

# Wynford Survey Results

## 2016 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
<b>Analysis By Location</b>															
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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Base Pay and Salary Range

Industries	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
<b>Analysis By Industry</b>															
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
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	--	--	--	--	--	--

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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
<b>Analysis By Revenue</b>															
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
<b>Analysis By Location</b>																		
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
<b>Analysis By Industry</b>																		
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	--	--
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	--	--

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Total Cash and Variable Pay

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
<b>Analysis By Revenue</b>																		
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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