6 - 36.7	34.7 - 40.3	37.4 - 43.3
telemarketing agent	31.7 - 37.3	34.2 - 40.2	36.8 - 43.2
telephone dispatcher	38.0 - 44.6	41.4 - 48.5	44.6 - 52.2

engineering

	entry	mid	senior
construction			
architect	69.8 - 92.9	79.6 - 107.9	91.7 - 123.7
architectural drafter	55.6 - 72.2	64.7 - 85.8	75.8 - 101.0
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.0 - 86.9	75.4 - 100.7	86.4 - 114.8
civil engineer	74.9 - 99.5	85.2 - 115.1	97.6 - 130.4
civil engineering drafter	59.5 - 75.6	68.0 - 87.6	77.9 - 99.4
civil engineering technologist	55.1 - 71.9	62.3 - 82.7	70.9 - 94.1
civil project engineer	85.0 - 116.6	97.9 - 136.8	113.6 - 157.6

civil project manager	90.8 - 121.3	102.5 - 139.3	116.6 - 157.6
construction coordinator	58.8 - 78.4	66.0 - 89.5	74.9 - 101.8
construction director	121.4 - 160.4	155.2 - 204.8	192.2 - 253.7
construction manager	86.6 - 113.4	95.0 - 126.8	105.8 - 142.7
construction project manager	76.9 - 106.3	89.5 - 125.5	104.3 - 143.9
contracts administrator	69.8 - 92.8	79.6 - 107.3	91.1 - 121.9
contracts manager	107.8 - 136.1	120.4 - 155.3	136.4 - 177.0
demand planner	57.2 - 79.4	69.1 - 96.2	81.8 - 110.4
director of operations	148.3 - 198.2	194.4 - 259.6	246.2 - 328.8
drafter	62.6 - 78.5	70.3 - 89.8	79.7 - 101.6
electrical designer/engineer	78.5 - 106.0	91.6 - 125.9	107.4 - 145.8
electrical engineer	85.8 - 115.8	100.1 - 137.5	117.4 - 159.2
electrical engineering technician	63.2 - 81.1	72.1 - 94.1	82.7 - 106.9
electrical inspector	48.5 - 65.2	56.2 - 76.3	64.8 - 87.5
engineering manager	95.9 - 129.0	109.4 - 150.1	126.1 - 171.7
environmental engineer	71.4 - 95.2	81.6 - 110.9	94.2 - 126.8
environmental inspector	54.4 - 69.8	59.9 - 78.4	66.8 - 87.8
estimation engineer	79.7 - 106.7	91.8 - 125.0	106.3 - 143.5
estimator	71.3 - 93.1	79.3 - 105.6	89.3 - 119.3
facilities manager	76.2 - 102.1	87.8 - 119.6	101.8 - 136.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
health and safety manager	71.6 - 92.6	82.6 - 108.0	94.9 - 122.6
health and safety specialist	77.2 - 101.6	88.2 - 118.3	101.6 - 134.6
HVAC drafter	62.3 - 80.2	70.1 - 91.4	79.1 - 102.4
HVAC engineer	61.9 - 82.8	71.0 - 96.5	81.8 - 109.4
materials manager	90.1 - 118.7	99.7 - 133.7	111.7 - 150.5
mechanical designer	61.1 - 81.1	70.6 - 94.4	81.0 - 106.7
mechanical drafter	57.5 - 74.9	64.7 - 86.5	74.5 - 101.4
mechanical engineer	86.3 - 114.4	97.9 - 132.1	112.2 - 150.5
mechanical engineering technican	60.7 - 79.8	69.2 - 92.3	79.1 - 104.2
operations manager	93.4 - 126.2	105.5 - 145.0	119.8 - 162.8
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
planner/scheduler	46.8 - 60.0	53.4 - 69.0	60.6 - 77.9
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.0 - 130.9	110.8 - 144.8	122.2 - 161.5
project manager	87.4 - 120.7	101.8 - 142.6	118.3 - 163.0
purchasing manager	97.6 - 128.9	110.4 - 148.0	125.3 - 166.3
QA/QC inspector	64.0 - 85.1	74.0 - 99.5	85.4 - 113.9
quality control engineer	76.1 - 100.4	85.9 - 115.6	97.9 - 130.8
quality inspector	46.0 - 58.9	51.6 - 67.2	58.3 - 76.1
safety inspector	74.2 - 97.2	84.1 - 111.7	95.6 - 125.9

