

CONSTRUCTION SURVEY SAMPLE REPORT

Project Manager

Base Pay and Salary Range

Sector	Tot Orgs	Tot Incm	Base Salary Data							Range Data			
			Percentile							Minimum	Maximum	Location Premium %	
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median	Median	Avg
Analysis By Location													
Vancouver	12	66	87164	96000	98150	104500	118000	95890	95816	73728	110592	20	20
Calgary	22	93	80000	95001	97500	100000	114800	94689	100936	80000	115822	--	--
Edmonton	22	89	90000	98000	98000	103781	112366	97690	104530	77194	120000	15	13.8
Northern Alberta	10	38	94141	101920	102440	103530	121133	105607	119402	80800	121200	20	18.2
Regina/Saskatoon	11	31	65000	77900	80000	86612	99336	78293	79591	66211	99317	--	--
Winnipeg	6	11	70000	74784	75000	80194	103000	76680	84169	57000	85500	--	--
Toronto	8	84	77565	88000	90000	94250	107885	88741	86517	77194	86097	--	--
Ottawa	5	28	75415	77700	83000	83500	99272	85871	94563	67520	71740	--	--
Southern Ontario (excluding GTA)	6	19	88250	91750	93051	96600	96600	90293	88830	77194	110930	--	--
Halifax	2	4	--	--	--	--	--	--	--	--	--	--	--
Total BC	22	88	90750	96000	99000	100000	111500	96129	96621	75461	110592	20	20
Total Alberta	55	222	87000	97218	98500	102688	114540	97772	105639	80000	120000	20	17.2
Total Saskatchewan	12	32	65000	78950	80000	86925	103534	79127	81709	66211	99317	10	10
Total Manitoba	6	11	70000	74784	75000	80194	103000	76680	84169	57000	85500	--	--
Total Ontario	19	131	77632	86000	90000	94500	101066	88353	89365	77194	86097	--	--
Total Western Canada	95	353	83460	95417	98000	102290	112366	95015	99172	77194	110592	20	17
Total Atlantic	2	4	--	--	--	--	--	--	--	--	--	--	--
National	117	489	81000	93000	96600	100000	111780	93262	97577	77194	99317	20	17.5

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			Percentile							Minimum	Maximum	Location Premium %	
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median	Median	Avg
Analysis By Revenue													
Under \$50 Mil	3	9	118000	123600	124720	140000	193932	139800	156110	--	--	--	--
\$50 to \$100 Mil	4	10	85800	102846	110611	118000	123557	102971	99495	--	--	--	--
\$100 to \$250 Mil	9	135	77565	86885	91750	95000	99678	87655	90302	77194	86097	20	18.3
\$250 Mil to \$1 Billion	12	107	80000	96000	98318	101920	110000	92385	95182	73728	110592	7	7
\$1 Billion to \$2 Billion	4	48	95457	99161	99358	102454	110166	99254	99788	80000	120000	10	10
Over \$2 Billion	10	180	83000	91000	94000	100438	114040	93526	98466	67520	71740	20	18.7

Sector	Tot Orgs	Tot Incm	Base Salary Data							Range Data			
			Percentile							Minimum	Maximum	Location Premium %	
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median	Median	Avg
Analysis By Industry													
Commercial	9	251	81300	91750	95000	100000	111725	91831	93461	77194	99317	16.5	16.5
Industrial	26	166	88901	98000	99259	103419	116653	99289	106128	80381	120000	20	17.6
Other	7	72	76092	81500	86885	95075	99900	84356	87413	75812	86097	--	--

