

Construction Sample Survey Report

00000 - Sample Position

Sample Description

Base Pay and Salary Range

Locations	Tot Orgs	Tot Incm	Base Salary Data							Range Data					
			Percentile							Minimum	Maximum	All-In-Rate		Location Premium %	
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median	Median	Avg	Median	Avg
Analysis By Location															
Victoria	4	4	133212	134000	134253	135066	136226	134277	134277	--	--	--	--	--	--
Vancouver	17	55	128166	137862	143783	157270	182456	147397	142540	116544	184395	--	--	7	7
Kelowna	3	3	126362	128366	128750	129326	129901	127670	127670	--	--	--	--	--	--
Interior BC	3	3	126362	128366	128750	129326	129901	127670	127670	--	--	--	--	--	--
Calgary	31	124	128588	133731	136941	145248	184735	143802	138457	124506	165125	--	--	--	--
Edmonton	24	82	118188	127758	130794	136350	148184	128482	135115	120000	165210	--	--	49	41
Fort McMurray	6	22	135284	162250	166489	169000	176624	155814	142133	104728	157198	--	--	9	10.5
Grande Prairie	2	3	--	--	--	--	--	--	--	--	--	--	--	--	--
Northern Alberta	8	25	133044	161000	164317	169000	174953	153001	140295	104728	157198	--	--	9	10.5
Regina/Saskatoon	8	8	125351	132108	133025	136941	157110	137582	137582	93000	158200	--	--	--	--
Winnipeg	5	13	117541	133890	135230	138935	146344	129749	133048	93000	158200	--	--	--	--
Toronto	12	138	119625	130000	131890	137131	146366	128806	126715	103327	141198	--	--	10	10
Ottawa	6	14	126776	131754	133695	145057	156550	135575	137025	100293	171931	--	--	--	--
Southern Ontario (excluding GTA)	7	15	113024	129683	130191	132002	135311	120385	123046	93000	153000	--	--	--	--
Montreal	7	39	115778	124488	126368	137416	146942	125820	130330	93000	158200	--	--	10	9.11
Total BC	29	72	128343	137297	140582	154904	184364	146880	144138	116544	178800	--	--	19.5	19.5
Total Alberta	68	239	126468	133299	136394	148160	172478	140337	139291	120000	166650	--	--	10	20.09
Total Saskatchewan	9	9	125907	132652	134146	144206	155044	138629	138629	93000	158200	--	--	--	--
Total Manitoba	5	13	117541	133890	135230	138935	146344	129749	133048	93000	158200	--	--	--	--
Total Ontario	34	223	117812	129873	131890	139354	154400	129692	130991	102400	166912	--	--	10	10
Total Quebec	11	43	114322	123845	124917	133189	145408	124705	124331	93000	158200	--	--	10	10.36
Total Western Canada	111	333	126968	133731	137215	149226	175265	141292	140223	116544	167514	--	--	25	22.11
Total Atlantic	5	18	122105	128134	129942	137228	165793	134333	138762	--	--	--	--	15	26.67
National	161	617	123771	131869	134390	143059	162993	135740	137142	104897	164405	--	--	10	17.89

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			Percentile							Minimum	Maximum	All-In-Rate		Location Premium %	
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median	Median	Avg	Median	Avg
Analysis By Industry															
General Contracting	15	141	126468	133299	136394	148160	172478	140337	139291	120000	166650	--	--	--	--
Civil/Infrastructure	13	124	125907	132652	134146	144206	155044	138629	138629	93000	158200	--	--	23	20.33
Oil & Gas Facilities	9	97	117541	133890	135230	138935	146344	129749	133048	--	--	--	--	--	--
Specialized Sub Contractors	8	88	117812	129873	131890	139354	154400	129692	130991	102400	166912	--	--	20	19.23
Environmental/Sustainable Building	5	9	198082	205000	207400	216231	222230	206876	205719	171362	214456	--	--	--	--
Maintenance/Operations	6	78	114322	123845	124917	133189	145408	124705	124331	93000	158200	--	--	10	10
Commercial	6	55	155868	176367	183744	194261	197043	173755	173755	--	--	--	--	--	--
Institutional	4	34	145595	163383	167894	177992	178145	163286	169046	--	--	--	--	--	--
Pipeline	8	23	205217	215019	217992	226448	228866	217208	230444	174686	267362	--	--	10	15.62
Power	7	26	218963	230176	235319	242432	263652	231103	223786	161223	243050	--	--	--	--