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site supervisor	83.4 - 109.3	91.7 - 122.3	102.0 - 137.2
specification writer	61.1 - 79.1	69.2 - 91.0	78.8 - 102.6
structural designer	58.7 - 76.9	66.6 - 88.4	75.7 - 99.7
structural engineer	76.1 - 100.9	86.5 - 117.0	99.4 - 133.4
structural engineering technologist	60.9 - 80.7	69.2 - 93.6	79.5 - 106.8
superintendent	46.6 - 59.9	52.3 - 68.4	59.3 - 77.4
supply chain manager	96.1 - 127.8	109.7 - 147.6	125.0 - 165.4
energy & oil			
applications engineer	82.2 - 110.2	96.5 - 131.0	112.8 - 149.5
architect	70.0 - 93.1	79.7 - 108.2	91.9 - 124.1
architectural drafter	55.7 - 72.4	64.8 - 85.8	76.0 - 101.2
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	74.9 - 99.4	85.1 - 115.0	97.6 - 131.0
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	66.1 - 87.1	75.5 - 100.9	86.6 - 115.2
chemical engineer	94.0 - 123.8	104.0 - 139.6	116.4 - 156.2
chemical technician	64.9 - 85.0	72.2 - 96.6	81.8 - 110.5
chief inspector	61.7 - 81.5	69.5 - 93.0	78.5 - 104.4
civil engineer	75.0 - 99.7	85.4 - 115.4	97.8 - 130.9
civil engineering drafter	59.6 - 75.7	68.2 - 87.7	78.0 - 99.6
civil engineering technologist	55.1 - 72.0	62.4 - 82.8	71.0 - 94.2
civil project engineer	85.2 - 117.0	98.3 - 137.3	114.0 - 158.2
civil project manager	91.1 - 121.8	102.8 - 139.8	117.1 - 158.2
coating inspector	42.6 - 56.2	48.6 - 64.7	55.4 - 73.8
commissioning and start up engineer	72.0 - 96.7	83.2 - 113.4	96.4 - 129.0
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction coordinator	58.8 - 78.5	66.1 - 89.8	75.0 - 102.1
construction director	121.9 - 161.0	155.8 - 205.8	193.1 - 254.8
construction manager	86.9 - 113.8	95.3 - 127.2	106.2 - 143.3
construction project manager	77.0 - 106.7	89.8 - 126.0	104.5 - 144.5
continuous improvement engineer	88.9 - 116.2	98.9 - 131.5	111.1 - 147.2
contracts administrator	70.0 - 93.0	79.7 - 107.6	91.3 - 122.3
contracts manager	108.0 - 136.6	120.8 - 155.9	136.9 - 177.7
control technician	57.8 - 76.2	66.1 - 88.3	75.7 - 100.6
controls designer/engineer	60.1 - 80.6	69.2 - 94.2	79.8 - 107.5
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	57.4 - 79.7	69.2 - 96.5	82.1 - 110.8
director of operations	148.8 - 199.1	195.2 - 260.8	247.4 - 330.4
drafter	62.6 - 78.7	70.4 - 90.0	79.9 - 102.0
electrical designer/engineer	78.6 - 106.3	91.8 - 126.4	107.8 - 146.3