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Total Cash and Variable Pay

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay							Target%	Actual%
			Percentile							Orgs	Incm	%rec'd	25th	50th	75th	Avg		
			25th	50th	60th	75th	90th	Avg	CWTAvg									
Analysis By Location																		
Vancouver	12	66	94449	109250	112250	117450	129040	106958	109329	12	60	91	7703	10460	13325	11685	5	10.4
Calgary	22	93	91554	100006	109102	124148	140032	108529	115412	16	69	74	7094	10000	20000	17908	8	11.2
Edmonton	22	89	95000	107203	114360	120862	137030	111662	119409	17	63	71	5369	11152	21010	18370	20	11.3
Northern Alberta	10	38	105791	111520	117911	124442	171278	123455	143502	8	28	74	13020	16267	28735	21138	20	12.1
Regina/Saskatoon	11	31	77516	99187	109665	118234	128858	101688	102334	11	31	100	12516	21287	26724	20375	5	19.3
Winnipeg	6	11	70000	75000	92564	99636	110000	83215	92007	3	4	36	13044	18750	23676	17970	2	22.3
Toronto	8	84	81875	90875	95000	103056	122691	95373	90574	4	49	58	5000	8000	15000	11369	--	10
Ottawa	5	28	82613	84898	84919	93500	111641	93913	107857	5	24	86	7199	7199	10000	9382	9	9.5
Southern Ontario (excluding GTA)	6	19	90375	96600	96600	102883	125500	99901	98989	3	6	32	19842	36000	40000	30426	15	40.8
Halifax	2	4	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Total BC	22	88	94087	105887	111760	116311	129040	105847	107864	18	69	78	7750	10669	14250	11968	5	10.7
Total Alberta	55	222	95000	107059	112608	123100	144349	112320	121953	42	162	73	7258	14000	22370	18554	20	11.2
Total Saskatchewan	12	32	77516	99187	111512	117611	128118	102119	103431	12	32	100	12516	18408	25929	20067	5	19.3
Total Manitoba	6	11	70000	75000	92564	99636	110000	83215	92007	3	4	36	13044	18750	23676	17970	2	22.3
Total Ontario	19	131	82807	91750	95000	102500	123844	95718	97779	12	79	60	7199	8000	14884	12213	9	10
Total Western Canada	95	353	92564	105791	111520	119479	137410	108875	114459	75	267	76	7902	12516	20891	17024	10	12.2
Total Atlantic	2	4	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
National	117	489	89300	100774	107526	116988	134169	105450	112032	90	351	72	7500	12000	20000	15991	10	11.2

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Total Cash and Variable Pay

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay								
			Percentile							Target% Actual%								
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Median
Analysis By Revenue																		
Under \$50 Mil	3	9	123600	129040	129040	140000	193932	142253	158870	1	2	22	--	--	--	--	--	--
\$50 to \$100 Mil	4	10	100502	117362	129040	135438	140992	120241	119481	3	7	70	10450	16432	24852	23283	10	20
\$100 to \$250 Mil	9	135	80000	91750	94449	98000	120887	94126	95963	12	48	36	6182	7706	22571	14303	20	8.4
\$250 Mil to \$1 Billion	12	107	99187	109381	112350	116495	119479	106191	109750	32	95	89	10847	14040	17596	14346	10	13.9
\$1 Billion to \$2 Billion	4	48	104844	116572	123351	128668	138758	117744	119428	15	40	83	10032	20648	28904	22188	8	20.4
Over \$2 Billion	10	180	90000	101500	105400	118062	135000	107562	120119	27	159	88	7199	10000	15000	15706	9	10.4

Sector	Tot Orgs	Tot Incm	Total Cash Data							Total Annual Variable Pay								
			Percentile							Target% Actual%								
			25th	50th	60th	75th	90th	Avg	CWTAvg	Orgs	Incm	%rec'd	25th	50th	75th	Avg	Median	Median
Analysis By Industry																		
Commercial	9	251	90000	100000	105000	116373	130000	104456	109679	38	199	79	7750	10000	20000	15481	5	11.1
Industrial	26	166	96852	109134	112743	120995	151596	113045	121513	37	114	69	7349	14301	20242	17758	20	10.8
Other	7	72	79252	88250	92300	98297	115252	91404	96438	15	38	53	7199	12516	17314	13355	5	14

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