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Base Pay and Salary Range

Revenues	Tot Orgs	Tot Incm	Base Salary Data							Range Data					
			Percentile							Minimum	Maximum	All-In-Rate		Location Premium %	
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Median	Median	Avg	Median	Avg
Analysis By Revenue															
Under \$25 Mil	4	8	123747	126590	128989	132445	132842	127635	128645	--	--	--	--	--	--
\$25 to 50 Mil	1	3	--	--	--	--	--	--	--	--	--	--	--	--	--
\$50 to \$100 Mil	5	16	123682	129102	130285	133802	143423	130818	130328	102752	150911	--	--	--	--
\$100 to \$250 Mil	7	16	124704	127695	128999	134673	140000	128975	128624	106915	149649	--	--	--	--
\$250 to \$500 Mil	12	90	129162	133210	136607	139753	146373	136335	136711	103327	146344	--	--	32	31.3
\$500 to \$750 Mil	4	45	121160	128382	132630	133731	137929	126050	126378	128382	156198	--	--	10	12.11
Over \$5 Billion	7	278	117350	129928	132610	140450	162430	133997	138377	102400	174100	--	--	--	--
\$750 to \$1 Billion	4	35	111825	124236	125913	132990	141652	124810	132309	120000	148800	--	--	--	--
\$1 to \$2 Billion	9	47	125850	130786	134705	140096	160000	135354	135197	111100	166650	--	--	--	--
\$2 to \$5 Billion	8	79	133655	152625	160800	167500	185000	153913	149969	125220	187830	--	--	9	14.12

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Total Cash and Variable Pay

Locations	Tot Orgs	Tot Incm	Total Cash Data								Total Variable Pay			Total Direct Compensation						
			Percentile								Total Bonus		Actual%	Total Direct Compensation			LTI Value			
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Avg	Median	Avg	Median	Orgs	Incm	Avg	Median		
Analysis By Location																				
Victoria	4	4	135777	141749	144598	147606	149601	141634	141634	--	--	--	141634	141749	--	--	--	--		
Vancouver	17	55	138311	154233	163664	178238	210445	164047	160140	15000	20674	11.2	164177	154233	1	1	--	--		
Kelowna	3	3	135532	140780	141178	141775	142372	137945	137945	--	--	--	137945	140780	--	--	--	--		
Interior BC	3	3	135532	140780	141178	141775	142372	137945	137945	--	--	--	137945	140780	--	--	--	--		
Calgary	31	124	134628	155132	164901	176083	209926	160597	153055	25500	28746	19.4	160703	155132	1	2	--	--		
Edmonton	24	82	125913	136446	144086	152462	170213	141548	146828	12500	14414	9.8	141873	136446	1	1	--	--		
Fort McMurray	6	22	151614	175544	184636	188750	208049	172626	158145	17231	16804	10.8	172626	175544	--	--	--	--		
Grande Prairie	2	3	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--		
Northern Alberta	8	25	151614	166620	181455	188000	205945	169929	155637	19462	17900	11.9	169929	166620	--	--	--	--		
Regina/Saskatoon	8	8	125351	145384	151950	182320	213565	158534	158534	26250	25336	15.7	158534	145384	--	--	--	--		
Winnipeg	5	13	129857	134930	138060	151117	172793	138780	149486	15000	14888	9.4	138780	134930	--	--	--	--		
Toronto	12	138	129840	141025	145009	152435	165085	141777	137416	15024	16967	12	141927	141025	2	3	--	--		
Ottawa	6	14	140778	144572	145901	157537	168174	148930	147857	15261	18696	11.9	148930	144572	--	--	--	--		
Southern Ontario (excluding GTA)	7	15	118708	131631	132674	141323	157172	131535	135797	17788	18583	18.2	131535	131631	--	--	--	--		
Montreal	7	39	121500	128090	135214	139068	150243	129989	133639	4000	4162	3.2	129989	128090	--	--	--	--		
Total BC	29	72	137506	154134	161420	179658	207801	162601	158474	15298	20318	11.3	162700	154134	1	1	--	--		
Total Alberta	68	239	133155	147500	159572	172524	207686	156728	154359	18504	22656	13.5	156895	148000	2	3	--	--		
Total Saskatchewan	9	9	125907	146563	146913	173499	211971	157252	157252	26250	25336	15.7	157252	146563	--	--	--	--		
Total Manitoba	5	13	129857	134930	138060	151117	172793	138780	149486	15000	14888	9.4	138780	134930	--	--	--	--		
Total Ontario	34	223	126778	139515	144931	153722	170056	140786	141982	14702	17005	11.7	140879	139515	2	3	--	--		
Total Quebec	11	43	119091	128090	135554	139068	150973	129471	130286	4000	4150	3.2	129471	128090	--	--	--	--		
Total Western Canada	111	333	133515	148000	157403	173499	207855	157311	155449	17500	22003	12.6	157452	148703	3	4	11737	6865		
Total Atlantic	5	18	128134	137656	139590	150948	190695	145546	153360	12003	11688	8.4	145546	137656	--	--	--	--		
National	161	617	129792	142781	148836	164879	190000	149055	150821	15177	19273	12	149165	143362	5	7	9658	6562		