electrical engineer	86.0 - 116.2	100.3 - 138.0	117.7 - 159.8
electrical engineering technician	63.2 - 81.4	72.2 - 94.3	82.8 - 107.3
electrical inspector	48.5 - 65.3	56.2 - 76.3	64.8 - 87.6
electrical test engineer	82.9 - 111.0	95.4 - 130.2	110.8 - 149.5
engineering manager	96.1 - 129.5	109.8 - 150.7	126.5 - 172.4
environmental engineer	71.5 - 95.4	81.8 - 111.1	94.4 - 127.3
environmental inspector	54.4 - 70.0	59.9 - 78.5	67.0 - 88.1
estimation engineer	79.9 - 107.0	92.0 - 125.4	106.7 - 144.1
estimator	71.4 - 93.4	79.4 - 106.0	89.5 - 119.6
expediter	46.0 - 59.8	52.4 - 68.9	59.8 - 78.4
facilities manager	76.3 - 102.4	88.0 - 120.1	102.1 - 137.5
field service engineer	61.6 - 81.8	70.1 - 95.2	80.8 - 110.0
general inspector	59.9 - 79.1	67.4 - 90.4	76.3 - 101.6
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geotechnical engineer	75.7 - 98.9	85.6 - 113.9	97.8 - 129.7
geotechnical technician	56.8 - 74.2	64.2 - 85.4	73.4 - 97.3
HDD inspector	79.5 - 104.4	89.9 - 120.0	102.5 - 136.2
health and safety manager	59.8 - 77.4	69.0 - 90.3	79.4 - 102.6
health and safety specialist	64.4 - 84.9	73.7 - 98.9	85.0 - 112.6
HVAC drafter	51.9 - 67.0	58.5 - 76.4	66.1 - 85.5
HVAC engineer	51.7 - 69.2	59.3 - 80.6	68.4 - 91.5
industrial engineer	68.4 - 89.5	76.1 - 101.3	85.6 - 113.4
inventory analyst	48.0 - 63.2	54.8 - 73.3	62.8 - 83.7
inventory control manager	61.2 - 80.5	68.6 - 91.8	77.7 - 103.9
logistics manager	60.3 - 80.6	69.1 - 93.9	79.8 - 107.2
logistics specialist	55.3 - 74.0	63.5 - 86.3	73.2 - 98.0
materials manager	75.3 - 99.2	83.3 - 111.8	93.4 - 125.9
mechanical completions	79.5 - 104.4	89.9 - 120.0	102.5 - 136.2
mechanical designer	51.0 - 67.7	58.9 - 78.9	67.6 - 89.1
mechanical drafter	47.9 - 62.5	54.0 - 72.3	62.2 - 84.7
mechanical engineer	72.1 - 95.6	81.8 - 110.5	93.8 - 125.9
mechanical engineering technican	50.7 - 66.7	57.8 - 77.2	66.1 - 87.0
operations manager	78.0 - 105.6	88.2 - 121.2	100.2 - 136.2
osd designer - telecom	52.9 - 68.7	59.5 - 79.3	68.4 - 92.4
pipeline engineer	70.2 - 91.6	79.2 - 105.5	90.6 - 121.0

piping designer	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
piping engineer	62.0 - 81.5	69.5 - 93.1	78.8 - 105.6
planner/scheduler	39.0 - 50.1	44.5 - 57.6	50.5 - 65.0
plant manager	86.5 - 120.6	103.7 - 146.5	123.8 - 170.8
PLC programmer	56.7 - 75.0	65.4 - 87.1	74.9 - 97.9
process engineer	59.8 - 80.0	68.6 - 93.3	79.2 - 106.0
procurement director	92.6 - 122.3	122.0 - 161.1	147.9 - 195.2
procurement specialist	47.2 - 61.9	52.6 - 70.3	59.4 - 79.9
program manager	69.9 - 90.9	79.8 - 105.3	91.5 - 120.2
project director	118.5 - 143.3	141.0 - 178.0	170.0 - 213.2
project engineer	85.2 - 109.5	92.6 - 121.2	102.1 - 135.2
project manager	87.6 - 121.2	102.0 - 143.0	118.8 - 163.7
purchasing manager	81.6 - 107.8	92.3 - 123.7	104.8 - 139.2
QA/QC inspector	53.3 - 71.0	61.9 - 83.1	71.3 - 95.2
quality assurance manager	77.6 - 101.0	85.9 - 113.7	96.1 - 127.4
quality assurance/control technician	58.7 - 78.3	68.3 - 92.3	79.3 - 105.0
quality control engineer	63.5 - 84.0	71.8 - 96.6	81.8 - 109.3
quality inspector	38.3 - 49.2	43.0 - 56.1	48.7 - 63.5
safety inspector	61.9 - 81.2	70.3 - 93.4	79.9 - 105.3
SCADA engineer	61.2 - 81.6	70.0 - 94.9	80.6 - 108.2
site supervisor	69.7 - 91.4	76.5 - 102.3	85.3 - 114.7
sourcing engineer	53.5 - 71.5	61.3 - 83.3	70.7 - 95.2
specification writer	51.0 - 66.1	57.8 - 76.0	65.8 - 85.7
start up lead	76.3 - 99.3	83.5 - 110.8	92.8 - 124.0
stationary engineer	51.7 - 67.0	57.7 - 76.0	64.9 - 84.8
structural designer	49.0 - 64.2	55.6 - 73.9	63.2 - 83.3
structural engineer	63.5 - 84.4	72.2 - 97.8	83.0 - 111.6
structural engineering technologist	50.8 - 67.5	57.8 - 78.2	66.4 - 89.3
superintendent	38.8 - 49.9	43.7 - 57.0	49.5 - 64.6
supply chain manager	80.3 - 106.8	91.6 - 123.4	104.5 - 138.4
tanks inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
telecommunications technician	52.5 - 68.7	59.4 - 79.2	67.9 - 90.4
transmission line engineer	72.9 - 92.5	79.1 - 102.1	87.0 - 113.3
transportation manager	74.7 - 98.8	84.5 - 113.6	96.3 - 129.2
turnaround coordinator	57.7 - 72.2	64.8 - 82.3	73.3 - 93.0
welding inspector	50.9 - 66.8	57.8 - 76.9	65.8 - 86.8
manufacturing			
applications engineer	68.5 - 91.8	80.3 - 109.1	94.0 - 124.4
automation engineer	62.4 - 82.8	70.9 - 95.7	81.2 - 109.1
buyer	55.1 - 72.5	62.9 - 84.1	72.1 - 96.0
chemical engineer	78.3 - 103.1	86.6 - 116.1	96.9 - 130.1