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Total Cash and Variable Pay

Industries	Tot Orgs	Tot Incm	Total Cash Data							Total Variable Pay			Total Direct Compensation					
			Percentile							Total Bonus		Actual%	Total Direct Compensation		LTI Value			
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Avg	Median	Avg	Median	Orgs	Incm	Avg	Median
Analysis By Industry																		
General Contracting	15	141	210601	224160	228349	245550	269764	228662	226486	28072	35418	14.7	229196	225067	1	1	--	--
Civil/Infrastructure	13	124	207187	220820	226648	241562	259394	224660	221129	26496	33608	13.3	224348	222025	--	--	--	--
Oil & Gas Facilities	9	97	202297	222009	225680	223910	237541	220181	221456	29114	32627	15.5	225754	221630	1	1	--	--
Specialized Sub Contractors	8	88	199508	218526	221779	236143	255116	218964	227771	39750	41270	21.9	219497	216445	2	2	--	--
Environmental/Sustainable Building	5	9	224391	253061	253434	254527	258225	240085	237664	48212	33209	23.8	240085	253061	--	--	--	--
Maintenance/Operations	6	78	201507	212602	224028	230966	248191	218983	216217	29459	31718	15.3	219562	218735	3	3	24565	29335
Commercial	6	55	195838	211534	202159	220534	244991	210692	215177	25786	31312	14.1	212299	211458	3	3	24325	27435
Institutional	4	34	188741	199807	201728	211665	230822	202929	207897	18720	22689	11.1	205163	203649	2	6	--	--
Pipeline	8	23	221670	252410	264367	274704	298892	258579	276401	35000	35075	16.9	258579	252410	--	--	--	--
Power	7	26	229250	242708	254705	271826	279998	243953	239977	43877	34985	19.2	243953	242708	--	--	--	--

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Revenues	Tot Orgs	Tot Incm	Total Cash Data							Total Variable Pay			Total Direct Compensation					
			Percentile							Total Bonus		Actual%	Total Direct Compensation		LTI Value			
			25th	50th	60th	75th	90th	Avg	Co. Wt. Avg	Median	Avg	Median	Avg	Median	Orgs	Incm	Avg	Median
Analysis By Revenue																		
Under \$25 Mil	4	8	137624	143047	144277	145953	146936	139804	138448	14491	13908	10.9	139804	143047	--	--	--	--
\$25 to 50 Mil	1	3	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
\$50 to \$100 Mil	5	16	130156	140378	141588	142539	150896	138737	137226	11921	10559	9.2	138737	140378	--	--	--	--
\$100 to \$250 Mil	7	16	128878	134672	143000	151261	158312	138849	135833	15597	17553	11.6	138849	134672	--	--	--	--
\$250 to \$500 Mil	12	90	139509	146127	150330	171786	192840	156153	158135	14364	27190	10.6	156582	147249	2	3	--	--
\$500 to \$750 Mil	4	45	135400	153342	163667	165822	175435	152356	150724	22211	21576	17.1	152356	153342	--	--	--	--
Over \$5 Billion	7	278	123350	135624	140823	154088	181872	141558	144819	15556	15924	12.7	141662	135949	3	4	7248	6865
\$750 to \$1 Billion	4	35	122575	128550	138332	144108	153408	135324	134865	--	--	--	135324	128550	--	--	--	--
\$1 to \$2 Billion	9	47	138920	153656	156085	166215	185819	154594	152477	20733	20552	15	154594	153656	--	--	--	--
\$2 to \$5 Billion	8	79	146530	167637	171922	189500	211572	172294	168875	19998	22230	11.9	172294	167637	--	--	--	--

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