chemical technician	54.1 - 70.8	60.2 - 80.5	68.1 - 92.0
cmm programmer	45.9 - 59.4	51.2 - 67.5	57.6 - 75.7
CNC programmer	49.1 - 65.4	56.1 - 76.0	64.4 - 87.0
coating inspector	35.5 - 46.7	40.5 - 53.9	46.2 - 61.4
commissioning and start up engineer	60.1 - 80.7	69.3 - 94.6	80.5 - 108.2
continuous improvement engineer	74.0 - 96.7	82.4 - 109.5	92.5 - 122.6
contracts administrator	58.3 - 77.5	66.4 - 89.6	76.0 - 101.8
contracts manager	90.0 - 113.7	100.6 - 129.7	114.0 - 147.9
control technician	48.2 - 63.5	55.1 - 73.6	63.1 - 83.7
controls designer/engineer	50.1 - 67.2	57.7 - 78.4	66.5 - 89.5
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	47.8 - 66.3	57.7 - 80.3	68.3 - 92.2
director of operations	123.9 - 165.7	162.5 - 217.0	205.9 - 274.9
drafter	52.2 - 65.5	58.7 - 74.9	66.5 - 84.9
electrical designer/engineer	65.5 - 88.5	76.4 - 105.2	89.7 - 121.8
electrical engineer	71.6 - 96.7	83.5 - 114.9	98.0 - 133.1
electrical engineering technician	52.7 - 67.7	60.2 - 78.5	69.0 - 89.3
electrical inspector	48.5 - 65.3	56.2 - 76.3	64.8 - 87.6
electrical test engineer	69.1 - 92.4	79.5 - 108.4	92.2 - 124.4
engineering manager	96.0 - 129.4	109.7 - 150.5	126.4 - 172.2
environmental engineer	71.5 - 95.4	81.7 - 111.1	94.3 - 127.2
environmental inspector	54.4 - 69.8	59.9 - 78.5	66.8 - 88.0
estimation engineer	79.8 - 106.9	91.9 - 125.3	106.6 - 144.0
estimator	71.3 - 93.4	79.4 - 105.8	89.5 - 119.5
field service engineer	61.4 - 81.8	70.1 - 95.0	80.8 - 110.0
field service technician	60.1 - 79.2	69.8 - 92.5	80.3 - 105.2
general inspector	59.9 - 79.1	67.4 - 90.4	76.3 - 101.5
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
head of workshop and assembly	182.8 - 256.1	255.0 - 361.1	325.2 - 455.3
health and safety manager	71.8 - 92.9	82.7 - 108.2	95.2 - 123.0
health and safety specialist	77.2 - 101.8	88.4 - 118.6	101.9 - 135.0
HVAC drafter	62.3 - 80.3	70.2 - 91.7	79.2 - 102.6
HVAC engineer	62.0 - 82.9	71.2 - 96.7	82.0 - 109.7
industrial engineer	82.1 - 107.3	91.3 - 121.4	102.6 - 136.0
inventory analyst	57.6 - 75.8	65.6 - 87.8	75.4 - 100.3
inventory control manager	73.3 - 96.5	82.3 - 110.2	93.1 - 124.6
logistics manager	72.4 - 96.6	82.9 - 112.7	95.6 - 128.5
logistics specialist	66.4 - 88.7	76.2 - 103.4	87.8 - 117.5
machining manager	70.2 - 90.7	78.1 - 103.0	88.1 - 116.6
maintenance manager	72.6 - 96.0	83.4 - 111.0	94.9 - 123.6
manufacturing director	131.9 - 159.2	150.0 - 205.2	198.0 - 253.3

manufacturing engineer	77.6 - 103.3	88.4 - 119.6	101.4 - 135.4
materials manager	90.4 - 118.9	99.8 - 134.0	112.0 - 151.0
mechanical designer	61.1 - 81.2	70.6 - 94.7	81.1 - 106.8
mechanical drafter	57.5 - 75.0	64.8 - 86.8	74.6 - 101.6
mechanical engineer	86.4 - 114.6	98.2 - 132.5	112.4 - 151.0
mechanical engineering technican	60.7 - 79.9	69.4 - 92.5	79.2 - 104.3
operations manager	93.5 - 126.6	105.7 - 145.3	120.1 - 163.3
planner/scheduler	46.8 - 60.1	53.4 - 69.1	60.6 - 78.0
plant manager	103.7 - 144.5	124.3 - 175.7	148.3 - 204.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process engineer	71.8 - 95.9	82.3 - 111.8	94.9 - 127.1
procurement director	111.0 - 146.6	146.2 - 193.1	177.2 - 233.9
procurement specialist	56.6 - 74.3	63.1 - 84.2	71.2 - 95.8
production manager	96.8 - 127.0	108.4 - 144.8	122.6 - 164.0
production planner	57.6 - 76.6	66.6 - 89.0	76.2 - 99.5
program manager	83.9 - 109.0	95.8 - 126.2	109.7 - 144.1
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	102.2 - 131.3	111.0 - 145.2	122.4 - 162.0
project manager	87.6 - 121.1	102.0 - 142.9	118.7 - 163.4
purchasing manager	97.8 - 129.2	110.6 - 148.3	125.6 - 166.8
QA/QC inspector	64.0 - 85.2	74.2 - 99.7	85.6 - 114.1
quality assurance manager	93.0 - 121.1	103.0 - 136.3	115.2 - 152.8
quality assurance/control technician	70.4 - 94.0	82.0 - 110.6	95.2 - 125.9
quality control engineer	76.1 - 100.7	86.0 - 115.8	98.2 - 131.0
quality inspector	46.0 - 58.9	51.6 - 67.3	58.3 - 76.1
safety inspector	74.3 - 97.4	84.2 - 112.0	95.9 - 126.2
SCADA engineer	73.4 - 97.9	83.9 - 113.9	96.6 - 129.7
site supervisor	83.6 - 109.6	91.8 - 122.6	102.2 - 137.5
sourcing engineer	64.2 - 85.7	73.4 - 99.8	84.8 - 114.2
specification writer	61.1 - 79.2	69.4 - 91.1	79.0 - 102.8
stationary engineer	62.0 - 80.4	69.2 - 91.1	77.8 - 101.6
supply chain manager	96.4 - 128.0	109.9 - 148.0	125.3 - 165.8
transportation manager	89.5 - 118.4	101.3 - 136.2	115.4 - 154.8
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
warehouse manager	73.8 - 96.6	82.2 - 109.4	92.5 - 123.4

finance & accounting support

	1 year	3 years	5 years
all industries			
accounting clerk	37.9 - 44.0	41.0 - 47.4	43.8 - 50.7
accounts payable clerk	38.1 - 43.1	42.3 - 47.8	46.0 - 52.0
accounts receivable clerk	38.6 - 43.7	42.9 - 48.5	46.7 - 52.7
assistant controller	87.9 - 111.8	95.2 - 121.2	102.4 - 130.3
invoicing clerk	36.2 - 42.5	39.8 - 46.7	43.0 - 50.4
payroll administrator	42.1 - 50.5	46.1 - 55.3	49.9 - 59.8
payroll clerk	40.7 - 47.7	44.9 - 52.6	48.7 - 57.1

industrial support

(hourly rates)

	1 year	3 years	5 years
all industries			
assembler/fabricator	15.3 - 18.3	17.4 - 20.2	18.6 - 21.3
boom truck operator	21.0 - 24.3	21.8 - 26.0	24.7 - 29.1
electronic parts assembler	15.4 - 18.0	16.5 - 19.4	17.5 - 20.7
forklift operator	14.8 - 18.0	17.1 - 20.0	18.4 - 21.3
industrial painter	17.0 - 20.4	18.4 - 22.2	20.1 - 23.1
inventory control clerk	16.0 - 19.5	18.1 - 20.5	18.8 - 23.0
logistics coordinator	21.9 - 26.1	23.5 - 27.4	26.4 - 31.0
machine operator	17.4 - 20.2	18.3 - 21.8	20.1 - 24.0
machine operator assistant	15.9 - 18.9	18.2 - 20.1	19.7 - 22.1
manufacturing worker	15.3 - 17.2	16.7 - 18.4	17.4 - 20.3
material handler	15.1 - 17.4	16.4 - 18.7	18.5 - 20.7
moulding machine operator	15.8 - 20.0	18.3 - 22.2	20.6 - 24.2
parts manager	23.1 - 28.0	25.2 - 29.7	26.8 - 32.8
picker/packer	14.5 - 17.0	15.4 - 18.8	16.1 - 19.3
production labourer	14.2 - 16.8	16.3 - 18.2	17.3 - 20.4
sandblasting operator	16.2 - 18.6	17.1 - 20.1	18.3 - 22.5
shipping and receiving clerk	16.9 - 20.3	18.8 - 21.6	20.8 - 23.7
warehouse labourer	14.5 - 16.5	16.2 - 18.4	17.5 - 20.5

office & administrative support

	1 year	3 years	5 years
all industries			
accountant	61.7 - 74.1	65.2 - 78.2	68.6 - 82.3
administrative assistant	38.7 - 46.6	41.9 - 50.3	45.0 - 54.0
benefits clerk	38.0 - 44.5	41.8 - 49.0	45.4 - 53.2
buyer assistant	37.7 - 44.2	42.0 - 49.2	45.7 - 53.6
claims supervisor	61.7 - 74.9	66.6 - 80.8	71.3 - 86.6
contracts administrator	53.9 - 65.0	58.7 - 69.9	63.4 - 76.8
data entry clerk	31.0 - 36.1	34.1 - 39.6	36.8 - 42.6
dispatcher	38.0 - 44.6	41.4 - 48.5	44.6 - 52.2
document controller	31.7 - 36.8	34.9 - 40.5	37.5 - 43.5
executive assistant	51.6 - 63.4	57.6 - 70.7	63.1 - 77.5
file clerk	33.0 - 38.3	37.5 - 43.5	41.0 - 47.5
HR administrator	44.9 - 53.9	48.9 - 58.7	52.7 - 63.3
HR coordinator	45.9 - 59.6	50.7 - 67.8	56.8 - 77.2
HR manager	77.4 - 101.2	86.9 - 116.7	97.4 - 124.8
human resources assistant	40.5 - 47.4	44.3 - 51.8	47.5 - 55.6
import/export clerk	36.1 - 42.4	40.0 - 46.8	43.3 - 50.8
insurance claims clerk	33.8 - 38.5	36.8 - 41.7	39.4 - 44.9
leasing coordinator	39.7 - 47.6	42.9 - 51.3	46.0 - 55.0
legal assistant	42.1 - 51.8	48.5 - 59.2	54.2 - 66.7
mailroom clerk	31.0 - 35.6	33.9 - 38.9	36.2 - 41.5
office clerk	35.1 - 40.7	37.6 - 43.6	40.0 - 46.3
office manager	53.7 - 65.3	57.3 - 69.6	60.7 - 73.7
order clerk	32.4 - 37.7	35.7 - 41.4	38.6 - 44.7
order supervisor	49.6 - 58.8	55.4 - 65.7	60.8 - 72.1
project coordinator	42.8 - 51.3	46.4 - 55.6	49.8 - 59.8
property administrator	39.2 - 47.0	42.8 - 50.9	46.2 - 58.1
property manager	59.6 - 72.4	65.4 - 79.4	70.9 - 86.1
receptionist	31.6 - 37.2	34.0 - 40.0	36.3 - 42.6
sales assistant	38.1 - 44.7	40.8 - 47.8	43.6 - 51.0
supply clerk	32.3 - 38.0	35.1 - 41.3	37.7 - 44.2

skilled trades & industrial management

(hourly rates)

	1 year	3 years	5 years
all industries			
assembly supervisor	23.9 - 29.5	26.1 - 30.4	28.0 - 33.7
CNC operator	19.2 - 22.9	21.0 - 25.1	22.5 - 27.1
conventional machinist	19.0 - 22.5	20.4 - 24.7	21.5 - 27.3
electrician	24.6 - 29.4	26.9 - 32.5	29.1 - 34.3
electromechanical technician	24.6 - 29.4	27.7 - 33.3	30.3 - 36.1
electronics technician	24.2 - 28.6	27.1 - 32.0	28.5 - 34.2
field service technician	23.8 - 29.0	26.5 - 31.9	29.0 - 33.5
heavy equipment mechanic	23.9 - 29.3	27.1 - 31.5	29.1 - 35.0
logistics supervisor	26.0 - 28.5	27.4 - 31.0	29.4 - 33.1
maintenance manager	28.4 - 34.2	21.5 - 37.0	34.6 - 40.8
maintenance mechanic	22.0 - 26.1	24.5 - 28.6	27.0 - 31.3
maintenance supervisor	27.4 - 32.3	30.1 - 35.4	31.9 - 39.1
maintenance worker	20.2 - 22.6	22.2 - 26.1	24.0 - 27.5
millwright	24.1 - 29.4	26.5 - 31.0	28.4 - 33.9
production manager	39.1 - 47.0	41.8 - 49.8	45.6 - 54.2
quality control technician	19.2 - 23.0	20.4 - 25.6	22.1 - 26.4
quality control tester	25.7 - 30.7	28.4 - 33.8	30.7 - 36.8
tool and die maker	23.6 - 28.4	26.3 - 32.5	29.6 - 34.0
warehouse supervisor	22.7 - 27.1	24.7 - 29.7	26.8 - 32.2
welder	20.5 - 24.5	22.3 - 26.6	23.8 - 28.2

technologies

	entry	mid	senior
application software			
.net/C# developer	66.1 - 85.6	74.0 - 97.6	83.7 - 109.8
application support analyst	57.5 - 75.9	66.1 - 87.8	75.2 - 98.9
automation tester	65.5 - 82.3	80.3 - 92.7	90.0 - 107.5
C++/ embedded software engineer	64.2 - 83.3	72.0 - 94.9	81.4 - 106.8
database SQL developer	58.6 - 78.1	67.1 - 90.8	77.2 - 103.2
devops development side	63.1 - 84.9	73.3 - 100.2	85.3 - 114.5
ERP developer	66.5 - 86.1	74.4 - 98.1	84.2 - 111.3
front-end developer	62.6 - 82.4	71.7 - 95.9	82.5 - 109.1
full stack developer	71.9 - 94.6	82.4 - 110.1	94.6 - 124.8
java developer	63.9 - 82.8	71.6 - 94.4	80.9 - 106.4

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machine learning developer	69.2 - 102.8	92.9 - 129.0	111.0 - 137.9
manual tester	46.6 - 62.4	54.7 - 74.2	63.9 - 84.7
mobile application developer (iOS/android)	59.3 - 87.2	78.8 - 110.7	95.5 - 125.4
quality assurance manager	79.4 - 103.0	87.7 - 115.9	98.1 - 129.9
RPA developer	48.5 - 64.1	55.7 - 74.5	63.9 - 83.7
technical lead	101.3 - 135.6	114.9 - 156.3	131.0 - 176.4
UI/UX designer	59.3 - 77.3	66.9 - 88.5	75.9 - 99.0
architecture			
application architect	91.6 - 121.8	103.0 - 139.8	117.3 - 160.1
architect (enterprise)	89.8 - 121.2	103.0 - 141.4	118.8 - 162.6
architect (solutions/technical)	80.6 - 100.9	90.5 - 115.1	102.3 - 129.3
cloud architect	81.3 - 102.2	91.9 - 117.3	104.3 - 131.6
data & analytics			
BI data architect	83.7 - 112.4	93.7 - 128.1	106.0 - 144.5
big data engineer	78.4 - 102.6	87.7 - 117.0	99.2 - 132.5
business intelligence developer	62.8 - 81.5	70.5 - 92.9	79.6 - 104.0
data analyst	63.4 - 84.9	73.1 - 99.3	84.5 - 113.2
data architect	68.5 - 90.4	78.8 - 105.9	91.2 - 120.8
data engineer	66.9 - 89.6	77.1 - 104.9	89.2 - 119.4
data scientist	73.6 - 98.6	85.1 - 115.8	98.5 - 131.7
database administrator	64.0 - 87.3	75.7 - 104.4	89.0 - 119.7
leadership/business technology			
business analyst	68.5 - 85.0	77.0 - 100.0	92.0 - 120.0
IT director	100.0 - 110.0	105.0 - 135.0	130.0 - 225.0
IT manager	66.6 - 87.2	74.5 - 99.5	84.4 - 113.5
networking/infrastructure			
bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
cloud engineer	70.2 - 93.5	81.8 - 110.2	94.9 - 124.7
devops system side	77.0 - 106.5	89.8 - 125.0	103.6 - 141.1
help desk representative	43.7 - 58.5	50.3 - 67.6	57.1 - 75.7
information security engineer	68.7 - 92.0	79.3 - 107.8	91.7 - 122.6
information security manager	90.1 - 117.7	100.5 - 134.0	113.6 - 152.1
information security specialist	58.0 - 76.4	66.4 - 88.9	76.4 - 100.7
information systems analyst	61.8 - 79.6	68.6 - 89.8	76.9 - 101.0
linux/unix administrator	70.0 - 91.9	79.9 - 106.9	92.0 - 121.9
network administrator	58.8 - 78.7	67.8 - 92.2	78.5 - 105.3
network engineer	64.6 - 86.3	74.3 - 101.0	86.0 - 115.9
systems administrator	66.4 - 86.4	74.8 - 99.0	85.0 - 112.2
tech support	60.1 - 79.7	69.5 - 93.1	80.1 - 105.8
telecommunications analyst	61.1 - 81.5	70.2 - 95.5	81.3 - 110.2
project management			

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business systems analyst	63.5 - 85.1	74.5 - 101.0	87.2 - 115.9
ERP project manager	90.9 - 121.2	99.2 - 134.9	110.0 - 151.3
functional analyst	51.4 - 67.1	58.1 - 77.0	66.0 - 87.1
organizational change manager (OCM)	63.2 - 85.3	73.8 - 101.6	86.9 - 119.0
product owner	71.8 - 94.6	82.3 - 110.0	94.5 - 124.3
product owner/manager	75.6 - 104.3	87.9 - 123.0	102.3 - 140.8
program manager	100.0 - 115.0	110.0 - 135.0	134.0 - 165.0
project coordinator	56.7 - 71.9	64.8 - 83.7	74.6 - 95.2
project manager (infrastructure)	79.3 - 106.4	89.2 - 121.8	101.4 - 138.3
project manager (software)	83.3 - 110.4	93.2 - 125.8	105.4 - 142.3
scrum master	70.6 - 91.9	79.7 - 105.6	90.7 - 120.4
technical writer	57.4 - 74.6	66.8 - 88.0	77.6 - 100.2



about randstad

Randstad is the global leader in the HR services industry. We support people and organizations in realizing their true potential by combining the power of today's technology with our passion for people. We call it Human Forward.